



ESG Report 2021-2022

Enlight Renewable Energy



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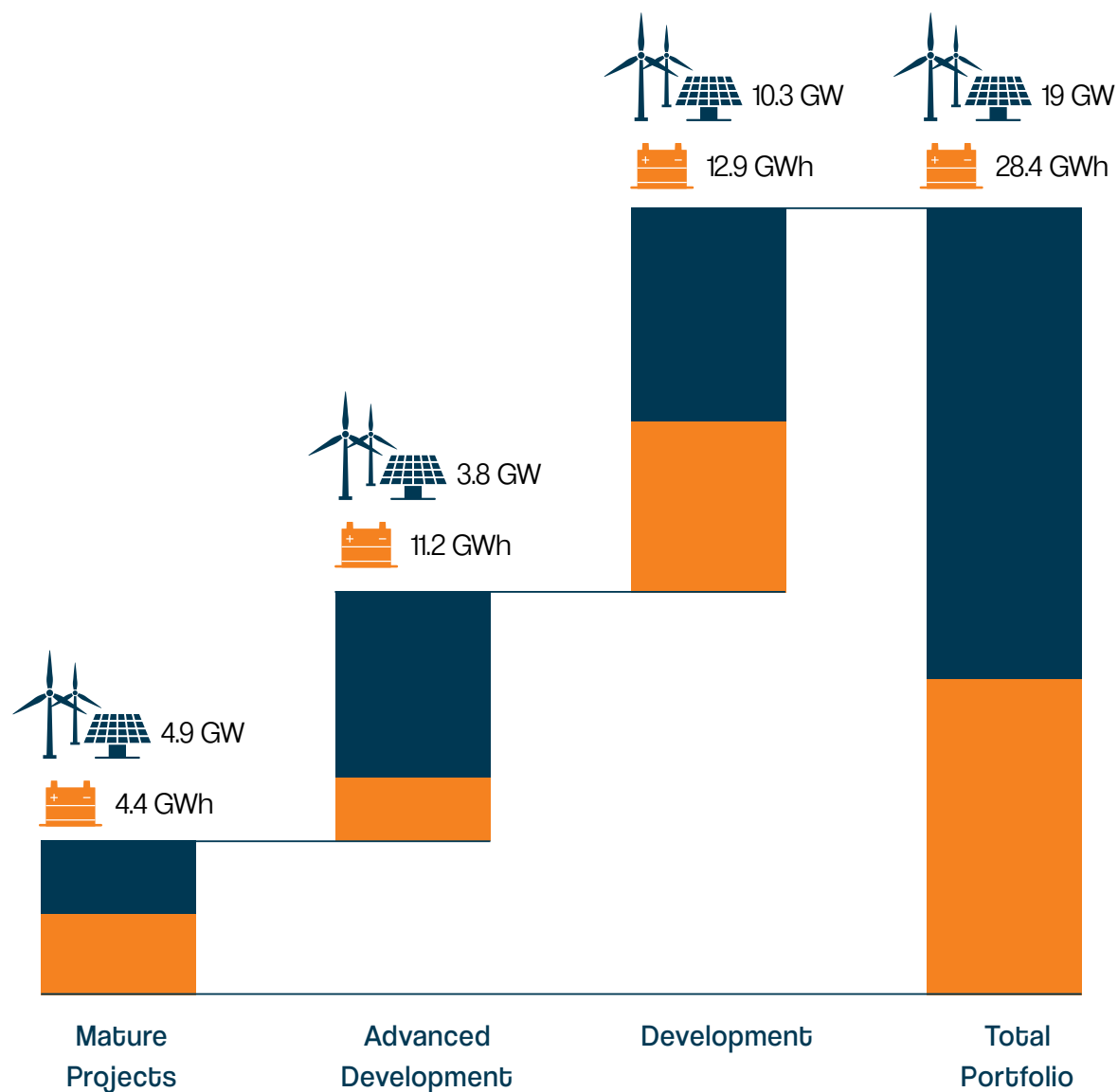
A full-page background image showing a wind farm at sunset. The sun is low on the horizon, creating a bright orange and yellow glow. Silhouettes of tall evergreen trees are in the foreground on the left, and several wind turbines are visible on a hill in the middle ground.

Our Approach to Sustainability

Sweden, Bjornberget Wind Farm

Enlight Renewable Energy Projects - Total Portfolio

Enlight is a leading greenfield renewable energy (RE) developer and independent power producer (IPP). From 2020 to 2023, our total portfolio increased almost fivefold through new projects across Europe and the United States¹.



¹ For information on how we define project maturity stages and a detailed breakdown of our existing and future development projects, please refer to our [20F](#) for the year 2022.

A Message from Our Chairman



Reliable clean electricity is the foundation of our social and economic well-being. Enlight's mission is to power communities and companies with renewable energy, reducing emissions and creating a healthier environment for present and future generations.

At Enlight, we strive for continuous growth and innovation. We are extremely proud to have increased our Mature Portfolio² generation capacity by 2.9 GW to 4.9 GW over the past two years and to have grown our Mature energy storage capacity to 4.4 GWh. Investing in energy storage will further unlock the potential of our renewable energy projects. We are proud to be a leader in this space.

Our VP, General Counsel, Lisa Haimovitz, oversees ESG aspects in the company and reports directly to the CEO.

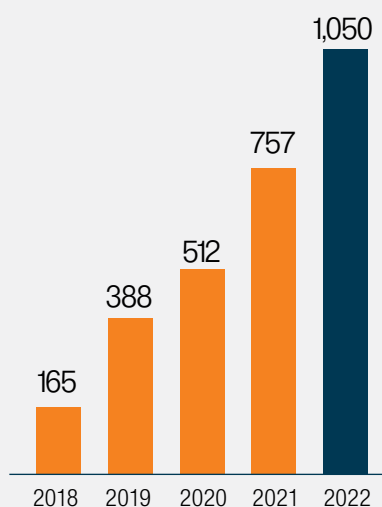
We owe our success to the dedication of our motivated and innovative professionals who actively drive the clean electricity revolution. We engage all stakeholders so as to create shared and sustained value, serving our

employees, customers, suppliers, local communities, and society at large. I am excited about the trajectory ahead and hope you enjoy reading about our success throughout 2021 and 2022.

Yair Seroussi
Chairman of the Board, Enlight

Enlight's Equity

In \$ million

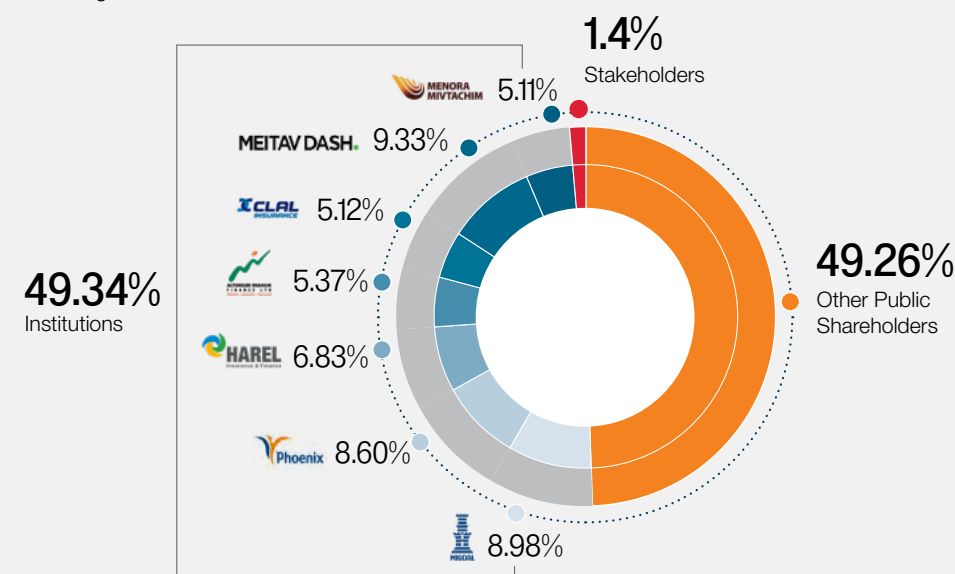


Since our last report, we made a strategic acquisition, purchasing Clenera, a leading greenfield developer of renewable energy projects in the United States. The acquisition expands our reach to the world's largest renewable energy markets, helping make Enlight a true global player of scale. I am pleased to present our latest ESG Report for 2021-2022, which is a testament to our dedication to sustainability, transparent corporate governance, and active community involvement.

Recognizing the importance of leadership engagement on ESG topics, in 2023, we established a dedicated ESG Committee within the Board of Directors so that our day-to-day operations and business strategy could foster positive environmental and social impacts and manage climate-related risks appropriately.

Distribution of Enlight's Public Holdings

As of August 31, 2023



² Portfolio data correct as of January 10, 2023.

A Message From Our CEO*

Climate change poses an imminent and long-term threat to people and natural ecosystems. Over the past two years, we have seen this reality unfold with record-breaking heat, flooding and other extreme weather events, affecting the physical and economic health of many millions around the world. At Enlight, we are proud to be a part of the renewable energy revolution, which plays an integral role in reducing greenhouse gas emissions and fighting climate change.



I am delighted to present Enlight's latest Environmental, Social and Governance (ESG) report, which reflects our commitment to ongoing transparency and engagement with all of our stakeholders.

Since our last report, we continued the expansion of our existing operations across Israel and Europe, while entering the United States for the first time through a strategic acquisition of Clenera.

We believe that the acquisition of Clenera and our subsequent investments in the company's projects in the United States have positioned us as a tier 1 global player in the renewables sector. It was also strategic in terms of forging

a more sustainable future, as it furthered our ability to accelerate the energy transition across the United States, the largest economy in the world.

On the back of our expansion in the United States, we completed a successful IPO on the NASDAQ in February, raising \$288 million, which will enable us to fund the development of large-scale renewable energy projects across our market footprint.

Enlight was founded on the principle that the climate crisis requires immediate and concerted action. In line with this principle, our projects go above and beyond in terms of environmental stewardship. Conservation

planning and initiatives are integrated throughout the project lifecycle as detailed later in this report.

Together with our partners, stakeholders, and dedicated team, whom we encourage to take active roles in preserving our planet, we will continue to innovate and drive change for the sake of society and the natural environment.

Gilad Yavetz
CEO, Enlight

Enlight Impact Highlights**

Renewable energy projects make a Net zero world more attainable.

Assuming that our mature projects generate 11,000 GWh/year by 2026, they will:



Power

1,788,157
households



Enable an emissions reduction of

3,628,405 tCO₂



equivalent to:

2,697,407
tons of waste recycled
instead of landfilled



Carbon sequestered by

9,296,280
acres of U.S. forests in
one year

* This page may include forward-looking information. For details on the risks and uncertainties associated with forward-looking information, see page 63.

** This data has not been verified or otherwise assured by a third party.

About Us

Enlight Renewable Energy initiates, develops, finances, constructs, manages, owns and operates utility-scale renewable energy projects across three key technologies: solar, wind and storage.

The company was founded in 2008 in Israel by Gilad Yavetz, Amit Paz and Zafirir Yoeli. Over the past 15 years, it has transformed into a global renewables platform with a portfolio of utility-scale, renewable energy projects that includes, as of September 2023, approximately **19 GW** across 10 countries. Out of this, **4.9 GW** (including **2.5 GW** in the US) are from Mature Projects.

In August of 2021, Enlight acquired Clenera with a 90.1% equity interest.

Enlight has approximately **28.4 GWh** of energy storage capacity. Out of this, **4.4 GWh** are from Mature Projects.

\$1,918,014,756

Market cap as of September 3, 2023

98.6%

Company stocks owned by the public



Traded on
Tel Aviv
Stock Exchange



Clenera is a leading greenfield developer of solar energy and energy storage projects in the United States.



Acquisition of Clenera



Entry into the
Tel Aviv 35
(TA-35 index)



Being listed on NASDAQ demonstrates public recognition of our commitment to excellence, transparency and financial integrity.

Listed on
the Nasdaq

2010

2021

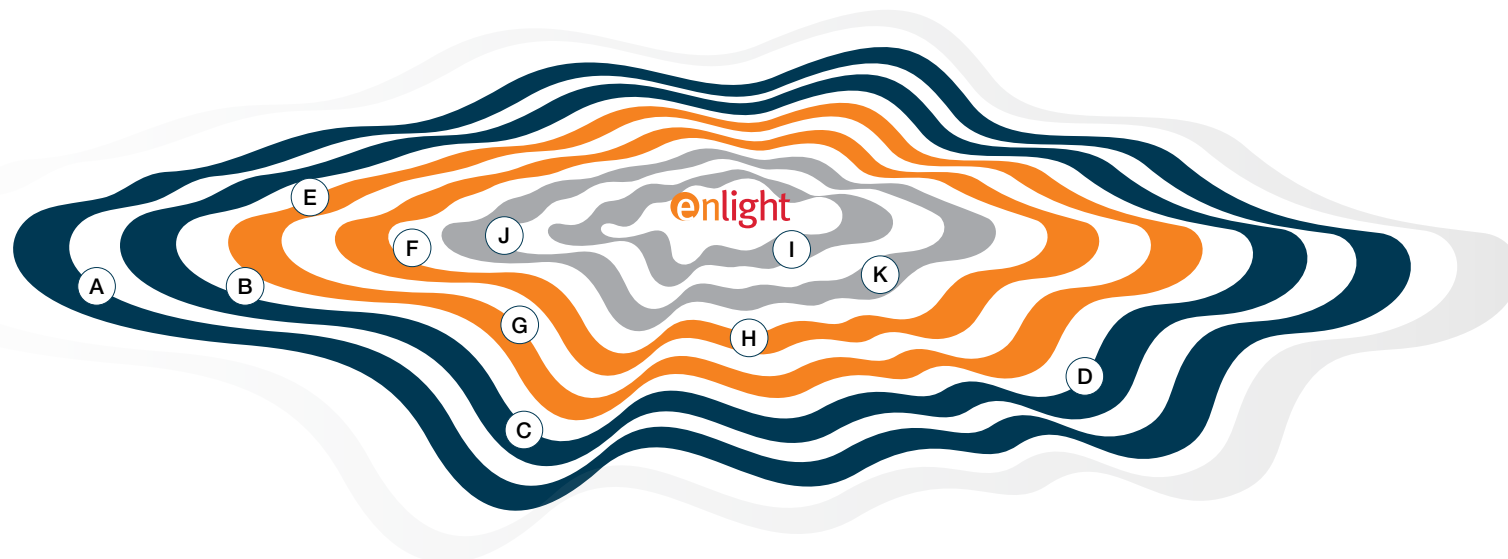
2023

Enlarging Our Impact in the World

Our Impact Model

At Enlight, sustainability is deeply embedded in our activities, operations and strategies. We strive to maximize our impact, create long-term value for all our stakeholders, and minimize potential negative externalities.

Established in 2020, our impact model outlines our most material ESG issues and aligns with the United Nations Sustainable Development Goals. The impact model is reviewed annually and approved by executive management. In 2023, the model was reviewed by our newly formed board-level ESG Committee.



Environmental Impact

- Ⓐ Furthering the shift towards Net zero emissions and establishing low-carbon energy systems
- Ⓑ Strengthening the green economy while optimizing resource management
- Ⓒ Raising climate awareness
- Ⓓ Strengthening land conservation and biodiversity initiatives



Social Impact

- Ⓔ Cultivating a diverse, supportive and positive workplace
- Ⓕ Partnering with neighboring communities
- Ⓖ Creating local jobs
- Ⓗ Forging opportunities for community success and social mobility



Governance Impact

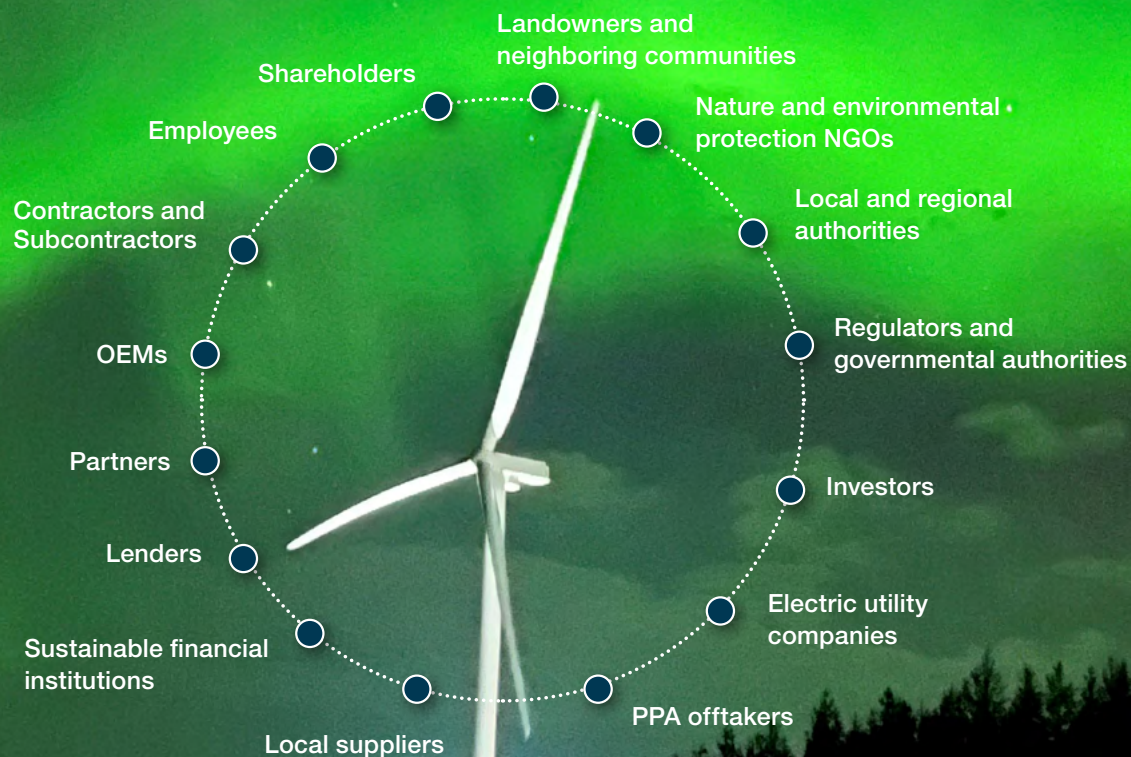
- Ⓘ Upholding best practices in corporate governance
- Ⓙ Emphasizing ethical and transparent business culture
- Ⓚ Complying with data privacy and security regulators



Stakeholder Engagement

Addressing our stakeholders' needs is crucial for our growth and success. When developing, constructing, and operating projects, Enlight considers its actions from various perspectives and tries to find solutions that account for the interests of all stakeholders, from our workforce and supply chain to our shareholders and customers, as well as the communities and ecosystems impacted by our projects. We engage stakeholders in dialogue on areas such as project aesthetics, co-use of land, tourism, development of infrastructure, noise, and more. To help ensure coordination, the same Enlight employee who spearheads a project from its inception also takes charge of community outreach efforts. In addition, our VP for Community Relations, Perach Lerner, has a central role on our executive team.

Our Stakeholders



Environmental Impact: Accelerating the Shift to a Cleaner World



Facing the Climate Emergency

Climate scientists maintain that achieving Net zero greenhouse gas emissions (GHG) is vital to limiting global warming to 1.5°C above pre-industrial levels, which is crucial for protecting life on Earth. Enlight is proud to support the global transition to Net zero emissions by building sustainable, utility-scale solar, wind and storage projects.

1. The World Is Getting Warmer

Human activity has led to a global temperature increase of 1°C since the onset of industrialization. Global air temperatures in 2022 reached the sixth warmest in recorded history³.

2. The Main Cause Is CO₂ Emissions

To stay within a 1.5 °C increase through 2100, humanity must reduce greenhouse gas emissions to Net zero by 2050 at the latest.

3. Electricity Production Is the Single Largest Source of CO₂ Emissions

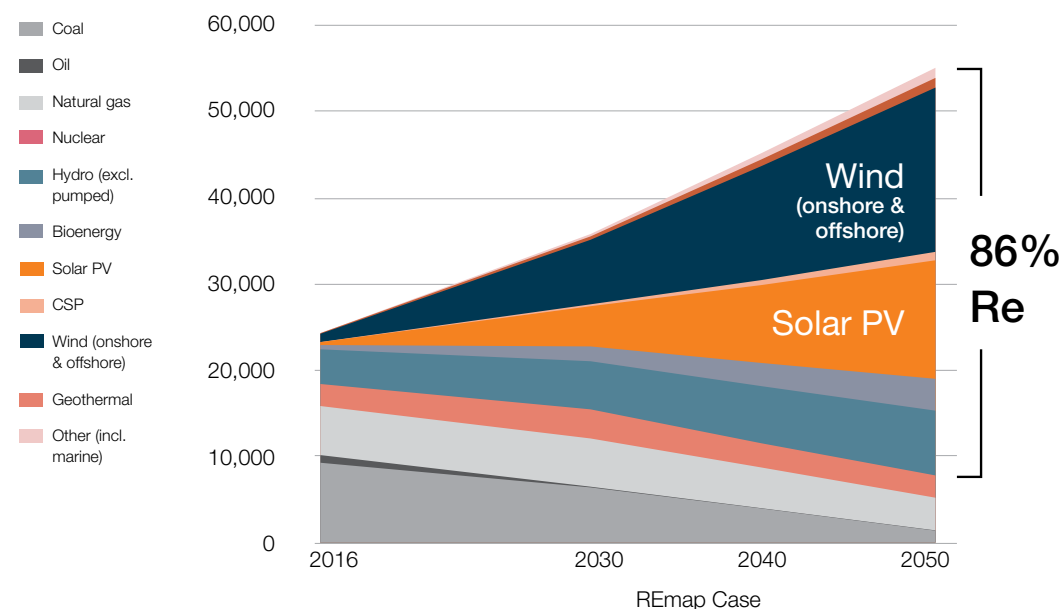
Global electricity consumption currently accounts for about 40% of all emissions, meaning that a successful transition to renewable energy production would drastically decrease global emissions.

4. We Need to Transition to Renewable Energy

If the world transitions to using renewable energy for all its electricity needs, we could avoid as much as 200-440 GtCO₂ between now and 2050.

Wind and solar power dominate growth in renewable-based generation⁴

TWh/yr



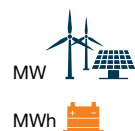
³ CRU Info sheet 1: Global Temperature Record (uea.ac.uk)

⁴ Solutions to integrate high shares of variable renewable energy (irena.org)

Building Low-Carbon Energy Systems

Enlight is a vertically integrated developer and IPP that provides full-cycle, end-to-end services for initiating, developing, financing, constructing, managing, owning and operating renewable energy projects.

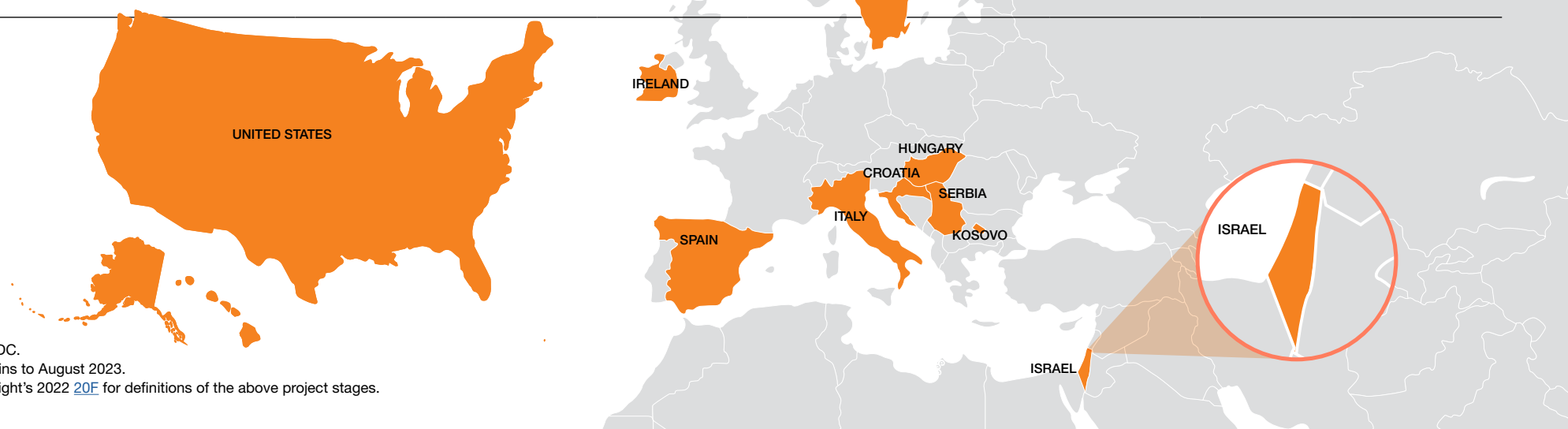
	USA	ISRAEL	SWEDEN	SPAIN	ITALY	IRELAND	HUNGARY	CROATIA	SERBIA	KOSOVO
Yielding	105 MW	272 MW 40 MWh	488 MW	329 MW		14 MW	84 MW	49 MW	105 MW	105 MW
+ Under construction	364 MW 1,200 MWh	452 MW 450 MWh					60 MW		94 MW	
+ Pre-Construction	2,036 MW 1,624 MWh	58 MW 456 MWh		250 MW 200 MWh	400 MWh					
Mature Projects	2,505 MW 2,824 MWh	782 MW 946 MWh	488 MW	579 MW 200 MWh	400 MWh	14 MW	143 MW	49 MW	199 MW	105 MW
Advanced Development	3,231 MW 8,666 MWh	108 MW 2,018 MWh		98 MWh	198 MW 400 MWh		60 MW	261 MW		
Early Development	8,358 MW 7,950 MWh	747 MW 4,882 MWh		500 MW 60 MWh	61 MW		180 MW	264 MW	200 MW	



* All MW is MC DC.

** The data pertains to August 2023.

*** Please see Enlight's 2022 [20F](#) for definitions of the above project stages.



Our Mature Projects and Assets Under Management*

In 2021 and 2022, Enlight-owned projects generated **2,973 GWh of electricity**, which prevented **1.1 million tons of CO₂ from entering the atmosphere**. This impact will increase as our portfolio expands.**

Enlight's world-class asset management team is strategically located across markets to provide efficient and ongoing monitoring and maintenance services, which support the broader renewable energy sector. The scale of our asset management activity affords us a constant feedback loop on optimal project design and components for future projects.



Electricity Generated by Owned Assets (GWh)



Resulting Avoided CO₂ Emissions (Tons)



* This page may include forward-looking information. For details on the risks and uncertainties associated with forward-looking information, see page 63.

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Enlight's Project Lifecycle

Each of our renewable energy projects goes through four distinct stages:



Our Renewable Energy Technologies



Solar

Photovoltaic technology (PV) is the prevailing method by which panels convert solar energy (photons from the sun) directly into electricity.



Wind

Wind turbines work by using the wind's kinetic energy (through blades) to turn a gear that spins an electric generator. The direct current generated is then transformed into a medium voltage alternating current that can be transferred through cables to the public grid.



Energy Storage

A primary challenge faced by renewables is a lack of storage capacity and flexibility. Storage solutions, mainly in the form of Li-ion batteries in prefabricated containers, can drastically improve grid efficiency and reliability.

- In 2023, Enlight is pioneering the Israeli renewable energy market by connecting the first AC coupled PV & battery storage system to the distribution grid.
- Battery energy storage allows Enlight to store and export energy produced on site, more than doubling grid connection capacity while maintaining lean infrastructures.

“



Enlight is striving to be at the forefront of battery energy storage development and utilization

Marko Lipošćak,
VP Business Development Europe

”

Solar Innovation: Consistently improving our performance ratio

- **Reduced resource consumption**

Using string inverters provides us with a variety of benefits related to performance and resource efficiency, including better energy distribution, reduced need for concrete and steel in PV system foundations, and easier maintenance and replacement. It also reduces the amount of packaging required, as string inverters weigh at least 90% less per unit compared to central units.

- **Enhanced power generation**

We enhance our power generation capabilities by utilizing bifacial PV and light tracking systems. Our bifacial PV modules enable increased energy retention from direct and reflected radiation. Simultaneously, tracking systems further optimize layouts and energy generation.

- **Sustainable water management**

Dust accumulation on solar panels reduces their efficiency and often requires water for cleaning. We address this issue with our state-of-the-art robotic cleaning system, which is waterless and is powered by renewable energy generated on site.



Mitigating Climate Risks at Our Renewable Energy Sites

At Enlight, we understand that to support a world that runs on reliable and secure green energy, risk management needs to account for climate hazards. We use:



- **Hail sensors:** Our systems are safeguarded by sensors that track weather conditions and, in the event of hail, activate a "defense mode" whereby they adjust their positions to maximize protection.



- **Wind sensors:** To detect high winds and mitigate their impact, specialized sensors are placed approximately 6 meters high. When wind speeds surpass a certain threshold, these sensors cause our panels to lie flat ("table mode").



- **Flooding protection:** We have implemented strong building foundations to prevent our wind farms from being susceptible to flooding.



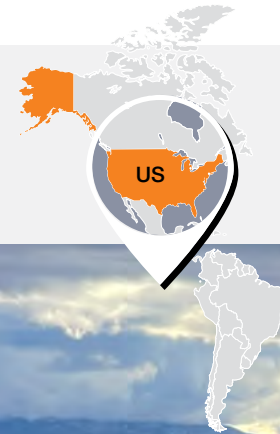


Atrisco, USA

Currently under construction, Atrisco Solar is expected to be commercially operational starting in 2024. With the planned capacity of **364 MW** energy generation and **1,200 MWh** battery storage, it is slated to become one of the largest combined solar and storage projects in the United States.

Strategically located near Albuquerque (New Mexico's main load pocket), this flagship energy storage project typifies our capacity to act as nimble local greenfield developers across our target markets and will supply solar energy and battery storage services to New Mexico's electricity provider, PNM.

For more information on the Atrisco Solar project, refer to our [site](#).



1,200 MWh
Storage capacity

Strengthening the Economic Transition to Net Zero

Enlight promotes renewables in the global energy mix through Renewable Energy Certificates (REC) and corporate Power Purchase Agreements (PPAs).



Supporting Successful Corporate Net Zero Strategies

Rising business awareness, investor interest and global regulations have resulted in growth for companies stepping up their environmental performance strategy. As of 2023, more than 400 of the world's largest corporations have committed to going '100% renewable.'⁵ Companies committed to sustainable business practices as part of their own ESG initiatives are now seeking to transition to renewable energy. At Enlight, we are in a position to support our customers towards achieving their own Net zero goals and fulfilling their commitments to addressing climate change.

Renewable Energy Certificates

RECs are tradable and are used to encourage the adoption of renewable energy. Companies use them to authenticate that 1 MWh of renewable electricity was produced per 1 MWh of electricity consumed by the certificate owner.

Our REC Partners



Enlight is trading certificates in global markets across Israel, Sweden, Spain, Croatia, and Hungary.

In 2022, we sold 994,412 RECs in Israel and Europe combined.

Power Purchase Agreements

In 2023, Enlight entered into a corporate power purchase agreement (PPA) with Amdocs, a leading software and services provider to media and communication companies. Under the agreement, Enlight will supply green energy to Amdocs to power its new office campus in Israel for 12 years. The electricity will be sourced from Enlight's solar and storage facilities currently under construction in Israel (Solar + Storage Cluster 1+2).

Israeli Electricity Grid Reform

By 2024, the Israeli electricity sector will be reformed. Upcoming privatization of the country's grid is expected to both widen the array of companies eligible to acquire RECs and also increase demand for renewable energy more broadly (partly due to increased feasibility of procuring RECs). In this context, Enlight, as an Independent Power Producer, will play a vital role in bolstering the efforts of the Israeli grid towards decarbonization.

Green Financing

We are proud to earn a portion of our project financing through international green loans, for which we qualify by having a net positive environmental impact. Green loans are impactful as they provide money in return for:

1. Increased transparency regarding environmental impact and reporting
2. Meeting pre-set sustainability objectives
3. Credible approaches to sustainability



Croatia, Iucovac Wind Farm

⁵ 400+ companies have committed to the [RE100 pledge](#). A global initiative bringing together the world's most influential businesses committed to 100% renewable electricity.

Working for the Environment - With the Environment

Enlight is responsible for the environmental implications of developing, planning, constructing, operating, and decommissioning its wind and solar power plants. We integrate environmental considerations from the earliest stages of project development, better allowing us to foresee risks and mitigate negative environmental impacts.

The Problem

Solar and wind farms introduce potential risk to flora and fauna biodiversity. Land that is occupied by power plants is often surrounded by fences that change animal habitats. For birds and bats, wind turbines can be life-threatening. Local vegetation can be impacted during construction.

Our Commitment

At Enlight, we believe in generating renewable energy without harming natural ecosystems. This is why we strive to reduce any negative environmental impact, even when doing so incurs greater financial cost.

The management of project biodiversity is ingrained in Enlight's core values and is overseen by the highest levels of the executive team throughout each phase of the project lifecycle.

The Solution

Enlight sets benchmarks and goals that are quantitative, time-bound, and project-specific, helping ensure that local biodiversity can rebound following any negative impact, even to levels that exceed what existed prior to development.

Enlight protects endangered wildlife through a variety of technical and operational biodiversity solutions across its projects. An example of this is our use of advanced radar technology that operates 24/7 and can detect birds, including protected vultures, up to 6 km away. Another mechanism used at some of our sites is a sophisticated bat protection system that shuts down turbines during specific nighttime hours to mitigate risks to bats and prioritize their well-being and conservation.

Within our wind farms in Israel, trained sniffer dogs conduct extensive searches for carcasses as part of our efforts to identify and estimate bird mortality resulting from collisions with turbines.

So far, within the period 2021-2023, the mortality rates of birds are significantly lower than the thresholds determined by Israeli environmental authorities. To date, there has been no evidence of collisions (fatal or otherwise) involving any of the critically endangered bird species that exist in the area.

Environmental Impact Assessment

Enlight thoroughly assesses all possible impacts on the environment in line with industry standards and all local Environmental Impact Assessment (EIA) criteria. We conduct

comprehensive pre-operation trial research periods to reduce the risk of our turbines for the natural ecosystem. If a project is found to have negative environmental impact, we strive to alter the project and allocate resources to mitigate damage.

Among the parameters that we regularly evaluate are:

- Impact on flora and fauna and nature conservation
- Aesthetics (how the site might affect neighboring views and tourism)
- Noise pollution
- Radiation



“

Biodiversity conservation is at the core of our projects and involves the active participation of dozens of individuals at Enlight. This comprehensive focus not only ensures the preservation of diverse ecosystems, but also generates employment opportunities for a significant number of people, particularly in remote areas.

Amir Pazi, Operations Engineer

”

Land Conservation and Biodiversity

Case Study

Protecting Treasured Plant Life at Yatir Forest

At Yatir Forest, Enlight encountered an endemic flower known as *ferula biverticellata* on site. To avoid harming the protected species, Enlight undertook the complex task of safely relocating it. We brought on specialized contractors who are experts in handling delicate plant species and collaborated closely with Israel's Nature and Park Authority to follow all necessary protocols. After identifying an area with similar conditions and making extensive preparations, we safely relocated the flowers.

Case Study

Protecting Iberian Eagles in Spain, Gecama Wind Farm

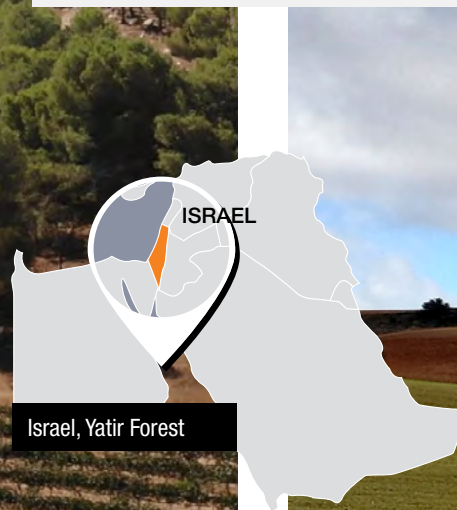
Enlight has taken initiative to prioritize bird conservation, installing 12 devices around the wind farm that actively monitor and identify birds near the site. These efforts are conducted in close collaboration with local biodiversity departments and community members, and thus benefit from local expertise and engagement.

Specialist observers are stationed near nests to help ensure that when eagles are detected, turbines can be halted immediately, irrespective of production losses.

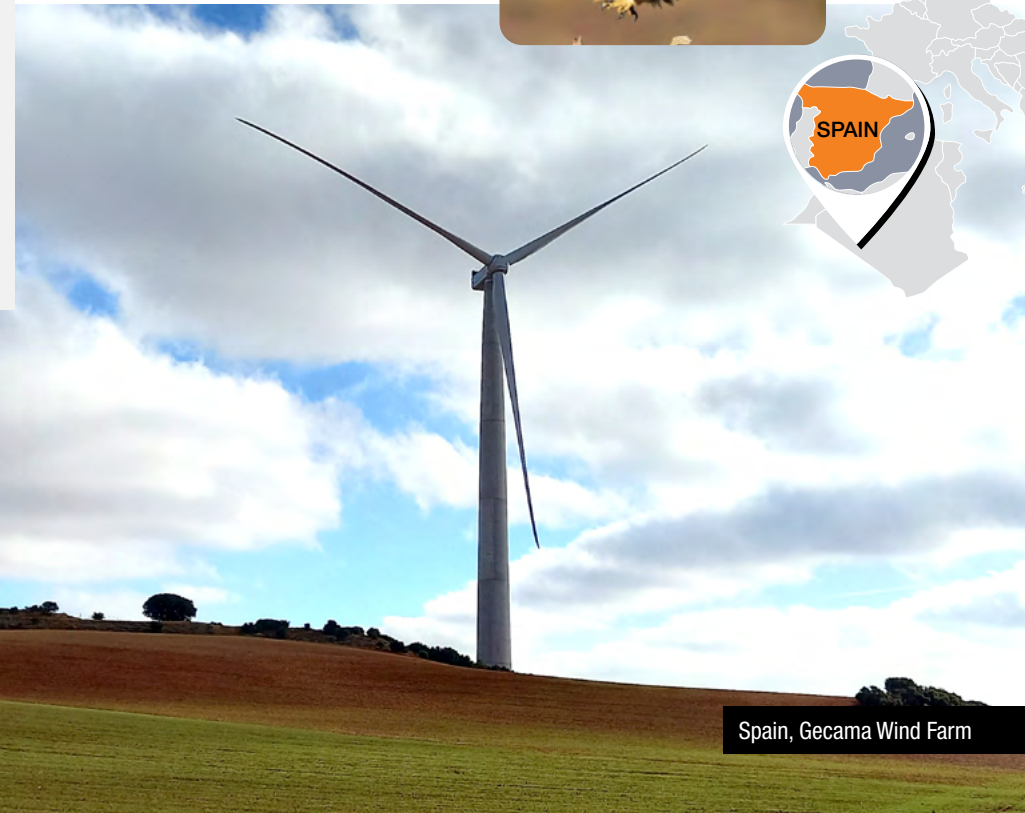


2.8 sq km
of habitat

has been restored in the United States



Israel, Yatir Forest



Spain, Gecama Wind Farm

Case Study

Marine Wildlife Protection

Two reservoirs in the Golan Heights serve as vital water sources for a diverse range of wildlife (including birds) and livestock. Both locations are visited by hikers and birdwatchers.

Our biodiversity solutions:

- **Fencing:** At Orvim Reservoir, Enlight incorporated special passages within the fence specifically designed to ensure unimpeded access to the water for small mammals. Enlight also constructed new troughs outside the fenced area to accommodate larger livestock.
- **Birds:** With a keen focus on preserving bird habitats, our solar panel layout plans for Shaabaniya Reservoir involve situating panels exclusively on the southern part of the reservoir, concentrated in a single block covering only two-thirds of the water surface. This design allows the northern portion to remain panel-free, providing an open space for birds to rest and nest undisturbed. In collaboration with Shamir Institute, we conducted a comprehensive study to monitor any changes in bird activity and nesting patterns before, during, and after construction of the floating PV systems.





Protecting The Local Vulture Population in The Golan Heights

Israel is located along one of the world's busiest (and most significant) bird migration flyways. It is also home to many local species of birds and bats. Some of these species, such as the griffon vulture and Egyptian vulture, are endangered. As a result, developing wind energy in Israel means confronting head-on the challenge of applying effective environmental protection practices to minimize potential negative impacts on the local and migrating aerial animal populations, especially species that are already at-risk.

On our Genesis Wind Farm, Israel's largest renewable energy project to date, we have planned and applied such practices:

1. All power lines, including an unprecedented 27 km ultra-high voltage line, were constructed underground to completely mitigate the risk of collision and electrification for birds flying overhead.
2. We integrated a bat protection system into our wind turbines that helps minimize risk for local bat populations.
3. To mitigate risk for local and endangered griffon vultures, we incorporated a Radar-Assisted Shut Down On Demand (RASOD) solution developed by STRIX, an environmental company based in Portugal. The application of the RASOD solution on our Genesis Wind Farm is the most robust and extensive such application in the world to date. It consists of two radar systems for early detection of birds, four vantage points situated in strategic locations and manned by trained bird observers, and a control room on the wind farm itself that enables a turbine shutdown in collision risk situations. The RASOD solution operates all year round and was deployed a full year before its expected initial operation date in order to properly calibrate and integrate all of its technological and human components.

“



Environmental responsibility is a core part of who we are. It drives us to find sustainable solutions and protect natural ecosystems.

Gal Greenberg, Genesis Wind Farm Manager

”



Israel, Genesis Wind Farm

Responsible Construction and Resource Management

Enlight is committed to minimizing environmental impacts that stem from projects’ construction phases, including those pertaining to waste, water, noise and energy consumption. We oversee contractors’ compliance with environmental norms and monitor their environmental performance. We also return our solar panels’ packaging materials for reuse, thereby reducing our waste footprint. Additionally, our floating PV panels come unpalletized to reduce unnecessary waste.

Site Waste Management in 2022

Non-Hazardous Waste Production and Management (Tons)	Total amount of waste reused	2.3
	Total amount of waste recycled	6.3
	Total amount of waste sent to landfill	15,703
	Total weight of waste generated	15,712

Product Packaging Materials – US Solar Panels in 2022

Non-renewable materials (tons)	1
Renewable materials (tons)	5

Site Water Management in 2022

Total volume of water used (Liters)	11,974,298
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Maximizing Land Use With Agrovoltaics

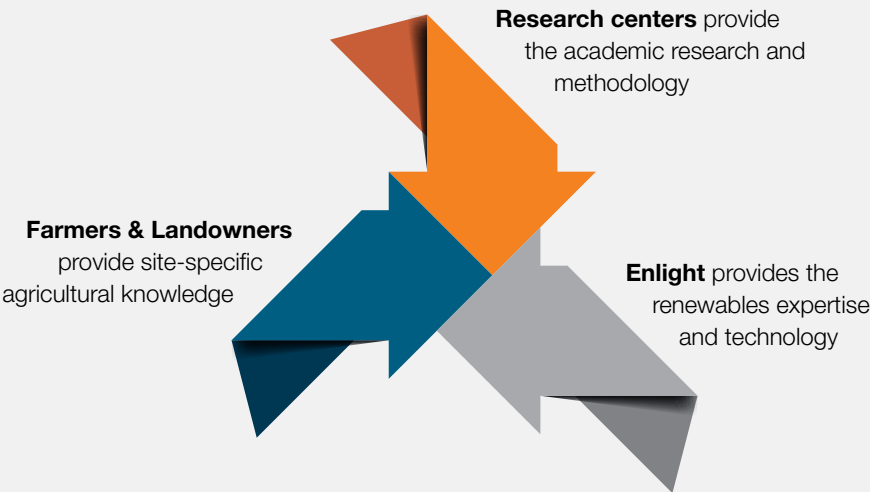
At Enlight we recognize the importance of maximizing efficiency for both the environment and business success. Agrivoltaics solves the trade-off between energy production and agricultural activities through dual-purpose land use for both agriculture and energy generation.

Israel’s Ministry of Energy and Ministry of Agriculture have approved a pilot research program to assess the feasibility of agrivoltaics. As part of the pilot, Enlight has secured five projects, which are scheduled to commence in 2024. Enlight and partnering research institutions will examine how solar panels and crops can symbiotically improve each other’s performance.

Agrivoltaic projects actively incorporate farmers as integral participants, providing them with benefits that include:

- **Boosting crop productivity:** The PV systems enhance agricultural productivity by protecting crops from excessive exposure to hazards like hail, dust and overheating.
- **Enhancing solar generation:** Crops helps moderate soil temperatures, which can increase the PV system’s power generation.
- **Overcoming land scarcity:** Agrivoltaics offers an efficient use of land for the better production of both food and energy.
- **Economic opportunities for farmers:** Agrivoltaic systems can provide farmers with a secondary income source without significantly altering their existing farming practices.

Working Together in Partnership



Our GHG Emissions^{*}

At Enlight, one of our key environmental objectives is measuring the carbon emissions from our own operations. We have calculated our direct emissions (scope 1) and indirect emissions (scope 2) for 2021 and 2022. A full breakdown of our emissions by country and a complete methodology can be found in our data annex.

Emissions Breakdown by Country

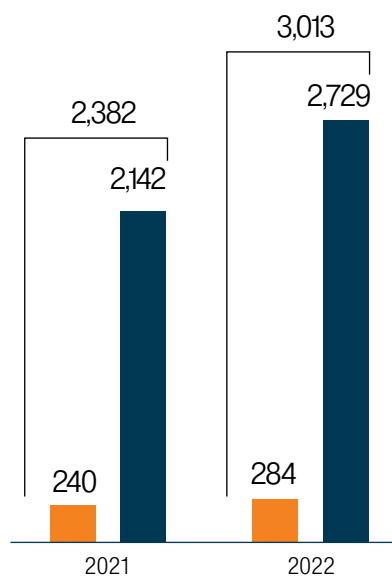
We strive to keep our Scope 2 emissions as low as possible by utilizing the renewable energy we generate to power our sites. In 2021 and 2022, Enlight emitted 5,394 tCO₂e, which is equal to 0.085% of the total emissions we avoided via generation of renewable energy.

In 2021, GHG emission data for our owned sites accounted for 80% of our total renewable energy generation. In 2022, it accounted for 89% of our total renewable energy generation.

Enlight's Scope 1 + 2 Emissions

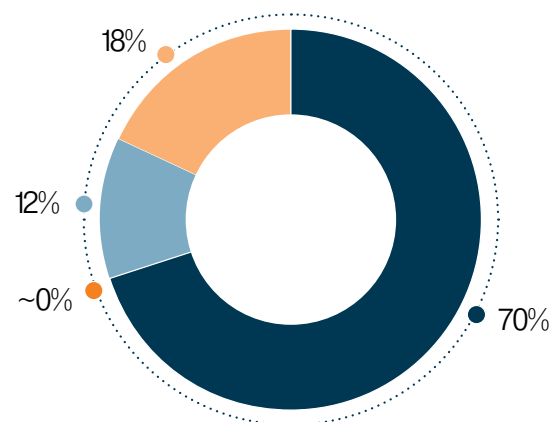
GHG Emissions tCO₂e

- Scope 1
- Scope 2



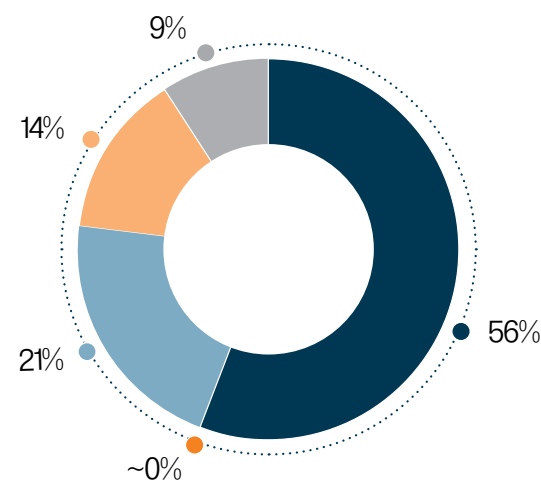
2021 Emissions Breakdown

- Israel
- Sweden
- Kosovo
- Serbia



2022 Emissions Breakdown

- Israel
- Sweden
- Kosovo
- Serbia
- Spain



^{*} This data has not been verified or otherwise assured by a third party.

Our Net Positive Impact

Enlight is proud to have a net positive environmental impact on society. It is core to our business to be net positive and to support other companies in achieving their own Net zero carbon goals. Through our leadership in the renewable energy revolution, we are helping to create a greater uptake of renewable energy globally.

“Achieving Net zero carbon emissions is possible. As a company, we are already demonstrating our commitment to this goal through our net positive impact. Our Scope 1 and Scope 2 operational carbon emissions amount to a tiny fraction of the emissions that our renewable energy generation avoids.”

Amit Paz,
Co-founder, SVP, Engineering,
Contracting & Procurement

709,980

Avoided emissions through our
renewable energy generation tCO₂e in 2022

x 236

**We avoided
236 times more
emissions than
we emitted**

Compared to the positive environmental impact achieved by our renewable energy operations' avoided emissions, our energy use as a company is negligible.

3,013

Emissions emitted
from our operations (Scopes 1
and 2) tCO₂e in 2022*

Resource Management

As a green energy provider, we are committed to promoting a healthier and greener workplace for our employees. We have implemented several green office projects to reduce Enlight's ecological footprint:

- **Paperless office:** We reduce paper waste in our offices by using SharePoint and DocuSign. No paper cups are allowed in the office and staff are provided with reusable coffee mugs.
- **Waste reduction:** Since 2019, we have had a plastic free office and have prohibited the use of single-use plastic cutlery and plates in the office, except for those who observe religious dietary laws. We offer cloth bags for everyone to use when picking up lunch from nearby restaurants.
- **Recycling:** We recycle office paper waste. Management of the building where we rent our office space does not support recycling, so we implemented recycling systems independently.
- **E-Waste recycling:** Enlight works closely with our contractor to ensure maximum reuse of electronic appliances. Certain appliances that cannot be reused are properly recycled, helping prevent E-waste from ending up in landfill.
- **Energy-efficient lighting:** We renovated our office to improve energy efficiency and reduce electricity consumption. Part of the renovation involved switching all lighting fixtures to LED lights. While we occupy multiple floors, we have one main light switch that controls all our lighting. This helps ensure that at the end of the day, all lights are turned off.
- **Reducing air-conditioning use:** Our air-conditioning automatically switches off during non-work hours to cut back on unnecessary electricity consumption.
- **Reducing transportation-related GHG emissions:** In 2019, we began transitioning to a hybrid corporate vehicle fleet. In 2020, we introduced a policy whereby all new company cars must be either electric or hybrid.

Office Consumption*	2021	2022
Electricity consumed, kWh**	205,273	238,245
Electricity intensity, kWh/m ² ***	85	71
Water consumed, L***	1,492,713	2,005,099
Fuel, L	102,478	121,437
Fuel Intensity, L/employee	2,050	2,094
Paper recycled, tons	0.5	0.5

* This data has not been verified or otherwise assured by a third party.

** Please note that the increase in electricity and water consumed between 2021 and 2022 was due to Enlight Israel occupying an additional floor of space due to company growth.

*** This data relates to our Israel and US offices.

17% decrease

in our offices' electricity consumption intensity rate between 2021 and 2022

83%

of our corporate vehicle fleet is electric or hybrid



Social Impact: Supporting our Employees & Communities

Spain, Gecama Wind Farm

Our Employees

Enlight's employees are its biggest asset. We strive to provide all our employees with equal opportunities and to create a positive work environment in which they can thrive. We build long-term relationships with our people, ones defined by openness, responsibility, and trust.

As of 2023, our workforce stands at 217 full-time employees, spanning mostly across Enlight's two main offices in Israel and the United States. In 2021 and 2022, we hired 65 new employees in our US office and 73 in our Israel office. In our Israel office, 29 employees left Enlight in 2021 and 2022.

In our US office, 27 employees left Enlight in 2021 and 2022. From 2021 to 2022, our team grew by 23%.

At Enlight, we are proud of our strong employee retention rate. In 2022, **91%** of our employees remained at the company.



Diversity and Inclusion

As an equal opportunity employer, Enlight is committed to fostering diversity and inclusion among its employees by providing equal opportunities to individuals from various population groups, including women, ethnic minorities, and others. We hire our people based on their experience, professionalism, and capabilities, regardless of gender, race, religion, or other factors.

In Israel and Europe, as of 2023, we have 127 employees, of whom 71 are male (56%), and 56 are female (44%). 3 employees (2.36%) are ultra-Orthodox Jewish (2 male and 1 female), and 4 (3.15%) are minority group employees (2 male and 2 female). In the US , as of 2023, we have 122 employees, of whom 80 are male (66%), and 42 are female (34%). 3 employees (2.46%) are African American, 2 (1.64%) are Latinx and 6 (4.91%) are other minority group employees.

As part of our belief in the value of maintaining a workplace that acknowledges, encourages, and values diversity and inclusion, we continue to focus on increasing diversity at all levels of the company, including both entry-level and management positions. Enlight's hiring practices ensure that individuals with disabilities can apply and be considered for open positions. In 2022, 7% of employees hired were from diverse backgrounds.

Enlight offers generous maternity leave, exceeding the legal requirements. The company actively promotes flexible work arrangements, including remote options that enable parents to manage their professional duties while prioritizing their family commitments. Among employees who took parental leave at some point within 2021-2022, we had a return to work rate of 100%.

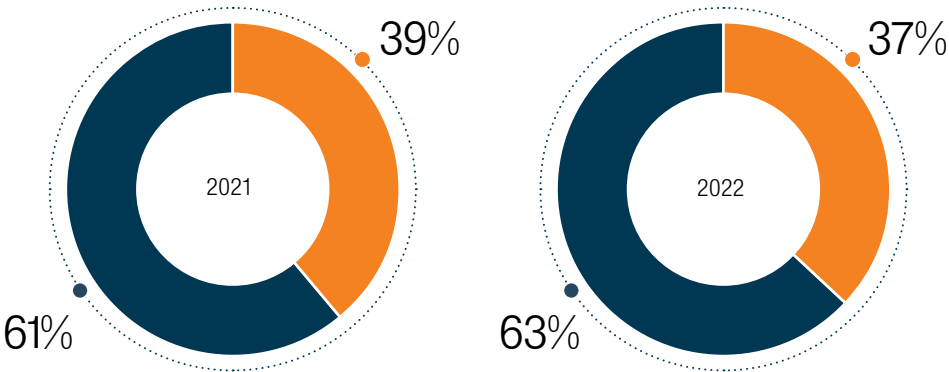
Gender Diversity

Regarding compensation as it relates to gender, there was no pay gap among lower and middle management positions. The total gender pay gap in Enlight Israel including upper management stood at 1.08% in 2022, a figure that Enlight is actively working to decrease.

	2019	2020	2021	2022
% Gender pay gap in Israel	0.0%	-6.1%	-0.3 %	1.08%

Total percentage of Employees 2021-2022

Women Men



Engaged Employees

In 2021 and 2022, Enlight conducted employee engagement surveys in order to better understand employee perspectives. Using the survey results, which provided valuable insights into employees' perceptions, needs, and overall satisfaction, Enlight's VPs and directors were able to adjust strategies and make improvements.

Our 2022 employee engagement survey was organized into five categories:

1. Engagement
2. Organization
3. My Direct Manager
4. My Role
5. Work Environment

We are committed to maintaining a workplace that acknowledges, encourages, and values diversity and inclusion. Having employees with backgrounds and orientations that reflect a variety of viewpoints and experiences also helps us to better understand the needs of our customers and the communities in which we operate.

With 85% of Enlight employees participating in the 2022 Employee Engagement survey, we extrapolated the following findings:

94%

of employees feel that Enlight's management is leading the company towards success and achieving company goals

89%

of employees feel it is important to work in a company that is involved in activities that support the surrounding community and environment

76%

of employees feel highly satisfied at Enlight

Recognizing that each department has unique needs and aspirations, Enlight has set specific goals for improvement tailored to each team.

Employee Development and Internal Mobility

We aim to foster a work environment that encourages employees to learn, develop and discover possible new roles within the company. We empower our team members by enabling engagement with industry players through conferences and various learning opportunities. We always encourage further learning, and any employee can request access to workshops to improve their skill set on a case-by-case basis.

In addition, our employees undergo annual performance reviews to speak about accomplishments, explore growth

opportunities and set new goals. Employees are encouraged to set SMART goals in alignment with department and company KPIs. Clear benchmarks are provided to illustrate achievement levels, empowering employees to strive for excellence. As a rapidly growing company, Enlight believes in the power and value of internal mobility. When positions are created or become available, we regularly seek to fill them with current, qualified Enlight team members.



3x

Enlight tripled its average internal mobility rate between 2021 and 2022.

4.5%

Internal Mobility
Rate in 2021



15.5%

Internal Mobility
Rate in 2022

Onboarding and Training

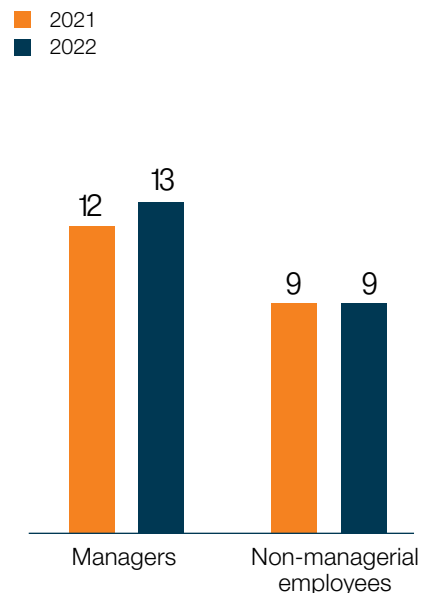
At Enlight, employee onboarding is a well-structured process that ensures a smooth transition for new hires. During their first week, new employees have a dedicated meeting with their manager to establish clear goals and expectations for their role. Each employee sits down with the Head of HR to discuss the company's culture and values and receives materials that provide essential information about Enlight's policies and procedures. Additionally, all the new employees go on a guided tour in the Golan Heights to visit the projects in the area. Occasionally, the CEO meets with all the new employees.

In 2022, Enlight successfully implemented various training on specific topics like storytelling, negotiation skills and contract management. These trainings were conducted by external experts who were invited because of their pertinent industry experience and capacity to deliver engaging sessions.

Comprehensive 2023 Training Plan

In preparation for 2023, the company built a comprehensive training plan for its new hires. To ensure that the training program met the employees' specific needs, Enlight proactively sought input from its workforce through one-on-one meetings and ongoing dialogue with employees to better select the most effective training modules. All our new employees participate in an onboarding plan and all our employees take part in the ongoing professional trainings.

Average Training Hours Per Employee, by Employment Type



At Enlight, managers take an active role in training employees, sharing their knowledge and expertise to foster upskilling and growth. In 2022, the Director of Construction led a training session on project management, providing valuable insights into executing successful projects within the context of Enlight's operations.



Workplace Culture

Enlight is committed to fostering a vibrant and inclusive workplace culture. As part of our dedication to celebrating Enlight employees, we recognize special occasions like birthdays and holidays through gift giving.

Our annual company planning event serves as a platform to share our achievements and plans within the team, ensuring transparency and alignment. Additionally, we host weekly happy hours where employees enjoy complimentary food and drink. During happy hour, management provides important updates and each team can share accomplishments.

Family Fun Day in Caesarea

We also organized an event this past year for employees and their families to enjoy the beach in Caesarea. The event featured a range of activities tailored for children, including bouncy castles and music.

To ensure open communication and transparency, at the Enlight US office, we hold quarterly all-hands meetings where all employees receive business updates. We host quarterly offsite team-building events that help our employees foster stronger relationships while supporting the local community. We also organize fall festivals in Idaho, and in the summer of 2022, we brought employees and their families to a minor league baseball game.

Employee Well-being

Because our people are Enlight's greatest asset, maintaining their well-being is one of most important ways to improve our company.

Our employees have flexible hybrid work schedules that offer one or two work from home days with the option to take additional personal days if required.

At Enlight, we prioritize the well-being of our employees by offering exceptional health benefits. We intend to cover 100% paid health insurance premiums for employees and their families. We also have a flexible policy that provides employees with annual leave. Additionally, most of our employees are eligible to adopt a hybrid working format, in coordination with their direct manager.

Annual Employee Holiday to Ein Gedi, Israel

In 2022, we organized an employee overnight trip to Ein Gedi, an oasis and nature reserve in Israel. This trip allowed employees to connect with each other on a personal level and provided them with an opportunity to relax and enjoy nature.





Health and Safety

Enlight has adopted comprehensive health and safety policies. While building and operating our projects in different countries, Enlight engages with various contractors and subcontractors that provide us with construction and operation services. Despite differing systems and chains of responsibility, Enlight is committed to the health and safety of all workers engaged in construction and operation of our projects and does everything possible to ensure that all of them can leave the workplace safely at the end of the day.

Managing H&S Risks

As on any construction or power plant site, Enlight faces safety risks toward the general public and workers located onsite. Enlight

integrates safety considerations from the very first day of project development and makes them part of the due diligence and risk analysis

that the company carries out prior to and during construction. While contractors are responsible for safety issues onsite, we work closely with them to ensure that our safety standards are being met.

Enlight employs expert **health and safety advisors** who are responsible for conducting regular field checks of all our sites and producing monthly audit reports.



Accidents and Prevention

Our health and safety policies are designed to keep workers safe in all construction sites. In 2021 and 2022, five construction workers were injured and there were zero fatalities. We have strict procedures for if an incident happens on one of our sites, including following throughout with a root-cause analysis, debriefs to company management, and regulation updates if necessary.

Supporting Our Local Communities

Renewable projects require large space, so they are often located in underserved and/or rural areas.

Our project sites are thus an opportunity to create value for peripheral economies with benefits, such as:

- **Local jobs**
- **Support** for local businesses
- **Infrastructure**, such as improvements to rural agricultural roads
- **Stable investments** in the regional economy
- **Pride and respect** for local communities

Partnering With Neighboring Communities

Enlight builds close-knit partnerships with the local communities where our projects operate. We do this via a variety of investment and compensation models, all of which are designed to ensure that landowners and neighboring communities benefit from our renewable energy projects.

Such partnerships enhance peripheral communities' access to new forms of monetization, help them to benefit financially from our projects, create local acceptance of energy projects, and ensure that significant profits stay within communities. These partnerships also keep the decision-making process local, empowering communities to take the lead in developing their own regions.

Community Engagement in the Golan Heights

For our flagship Genesis Wind project, Enlight is organizing public consultations in collaboration with local community representatives and residents. The consultations are enabling direct interaction between Enlight and community members,

fostering a sense of trust and collaboration. These forums are serving as a platform to inform residents about the project and address concerns related to noise, road access, visuals, and land use.

 Approx.
4,000 Households
in Northern Israel gained socio-economic value

 Approx.
650 Families

from seven communities located around Enlight's Genesis Wind project in Northern Israel became co-partners of the project, sharing 10% of the project's equity.



Kosovo, Selac Wind Farm

Community Engagement Throughout the Project Lifecycle

Enlight's partnerships with neighboring communities at our project sites foster economic and social cooperation. We prioritize helping communities retain profits, effectively doubling the added value of our projects for the residents. Partnership also empowers local decision-making, allowing communities to become a part of the regional development process.



It is important that community members can reach us through a variety of channels. To this end, we hire a local community relations manager for the duration of the project. The community relations manager remains physically present on-site and available to residents.

Reducing noise pollution

One specific concern that may arise is noise pollution from our wind turbines. Enlight takes measures to address this issue. For example, we prioritize noise reduction by maintaining a minimum distance of 1 km between our turbines and nearby settlements. This approach helps mitigate the impact of turbine noise on surrounding communities.



Our projects are not just about clean energy. They're also about uplifting local communities and partners with prosperity and progress through sustainable innovation.

Ilan Goren, VP Construction, Global Project Development & Israel Business Development

Case Study

Strategic Placement of Power Lines at Genesis Wind Farm

Collisions with overhead transmission and distribution power lines are a significant source of bird mortality in Israel. A recent study published by the INPA and IEC estimated an annual mortality rate of up to 200 birds per 1 km of overhead high voltage power lines, including endangered raptors and migratory birds.

Overhead power lines also involve other important considerations such as habitat protection and landscape preservation.

Genesis Wind Farm's power line passes mostly through the territory of the Yehudiya Nature Reserve, which is home to unique habitats. To mitigate risk, Enlight buried all electrical cables in underground trenches including a 27 km long underground cable (161KV) connecting the wind farm to the national grid.

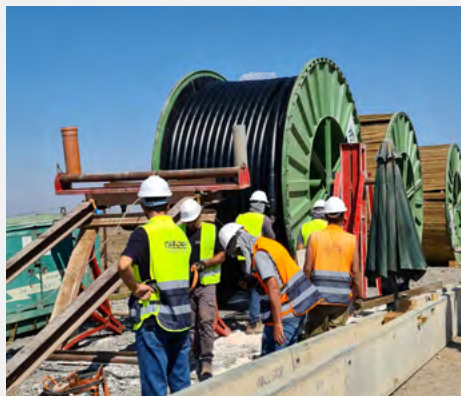
While planning the underground works, the Enlight team carried out a variety of surveys and impact assessments designed to avoid habitat damage and mitigate potential risks to trees, geophytes and streams.

Instead of prioritizing a faster construction timeline and building the power line on a straight route, Enlight constructed a route parallel to the existing path.

By doing so, Enlight avoided encroaching on the adjacent open area, preventing

damage to the landscape. Alongside environmental benefits, establishing an infrastructure strip along Highway 87 opened doors to additional potential infrastructure improvements.

The Genesis Wind Farm has been recognized as a flagship project for infrastructure development in Israel. By achieving a strong balance between electricity production and nature conservation, we reduced this project's environmental impact considerably. We are proud to share that the project avoids harm to animals, preserves natural landscapes, and decreases the likelihood of future construction work needed in the area.



Creating Jobs and Opportunities

Local employment is one of the key elements of our community engagement. It connects local communities with the projects in their area and inhibits friction that could otherwise hinder these projects.

In many regions where people must travel far to find work, promoting local employment reduces commutes, stress and transportation emissions. As part of our project agreements, we give preference to local workers and contractors.

Apart from jobs that are directly associated with our project construction, maintenance, and operations, our power plants create demand for local products and services, especially the hotels and restaurants frequented by our employees and visitors to the project sites.



Israel, Emek Habacha Wind Farm

Balancing Interests and Maximizing Value for All

Economic and social opportunities accompany the ongoing transition from fossil fuels to renewable energy. At the same time, renewable energy projects can, at least on the surface, contradict interests of some of our stakeholders.

We invest a lot of time and resources into building an open and constructive dialogue with all interested parties. By integrating stakeholders' perspectives into the early stages of project development, we aim to balance the interests of our stakeholders while maximizing value for all the parties involved.



“ We always aim to bring additional value through our work. We strive for a net positive impact on our projects, beyond just environmental benefits.

Udi Leshem,
Environmental manager

”



Croatia, Iucovac Wind Farm

Building Infrastructure and Community Resilience

Bringing our renewable energy projects to fruition takes years of work, so the relationships we foster with local communities are long-term ties.

A wonderful byproduct of renewable energy development is the improvement of regional infrastructure. We connect our sites to the main grid and pave roads so that equipment can be delivered. This helps strengthen the development of the regional electricity network and helps farmers transport their produce.



Diversity in the Genesis Wind Farm

Enlight has successfully fostered collaboration among eight different villages in the Golan Heights, co-developing the Genesis Wind project with them. These local communities hold 10% of the project, which means that they benefit from the income generated by electricity production. During the construction phase, Enlight made significant infrastructure improvements by upgrading existing roads and constructing new ones. This facilitated better access for farmers and reduced their operational costs.

The project has served as a catalyst for economic growth in the area. It has stimulated various activities, including tourism, smart agriculture, and cultural initiatives, introducing more money into the local economy. The project is one of the largest private investments in the Golan Heights and includes many initiatives to support the region's diverse communities:

- We prioritized the inclusion of local minority communities for hiring, with contractors required to employ a certain percentage of workers from the area. The on-site local labor rate reached 100%, including 60% from minority communities.
- Our workforce included individuals from diverse backgrounds, including Druze women, religious Jews, and workers from local agricultural communities.
- No fewer than four different languages were spoken on site.
- For employees who lacked a relevant professional background, Enlight provided on-the-job training with the help of an advanced software-based training program.



Israel, Genesis Wind Farm

Improving the Social Mobility of Youth

Improving the social mobility of youth is a natural extension of who we are as a future-oriented company. We carefully choose our NGO partners so as to maximize our impact on future leaders, who will help humanity achieve Net zero emissions.

Maaof City Project

Enlight supports Maglan Friends Foundation, a nonprofit organization established by veterans of the elite reconnaissance unit Maglan, in their Maaof City project. The project guides youth from the challenging socio-economic area of Kiryat Malachi for three years, from 10th through 12th grade. Its aim is to increase the teens' social mobility by providing them with knowledge to pave meaningful paths

during their military or other national service – a key stage of life for success in Israel.

Enlight has funded several scholarships for students in the project. In addition to our financial support, Enlight employees participate in outdoor activities, give lectures, and lead meetings about renewable energy and climate change.

Special Olympics Israel

Special Olympics is a global organization that provides year-round sports training and athletic competition in a variety of Olympic-type sports for children and adults with intellectual disabilities. Through the power of sports, people with intellectual disabilities discover new strengths and abilities, skills and success. Special Olympics strives to create a better world by fostering the acceptance and inclusion of all people.

Enlight is the proud sponsor of **Gilboa Ma'ayanot, the Special Olympics basketball team** - a group of adults with special needs from Beit Shean and the surrounding area. Along with Enlight's annual donation, employees participate in organized sports and leisure activities with the team. In June 2023, Enlight organized a volunteer day for employees to support the team.

300 participants
from two high schools

450 hours
from Enlight's volunteers since
the program's beginning

15 students
that Enlight supported received
awards for outstanding participation



Field day with Maaof City Project



Basketball with Special Olympics



Enlight US

4 Hours Per Month of PTO to Volunteer

In an effort to support service opportunities of interest, Enlight gives US employees 4 hours per month of paid time off to volunteer with any organization of their choice.

100kW Solar Donated

We have donated and installed a 100kW solar array at [Idaho Youth Ranch](#), a local nonprofit, and provide quarterly technical support.

Idaho Youth Ranch provides critical emergency shelter, residential care, youth

and family therapy, and many other important social services to their community. We are proud to have helped support the ranch to become more energy independent as it continues to bring hope to kids and families facing tough times.

Supporting the Christmas Spirit

During the holiday season, we work with "Adopt a Family," a nonprofit that helps local families in need to enjoy their Christmas.



Supporting Communities

Supporting Ukrainian Refugees and Orphans

When major global crises occur, we make an effort to help out of social solidarity. With the outbreak of the war in Ukraine, Enlight sent a delegation of workers to support refugees. We donated funds to an orphanage in Odessa so that it could buy shoes and toys for the children and also to the Jewish community in Poland, which is supporting Ukrainian refugees. The donations amounted to **\$32,768**.



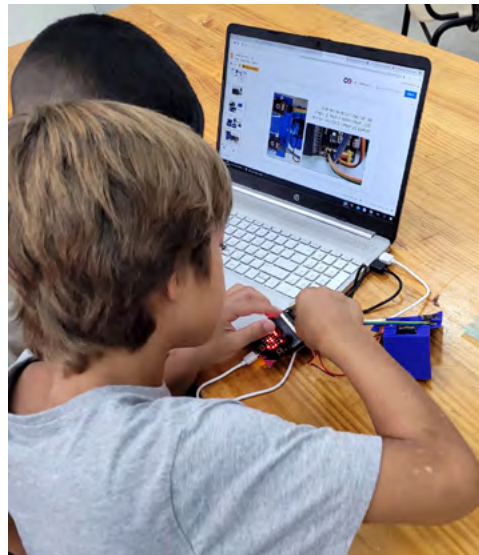
We were able to create a real connection in Enlight between the associations and communities we contribute to and the employees. The cooperation has continued for years. It is now a relationship full of value that extends beyond the financial contribution.

Perach Lerner,
VP of Regulation and Community Relations

Tel Hai College

A collaboration between Enlight and Tel Hai College led to Mehashvim Maslul ("Charting a Course"), an educational program that aims to integrate and implement technological innovation in elementary schools. We donated **\$40,961** and employees volunteered to teach students about climate protection and renewable energy. At the end of the year, participating students presented a model of a solar installation with a sun tracking system.

Designed for 4th grade students, the program focuses on developing independent study skills and fostering curiosity, while educating the children about climate change and how to fight it. The program was designed for the communities surrounding our projects in the Golan Heights.





Nirim Farm PV System

Nirim Youth Village: Supporting At-Risk Teens in the North

As part of our work in Northern Israel, Enlight has continued its longstanding partnership with Nirim Youth Village, which creates meaningful educational-therapeutic processes for at-risk youths in grades 9-12. Enlight provides ongoing financial support for the village, which offers a unique residential setting for 100 or so teenagers. A key part of the program is a three-month wilderness therapy retreat at an isolated farm. The retreat is led by professional staff that help the teens overcome personal, physical, and emotional challenges, while instilling respect and care for nature. As the farm is not connected to the national electricity grid, Enlight installed a PV system with battery storage on a roof, providing the farm with a reliable energy source.

Etgarim: Empowering Through the Outdoors

Since 2014, we have been donating time and providing monetary support to Etgarim ("Challenges"), an Israeli nonprofit dedicated to the empowerment and social integration

of people with disabilities through outdoor challenge sports such as cycling, sailing, hiking, and surfing. Enlight employees have also volunteered for the group by accompanying special needs children on bicycle rides and even marathons.

Grove in the Memory of Hagai Ben Ari

Enlight has donated tables for a grove built in the memory of Major Hagai Ben Ari, a military officer who was severely wounded in active duty in Operation Protective Edge (2014) and passed away from his injuries in January 2017.

The grove, located in the Golan Heights, is used for ongoing youth movement activities, including visits by active military personnel who come to hear about Maj. Ben Ari's legacy. The tables are large wooden wheels that had previously been used to roll cables as part of the construction of our farms. When their use ended during the establishment of Genesis Wind Farm, Enlight donated money so that a carpenter could turn the wheels into tables and benches for the grove.



Enlight Employees at an Event Held by Etgarim



Grove in the Memory of Hagai Ben Ari

Donations to the Community

In 2021, the company's Board of Directors confirmed that Enlight's annual contribution will be set at 0.5% - 1% of profit before tax.

The precise contribution rate each year is determined by the company's management within the defined range. The minimum contribution amount is NIS 500,000 per year.

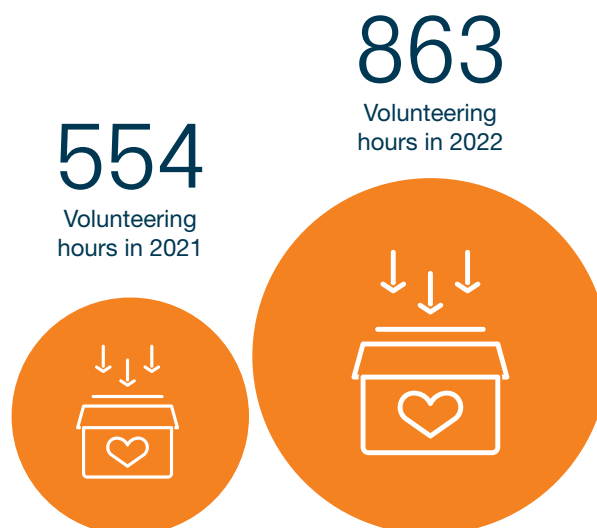
In addition to our company donations, we are proud of our employee-initiated donations, which constitute 15% of our total annual donations. Employees can choose an association aligned with their values

or passion and present it to the donation forum, which is entrusted with examining and approving every contribution made on behalf of the company. The forum reviews employee recommendations, approves associations, and decides on respective donation amounts. In 2021 and 2022, we donated a total of **\$450,446**.

Donations (\$)



Volunteering Hours



Beneficiaries

22 21
in 2021 in 2022



Organizations

15 14
in 2021 in 2022



Employee volunteers

77 83
in 2021 in 2022



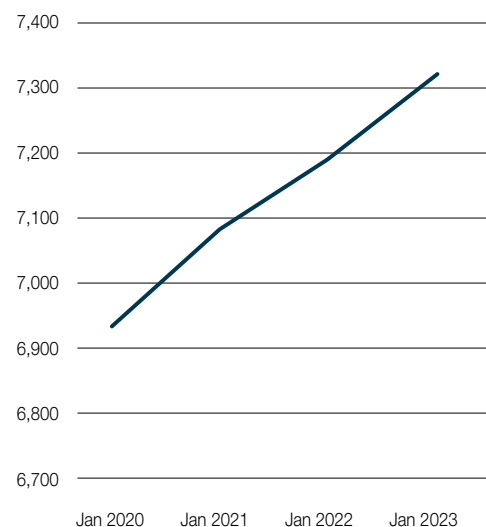
Governance Impact: Our Governance and High Ethical Standards

Hungary, Attila Solar (Tuzser)

Corporate Governance

Enlight is dedicated to achieving exemplary corporate governance standards that allow our company to be a market leader. To this end, we allocate substantial time and resources to compliance initiatives and corporate governance procedures.

Market Cap 2019-2023 (in NIS Million)



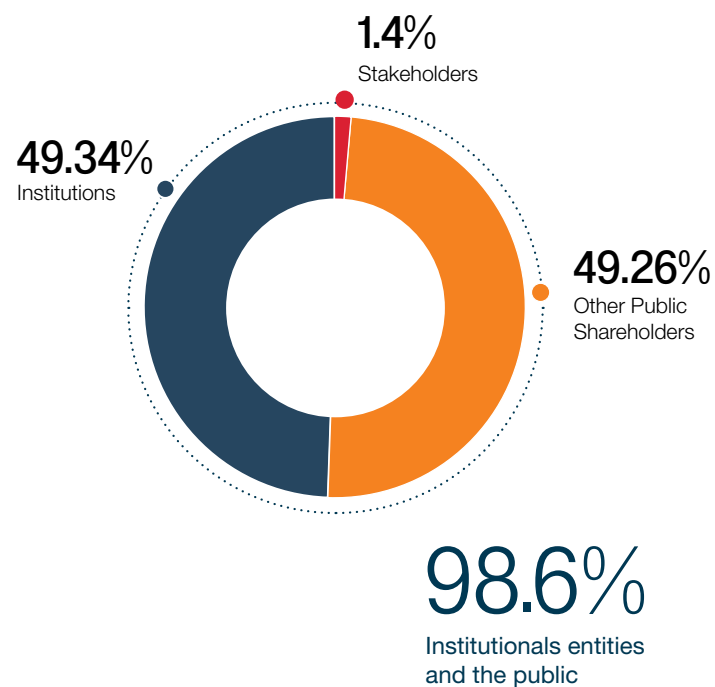
* From January 2020 through January 2023, our shares were listed solely on the Tel Aviv Stock Exchange and were therefore traded only in NIS.

Our Shareholders

Since 2018, Enlight has operated without a controlling shareholder or a control stake. The company's holding structure is widely divided and spread across global entities. We are proud that our valuation has increased dramatically over the past few years to the benefit of all our shareholders. For more information regarding our shareholder composition and our financial statements, please refer to our [20F](#) for the year 2022.

Distribution of Enlight's Public Holdings

As of August 31, 2023



Sweden, Picasso Wind Farm

Our Board of Directors

Our Board of Directors consists of 8 members, 7 of whom (87.5%) are independent. 3 members (37.5%) are female. The term limit for external directors on Enlight's board is three terms of three years each, which is in accordance with Israeli law. Over the course of 2022, our board met 21 times and attendance for members exceeded 98%. In 2021, there were 19 meetings with an attendance rate of 95%.

Selection and Appointment of Board Members

In 2018, the company adopted a clear and high-quality policy for the purpose of adding new members to the Board of Directors. In 2023, following the company's IPO listing on Nasdaq, the Board of Directors established the Nominating Committee.

For prospective directors to be appointed to the board, they must be approved by a simple majority of the company's ordinary shareholders, who vote at annual general shareholder meetings. The exception is the appointment of external directors, who, in accordance with provisions of Israeli law, are appointed for 3-year terms by a special majority. In 2021, one director left and two new female directors joined the board, providing increased legal and financial expertise. In 2023, one independent director left and one female director was appointed.

Board Member Trainings

When a new director joins the board, they receive training on the Code of Ethics and all policies relating to the Board's activities. New directors also meet with Enlight's senior management and compliance officer to further

enhance their understanding of the company. In addition, we hold annual board trainings and workshops that are dedicated to strategy, in-depth understanding of our projects, new regulations and sustainability trends and risks.

Each director receives comprehensive guidance regarding legal procedures, corporate governance, company bylaws, board and committee procedures, and information pertaining to the company's finances.



Hungary, ACDC Solar

Committees of the Board

Enlight's Board of Directors have established the following committees. For further details about the committees' roles and responsibilities, refer to our [20F](#) for the year 2022.

Committees of the Board of Directors	Audit Committee	Compensation Committee	Nominating Committee	ESG Committee
Committee Chair	Liat Benyamini	Liat Benyamini	Yair Seroussi	Zvi Furman
Number of Members	4	6	4	5
Percentage Independent Directors	100%	100%	75%	100%
Number of Committee Meetings Held in 2022	11	5	No meetings in 2022, as the committee was established in 2023.	No meetings in 2022, as the committee was established in 2023.
Meeting Attendance Percentage in 2022	100%	100%		



Israel, Halutzyot Solar

Audit Committee

Enlight's Audit Committee oversees the accounting and financial reporting processes of the company. It operates independently and implements procedures designed to fulfill legal compliance and prevent conflicts of interest and fraud. The Audit Committee conducts monthly oversight and auditing responsibilities to establish effective managerial, business and corporate integrity.

The Audit Committee's responsibilities include identifying and addressing flaws in business management, monitoring our risk management system, reviewing and approving related party transactions, establishing whistleblower procedures, and recommending the fees of the company's independent accounting firm. The Audit Committee also establishes annual and multi-year work plans for the internal auditor and assesses its performance. The company's internal auditor is an outsourced and independent entity.

Compensation Committee

The Compensation Committee, as mandated by the Companies Law, has several key responsibilities. It is responsible for approving and overseeing compensation terms of the company officers and board. This policy, based on specific criteria, needs to be approved by shareholders through a special majority every three years. The committee also monitors the implementation of the compensation policy and periodically makes recommendations to the Board of Directors with respect to any amendments or updates to the policy.

Nominating Committee

The Nominating Committee is responsible for identifying individuals qualified to become board members consistent with criteria approved by our Board of Directors and recommending that the Board of Directors approve our director nominees.

Environmental, Social and Governance Committee

Reflecting the company's dedication to ESG leadership, in 2023, the Board of Directors established an ESG Committee to provide updates and insights on ESG matters to the Board of Directors and support the Board's understanding of ESG-related risks and opportunities.

The ESG Committee oversees our policies, practices, performance and reporting with respect to ESG matters. It reports to our Board of Directors on all current and emerging ESG-related matters that may affect our business, operations, or public image or are otherwise pertinent to us and our stakeholders, and, when necessary and appropriate, provides guidance regarding actions to be taken concerning those ESG-related matters. The ESG Committee Charter outlines stakeholder concerns that pertain to ESG-related topics.

Compliance and Risk Management

The company maintains independent compliance, control and compliance processes through a multitude of mechanisms. These mechanisms are managed by the company's compliance officer as well as by the company's Audit Committee, which consists exclusively of external, independent directors.

Control mechanisms aim to prevent:

- Conflicts of interest by the company's officers, the company itself or any person acting on its behalf.
- Any potential violations of the law.
- Ethical breaches at the business and legal levels.
- Any potential violation of company procedures, corporate obligations towards third parties, etc.

In all of the periodical examinations conducted by the Israel Securities Authority (ISA), the company was found to be acting properly and in full compliance with the law.

The company's compliance officer conducts numerous independent interviews, extensive questionnaires and examinations of company officers to ensure they and others involved in the company are operating in accordance with all company protocols.

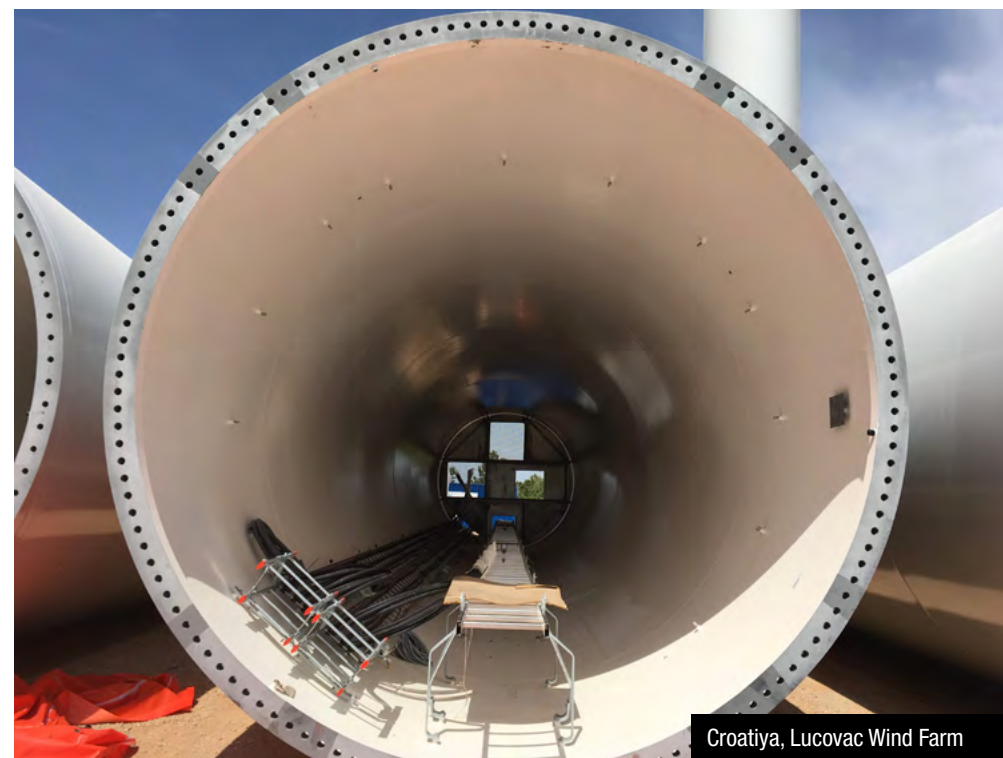
Risk management is a crucial process that allows us to identify potential risks and opportunities and deal with them in a timely manner. We recognize the importance of including a wide range of issues within the risk matrix, such as climate change, socioeconomic inequality, human capital management issues, global health crises, long-term recessions, and more. Enlight has a well-defined risk matrix and a rigorous risk management process, both of which have enabled us to continuously deliver value to all our stakeholders, even during the Covid-19 pandemic. Enlight USA has completed a risk assessment in 2023. Enlight Israel most recently completed a risk assessment in 2022 and will be conducting its next assessment during 2024.

Our Head of Operations manages the risk policy set by the board and the Audit Committee and oversees full-scale implementation throughout the company.

Our Board of Directors and the Audit Committee oversee the company's risk management from short, medium and long-term perspectives. Every board meeting includes a discussion regarding risk management for upcoming projects.

Climate Risk

Worldwide severe weather events and global awareness of the rapidly accelerating impacts of climate change are driving a systemic global transition away from fossil fuels and towards renewable energy. While this transition presents us with an opportunity to lead, it is accompanied by formidable climate impacts that can negatively affect our operations. We actively work to mitigate fire and other risks. Read more about Enlight's adaptation measures in our Environmental Impact Chapter.



Croatiya, Lucovac Wind Farm

Ethical and Transparent Business Culture

Enlight is managed in a transparent, professional and ethical manner to promote a positive work environment and preserve the confidence and trust of all our stakeholders. This is key to our strategy of sustainable growth and value creation.

Code of Ethics and Conduct

We have a longstanding commitment to meeting the highest standards of business ethics throughout our operations and supply chain. Our [Code of Ethics and Conduct](#) aligns with the requirements of the Securities and Exchange Commission (SEC) and The Nasdaq Stock Market LLC. It is reviewed annually and was last updated in February 2023. Since going public on Nasdaq, we have expanded our corporate governance policies to cover our new Code of Ethics and Conduct and other corporate governance guidelines.

Our Vice President and General Counsel, reporting to the CEO, is responsible for overseeing the implementation of our ethics management program.

Our Code of Ethics and Conduct provides our employees, partners and contractors with clear guidance on how to distinguish between legitimate and unacceptable forms of behavior and is supported by clear and detailed codes and policies for anti-corruption and bribery, anti-money laundering, trade controls, human rights, sustainable procurement and insider trading. The new code is designed to help team members understand their responsibilities when conducting business on behalf of Enlight. Our employees can report

any action that appears to be in violation of the code to the company's General Counsel, without fear of retaliation.

Whistleblower Procedure

We operate an anonymous and direct [whistleblower hotline and secure webform](#) where stakeholders can securely report any concern 24/7. In 2021 and 2022, there were no complaints raised through the hotline.

The code covers material aspects of business ethics risks, such as:

- **Work environment** – Mutual respect; a policy against sexual harassment; proper health and safety conduct; human rights; proper communication systems use.
- **Marketplace and business conduct** – Giving or receiving gifts, payments, contributions, and benefits; purchasing practices; conflicts of interest; personal gain; confidential information; insider trading; fair disclosure of political contributions.
- **Responsibilities toward community and the environment**
- **Accounting and auditing** – Accurate books and record keeping; auditing international business laws.

100% of Enlight employees read and sign our Code of Ethics. As of July 2023, we are proud to further enhance our ethics program through an online platform offering ethics training courses to our employees in the United States. We will soon do this in Israel too.

Human Rights

Enlight's Global Human Rights policy outlines our commitment to make a positive contribution to human rights and societies where we have a presence. All Enlight employees and contractors must adhere to our policy. Non-compliance with these principles can lead to disciplinary actions up to termination of employment or contract. Our policy ensures for our employees that employment is freely chosen, that they should not and will not face inhumane treatment and discrimination, and that they have safe working conditions (e.g., no child labor; fair wages and working hours).

Sexual Harassment Policy

Our sexual harassment policy and trainings ensure that Enlight employees are safe when interacting with their colleagues. This policy, signed by all employees (including

all new hires), sets clear guidelines for what constitutes sexual harassment, inappropriate behavior, and office relationships. The policy delineates how Enlight works to prevent harassment and how the company is prepared to deal with occurrences. The policy also outlines how to file a complaint and provides contact details of whom employees can turn to in case they ever suffer harassment or become concerned that someone else has suffered harassment. As of the publishing of this report, the company is not aware of any harassment cases.

Anti-Corruption and Bribery

Our employees, directors, business associates and contractors are expected to always act with honesty, integrity and fairness. We place high levels of trust in our personnel to fully comply with the law. We prohibit all forms of bribery, corruption, and kickbacks and are proud to say that, to the best of our knowledge, Enlight has not had a single incident of corruption or bribery throughout its entire history.

Anti-Corruption and Bribery Continued

In addition to inclusion within the Code of Ethics, Enlight has written policies that cover all aspects of anti-corruption and bribery, including:

- Definitions of and prohibition of bribery, corruption, and conflict of interest.
- Prohibition of facilitation payments.
- Guidelines of what is considered acceptable behavior, including gift giving/receiving, giving/receiving business or other advantages, and business hosting.
- Operating guidelines for recordkeeping.
- Guidelines for dealing with “red flags.”
- Operating guidelines for reporting concerns.

There is a managerial and board responsibility to make sure that these actions, as well as regular risk assessments, are taken across the company. In short, no director or employee shall make or approve any payment to secure, maintain or direct business to any government official or to any employee of a customer, potential customer, supplier or potential supplier.

Anti-Money Laundering

Enlight has adopted AML policies and procedures in compliance with the Money Laundering, Terrorist Financing, and Transfer of Funds Law and Regulations of Israel. The

policy covers actions for:

- Customer due diligence
- Risk assessment and ongoing monitoring
- Operating guidelines for recordkeeping

Trade Controls

Enlight has committed to complying fully with all applicable laws and regulations and maintaining the highest ethical standards. As part of this, Enlight complies with certain trade and economic sanctions that prohibit dealings with certain countries, regions, and persons, and export controls that restrict the export, re-export, and transfer of items. Our Trade Controls policy is in place, but not limited to, the United States, the European Union and its Member States, the United Kingdom and any other jurisdictions where Enlight conducts business.

Insider Trading

Enlight has adopted a written policy for carrying out securities transactions by directors, employees, officers, and consultants, including a prohibition of using insider information and fraud. The company is subject to security laws that also prohibit misuse of insider information, defined as any nonpublic material information which, if disclosed, may affect the price of Enlight's securities. We prohibit directors and employees from ever sharing such information

with others or using it for personal gain.

Likewise, we encourage any employee who becomes aware of any misuse of insider information to immediately report such misuse to the company's legal department.

Data Privacy and Security

Enlight maintains a strict policy and framework for oversight to ensure the privacy and security of internal, customer, supplier and other data sources in compliance with various local laws and jurisdictions. Additionally, we take proactive measures to safeguard workplace digital security and align with the EU General Data Protection Regulation (GDPR) and all local regulations pertaining to data privacy.

Responsible Procurement

Enlight works exclusively with Tier 1 suppliers who meet our rigorous technical performance standards. Each year, Enlight evaluates improvements in technologies as part of our continuous effort to raise these standards.

In 2017, the company adopted the ISO 9001 standard. Currently, the company is exploring the potential adoption of additional standards. Moreover, in 2023 the company adopted a Vendor Code of Conduct and began including the Code of Conduct in its supplier contracts. Enlight also adopted Internal procurement and sustainable procurement policies. Collectively, these initiatives reflect our commitment to continuously improve responsible procurement operations. Enlight procures wind turbines

Enlight Does Not Tolerate Any Violation of human rights and labor laws throughout our own operations and supply chain. We engage external auditors to conduct thorough audits for our strategic suppliers, covering pre, during, and post-manufacturing processes. Our auditors verify labor contracts and employee ID cards to ensure that forced labor is not taking place within the supply chain. The audit also covers environmental management practices, including pollution control.

from the largest European producers, and solar panels from the leading tier 1 Chinese companies in the field. These companies have gained approval from prestigious international financing institutions (including IFC), which meticulously assess the environmental and social impact of projects. Enlight strives to hold its suppliers to agreements by which they are obligated to implement and maintain a supply chain traceability program regarding the Uyghur Forced Labor Prevention Act.

All suppliers must adhere to:

- Vendor Code of Conduct
- ISO 9001 – Quality Management Standard
- ISO 14001 – Environmental Management Systems
- OHSAS 18001 – Occupation Health and Safety Assessment
- TUV Certificate – Technical Inspection Association

ANNEXES



Israel, Emek Habacha Wind Farm

About This Report

This report contains an overview of Enlight's impacts on organizational, societal and environmental levels, and details its commitment to accountability, transparency and value creation for all stakeholders. It was written in reference to the Global Reporting Initiative (GRI) Universal Standards and the Sustainable Accounting Standards Board (SASB).

The scope of the report details information about the company's activities in 2021 and 2022.

The report contains assumptions (always indicated), which, unless otherwise stated, are based on internal company data. The calculations of CO₂ avoided and their equivalents to GHG emissions are made for each country individually. For all amounts of money originally expressed as New Israeli Shekels (NIS), an exchange rate of 4:1 was used to express those amounts in euros.

This review was written with the assistance of Good Vision - CSR Consulting Firm, of the Fahn Kanne & Co. Grant Thornton Group. Good Vision is highly experienced in CSR services and is a member of the GRI GOLD

community. We wish to thank all those involved in the collection of data, writing and production of this report.

If you have any questions or comments about this report, please don't hesitate to contact:

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Serbia, Blacksmith Wind Farm

GRI Index

GRI Standard Title	GRI Disclosure Number	GRI Disclosure Title	Page/Reference
The organization and its reporting practices	2-1	Organizational details	Our Approach to Sustainability
	2-2	Entities included in the organization's sustainability reporting	Our Approach to Sustainability
	2-3	Reporting period, frequency and contact point	About This Report
	2-4	Restatements of information	N/A
	2-5	External assurance	N/A
Activities and workers	2-6	Activities, value chain and other business relationships	Our Approach to Sustainability - Enlight Total Portfolio; Our Stakeholders
	2-7	Employees	Social Impact - Our Employees
	2-8	Workers who are not employees	Not disclosed
Governance	2-9	Governance structure and composition	Governance Impact – Our Board of Directors
	2-10	Nomination and selection of the highest governance body	Governance Impact - Our Board of Directors
	2-11	Chair of the highest governance body	Governance Impact - Our Board of Directors
	2-12	Role of the highest governance body in overseeing the management of impacts	Governance Impact - Our Board of Directors
	2-13	Delegation of responsibility for managing impacts	Governance Impact – Committees of the Board
	2-14	Role of the highest governance body in sustainability reporting	Governance Impact – Committees of the Board
	2-15	Conflicts of interest	Please refer to our 20 F
	2-16	Communication of critical concerns	Please refer to our 20 F
	2-17	Collective knowledge of the highest governance body	Please refer to our 20 F
	2-18	Evaluation of the performance of the highest governance body	Please refer to our 20 F
	2-19	Remuneration policies	Governance Impact – Committees of the Board
	2-20	Process to determine remuneration	Governance Impact – Committees of the Board
	2-21	Annual total compensation ratio	Not Disclosed

GRI Index

GRI Standard Title	GRI Disclosure Number	GRI Disclosure Title	Page/Reference
Strategy, policies and practices	2-22	Statement on sustainable development strategy	Our Approach to Sustainability – Letter from our CEO
	2-23	Policy commitments	Our Approach to Sustainability
	2-24	Embedding policy commitments	Our Approach to Sustainability
	2-25	Processes to remediate negative impacts	Governance Impact – Committees of the Board
	2-26	Mechanisms for seeking advice and raising concerns	Governance Impact – Ethical and Transparent Business Culture
	2-27	Compliance with laws and regulations	Governance Impact – Compliance and Risk Management
	2-28	Membership associations	Not disclosed
Stakeholder engagement	2-29	Approach to stakeholder engagement	Our Approach to Sustainability
	2-30	Collective bargaining agreements	Not disclosed
Disclosures on material topics	3-1	Explanation of the material topic and its boundary	Our Approach to Sustainability – Our Material Topics
		List of material topics	Our Approach to Sustainability – Our Material Topics
	3-3	Management of material topics	Our Approach to Sustainability – Our Material Topics
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Our Approach to Sustainability – Letter from our Chairman
	201-2	Financial implications and other risks and opportunities due to climate change	Governance Impact - Compliance and Risk Management
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Social Impact - Building Infrastructure and Community Resilience
	203-2	Significant indirect economic impacts	Social Impact - Partnering with Neighboring Communities
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Please refer to our 20 F
	205-2	Communication and training about anti-corruption policies and procedures	All new employees are required to sign our Code of Ethics which covers our anti-corruption policy and procedures.
	205-3	Confirmed incidents of corruption and actions taken	Governance Impact – Anti Corruption and Bribery. There were no confirmed incidents of corruption in 2021 and 2022
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no legal actions for anti-competitive, anti-trust and monopoly practices in 2021 and 2022
GRI 207: Tax 2019			
GRI 207: Tax	207-1	Approach to tax	Please refer to our 20 F

GRI Index

GRI Standard Title	GRI Disclosure Number	GRI Disclosure Title	Page/Reference
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Environmental Impact – Our GHG Emissions
	302-2	Energy consumption outside of the organization	Not Disclosed
	302-3	Energy intensity	Environmental Impact – Our GHG Emissions
	302-4	Reduction of energy consumption	Environmental Impact – Our GHG Emissions
GRI 303: Water and Effluents 2018	303-5	Water consumption	Environmental Impact - Responsible Construction and Resource Management; Resource Management
	304-2	Significant impacts of activities, products and services on biodiversity	Environmental Impact - Land Conservation and Biodiversity
	304-3	Habitats protected or restored	Environmental Impact - Land Conservation and Biodiversity
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environmental Impact - Our GHG Emissions
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Impact - Our GHG Emissions
	305-4	GHG emissions intensity	Environmental Impact - Our GHG Emissions
	305-5	Reduction of GHG emissions	Environmental Impact - Our GHG Emissions
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Environmental Impact - Responsible Construction and Resource Management
	306-2	Management of significant waste-related impacts	Environmental Impact - Responsible Construction and Resource Management
	306-3	Waste generated	Environmental Impact - Responsible Construction and Resource Management
	306-4	Waste diverted from disposal	Environmental Impact - Responsible Construction and Resource Management
	306-5	Waste directed to disposal	Environmental Impact - Responsible Construction and Resource Management
GRI 308: Supplier Env Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Governance Impact - Responsible Procurement
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Social Impact - Our Employees
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Impact – Employee Wellbeing
	401-3	Parental leave	Disclosed within our Data Annex

GRI Standard Title	GRI Disclosure Number	GRI Disclosure Title	Page/Reference
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Social Impact - Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	Social Impact - Health and Safety
	403-3	Occupational health services	Social Impact - Health and Safety
	403-5	Worker training on occupational health and safety	Social Impact - Health and Safety
	403-6	Promotion of worker health	Social Impact – Employee Wellbeing
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Governance Impact - Health and Safety
	403-8	Workers covered by an occupational health and safety management system	Social Impact - Health and Safety
	403-9	Work-related injuries	Social Impact - Health and Safety
	403-10	Work-related ill health	Social Impact - Health and Safety
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Social Impact - Onboarding & Training
	404-2	Programs for upgrading employee skills and transition assistance programs	Social Impact - Onboarding & Training
	404-3	Percentage of employees receiving regular performance and career development reviews	Data Annex
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Social Impact - Diversity and Inclusion
	405-2	Ratio of basic salary and remuneration of women to men	Social Impact - Diversity and Inclusion
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Governance Impact - Human Rights
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Governance Impact - Human Rights
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Governance Impact - Human Rights
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Environmental Impact - Working for the Environment - With the Environment; Social Impact – Supporting Our Local Communities
	413-2	Operations with significant actual and potential negative impacts on local communities	Social Impact – Supporting Our Local Communities; Creating Jobs and Opportunities; Building Infrastructure and Community Resilience
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Governance Impact - Responsible Procurement

Data Annex

Environmental Indicators

GRI		2019		2020				2021				2022			
Energy Consumption		Sites	Offices	Sites	Offices	Total	% Annual change	Sites	Offices	Total	% Annual change	Sites	Offices	Total	% Annual change
Electricity consumption within the organization (kWh) (1) (2)	302-1	N/A	N/A	N/A	N/A	0	N/A	4,498,943	205,273	4,704,216	N/A	7,645,461	238,245	7,883,706	68%
Electricity intensity (kWh/m²) (2)	302-3	N/A	N/A	N/A	N/A	0	N/A	N/A	85	85	N/A	N/A	71	71	-16%
Fuel consumption for cars (Liters) (3)	302-3	N/A	68,119	N/A	73,845	73,845	8%	N/A	102,478	102,478	39%	N/A	121,437	121,437	19%
Fuel Intensity for cars (Liters/ Employees) (3)	302-3	N/A	1,336	N/A	1,102	1,102	-17%	N/A	2,050	2,050	86%	N/A	2,094	2,094	2%
Percentage of hybrid and PHEV cars of total car fleet (3)		N/A	N/A	56%	56%	56%	–	N/A	N/A	N/A	N/A	83%	83%	83%	48%
Energy Generated kWh (1)		N/A	N/A	N/A	N/A	N/A	N/A	3,957,118,000	N/A	3,957,118,000	N/A	4,851,594,000	N/A	N/A	23%

Data Annex

Environmental Indicators

	GRI	2019		2020		2021			2022			
Carbon Emissions		Sites	Offices	Sites	Offices	Sites	Offices	Total	Sites	Offices	Total	% Annual change
Total Scope 1 - direct emissions (tCO ₂ e) (1)	305-1	N/A	N/A	N/A	N/A	N/A	239.6	239.6	N/A	283.87	283.87	18%
Total Scope 2 - Indirect tCO ₂ e emissions (tCO ₂ e) (1)	305-2	N/A	N/A	N/A	N/A	2,130	39	2,142	2668.8	59.7	2728.5	27%
Total Carbon Intensity tCO ₂ e/m ² (1)	305-4	N/A	N/A	N/A	N/A	N/A	0.18	N/A	N/A	0.14	N/A	-23%
Total Carbon Intensity tCO ₂ e/employees (1)	305-4	N/A	N/A	N/A	N/A	N/A	3.28	N/A	N/A	3.58	N/A	9%
Total Avoided Emissions (tCO ₂ e) (1)	N/A	N/A	N/A	N/A	N/A	2,560,941	N/A	2,560,941	2,809,097	N/A	2,809,097	10%

	GRI	2019		2020				2021				2022			
Water Resources Management		Sites	Offices	Sites	Offices	Total	% Annual change	Sites	Offices	Total	% Annual change	Sites	Offices	Total	% Annual change
Water consumption (Liters) (2) (4)	303-5	N/A	815,000	N/A	693,000	693,000	-15%	N/A	1,492,713	1,492,713	115.40%	11,974,298	2,005,099	13,979,397	34%
Water intensity (Liters/m ²) (2) (4)	303-5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	621	621	N/A	N/A	600	600	-3%

Data Annex

Environmental Indicators

	GRI	2019		2020			2021			2022		
Waste Resource Management		Sites	Offices	Sites	Offices	% Annual change	Sites	Offices	% Annual change	Sites	Offices	% Annual change
Non-hazardous waste generated	306-1	N/A	0.69	N/A	0.35	-49%	N/A	0.5	43%	15,712	0.5	0%
Waste diverted from landfill (recycled, reused) (Tons) (2) (4)	306-4	N/A	0.6	N/A	0.3	-50%	N/A	0.5	67%	8.6	0.5	0%
Waste directed to landfill (Tons) (2) (4)	306-5	N/A	0.09	N/A	0.05	-44%	N/A	N/A	N/A	15,703	N/A	N/A

	GRI	2019	2020	2021	2022
Biodiversity		Sites	Sites	Sites	% Annual change
Habitats protected or restored (km ²) (4)	304-3	N/A	N/A	3	0%

Footnote number	Methodology
1	Site data includes the following sites: Spain, Sweden, Israel, Serbia and Kosovo.
2	This data relates to our office in the US and HQ in Israel.
3	This data relates only to our HQ in Israel.
4	This data relates only to our sites in the US.

Data Annex

Social Indicators

	GRI	2019	2020	2021	2022
Enlight's Workforce					
Total Enlight Group worldwide	102-8	51	67	179	220
Total workforce in full-time equivalents (FTE)	102-8	N/A	N/A	175	215
Total workforce in part-time equivalents (PTE)	102-8	N/A	N/A	4	5
Managers	102-8	27	45	52	65
Non-management employees	102-8	14	22	127	155
Female workforce	102-8	18	22	70	81
Male workforce	102-8	33	45	109	139
Women in engineering and technical positions	102-8	2	2	20	27
Men in engineering and technical positions	102-8	8	14	15	16
Women in support roles	102-8	10	14	27	24
Men in support roles	102-8	5	8	20	26
Women in lower/middle management	102-8	5	21	5	7
Men in lower/middle management	102-8	16	39	17	26
Women in upper management	102-8	0	0	23	26
Men in upper management	102-8	6	6	51	62
Employee Breakdown by Age					
Under 29	102-8	2	6	22	30
30-50	102-8	45	53	128	162
50 and older	102-8	4	8	30	29
Employees by Geographical Area					
Israel	102-8	48	62	85	96
USA	102-8	0	2	86	109
Rest of the world	102-8	3	3	8	14

Data Annex

Social Indicators

	GRI	2019	2020	2021	2022
Employee Diversity					
Ultra-Orthodox Jewish	405-1	N/A	N/A	2	4
Ethiopian	405-1	N/A	N/A	1	1
African American	405-1	N/A	N/A	2	2
Latinx	405-1	N/A	N/A	1	3
Asian American and Pacific Islander	405-1	N/A	N/A	2	0
Other Minority Group	405-1	N/A	N/A	4	5
Hires/Departures					
New employees	401-1	17	16	65	80
New female employees	401-1	N/A	N/A	28	25
New male employees	401-1	N/A	N/A	37	55
New employees hired in Israel	401-1	N/A	N/A	33	25
New employees hired in USA	401-1	N/A	N/A	28	47
New employees hired in ROW	401-1	N/A	N/A	4	8
Employee turnover	401-1	3.92%	7.46%	N/A	N/A
Internal Mobility					
Internal mobility (vacant positions filled internally)	404-2	N/A	4.5%	15.5%	16
Parental Leave					
Women who went on maternity / parental leave	401-3	N/A	N/A	4	2
Women who returned from maternity / parental leave	401-3	N/A	N/A	4	2
Return to work rate	401-3	N/A	N/A	100%	100%
Total number of female employees retained 12 months after returning to work following a period of parental leave	401-3	N/A	N/A	4	2
Retention rate of female employees that took parental leave	401-3	N/A	N/A	1	1

Data Annex

Social Indicators

	GRI	2019	2020	2021	2022
Parental Leave (Cont.)					
Men who went on paternity / parental leave	401-3	N/A	N/A	0	0
Men who returned from paternity / parental leave	401-3	N/A	N/A	0	0
Return to work rate	401-3	N/A	N/A	0%	100%
Total number of male employees retained 12 months after returning to work following a period of parental leave	401-3	N/A	N/A	0	0
Retention rate of male employees that took parental leave	401-3	N/A	N/A	0%	50%
Health and Safety					
Operational sites for which an assessment of occupational Health & Safety risks has been carried out	403-1	100%	100%	100%	100%
Number of injuries	403-9	6	5	2	3
Number of fatal accidents	403-9	0	0	0	0
Employee Training and Development					
Number of hours of skills development	404-1	N/A	N/A	21	22
Managers	404-1	N/A	N/A	12	13
Employees	404-1	N/A	N/A	9	9
Percentage of employees who have participated in an internal engagement survey	102-43	N/A	N/A	N/A	N/A
Percentage of employees receiving regular performance and career development reviews in Israel	404-3	N/A	N/A	5%	4%
Percentage of employees receiving regular performance and career development reviews in USA	404-3	N/A	N/A	100%	100%
Community Engagement and Development					
Donations to the community	203-2	N/A	N/A	\$200,495	\$249,951
Employees volunteering	203-2	N/A	N/A	77	83
Employee hours of volunteering	203-2	N/A	N/A	554	863

SASB Index

Solar (RR-ST) and Wind (RR-WT) Technology & Project Developers Standard Disclosures

Topic	Accounting Metric	Code	Reference
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	RR-ST-130a.1	Environmental Impact – Resource Management
Water Management in Manufacturing	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RR-ST-140a.1	Environmental Impact – Resource Management
Ecological Impacts of Project Development	Description of efforts in solar/wind energy system project development to address community and ecological impacts	RR-ST-160a.2 and RR-WT-410a.3	Working for the Environment - With the Environment, Protecting Iberian Eagles in Spain, Gecama Wind Farm, Marine Wildlife Protection, Protecting the Local Griffon Vulture Population in The Golan Heights, Supporting Our Local Communities, and Community Engagement throughout the project lifecycle
Management of Energy Infrastructure Integration & Related Regulations	Description of risks associated with integration of solar energy into existing energy infrastructure and discussion of efforts to manage those risks	RR-ST-410a.1	Refer to our 2022 20-F ; Risks related to government regulation
	Description of risks and opportunities associated with energy policy and its impact on the integration of solar energy into existing energy infrastructure	RR-ST-410a.2	Strengthening the Economic Transition to Net zero and refer to our 2022 20-F ; Risks related to government regulation; Our growth Strategy, and Market overview
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RR-ST-440a.1 and	Refer to our 2022 20-F ; Risk Factor
	Description of the management of environmental risks associated with the polysilicon supply chain	RR-ST-440a.2	Refer to our 2022 20-F ; Risk Factor
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RR-WT-320a.1	Social Impact - Health and Safety

Topic	Unit of Measure	Code	Reference
Total capacity of photovoltaic (PV) solar modules produced ⁵		RR-ST-000.A	N/A – Enlight does not manufacture PV panels
Total capacity of completed solar energy systems		RR-ST-000.B	Building Low-Carbon Energy Systems
Total project development assets		RR-ST-000.C	Enlight Total Portfolio or refer to our website for regularly updated portfolio metrics

Disclaimer

The ESG Report that is before you (“ESG Report” and “the Report”) reviews the operations of the Enlight Renewable Energy Ltd group (“the Group,” “the Company,” and “Enlight”) in the financial period covering 2021 and 2022 on issues affecting sustainability and corporate responsibility. The Report concentrates on the integration of sustainability principles into commercial activity, including business, social, ethical, commercial and environmental values. These principles provide direction for the Group and its interfaces with stakeholders - employees, suppliers, shareholders, debenture holders, customers, authorities, business partners, finance bodies, local communities and more.

The Report is being published close to the date of publication of the financial statements and makes reference to the main subsidiaries and principal activities of the Company. Where quantitative indices (graphs, charts, etc.) that do not refer to all the activities of the Group appear in the Report, the matter is explicitly noted.

The Report reflects aspirational ESG targets, objectives and milestones on which the Company has decided, and which it seeks to achieve.

This document, like any document, is likely to include generalizations, inaccuracies, errors and omissions, and accordingly the Company does not accept any responsibility for its accuracy or completeness, nor does the Company permit reliance on or use of the information therein by any party. In addition, the ESG metrics and data contained in this

Report have not been verified, assured or audited by any third party and therefore may be subject to change or restatement.

The Group operates in a dynamic, changing environment. This involves entering new business areas, making adjustments to certain operations and withdrawing from other operations. In addition, the Company is under no obligation to update the information included here.

In the event of any contradiction between the information in this document and information in the Company's public reports published and available on its website or filed with the U.S. Securities and Exchange Commission or otherwise on the distribution websites of the relevant regulatory authorities and of the stock exchanges, the information in such public reports or such websites will take precedence.

In this Report the Company has included forward-looking information, as it is defined in the Securities Law of 1968 and the U.S. Private Securities Litigation Reform Act of 1995. The words “may,” “might,” “will,” “could,” “would,” “should,” “expect,” “plan,” “anticipate,” “intend,” “target,” “seek,” “believe,” “estimate,” “predict,” “potential,” “continue,” “contemplate,” “possible,” “forecasts,” “aims” or the negative of these terms and similar expressions are intended to identify forward-looking statements, though not all forward-looking statements use these words or expressions.

This information includes, inter alia, projections, targets, estimates, evaluations, and other information relating to future

events, whose realization is uncertain and may be influenced by factors that cannot be assessed in advance and which are not under the Company's control. This information is based on, inter alia, assessments by the Company's management, assessments that are based on, inter alia, information known to the Company's management at the time this Report was drawn up, including assessments of the Company's markets, data and statistical and public publications published by various bodies and authorities, whose contents has not been independently checked by the Company. Accordingly, the Company is not responsible for their contents. Similarly, this Report might include additional information that is not included in the Company's reports (inter alia, because it was not required) and/or information submitted in another graphic and/or formal format. The Company's regulatory reports to the public (immediate and periodic reports) contain sole binding information for the Company's investors.

This Report is published for convenience and should not be relied upon, nor should it be used to make any investment decisions. This data is not an alternative to the Company's financial statements or reports and should be considered as convenience data only.

The realization of forward-looking information in whole or in part or in a different manner than expected, or not taking place, will be affected, inter alia, by risk factors that characterize the Group's business as well as by developments in the business environment, and by external factors that impact the Group in its areas of operations.

A Note on Materiality

This Report contains statements based on hypothetical scenarios and assumptions as well as estimates or topics that are subject to a high level of uncertainty, and these statements should not necessarily be viewed as being representative of current or actual risk or performance, or forecasts of expected risk or performance. While certain matters discussed in this Report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with or reporting pursuant to the securities laws and regulations of the jurisdictions in which we operate, even if we use the words “material” or “materiality” in this Report.

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