

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

Date: 30 May 2024

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, through which Econergy employs employees and service providers in the UK, Italy, Poland, Romania, Cyprus, Spain, 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.

## Data Regarding Econergy

In 2023, Econergy employed 11 female employees\* in Israel, positioned in 3 different segmentation groups with similar characteristics in terms of managerial level.

Group	Pay gaps in percentages between female and male employees		
	Employee Wage Used for Severance Pay Calculation	Gross Pay	Gross Pay and Employers' Insurance Contributions
A	(**)	(**)	(**)
B	128%	128%	128%
C	94%	94%	94%
Total	101%	101%	101%

There are no part-time employees, 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.

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: Group A – 2 employees, Group B – 8 employees, and Group C – 13 employees.

(\*) 3 employees were employed for a part of 2023 and were employed on a full-time basis.

(\*\*) Group A consists of one male employee and one female employee, both in Company management positions. To maintain their privacy, and to avoid providing misleading data considering the number of workers in this group and the differences between the positions it includes, the data will not be provided.

### Data Regarding the Group

In view of 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. 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 May 2024.

The Group's male and female employees have been segmented into 3 groups with similar characteristics in terms of managerial level. The following numbers represent the pay gaps between male and female employees in the various groups of employees.

<b>Group</b>	<b>Pay gaps in percentages between female and male employees</b>
A	96%
B	102%
C	83%
Total	76%

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: Group A – 11 employees, Group B – 32 employees, and Group C – 51 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.