

Rigado Inc. ESG Statement

Introduction

At Rigado Inc., we are committed to driving sustainable innovation in IoT solutions for a smarter, more connected world. Our dedication to environmental responsibility, social impact, and strong governance practices ensures we contribute to a resilient and sustainable future.

Environmental Responsibility

Energy Efficiency and Waste Reduction

- **Intelligent Edge Computing:** We prioritize enhancing energy efficiency in our IoT solutions, reducing waste through intelligent edge computing.
- **Sustainable Practices:** Rigado minimizes energy usage in cloud data centers, offices, and home offices. We continuously seek environmentally friendly packaging materials and adhere to responsible e-waste recycling programs.
- **Daily Environmental Conduct:** We are committed to environmentally friendly practices in our day-to-day operations, constantly exploring new ways to improve our environmental impact.
- **Customers Speak, We Listen:** We pride ourselves on enabling innovation in worldwide partnerships as the de-facto unified IoT network, leveraging expertise with problem solving, as a foundation of our culture and dedication to driving sustainability in all aspects of our business.

Social Responsibility

Diversity, Inclusion, and Community Development

- **Fostering Diversity:** We promote diversity and inclusion, building our culture upon a foundation that supports local community development and enrichment.
- **Responsible Remote Work Environment:** We support a responsible remote working environment through education, training, and flexibility, empowering our people to make smart hiring choices and reducing environmental impact.
- **Employee Well-being:** We provide benefits that support the mental and emotional health of all employees, ensuring a supportive and inclusive workplace.

Human Rights and Fair Labor Standards

- **Respecting Human Rights:** We adhere to Fair Labor Standards and ensure that all employees feel valued and respected, regardless of their race, ethnicity, gender, sexual orientation, or disability.
- **Employee Engagement and Equal Pay:** We offer a robust employee engagement program, equal pay practices, and strong benefits, including health and wellness reimbursements and employee-sponsored 401k contributions.

- **Company Culture:** We cultivate a culture of support and flexibility. We live for teamwork and collaboration - that's why we work at Rigado. We don't hesitate to jump in and help each other out. We celebrate when we overcome obstacles by working together.

Employee Growth and Development

- **Training and Development:** We prioritize employee growth through ongoing training, reskilling, and creating collaborative opportunities, which are embedded in our daily work efforts and annual performance evaluations.

Governance

Ethical Operations and Transparent Stakeholder Engagement

- **Governance Practices:** Our governance practices ensure ethical operations and transparent stakeholder engagement, with regular leadership communication to align security and safety measures with strategic business objectives.
- **Information Security and Anti-Harassment Policies:** As an ISO 27001 certified company, we uphold strong information security, anti-harassment, and discrimination policies, maintaining a secure and safe environment for all stakeholders.
- **Third-Party Audits:** In finance, security, and operations, we engage third-party auditors to evaluate our practices and performance annually, including annual tax reports and filings with licensed 3rd party CPAs, ensuring a transparent and unbiased approach to understanding our strengths and opportunities.
- **Transparency:** Clear and transparent communication is built into our culture, ensuring that all individuals, from board members to employees, are empowered to share, contribute, and stay connected.

ESG Disclaimer

Our environmental, social, and governance (“ESG”) objectives are both established and aspirational and do not guarantee or promise that all goals will be met. The analysis involved in determining whether and how certain of Rigado's initiatives may contribute to ESG objectives is dependent on a number of factors. There can be no assurance that all parties will agree on whether certain projects contribute to a particular ESG objective. Additionally, our ESG programs and policies may change materially over time. Therefore, undue reliance should not be placed on these analyses.