

Report Regarding Pay Gaps Between Female and Male Employees in the Group

Name of workplace: **Econergy Renewable Energy Ltd. (“Econergy”)**

Industry: Renewable energy

Introduction

Econergy is a public company operating in the field of renewable energy in various European countries. Econergy operates via corporations under its control that are incorporated, *inter alia*, in countries where Econergy operates and that employ employees and service providers in UK, Italy, Poland, Romania, Cyprus, and Israel.

Econergy believes and is dedicated to promoting equal opportunities and a culture of diversity and inclusion among all the Group’s employees, and as such, strives and actively promotes gender equality in all parameters relevant for employment including recruitment, training, promotion, and salary, and applies special efforts to recruit women for senior positions. Econergy acts and will continue to put efforts to promote women and achieve equality between all the employees working for the Group, regardless of gender, territory, or other characteristics that are irrelevant for the performance of the duties required for the position.

Econergy employs two female employees and two male service providers, positioned in 3 different segmentation groups. None of the segmentation groups includes a group that is comprised of female and male employees, and therefore, the Company does not have comparative data regarding gender pay gaps pursuant to the Israeli law. Despite the aforesaid, and in view of the Econergy’s values, Econergy has decided to publish a voluntary report regarding the pay gaps between female and male employees throughout the Group, as set forth below.

About the report

The employees included in the report are all the full-time employees of the Group in all the territories in which the Company employs employees, whether engaged as an employee or as a service provider.

The data in the report is correct as of June 1, 2022.

The Group's male and female employees have been segmented into 4 groups with similar characteristics in terms of managerial level.

The following numbers represent the pay gaps between male and female and male employees in the various groups of employees:

Names of the groups	Pay gaps in percentages between female and male employees
Controlling shareholders	No comparative data
Senior management	96%
Middle management	104%
Employees	66%

A number in percentage that is smaller than 100% indicates a gap in favor of the male employees. A number in percentage that is greater than 100% indicates a gap in favor of the female employees.

The groups are composed as follows: a group of 2 male employees, two groups of 12-14 female and male employees, and a group of 28 female and male employees.

The salary taken into consideration for the purpose of the report is the base salary in Euro, excluding benefits such as a vehicle, bonus, and social contributions.

There are no employees whose salary is lower than the average monthly salary for a full-time position in the Group, and there are no employees who are paid a supplement for minimum wage.