



A Sustainable
Business

ESG Report

2023

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Cumiana Solar plant (Italy)



Letter to the stakeholders

Dear Stakeholders,

It is with great pleasure that we introduce to you Eenergy's ESG Report for the year 2023. With this report, like previously, we confirm our voluntary commitment to sustainability reporting even in the absence of regulatory constraints.

Over the last years, Eenergy has undergone a remarkable transformation, evolving from a project developer to an independent power producer. This journey has been marked by a significant milestone in 2023: the energisation of our inaugural PV plant, the Ratesti solar plant, located in Romania. Additionally, we have pursued the construction of several other projects across Italy, Poland, the UK, and other regions, further underlining our commitment to expanding our green energy footprint. In parallel, we are proud to have strengthened partnerships and secured funding for our pipeline projects, showcasing our ability to navigate complex markets and finance structures.

We aim at expanding the pipeline of renewable projects - PV, wind, and BESS - across diverse geographical locations, launching the construction of new plants, and connecting them to the grid for operational commencement. At the same time, our goal is to grow in the PPA market, marking a strategic move towards fostering sustainable energy partnerships and expanding the reach and impact of renewable initiatives.

Amidst successes, during the year, we also faced unforeseen challenges. The tragic events of October 7th, 2023, in Israel, where our headquarters are located, deeply touched our organisation. Despite the adversity, Eenergy demonstrated resilience and dedication, ensuring business continuity and supporting our employees during



Eyal Podhorzer | Chief Executive Officer



Yoav Shapira | Chief Operating Officer

difficult times. As we navigate the complexities of the renewable energy landscape and the difficult geopolitical context, we remain steadfast in our mission to drive positive environmental impact while delivering value to our stakeholders.

At Eenergy, our workforce is not only driven by business goals but also by a shared passion and dedication to environmental stewardship and sustainability, making them natural advocates for ESG principles within our organisation. Throughout 2023, we prioritised integrating ESG criteria into every aspect of our business operations, from business development strategies to human resource management and supply chain practices.

We are pleased to share that our efforts have been recognised, as evidenced by the Maala Index's Platinum-A rating for our corporate social responsibility performances and commitments. The ESG Report for 2023 reflects these endeavours, showcasing our progress, challenges, and achievements in embracing sustainable practices. As we embark on this journey of transparency and accountability, we thank you for your continued support in building a cleaner, greener future for younger generations.

Kind regards,

Eyal Podhorzer
Chief Executive Officer

Yoav Shapira
Chief Operating Officer

We are Eenergy

6 countries

where we locally develop and operate our renewable projects

207 projects

Among PV (Solar & Co-located BESS), storage (BESS stand-alone) and onshore wind

7,030 MW

of PV and onshore wind projects and 943 MWh of storage (stand-alone and co-located) projects in our pipeline

358 MW

of PV projects

and

102 MWh

of storage projects currently under construction or ready to connect in Romania, Italy, Poland and the UK

159 MW

of PV projects in commercial operation in Romania and Italy, as of the date of publication of the Report

About our Company

We are a global independent power producer (IPP) specialising in renewable energy. Our expertise spans the entire lifecycle of utility-scale renewable energy projects, from project origination to the delivery of sustainable electricity. Our business model is diverse, including electricity sales, development, EPC (engineering, procurement, and construction), as well as long-term asset management fees. Founded by Eyal Podhorzer and Yoav Shapira, executive entrepreneurs with a proven track record in the green energy sector since 2009, our company, registered as Eenergy Renewable Energy Ltd, was established as a share limited private company in the UK in 2019.

Since July 2021, our company's shares have been listed on the Tel Aviv Stock Exchange (TASE). Headquartered in Kfar Saba, in the Central District of Israel, we also maintain offices in Milan (Italy), Bucharest (Romania), Kwidzyn (Poland), London (England), Limassol (Cyprus) and Madrid (Spain). Operating across six countries – Italy, Romania, the UK, Poland, Spain, and Greece – our diverse asset portfolio encompasses solar photovoltaic, onshore wind, and battery storage technology. With a commitment to local market presence, we boast highly experienced local teams on the ground in each of the countries in which we operate. This ensures that our projects benefit from a deep understanding of local nuances and regulatory frameworks, fostering effective engagement with communities.

Our success is fortified by strategic partnerships, as evidenced by strategic capital agreements with reputable partners such as RGREEN Invest, Phoenix, Rivage Investment and Raiffeisen Bank. These partnerships help us guarantee full ownership of the projects from the development stage, as well as contribute to our financial flexibility and provide options for selling part of a project and/or introducing a debt partner at different stages.

As of December 31, 2023, our development pipeline includes projects totalling 7,030 MW in photovoltaic and onshore wind, along with 943 MWh in storage capacity for both stand-alone and co-located projects. Notably, approximately 358 MW of photovoltaic and 102 MWh of storage projects are currently undergoing construction in Romania, Italy, Poland, and the UK.

In 2023, our achievements included the successful energisation of the Ratesti solar project (155 MW), the largest solar asset operating in Romania, marking the activation of our first plant. In addition, as of the date of publication of the Report, the Cumiana project in Italy (4.4 MW) has started injecting energy into the electricity grid. Moreover, we forged new strategic partnerships to secure financing for our projects.

Additionally, Eenergy was honoured with Capacity Market contracts, reinforcing our role as a vital contributor to the UK's energy supply. In July 2023, our dedication to corporate responsibility and sustainable management was recognised through a platinum rating and an ESG rating of level A in the audit carried out by Maala, an umbrella organisation of about 120 leading companies in the Israeli economy, which operates to promote corporate responsibility issues and develop standards of responsible management in Israel.

Solid milestones for growth and success



Creation of Eenergy
Renewable Energy Ltd.



Joint Venture agreement with
UBS in Italy



IPO on TASE
Issuance of convertible bonds
for green energy projects
Started the construction of the
Ratesti solar plant



€150 M Joint Venture with
Phoenix Insurance
€250 M investment partnership
with RGREEN Invest
Started the construction of solar
and storage plants in Romania,
Poland, Italy, and the UK



Ratesti Solar plant
energisation in Romania
€150 M Corporate debt facility
from Rivage Investment
€60 million facility with
Raiffeisen Bank International
AG and its subsidiary
Raiffeisen Bank S.A to support
Ratesti solar project in
Romania

2019

2020

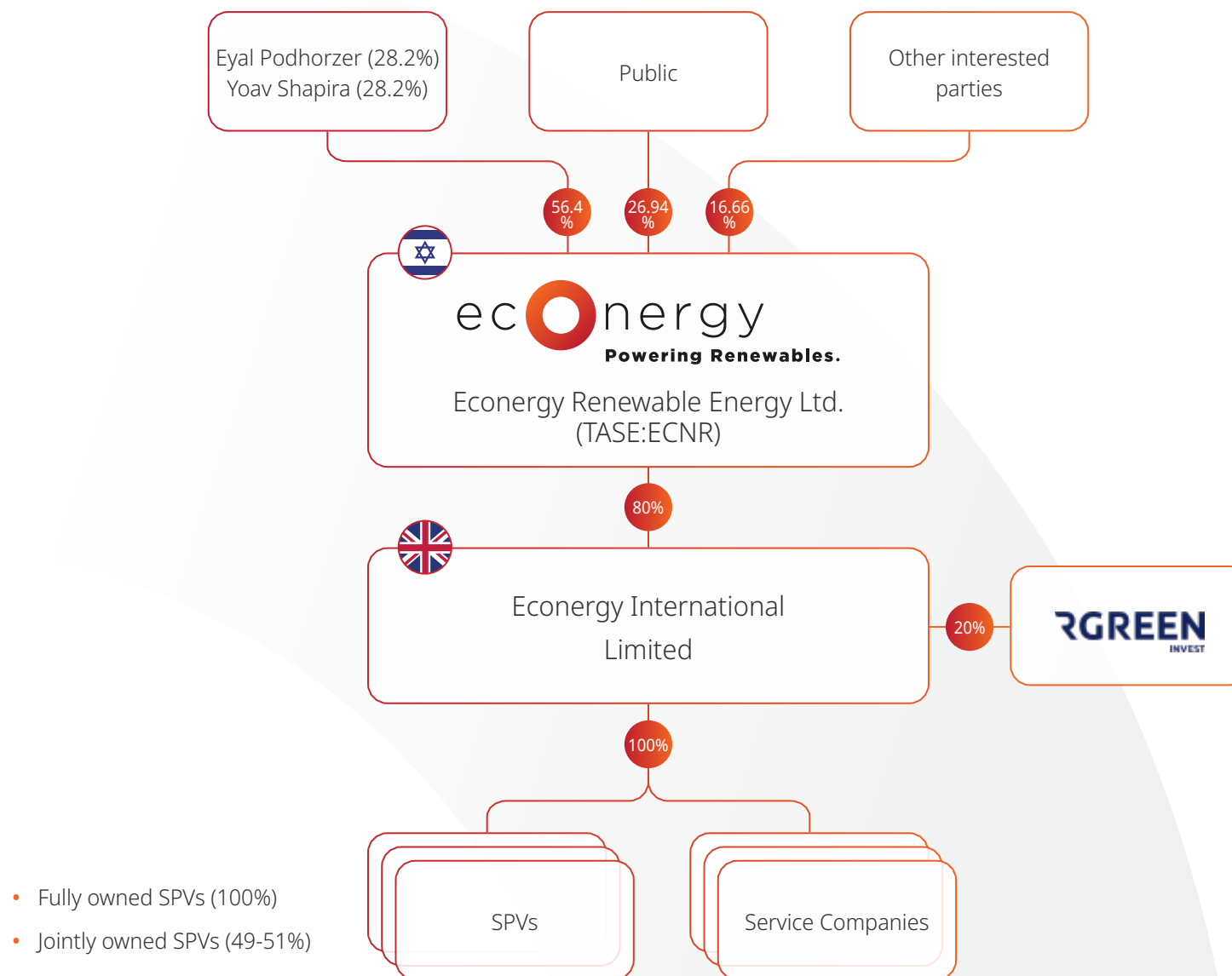
2021

2022

2023

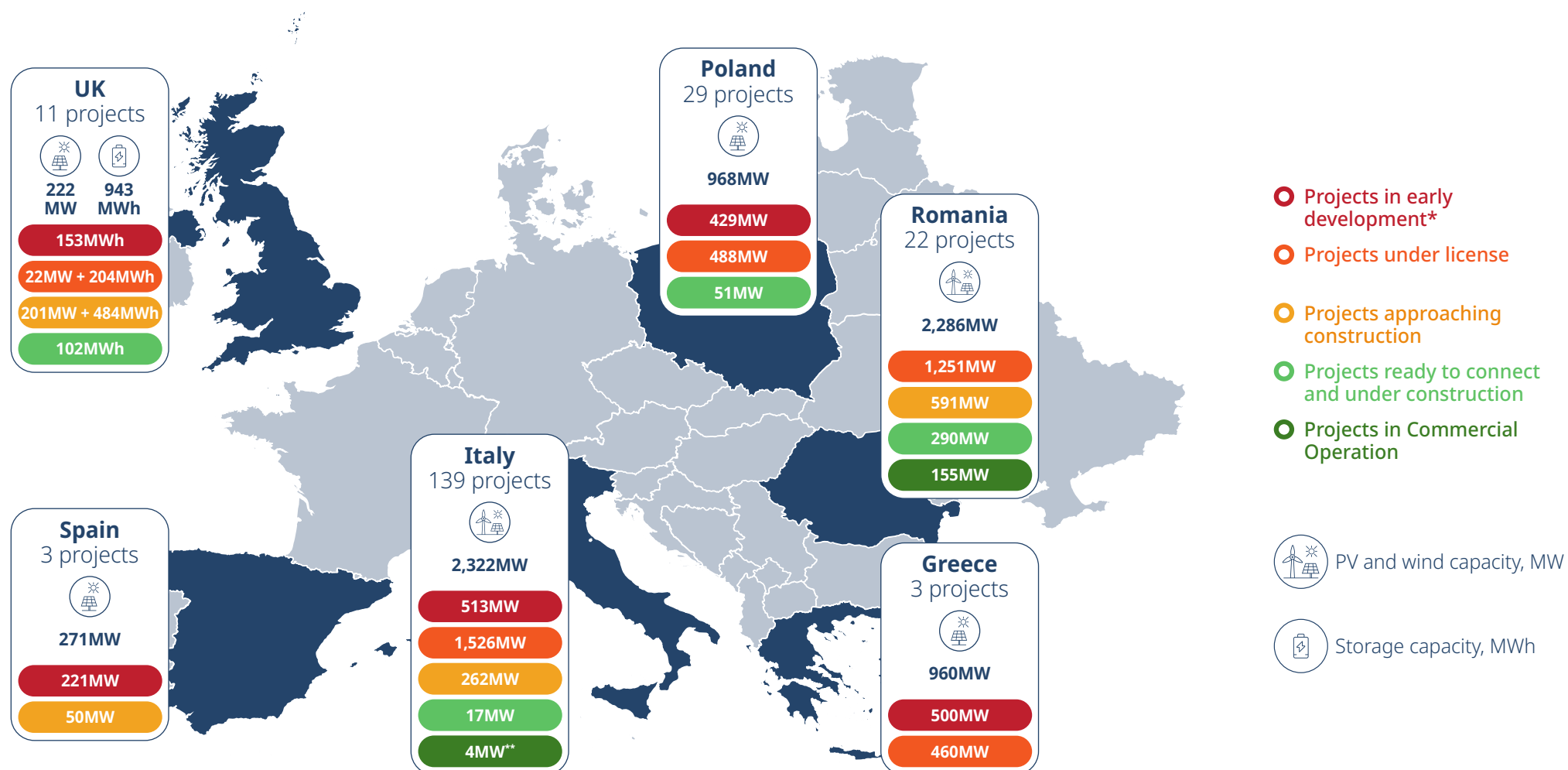
Corporate structure

Holding structure as of April 2024



Econergy's pipeline

Projects under development | Geographical distribution and development stages (Note 1)



* Excluding PV and wind preliminary development status projects with a total capacity of 1,354 MW, as well as approximately 5,804 MWh storage whose expected connection year is from 2029 onwards

** As of the date of publication of the Report, the Cumiana project in Italy, with an installed capacity of 4.4 MW, is connected to the electricity grid

Our financing strategy

Finance is at the core of our business. Since July 2021, Eenergy's shares have been listed on the TASE. The highest-level transparency is our top priority in our communications with the market, the financial community, and investors, leading us to release interim management reports quarterly, as well as conduct meetings specifically dedicated to shareholders and the market, where we present our financial results, growth objectives, and plans.

Market Cap as of 31/12

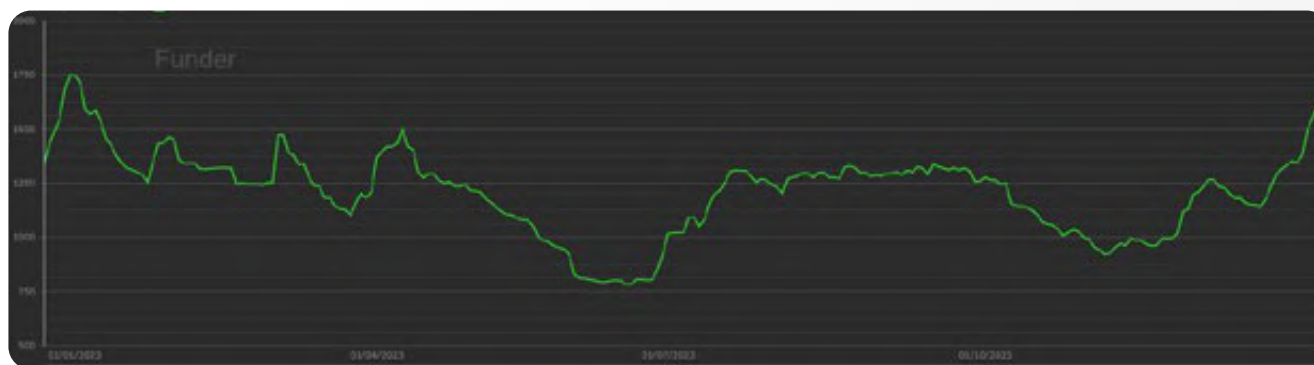
729.8M NIS (Note 2)

Number of shares as of 31/12

45,614,764

Number of meetings with investors organised

31



Stock performance of 31/12/2023



Up to now, Econergy has proven its capacity to secure the necessary funds for achieving corporate objectives by issuing a series of convertible bonds amounting to NIS 250 million. In early 2023, an extra NIS 100 million was raised by Econergy through a series expansion (SERIES A) with a total of 84,738,510 Face Value. This series expansion saw participation from important Israeli financial institutions and insurance companies.

In addition, Econergy has entered into a number of significant financing agreements with major financial entities, in particular:



RGREEN Invest



Phoenix Insurance



Rivage Investment



Raiffeisen Bank International AG
and its subsidiary
Raiffeisen Bank S.A.

In 2023, Econergy received €30M from RGREEN INVEST as part of the ongoing €87.5M equity funding tranche. An important milestone has been achieved by finalising a €60M facility in collaboration with Raiffeisen Bank International AG and its subsidiary, Raiffeisen Bank S.A, regarding Econergy's 155 MW Ratesti solar project in Romania.



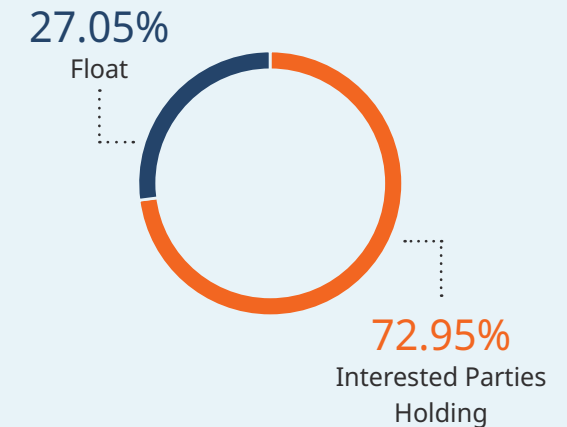
Most recently, we defined an agreement with Rivage Investment (final agreement in February 2024) regarding a €150M financing of the subsidiary Econergy UK, for the realisation of the ambitious pipeline of European renewable energy projects. In addition to equity funding, Econergy secured €150M in commitments from Phoenix Insurance. This significant financial support is earmarked to facilitate the expansion of Econergy's solar PV projects in Romania and Poland.

ESG ratings

In 2023, for the first time, Econergy was assessed by the MAALA, an umbrella non-profit organisation of about 120 leading companies in the Israeli economy that promotes corporate social responsibility practices and standards. Econergy was awarded a platinum and an ESG level A rating under the Maala Index.

The 2023 index rated 158 companies in Israel with an aggregate turnover of roughly 536 billion NIS (142 billion USD) and over 340,000 employees. The Index is also traded on the Tel Aviv Stock Exchange (TASE) as a group of TA-Maala indices.

Shareholders divided by type as of 31/12



Our participation in business and industry associations

In line with our dedication to advancing renewable energy initiatives throughout Europe, we continue to engage actively in a wider range of business and industry associations related to renewable energy. Participation in these organisations provides us with a comprehensive grasp of industry trends and access to sector-specific advice and guidance. Additionally, these associations present valuable networking opportunities within local contexts, fostering connections and collaborations for companies in the renewable energy sector.

As of 31 December 2023, we are members of the following associations:

- **Elettricità Futura (Italy):**
we participate in the RES and Electric Mobility & BESS Working Group and in the Photovoltaic Coordination Table
- **Italia Solare (Italy)**
- **Solar Energy UK (UK)**
- **Energy Storage Network (UK)**
- **Regen (UK)**
- **Romanian Photovoltaic Industry Association (Romania):**
we are members of the BoD and we participate in the Regulatory Working Group
- **UNEF - Spanish Solar Association (Spain)**
- **Avaesen - Spanish Green Tech Cluster (Spain)**
- **Greek/Israeli Chamber of Commerce (Greece)**
- **Foreign Investors Council (Greece)**



How we operate: the importance of the local teams

Operation with a local footprint

Our operations in various countries are executed by dedicated local teams with extensive experience and in-depth knowledge of the local market, in addition to their established strong networks with local authorities, suppliers, and electricity companies. The teams are composed of project development experts - development managers, electrical engineers, business development personnel - as well as specialists in project management and construction, covering construction management, building supervision, and health & safety. For projects at the operational level, an asset management team is also incorporated.

This operational strategy provides our company with a distinct competitive advantage, offering better access to high-quality projects, a heightened likelihood of successfully

completing a project, and overall cost reduction through increased control over the entire value chain. Simultaneously, this approach enables us to generate genuine added value in the local communities where we operate.

The increasing number of authorised projects has a direct impact on our local footprint, leading to the recruitment of new professionals across our teams in different countries. Additionally, our supply chains have become more localised. Furthermore, we capitalise on existing opportunities for energy transition, leveraging European funds, especially through initiatives like the Next Generation EU. For example, in Romania, Eenergy benefits from non-refundable grants from the European Union to support the development of renewable energy plants Parau, Oradea, and Scurtu Mare.



Eenergy Team attending the **Solar Open Day** and inauguration of Ratesti Solar Plant organised in collaboration with the Romanian Photovoltaic Industry Association

Flagship projects

Ratesti | Romania's Largest PV Plant*



155 MW

Installed capacity



Status

The project is connected to the electricity grid

€20M

Expected annual revenue ⁽²⁾



50%

Holding



€102M

Total construction cost ⁽¹⁾

€18M

EBITDA ⁽³⁾

In terms of 100%



€20M

Equity investment – after Project Finance – Company's Share ⁽¹⁾



170 Hectares

Land is owned by the project company



A binding financing agreement for 60 million Euros

with Raiffeisen Group, one of the leading banks in Central Europe



Repayment of Shareholder loans

provided for acquiring and establishing the project - the company's share (50%) is about €30M**



The financing deal shows **confidence in the company's business in Romania** and enables to continue the development of the portfolio



* Forward-looking information. (1) Excl. VAT. (2) Following commercial operation – Estimated average for the first five years of operation. The revenue projection is derived from the premise that transactions for electricity procurement at a set price (PPA) will be conducted over a ten-year span starting in the latter half of 2025, accounting for 70% of the total capacity. The remaining 30% will be based on anticipated market rates as advised by the Company's market consultants. The PPA prices in the various markets are based on the estimates of the Company and its consultants. (3) Projected EBITDA Index from the sale of electricity alone

**For the full details of the agreement, please see an immediate release published by the company on November 22, 2023 (reference number: 2023-01-126582).

Parau | Romania

The project is in ready to connect status

**92 MW**

Installed capacity

**50%**

Holding

**€4.5M**Equity investment -
Company Share ⁽²⁾

Status

Expected commercial
operation ⁽¹⁾
Q2-2024**€64M**Total construction cost ⁽²⁾

Development fee

€11MExpected annual
revenue ⁽³⁾**€9M**EBITDA ⁽⁴⁾

In terms of 100%

**RGREEN**
INVESTRgreen Invest fund entered as an Equity
partner (50% ownership) and provides a 50%
Mezzanine loan

ESG

The project will provide green electricity to
around **70,000** households, contributing
to a significant reduction in CO2 emissions,
estimated at **6,800** tons annually

(1) Forward-looking information. (2) Excl. VAT, after project financing by project partners. (3) Following commercial operation – Estimated average for the first five years of operation. The revenue projection is derived from the premise that transactions for electricity procurement at a set price (PPA) will be conducted over a ten-year span starting in the latter half of 2025, accounting for 70% of the total capacity. The remaining 30% will be based on anticipated market rates as advised by the Company's market consultants. The PPA prices in the various markets are based on the estimates of the Company and its consultants. (4) Projected EBITDA Index from the sale of electricity alone

Oradea | Romania

The project is in final stage of construction



87 MW

Installed capacity



Status

Expected commercial operation ⁽¹⁾
Q2-2024

€9M

Expected annual revenue ⁽⁴⁾



51%

Holding ⁽²⁾



€62M

Total construction cost ⁽³⁾

€8M

EBITDA ⁽⁵⁾

In terms of 100%



€21M

Equity investment -
Company Share ⁽³⁾



Development fee



The Phoenix has provided a convertible loan of 49% of the construction costs (€30M) and in addition a fixed loan of 18% of the construction costs (€11M)



ESG

The project will provide green electricity to around **67,000** households, contributing to a significant reduction in CO2 emissions, estimated at **5,320** tons annually



(1) Forward-looking information. (2) The percentages attributed to the Company in the tables above represent the Company management's projections concerning both current and prospective partnerships, which have been disclosed by the Company. These figures do not indicate the precise ownership percentage as of the Report's publication date. (3) Excl. VAT, after project financing by project partners. (4) Following commercial operation – Estimated average for the first five years of operation. The revenue projection is derived from the premise that transactions for electricity procurement at a set price (PPA) will be conducted over a ten-year span starting in the latter half of 2025, accounting for 70% of the total capacity. The remaining 30% will be based on anticipated market rates as advised by the Company's market consultants. The PPA prices in the various markets are based on the estimates of the Company and its consultants. (5) Projected EBITDA Index from the sale of electricity alone.

Scurtu Mare | Romania

The project is in construction stage



55 MW

Installed capacity



Status

Expected commercial operation ⁽¹⁾
Q4-2024

€7M

Expected annual revenue ⁽⁴⁾



51%

Holding ⁽²⁾



€32M

Total construction cost ⁽³⁾

€6M

EBITDA ⁽⁵⁾



€10M

Equity investment -
Company Share ⁽³⁾



Development fee

In terms of 100%



Phoenix

The Phoenix has provided a convertible loan of 49% of the construction costs (€16M) and in addition a fixed loan of 18% of the construction costs (€6M)



ESG

The project will provide green electricity to around **48,000** households, contributing to a significant reduction in CO2 emissions, estimated at **4,150** tons annually

(1) Forward-looking information. (2) The percentages attributed to the Company in the tables above represent the Company management's projections concerning both current and prospective partnerships, which have been disclosed by the Company. These figures do not indicate the precise ownership percentage as of the Report's publication date. (3) Excl. VAT, after project financing by project partners. (4) Following commercial operation – Estimated average for the first five years of operation. The revenue projection is derived from the premise that transactions for electricity procurement at a set price (PPA) will be conducted over a ten-year span starting in the latter half of 2025, accounting for 70% of the total capacity. The remaining 30% will be based on anticipated market rates as advised by the Company's market consultants. The PPA prices in the various markets are based on the estimates of the Company and its consultants. (5) Projected EBITDA Index from the sale of electricity alone.

Resko | Poland



The project has completed the construction of the Plant and the substation and is in ready-to-connect status*



51 MW

Installed capacity



Status

Expected commercial operation ⁽¹⁾
Q3-2024

€5M

Expected annual revenue ⁽⁴⁾



51%

Holding ⁽²⁾



€41M

Total construction cost ⁽³⁾

€4M

EBITDA ⁽⁵⁾



€14M

Equity investment -
Company Share ⁽³⁾



Development fee

In terms of 100%



Phoenix

The Phoenix has provided a convertible loan of 49% of the construction costs (€20M) and in addition a fixed loan of 18% of the construction costs (€7M)



ESG

The project will provide green electricity to around **30,000** households, contributing to a significant reduction in CO2 emissions, estimated at **37,000** tons annually



(1) Forward-looking information. (2) The percentages attributed to the Company in the tables above represent the Company management's projections concerning both current and prospective partnerships, which have been disclosed by the Company. These figures do not indicate the precise ownership percentage as of the Report's publication date. (3) Excl. VAT, after project financing by project partners. (4) Following commercial operation – Estimated average for the first five years of operation. The revenue projection is derived from the premise that transactions for electricity procurement at a set price (PPA) will be conducted over a ten-year span as of the first year of operation, accounting for 70% of the total capacity. The remaining 30% will be based on anticipated market rates as advised by the Company's market consultants. The PPA prices in the various markets are based on the estimates of the Company and its consultants. (5) Projected EBITDA Index from the sale of electricity alone.

* The project has completed the construction of the plant and the substation and is in a ready-to-connect status. The project is eligible for registration as an electricity distributor in Poland (DNO), this means the possibility of selling electricity under more favorable conditions and connection rights of additional facilities to the substation owned by the company, which reduces the development risks of additional projects of the company in the same area. The expected bureaucratic process to complete the company's registration as an electricity distributor is expected to take about six months, according to the company's estimation. Therefore, the company anticipates that the start of the electricity flow from the facility will take place at the beginning of Q3/2024

Project pipeline | Italy



7 projects, installed capacity of 17MW have completed construction and are in a ready-to-connect status



17 MW

Installed capacity



Status

Expected commercial operation ⁽¹⁾
Q2/2024

€2.2M

Expected annual revenue ⁽³⁾

€1.9M

EBITDA ⁽⁴⁾

In terms of 100%



50%

Holding



€14M

Total construction cost ⁽²⁾



Cumiana Project ,4.4MWp, connected in Q1-2024



Italy's renewables market - notable results in 2023 and ambitious renewable targets for the coming years

The new target for solar PV was revised to 79.9GW, **up by more than 50pc from a previous target of 52GW**
Italy added 5.2GW of new solar PV capacity in 2023, **the highest annual level since 2011**



ESG

The Pipeline will provide green electricity to around **10,000** households, contributing to a significant reduction in CO2 emissions, estimated at **1,700** tons annually



(1) Forward-looking information. (2) Excl. VAT. (3) Following commercial operation – Estimated average for the first five years of operation. The revenue projection is derived from the premise that transactions for electricity procurement at a set price (PPA) will be conducted over a ten-year span as of the first year of operation, accounting for 70% of the total output. The remaining 30% will be based on anticipated market rates as advised by the Company's market consultants. The PPA prices in the various markets are based on the estimates of the Company and its consultants. (4) Projected EBITDA Index from the sale of electricity alone.

A dominant role in the UK market

Econergy develops storage projects in 2 configurations: as co-location projects together with the PV and wind projects and as stand-alone storage projects that support the electricity grid.

The year 2022 saw us entering the UK storage market with Swangate Energy Storage Ltd, a 50MW/102 MWh storage project located in Yorkshire, Northern England, and Immingham, 80MW/160MWh battery storage system also located in the north of England. As mentioned in a report from the Committee on Climate Change (CCC) (*Note 3*), the UK aims to achieve up to 75 GW of battery storage capacity by 2050 to fulfil its net-zero targets, in addition to the interim goal of

reducing emissions by 68% below 1990 levels by 2030 by reaching up to 20 GW of battery storage capacity.

On 21 February 2023, Econergy was awarded T-4 Capacity Market contracts, aiming at ensuring the security of energy supply and preventing blackouts. Participants are paid to be available and respond when there is a risk of a system stress event. Econergy won contracts in the auctions for the Swangate (West Melton) project once it is completed, and for the Immingham project. If a Capacity Market Notice is issued, Econergy will be available with a 4-hour notice to provide additional electricity if the UK's grid does not have the supply to meet demand and is under threat of disconnecting. This year's auction cleared at a record £63 per kW per year, index-linked, and Econergy has secured contracts for 15 years.

Swangate Storage Project | UK

The Project is in Under-Construction Status



102 MWh

Installed capacity



Status

Expected commercial operation ⁽¹⁾
Q2/2024



100%

Holding



€41M

Total construction cost ⁽²⁾

€8M

Expected annual revenue ⁽³⁾

€6M

EBITDA ⁽⁴⁾

In terms of 100%

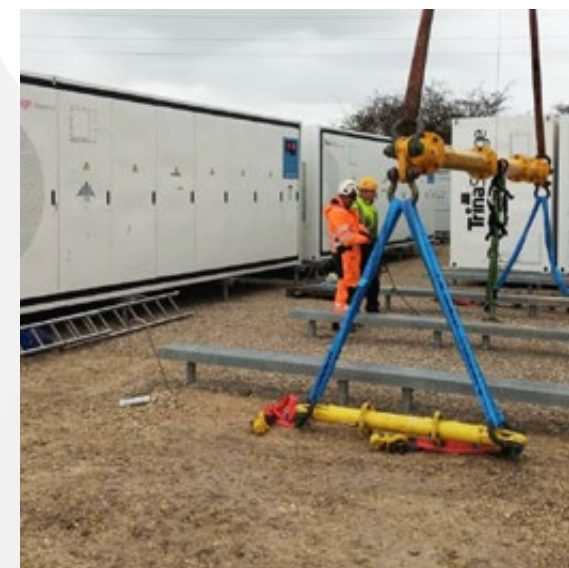


TrinaStorage

Battery vendor and construction contractor. A global leader in the renewable energy industry, part of the Trina Corporation, with an annual revenue of approx. **USD 30 billion**



The project won a government tender for Availability Payments amounting to **GBP 8.4M**, before indexation, for 15 years



(1) Forward-looking information. (2) Excl. VAT. (3) Following commercial operation – Estimated average for the first five years of operation. (4) Projected EBITDA Index from the sale of electricity alone.

Our commitment to sustainability

Highlights 2023

E

- Integration of climate change and biodiversity risk assessment into our investment strategies
- No plants in, or adjacent to, protected areas or areas of high biodiversity value
- Carbon footprint assessment, including an in-depth scope 3 analysis
- Inquiry into suppliers' sustainability performance by collecting information on their decarbonisation plans, to select suppliers with the best practices
- Expected avoided emissions calculated (Scope 4) (*Note 4*)

S

- 89 Employees at year-end
- 39% of Female employment
- 83% of Employees with permanent contracts
- 0 incidents / 0 accidents / 1 near-miss
- 304 hours of training on Health & Safety
- Participation in 10 National Business and Industry Associations
- Volunteering within local communities
- Supporting our teams during military service with lifeguard equipment and medical support
- Presentations to school students on renewable energy, with a focus on professional opportunities in the sector

G

- 29% female presence on the Board of Directors
- 3 Independent Directors (43% of BoD members) and 3 Internal Board Committees
- Whistleblowing platform customised to adhere to Italy's Model 231 and used for all countries and activities
- Adoption of the Group Tax Memo/Tax Adherence Policy
- Adoption of the Anti-Sexual Harassment Policy
- Training on Corporate Policies delivered to employees
- Zero reports received on our whistleblowing platform

An evolving industry

The world is experiencing a rapid surge in renewable electricity generation capacity, marking the highest growth rate of this century. The ambitious goal of tripling global capacity by 2030, established at COP28, seems achievable with the addition of nearly 510 gigawatts in 2023—a 50% increase. Notably, solar PV contributes three-quarters to this expansion. Under current policies and market conditions, the global renewable power capacity is expected to reach 7,300 GW by 2028, with solar PV and wind accounting for 95% of this growth. Projections indicate that renewables will surpass coal as the largest source of global electricity generation by early 2025.

Despite unprecedented growth over the past year and a promising medium-term outlook, further efforts are necessary to reach the goal of tripling capacity by 2030. Currently, the trajectory suggests an increase in renewable power capacity by two-and-a-half times by the end of the decade.

However, the renewable energy industry, like other sectors, faces challenges in the supply chain in 2024. Despite the challenges related to the complex geopolitical context and the weakened Israeli economy caused by the war effort, our commitment is to continue raising funding to develop our projects which are mostly based on stable and resilient markets.






Managing our impacts

While dealing with the renewable energy sector, we have to align our operations closely with the regions where we are present. The monitoring and management of our environmental, social, and governance (ESG) performances allows us to carefully plan further local actions regarding the asset's development, construction, and operation. Our interest in embedding sustainability principles into our operations keeps growing further, as a response to the continuously heightening emphasis on ESG issues from our financial partners. As a result, we are planning to carry out full disclosure of the alignment of our business to the EU taxonomy criteria.

In addition to our focus on the sustainability performance of contractors, suppliers, and the entire value chain, the grid connection of our first plant has heightened our attention towards our own sustainability practices. As envisioned, for the 2023 edition of the ESG Report, we engaged external stakeholders in the materiality assessment through 1-to-1 interviews, to ensure a more comprehensive understanding of our material topics.

More information on the update of our materiality assessment is provided in the methodological note.

	MATERIAL TOPIC AND RELATED SDGs	RELATED ACTUAL/POTENTIAL IMPACTS	OUR APPROACH	ACTIONS	REFERENCE
E	Mitigation of climate change and decarbonisation through renewable energy production and consumption   	<p>Embracing energy transition results in a positive shift towards carbon neutrality and becomes a driving force for the reliability of the whole sector. Moreover, these efforts also help to accelerate the path towards a cleaner future through institution advocacy.</p> <p>Besides the above-mentioned crucial positive effects on climate change mitigation, also the renewable energy sector must consider the carbon emissions of its activities and operations.</p>	Our mission is to contribute to the greater integration of affordable, reliable renewable energies into the energy systems to achieve global decarbonisation objectives. We want to do it sustainably and are committed as an organisation to embark on a carbon-neutral path.	<ul style="list-style-type: none"> • Increase the pipeline of renewable projects (PV, Wind and BESS) across different geographies • Perform a climate change risk assessment to every project during the development phase • Integrate potential avoided emissions associated with renewable projects into investment decision • Launch the construction of new plants and connect them to the grid to start operations • Growth in the PPA market 	Page 26
	Environmental protection  	<p>Despite the great benefits related to the development of renewables, some negative environmental effects, however, have to be considered. The repercussions extend to land use, as operations may lead to deforestation, altering landscapes and habitats. Furthermore, the depletion of resources is challenging not only in the supplying phase but also in the end-of-life management phase, as well as in the utilisation of water resources. Lastly, the impact on biodiversity and endangered species must be considered: the plant construction must be carefully navigated to avoid harm to the ecosystems.</p>	We work to assess and monitor the impact of our operations to integrate environmental protection aspects into processes.	<ul style="list-style-type: none"> • Perform environmental assessment and technical studies to verify that the plant is not doing any harm to the surrounding environment • Perform a biodiversity risk assessment of every project during the development phase • Implement mitigation and compensatory initiatives to preserve or restore the natural environment 	Page 30

	MATERIAL TOPIC AND RELATED SDGs	RELATED ACTUAL/POTENTIAL IMPACTS	OUR APPROACH	ACTIONS	REFERENCE
S	Health and safety, welfare and well-being 	A focus on creating a culture of health and safety transcends the immediate benefits. By prioritising well-being within the work environment, this culture not only safeguards physical health but also nurtures a supportive atmosphere, promoting mental well-being.	People are our number 1 asset. We actively promote a safe and secure working environment that protects the physical and mental well-being of everyone involved in our activities.	<ul style="list-style-type: none"> Ensuring the application of H&S standards by contractors Deliver H&S training to employees Organise well-being initiatives for employees Monitor Employees' Satisfaction 	Page 34
	People engagement and development  	Promoting gender equality lays the foundation for a diverse and inclusive organisational culture. This effort extends to assuring fair recruitment practices to fostering a sense of belonging among employees, creating an environment where individuals feel valued and integral to the organisation's success, and thanks to the promotion of self-initiatives constituting a dynamic and empowered workforce. Emphasising work-life balance becomes a cornerstone, acknowledging the importance of personal well-being in achieving professional excellence.	<p>We invest in binding relationships with our people and partners, offering them a stimulating work environment where management is naturally devoted to diversity and inclusion, everyone is treated with dignity and respect, and merit is recognised and valued.</p> <p>We offer train-on-the-job opportunities to professionals to contribute to the formation of a workforce needed to meet the challenges of the energy transition.</p>	<ul style="list-style-type: none"> Consider D&I in our recruitment process by monitoring D&I KPI in different departments and countries We train the professionals we seek and recruit through upskilling and reskilling programmes in the sphere of renewable energy Create a shared knowledge database for employees (online learning platform) Organise team-building initiatives around sustainable development topics 	Page 36
	Relationship and involvement with local communities 	<p>The installation of renewable energy plants can become a catalyst for positive change within local communities, elevating the employability of local workers through upskilling, training, and engagement programs. Moreover, the construction of a renewable energy plant can help the communities gain visibility, as well as awareness and understanding of the benefits of sustainable energy.</p> <p>Finally, these projects go beyond mere power generation by actively spreading the culture of renewables and encouraging environmental stewardship for generations to come.</p>	We want to engage local actors in a virtuous dialogue to highlight the opportunities and the importance of bringing renewable energy plants into the territory	<ul style="list-style-type: none"> Contribute to disseminating knowledge in clean energy and sustainable development among our stakeholders, and embrace transparent communications about projects with the local communities We are looking into crowdfunding to allow local communities to participate in the value creation of our plants The local teams volunteer within the local communities 	Page 38
G	Compliance, business integrity, and transparency 	Adopting accountable and transparent governance practices provides a stable and resilient framework for energy production and strengthens the confidence of investors and other stakeholders.	Ethics guide how we conduct our business, and integrity and transparency inspire the relations with our stakeholders. We commit to fostering a culture of trust, placing compliance with internal rules and external legislation as a primary concern for the business.	<ul style="list-style-type: none"> Promoting a culture of ethics and sustainability among our employees, BoD members, and stakeholders Continuous monitoring of compliance requirements across different countries Continuous improvement of ESG disclosure 	Page 43
	Supply chain management  	<p>A comprehensive supply chain management approach helps to foster innovation in pushing industries into new frontiers by encouraging a culture of creativity and forward-thinking, catalysing transformative advancements. Simultaneously, a commitment to raising quality standards sets a benchmark for excellence.</p> <p>However, a potential negative impact emerges when supplier selection prioritises economic criteria over ethical considerations, such as human rights in the supply chain. This approach, while economically pragmatic, is challenging as it compromises the broader principles of social responsibility and sustainability.</p>	We want to ensure our assets create social and environmental value along the entire supply chain by promoting responsible procurement and working with best-in-class suppliers.	<ul style="list-style-type: none"> Adoption of ESG criteria in the selection of suppliers Monitoring the suppliers' supply chain to ensure compliance with our policies Collect actual emissions data of the supply chain Share with Openhub information on our suppliers to support other companies and collaborate with the information verification 	Page 46

Environment

In this section, two pivotal material topics are addressed, underscoring our commitment to sustainability and environmental stewardship, as well as our proactive approach in aligning business practices with ecological responsibility:

The mitigation of climate change through renewable energy

These topics provide insight mainly on our performance related to energy production & consumption, decarbonisation, and the efforts related to safeguarding biodiversity in the contexts we operate in. Our environmental stewardship is reflected by the fact that we think and act globally and locally at the same time: our dedication to environmental responsibility is an integral part of our mission to produce decarbonised energy and address the challenges of climate change.



This commitment extends not only to our daily operations but also to the monitoring of our suppliers' environmental performance, assessing their practices through a Vendor assessment questionnaire and benchmarking their carbon footprint/energy intensity of their products.

Environmental protection



The mitigation of climate change through renewable energy

Embracing energy transition results in a positive shift towards carbon neutrality and becomes a driving force for the reliability of the whole sector. Moreover, these efforts also help to accelerate the path towards a cleaner future through institutional advocacy. Besides these crucial positive effects on climate change mitigation, also the renewable energy sector must consider the carbon emissions of its activities and operations.

Our goal is to play a role in enhancing the seamless incorporation of affordable and reliable renewable energies into global energy systems, contributing to the broader objectives of decarbonisation. We are dedicated to pursuing this mission sustainably and, as an organisation, commit to a journey towards achieving carbon neutrality.

With the activation of the Ratesti power plant in 2023, the largest operating solar project in Romania, we have the first opportunity to give a concise picture of energy production and avoided carbon emissions. With an installed capacity of 155 MW, the plant spreads over 170 hectares and provides green electricity to more than 100,000 households, with 433,573 tonnes of CO₂ avoided during the project's lifespan. As of 31/12/2023, this plant has generated 5,958 MWh, amounting to 1,106 tCO₂eq of avoided emissions.

In 2023, we estimated that expected emissions will be avoided thanks to the energy production of our projects ready to build, almost ready to build, under construction, ready for connection, and in operation, will be 6,951,789 tCO₂eq during the entire lifespan of projects (Note 5).

Our decarbonisation path

As we actively produce green energy, our commitment extends to conducting our operations sustainably, and we have dedicated ourselves to pursuing a carbon-neutral trajectory. Throughout 2023, as in the previous year, we monitored our energy consumption and conducted a comprehensive assessment of the carbon footprint (Scope 1, 2, and 3) associated with our assets and activities across the countries in which we operate.

In the calculation of our organisation's carbon footprint, we follow the international reporting standard GHG Protocol, with the support of an external consulting firm. The assessment includes a breakdown of emissions by category, a sector benchmark, sectoral decarbonisation levers for significant items, and a year-long evolution of carbon performance. Our Internal and external stakeholders are also involved in the assessment, such as our employees, who are given an anonymous online employee survey to learn more about their commuting practices, and our suppliers, who are asked to monitor the carbon footprint of operations related to our supply chain.

Carbon Calculator tool

The Carbon Calculator tool was developed with Carbo Metrix (Note 6), an external consulting firm, and integrated into our project management. The Carbon Calculator calculates the LCA of our renewable energy projects (including technology and other equipment manufacturing, land use change, transportation, construction activities, O&M, and End-of-life). It calculates the renewable plant's carbon payback period based on expected avoided emissions, estimated based on the expected energy generation of the plant and the forecast emission factors of the energy mixes of the countries where plants will be located (estimated based on the national decarbonisation targets/commitments).

Carbon footprint assessment

Scope 1 covers direct emissions from owned or controlled sources, more specifically, emissions related to fuel consumption of the company's car fleet and for heating our premises in Italy, Israel, Romania, and Poland.

Scope 2 covers location-based indirect emissions from the generation of purchased electricity for our premises in Italy, Israel, Romania, Poland, UK and Spain.

Scope 3 covers other indirect emissions, including emissions related to employees' commuting, workday lunches, and business travels, as well as those associated with construction activities of renewable plants in Romania, Italy, Poland and the UK. Scope 3 emissions represent 99% of our total emissions.

Parau Solar plant (Romania)

A comprehensive evaluation of our Scope 3 emissions has revealed that equipment purchases account for 90% of our emissions.

This is primarily attributed to the acquisition of solar panels, which imply carbon-intensive manufacturing processes, as well as the procurement of transformers, inverters, cables, and project infrastructure. Services, including consulting, insurance, banking, and general services expenses, contribute to 4% of emissions, while travel (flights and employee

commute) represents 2%. Additionally, 2% of emissions stem from the transportation of purchased equipment, 1% from software/data purchases, and another 1% from electricity consumption in our facilities.

Compared to 2022, this year the scope 3 emissions appear significantly lower (see "Data and Indicators"). This difference is due to the fact that project construction-related emissions were considered in last year's report.



193.32 MWh

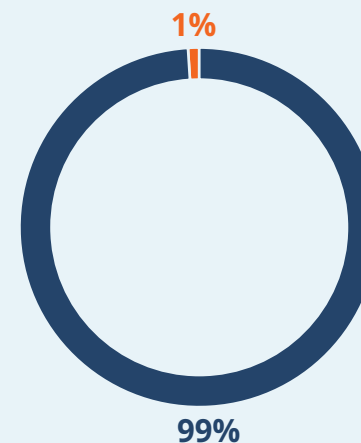
total energy consumption in 2023 (Note 7)



9,807 tCO₂e

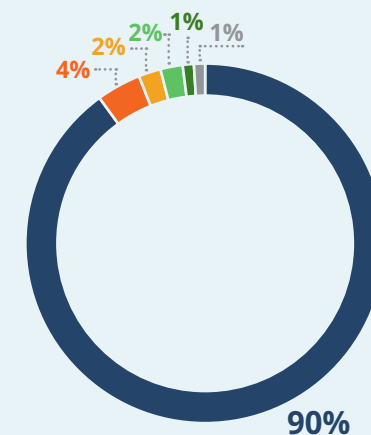
total emissions in 2023 (Note 8)

Emissions by scope



Scope 1 - 37.7 tCO ₂ e	1%
Scope 2 - 32.2 tCO ₂ e	<0.5%
Scope 3 - 9,737 tCO ₂ e	99%

Emissions by category



Raw materials	8,841 tCO ₂ e	90%
Services	416 tCO ₂ e	4%
Travels	223 tCO ₂ e	2%
Transport of goods	157 tCO ₂ e	2%
IT	92.8 tCO ₂ e	1%
Buildings	64.9 tCO ₂ e	1%
Equipment	11.9 tCO ₂ e	<0.5%

We have started monitoring our emissions since last year, with the aim of setting decarbonisation targets once we have a consolidated carbon footprint assessment. Currently, our focus is on understanding our suppliers' practices, as Scope 3 emissions have the most significant impact on our carbon footprint. Therefore, we endeavour to gather information about suppliers' sustainability performance through the Vendor Assessment Questionnaire, through which we also collect information on their decarbonisation goals and targets. Through this process, we aim to select suppliers who demonstrate the best sustainability practices.

As part of our ESG initiatives, we have integrated climate change and biodiversity risk assessment into our investment strategies. This is aimed at aligning with reporting requirements and meeting the requests of our business partners. According to the European taxonomy directive, conducting a climate change risk assessment is imperative for qualifying projects as sustainable. Hence, we are actively working to enhancing evaluations of climate change risk and biodiversity loss, which are included in the permitting documentation of our projects. To facilitate this process, we have subscribed to AXA Altitude (*Note 9*), an innovative all-in-one solution. This platform utilises algorithms and scientific databases to automatically identify all risks and opportunities related to climate change, carbon emissions, and biodiversity loss for specific projects and investments. It generates comprehensive reports detailing the risks that could impact assets based on their location and suggests appropriate mitigation actions. Our analysis encompasses both climate physical risks and climate transition risks and opportunities associated with projects in various stages, including those in operation, under construction, and under development. We have already conducted screenings for projects under construction and in operation, and the assessment results demonstrate a marginal physical risk in the areas of our interventions. In 2024, we plan to assess our entire portfolio under development.



Snow-capped mountain by Luca Talia

Raising awareness about climate change

Within our company, we have initiated discussions on climate change among colleagues to raise awareness of this pressing issue. Fortunately, being part of the renewable energy sector, our workforce generally demonstrates sensitivity to environmental concerns. We want to underscore that our efforts are not just a side project but are directly linked to our business and represent a proactive approach towards environmental protection.

In 2023, we organised two main initiatives to further this cause. Firstly, we distributed an anonymous survey powered by Carbometrix to employees to gather insights into their commuting practices. Secondly, we hosted the Climate Fresk workshop, a team-building event held during our annual meeting in Italy. This workshop aimed to provide participants with cutting-edge knowledge on climate change and to engage them in climate action, both as individuals and as staff members of Econergy.

Environmental protection

Despite the great benefits related to the development of renewables, some negative environmental effects, however, have to be considered. Potential negative impacts may include land use, deforestation, altering landscapes and habitats. Furthermore, the depletion of resources is challenging not only in the supplying phase but also in the end-of-life management phase, as well as in the utilisation of water resources. Lastly, the impact on biodiversity and endangered species must be considered: the plant construction must be carefully navigated to avoid harm to the ecosystems.

Ensuring a responsible and eco-friendly approach, outlined in both our Code of Ethics and Health, Safety & Environment policy, our operation plan incorporates rigorous environmental assessments and technical studies. From the earliest phase of plant development, we make proactive decisions to select suitable lands, opting for industrial areas or underutilised agricultural lands. Technical and environmental studies are conducted independently for all projects, irrespective of the applied technology. During the developmental phase, a detailed biodiversity risk assessment is conducted for each project, reflecting a commitment to preserving the delicate balance of local ecosystems. In cases where potential risks are identified, the initiative proactively implements mitigation and compensatory initiatives. These actions aim not only to prevent harm but also to actively contribute to the preservation and restoration of the natural environment. Specific constraints are thoroughly evaluated, and, when required by local authorities, a detailed Environmental Impact Assessment (EIA) is developed.

These measures aim at verifying that the plant operations are environmentally benign, to prioritise the well-being of the surrounding ecosystems. Based on technical studies conducted for permitting procedures, all plants currently under construction are situated in or adjacent to areas with low biodiversity value. To monitor high-value biodiversity areas near our plants, as mentioned in the previous chapter, we have incorporated Altitude by AXA into our operations, a platform that provides crucial information useful for project planning from the initial stages of development, and it emerged that none of our plants are in high-risk areas.

The biodiversity risk assessment of Ratesti plant demonstrated that it is subject to one risk out of the four analysed: the plant presents high dependency on ecosystem services, particularly in terms of water provisioning (ground and surface), which is related with issues of water flow maintenance. Meanwhile, in terms of the impact on biodiversity, threatened species, as well as areas of interest for biodiversity, no high or medium risks were identified.



In the UK, we have conducted comprehensive environmental studies encompassing biodiversity, landscape, geology, and heritage conservation of the project locations.

These studies include an assessment of Biodiversity Net Gain (BNG), mandated by the Environment Act 2021 since November 2023. This requirement stipulates that developers must ensure new project proposals achieve a minimum 10% improvement in biodiversity.

BNG is quantified using the Biodiversity Metric, an industry standard tool that assesses the baseline condition of a site (pre-development value) and predicts its future biodiversity value (post-development value), considering contributions from habitat creation or enhancement. Large-scale solar developments typically exceed the 10% BNG requirement, with estimated gains well surpassing this threshold. For our UK projects, the anticipated BNG is projected to average around +100% across all sites under development, indicating a substantial positive impact on biodiversity.

At the beginning of 2024, we officially joined the initiative BIARA - Biodiversity Impacts Analysis for Real Assets, as contributors from the private sector. BIARA initiative, led by Carbone 4 and Rivage Investment, seeks to create a common language between representatives from the financial sector, academics, and infrastructure project developers to assess and manage the biodiversity impact of infrastructure assets.



Social

This section navigates through the following three material topics, that form the core of our commitment to social responsibility and community engagement:

Health and safety, welfare and well-being

Prioritising the holistic welfare of our workforce, the dimensions of health and safety, welfare, and well-being are examined in this section, as well as the realms of people engagement and development that result in a dynamic and supportive workplace culture. Lastly, our relationship and involvement with local communities are addressed, emphasising our dedication to being a responsible and contributing actor in the local contexts of our operation.

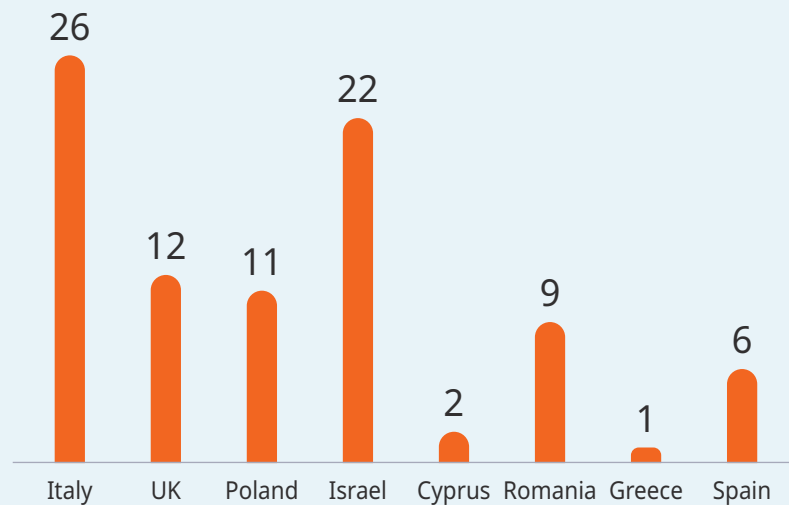
Our company is led by a team of highly skilled and dedicated professionals who are passionate about their work and continually strive for excellence. We value qualities such as hard work, enthusiasm, and collaboration, maintaining a clear vision of our collective direction.

Embracing diversity is inherent in our management culture, reflecting our multinational approach despite being a small-sized company. With 39% of our workforce comprised of women, we actively promote gender diversity in the renewables business. Our proactive stance includes implementing gender-balanced recruiting processes whenever possible, aiming to attract and retain the most talented professionals aligned with our culture and values, as well as zero tolerance to sexual harassment and any other kind of violence, aiming to safeguard the rights of all individuals.

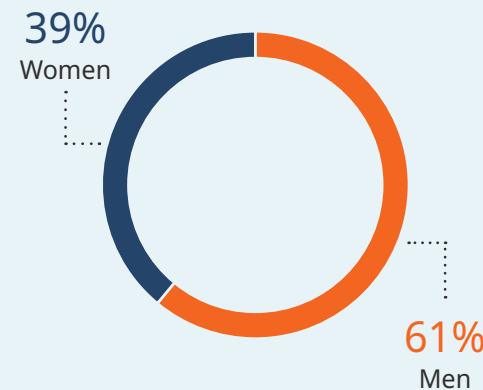
Starting from 7/10/2023, Econergy, like every company in Israel, faced significant business and social challenges due to the war escalation. The main effects of the emergency on our Israeli unit extend to aspects such as workforce recruitment for the army reserves, the need to reduce working hours for parents left alone with their children, as well as a series of benefits given to workers in the context of the war. Moreover, we made an effort to strengthen the mental resilience of our employees, in meetings of various types such as dialogue and sharing circles.



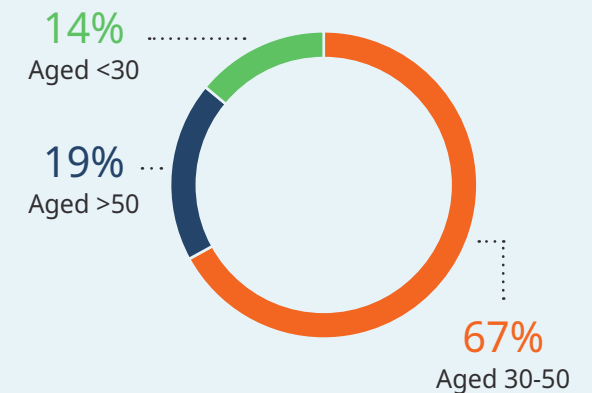
Employee breakdown by country



Employee breakdown by gender



Employee breakdown by age group



Our commitment to diversity extends to monitoring workforce demographics through an HR management platform equipped with advanced analytics features. These tools allow us to track key performance indicators such as age, gender, and seniority, providing valuable insights for informed decision-making. The platform is accessible to all employees, ensuring a wealth of rich data for a comprehensive understanding.

Throughout the year, we welcomed 41 new employees. Moreover, beyond our direct employees, we engage a workforce of contractors responsible for executing mechanical, electrical, and civil activities essential for plant construction. To ensure their well-being and safety, we meticulously monitor their work, emphasising accident prevention and timely reporting. This oversight involves:

- the on-site presence of Health & Safety supervisors, and professionals compensated by the contractors;
- the on-site presence of Health & Safety advisors and consultants, paid by us to complement on-site activities and support the Health and Safety supervisor;
- regular receipt of weekly progress reports from contractors, encompassing safety data and accident-free records.

Our key performance indicators (KPIs) for these workers centre around Health and Safety metrics, focusing on incidents, accidents, near misses, and total hours worked. This comprehensive monitoring approach underscores our commitment to maintaining a secure and accident-free work environment for all individuals involved in our construction projects.

Health and safety, welfare and well-being

A focus on creating a culture of health and safety transcends the immediate benefits. By prioritising well-being within the work environment, this culture not only safeguards physical health but also nurtures a supportive atmosphere, promoting mental well-being. Therefore, for our people, we actively advocate for a safe and secure work environment.

Our HSE policy, implemented in 2022, establishes a comprehensive framework to underscore our commitment to minimising risks to the health and safety of workers. In fostering a healthy work environment for our predominantly office-based workforce, our overall management approach to employee health centres on several key principles. We prioritise proactive measures to mitigate workplace stressors, promoting work-life balance through flexible scheduling options and remote work opportunities where feasible. Moreover, we provide ergonomic workstations to promote comfortable and safe working conditions. Employees not covered by collective bargaining agreements are offered more flexibility and hours of work from home. By prioritising mental health, we aim to create a workplace where employees feel valued and supported and can thrive personally and professionally, as we think that investing in our staff's holistic health means enhancing productivity, morale, and overall organisational success while demonstrating our commitment to sustainability and corporate responsibility.

As in the previous year, targeted training sessions were held for technical and clerical workers in 2023, covering various topics such as occupational hazards (both in the office and on the construction site), worker protection and the organisation of company prevention, workers' rights and duties, emergency management, sanctions for the various company actors, and control and assistance bodies. These training sessions totalled 304 hours. Furthermore, we extend our commitment to Health and Safety to our contractors and subcontractors, requiring them to adhere to safe working practices aligned with our standards, and to report their Health & Safety reports on a weekly basis.

As a consequence, our overall track record in 2023 is zero incidents for our employees and zero incidents and one near-miss for contractors, which occurred in our Parau plant, in Romania.



Site visit at Ratesti Solar plant (Romania)

Regarding the one near-miss case mentioned, we found out that the work site exhibited serious safety lapses, including improper use and makeshift repairs of a pile driving machine. Workers were found operating beneath the mechanical arm of an excavator and within its operational range, posing significant risks. In addition, the scaffolding was poorly assembled and turned out to be inadequate for the task, leading to its disassembly during attempted use.

The safety measures were enhanced through training with the company's technician manufacturing the trackers, ensuring proper knowledge and handling. In response to inadequate scaffolding, a suitable replacement was implemented. Finally, the installation process of trackers was streamlined with a clear division of tasks.

How the company is handling the circumstances related to the war in Israel

Amidst the challenging circumstances following the events of October 7th in Israel, Econergy extended support to our staff in the region. Our initiatives were characterised by a personal touch, including sending supportive notes and providing essential materials. We ensured equal treatment by extending support to employees' spouses and, recognising the impact of absences, offered flexible arrangements to accommodate their needs, such as additional time off or gradual return to work. Moreover, we increased ticket restaurant benefits and created a serene workplace environment upon the situation's stabilisation. Leveraging our international team's expertise, we maintained a comprehensive and compassionate approach to managing the challenges faced by our staff in Israel.

Online meetings have been organised to discuss the situation for employees abroad, providing a platform for all employees to express themselves and propose supporting initiatives. In the workplace, we fostered an open environment for discussion, focusing on creating stability and continuity amidst external turbulence. Our goal is to provide support and normalcy to our team during these challenging times.

On a broader level, our commitment to a safe and secure workplace encompasses various measures: we diligently ensure that contractors adhere to rigorous health and safety standards and that employees undergo comprehensive health and safety training to foster a secure environment. Additionally, we organise well-being initiatives, demonstrating our dedication to the physical and mental well-being of our workforce. Continuously, we monitor employee satisfaction, valuing the feedback and experiences of our team members.



People engagement and development

Promoting gender equality lays the foundation for a diverse and inclusive organisational culture. This effort extends to assuring fair recruitment practices to fostering a sense of belonging among employees, creating an environment where individuals feel valued and integral to the organisation's success, and thanks to the promotion of self-initiatives constitute a dynamic and empowered workforce. Emphasising work-life balance becomes a cornerstone, acknowledging the importance of personal well-being in achieving professional excellence.

We prioritise building strong connections with our team members and partners, providing an engaging work atmosphere where leadership is inherently committed to diversity and inclusion, every individual is treated with dignity and respect, and merit is recognised and valued. Moreover, we offer train-on-the-job opportunities to professionals to contribute to the formation of a workforce needed to meet the challenges of the energy transition.

In our continuous pursuit of a supportive work environment, employee well-being and satisfaction are top priorities. Regular surveys and anonymous questionnaires are distributed to gather insights, helping us understand and enhance the work experience. Seeking continuous feedback, we actively address concerns and identify areas for improvement. Our culture of transparency and open communication empowers team members to shape workplace policies, fostering engagement and retention. These efforts ensure our company remains responsive to evolving needs and preferences.

In 2023, we instituted an annual performance review for all group employees. These assessments offer valuable opportunities for constructive feedback, goal-setting, and professional development discussions. Our approach prioritises employee self-assessment, allowing individuals to reflect on their performance, interactions, and role satisfaction. After this introspective phase, collaborative discussions with supervisors validate perceptions and set expectations for the future. This exchange aligns individual goals with organisational objectives, fostering mutual understanding and growth. Through open dialogue and feedback, we empower employees to take ownership of their development, contributing meaningfully to our collective success.

To bolster employee growth and development, we've implemented a comprehensive online learning management tool. This platform enables the swift creation of training and onboarding content, empowering employees to construct personalised training paths using various resources like documents, videos, texts, articles, and open questions. Integrated into our HR Digital management platform, the online learning management tool automatically updates with newcomers and leavers. We encourage employees to share comments and ideas for learning content creation, fostering a collaborative approach. Our future vision includes establishing a shared database with diverse resources and courses for skill enhancement and career progression. From technical training to soft skills development, our employees access personalised learning pathways aligned with individual goals.



Current training paths cover topics such as welcome kits for newcomers, corporate policies (Governance/ESG issues), health and safety (for Italian employees), Italian Model 231 (for Italian employees), and presentations and roadmaps from the Annual Conference of Econergy in September 2023 (focused on Financial, Organisational, and ESG aspects/targets). This accessible tool empowers our team to steer their professional development journey, fostering continuous learning and adaptation within the reality of a renewable energy company with a multinational approach. By investing in our employees' growth, we strengthen our workforce and position ourselves for long-term success.

Last year, our commitment to diversity and inclusion led us to intensify efforts to recruit and empower female talent. Embracing targeted inclusive hiring, we aim to cultivate a gender-balanced workforce that mirrors our diverse society. By actively supporting female candidates at all organisational levels, our goal is to unlock diverse perspectives, driving innovation aligned with our ESG objectives. In line with our dedication to transparency, we crafted a gender pay gap report, a testament to our commitment to fair compensation practices. This thorough analysis underscores our pursuit of equity, systematically addressing any disparities to ensure all employees receive fair compensation for their contributions. The report serves as a benchmark for ongoing initiatives, fostering equality and diversity within our organisation and contributing to a more inclusive workplace culture.

In view of company's values, Econergy has decided to publish a voluntary report regarding the pay gaps between female and male employees. The gender pay gap report of Econergy was elaborated in 2023 in Hebrew and English, and it is available on our website (*Note 10*).

Econergy took proactive steps to enhance people engagement and cultivate a sense of belonging within the organisation. The Econergy Annual Conference provided a platform for meaningful discussions on renewable energy and sustainability. Team-building activities focused on ESG initiatives facilitated collaborative efforts among employees to drive positive change. To strengthen colleague bonds, informal gatherings like shared breakfasts and Company Happy Hours were organised. Moreover, the Econergy Photo Contest 2023 encouraged creative expression, showcasing the beauty of sustainable living. Also, welcoming newcomers on LinkedIn further emphasised inclusivity, ensuring a warm introduction to the Econergy. Collectively, these initiatives reflect our commitment to engaging our people and building a vibrant, unified global community.

E-Connect - Econergy's Annual Conference and Team Building 2023

The initiative of our 2023 team-building activity on the picturesque shores of Italy's Lago Maggiore was conceptualised by the HR department, aiming to foster a sense of community and teamwork among all company employees. Rooted in the concept that "We are a global company, united as one entity, not disparate branches, and our success relies on each other", boasting an impressive attendance rate of nearly 100%.

Beyond being a delightful opportunity for Econergy employees to personally connect and engage in conversations, it served as a platform for meeting key figures such as human resources, the managing director, and the general manager for the first time. The event also unfolded as a valuable learning experience, featuring workshops led by company managers to introduce key projects, initiatives, and objectives. Efforts were made during these sessions to cultivate a shared language.

In addition to the learning aspect, the event facilitated discussion panels where teams from different countries could exchange and showcase their best practices. Noteworthy was the event's hallmark attention to detail, ensuring a personalised and considerate experience catering to the diverse needs of all participants.



Panel by the Business Development Team during the E-Connect Annual Conference

Relationship and involvement with local communities

The installation of renewable energy plants can become a catalyst for positive change within local communities, elevating the employability of local workers through upskilling, training, and engagement programs. Moreover, the construction of a renewable energy plant can help the communities gain visibility, as well as awareness and understanding of the benefits of sustainable energy. Also, these projects go beyond mere power generation by actively spreading the culture of renewables and encouraging environmental stewardship for generations to come.

Our approach is to initiate constructive dialogues with local stakeholders to underscore the opportunities and significance of introducing renewable energy plants to the region. Moreover, we engage younger generations in our initiatives, aiming to instil a sense of environmental stewardship and inspire future leaders to embrace sustainable practices. This contributes to building a more environmentally conscious society and empowering individuals to actively participate in shaping a greener, more sustainable future.

In 2023, Eenergy demonstrated a steadfast commitment to sustainable development and social impact through a series of initiatives. In particular, we organised several initiatives of a first encounter with local stakeholders. In addition to our community engagement initiatives, Eenergy organised educational programs for schools to promote awareness of renewable energy and sustainability. These courses and lessons gave students valuable insights into the importance of renewable energy sources and their role in mitigating climate change.

Within the last year, our managers held a presentation at the Swedish School in London, to 15 young people aged 14-15 y.o., focusing on green energy and sustainability, providing insight on professional opportunities in the sector. The presentation was delivered in the framework of the Green and Sustainability project they are implementing and working on at the school. Moreover, we had the pleasure of hosting 15 bright 16 y.o. students from Colegio Nuestra Señora del Pilar, one of the leading schools in Madrid, Spain. This event was part of their economics curriculum, and they discussed renewable energy from various angles, leading an exhilarating PPA bidding simulation. The students were particularly intrigued by the intricacies of pricing in a PPA and its impact on profit and loss perspectives. These students are already immersing themselves in our captivating industry, focusing on the commercial aspects and showcasing their potential as future leaders.



Students from Colegio Nuestra Señora del Pilar at Eenergy's offices in Madrid (Spain)

In line with our commitment to corporate social responsibility, Eenergy organised social volunteering days in Israel and Italy. These events allowed employees to give back to their communities and make a tangible difference through hands-on activities. Whether participating in environmental clean-up efforts, supporting local charities, or engaging in community development projects, our volunteering initiatives aimed to foster a culture of compassion and civic engagement among our team members. By investing time and resources into these initiatives, Eenergy demonstrates its dedication to creating positive social impact beyond the realm of renewable energy, strengthening ties with local communities and promoting a sense of shared responsibility for the well-being of society.



Social Volunteering day, clean-up of abandoned rubbish in a forest near our office in Kfar Saba (Israel)

In 2023, we also organised a team-building event at the ENAIP Institute, a vocational training school in Milan, in collaboration with Legambiente Volontariato Aziendale, an association working on environmental protection and social impact projects. This event consisted of two parts: the first one involved Eenergy employees renovating classrooms as a social activity, while in the second one, our colleagues delivered a presentation to 20 students on renewable energy, emphasising career opportunities for technicians in the sector.



Social Volunteering day, classroom renovation at the ENAIP Institute, Milan (Italy)

Emphasising transparency and community engagement, our actions contribute to disseminating knowledge in clean energy and sustainable development to stakeholders. Through clear and open communication, the projects are shared transparently with local communities, fostering understanding and collaboration.

In a bid to empower local communities, we look into crowdfunding as a means to allow them to actively participate in the value creation of the plants. This innovative approach aligns with the commitment to inclusive and community-driven sustainable development.

Governance

The two material topics addressing the governance landscape of Eenergy are:

Compliance, business integrity, and transparency

Supply chain management

We are keen to underline our robust commitment to ethical conduct and open communication while ensuring the integrity and sustainability of our operations in terms of responsible supply chain management, through the following set of corporate policies, adopted already in 2022 and applicable to all subsidiaries according to legislations in force in countries where the Group is present:



**Code of Ethics;
Health, Safety &
Environment Policy;
Anti-Bribery and
Corruption Policy;**

**Human and Labour
Rights Policy;
Equality, Diversity, and
Inclusion Policy;
Suppliers' Code of Conduct.**

The policies have been shared with all employees in the countries that have signed them. The documents are also promptly shared with newcomers as part of the Welcome Kit they receive.



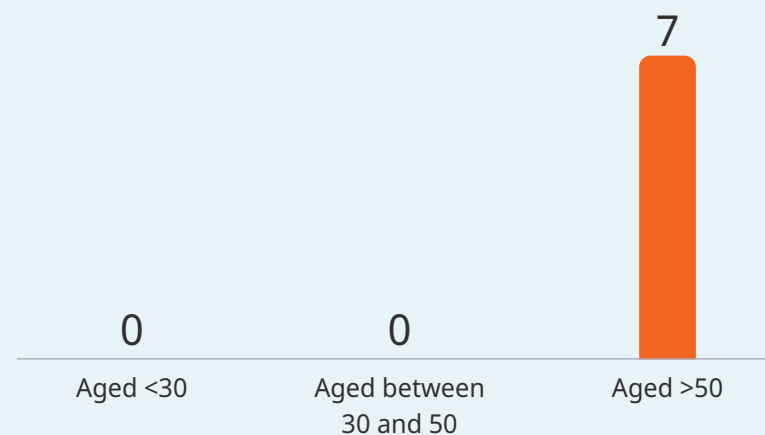
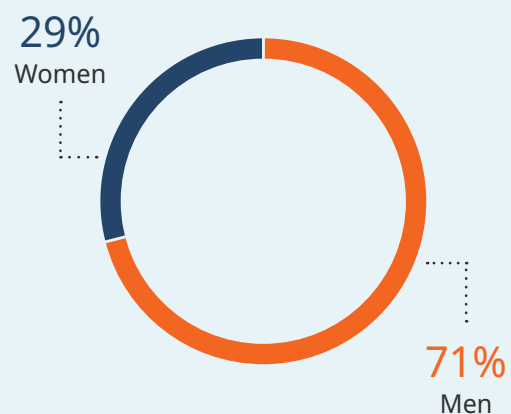
The Board of Directors and Internal Board Committees

The Board of Directors (BoD) performs its management functions in compliance with the Code of Ethics and the Articles of Association, under the principles of correct corporate management. It comprises 7 members, 3 of which are independent and 2 of which are female.

Members of the Board of Directors of Econergy

Name	Title/ Role	Joined since	Audit Committee	Financial Statement Committee	Remuneration Committee
Eyal Podhorzer	Chairman & Chief Executive Officer	2021			
Noga Knaz Breier	Independent External Director	2021	x	x	x
Netta Benari Pessach	Independent External Director	2021	x	x	x
Yoav Shapira	Chief Operating Officer & Director	2021			
Nadav Sagi	Director	2021	x	x	x
Zohar Tal	Independent Director	2021	x	x	x
Shlomo Zohar	Chairman	2023			

Composition of the Board of Directors and committees by gender and age group



The BoD of Eenergy delegates part of its authority to the following established expert committees:

- **The Audit Committee**, an independent body with powers according to Israeli Law, chaired and managed by independent external directors dealing with compliance matters;
- **The Financial Statement Committee**, with the role of recommending budget approval to the BoD;
- **The Remuneration Committee**, which is responsible for Senior Management's remuneration.

10

BoD meetings and resolutions during the year
(attendance rate 100%)

4

meetings of the Financial Statement Committee
(attendance rate 94%)

2

meetings of the Audit Committee
(attendance rate 88%)

2

meetings of the Remuneration Committee
(attendance rate 100%)

Compliance, business integrity, and transparency

Adopting accountable and transparent governance practices provides a stable and resilient framework for energy production and strengthens the confidence of investors and other stakeholders. Ethics guide how we conduct our business, and integrity and transparency inspire the relations with our stakeholders. We commit to fostering a culture of trust, placing compliance with internal rules and external legislation as a primary concern for the business.

At the core of our business is a commitment to ethics, guiding every facet of our operations. We actively cultivate a culture of ethics and sustainability within our organisation, extending to our employees, Board of Directors members, and stakeholders. Our commitment includes the ongoing monitoring of compliance requirements across diverse countries and a steadfast dedication to continuously enhancing our ESG disclosure practices.

The guiding principles of our Code of Ethics

The Code of Ethics delineates a framework of principles, values, and norms that Eenergy embraces. Applicable to employees and various stakeholders including suppliers, business partners, and consultants, these guidelines reflect the company's core beliefs and standards. The guiding principles outlined in our Code of Ethics are:



Compliance, Transparency
& Fairness



Value of
People



Integrity, Honesty
& Diligence



Equity, Diversity
& Inclusion



Confidentiality
& Discretion



Sustainability, Protection
of the Environment
& Local Communities

Combating corruption

Through our Anti-Bribery and Corruption Policy, we uphold a zero-tolerance stance against such acts. These may include offering or receiving illegal benefits, gifts, or hospitality, facilitation payments, unauthorised political contributions, or donations. All individuals affiliated with the Company are obligated to prevent, detect, and report bribery and corruption. Furthermore, in cases where suspicion or identification of such behaviour arises within contractors or supply chain members, we undertake a thorough review of our relationship with the implicated party.

Integrity and transparency serve as the basis for our relations with stakeholders, aiming at a culture of trust. We steadfastly commit to nurturing this culture by prioritising compliance with both internal rules and external legislation, recognising it as an essential concern for our business. The dedicated training on the Code of Ethics and Corporate policies is delivered online through the learning platform and is available to all employees of the Group. During 2023, the Corporate Policies training video was followed by 60 people in Econergy. Moreover, on September 11, 2023, a training session on Governance, specifically on the internal Securities Enforcement Program, was delivered by the Group General Counsel to all the 83 employees who attended the Company's Annual Conference in Italy.

Our company has implemented a robust whistleblowing platform in compliance with national laws aligned with the EU directive on whistleblowing. In 2023, this platform was customised to adhere to Italy's Model 231 which has meanwhile been updated so as to incorporate robust measures for reporting and handling whistleblowing disclosures, providing clear guidelines and channels for employees to report misconduct, fraud, or unethical behaviour, ensuring anonymity and protection from retaliation. Our proactive measures underscore our commitment to fostering a transparent and ethical work environment where employees feel empowered to speak up when necessary, and we are pleased to report that no whistleblowing reports have been received throughout the year.

Securities Enforcement Plan

Econergy has established a Securities Enforcement Plan, aligning its operations with standards, regulations, and laws applicable to listed companies. Approved by the board in November 2022, the plan encompasses a comprehensive compliance program ensuring adherence to relevant laws. The internal program mandates the reporting of significant events, restricts the disclosure of inside information, and requires employees to confirm their commitment to these regulations upon employment. Operationalised through a learning management platform accessible to all employees, the plan designates the deputy CEO as the supervisor, with the CFO and general counsel serving as points of contact. The supervisor provides an annual report to the Audit Committee, updating on the plan's implementation and exceptional events, with discretionary material reports submitted to the Board of Directors.

Underlining our commitment, the CEO emphasised compliance with Securities Sector provisions in a company-wide email in July 2023, explaining the Company's commitment to comply with the provisions of the Securities Sector according to the criteria outlined in this Plan, and providing practical examples of violations and reportable cases. In further pursuit of education and awareness, a training session on the internal securities enforcement program and corporate law was conducted on September 27, 2023, involving Company directors, officers, the Legal Department, and external legal advisors. Through these initiatives, Econergy underscores its dedication to ensuring robust securities compliance and governance practices.

The Group Tax Memo/ Tax Adherence Policy

Adopting the Tax Adherence Policy by our company signifies a strategic approach to managing our tax obligations efficiently and effectively across the entire organisation. By centralising tax planning and compliance processes, we streamline operations, optimise tax structures, and ensure alignment with regulatory requirements. Through this model, we can leverage synergies within the group, minimise tax liabilities, and enhance overall tax transparency. Additionally, the Group Tax Model lets us stay abreast of evolving tax laws and regulations, allowing for proactive adjustments to maximise tax efficiency while maintaining compliance. This strategic initiative underscores our commitment to responsible tax management and adds value to our business operations.

GDPR

In 2023, our company took significant strides towards GDPR alignment, elaborating robust measures to ensure compliance across the organisation. To be formally adopted in 2024, these measures encompass clear directives on information handling, tailored notices for employees and candidates outlining the gathering of personal information and their rights, and stringent protocols for registering such information. By proactively adopting GDPR-aligned practices, we reaffirm our commitment to safeguarding personal data, respecting individual privacy rights, and maintaining the highest data protection standards across the Group. These initiatives demonstrate our dedication to regulatory compliance and reinforce our ethical responsibility to uphold our stakeholders' trust and confidence in handling their information.

Anti-Sexual Harassment Policy

In 2023, our company introduced a comprehensive Anti-Sexual Harassment Policy, initially crafted for Israel and later adjusted and adopted for implementation across other countries where we operate. This policy represents a firm commitment to fostering a safe, respectful, and inclusive work environment for all employees. It outlines clear guidelines and procedures for preventing, reporting, and addressing sexual harassment, emphasising zero tolerance for such behaviour at every level of the organisation. By implementing this policy, we prioritise the well-being and dignity of our employees, ensuring that everyone feels empowered to speak up and that appropriate actions are taken to address any concerns. This initiative reflects our dedication to promoting a culture of respect, equality, and professionalism across our global workforce.

Supply chain management

A comprehensive supply chain management approach helps to foster innovation in pushing industries into new frontiers by encouraging a culture of creativity and forward-thinking, catalysing transformative advancements. Simultaneously, a commitment to raising quality standards sets a benchmark for excellence. However, a potential negative impact emerges when supplier selection prioritises economic criteria over ethical considerations, such as human rights in the supply chain. This approach, while economically pragmatic, is challenging as it compromises the broader principles of social responsibility and sustainability.

At Econergy, our goal is to guarantee that our assets generate social and environmental value throughout the entire supply chain. This involves advocating for responsible procurement practices and collaborating with top-tier suppliers in the industry. We recognise the importance of transparency in our supply chain practices, particularly concerning our suppliers and the origin of our supplies. As part of our ongoing efforts to enhance transparency and accountability, we have taken proactive steps to strengthen relationships with our EPC partners and component manufacturers for our renewable energy projects. Instead of relying solely on EPC contracting, we now directly purchase our technology, enabling us to exert greater control over our supply chain and ensure alignment with our sustainability and ethical principles. This shift underscores our commitment to responsible sourcing and allows us to uphold the highest standards throughout our operations.

Our approach to transparency and accountability in the supply chain includes several key initiatives. First, we require all contractors and suppliers to adhere to our Supplier Code of Conduct, which outlines our expectations regarding ethical, environmental, and social practices. Additionally, we regularly monitor our suppliers' performance, leveraging our ERP system to track and evaluate their compliance with our standards. Furthermore, we are committed to transparency on a broader scale by entering information about our leading suppliers into the Open Supply Hub platform, a collaborative supply chain mapping platform utilised by stakeholders across sectors, providing visibility into our supply chain and promoting transparency throughout the industry. Through these measures, Econergy remains dedicated to fostering trust, accountability, and sustainability across our supply chain, ensuring that our renewable energy projects uphold the highest ethical and environmental standards.



Cumiana Solat plant (Italy)

Integration of ESG criteria into supplier selection

We integrate ESG criteria into our supplier selection process, ensuring a responsible and sustainable supply chain. Regular monitoring is conducted to guarantee suppliers' alignment with our policies, including the collection of carbon footprint data and the intensity of emissions of the equipment we purchase. In our commitment to transparency and collaboration, we share supplier information with Open Supply Hub to support other companies and facilitate information verification. This year, our efforts to integrate ESG principles into our supply chain management consisted of introducing a Suppliers' Assessment through a vendor assessment questionnaire, as well as traceability tables related to places of origin of principal components (currently for PV modules only).

The Vendor Assessment Questionnaire collects financial, technical, and sustainability performance information, and covers the following ESG areas/factors:

Environment

Targets and objectives, Carbon Footprint assessment (scope 1, 2 &3), Life Cycle Assessment of supplied products, sustainable purchasing policies for energy services, water/waste consumption monitoring;

Social

Welfare and Wellbeing, H&S training, H&S KPI monitoring;

Governance

Certified management systems are in place, and corporate policies (including Human Rights Policy/Modern Slavery Statement), ESG reporting, and supply chain monitoring are in place.

If available, Suppliers must submit corporate policies and the annual sustainability report, which will be verified during the assessment. The ESG score weighs 10% of the final score.

In 2023, we started assessing our suppliers according to ESG criteria, which resulted in 20 questionnaires collected by our active suppliers at the beginning of 2024. This number corresponds to 50% of the active suppliers in 2023.

In 2023, we also started to collect "Bills of Materials", or traceability tables, containing procurement data for PV modules (Polysilicon, Ingot, Wafer, Cells, Modules) from suppliers, including places of origin of different components, particularly regarding the Human Rights assessment on the alleged ongoing forced labour and exploitation of the Uyghur population in Xinjiang province (*Note 11*).



Appendices

About this Report

This is the second annual ESG report of Econergy, detailing our operations and our commitment to the energy transition while conducting our activities sustainably. Through the disclosure of our Environmental, Social, and Governance (ESG) performance, we aim to enhance our understanding and monitor our impacts while fostering greater transparency with our stakeholders.

With this objective, we have updated our materiality assessment as represented in the chapter "Managing our impacts". We moved from a topic-based to an impact-based assessment, which received input from a peers' benchmark and further contribution from 11 interviews with key staff members and 3 from external stakeholders including EPC contractors, consultants, and financial partners.

The performance data presented in the ESG Report pertain to all renewable energy assets and entities wholly or partially owned by Econergy in 2023. It's important to note that the performance data encompass the entire project, not just Econergy's share, resulting in variations from the information included in the Financial Statements.

Econergy has reported the information cited in this GRI content index for the period from 1 January 2023 to 31 December 2023 with reference to the GRI Standards.

For any questions about the report, please contact:
info@econergytech.com, monica@econergytech.com.

Date of publication of the Report: Second edition of the 2023 ESG Report updated in July 2024, following a limited assurance audit process on performance data.



Data and Indicators

Environment

ENERGY CONSUMPTION WITHIN THE ORGANISATION	UM	2022	2023
Total energy consumption (A+B)	MWh	163.65	193.32
of which from renewable sources	MWh	0	0
of which from non-renewable sources	MWh	163.65	193.32
Breakdown of direct primary energy consumption by source and type			
of which diesel oil for heating offices	MWh	18.90	28.63
of which gas for heating offices	MWh	11.65	24.6
of which gasoline for automotive	MWh	14.18	0.42
of which diesel fuel for automotive	MWh	75.82	72.85
Total direct energy consumption (A)	MWh	120.55	126.50
Consumption of electricity			
of which for operating the offices	MWh	43.10	66.82
Total electricity purchase (B)	MWh	43.10	66.82
EMISSIONS (Note 12)			
Direct (Scope 1) GHG emissions	tCO ₂ e	24.9	37.7
Energy indirect (Scope 2) GHG emissions	tCO ₂ e	21.3	32.2
Other indirect (Scope 3) GHG emissions	tCO ₂ e	330,035	9,737
Total emissions	tCO₂e	330,081	9,807

INSTALLED CAPACITY AND PRODUCTION	UM	2022	2023
Photovoltaics			
Photovoltaic plants	n.	/	1
- of which in Romania	n.	/	1
Installed capacity	MW	/	154.78
- of which in Romania	MW	/	154.78
Average age of plants	years	/	1
Land occupied by solar plants	conventional m ² (Calculation of the area occupied by photovoltaic plants was implemented according to the method of the Technical Report NREL/ TP-6A20-56290)	/	1.7 km ²
Electricity produced			
Total production from photovoltaic plants	MWh	/	5,958
- of which in Romania	MWh	/	5,958
Electricity consumed			
Electricity self-consumption of the production site	KWh	/	150,000
Plants availability			
Availability factor of photovoltaic plants	%	/	90%
Avoided emissions			
Avoided emissions in Romania	tCO ₂ eq	/	1,106

Social

EMPLOYMENT	UM	2022	2023
Number of employees			
Number of employees as at 01/01	n.	44	69
Total starters during the year	n.	34	41
Total leavers during the year	n.	9	21
Total number of employees as at 31/12	n.	69	89
Employees breakdown by gender			
Men	n.	46	54
Women	n.	23	35
Breakdown of employees by country			
Italy	n.	22	26
UK	n.	13	12
Poland	n.	10	11
Israel	n.	14	22
Cyprus	n.	2	2
Romania	n.	6	9
Greece	n.	2	1
Spain	n.	0	6

EMPLOYMENT	UM	2022	2023
Breakdown of employees by contract and gender			
Permanent contract	n.	57	74
of which women	n.	22	32
Fixed-term contract	n.	10	13
of which women	n.	1	3
Other types of employment (internships, etc.)	n.	2	2
of which women	n.	0	0
Breakdown of employees by employment contract duration and region			
Permanent contract			
of which in Italy	n.	22	26
of which in the UK	n.	13	11
of which in Poland	n.	1	0
of which in Israel	n.	12	20
of which in Cyprus	n.	1	1
of which in Romania	n.	6	9
of which in Greece	n.	2	1
of which in Spain	n.	0	6
Fixed-term contract			
of which in Italy	n.	0	0
of which in the UK	n.	0	1
of which in Poland	n.	9	11
of which in Israel	n.	0	0
of which in Cyprus	n.	1	1
of which in Greece	n.	0	0
of which in Romania	n.	0	0
of which in Spain	n.	0	0
Other types of employment (internships, etc.)			
of which in Italy	n.	0	0
of which in the UK	n.	0	0
of which in Poland	n.	0	0
of which in Israel	n.	2	2
of which in Cyprus	n.	0	0
of which in Romania	n.	0	0
of which in Greece	n.	0	0
of which in Spain	n.	0	0

EMPLOYMENT

	UM	2022	2023
Employees by category and gender			
Senior managers	n.	18	15
of which men	n.	13	11
of which women	n.	5	4
Middle managers	n.	18	27
of which men	n.	13	21
of which women	n.	5	6
Other employees	n.	33	47
of which men	n.	20	22
of which women	n.	13	25
Number of employees by age group			
Employees aged <30	n.	9	13
Employees aged between 30 and 50	n.	50	59
Employees aged >50	n.	10	17
Number of employees by category and age group			
Senior managers			
of which <30	n.	0	0
of which between 30 and 50	n.	13	8
of which >50	n.	5	7
Middle managers			
of which <30	n.	0	1
of which between 30 and 50	n.	16	20
of which >50	n.	2	6
Other employees			
of which <30	n.	9	12
of which between 30 and 50	n.	21	31
of which >50	n.	3	4

EMPLOYMENT

	UM	2022	2023
New starters and starter rate by age group			
Starters aged <30	n.	6	10
Starters aged between 30 and 50	n.	23	26
Starters aged >50	n.	5	5
New starters and starter rate by gender			
Men	n.	19	17
Women	n.	15	24
New starters and turnover by geographical area			
Italy	n.	13	8
UK	n.	6	5
Poland	n.	1	3
Israel	n.	2	13
Cyprus	n.	2	1
Romania	n.	8	5
Greece	n.	2	0
Spain	n.	0	6
Starter rate by geographical area			
Italy	%	59%	31%
UK	%	46%	42%
Poland	%	10%	27%
Israel	%	33%	59%
Cyprus	%	100%	50%
Romania	%	57%	56%
Greece	%	100%	0%
Spain	%	N/A	100%

EMPLOYMENT

	UM	2022	2023
Leavers and employee turnover			
Total number of leavers	n.	9	21
Employee turnover	%	13%	24%
Leavers and employee turnover by gender			
Men	n.	5	9
Women	n.	4	12
Male turnover	%	11%	17%
Female turnover	%	17%	34%
Leavers by geographical area			
Italy	n.	3	4
UK	n.	4	6
Poland	n.	1	2
Israel	n.	1	5
Cyprus	n.	0	1
Romania	n.	0	2
Greece	n.	0	1
Spain	n.	0	0
Turnover by geographical area			
Italy	%	14%	15%
UK	%	31%	50%
Poland	%	10%	18%
Israel	%	7%	23%
Cyprus	%	0%	50%
Romania	%	0%	22%
Greece	%	0%	100%
Spain	%	/	0%

EMPLOYMENT

	UM	2022	2023
Collective bargaining agreements			
Number of employees covered by collective bargaining agreements	%	32%	36%
Number of employees having labour union membership	n.	0	0
Other diversity indicators			
Employees belonging to protected groups	n.	0	0
Incidents of discrimination and corrective actions taken			
Reports received for discrimination incidents	n.	0	0
Ratio of basic salary and remuneration of women to men			
Basic salary differential (Ratio of the basic salary of women to men for each employee category) (Note 13)			
Senior managers	%	/	88%
Middle managers	%	/	89%
Other employees	%	/	72%
Total	%	/	76%

WAR-RELATED EFFORTS

	UM	2022	2023
Personnel in Israel affected by reserve duty or other war-related circumstances			
Employees affected by reserve duty	n.	/	2
Employees affected by other war-related circumstances (parents left alone with their children, or other related circumstances)	n.	/	5
Benefits provided to full-time employees that are not provided to temporary or part-time employees (in the context of war emergency)			
Increasing the allocation of ticket restaurant benefits			
Recipient employees	n.	/	20
Financial scope of the benefit	€	/	2,500€ (125€ each)
Care Packages			
Recipient employees	n.	/	11
Financial scope of the benefit	€	/	523€ (47.5€ each)

PERFORMANCE EVALUATION	UM	2022	2023
Employees subject to performance evaluation	n.	/	75
Breakdown by gender			
Men	n.	/	50
Women	n.	/	25
Breakdown by employee category			
Senior managers	n.	/	13
Middle managers	n.	/	25
Other employees	n.	/	37
HEALTH & SAFETY			
Total hours of H&S training delivered	hrs	307	304
Health and safety policies and systems			
Employees covered by health and safety management policies or systems	n.	69	89
Employees covered by health and safety management policies or systems	%	100%	100%
Work-related injuries suffered by Econergy employees			
Total injuries	n.	0	0
Fatal injuries	n.	0	0
Serious injuries (more than 180 days of absence)	n.	0	0
Contract worker injuries			
Total injuries	n.	0	0
Fatal injuries	n.	0	0
Serious injuries (more than 180 days of absence)	n.	0	0

TRAINING DELIVERED	UM	2022	2023
Total hours of training delivered	hrs	387	1389
HSE & Sustainability	hrs	315	675
Governance & Compliance	hrs	72	176
Employees who participated in at least one training course	hrs	48	91
Average hours of training per trained employee	hrs	8	15.3
Average hours of training per employee	hrs	6	15.6
Breakdown of training hours by gender (Note 14)			
Men	hrs	198	752
Women	hrs	190	637
Average training hours per Male	hrs	4	14
Average training hours per Female	hrs	8	18
Breakdown of training hours by employee category			
Senior managers	hrs	31	179
Middle managers	hrs	98	382
Other employees	hrs	259	828
Average training for Senior managers	hrs	1.70	11.90
Average training for Middle managers (Note 15)	hrs	5.42	14.15
Average training for Other employees	hrs	7.85	17.62

Governance

COMPOSITION OF THE BOARD OF DIRECTORS AND COMMITTEES BY GENDER AND AGE GROUP	UM	2022	2023
Men	n.	4	5
Women	n.	2	2
Aged <30	n.	0	0
Aged between 30 and 50	n.	0	0
Aged >50	n.	6	7

ANTI-CORRUPTION COMMUNICATION AND TRAINING	UM	2022	2023
Anti-corruption communication to the BoD			
Total members of the BoD who have been notified of anticorruption policies and procedures	n.	6	7
Percentage of the BoD members who have received training on anti-corruption policies and procedures	%	100%	100%
Total members of the BoD who have received training on anticorruption policies and procedures	n.	6	7
Percentage of BoD members who have been notified of anticorruption policies and procedures	%	100	100%
Anti-corruption communication to employees			
Total employees who have been notified of anti-corruption policies and procedures	n.	69	89
Percentage of employees who have been notified of anticorruption policies and procedures	%	100%	100%
Employees who have been notified of anti-corruption policies and procedures by region (number)			
Italy	n.	22	26
UK	n.	13	12
Poland	n.	10	11
Israel	n.	14	22
Cyprus	n.	2	2
Romania	n.	6	9
Greece	n.	2	1
Spain	n.	/	6

ANTI-CORRUPTION COMMUNICATION AND TRAINING**UM****2022****2023**

Employees who have been notified of anti-corruption policies and procedures by region (percentage)			
Italy	%	100%	100%
UK	%	100%	100%
Poland	%	100%	100%
Israel	%	100%	100%
Cyprus	%	100%	100%
Romania	%	100%	100%
Greece	%	100%	100%
Spain	%	/	100%
Employees who have been notified of anti-corruption policies and procedures by position (number)			
Senior managers	n.	18	15
Middle managers	n.	18	27
Other employees	n.	33	47
Employees who have been notified of anti-corruption policies and procedures by position (percentage)			
Senior managers	%	100%	100%
Middle managers	%	100%	100%
Other employees	%	100%	100%
Anti-corruption training to employees			
Total employees who have received training on anti-corruption policies and procedures	n.	40	83
Percentage of employees who have received training on anticorruption policies and procedures	%	58%	93%
Breakdown of employees who have received training on anti-corruption policies and procedures by region (number)			
Italy	n.	21	26
UK	n.	7	11
Poland	n.	7	10
Israel	n.	4	20
Cyprus	n.	1	2
Romania	n.	0	8
Greece	n.	0	1
Spain	n.	/	5

ANTI-CORRUPTION COMMUNICATION AND TRAINING

	UM	2022	2023
Percentage of employees who have received training on anti-corruption policies and procedures by region (percentage)			
Italy	%	95%	100%
UK	%	54%	92%
Poland	%	70%	91%
Israel	%	29%	91%
Cyprus	%	50%	100%
Romania	%	0%	89%
Greece	%	0%	100%
Spain	%	/	83%
Breakdown of employees who have received training on anti-corruption policies and procedures by position (number)			
Senior managers	n.	3	13
Middle managers	n.	10	26
Other employees	n.	27	44
Percentage of employees who have received training on anti-corruption policies and procedures by position (percentage)			
Senior managers	%	17%	87%
Middle managers	%	56%	96%
Other employees	%	82%	94%
Percentage of employees who have received training on anti-corruption policies and procedures by position (percentage)			
Confirmed incidents of corruption	n.	0	0
Employees who received disciplinary action (including dismissal) for incidents of corruption	n.	0	0
Measures taken against business partners following confirmed incidents of corruption	n.	0	0
Proceedings against the organisation or employees for incidents of corruption	n.	0	0
Whistleblowing system(s) in action	n.	0	1
Reports collected through the whistleblowing system	n.	0	0
Anti-competitive behaviour and antitrust			
Pending or completed legal actions against the company relating to anti-competitive behaviour and breaches of antitrust and monopolistic legislation	n.	0	0

SOCIOECONOMIC COMPLIANCE

	UM	2022	2023
Sanctions received for non-compliance in the socioeconomic area	n.	0	0
Monetary value of sanctions	k€	0	0
Number of non-monetary sanctions	n.	0	0
Cases managed with dispute resolution mechanisms	n.	0	0

ENVIRONMENTAL COMPLIANCE

	UM	2022	2023
Sanctions received for non-compliance to environmental legislation and laws	n.	0	0
Monetary value of sanctions	k€	0	0
Number of non-monetary sanctions	n.	0	0
Cases managed with dispute resolution mechanisms	n.	0	0

Environmental audits

Internal audits	n.	/	1
External audits carried out (third party, for recertification, etc.)	n.	/	3
Total audits	n.	/	4

INTERNAL AUDITS

	UM	2022	2023
Number of internal audits carried out	n.	1	2
Of which on ESG topics	n.	/	2

PROCUREMENT

	UM	2022	2023
Total suppliers (estimate)	n.	/	40
New suppliers assessed using environmental criteria			
Number of new suppliers	n.	/	40
New suppliers assessed using environmental criteria	n.	/	20
% of new suppliers assessed using environmental criteria	%	/	50%
New suppliers assessed using social criteria			
Number of new suppliers	n.	/	40
New suppliers assessed using environmental criteria	n.	/	20
% of new suppliers assessed using environmental criteria	%	/	50%

GRI content index

Topic Standard	Disclosure	References
GRI 2: General Disclosures 2021	Disclosure 2-1 Organisational details	About our Company
GRI 2: General Disclosures 2021	Disclosure 2-2 Entities included in the organisation's sustainability reporting	About this Report
GRI 2: General Disclosures 2021	Disclosure 2-3 Reporting period, frequency and contact point	About this report
GRI 2: General Disclosures 2021	Disclosure 2-6 Activities, value chain and other business relationships	About our Company; Supply chain management
GRI 2: General Disclosures 2021	Disclosure 2-7 Employees	Social; Data and Indicators
GRI 2: General Disclosures 2021	Disclosure 2-9 Governance structure and composition	Governance; Data and Indicators
GRI 2: General Disclosures 2021	Disclosure 2-22 Statement on sustainable development strategy	Letter to the stakeholders
GRI 2: General Disclosures 2021	Disclosure 2-23 Policy commitments	Governance; Compliance, business integrity, and transparency
GRI 2: General Disclosures 2021	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	Compliance, business integrity, and transparency
GRI 2: General Disclosures 2021	Disclosure 2-27 Compliance with laws and regulations	Data and Indicators
GRI 2: General Disclosures 2021	Disclosure 2-28 Membership associations	Our participation in business and industry associations
GRI 2: General Disclosures 2021	Disclosure 2-29 Approach to stakeholder engagement	About this Report
GRI 2: General Disclosures 2021	Disclosure 2-30 Collective bargaining agreements	Data and Indicators
GRI 3: Material Topics 2021	Disclosure 3-1 Process to determine material topics	Managing our impacts
GRI 3: Material Topics 2021	Disclosure 3-2 List of material topics	Managing our impacts
GRI 206: Anti-competitive Behaviour 2016	Disclosure 206-1 Legal actions for anti- competitive behaviour, anti-trust, and monopoly practices	Data and Indicators

Topic Standard	Disclosure	References
GRI 205: Anti-corruption 2016	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	Data and Indicators
GRI 205: Anti-corruption 2016	Disclosure 205-3 Confirmed incidents of corruption and actions taken	Data and Indicators
GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organisation	The mitigation of climate change through renewable energy; Data and Indicators
GRI 304: Biodiversity 2016	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our commitment to sustainability
GRI 305: Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG emissions	The mitigation of climate change through renewable energy; Data and Indicators
GRI 305: Emissions 2016	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	The mitigation of climate change through renewable energy; Data and Indicators
GRI 305: Emissions 2016	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	The mitigation of climate change through renewable energy; Data and Indicators
GRI 308: Supplier Environmental Assessment	Disclosure 308-1 New suppliers that were screened using environmental criteria	Supply chain management; Data and Indicators
GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover	Data and Indicators
GRI 403: Occupational Health and Safety 2018	Disclosure 403-9 Work-related injuries	Health and safety, welfare and well-being; Data and Indicators
GRI 403: Occupational Health and Safety 2018	Disclosure 403-5 Worker training on occupational health and safety	Health and safety, welfare and well-being; Data and Indicators
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	Data and Indicators
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	Social; Governance; Data and Indicators
GRI 406: Non-discrimination 2016	Disclosure 406-1 Incidents of discrimination and corrective actions taken	Data and Indicators
GRI 414: Supplier Social Assessment	Disclosure 414-1 New suppliers that were screened using social criteria	Supply chain management; Data and Indicators

Notes

Note 1 | Data refers to plants in commercial operation, projects ready to be connected, under construction, ready to build, almost ready to build, under development, and early development ("Econergy's pipeline").

Note 2 | Equivalent to €185.5M.

Note 3 | Visit the CCC's website (www.theccc.org.uk/publications).

Note 4 | The emission factors adopted to calculate the avoided emissions were elaborated from the electricity sources' carbon intensity (primary reference: IPCC 2014), and the national electricity mixes expected annually according to each country's future electricity generation scenarios. External consultants from Carbometrix (www.carbometrix.com) and Baringa (www.baringa.com) provided emission factors, and national electricity mix calculation, respectively. Expected avoided emissions refer to energy production from photovoltaic and wind power plants included in Econergy's pipeline. The contribution of storage facilities was not considered because a commonly accepted calculation methodology is not available yet.

Note 5 | See Note 4.

Note 6 | Carbometrix (www.carbometrix.com)

Note 7 | Our energy consumption includes electricity, gas, and fuel purchases for our offices in Israel, Italy, Romania, Poland, Spain and the UK. It also includes car fleet fuel consumption.

Note 8 | Emission factors adopted to calculate the Scope 1, 2 and 3 emissions have been extracted from databases like Base Empreinte, Climatiq, and Ecoinvent. Emission factors for solar panel manufacturing were provided directly by suppliers. Physical emissions factors were used for quantities provided in physical units (tons, MW, etc.), and monetary factors were used for expenses (representing less than 0.5% of the total emissions). The carbon footprint (scope 1, 2, and 3) was computed by Carbometrix (www.carbometrix.com) according to the GHG Protocol Corporate Accounting and Reporting Standard.

Note 9 | Altitude by AXA (www.axa-altitude.com)

Note 10 | Gender Pay Gap Report 2023 is based on data from FY 2022, [link](#)

Note 11 | *ESMC and Uyghur groups say 'burden of proof' must shift to tackle alleged Xinjiang forced labour in Europe's solar supply*, [link](#)

Note 12 | See Note 8.

Note 13 | See Note 10.

Note 14 | Data from 2022 has been corrected as some values had been inserted inaccurately.

Note 15 | See Note 14.



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