

# Nova's Corporate Social Responsibility (CSR)

The journey beyond  
business performance



# CEO Note to All Our Stakeholders



The third decade of this millennium began with a pandemic unlike any we had seen before, one that does not distinguish between people, race, age, or ethnicity. Our resiliency, sense of caring, and solidarity were put to the test and significantly impacted all of us. The differences in our society were highlighted and required our attention as individuals, and together as a company.

Exiting this complicated era, we have decided to grow our unique culture further and combine more social goals as part of our business approach. Guided by our values, we are now prepared to also measure ourselves by our contributions to the environment and society.

Inspired by our DNA, we are now elevating our approach to social responsibility and embedding it into our culture and business management. By taking this approach and sharing our success, we are making an impact and contributing to our surroundings. By implementing our thorough CSR plans, Nova is determined to play a vital role in creating a better world for all of us.

Our strategy is composed of four pillars through which we will apply our talent, passion, and values to improve the reality of communities around us. The different pillars include Diversity and Inclusion to empower every voice, Community Relations to lift our communities, Ethics and Governance to champion our employees, and Environmental Care to build a sustainable future.

Based on the four pillars, we are committed to continuously enhancing our ethical, social, and environmental performance through our business insights as part of our ongoing collaboration with our employees, partners, customers, and community.



Eitan Oppenheim  
President and CEO



# WHAT IS CSR?

A cultural evolution that aims at embedding social responsibilities into our business operations and interactions with stakeholders.



# Corporate Social Responsibility

A cultural evolution that aims at embedding social responsibilities into our business operations and interactions with stakeholders

This makes the organization healthier, by creating a safe workplace and contributing to **Nova's overall positive impact.**



**GROWING  
FROM WITHIN**

Nurtured by our **culture**,  
**DNA** and **winning path** –  
we choose to stay attentive  
to our surroundings

Our values are at the center  
of what we do, and define  
our business operations  
and social responsibilities

It all narrows down to the  
most basic practices of  
**respect, partnership**  
and the confidence to  
take on and to win  
**any challenge**

## OUR VISION

We are committed to continuously **enhancing** our ethical, social and environmental performance through **our business insights** as part of our on-going collaboration with our employees, partners, customers and community.



## OUR COMMITMENT

We proactively invest in embedding social responsibility as part of our culture and business management to support our journey from Dream to Win.

We welcome members of the community into our family and provide them with the resources required to promote their sense of safety, belonging and self-worth.

We invite our stakeholders into our socially-responsible ecosystem and hold them to the highest ethical standards.



ENVIRONMENT

COMMUNITY  
RELATIONS

**NOVA**  
CSR  
PILLARS

ETHICS &  
GOVERNANCE

DIVERSITY

INCLUSION



# DIVERSITY

## Expanding Cultural Diversity

We're committed to building a diverse organization with a unique sense of belonging. We strive to expand our multidisciplinary platform with diverse talents and inspire the various segments of society.



# INCLUSION

## Empowering Every Voice

Our organization fosters an inclusive, open-minded and accepting environment.

We respect all individuals and ensure everyone is seen, heard, valued and respected.



# COMMUNITY RELATIONS

## Lifting our Communities

We welcome members of the community into our **family** and provide them with the resources required to promote **equality**, a sense of **belonging** and **self-worth**.

# ETHICS & GOVERNANCE

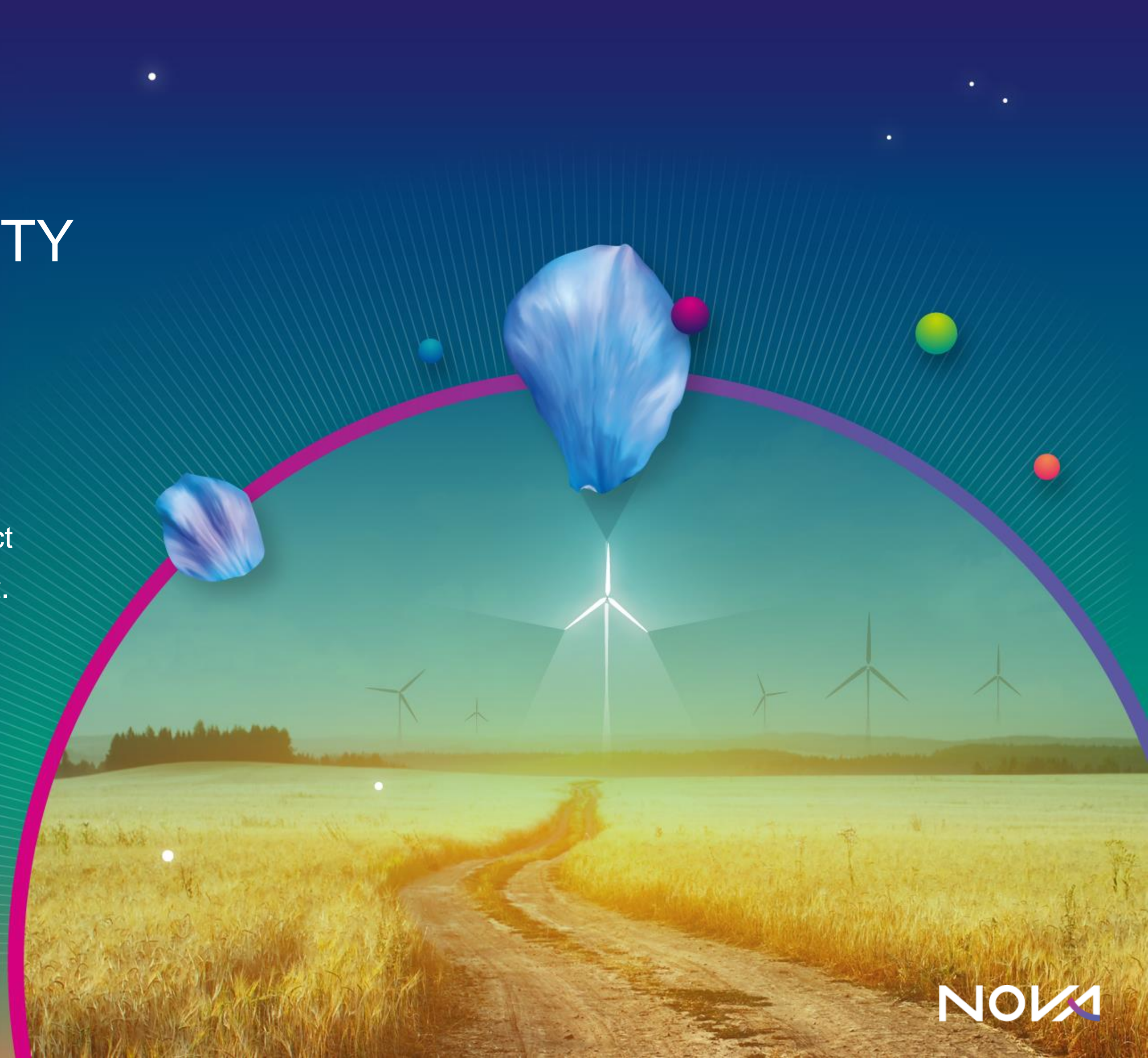
## Championing our Employees

People at Nova always come first. We strive to create an ethical, **safe** and motivational workplace for our employees, one in which they can feel a sense of belonging, while their privacy, interests and well-being are **protected**.

# ENVIRONMENT & SAFETY

## Building a Sustainable Future

We want to play our part in building a sustainable future and making a positive impact on the planet for the next generations to inherit.





# OUR MAIN PARTNERS



Zionism2000  
for Social Responsibility



העמותה לנוער במצבי סיכון (ע"ר) youth in distress



תעסוקה שווה

התאמה. השמה. הגשמה  
a center for equal opportunity  
employment for people with  
disabilities



DIVERSITY  
GROWTH  
CONSULTING



# Thank you!

