2023 Corporate Social Responsibility Report
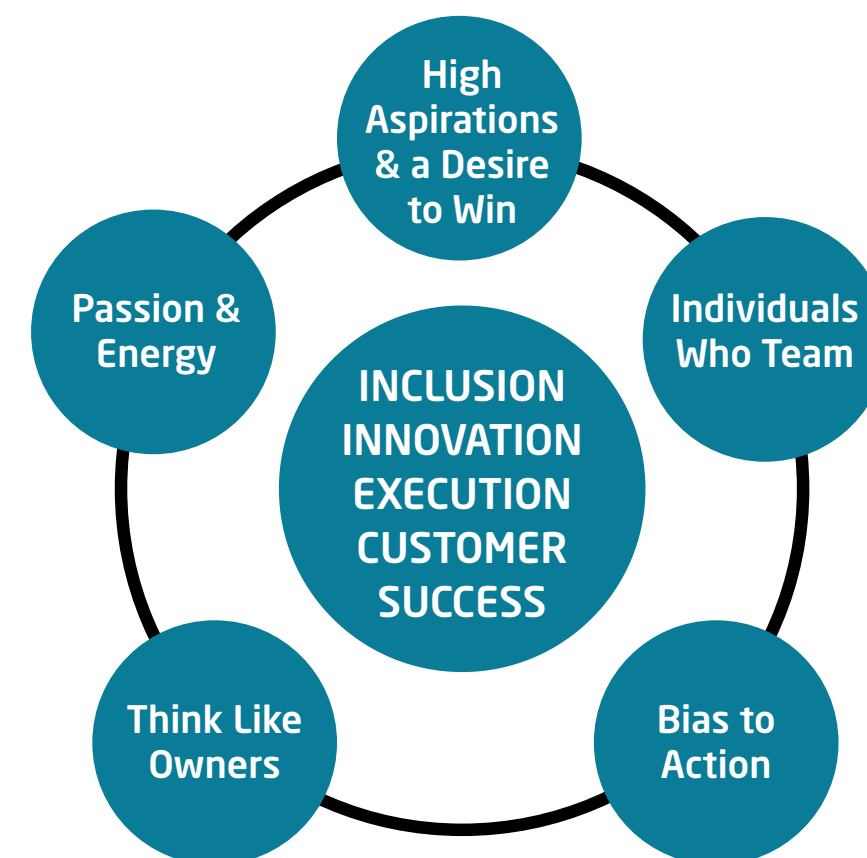
Cal/Amp®

Table of Contents

CEO Message

At CalAmp, we take pride in prioritizing people, encompassing our employees, global partners, and the communities we are part of. We remain dedicated to enhancing the human experience through both technological advancements and our commitment to treating people and the environment with utmost respect. This approach is deeply ingrained in our "winning culture," as evidenced by our timely provision of merit raises and promotions to our employees. Furthermore, it motivates us to continuously seek innovative ways to utilize technology for the betterment of society as a whole. We embrace a "Think Like Owners" mentality and have a proactive "Bias to Action." Our 2023 CSR Report highlights the significant progress we have made since our last report, showcasing new and expanded initiatives that foster greater diversity and opportunities for our workforce while prioritizing the protection of our planet and society.

Jeff Gardner
President & Chief Executive Officer

High
Aspirations
& a Desire
to Win

Passion &
Energy

Individuals
Who Team

INCLUSION
INNOVATION
EXECUTION
CUSTOMER
SUCCESS

Think Like
Owners

Bias to
Action

The Keys to CalAmp's Winning Culture

CORPORATE OVERVIEW

Corporate Overview

CalAmp provides flexible solutions to help organizations worldwide monitor, track and protect their vital assets.

We collaborate with various industries such as transportation and logistics, industrial equipment, government, and automotive to provide valuable insights that empower businesses in making informed decisions. Through our applications, platforms, and intelligent devices, we enable them to effectively track, monitor, and recover their essential assets with real-time visibility. This not only reduces costs but also maximizes productivity and enhances safety measures.

Our renowned brands, including CalAmp®, LoJack®, Tracker™, and Here Comes the Bus TM, are globally acknowledged as innovators within their respective markets. With a remarkable installation of over 20 million telematics devices worldwide and more than 1.6 million subscriptions to our software and services, CalAmp has firmly established itself as a leading software-as-a-service (SaaS) provider in the global connected economy. Together with our esteemed customers, we are making a significant impact on the world.

Our connectivity solutions have been chosen by industry leaders in automotive, insurance, transportation and logistics, K-12 education, government, and construction sectors. Notable enterprises such as Amazon, Caterpillar, Hertz, Pioneer, Toyota, Volkswagen, AT&T, Verizon, TransUnion, Trimble, and Omnitracs have embraced our connectivity solutions. CalAmp's applications, software, and services are trusted by market leaders across the United States, Latin America, Western Europe, Asia Pacific, the Middle East, and Africa.

CalAmp at a Glance

1981
founded

652
employees

$295M
revenue FY23

$29M
spend on r&d

200+
countries served

3
tier 1 contract manufacturers

CAMP (NASDAQ)

Solutions

We solves problems across many market segments

Transportation & Logistics
- Environmental sensing
- Cargo loss prevention
- Real-time analytics

Government
- Mixed fleet management
- Operational cost reductions
- Driver safety using AI

Industrial Equipment
- Equipment monitoring
- Asset utilization/recovery

Industrial Equipment
- Rental fleet management
- Stolen vehicle recovery
- Crash detection

We are a connected intelligence company that leverages a data-driven solutions ecosystem to help people and organizations improve operational performance. We solve complex problems for customers within the market verticals of transportation and logistics, commercial and government fleets, industrial equipment, K12 fleets, and consumer vehicles by providing solutions that track, monitor, and protect their vital assets. The data and insights enabled by CalAmp solutions provide real-time visibility into a user's vehicles, assets, drivers, and cargo, giving organizations greater understanding and control of their operations. Ultimately, these insights drive operational visibility, safety, efficiency, maintenance, and sustainability for organizations around the world.

Our Solutions

End Users

Enterprise and Third-party Developers

Telematics Partners

Developer Portal

Intuitive SaaS Applications

CalAmp Telematics Cloud (CTC)

Marketplace

Edge Computing Devices

Vehicles, Drivers, Assets, Cargo
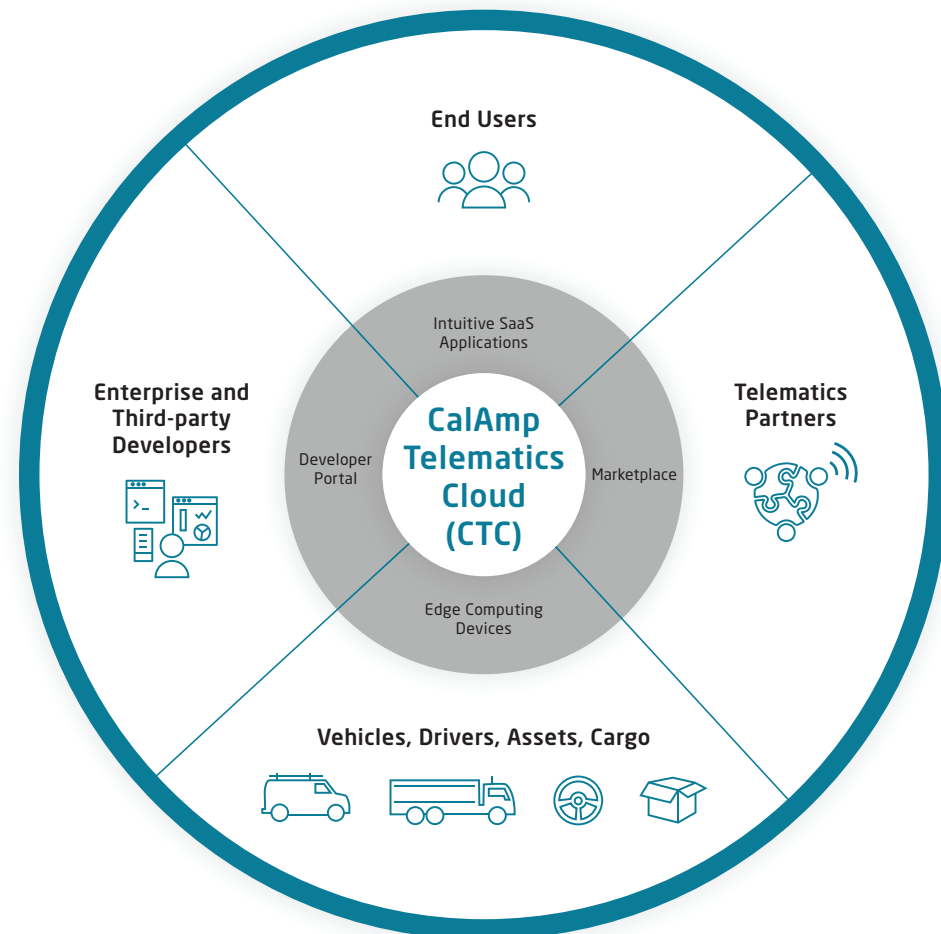
CalAmp Telematics Cloud ("CTC")

Since not all customers' needs are the same, CalAmp offers flexible solutions to meet the requirements of varying organizations, business processes and operational strategies. At the core of the CalAmp approach is the CTC platform. This dependable and highly scalable platform seamlessly integrates with CalAmp's edge computing products to provide customers detailed information and insights via Application Programming Interfaces ("APIs") or software applications built on this platform. The information captured here helps companies more efficiently manage their vital assets including

fleet video intelligence, remote asset tracking, real-time crash response and driver behavior scoring, among others. Customers can choose to access this information via intuitive purpose-built Software-as-a-Service ("SaaS") applications and/or they can programmatically integrate information from CTC with their own custom in-house applications and workflows using open APIs also offered by CalAmp. In this way, customers who want a complete turnkey solution can quickly leverage CalAmp's information and insights while those customers wishing to integrate that information into their own applications and processes can easily do so, also.

Intuitive SaaS Applications

We provide our customers with intelligent analytics and reporting solutions that are accessible via a single view, user-friendly interface through a SaaS-based application designed to address market needs. The CalAmp application, is purpose-built for fleets, transportation and logistics needs, and industrial equipment, turning multiple data feeds from previously unconnected networks of vehicles, drivers and associated assets into clear and actionable insights that optimize operations, increase productivity and deliver compelling return on investment for virtually any business challenge. The applications also deliver real-time visibility about the location and environmental status of pharmaceuticals, electronics, food or other perishables from the manufacturing plant or point of origin to the point of delivery, helping to manage quality and compliance across land, air or sea shipments. Our K-through-12 solutions include Here Comes The Bus®, an award-winning mobile application that provides real-time school bus location through push notifications and email alerts to help family members monitor bus arrival and keep students safe. Bus Guardian™ enables contact tracing and hygiene verification to keep students, drivers and other school staff safe amid the COVID-19 pandemic.

CalAmp Marketplace

The CalAmp Marketplace provides enhanced contextual information from third party systems or partners that augment the core telematics data being captured by CTC to provide customers with improved understanding of their business. Examples of these value-added insights include crash detection and notifications that speed life-saving assistance to drivers and fleet operators, and predictive remote diagnostics that enable preemptive alerts about vehicle issues before critical failures occur. This valued-added information provided by all the CalAmp Marketplace offerings bolsters the value we provide customers while also improving customer retention rates.

CalAmp Developer Portal

The CalAmp Telematics Cloud is the core engine that enables seamless management of data through a diverse set of assets, from service vehicles to high-value equipment. CTC is an enablement platform that connects our customers to edge data and insights for a wide range of applications and software services. Through CTC CalAmp provides the Developer Portal to facilitate integration with third-party applications through open APIs. Our partners leverage the multiple APIs we've created to rapidly deliver full-featured telematics solutions available to our mutual customers and markets. Our proven CTC platform is architected to integrate with numerous global Mobile Network Operator account management systems and leverage these carrier backend systems to provide customers access to services that are essential for creating and managing flexible end-to-end solutions.

Flexible Edge Computing Products

We offer a series of telematics edge products that serve as the foundation of our mobile connected ecosystem by collecting data insights from vehicles, drivers, assets, and cargo. These wireless enabled devices--including asset tracking units, mobile telematics devices, fixed and mobile wireless gateways and routers--underpin our wide range of proprietary and third-party software applications and services for business-critical deployments demanding secure and reliable communications and controls anywhere in the world. Our customers select our products and solutions based on optimized feature sets, programmability, configurability, manageability, long-term support, reliability and, in particular, overall value.

Productivity and Performance

Increased productivity, improved communications and optimized performance of fleets and mobile workers.

Applications:

• Vehicle monitoring

• Dispatch and route optimization

• Fleet diagnostics and maintenance

• Workflow improvement

• Workforce communications

• Driver behavior monitoring

• Training and work-alone safety initiatives

Supply Chain Operations

Multi-modal supply chain visibility tracking and management services from the cab to the containers and cargo. Supports end-to-end visibility and regulatory compliance initiatives.

Applications:

• Container/refrigerated container tracking, monitoring and status

• Cargo monitoring down to pallet and product level

• Granular visibility of environmental status for temperature sensitive drugs and perishable foods

• High-value asset tracking

Stolen Vehicle Recovery

Unparalleled, internationally known stolen vehicle recovery solutions for cars, trucks and SUVs. New connected car services for businesses and consumers enabling emergency response triggered by collision alerts.

Applications:

• Direct integration with law enforcement

• Collision alerts to a call center to facilitate emergency response

• Vehicle arrival alerts

• Driver behavior monitoring and speed alerts

• Dealership inventory management and security

Heavy Equipment Management

Monitoring, tracking and telematics for heavy equipment and commercial trucking. Supports regulatory compliance, including service hours and onboard electronic logging requirements.

Applications:

• Equipment maintenance support

• Usage optimization and tracking

• Rental equipment tracking

• High value asset tracking

• Yellow iron and attachment management

• Impact detection

Wireless Data Communications

Reliable, easy-to-use wireless communications solutions for fixed, mobile and portable enterprise data applications.

Applications:

• Vehicle and asset location tracking

• Mixed fleet communications

• Asset usage monitoring

• Connected car services

• Predictive maintenance

Insurance Operations

Enhanced claims processing and value-added services for vehicle insurance providers.

Applications:

• Stolen vehicle recovery

• Driver behavior scoring and feedback

• Crash discrimination

• Crash alerts and severity reporting

• Collision reconstruction

• Teen driver tracking

• Roadside assistance

Government Fleet Optimization

Government agencies can substantially benefit from CalAmp's fleet optimization, monitoring and management solutions. More precise real-time management of vehicles can help states, counties and cities deliver more responsive services and improve road safety, while ensuring good stewardship of taxpayer dollars.

In Pennsylvania, CalAmp iOn™ was deployed to the vehicle fleet overseen by the Commonwealth's Bureau of Vehicle Management. The system enables real-time data capture and analysis to drive better decisions about such criteria as utilization, maintenance and fuel costs. The solution is also designed to encourage good driving behavior, improve worker safety and reduce vehicle thefts.

Under a 10-year statewide contract, the Virginia Department of Transportation (VDOT) selected the CalAmp iOn SaaS solution to manage approximately 12,000 fleet vehicles and snowplows. CalAmp iOn's GPS-based telematics provide real-time awareness of vehicle locations, allowing VDOT's decision makers to direct resources where they are most needed while also keeping driver and road safety at the forefront.

Equipment and Asset Efficiency

For everything from heavy equipment to construction vehicles to easily lost or damaged tools, effective real-time asset management can keep business moving while also controlling costs.

CalAmp delivers contextual insights from fleet and construction operators to heavy equipment manufacturers and their dealers to help manage mobile workers, vehicles, mobile assets, tools and cargo. Our subscription-based telematics services enable customers to collect, monitor and effectively report business-critical information to improve operational efficiency and extend the life of high-value remote and mobile assets.

CalAmp powers tracking and asset management solutions that also amplify third-party capabilities. Trimble chose CalAmp telematics devices to enable fleet managers and equipment dealers to monitor the health and usage of their tracked assets and proactively manage maintenance.

RoviTracker and CalAmp partnered to develop a cost-effective asset visibility solution for equipment rental and construction site operators. With the CalAmp Telematics Cloud as a platform, the solution uses geofencing to track CalAmp iOn tags on tools and high value assets. Combined with RoviTracker's mobile app, site managers can track assets in and out of construction sites, rental lots or storage yards in real time.

Environmental Sustainability

Telematics can directly influence a smarter use of assets, reducing lifetime maintenance costs, preventing theft and abuse and lowering fuel expenditures. CalAmp solutions support numerous initiatives in emerging vertical markets to promote alternatives to carbon-based fuel.

CalAmp has partnered with electric scooter operator, OjO Electric, and telematics service integrator, PWS to enable more environmentally friendly micro-mobility solutions. These first-and last-mile vehicle-sharing alternatives depend on accurate, simple to use telematics solutions to know the status, location and operation of each electric scooter. Understanding usage patterns and knowing when and where their vehicles are at all times help contain costs, ensure availability of scooters and alleviate traffic volume in heavily congested areas.

In partnership with CalAmp, Swiftmile created the first solar-powered parking and charging stations for electric scooters, which capture and transmit telematics data from most major electric scooter and electric bike providers. Tracking usage patterns and availability, vehicle health and the locations and status of parking spots and charging stations allows city planners to better promote and manage micro-mobility systems and commuters, and helps city dwellers take advantage of user-friendly transportation solutions that keep cars off downtown streets and minimizes the carbon footprint fo municipalities.

ABOUT THIS REPORT

About This Report

While this is CalAmp's third formal Corporate Social Responsibility (CSR) report, we have incorporated social responsibility and environmental sustainability into our practices for many years. This report details our company's priorities, processes and achievements related to these goals. CalAmp is committed to CSR as a fundamental element in the company's ongoing success. We believe that corporate effectiveness and doing right by the world we inhabit are complementary factors. We also believe that our behavior and the decisions we make from a business standpoint and as individuals can greatly impact society for the better.

This report focuses on three core areas:

- **Governance & Leadership** – the policies, processes and business decisions that impact and support a more just, sustainable world

- **People & Community** – how we establish and maintain a safe, healthy, inclusive work environment for all employees; the support we give to help sustain and grow the people and institutions where we live and work

- **Planet and Environment** – the actions we take and the decisions we make to ensure a safer, healthier world for ourselves, our children and society as a whole.

Commitment to CSR

Social responsibility is woven into every aspect of our business. We believe that sustainability and environmental accountability are at the center of every product and service we create.

Driven by our core values, CalAmp's leadership makes long- and short-term decisions that not only balance the interests and needs of every stakeholder, but the impact of our activities on society and the environment. We continually assess and measure areas of our business, specifically operations, supply chain, human resources and community outreach, through this CSR lens.

Responsibility for CSR falls to every employee. From an organizational perspective, our activities in these areas are led by the Legal Department at the corporate level and the Governance and Nominating Committee of the Board of Directors.

Core Values

We believe celebrating employees and their achievements is key to building a winning culture. We define and measure our winning culture by how quickly we innovate, how effectively we execute, how inclusive our environment is, and our willingness to place customer success at the forefront of everything we do.

INCLUSION

We believe in the integrity, honesty and trust of our employees. These are key ingredients to collaboration and teamwork. We listen to what others have to say, valuing their opinion, and speaking the truth in a positive manner. We take personal responsibility for our actions and are committed to building diverse teams with fairness and respect for all.

INNOVATION

We are committed to transforming ideas into new and improved products and processes. We respond resourcefully to demands and challenges in order to advance, compete and differentiate ourselves successfully in the marketplace and bring value to our customers as well as our teams.

CUSTOMER SUCCESS

We are driven to establish, develop, and build strong relationships with our customers. We are focused on understanding their respective organizations and help them to meet and surpass their goals while facilitating the successful implementation of our services and our products.

EXECUTION

We seek to understand, anticipate and be responsive to our customers' needs by working hard to achieve measurable results. We achieve total customer satisfaction by understanding what the customer wants and delivering it flawlessly. Satisfied customers are essential to our success.

Our Core Values

INCLUSION   **INNOVATION**   **CUSTOMER SUCCESS**   **EXECUTION**

Our Core Values support the company vision and embrace the culture and experience we want our employees and customers to have. Sharing these common values will help guide us and build internal cohesion towards our Winning culture.

GOVERNANCE AND LEADERSHIP

Governance and Leadership

We comply with all regulatory standards for accountability, transparency, environmental protection and human rights, and we monitor our manufacturing partners to ensure they also meet or exceed requirements.

Ethics and Accountability

Consistent with our Code of Conduct & Business Ethics (the "Code"), CalAmp follows all laws and regulations, on a global basis, governing corporate social responsibility. The Code guides all employees, officers and directors to recognize and respond to ethical issues and conflicts of interest, and establishes channels to report unethical conduct and support the company's core values.

Environment Responsibility

As a matter of policy, we work diligently to ensure this compliance, both for our corporation and for the contractors and suppliers who make up our value chain. We responsibly manage the use of hazardous materials throughout our operations and products, and strive to reduce waste for ourselves and our customers. For the welfare of our employees and surrounding communities, we have established a culture of continuous improvement for our environmental, health and safety management systems.

CalAmp holds our suppliers and manufacturing partners to the same high standards; we encourage them to adopt sound environmental management practices and assess them to confirm their compliance with local regulations and standards.

California Electronic Waste Recycling Act of 2003 (SB20) Compliance

Under this act, retailers, resellers and CalAmp partners that ship to, sell or lease certain electronic products in California must collect a fee from the consumer at the time of purchase. The fees are collected by the State, and are used to reimburse registered collectors and recyclers for the electronic devices that they collect and recycle in California.

California Proposition 65

Proposition 65, officially the Safe Drinking Water and Toxic Enforcement Act of 1986, is a law that requires warnings be provided to California consumers when they might be exposed to chemicals identified by the State of California as causing cancer or reproductive toxicity. The warnings are intended to help California consumers make informed decisions about their exposures to these chemicals from the products they use. The California Office of Environmental Health Hazard Assessment (OEHHA) administers the Proposition 65 program and publishes the listed chemicals, which includes more that 850 chemicals. In August 2016, OEHHA adopted new regulations, effective on August 30, 2018, which changes the information required in Proposition 65 warnings. CalAmp provides a warning label for products affected by Proposition 65 identified chemicals.

Toxic Substance Control Act (TSCA) Compliance

CalAmp has invested in hosted monitoring of our components and manufacturing base to ensure compliance with EPA regulations under the Toxic Substance Control Act of January 2021. Our customers can be assured of compliance with this law.

Human Rights Protection

Conflict Minerals

In 2013, we began a conflict minerals program that includes due diligence measures which are consistent with the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Since 2014, we have filed a Conflict Minerals Report annually with the U.S. Securities and Exchange Commission.

CalAmp strongly disapproves of the violence in the Democratic Republic of Congo ("DRC") and adjoining countries (collectively and with DRC, the "Covered Countries"), and is committed to supporting responsible sourcing of the subject minerals (cassiterite, columbite-tantalite, wolframite, their derivatives tin, tantalum and tungsten, and gold (collectively "3TG") to help ensure that they do not fund armed conflict in the Covered Countries.

In furtherance of the goal of Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, CalAmp expects its suppliers to supply us with components and materials that are "DRC conflict-free." This means: (1) any 3TG materials necessary to the functionality and production of supplied components and materials do not directly or indirectly finance armed groups through mining or mineral trading in the Covered Countries, or (2) any 3TG materials in supplied components and materials are from recycled or scrap sources. CalAmp's Supply Chain Management disclosure is available at this link on our website: Supply Chain Management

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT (SB657) COMPLIANCE

CalAmp has a verification process in place to evaluate and address the risks of human trafficking and slavery in its direct supply chain. At the present time we accomplish this verification using internal resources.

SUPPLIER AUDITS

CalAmp has implemented a supplier audit program to evaluate the risk of human trafficking and slavery in the company's direct supply chain. These audits may be announced or unannounced depending on the circumstances.

DIRECT SUPPLIERS' CERTIFICATION OF MATERIALS

We require our direct suppliers to certify that materials incorporated into the products they sell to us comply with laws regarding slavery and human trafficking of the countries in which they are conducting business.

INTERNAL ACCOUNTABILITY STANDARDS

If a supplier or one of our employees is found to violate laws or our company standards, they will be held responsible for improving performance in compliance with a remediation plan. If the supplier or employee fails to make progress against that plan, they will be subject to review and sanctions, including potential termination.

TRAINING

CalAmp provides training on identifying and mitigating supply chain risks, including human trafficking and forced labor, to its managers and employees with direct responsibility for supply chain management.

UK Modern Slavery Act Compliance

CalAmp and its subsidiaries are dedicated to complying with the UK Modern Slavery Act of 2015. This statement summarizes CalAmp's initiatives to eliminate the risk of slavery and human trafficking in our global supply chain. This statement serves as the disclosure for CalAmp and its subsidiaries for the fiscal year ended February 28, 2020, and has been approved by our Board of Directors.

ORGANIZATION

CalAmp is a leading SaaS solutions provider in the global connected economy. Our operations in the UK are carried out through our wholly-owned subsidiary, CalAmp UK Limited.

POLICIES

CalAmp maintains internal policies for managing its supply chain business partners. All employees, directors, officers and consultants adhere to the Code of Business Conduct and Ethics ("Code"), available at this link on our website: CalAmp Code of Business Conduct and Ethics

DUE DILIGENCE AND VERIFICATION

CalAmp prohibits any form of forced labor, including slavery and human trafficking in its supply chain. We evaluate suppliers through questionnaires, supplier audits, and risk-based assessments. Verification is not conducted by a third party.

CERTIFICATION

CalAmp's supplier agreements and purchase order terms and conditions require suppliers to comply with all applicable laws and regulations.

INTERNAL ACCOUNTABILITY

CalAmp requires all employees, directors, officers, and consultants to comply with our Code which prohibits any form of forced labor, including slavery and human trafficking in the supply chain. CalAmp maintains a compliance program and periodically requires employees to certify compliance with the Code, investigates potential violations of the Code and other company policies, and takes disciplinary action when necessary.

TRAINING

CalAmp's supply chain management and staff receive training on applicable company procedures designed to eliminate the risk of human trafficking and slavery in the supply chain.

PEOPLE AND COMMUNITY

People and Community

CalAmp employees are integral to the success of the company and to achieving our CSR goals. With over 650 employees at locations around the world, communication is essential, and we have instituted numerous avenues of two-way communication that helps ensure engagement and responsiveness.

In addition to monthly 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, we have quarterly Pulse Surveys and bi-annual Global Employee Opinion Surveys that 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 Collaboration Conference 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 opportunities of every kind, including corporate culture. The outcomes from these events are action plans that help guide the evolution of CalAmp and ensure we areproviding 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 2022, 74 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 a comprehensive assessment 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.

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.

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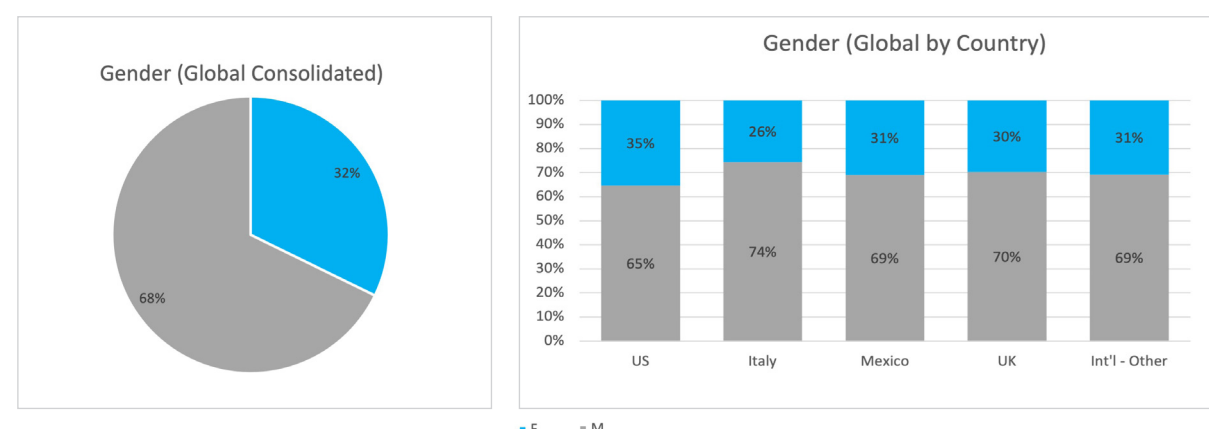
The success of our employee outreach programs is proven: lessons learned from a recent "Class Of" event and Global Employee Opinion Survey showed that employees desired more training opportunities. However, the kinds of training requested were so varied, due to the broad variety of positions at CalAmp—from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

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.

Gender (Global Consolidated)

Gender (Global by Country)

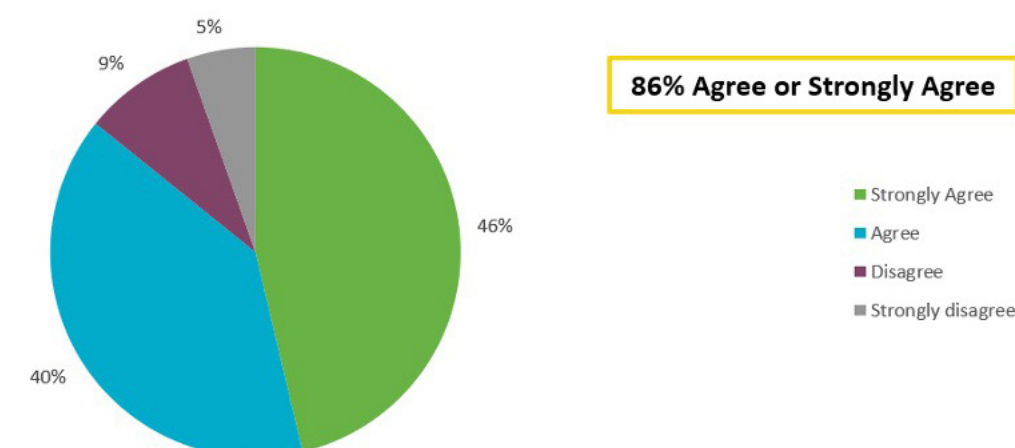|	US	Italy	Mexico	UK	Int'l - Other
F	35%	26%	31%	30%	31%
M	65%	74%	69%	70%	69%

■ F ■ M

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.

2022 Pulse Survey

- Does Management seek input/feedback when making decisions that affect your work or projects?
  - 544 Said YES ●
  - 123 Said NO ●
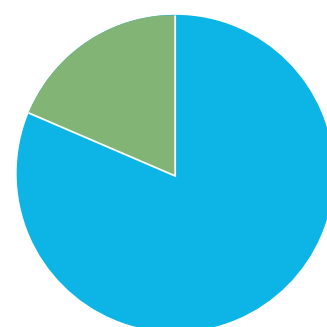
I feel that my supervisor considers everyone's opinions when making decisions that may affect my department.

86% Agree or Strongly Agree

- ■ Strongly Agree
- ■ Agree
- ■ Disagree
- ■ Strongly disagree

5%
9%
46%
40%

I feel safe giving feedback and speaking up when I disagree with a decision.

85% Agree or Strongly Agree

- ■ Strongly Agree
- ■ Agree
- ■ Disagree
- ■ Strongly disagree

4%
11%
49%
36%
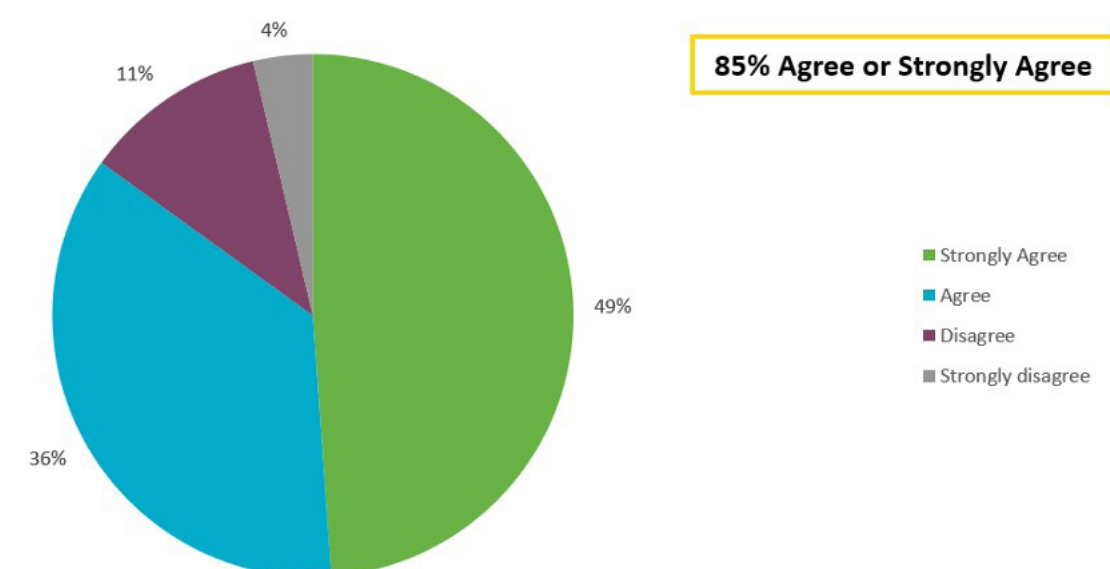
Diversity in Hiring

45% of CalAmp's domestic employees are underrepresented minorities

- White — 55%
- American Indian or Alaska Native — 0%
- Asian — 25%
- Black or African American — 6%
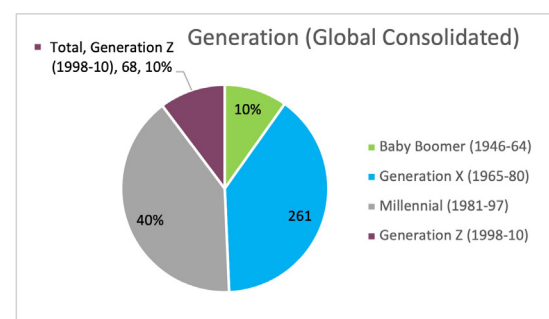- Native Hawaiian or Other Pacific Islander
- 2%, 1%, 11%
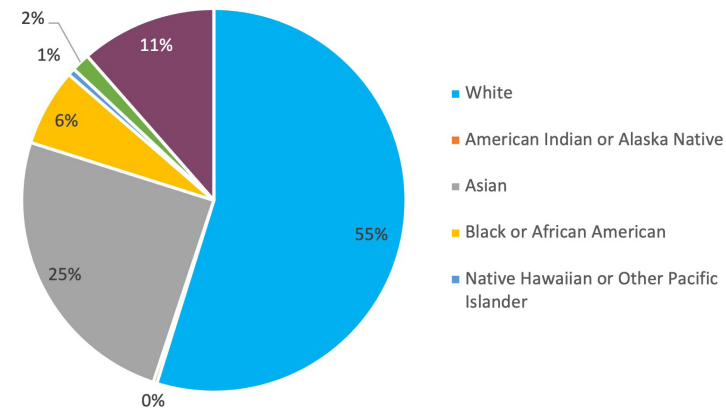
CalAmp has established new processes to enable greater equity during recruiting, hiring and onboarding as well as throughout an employee's career here. We continuously measure and drive awareness of diversity gaps — and act to correct them.

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.

Generation (Global by Country)

	US	Italy	Mexico	UK	Int'l - Other
Baby Boomer (1946-64)	14%	12%	3%	7%	8%
Generation X (1965-80)	44%	36%	31%	50%	38%
Millennial (1981-97)	37%	42%	50%	28%	31%
Generation Z (1998-10)	6%	10%	16%	15%	23%
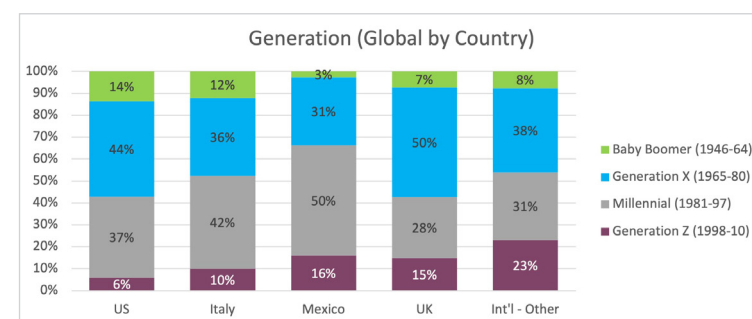
For the first time in American history, we have four generations represented in the workplace.

Generation (Global Consolidated)

Total, Generation Z (1998-10), 68, 10%

- Baby Boomer (1946-64) — 10%
- Generation X (1965-80) — 261
- Millennial (1981-97) — 40%
- Generation Z (1998-10)

Millennials make up CalAmp's largest demogrpahic 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.

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.

PLANET AND ENVIRONMENT

Planet and Environment

Every action has an impact on the world around us, to some degree. CalAmp's connected vehicle solutions not only reduce costs for fleet operators, but they also result in safer roads and less fuel consumption (which, by extension, results in fewer greenhouse gases being produced). Additionally, at every opportunity, we look for ways to reduce waste, both in our manufacturing partners' processes and for customers. Not only does this result in greater cost-effectiveness but significantly less impact on the environment.

We have taken a number of steps to improve our groundbreaking technologies, leading to even greater efficiencies and environmental benefits. They include:

- **Solar-powered products**—CalAmp's customers are moving toward more sustainable business models. We've always been at the forefront of this drive, and recently introduced a new self-contained, solar-powered telematics device, allowing major transit companies to track their fleet using these renewable energy powered devices.
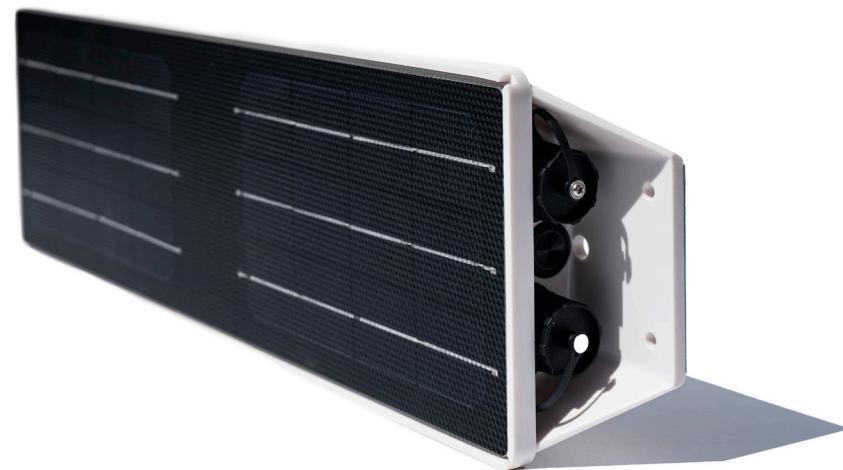
- **COVID-19 vaccine transport**—Much of the vaccines needed to stem the pandemic must be kept at extremely low temperatures at all times until use. CalAmp 'one time use' ruggedized smart tracking devices were implemented to track and ensure the proper environment is maintained during transit — documenting with certainty that the vaccines remained within the recommended temperature range from the minute they leave the manufacture through multiple land, sea and air touchpoints and up to the final destination.

- **Over The Air Updates** — rather than requiring vehicles to travel to a central location for software or firmware updates, we can provide these improvements remotely for many of our systems. This has a two-fold benefit: first, reduced travel means fewer miles on the road, saving fuel and vehicle wear and tear; and second, by updating installed technology, we extend the life of those systems, reducing cost of ownership and keeping those products out of landfills

- **Low Power Batteries** — our commitment to efficiency includes product designs that support low-power wide-area network (LPWAN) communications. By taking advantage of newer technologies and engineering approaches, CalAmp's IoT solutions are moving towards a future where batteries can last much longer—5 years versus 2 years for conventional batteries—for less waste and fewer service calls to replace batteries.

- **Electric Vehicle (EV) Support** — electric and hybrid vehicles require precise, constant monitoring to ensure the health of the batteries, and CalAmp provides solutions to support this need. In addition to battery health, our telematics solutions will also enable preventive and predictive maintenance to ensure maximum performance and longer vehicle life.

- **Compliant Designs** — all CalAmp designs for the past 10 years are ROHS and REACH compliant, and our teams are trained on how to maintain that compliance. In addition, we review all materials for California Proposition 65 compliance and where possible will only select compliant materials.

- **Water Conservation** — by design, our products require no water during the production process and generate no effluent.

Most significantly, our strategic focus on SaaS and subscription services has enabled longer life for technology in the field, and also supports multi-functional products, which creates fewer devices to wear out and replace and less weight to be carried by vehicles, with a positive effect on fuel consumption.

Responsible Manufacturing

CalAmp has made a strategic decision to move production of our hardware products to contract manufacturers worldwide, each of which provides greater environmental capability. Our oversight helps ensure that our production partners adhere to all regulations within their home countries as well as mandates for international shipping. All of our contract manufacturers are ISO 14000 certified.

CalAmp's Tier I manufacturing partners have been recognized for their world class environmental and social governance. We continue to move our supply chain, wherever possible, toward these Tier 1 companies with strong environmental, social and governance (ESG) credentials. Our manufacturing partners have been recognized for their commitment to these standards including:

- Platinum Medal at the 2020 Taiwan Corporate Sustainability Awards
- Top 50 'Large Enterprises' group 2020 Excellence in CSR (Commonwealth Magazine Group)
- Members of Responsible Business Alliance

To reduce the amount of waste going to landfill, we focus on scrap reduction and reuse of materials where possible. As part of California Electronics Waste Reduction Act, we report the percent of recyclable materials and strive to maximize this percentage.

It is essential to our business philosophy and values that all vendors subscribe to global standards regarding human rights and safety. We comply with Dodd-Frank conflict minerals and work to eliminate suspicious smelters from our supply chain. We also comply with UK's Modern Slavery Act and California's Transparency in Supply Chains Act. All employees who interact with our suppliers are trained to look for signs of human trafficking, child labor and slavery. Our routine supplier audits include checks of employee wellness and fair treatment.

Preventing Spoilage, Ensuring Safety… and Drinkability

For Savagewood Brewing Company, cold beer isn't just a choice, it's a requirement to avoid tens of thousands of dollars in losses and ensure FDA compliance. The California brewery had experienced malfunctions with it's chilling system, which CalAmp channel partner Direct Communication Solutions (DCS) addressed with a custom solution combining CalAmp telematics technology, temperature sensing and messaging to alert Savagewood employees of issues with the glycol chillers used to store and serve fresh microbrewed beer.

Unlike most temperature monitoring systems, which are designed for large businesses, DCS' solution was designed for small to medium operations, making this capability available to more producers than ever. This helps reduce the amount of spoilage of perishables, and provides logging to show auditors that food temperature standards have been maintained. The solution also reduces the impact of fuel, as replacement shipments no longer need to be transported.

Enabling Sustainability for Customers

Because CalAmp's IoT ecosystem creates greater visibility into vehicle and asset usage and performance, driver behavior and automated resource allocation, our solutions enable significant environmental and safety benefits.

Fleet operators can see tremendous savings in fuel costs and ongoing maintenance of their vehicles, thanks to route optimization and real-time capture of vehicle speed, hard-braking and other driving factors that contribute to fuel consumption and shorter vehicle lifespans. This same technology approach, including our exclusive CrashBoxx solution, can help reduce accidents, by providing insights into road conditions, routes and driver behavior that can help operators identify elements that need to change for safer, more efficient operation. CrashBoxx can also notify emergency responders immediately after an impact while also reconstructing the scene for police and insurance purposes.

Wasted fuel isn't the only concern for transportation fleet operators. Preventive and predictive maintenance, supported by CalAmp IoT solutions, can help keep vehicles operating safely and meeting environmental standards. Our telematics keep them functioning optimally for longer, saving costs and delaying the need for replacement vehicles.

But CalAmp solutions can go beyond vehicle health to monitoring the status of cargo as well. Fresh foods need to get to market quickly and in optimal condition, as do pharmaceuticals, and both need to be kept in specific, protected environments. CalAmp IoT technologies help shippers ensure that perishable items with short shelf lives arrive on time and in the expected condition.

LOOKING
AHEAD

Looking Ahead

Environmental and social responsibility is part of CalAmp's DNA. The programs and protocols we follow today are intended to evolve and grow to better reflect our changing business objectives and our continuing role in society as developers of solutions that improve road and driver safety and efficiency as well as the changing needs of our employees, the communities we affect and the world as a whole.

Creating Greater Opportunity

As an organization, we believe it is essential to support every employee, to help them reach their potential. We also believe that diversity strengthens our ability to perform at our best. While we have made great strides in these areas, there is always more that can be done. For example, while the percentage of women employees has risen from 25% to 31% in just three years, we aim to raise that number to 33% or more in the next year and continue growing that number long into the future.

Furthering the Positive Role of Technology

We are continuing to develop new solutions that can benefit the mobile connected economy. CalAmp initiatives include furthering our support for electric vehicles, including battery health monitoring and telematics that can enable new markets for alternative, zero-emission transportation. CalAmp solutions can power better asset utilization of electric, autonomous or conventionally-powered vehicles, leading to new avenues for ride-sharing. LoJack Italia is doing just that, working with leasing companies to support ride-sharing in an effort to get vehicle utilization up from 30% to 70%. LoJack Mexico is also helping to minimize gas consumption and improve road safety of trucks and buses in Mexico through their partnership with MAN Truck & Bus Mexico, Volkswagen Group's truck and bus manufacturing division.

We are also expanding our development of regenerative power solutions: for trailers that are not connected to trucks at all times, and therefore not receiving vehicle power, solar-powered sensors can provide real-time updates on the condition of cargo as well as the location of the trailer. Along the same lines, we are expanding our development of rechargeable asset trackers—smart sensor tags that combine several wireless technologies: Bluetooth connectivity to the sensors, cellular connections to the data center, and Qi charging for the tags themselves.

Video telematics is an emerging solution area, one that can help further reduce the risks to drivers and improve overall road safety. While telematics devices can identify when a driver swerves or brakes hard, for example, they can't show another driver cutting them off or changing lanes unexpectedly. Video streams, combined with the smart edge computing devices and crash detection technology in each vehicle, can provide a more complete story and lead to improvements that can greatly reduce collisions. Additionally, these video-based solutions support driver behavior scoring and advanced driver assistance systems, which provide visual cues to correct actions, such as hard braking, speeding, or drifting across lanes.

Our current solutions already support preventive maintenance routines that can keep vehicles operating at peak efficiency for longer. We have also been expanding into supporting predictive maintenance capabilities that go a step further; by monitoring the actual use and conditions of each vehicle, predictive solutions can better alert operators to the need for out-of-cycle maintenance. This can have an even greater impact on vehicle performance and longevity, which not only reduces the use of fossil fuels, it lengthens the cycle between purchasing replacement vehicles and keeps vehicles out of scrap yards longer.

In our manufacturing processes, we are focused on continually reducing waste. Our goal is to reduce scrap. Currently, we aim for a 95% first-pass yield for completed units, but our next goal is much more stringent: meeting the auto industry's standard of 300 parts-per-million. This much higher goal is now a design requirement for new products.

A Business Model for an Evolving World

Overall, our most significant strategic initiative is our move from a hardware-centric business model to a software-as-a-service model. As noted in earlier sections of this report, our focus on SaaS solutions and over-the-air capabilities and updates can ensure users have maximum functionality at all times, while reducing the need to drive installed units to a central location for updating. This also makes possible multi-purpose devices that can reduce the need—and the weight and power consumption—for multiple devices per vehicle.

Fostering Innovation

How will we continue to propel our customers' digital transformations? That stems from a culture of innovation, which is why we are launching the CalAmp Innovation Center, an idea "market" driven by and supported by employees.

Any employee can post an idea and list it as a "stock" within this innovation center. Employees will be given a virtual $10,000 to "invest" in the projects they wish to support. Ideas that garner the greatest investment will be funded and staffed by the company. "Investors" will then be able to participate in each funded project and, if it succeeds in the real world, will also receive a share in the profits or a monetary reward. It's a program designed to tap into our greatest source of innovation: the people of CalAmp who know our capabilities and our potential to create market-leading and world-changing technologies.

As the world adapts to the new realities and challenges of global supply chains, CalAmp continues to create smarter solutions that connect people, goods and services — improving transparency and delivering exceptional value.

Most importantly, we remain committed to a fair, equitable and inclusive society, both within our organization and wherever we can have an impact. This is central to who we are, and a goal we strive to achieve every day.

About CalAmp

CalAmp (Nasdaq: CAMP) provides flexible solutions to help organizations worldwide monitor, track and protect their vital assets. Our unique combination of software, devices and platform enables over 14,000 commercial and government organizations worldwide to increase efficiency, safety and transparency while accommodating the unique ways they do business. With over 10 million active edge devices and 275+ issued or pending patents, CalAmp is the telematics leader organizations turn to for innovation and dependability. For more information, visit calamp.com, or LinkedIn, Twitter, YouTube or CalAmp Blog.

Cal/Amp®

15635 Alton Parkway, Ste 250, Irvine, CA 92618
Tel: 888.3CALAMP • calamp.com