

People and Community

CalAmp employees are integral to the success of the company and to achieving our CSR goals. With over 950 employees at locations around the world, and 150-200 new personnel hired each year, communication is essential, and we have instituted numerous avenues of two-way communication that helps ensure engagement and responsiveness.

In addition to quarterly global all-hands meetings, our “Pulse of Organization” program incorporates a multi-faceted approach. New employees are invited to annual “Class Of” luncheons, where they are encouraged to provide a Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis of their hiring and onboarding experiences. A list of improvements is developed from these gatherings, which drives essential changes across the company. In addition, bi-annual Global Employee Opinion Surveys give employees worldwide the opportunity to let management know what’s working, what could be improved and what new initiatives could be considered.

CalAmp’s annual CEO Roundtable event brings together a select group of personnel from across the company to discuss the state of the organization as well as where we are headed. Employee representation from all levels is crucial; invitees include randomly-selected winners of CalAmp’s High 5 Award—a program where employees recognize the contributions of fellow employees. The CEO Roundtable addresses issues and opportunities of every kind, including corporate culture. The outcomes of these events are action plans that help guide the evolution of CalAmp and ensure we are providing a positive environment for all employees at every level.

Opportunities for Advancement

It’s essential that CalAmp employees have opportunities to grow with the company. We have created a number of programs designed to do just that, by providing critical skills training and

grooming our next generation of leaders and also by hiring from within and promoting outstanding employees.

In 2020, 62 of our employees were promoted to higher-level positions within their job categories, through CalAmp’s internal merit review process. In addition, to ensure opportunity for all, CalAmp’s internal job bid program allows current employees to discover and apply for positions across the company.

All incoming managers receive regular, comprehensive assessments of their leadership abilities to understand their strengths and where there are opportunities for improvement. Plans and milestones are then developed to help managers develop and enhance their skills, leading to better performance and engagement by both the managers and the teams they lead.



Providing employees with opportunities to increase knowledge and develop skills makes them feel valued. It gives them a sense of being invested in and recognition of their potential. CalAmp invests in our employee’s professional development by offering a variety of training programs.

CalAmp has developed an Educational & Training Reimbursement program which provides an annual fund of training dollars to employees who are motivated for self-development. Employees can seek out job-related degrees or other types of training for job enhancement, personal enrichment, and growth.

Further, CalAmp offers a variety of on-site and virtual training programs throughout the year that support leadership development. Courses range from fundamentals such as PowerPoint and Presentation skills, to Advanced Communications, Negotiations, and Developing High Performance Teams. Through our programs, employees are given the tools which set them up for success and allow them to approach their work with a greater level of self-assurance and confidence.

Employee-Driven Opportunity

To ensure every new hire is successful, we’ve launched a new global initiative: the Buddy Program. For 30 days, new employees are matched with established personnel who can answer questions and provide real-world guidance about our culture, attitudes and expectations. More than 60 employees in four countries act as “buddies” to new hires.

We also launched our global intranet, Hello Team, to improve communications, recognize employees for their contributions and provide ample opportunities to know what’s going on at CalAmp.

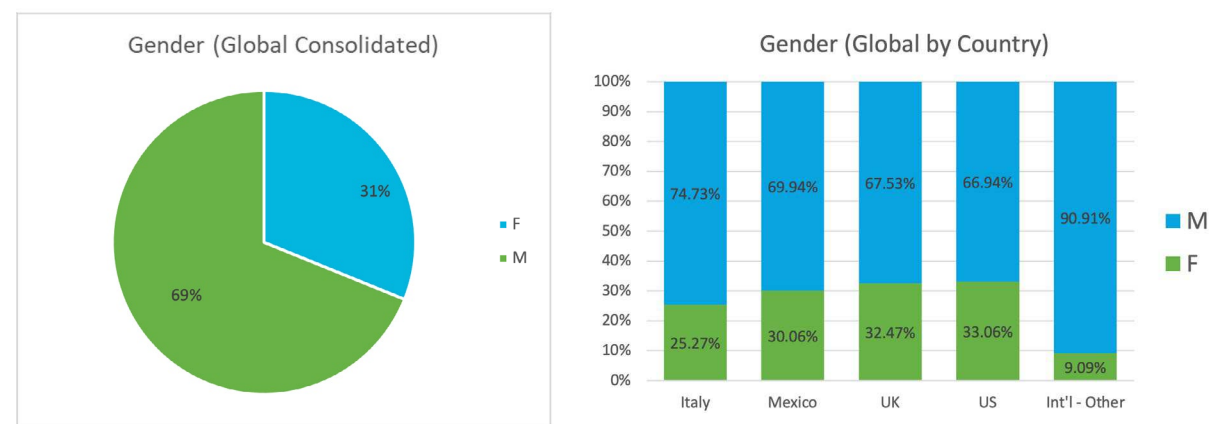
The success of our employee outreach programs is proven: lessons learned from a recent “Class Of” event and Global Employee Opinion Survey showed that employees desired more training opportunities. However, the kinds of training requested were so varied, due to the broad variety of positions at CalAmp—from technical to administrative—that an inventive approach was needed.

We were aware that many employees were not taking advantage of CalAmp’s Education Reimbursement Program to support undergraduate or graduate degree programs. Instead, what they were asking for was skills training. In response, we re-purposed the the Education Reimbursement budget and empowered every employee to find the training they needed. With a manager’s approval, they could select work-related training courses, from spreadsheet skills to coding to management development, and be reimbursed for the cost, up to \$3500 every 12 months.

In 2020, 14 employees took advantage of the funds. We have since expanded the program internationally and anticipate growth in participation.

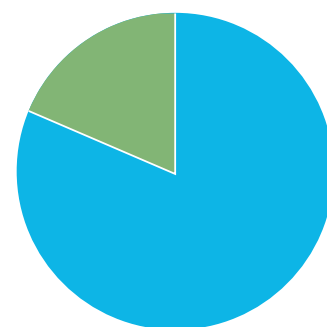
People and Community (continued)

A winning culture is an inclusive one. This is essential to our success as a company and as individuals. Our updated values reflect this, as does our renewed commitment to diversity, equity and inclusion. CalAmp actively tracks our demographics to ensure representation across age, race/ethnicity and gender.



We recently launched Percipio as our global platform for compliance training, to ensure that every employee understands what is expected of each of us in regard to ethical, inclusive behavior. We also instituted regular HR chat sessions, virtual team-building events and employee polls to make sure that voices from across the company are heard.

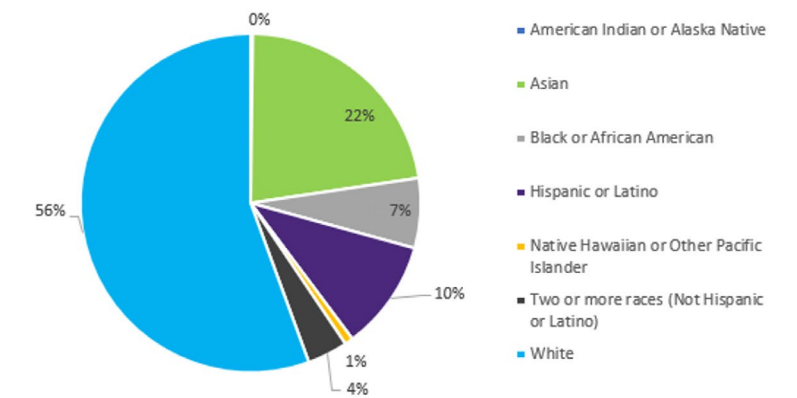
- 2020 Pulse Survey
 - Does Management seek input/feedback when making decisions that affect your work or projects?
 - 544 Said YES
 - 123 Said NO



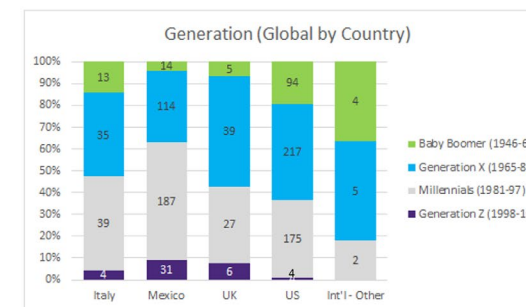
Diversity in Hiring

CalAmp has established new processes to enable greater equity during recruiting, hiring and onboarding as well as throughout an employee's career here. We continuously measure and drive awareness of diversity gaps – and act to correct them.

44% of CalAmp's domestic employees are under-represented minorities.

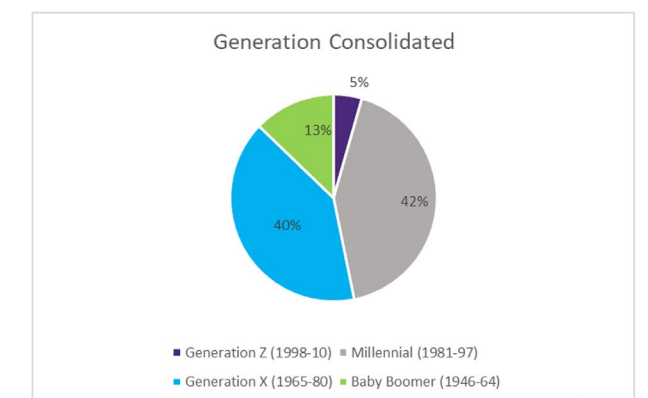


In addition to expanding the pool of potential hires from underrepresented minorities (URM), all domestic U.S. interview teams will include a female and/or someone who considers themselves a URM. We support diverse viewpoints, so an interview team for an engineer may include someone from a different business area. This encourages innovative thinking and may help us identify candidates who can truly make a difference.



For the first time in American history, we have four generations represented in the workplace.

Millennials make up CalAmp's largest demographic globally.



People and Community (continued)

Health and Welfare

Recognizing the impact of COVID-19 on our employees' well-being, we established a regular cadence of all-hands and team-based communication about everything from business updates and office opening schedules to helping employees thrive in this new reality. Our new intranet supports this two-way communication. We've also instituted "Wellness Wednesdays" to give employees opportunities to improve their health and expand their interests through classes and discussions.

A successful company requires not only a skilled, engaged workforce; it calls for an environment where the health and safety of employees is paramount. It's true that healthy employees are more productive and take fewer sick days. However, our concern is for the overall health and wellness of every employee. CalAmp provides exceptional health benefits to employees, but we have taken further steps to actively promote well-being and lifelong health.

To encourage healthier behavior, we developed a strategy that provides "wellness dollars"-monetary incentives to each employee that completes preventative screenings and well visits. What's more, we also offer incentives to spouses, encouraging a healthy home environment.

Because of COVID-19 we took our wellness program virtual. We also expanded it to employees globally and have hosted many virtual events throughout the year such as virtual yoga, virtual cooking classes, walking challenges, healthy selfie contest and soon even a magic show for our families.

CalAmp Cares

Recognizing that employee health and welfare extends outside of the company's walls, we recently took a bold step to support our fellow employees undergoing severe hardships, either personally or within their families. CalAmp Cares, launched in December of 2019, collects requests from our employees who need additional monetary support to deal with these life-changing challenges. Five worthy employees were selected from the submissions, and requests went to all employees for donations, resulting in \$24,000 raised in just a few short months. These contributions were matched by CalAmp and distributed to the employees facing hardships. We are proud of everyone at CalAmp for showing such generous support for their co-workers

Community Care

CalAmp provides opportunities for our employees to stay involved in the communities around them. We know the importance of caring for our communities is essential to our employees' well-being. We love to be a part of the solution and seeing our communities flourish. We know we can't solve world hunger but we can join the battle to fight the hunger around us. That is why we hold annual food drives across all our locations to provide meals for those that need our support. In November 2020, as the pandemic destabilized economies and food systems with devastating effect on lives and livelihoods worldwide, food banks have been a first line of defense responding rapidly to prevent the public health crisis from becoming a hunger crisis. Our CalAmp Cares program went global as we tried to tackle this problem together. Employees from around the globe donated and CalAmp came along side with a company match dollar for dollar. Together we raised \$26,500 dollars!!

CalAmp recently introduced Paid Volunteer Hours. Our employees get to choose a cause, a date and a time that works for them. We aim to support our communities and our employees' journeys to do the same. This means giving our employees the freedom to care for their communities in ways they are most passionate about.

Supporting Our Communities

To combat worldwide food insecurity due to COVID-19, employees in every country donated generously to support local food banks. CalAmp matched all of these contributions, dollar-for-dollar.

Supporting the communities in which we work and live is ingrained in CalAmp's culture. Our employees champion many of the activities and causes we support.

Over the years, we have supported numerous charitable organizations and events as well as projects that support the community at large, such as our Adopt-a-Highway sponsorship, where we supported a portion of Highway 133 and Highway 5 near our corporate office in Irvine, CA. Our focus on improving road and driver safety and transportation efficiency made this a natural fit for us.

Doing right by the community is a hands-on undertaking for CalAmp employees. Every fall, our offices engage in volunteering events, such as food drives or working with local organizations at food banks. In addition, each location takes on their own outreach programs, such as holiday clothing drives for needy families.

Paving the Way for Future Engineers

We participate in the California State University, Fullerton, Corporate Partners Program, benefiting students in the College of Engineering and Computer Science. Corporate partners help to nurture talented students, not only with financial support but also by sharing our expertise and experience with the next generation of innovators.

Engineering leaders from CalAmp worked with a team of student engineers from the university to complete a project for us. Through regular meetings and feedback, we provided mentoring and guidance, and the students presented their



completed project to the CalAmp leadership team. Beyond mentoring, the program provided an opportunity to introduce CalAmp to the students, laying the groundwork for recruiting opportunities after graduation.

In addition, in 2019 our internship program attracted 45 promising college-age students to CalAmp locations nationwide, where they got hands-on experience working side-by-side with managers and mentors in nearly every department, from engineering and IT to HR, Operations and Finance. The structured program includes setting goals and objectives, with the interns sending weekly updates on their accomplishments.

The program has enjoyed great success: in 2019, more than 93 percent of interns met or exceeded their managers' expectations and 100 percent of the interns were satisfied with their experiences. Many of these interns gained something more than real-world experience, as 31 percent of them became CalAmp employees in 2019, up from 17.5 percent in 2018.

For the students, the internship program is a chance to learn about career paths, gain valuable business and technical skills and build an impressive resume. For CalAmp, it's an opportunity to find and nurture new talent, learn from the perspectives of the next generation and develop leadership skills among current employees.