



Summary of Enlight’s Gender-Based Salary Comparison for year 2022₁

In accordance with the Male and Female Workers’ Equal Pay Law

Throughout the years, Enlight has promoted an inclusive and egalitarian culture in terms of employment conditions and employee wages. The comprehensive compensation system for all staff members is reviewed annually and continuously throughout the year. In accordance with the Equal Pay Law’s requirements, we are proud to announce that our terms of employment are not affected by gender but are determined on the basis of position, areas of responsibility, seniority, and professional performance.

The company's workforce was divided into 7 groups with similar job characteristics. The pay gap was found to be small, ranging from 1.1% to 3.5%. In some groups the gap favored women, while in others it benefited men. In recent years, there has been a clear trend of hiring women, including into senior management positions.

Enlight continues to work to create an equality-oriented, diverse, enabling, and empowering work environment

Field of activity: renewable energy
 Data was segmented according to position and responsibilities. This segmentation resulted in 7 groups.

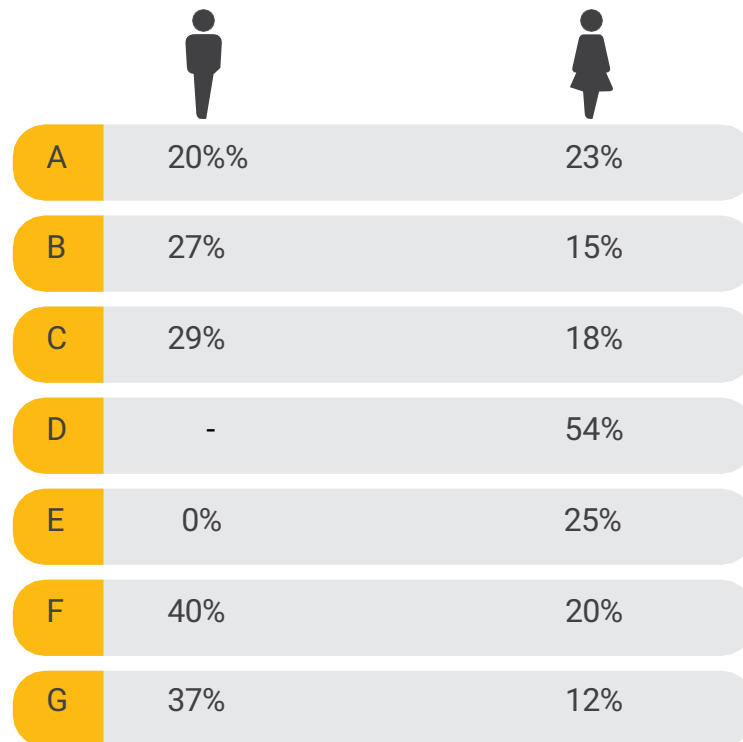
Report issue date: June 29, 2023
 Name of the workplace: Enlight Renewable Energy Ltd.

The data presented in this report reflects the current situation in each group. A (-) symbol indicates a gap in favor of males.

Groups in Segment	Average monthly salary gap percentage between all female and male workers employed by the employer	Average monthly salary gap percentage for full time positions between female and male workers employed by the employer	Average full time equivalent percentage within the group
	Monthly normalized gross salary	Monthly normalized gross salary	
A	1.9%	1.9%	100%
B	3.5%	3.5%	100%
C	-1.1%	-1.1%	100%
D	0%	0%	100%
E	--	--	100%
F	--	--	100%
G	--	--	100%

* The (-) sign represents groups that are not statistically significant since they include at least 3 employees of the same gender.

Percentage of employees whose salary is lower than the average monthly salary for a full-time position in the workplace, according to the selected segmentation, as a function of gender:



*The (-) sign represents homogeneous groups.

No Enlight employee receives a minimum wage supplement by virtue of an agreement or arrangement.

Remarks

- The data in the table refers to the gross salary for 2022, on which revenue income tax is deducted
- For the purpose of the report, groups tested for pay gaps consist of at least 5 female/male employees or 3 employees of the same gender.
- - Salaries in the company are determined according to the individual employee's personal data, including seniority, experience, performance, position, etc.