enlight Sustainability Report 2023

We Are the Solution to the Climate Crisis

Israel, Orvim Floating PV

Contents

A Message from Our Chairman

At Enlight, we strive for continuous growth and innovation.

During 2023, we increased our operating generation capacity by 0.5 GW to 1.9 GW and storage capacity to 0.3 GWh. Moreover, we are on the cusp of major expansion, with plans to build out an additional 3.5 GW of generation capacity and 5.4 GWh of storage capacity by 2027. We are especially focused on energy storage, a space in which we are proud to lead and one that is slated to unlock further potential of our renewable energy projects.

During 2023, we successfully completed a U.S. IPO on the NASDAQ, becoming a dually listed company and raising $271 million. This additional capital is helping us fund the construction of large-scale projects planned for the coming years. It will also deepen our connection with the U.S. market, where demand for renewable energy continues to rise unabated.

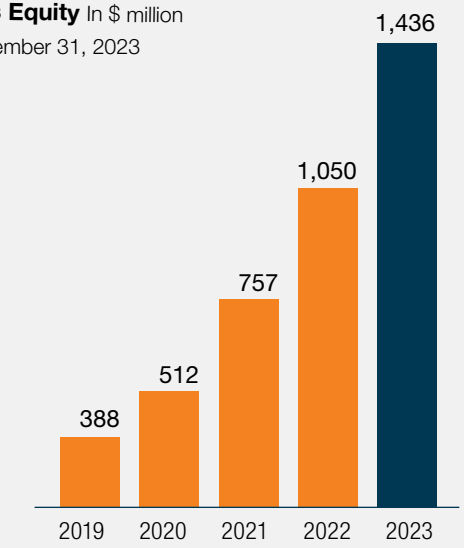
Recognizing the importance of ESG as a means to manage and monitor our overall business, we established a dedicated ESG Committee within the Board of Directors during 2023. This committee provides our day-to-day operations and long-term strategy with ample tools for evaluating climate-related and social and governance risks to the company. Our VP, General Counsel, Lisa Haimovitz, oversees sustainability aspects in the company and reports directly to the CEO.

Our dedicated and talented employees represent one of the most important foundations of Enlight's success. Through active engagement with all other stakeholders, including customers, suppliers, local communities, and society at large, our employees strive to create shared and sustained value for all.

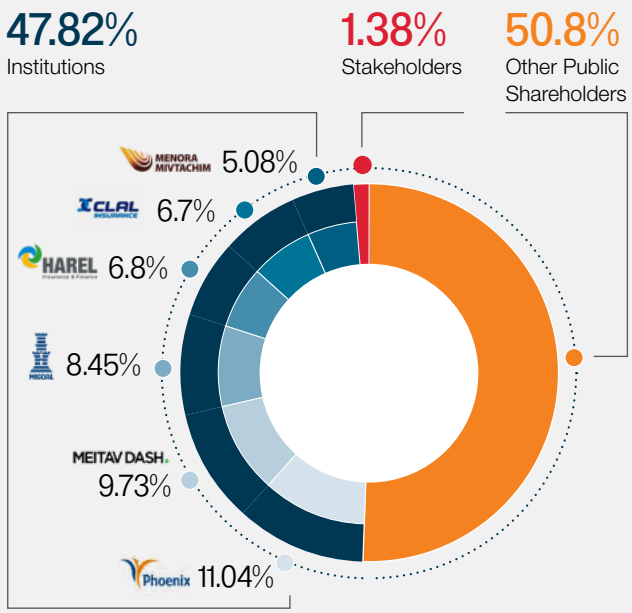
I hope you enjoy reading about our 2023 successes and continue to follow positive developments in the years to come.

Yair Seroussi
Chairman of the Board, Enlight

Enlight's Equity In $ million
As of December 31, 2023



Distribution of Enlight's Public Holdings
As of June 23, 2024



A Message from Our CEO

I am pleased to present Enlight's sustainability report for 2023.

This report provides a detailed picture of Enlight's efforts to build a sustainable future for our business, our stakeholders, and our planet. It also illustrates our company's commitment to the highest standards of communication as we continue our growth path globally.

In this report, we make a conscious effort to demonstrate how implementing our vision creates value for all our stakeholders. We focus on our ambitious goals and the processes that position us to achieve them. In addition to complying with the latest reporting standards and regulatory requirements, this approach prepares us for how such standards and requirements will continue to evolve in Europe and the United States over the coming years.

Enlight has always sought to provide innovative solutions to the global climate crisis and to maximize the impact of those solutions. What began with applications of wind and solar expertise in Israel has become large-scale renewable energy projects across several continents. Now, we are taking a large next step to increase renewable energy efficiency and impact by expanding our business on the battery storage front.

Charging batteries helps match the variability of renewable energy generation with patterns of consumer demand. This provides Enlight with further growth opportunities in the years to come while preserving our sustainability approach and values.

Our message in this report is that we are the solution to the climate crisis. As a net-positive company, we avoid far more emissions than we generate. In 2023, our avoided emissions were 4,149 times more than our direct operational emissions (scopes 1 and 2). This reflects a significant improvement of our positive impact on the planet from 2022, when our avoided emissions were 1,894 times more than our direct operational emissions. We expect this ratio to grow even further in steady fashion.

In 2023, we continued to invest in and firmly uphold the principle of equal opportunity employment, ensuring that every individual, regardless of their gender, race, religion, or any other factor, is given an equal chance to bring their unique experience, professionalism, and capabilities. We remain committed to fostering an environment that not only acknowledges but also encourages and values the diversity of our workforce.

Together with our employees, suppliers, customers, and communities, we will continue to innovate and drive change for the sake of humanity and the natural world.

We are the solution.

Gilad Yavetz
CEO, Enlight

1,410,672 tCO$_2$eq
emissions were avoided in 2023 by Enlight

4,149 times
more emissions were avoided by Enlight than were generated (scopes 1 and 2) by the company's operations

57.5%
of our projects in Israel either have communities as our equity partners[1] or have commercial corporations that are fully owned by the communities as equity partners.[2]

1 For this data item we refer to "equity partners" only as the partners entitled to a project's profits.
2 Data is correct for May 2024.

Taking a Step Forward in Reporting

Our third sustainability report marks a significant evolution in our reporting approach. Our focus is to clarify our quality core values and demonstrate how they strategically position us to deliver additional value for our investors, partners, clients, communities, and NGOs. Accordingly, we are elevating our approach in this report to better align with emerging global standards and regulatory requirements.

In the past, we placed significant emphasis on describing our approach to sustainability-related material topics. As a next step, this report serves more as a focused exposition of our management processes.

As part of this exposition, this report makes a concerted effort to demonstrate the role that sustainability plays in increasing our bottom line and supporting additional key goals. At Enlight, we consider our efforts and investments on the sustainability front to be strategic means towards strengthening our resilience as a company and driving overall business and investment. One aim of this report is to communicate our view in this respect clearly to stakeholders.

Looking ahead, we aim to continuously improve our approach, transparency, and data collection capabilities, in line with shifting reporting standards and stakeholder expectations.

We Are the Solution to the Climate Crisis

Spain, Gecama Wind Farm

WE ARE THE SOLUTION TO THE CLIMATE CRISIS

We are Enlight

Kosovo, Selac Wind Farm

Business Overview

Key Business & Financial Figures

Enlight is a global leader in the renewable energy sector listed on NASDAQ and the Tel Aviv Stock Exchange (TA-35). Founded in Israel in 2008 by Gilad Yavetz, Amit Paz, and Zafrir Yoeli, we specialize in solar, wind, and storage projects, handling every aspect from initiation and development to financing, construction, management, ownership, and operation across three regions: North America, Europe, and MENA (Middle East and North Africa).

Our track record of shepherding projects from greenfield development to commercial operation underscores a deep commitment to delivering market-leading returns while fostering sustainability and playing a pivotal role in the energy transition. As a renewable energy company, we embed sustainability into our core values, ensuring that “doing well by doing good” guides our operations.

We are distinguished in part by our business model as a full lifecycle company, leading projects from origination to decommissioning. Our next-generation renewables platform positions us to continue delivering top-tier projects, driving value for shareholders, and advancing the path of our stakeholders to Net-Zero. As storage solutions continue to become more prominent, we are investing significant resources in adding storage projects to our portfolio.

98.62%
company stock owned by the public

1.9 GW + 0.3 GWh
operational portfolio

5.4 GW+ 5.6 GWh
installed capacity of mature projects

63%
annual growth in power generation

37
projects and clusters in 10 countries of operation- Israel, US, Sweden, Hungary, Italy, Kosovo, Croatia, Spain, Ireland, Serbia

3,079 GWh
generated in 2023

8
new operational projects in 2023

$189M
adjusted EBITDA in 2023

$256M
in revenues in 2023

$98M
in profit in 2023

2023
Listed on the Nasdaq

2023
Entry into the Tel Aviv 35 (TA-35 index)

2021
Clēnera
Acquisition of Clenera

2010
Traded on Tel Aviv Stock Exchange

Our Combined Developer and IPP Model[3]

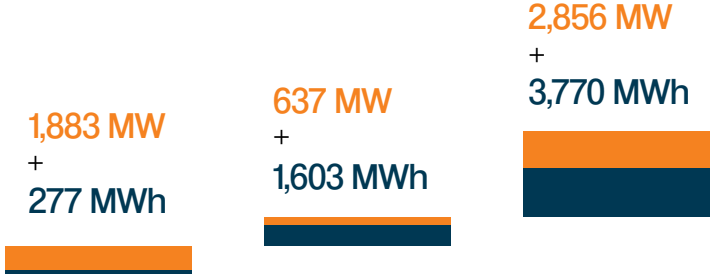
Generation MW Storage MWh

From operational projects sold, **1,700 MW** is still under the company's operational management

Mature Projects

Operational, under construction and preconstruction (expected to start construction within 12 months)

5,376 MW
+
5,649 MWh

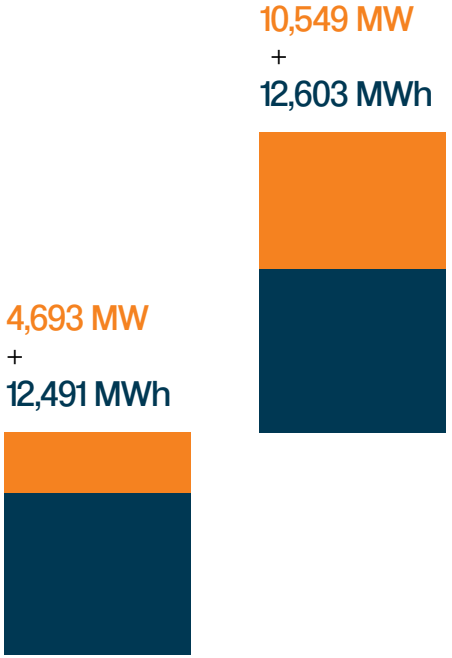


Operational

Under Construction

Pre-construction

0-12 months until start of construction

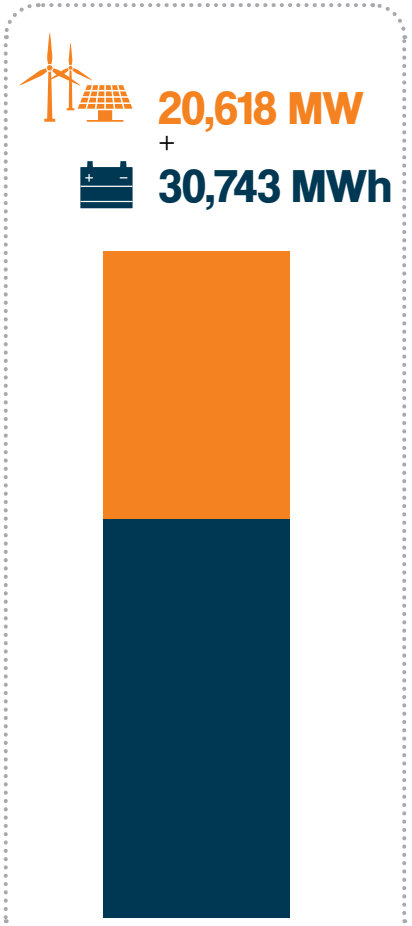


Advanced Development

Projects which are expected to begin construction within 13 to 24 months

Development

The rest of the projects in development



Total Portfolio

[3] The information shown in the graph is updated for February 2024.

Material Topics and Identification Process

As a renewable energy company devoted to making the global energy market more sustainable, we understand that sustainable practices can yield substantial financial returns while preserving the environment. For this reason, **we align our environmental stewardship with profitability objectives**, thus creating a synergy between our economic growth and social and environmental responsibility.
This report aims to demonstrate this approach as it relates to the sustainability topics that are most material for us and our stakeholders. To identify these material topics, we undertook a comprehensive analysis that considered various viewpoints.

We reviewed stakeholder expectations, as reflected through ESG ratings, reporting standards, regulations, and reporting benchmarks of peers and partners, to pinpoint areas with the most significant environmental and social impact for our industry, and benchmarked against industry best practice standards to ensure our focus aligns with our sector. We also assessed the fit of each potential material topic with our long-term business strategy, ensuring a cohesive approach to ESG integration and accounting for any emerging changes in regulations and policies.


Israel, Emek Habacha Wind Farm

Planet

- Renewable energy
- Impact on biodiversity
- Waste treatment
- Product lifecycle management
- Land resource management
- Climate risk management
- Green offices and operations

People

- Creating economic value in projects and community relations
- Corporate philanthropy
- Work environment and benefits
- Diversity, equity, and inclusion
- Occupational safety

Policy

- Effective corporate governance
- Business ethics
- Responsible supply chain
- Business continuity and cybersecurity
- Risk management

We are the solution

Hungary, Attila (Tuzser) Solar Farm

The Impact of Renewable Energy on Climate Crisis Mitigation

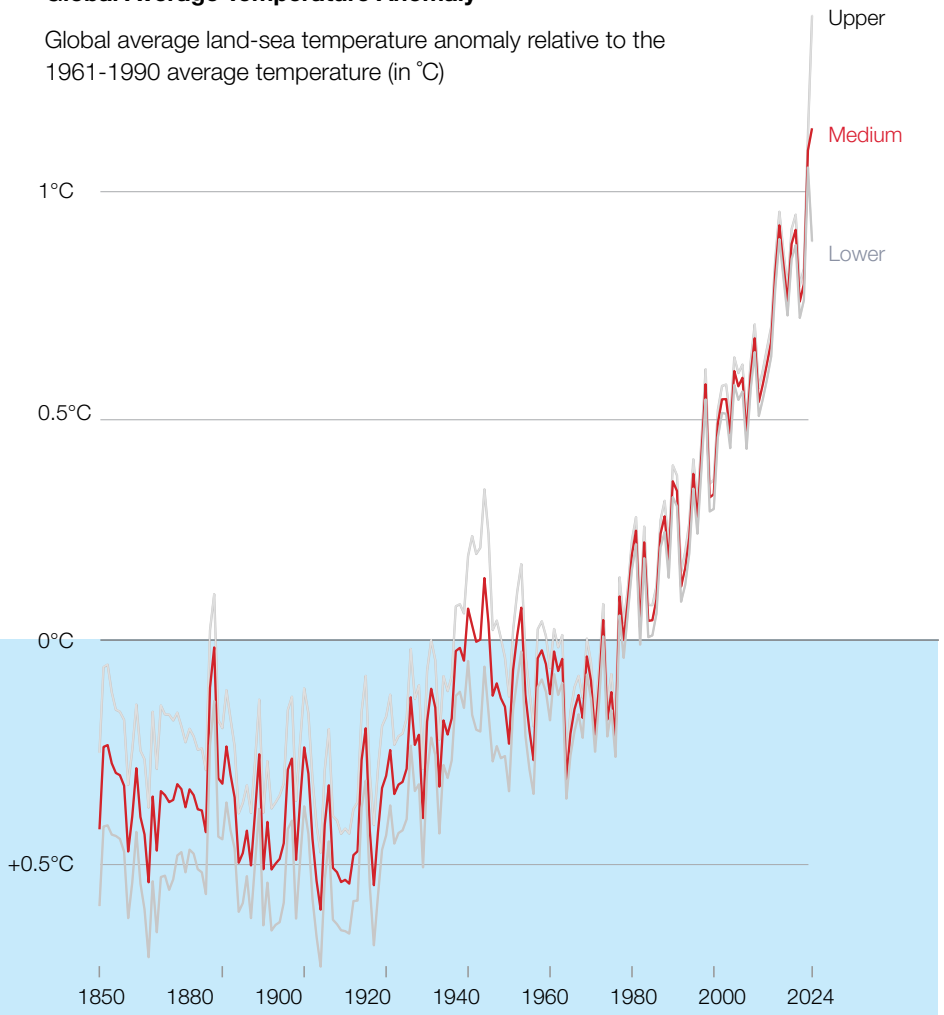
What Makes This a Crisis?

With the delicate balance of Earth's climate shifting at historically rapid rates, the climate crisis is one of the most alarming threats that humanity faces. The primary cause of this crisis is human activity, particularly our reliance on fossil fuels, like coal, oil, and natural gas, for energy. When burned, these fuels release carbon dioxide (CO_2) and other greenhouse gases into the atmosphere. These gases act like a blanket, trapping heat from the sun and causing global temperatures to increase. By disrupting the Earth's natural climate patterns, which have otherwise evolved in delicate, gradual fashion over millions of years, this warming contributes to alarming trends we observe today.

Extreme weather events such as heatwaves, droughts, floods, and storms are becoming more frequent and severe. These events wreak havoc on natural ecosystems, displace populations, and cause widespread damage to infrastructure and agriculture. Rising sea levels threaten coastal communities and low-lying island nations. The risk to nations' supply of water and other vital resources is growing. The climate crisis is affecting societies, economies and the natural world, and its impact stands to become more pronounced.

Global Average Temperature Anomaly[4]

Global average land-sea temperature anomaly relative to the 1961-1990 average temperature (in ˚C)



Extreme weather events

[4] https://ourworldindata.org/grapher/temperature-anomaly

Transitioning to a Sustainable Future

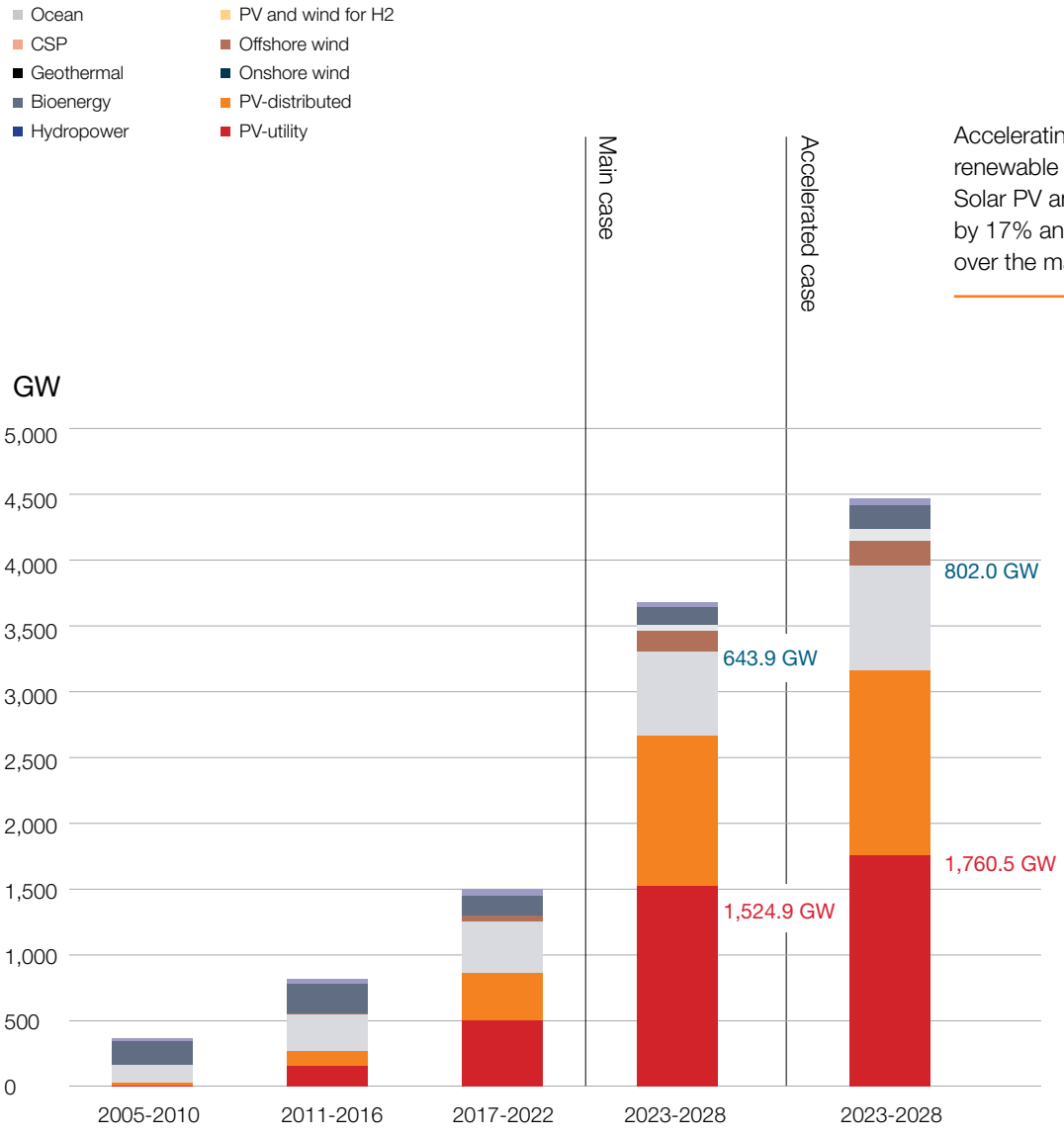
The scientific community has issued a clear call to action. The Intergovernmental Panel on Climate Change (IPCC), the leading international body for the assessment of climate change, is emphasizing utmost urgency. Its research indicates that to prevent the most severe consequences of climate change, we must advance a swift and coordinated global effort to drastically reduce greenhouse gas emissions.

Electricity production is a major contributor to the global emissions problem, accounting for roughly 40% of the total. The traditional reliance on fossil fuel-based power plants is a significant source of greenhouse gases. Transitioning to renewable energy sources – solar, wind, geothermal, and hydropower – is a powerful way to curb emissions and mitigate climate change.

However, the challenge lies not just in adopting renewable energy (essential for mitigating climate change), but also in accelerating the pace of this transition. Achieving the goals set out in the Paris Agreement (of which Israel is a signatory) – net-zero emissions and limiting global warming to 1.5 degrees Celsius above pre-industrial levels by 2050 – requires a significant immediate shift in our electricity generation methods.

According to the International Renewable Energy Agency (IRENA), current plans for renewable energy fall short of what's needed. To get on track for a 1.5-degree Celsius temperature increase, we need to quadruple solar and wind energy deployment by 2030 (as compared to 2020). This necessitates a rapid expansion of all forms of renewable energy, along with supportive government policies, innovative technologies, and significant investments in clean energy infrastructure.

Renewable capacity growth by technology, 2005-2028[5]



Accelerating the transition to renewable energy could boost Solar PV and wind capacities by 17% and 24% respectively over the main case.

[5] EA (2024), Renewable capacity growth by technology, main and accelerated cases, 2005-2028, IEA, Paris
https://www.iea.org/data-and-statistics/charts/renewable-capacity-growth-by-technology-main-and-accelerated-cases-2005-2028
License: CC BY 4.0 is not part of the link but still needs to be included in the citation

Reaching Paris Agreement Goals

507 GW
Global installed capacity of renewable energy in 2023 – almost 50% higher than in 2022[6]

70%
of electricity should be coming from wind and solar PV by 2050[7]

3x
Annual investments in clean energy in emerging market and developing economies (EMDEs)[8] will need to triple to 2.2-2.8 trillion USD per year by 2030[9]

275 GW
increase in wind energy by 2030[10]

3x
higher annual capacity additions in solar energy by 2030[11]

6 https://www.iea.org/reports/renewables-2023/electricity
7 https://www.iea.org/reports/renewables-2023/electricity
8 Emerging markets and developing economies
9 https://www.iea.org/reports/scaling-up-private-finance-for-clean-energy-in-emerging-and-developing-economies/key-findings
10 https://www.iea.org/energy-system/renewables/wind
11 https://www.iea.org/energy-system/renewables/solar-pv

More Than Just Green: The Benefits of Renewable Energy

Beyond mitigating the climate crisis, accelerating the shift towards renewable energy offers a multitude of benefits:

Economic Strength

Renewable energy costs have been declining rapidly, making them a competitive and cost-effective option in many regions. This can lower energy costs for consumers and businesses, while also creating new jobs in the clean energy sector.

Public Health

Burning fossil fuels is a major source of air pollution, causing respiratory illnesses and other health problems. Transitioning to clean energy sources like solar and wind can significantly improve air quality, leading to better public health outcomes.

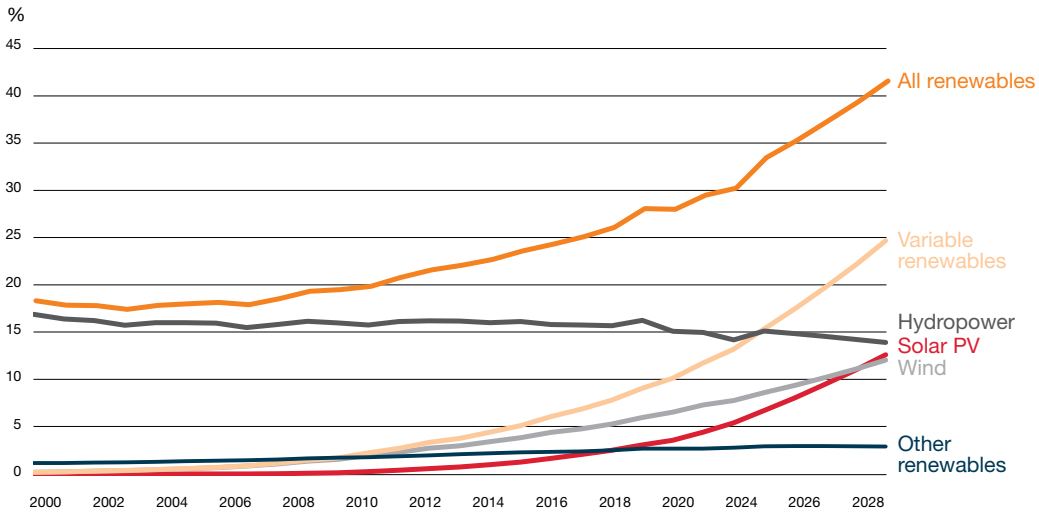
Energy Security

Many countries rely on fossil fuel imports, leaving themselves vulnerable to price fluctuations and geopolitical instability. Renewable energy sources are more available domestically, fostering energy security and independence.

25%

In 2028, renewable energy sources account for 42% of global electricity generation, with the wind and solar PV share making up 25%[12]

Electricity generation by technology, 2000-2028[13]



[12,13] IEA (2024), Share of renewable electricity generation by technology, 2000-2028, IEA, Paris https://www.iea.org/data-and-statistics/charts/share-of-renewable-electricity-generation-by-technology-2000-2028, Licence: CC BY 4.0.

Enlight's Avoided Emissions in 2023[14]

Enlight is committed to playing a leading role in fighting the climate crisis.

Our renewable energy projects around the world are making a significant contribution to reducing GHG emissions. These avoided emissions have a direct and measurable impact on the health of the planet. Lower concentrations of GHGs in the atmosphere slow the pace of global warming and contribute to cleaner air and water, promoting better health and quality of life for communities.

According to the local emission factor for electricity generation

According to the global emission factor for electricity generation

US

Enlight avoided:

22,452 (36,894)
tons of CO_2eq emissions.

This accounts for:

0.000% of the country's national footprint.

Sweden

Enlight avoided:

1,861 (125,760)
tons of CO_2eq emissions.

This accounts for:

0.005% of the country's national footprint.

Spain

Enlight avoided:

155,823 (359,533)
tons of CO_2eq emissions

This accounts for:

0.074% of the country's national footprint.

Serbia

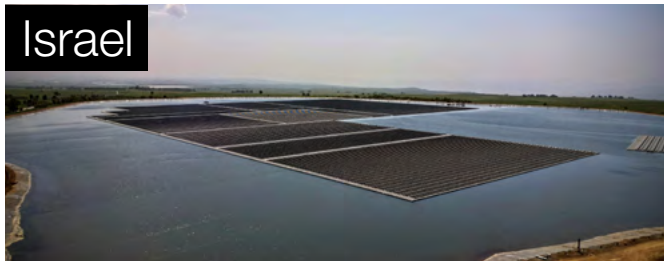
Enlight avoided:

193,946 (135,265)
tons of CO_2eq emissions.

This accounts for:

0.441% of the country's national footprint.

Israel



Enlight avoided:

552,752 (557,466)
tons of CO_2eq emissions.

This accounts for:

0.970% of the country's national footprint.

Kosovo

Enlight avoided:

299,501 (143,312)
tons of CO_2eq emissions.

This accounts for:

3.328% of the country's national footprint.

Hungary

Enlight avoided:

162,666 (427,450)
tons of CO_2eq emissions.

This accounts for:

0.361% of the country's national footprint.

Croatia

Enlight avoided:

14,438 (51,346)
tons of CO_2eq emissions.

This accounts for:

0.096% of the country's national footprint.

Ireland

Enlight avoided:

7,233 (11,036)
tons of CO_2eq emissions.

This accounts for:

0.021% of the country's national footprint.

[14] Avoided emissions were estimated by multiplying Enlight's energy production in 2023 for each country by the respective country's gird emission factors. Factors were taken from EEA, EPA, Climatiq, and PRTR calc (08). We used the US EPA GHG equivalencies calculator: https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator

Enlight's Emissions Avoidance Impact

As a net-positive company, we avoid far more emissions than we create.

In 2023, our avoided emissions were **4,149 times more** than our direct operational emissions (scopes 1 and 2). This reflects a significant increase from 2022, when our avoided emissions were 1,894 times more than our direct operational emissions.

This is equal to
2,962,869
barrels of oil consumed

This is equivalent to GHG emissions avoided by
444,354
tons of waste recycled instead of landfilled

This is equal to
84B
smartphones charged

This is equal to
304,580
gasoline-powered passenger vehicles driven over the course of one year

This is equal to
252,565
homes' electricity use for one year

This is equivalent to GHG emissions avoided by
56M
trash bags of waste recycled

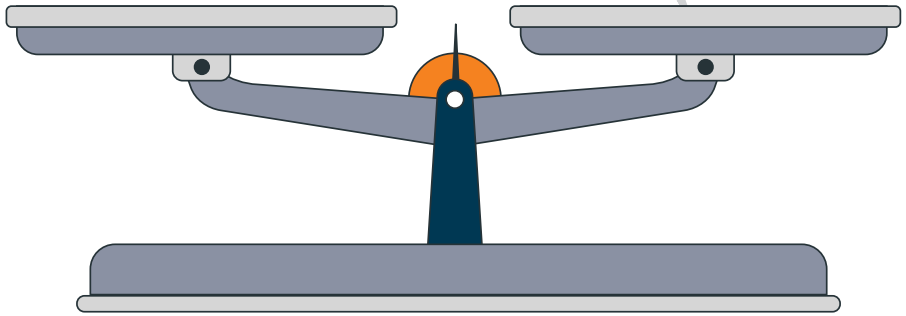
This is equal to
1,410,371,614
pounds of coal burned

This is equivalent to GHG emissions avoided by
1,494,134
acres of US forests in one year

In 2023 Enlight avoided a total of

1,410,672 tCO_2eq emissions

Our net climate impact was **-1,410,332 tco_2eq**



Our Renewable Energy Technologies

All of our technologies – solar, wind and energy storage – bring unique value to the transition towards a low carbon economy.


Israel, Machanaim Solar Farm


Croatia, Lukovac Wind Farm


Israel, Sde Nitzan PV + Storage

Solar

Photovoltaic technology (PV) is the prevailing method by which panels convert solar energy (photons from the sun) directly into electricity. Solar energy offers scalability from small-scale residential installations to municipal and large utility-scale projects.

Wind

Wind turbines operate by harnessing the wind's kinetic energy through blades, which turn a gear that spins an electric generator. The generated current is then converted into medium voltage alternating current for transfer through cables to the public grid.

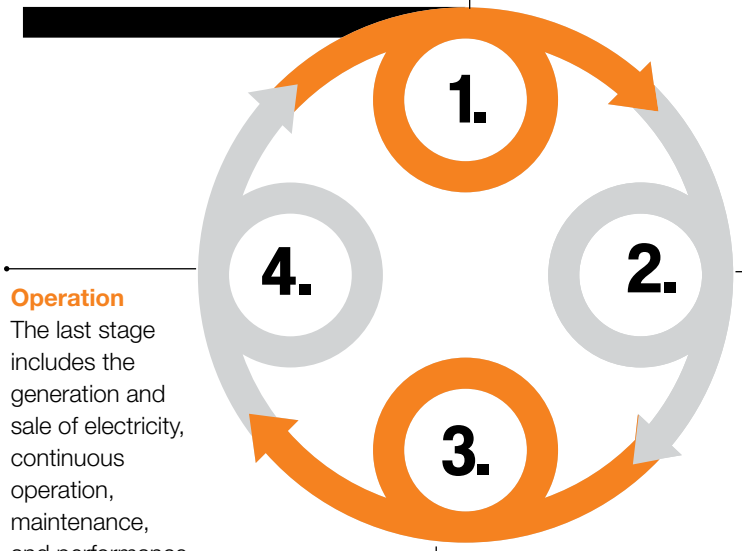
Energy Storage

Unlike traditional power sources, solar and wind energy production fluctuates significantly with weather conditions, making continuous and reliable power delivery challenging. Storage solutions, primarily in the form of lithium-ion (Li-ion) batteries housed in prefabricated containers, can significantly enhance grid efficiency and reliability. This not only supports remote communities but also leads to savings on generators and the transportation of fossil fuels.

Together, all of these technologies contribute to decarbonizing the energy sector, driving sustainability and contributing to a greener future for generations to come.

Project Lifecycle

At Enlight, we are involved in every phase of the project lifecycle and have a comprehensive understanding of each project. Our renewable energy initiatives pass through four distinct stages:



Origination
This phase involves identifying market opportunities, pinpointing suitable sites, conducting feasibility studies to ensure the viability of the project, initiating contact and drawing up agreements with the communities or private landowners, and securing land rights from state-owned agencies.

Development
In this critical stage, we handle grid interconnection, stakeholder engagement, and environmental studies. Additionally, we undertake site design, zoning and permitting offtake (PPA), EPC contracting, financing, and procurement of major supply equipment.

Construction
The third stage encompasses EPC management and supervision, commissioning, and commercialization.

Operation
The last stage includes the generation and sale of electricity, continuous operation, maintenance, and performance optimization.

Our Approach

Every step of our project lifecycle is executed by experts in their respective fields, making optimal results and sustainability more likely. Over the past year, we implemented a strategic reorganization of our company structure to enhance efficiency and focus. We made regional departments responsible for business and project development and left longstanding teams that oversee operations in place. The latter, which have not undergone changes, continue to provide essential services within this new structure.

Energy Storage

As an integral part of Enlight's climate change mitigation solutions, energy storage has seen significant advancements over the past decade.

With substantial technological development in the field, particularly in Li-ion batteries technology, energy storage solutions, which enable substantial reductions of grids' carbon footprints, now serve as a pivotal and strategic tool for sustainable growth in renewable energy generation and consumption. Given these solutions' potential to dramatically reduce demand for fossil fuel-based energy, as well as their ability to lower the cost of generating a continuous supply of renewable energy to distant areas without disruption, Enlight has strategically prioritized energy storage for the coming years. As a third strategic leg of Enlight, alongside solar and wind energy generation, storage completes our transition from an energy generation company to a climate solutions company. In addition, being less exposed than solar and wind to certain physical climate risks, energy storage is a robust source of revenue that increases our financial resilience while generating significant environmental impact.

Energy storage offers significant financial value to Enlight, especially through the optimization of energy rates in response to fluctuations in supply and demand. Before efficient energy storage became possible, the electricity grid could include only up to 30% of solar energy, and not at all during peak hours. With modern storage systems, we can now effectively capture renewable energy under favorable conditions and store it for use during periods of low renewable generation, such as night hours, periods of calm wind, or during hours of peak demand. This dynamic balancing act between generation and consumption allows for the full utilization of renewable resources, driving down costs while promoting energy efficiency.

Moreover, the environmental benefits of expanding the use of renewable energy are immense. Energy storage solutions facilitate a greater reliance on renewables, reducing the dependency on fossil fuels and thereby reducing greenhouse gas emissions. Such infrastructure can also utilize energy production surplus from the grid that otherwise would have been wasted. In addition, battery storages can be activated immediately in case of disruptions. This stabilizes the grid, fosters energy independence, and contributes to a more stable and independent energy system.

The social advantages of energy storage solutions are no less compelling. By reducing the need for public investment in expanding and stabilizing the electricity grid, these solutions foster greater energy independence for peripheral countries and regions. This is possible because placing storage solutions throughout renewable energy farms makes use of the existing grid, reducing the needs for costly expansions. This independence not only reduces financial burdens but also enhances the resilience of communities, particularly in the face of increasing climate-related disruptions. As such, energy storage solutions hold the promise of a more sustainable, economically viable, and socially equitable future.

Israel, Arad Valley PV + Storage

WE ARE THE SOLUTION TO THE CLIMATE CRISIS

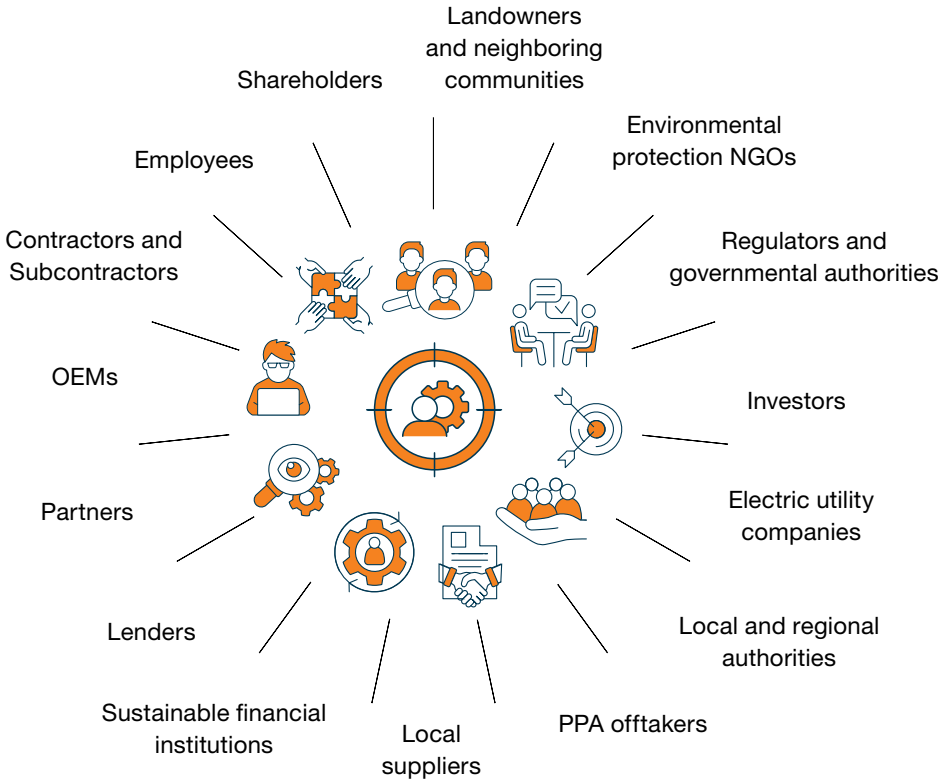
Our work with partners

Israel, Orvim Floating PV

Stakeholder Engagement

At Enlight, we build strong relationships with the different parties operating and co-existing within our ecosystem, from collective landowners, employees and clients to suppliers, contractors, and local communities. We know these relationships are important, so we actively work to construct and maintain them. We believe that open communication is key, so we prioritize clear and regular updates to keep everyone informed. Such open communication helps us understand their needs and goals, while keeping them informed about ours.

List of Stakeholders:




Sweden, Picasso Wind Farm

Partnerships with Stakeholders as a Driver for Increased Impact

Enabling Our Clients to Contribute to Climate Crisis Mitigation

Partnerships with stakeholders serve as a catalyst for amplifying our impact in addressing the climate crisis. By enabling our clients to purchase green electricity and supporting them in enhancing their sustainability efforts, we empower them to contribute actively to mitigating climate change. In some cases, we also collaborate with them to construct additional sustainable energy capabilities, such as storage facilities in factory yards. We also provide initiatives like lectures on renewable energy solutions to the climate crisis and sustainability weeks in collaboration with partner organizations. These workshops empower our clients and their employees to develop new sustainable practices and enhance their brands' reputations as environmentally responsible companies. By strengthening relationships with our clients, such efforts help ensure revenue stream in a competitive market.

Communities as Our Equity Partners

As Enlight, we are always happy when local communities become equity partners in our projects, strengthening their commitment to climate action and expanding the value they receive from renewable energy. By involving local communities as shareholders, we cultivate a sense of ownership and responsibility, fostering long-term sustainability and shared prosperity. This approach aligns with our mission to create positive social and environmental impacts while delivering financial returns. Most of our communities are supported by a dedicated community liaison. In communities without a liaison, residents can reach out to the municipal authority for assistance. The authority will ensure that inquiries are directed to the appropriate project manager within Enlight. Additionally, we maintain an accessible mechanism to collect, record, and address grievances from our community partners. This ensures open communication and allows us to address any concerns effectively, further strengthening our relationship with local stakeholders. Such efforts reduce our risk exposure to each project, support mitigation of potential risk disruption, and enable a safer initiation of profitable long-term projects.

Advancing Industry Knowledge

Under the leadership of our CEO, Gilad Yavetz, Enlight has used conferences to demonstrate its commitment to promoting sustainability and advancing industry knowledge. Through these platforms, Gilad has underscored the importance of renewable energy, climate technologies, and the role of supportive legislation and deregulation in driving growth. Notably, Gilad has highlighted the significant potential of Israeli high-tech in the emergent field of climate tech. Discussions have also touched upon the challenges in the electricity sector, advocating for lowering bureaucratic and regulatory barriers to achieve renewable energy goals. Additionally, Gilad has engaged with younger audiences, sharing Enlight's unique journey from a small solar roof installation company to a renewable energy giant operating in multiple regions. These interactions serve to foster dialogue, share insights, and drive the sustainability agenda, reinforcing our unwavering commitment to shaping a sustainable future.

[15] For this data item we refer to "equity partners" only as the partners entitled to a project's profits.
[16] Data is correct for May 2024.

Green Certificates

As an inherent part of our value proposition, we ensure our projects qualify for green certificates – tradable assets that verify electricity's origin to be renewable energy. Even if organizations cannot directly purchase renewable energy, buying these certificates gives them a way to participate in the low-carbon economy and offset portions of the emissions associated with their electricity consumption. Typically, we include green certificates with client contracts, validating the reduction of their carbon footprint. Additionally, we partner with professional brokers to further commercialize these certificates, reaching a wider audience of individuals and businesses.

Green certificates for electricity produced in 2023 (MWh)

Serbia, Blacksmith Wind Farm

WE ARE THE SOLUTION TO THE CLIMATE CRISIS

Our impact in numbers

US, Atrisco Solar Farm

Environmental Metrics

Renewable Energy Generation

Metric	Unit of Measurement	2022	2023
Installed capacity	GW	1.4	1.9
Storage installed capacity	GWh	0	0.3
Total generation	GWh	1,890	3,079
Solar energy generation	GWh	246	967
Wind energy generation	GWh	1,644	2,112
Operational solar panels installed	#	649,211	1,103,493
Operational wind turbines installed	#	217	256
Avoided emissions	Metric tons of CO_2e	709,980	1,410,672
Net climate impact	Metric tons of CO_2e	-709,605	-1,410,332

GHG Emissions[17]

Metric	Unit of Measurement		2022	2023
Greenhouse gas emissions	Metric tons of CO_2e	Scope 1	283.15	256.08
		Scope 2	91.88	83.74
		Scope 1&2	375.03	339.82
Emissions intensity	Metric tons of CO_2e / GWh produced		0.2	0.11
	Metric tons of CO_2e / employee		1.72	1.24
Ratio between avoided emissions and carbon footprint			4,149	1,894

Resource and Waste Usage

Metric	Unit of Measurement	2022	2023
Water consumption in offices and operations	Liters	21,866,600	19,009,805
Electricity consumption	KWh	246,265	205,098
Fuel consumption	Liters (benzine)	121,437	109,827
Office waste treated (US only)	Ton	7.5	8.1
		From which 2.6 recycled	From which 5.6 recycled

Project Site Environmental Management (2023)

Metric	2023
Species monitored	33
Investments and expenditures in ecological management systems at projects	NIS 11.6 M[18]
Rate of soaring bird injuries, out of total bird crossings in Israel	0.03%
Energy production loss from turbine shutdown related to soaring birds in Israel	<0.5%
Incidents of harm to protected species in Israel	0


Serbia, Blacksmith Wind Farm

[17] The methodology was adjusted to align with the GHG protocol standards. The discrepancies in previous reports were due to the miscalculation of Scope 3 emissions as Scope 1&2. As a result, the 2022 data differ from those presented in the previous report.
[18] For all currency conversions, we used the average exchange rates of 2023 from Exchange Rates UK.

Social Metrics

Employees

Metric

	2022	2023
Average age of employees	39.6	39.2
Average seniority of employees (years)	3.0	2.9
Average satisfaction rate	**70**	**76**

Employees by age and gender

Metric	Up to 30		31-50		51+		Total	
	2022	2023	2022	2023	2022	2023	2022	2023
Men	25	35	90	107	22	29	137	171
Women	11	17	64	73	6	12	81	102
Total	**36**	**52**	**154**	**180**	**28**	**41**	**218**	**273**

Employees by region and gender

Metric	Israel		US		Europe		Total	
	2022	2023	2022	2023	2022	2023	2022	2023
Men	52	71	74	87	11	13	137	171
Women	45	57	33	42	3	3	81	102
Total	**97**	**128**	**107**	**129**	**14**	**16**	**218**	**273**

Employees by position and gender

Metric	Non-technical staff		Technical staff[19]		Manager		Senior Manager		Total	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Men	65	80	24	33	29	37	19	21	137	171
Women	51	67	9	8	17	19	4	8	81	102
Total	**116**	**147**	**33**	**41**	**46**	**56**	**23**	**29**	**218**	**273**

[19] Technical employees are defined as employees who perform highly skilled or highly qualified work generally categorized in the computing, mathematical, architectural and engineering occupations.

Social Metrics

Percentage of minority employees

Metric	2022	2023
Percentage of minority employees	7.3%	8.4%

Social Investment

Metric	2023
Donations	NIS 2,080,500
Total length of roads paved/renovated	126+ km
Total number of locals hired throughout project lifecycle	200+
Total number of local businesses engaged throughout project lifecycles	115+

Work Safety Incidents

	Number of safety incidents		Number of safety incidents that led to injury		Total	
	2022	2023	2022	2023	2022	2023
Israel	4	2	0	2	**4**	**4**
Europe	15	25	3	5	**18**	**30**
US	61	131	21	80	**82**	**211**
Total	**80**	**158**	**24**	**87**	**104**	**245**

Governance Metrics

Composition of Board of Directors

Metric	2023
Number of board members	8
Percentage of women on the board	37.5%
Percentage of independent board members	87.5%

Number of Board and Committee Meetings

Metric	2023
Board of Directors Meetings	21
Audit committee	7
Compensation committee	8
Nominating committee	1
ESG committee	1


Israel, Emek Habacha Wind Farm

Impact Management

Hungary, ACDC Solar Farm


US, Gemstone Solar Farm

Management Processes

This section of the report provides a detailed view into our comprehensive management processes, showing how we navigate the risks and opportunities of sustainability in every facet of our operations.

The aims of this section are to provide a clear, comprehensive view of our sustainability efforts and to demonstrate our commitment to creating positive and significant impact (including profitable business impact) throughout our value chain. As we continue our journey, we will regularly update and improve our sustainability reporting methodology to meet and exceed evolving global standards and stakeholder expectations.

IMPACT MANAGEMENT
Planet

Israel, Emek Habacha Wind Farm

Environmental Protection and Management in Projects

The Management Process

Enlight employs a comprehensive management system as part of its aim to uphold high standards of environmental stewardship. We prioritize responsible and sustainable development and are dedicated to generating renewable energy in ways that preserve natural ecosystems. This includes minimizing negative environmental impacts even when doing so means incurring additional financial costs.

As an environmental company, collaboration with and for the environment is ingrained in our DNA. Accordingly, we prioritize avoiding projects with significant adverse environmental impacts. In every project, our process includes a series of steps aimed at minimizing potential environmental harm. In addition, in 2024, we have set internal Environmental corporate level targets and have hired a global sustainability manager.

Israel, Emek Habacha Wind Farm

1. STAGE A: Environmental impact assessment

During the development stage of every project, we undertake a comprehensive environmental impact assessment to gauge potential ramifications. This process involves evaluating various aspects of the project, such as how its ecological footprint may affect biodiversity. It also considers protected species, sensitive habitats, terrain and soil conditions, noise levels, and nature conservation aesthetics, among other factors. Around 6% of our projects are adjacent to protected nature areas. Our assessment is carried out in accordance with local regulations and tailored to the specific characteristics of a given project, including its technologies, scale, and location.

2. STAGE B: Selection of mitigation measures

We forge close partnerships with regulatory bodies, environmental NGOs, and experts to collaboratively select mitigation measures. These measures are specifically aimed at minimizing any adverse effects on the environment that have been identified during the impact assessment process. This selection ensures that our projects adhere to stringent regulatory requirements while effectively mitigating environmental risks.

3. STAGE C: Investments and application

We integrate the selected mitigation measures seamlessly into our project plans and ensure their implementation. Alongside these measures, we proactively adjust the planning strategies for our renewable energy projects and allocate resources towards integrating innovative technologies across the projects' design and construction phases.

4. STAGE D: Monitoring, reporting and control mechanisms

Throughout our project lifecycle, we implement rigorous monitoring and control measures to track environmental performance and impact while ensuring compliance. Where applicable, we establish KPIs for mitigation measures, monitoring performance and reporting results to relevant stakeholders.


Israel, Emek Habacha Wind Farm


Sweden, Picasso Wind Farm

In Depth on Monitoring, Reporting and Control Mechanisms

In 2023, several lesser kestrel and imperial eagles were killed in our wind farm in Spain, despite our exhaustive efforts to prevent such occurrences. We are investing significant resources in finding solutions to prevent such incidents going forward.

Overall, in 2023, we experienced 18 incidents involving vulnerable species. However, we are proud to note that since May 2023, there have been no incidents involving threatened or endangered species. Our wind farm operates in compliance with the original environmental permit – a document of impact assessment (DIA), and we continue to adhere to our environmental obligations rigorously. In close collaboration with the authorities, we also undertake numerous additional actions and invest in initiatives aimed at reducing such incidents and enhancing our environmental sustainability efforts.

In 2024, we have continued implementing innovative, science-based mitigation techniques to stop turbines during periods when they would otherwise present the highest risk to protected aerial species. Our next report will expand on these techniques.

Through these management practices and proactive measures, Enlight maintains its commitment to minimizing its environmental footprint while contributing to the transition towards a sustainable energy future.

Through diligent monitoring and transparent reporting of these data and KPIs, we strive to continually improve our environmental performance. We aim to contribute to the long-term sustainability of the communities and ecosystems in which we operate, while safeguarding our business's profitability and advancement.

Our commitment to environmental sustainability is reflected in our robust data collection and KPI tracking system. Key metrics include:

7 out of 16
projects in 2023 saw zero terrain movement during construction

< 0.5%
energy production loss from turbine shutdown related to soaring birds **in Israel**

€2.9M
in investments and expenditures associated with ecological management systems at project sites

0
incidents of harm to protected species **in Israel** – we discovered no evidence of mortalities among endangered species

33
species of soaring birds monitored in Israel. **0.03% rate** of soaring bird injuries, out of total soaring bird crossings **in Israel**

6%
of our projects have adjacent protected nature areas

Case Study #1

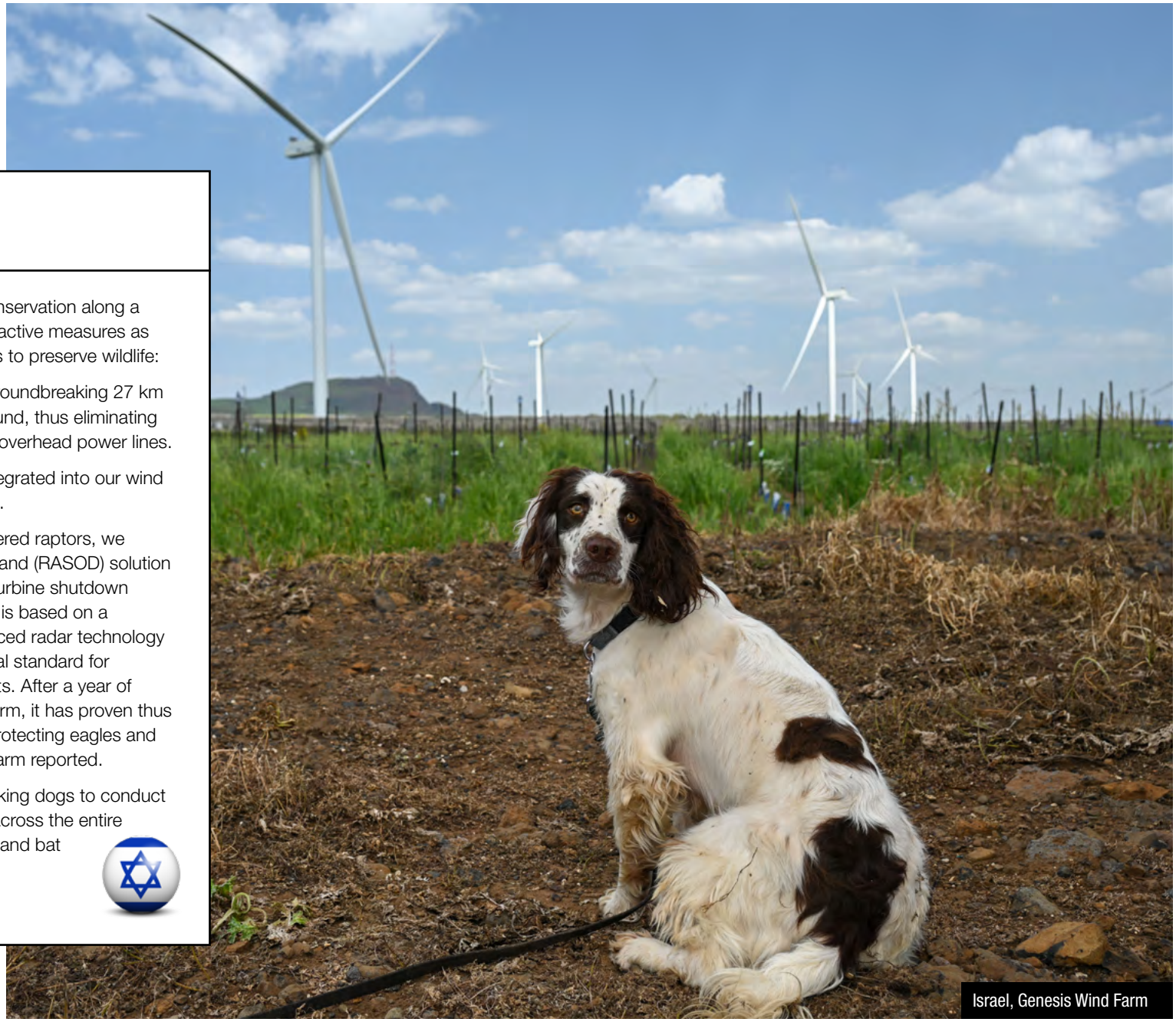
Genesis Wind Farm, Golan Heights, Israel

Recognizing the importance of bird and bat conservation along a major migration flyway, we took substantial proactive measures as part of our environmental management process to preserve wildlife:

1. All power lines in the project, including a groundbreaking 27 km 161kV power line, were installed underground, thus eliminating any risk of collision and electrocution from overhead power lines.
2. Innovative bat protection systems were integrated into our wind turbines to safeguard local bat populations.

To protect the griffon vulture and other endangered raptors, we deployed a Radar-Assisted Shutdown On Demand (RASOD) solution developed by STRIX, which enables real-time turbine shutdown to reduce risk of collision. The RASOD solution is based on a multilayer detection array that combines advanced radar technology and manned observation points, setting a global standard for environmental protection in wind energy projects. After a year of operating the system on the farm, it has proven thus far to be highly effective in protecting eagles and migrating flocks with zero harm reported.

In addition, we employ tracking dogs to conduct thorough daily monitoring across the entire project area to collect bird and bat findings for identification.



Israel, Genesis Wind Farm

Case Study #2

Bjornberget Wind Farm, Sweden

The Bjornberget wind farm prioritizes co-existence with reindeer herding. We achieve this through:

1. Consultation: collaborative planning with affected communities minimizes disruption
2. Financial support: we provide financial aid for reindeer movement necessitated by our operations
3. Flexible operations: turbines can be temporarily shut down to facilitate reindeer movement

Sweden, Bjornberget Wind Farm

Case Study #3

Tapolca Solar Farm, Hungary

The Tapolca solar farm prioritizes the well-being of local reptile populations, recognizing their dependence on underground burrows for shelter and hibernation. To ensure safe passage, we implemented a simple yet effective solution: constructing a perimeter fence elevated 20 cm above the ground. This modification minimizes disruption to vital habitat connectivity, allowing reptiles to freely move into and out of the solar farm.

Additionally, tree and shrub clearance is limited to between August 31st and March 15th (outside the growing season) to safeguard nature. Trench work is completed in as few operations as possible to prevent the trapping of small animals. Lastly, a 'green belt' of shrubs will be constructed at the end of the project for added animal shelter.

Hungary, Tapolca Solar Farm

Resource and Waste Management in Operations

Operational Waste Management

Enlight is committed to minimizing waste generation throughout the project lifecycle. Our operational waste is generated mostly during the construction stage. The main waste streams are:

Packaging materials of solar panels and turbine parts

We return solar panel packaging materials for reuse, thereby reducing our overall waste footprint. For floating PV systems, we eliminate unnecessary waste by using un-palletized panel delivery.

Construction waste

Metal scraps, leftover building materials, and cable residues are generated during construction. We oversee contractors to ensure compliance with all environmental regulations regarding waste disposal.

Broken or damaged platform and end-of-life components

Our focus is on maximizing the lifespan of all platform components, including solar panels and turbine parts. While a small percentage may become damaged or reach the end of their useful life, we prioritize repair over replacement whenever possible. This includes implementing procedures to minimize breakage during operation and utilizing minimal disassembly during replacements. In cases where repair is not feasible, we explore responsible disposal options.

US, Astisco Solar Farm

Water used for solar panel cleaning - 2022 vs. 2023

12.5% decrease

17.3 million liters of water were used for solar panel cleaning in 2023, representing an approximate decrease in water usage of 12.5% from 2022, even as the total number of panels increased.

25-35

years - the expected lifespan of our wind turbines and solar panels

180,500

Solar panels changed in 2023 (3% of the total)

9

wind turbine parts were replaced in 2023 (out of 316 operational turbines)

1:6

Once every six months – the average frequency of PV platform cleaning visits

Preventive Maintenance Process to Increase Life Duration of Platforms:

Enlight pursues platform longevity and waste reduction via preventive maintenance. This process encompasses:

1. STAGE A: Vendor-provided maintenance Programs

We require all vendors to provide comprehensive preventive maintenance programs tailored to the specific platform and manufacturer. These programs typically include cleaning, testing, and replacement of components at designated intervals.

2. STAGE B: Ongoing maintenance implementation

Our contractor network is responsible for the ongoing execution of these preventive maintenance programs. We monitor their performance closely to ensure adherence to the schedules and procedures outlined by vendors.

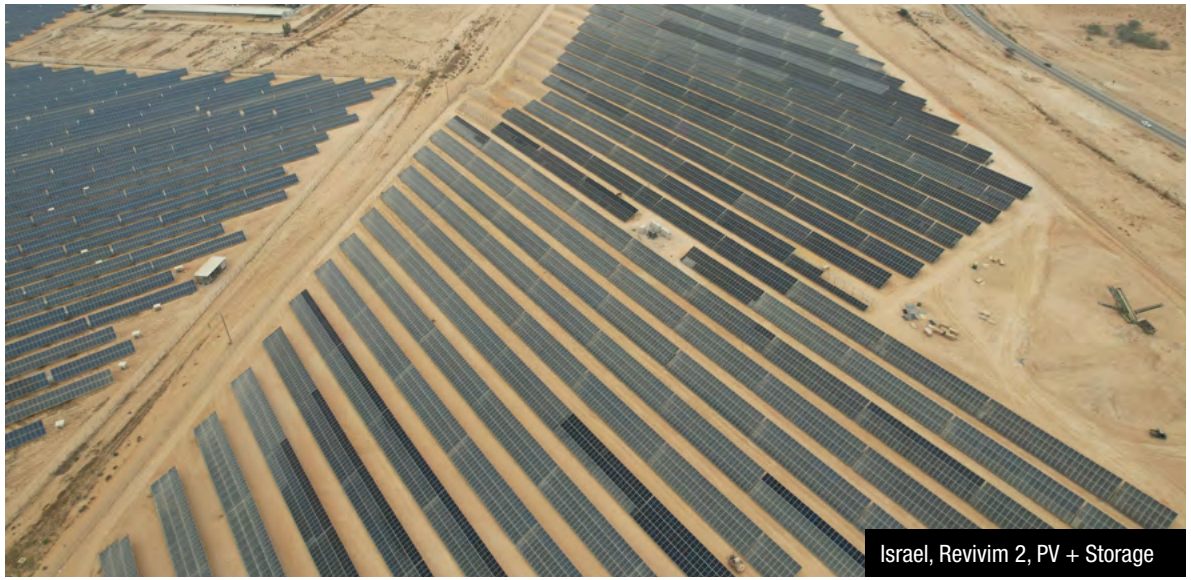
3. STAGE C: Component repair over replacement

When malfunctions occur, our preference is to repair the faulty component rather than replace the entire assembly. This minimizes unnecessary waste and extends the lifespan of the platform.

4. STAGE D: Optional parts recycling

While not currently mandated in all territories, we explore opportunities to recycle damaged components whenever possible, further reducing our environmental impact.

This comprehensive approach to preventive maintenance ensures the efficient operation of our platforms while minimizing waste generation throughout their lifecycle.


Israel, Revivim 2, PV + Storage


Israel, Orvim Floating PV

Green Offices

Enlight prioritizes a healthy and environmentally friendly work environment. We have implemented several green office initiatives to minimize our HQ's ecological footprint:

- **We promote waste reduction in all our offices.** We operate a paperless office in most locations, utilizing platforms like SharePoint and DocuSign. Reusable coffee mugs are provided to eliminate paper cups. Since 2019, we have banned single-use plastics. While building management in some locations might not currently support recycling, we have established independent systems for office paper and e-waste where possible. We collaborate with a contractor to maximize electronic appliance reuse and responsible recycling.
- **Energy efficiency is a key focus.** Our offices feature LED lighting and a central light switch system to ensure lights are off after hours. To further reduce electricity consumption, air conditioning automatically turns off outside working hours.
- **We actively minimize transportation emissions through a hybrid and electric company vehicle fleet policy implemented since 2019.** To encourage employees to go electric, we offer a range of incentives, including payment for charging at public stations and on-site chargers, reimbursement for employee-installed home charging stations, fixed monthly supplement to cover home charging expenses, and company-issued charging chips for use at partnered public stations.

19%
decrease in water consumption[20] from 2022 to 2023

17%
decrease in electricity consumption from 2022 to 2023

10%
decrease in fuel consumption from 2022 to 2023

30%
decrease in US office waste from 2022 to 2023

124%
increase in waste recycled

[20] Electricity use at Enlight's US and EU offices was calculated by their leased share of the total building consumption.

IMPACT MANAGEMENT

People

Jordan

Community Impact and Economic Value Creation

Each of our projects presents an opportunity to generate social and economic value for local communities, most of which are rural and/or peripheral. We achieve this value creation through various direct and indirect channels. When initiating and developing a new project, the community impact is a key consideration included in our decision-making processes.

Means of Generating Direct Economic Value from the Project – Revenue and Equity

Enlight implements a structured management system for community partnerships, designed to maximize their engagement and investment in projects. This system prioritizes co-ownership with local communities through their participation as equity partners. Our management system is composed of the following pillars:

Community Partnership and Engagement

We actively seek the participation of local communities as equity partners in our projects when feasible. Various ownership and partnership models are implemented to ensure that landowners and neighboring communities directly benefit from project success.

Fair Negotiation Practices

Enlight ensures fair negotiations over financial and legal terms by engaging in transparent and inclusive discussions with community leadership. We value open communication and strive to reach agreements that benefit all parties.

Financial Support for Communities

When needed, Enlight leverages partnerships with funding organizations to support local communities in securing the necessary resources for project equity participation. This ensures that communities have the necessary resources to actively engage in the project.

Inclusive Decision-Making and Conflict Resolution

Local communities are included in project-related decision-making processes. Community input is valued, and potential conflicts are addressed respectfully with focuses on shared value and mutual benefit. The aim is to build and maintain positive long-term relationships with partner communities, fostering trust and collaboration throughout the project lifecycle.

57.5%

of our projects in Israel either have communities as our equity partners[21] or have commercial corporations that are fully owned by the communities as equity partners.[22]

Israel, Emek Habacha Wind Farm

[21] For this data item we refer to “equity partners” only as the partners entitled to a project’s profits.
[22] Data is correct for May 2024.

Channels for Generating Indirect Economic Value

Building Infrastructure and Community Resilience

Our development and construction projects strengthen transportation, power grids, and other regional infrastructure. This aligns with project needs and directly benefits the surrounding communities, especially in rural areas. Improved roads, for example, facilitate the movement of agricultural products and support the local workforce by simplifying commutes to fields.

Creating Jobs and Opportunities

Located primarily in rural and peripheral areas, our projects serve as catalysts for economic development. By prioritizing local workers and contractors, we not only reduce commutes and transportation emissions but also foster economic resilience within these communities. Our projects serve our business as well as stimulate demand for local products and services, benefiting local businesses in the process.

Boosting Local Economies

The presence of our renewable energy projects contributes to increased local tax revenue, providing vital funding for community services and infrastructure projects. This steady source of funding helps build stronger, more resilient communities capable of weathering economic uncertainty and fostering sustainable growth for years to come.

Ireland, Tullynamoyle Wind Farm

US, Atrisco Solar Farm

KPIs and Data, 2023

126+
km of roads paved and renovated for/by projects in Israel

170+
locals hired throughout projects lifecycles in Israel

~30
locals hired throughout projects lifecycles in the US

70+
local businesses engaged throughout projects in Israel

40+
local businesses engaged throughout projects in the US

NIS 10,799,547[23]
local taxes paid to communities through EU and US projects

[23] For all currency conversions, we used the average exchange rates of 2023 from Exchange Rates UK

Case Study #4

Genesis Wind Farm, Golan Heights, Israel

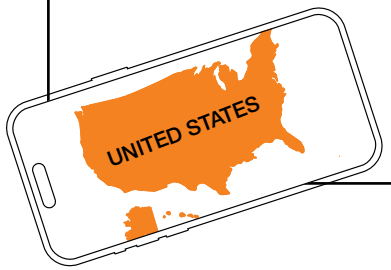
This project is one of many that demonstrate our commitment to rural economic development. Throughout the project lifecycle, over 100 local residents secured quality employment in various roles from birdwatchers and radar operators to operations and maintenance. Over 40 local businesses are supplying goods and services as part of project operations, injecting significant direct and indirect revenue streams into the community. Recognizing infrastructure needs, we renovated or paved over 40 km of roads, enhancing efficiency for local farmers, residents, and businesses in the area. Additionally, the project contributes over NIS 8 million annually and a 10% revenue share to the community through rent, equity and management payments. We are also committed to paying NIS 700,000 annually in local taxes and development fees. This project showcases Enlight's dedication to building sustainable prosperity in rural communities – all while ensuring the well-being of our business and fostering its growth.

Israel, Genesis Wind Farm

Case Study #5

Apex Solar Farm, Montana, USA

Recognized as a significant venture within the US, this project embodies our dedication to community development and is poised to yield substantial profits, fortifying our financial position. As a strong community partner, we contribute significantly through property tax payments. The tax revenue we generate goes a long way in bolstering community infrastructure and services. We take our commitment further by fostering local employment opportunities. The project has created new jobs for local employees. Additionally, 34 local businesses have been engaged via the project's operations.



US, Apex Solar Farm

Our Employees

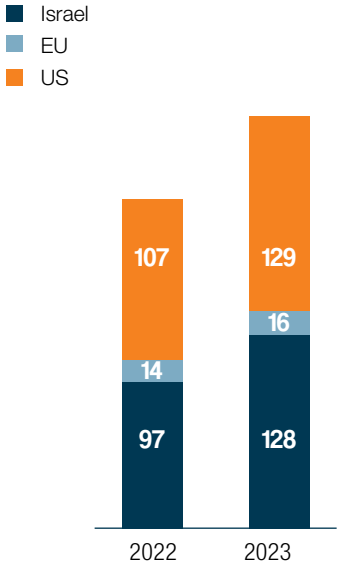
At Enlight, we believe that our employees are our most significant asset. We strive to foster a positive work environment where every individual has equal opportunities to excel and thrive.

Workforce Profile

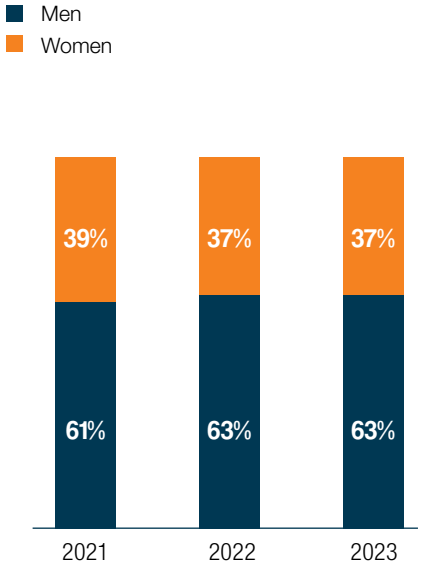
New hires and terminated employees

	New hires						Terminated employees					
	2022			2023			2022			2023		
	<30	31-50	51+	<30	31-50	51+	<30	31-50	51+	<30	31-50	51+
Men	16	34	5	18	31	4	4	18	3	4	13	0
Women	5	17	1	15	19	6	1	4	5	5	11	3

Employees' global distribution



Employees' global distribution by gender



273
employees globally

93
new hires

36
employees departed

2.9
years average employee seniority

39.2
average employee age

99%
fulltime employees

35
employees promoted internally

Work Environment and Employee Engagement

Workplace Culture

As a young and fast-growing company, Enlight cultivates a dynamic culture that fosters connection, collaboration, and continuous adaptation. We achieve this through strategic initiatives that promote open communication, teamwork, and the ability to evolve to meet ever-changing needs.

- **Employee well-being**: Recognizing the importance of a happy and healthy workforce, Enlight offers comprehensive benefits like flexible hybrid work schedules and generous annual leave policies. We also prioritize employee well-being through fun activities, including our annual employee events, where employees can unwind and connect on a personal level.
- **Flexible work environment**: We prioritize flexibility through adaptable company policies that are constantly reviewed and revised to support employee well-being, productivity, and engagement. This commitment to a flexible work environment allows us to retain top talent, attract new hires, and strengthen our inclusive workplace culture.
- **Professionalism**: Matrix management sharpens specialization within every knowledge domain in our organization and also enhances and solidifies teamwork across various departments. Beyond promoting social interaction, weekly happy hours foster open communication and knowledge sharing among teams. Our matrix organizational structure plays a crucial role in ensuring cross-functional collaboration, seamless information flow, and agile responses to both project demands and employee needs.

Employee Engagement and Satisfaction

As part of our continuous effort to understand and enhance the work experience, we conduct regular employee engagement surveys. These surveys provide invaluable insights into our employees' perceptions, needs, and overall satisfaction, enabling us to adjust strategies and implement improvements effectively.

The 2023 Employee Engagement survey, in which 85% of our employees participated, was divided into five categories: Engagement, Organization, My Direct Manager, My Role, and Work Environment. The average satisfaction score was 76/100, which is a 6-point increase from our previous survey.

Supporting Our Employees During the October 7th War

During the war that started on October 7th, we at Enlight have remained dedicated to providing unwavering support to all our employees. We established dedicated communication channels, including WhatsApp groups, to ensure continuous support and connection. These groups served as platforms for real-time updates, emotional support, and assistance to employees directly affected by the war, including those called to reserve service and their families. We implemented additional initiatives to support our staff, such as providing vacation vouchers for employees or their spouses who were in reserve duty and distributing welfare packages to all employees. By standing by our employees and extending a helping hand to anyone in need, we reinforce our collective resilience during these difficult times. To give our workers the opportunity to join our efforts in the context of the war, we established a support room. You can find more information under ‘Our Social Activity throughout the war.'

Learning and Development

Employee Onboarding

At Enlight, we have designed a structured and comprehensive onboarding process to ensure a smooth transition for new hires.

- **First week**: New employees begin with a dedicated meeting with their manager, establishing clear goals and expectations. They also meet with HR to gain an understanding of our company culture, DNA, and policies. They meet with HR again after three months to assess their integration into the company.
- **Industry and project immersion**: To deepen their knowledge, new hires receive introductory training on the energy market. In Israel, this is complemented by several field tours to diverse project types, such as the Genesis wind farm, one of our leading projects, offering a firsthand look at our work in action.
- **Personalized integration**: While a generic onboarding plan provides a foundation, each manager tailors it to their team's specific needs. This ensures a well-rounded experience that meets departmental and company-wide onboarding standards.
- **CEO engagement sessions**: Every few months, our CEO conducts interactive meetings with all recently onboarded employees. He meets with them in order to get to know them better and so that they may get to know him better, to share Enlight's history, and to connect new employees to Enlight's present and future.

Learning

Throughout 2023, Enlight offered a development learning program catered to employee needs. This program encompassed a wide range of topics, including professional knowledge and soft skills development, such as English (including business jargon), Excel, time management, storytelling, and working with diverse populations. To ensure top-tier learning, we engaged external industry experts as well as our knowledgeable in-house managers to facilitate sessions and share expertise, maximizing employee growth in the process.

Employee feedback informs future training plans, helping ensure curriculum relevance. We track all learning participation and are developing a model to quantify and track the impact of learning sessions on individual skill development.

Following insights from a recent employee survey, Enlight designed a targeted development program for managers. This session, which addressed the specific topics deemed most relevant to enhancing managerial skills, will help ensure that our managers are well-equipped to lead and support their teams.

Employee Development

Enlight's employee development framework fosters continuous learning and performance improvement. This process relies on three key elements:

1. **Structured KPIs**: Each employee is guided by a set of distinct KPIs (tailored to the individual) that help track progress and performance for short-term incentives (annual bonuses).
2. **Mentorship and feedback**: Mentorship programs connect veteran employees with new hires, fostering knowledge transfer and professional development. Regular feedback sessions, both formal and informal, provide ongoing guidance and support for employee growth.
3. **Performance reviews**: In-depth annual performance reviews complete the development cycle -
   - Self-evaluation: The process starts with employees completing self-evaluation forms, reflecting on their performance and identifying areas for improvement.
   - Feedback and discussions: Managers review self-evaluations, provide constructive feedback, and address employee questions. These discussions emphasize open dialogue, not just numerical ratings.

Following the review, goal setting discussions occur separately, where managers and employees collaboratively review past objectives, set challenging but achievable new goals for the upcoming year, and map out action plans for achieving those goals.

In 2023, employee performance reviews were completed for 100% of employees in the US and Europe. In Israel, the completion rate was 95%. The remaining 5% of employees were on mandatory military reserve duty during the review period. Upon their return, they will be scheduled for their performance reviews. The total employee performance review rate was 97%.

Internal Mobility

At Enlight, we value and promote internal mobility. When positions become available, we prioritize filling them with current, qualified team members. In 2023, 35 employees (13% of the workforce) were promoted internally, down from 41 promotions (19%) in 2022. As a rapidly growing company, the proportion of internal promotions naturally decreases even as the absolute number of opportunities for advancement remains substantial. This evolution is typical and to be expected. While we invest in promoting our people, we also want to benefit from the wider pool of talent and ideas, in line with our growth strategy.

Diversity, Equity & Inclusion

Enlight firmly upholds the principles of equal opportunity employment. We ensure that every individual, regardless of their gender, race, religion, or any other factor, is given an equal chance to bring their unique experience, professionalism, and capabilities to our team. We are committed to fostering an environment that not only acknowledges but also encourages and values the diversity of our workforce.

We also understand that creating a healthy work environment for parents helps our business. We offer generous maternity leave beyond the legal requirements. We also promote flexible work arrangements, including remote work, to help our employees manage their professional and family commitments.

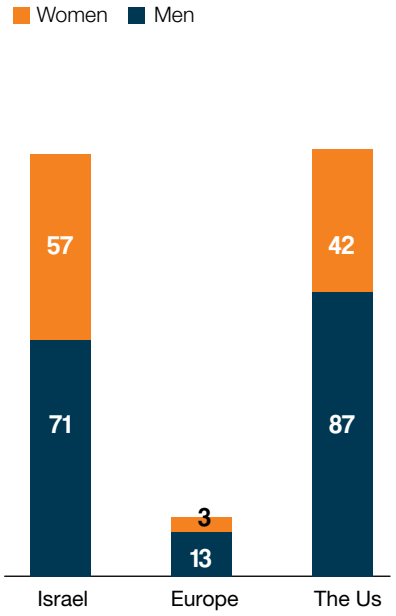
As a part of our ongoing commitment to diversity and inclusion, we have incorporated various strategies and policies:

1. We have a designated DEI officer in HR, and diversity goals are among the designated priorities of our recruiters. In addition, we have set internal corporate level DEI targets.
2. We have implemented a comprehensive diversity and inclusion procedure, which includes diversity reporting as a key component of our recruitment process, as well as a policy for inclusion of candidates with disabilities.
3. We place a strong emphasis on hiring women, particularly for senior/managerial positions. Throughout 2023, we welcomed 1 female board member, 4 female senior managers, and 3 female less-senior managers to our ranks.
4. We manage diversity data meticulously to maintain transparency and enable constant improvement.

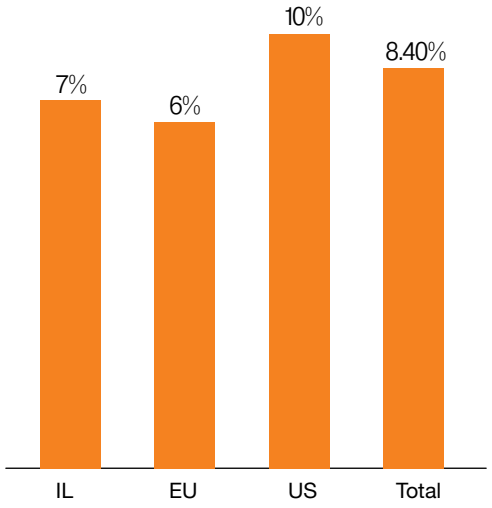
Parental leave data - 2023

	Israel	The US	Europe
Return-to-work rate	33.3%	100%	N/A
Parental leave period	More than required by the law	More than required by the law	N/A
Employees entitled to parental leave	6	8	0
Employees who took parental leave	6	8	0

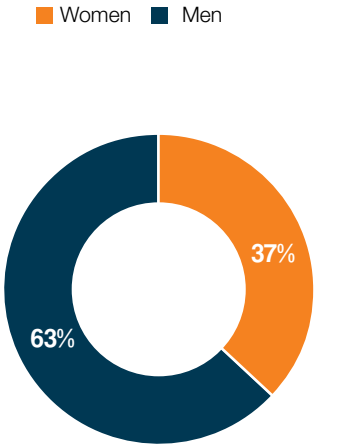
Employees by region and gender



% of employees from minority groups per region



Total percentage of employees

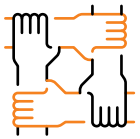


7%

of our technical staff members in 2023 were from minority populations

Corporate Philanthropy

To maximize the social impact of our donations and volunteering activities, we utilize a dedicated philanthropic management system comprised of the following elements:



1. STRATEGIC PHILANTHROPY

Aligning Stakeholder Needs with Our Capabilities

Enlight's philanthropic strategy maximizes social impact through a focused approach anchored in our policy. We prioritize needs-based giving in five key areas – youth empowerment, support to project-related communities, climate change awareness, support to veterans with PTSD, and support to people with disabilities. We ensure that our strategy is aligned through a dedicated donations committee. Maintaining transparency and ethical practices, we adhere to a comprehensive donation policy and do not make political donations.

2. CORE ALLIANCES

Engaging with NGOs for Maximum Impact

Our strategic philanthropic approach integrates long-term partnerships with prominent NGOs aligned with our focus areas. This allows us to leverage combined resources and expertise for maximum impact. These partnerships become an extension of our management process, fostering knowledge exchange and maximizing the abilities of all parties involved. Joint volunteering activities further strengthen these partnerships and create a direct positive impact within the communities we serve.

3. PHILANTHROPY IN ACTION

Annual Donations and Collaborative Volunteering

Annual donations and coordinated volunteer efforts form the foundation of Enlight's social impact strategy. Dedicated volunteer days with partner NGOs strengthen employee engagement and cultivate a shared sense of purpose while directly addressing societal needs.

4. EMPLOYEE INVOLVEMENT

Team Members Making a Difference

To empower employee participation in social activities, 15% of our annual philanthropic budget is dedicated to organizations chosen by our employees. This incentivizes participation and maximizes the impact of their personal volunteering and social involvement efforts.

In 2023, about NIS 500,000 was donated to organizations chosen by our employees. These organizations address issues such as social disparities between central and peripheral areas, health, support for individuals with disabilities, support for the Arab community in Israel, and more.

Our Social Partners

Nahal Oz
Rehabilitation efforts for the kibbutz affected by the October 7th war

Ir Bemaof
Fostering meaningful service among local youth

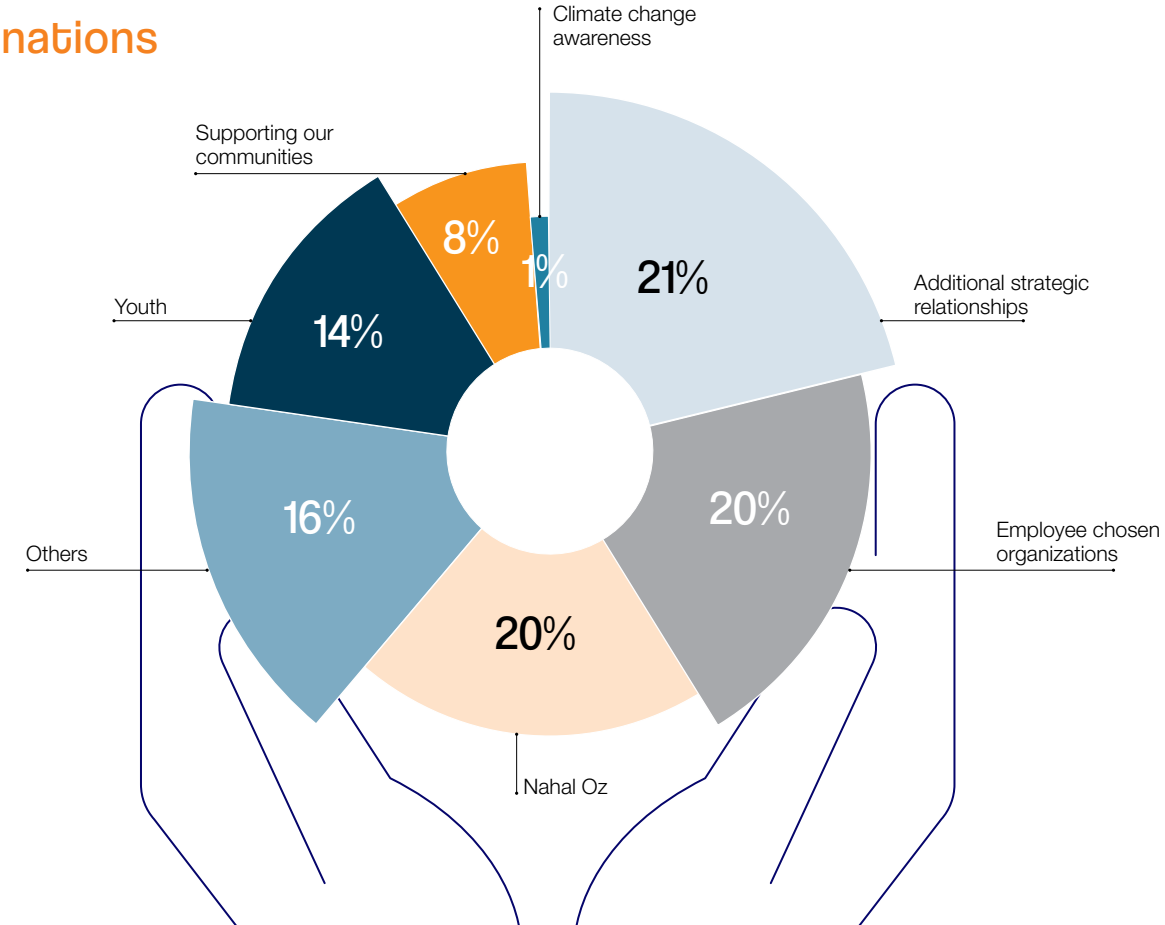
Lehaez Kadima
Empowering peripheral youth for personal growth and social integration

Special in Uniform
Facilitating the integration of youth with disabilities into service and society

Veterans with PTSD
Collaboration with Maglan unit in providing support for veterans with PTSD

Tikva Umarpe
Enhancing the lives of children undergoing dialysis, kidney transplants, and nephrology treatments

Donations



NIS 2,080,500 donated

NIS 480,000
donated to organizations chosen by employees

NIS 1,413,000
donated to strategic/ongoing organizations

NIS 163,500
donated to communities in Europe and the US

NIS 500,000 donation

Nahal Oz - including adoption of the community

150

employees participating in volunteering activities (**180% increase** from 2022)

Over 15,000

volunteer hours in Enlight's support hub

1,235

volunteer hours dedicated to strategic social projects[24]

32

donations made to 32 different organizations

[24] Not including hours volunteered as part of the support hub opened and operated during the October 7th war

Case Study #6 Our Social Activity During the Ongoing War

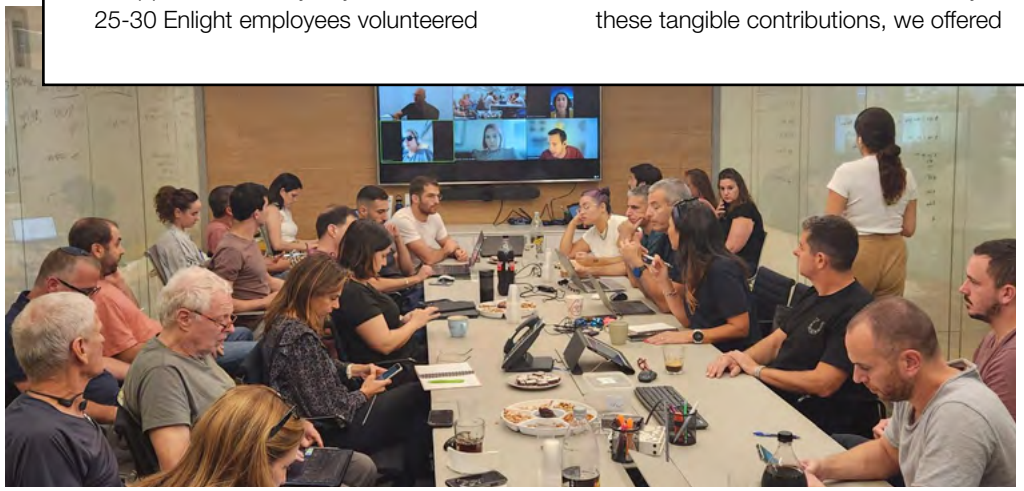
We felt a profound sense of duty in the wake of the devastating events of October 7th, which claimed the lives of so many people, including Yiftah Yavetz of blessed memory, a combat soldier in the Maglan unit (and the son of Enlight's CEO and co-founder), who fell in battle protecting the community of Nahal Oz.

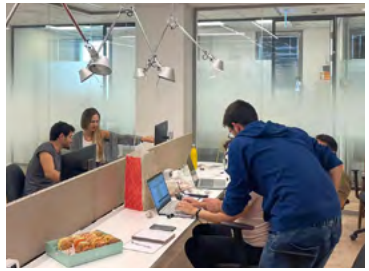
Partnering with the Friends of Maglan Foundation, we transformed our offices into a support hub. Every day for 2.5 months, 25-30 Enlight employees volunteered their time, working tirelessly to operate the hub for full days. Responding to the war's impact on social needs in Israel, we implemented an agile strategy, swiftly adjusting activities to address emerging priorities.

Our efforts resulted in the distribution of over 10,000 essential items, 28,000+ hot meals, toys for refugee families, medical supplies for soldiers, tactical gear, and over NIS 8.5 million in donations. Beyond these tangible contributions, we offered unwavering support to those most deeply affected. 13 bereaved families and 25 families with injured members received our support and assistance.

In addition, Enlight adopted the displaced residents of Nahal Oz. We pledged a NIS 1 million donation (500,000 donated this year, and the other 500,000 in the coming years), helped with temporary housing and relocation, and began planning the community's economic recovery. We also provided renewable energy consultation.

A dedicated project manager was appointed to oversee this ongoing commitment, focusing on trust-building, role definition, and plan execution. In addition, Enlight employees volunteer in the community once every two weeks and the Nahal Oz youth group has been invited to join us during our annual company trip scheduled for July 2024. Enlight will continue to support the Nahal Oz community until it regains the full beauty it possessed before the war.





Case Study #7

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.

IMPACT MANAGEMENT

Policy

Israel, Entry into the Tel Aviv 35 (TA-35 Index)

Corporate Governance

Our governance framework centers on a Board of Directors responsible for setting strategic direction, overseeing risk management, and approving key policies. To ensure clear separation of duties, the Board delegates day-to-day management to the executive team. During 2023, we established a dedicated Nominating Board Committee to further strengthen our governance. Details on the Board's composition, roles, and responsibilities can be found in the company's corporate governance guidelines.

Our Board of Directors

Director Member	Position on Enlight's Board of Directors	Independent	Committee Membership	Gender	Age	Tenure (as of)
Yair Seroussi	Chair	Yes	Head of the Nominating & Corporate Governance Committee	Male	68	2018
Gilad Yavetz	Co-founder, CEO and Director	No	Nominating & Corporate Governance Committee	Male	53	2008
Yitzhak Betzalel	Director	Yes	Audit Committee, Compensation Committee	Male	58	2018
Liat Benyamini	Director	Yes	Head of the Audit Committee & Compensation Committee, ESG Committee	Female	47	2021
Michal Tzuk	Director	Yes	Compensation Committee, ESG Committee	Female	47	2021
Alla Felder	Director	Yes	ESG Committee	Female	50	2023
Dr. Shai Weil	Director	Yes	Compensation Committee	Male	54	2009
Tzvi Furman	Director	Yes	Head of the ESG Committee, Nominating & Corporate Governance Committee, Audit Committee	Male	75	2019

Board and Committee Meetings 2023

Meetings	No.
Board Meetings	21
Audit Committee	7
Compensation Committee	8
Nominating Committee	1
Environmental, Social, and Governance Committee	1

For more details on the roles of the board, committee composition and responsibilities, please refer to the Corporate Governance Guidelines and Committee Charters available on our website.

8
members on our Board of Directors

87.5%
of BoD members are independent

37.5%
of BoD members are female

Board Member Trainings

To ensure our board stays ahead of the curve in our ever-evolving industry, we've implemented a robust board training program with two key components:

- **Onboarding:** New directors undergo an intensive onboarding program. This program equips them with a strong foundation in company operations, board procedures, and essential compliance matters. This includes the Code of Ethics, board policies, and meetings with senior management and the compliance officer.
- **Annual training:** Board input, management recommendations, and current industry trends all contribute to the development of our annual training program. The program focuses on critical topics such as strategic planning, project details, regulatory changes, and sustainability.

Our Executive Management[25]

Senior Management Member	Position on Enlight's Executive Management	Gender	Age
Gilad Yavetz	Co-founder, CEO & Director	Male	53
Amit Paz	Co-founder, SVP, Engineering, Contracting & Procurement	Male	57
Nir Yehuda	CFO	Male	48
Ilan Goren	Enlight US – GM	Male	51
Meron Carr	VP Strategic Programs	Male	51
Gilad Peled	Enlight MENA – GM	Male	49
Marko Liposcak	Enlight EU – GM	Male	47
Lisa Haimovitz	VP General Counsel	Female	58
Perach Lerner	Enlight MENA – Deputy & VP Regulation	Female	47
Ayelet Cohen Israeli	VP Operations	Female	56
Yosef Lefkovitz	VP M&A and Corporate Finance	Male	33
Eilam Sagi	VP Asset Management	Male	50
Michael Avidan	VP Enlight US	Male	49
Hila Haliva	VP Construction	Female	38

2023 Training Topics Included Industry Trends and Updates:

- Electricity's bilateral sale
- Inflation Reduction Act (IRA)
- Antidumping and Countervailing Duties, the Uyghur Forced Labor Prevention Act, and the company's procurement plan in the US (AD/CVD & ULPA)

Internal Audit

Enlight leverages internal audits as a cornerstone of its comprehensive risk management system. An appointed internal auditor ensures independent oversight and adherence to best practices. In line with a comprehensive risk survey and internal audit work plan, three key areas were chosen for in-depth review in 2023:

- Treasury and Finances (EU HQ)
- Treasury and Finances (US HQ)
- IT systems

These audits proactively identify potential risks, areas for improvement, and ensure compliance with regulations. By investing in robust compliance and corporate governance procedures, we foster a culture of risk mitigation and continuous improvement. This commitment strengthens our position as an industry leader and demonstrates our unwavering dedication to the highest standards.

[25] Current Executive Management.

Sustainability Governance

Recognizing the critical role of ESG factors in achieving long-term success, Enlight prioritizes strong sustainability practices. Our General Counsel serves as our head of sustainability, and the Board of Directors oversees sustainability matters with the support of a dedicated ESG Committee. Regular discussions, which take place often with additional meetings as needed, help ensure that ESG remains a top priority.

ESG is managed throughout the whole company, and sustainability-related roles and responsibilities are distributed between different management members and implemented in their ongoing operations and processes. For example, all project managers are responsible for sustainability-related issues in their projects and communities. This means minimizing environmental impact during construction and operations, ensuring responsible resource management, and fostering a safe and inclusive work environment for employees and contractors.

The ESG Committee reflects Enlight's commitment to sustainability leadership. It comprises four independent directors, exceeding Nasdaq's requirements. The committee assists the board in supervising sustainability policies, practices, and performance. It provides regular updates on sustainability developments, identifies and advises on potential sustainability-related risks and opportunities, and holds management accountable for integrating sustainability considerations into decision-making processes.

Ethical and Transparent Business Culture

At Enlight, we believe in fostering an environment of transparency, professionalism, and ethical integrity. This approach, which ensures value creation, enables sustainable growth, and enhances stakeholder trust, is central to our strategy.

Ethics and Conduct

Enlight prioritizes ethical conduct throughout its operations. To achieve this, we have established a comprehensive ethics management process, which includes the following steps:

1. **Code of Ethics**: We conducted a thorough analysis of relevant regulations and ethical risks, ensuring our Code of Ethics and Conduct remains current and aligned with relevant regulations, standards, and risks. This code, last revised in February 2023, serves as a compass for all employees, clearly outlining acceptable and unacceptable behaviors.
2. **Implementation**: To ensure all employees internalize and apply these principles daily, we integrate them through training programs and require employees to acknowledge their understanding by reading and signing our code. Due to the October 7th war, all ethical trainings were postponed to January 2024.
3. **Monitoring**: We have established robust monitoring mechanisms. Employees are encouraged to report any concerns without fear of retaliation through a secure, anonymous 24/7 whistleblower hotline and webform. In 2023, there were no complaints raised through the hotline.

This comprehensive approach, including extensive training and a zero-tolerance policy for ethical violations, empowers employees to uphold the highest standards of ethical conduct and contribute to a culture of integrity. We are proud to report that we encountered zero ethical issues in 2023.

Ethical Policies and Procedures

- Corporate governance guidelines
- Whistleblower procedure and policy
- Human rights policy
- Anti-sexual harassment policy
- Anti-bribery and corruption policy
- Anti-insider trading policy
- Trade controls compliance policy
- Anti-money laundering (AML) policy

Anti-Corruption and Bribery

Comprehensive anti-corruption and anti-bribery policies establish clear definitions of and prohibitions against bribery, corruption, and conflicts of interest. These policies also define acceptable behavior for business interactions and detail recordkeeping procedures. Recognizing the complexities of our supply chain, we conduct regular risk assessments and implement stringent checks and balances to safeguard against fraudulent activities. This framework, enforced by our managerial team and board, fosters a culture of open communication through established channels for reporting concerns. Ultimately, our commitment to ethical conduct allows us to manage corruption risks effectively and maintain stakeholder trust. In 2023, zero corruption events were reported.

Israel, Baron Floating PV + Storage & Emek Habacha Wind Farm

Risk Management

Our comprehensive risk management system, led by the Head of Operations, employs a proactive approach to identify and address potential threats across the organization. The board and audit committee establish comprehensive risk policies. These policies are then translated into actionable measures through our risk matrix. This matrix considers a broad spectrum of risks, including climate change, socioeconomic factors, human capital, global health, and economic downturns. Risk assessments are conducted regularly: Enlight USA completed its risk assessment in 2023 and Enlight Israel has one scheduled for 2024.

Climate and Weather Risks

We recognize the critical impact of climate and weather on the long-term viability of our renewable energy projects. We have implemented a comprehensive risk management framework that proactively identifies and mitigates these potential risks.

Our approach focuses on the two key types of physical climate risks: chronic and acute risks.

1. CHRONIC RISKS

Refers to long-term changes in weather patterns due to climate change

- **Economic modeling**: Our economic models account for the potential impact of chronic climate risks. When developing new project models, we strive for realistic assumptions that incorporate the latest information on these long-term environmental changes.
- **Climate data integration**: We integrate climate data into our project planning. For solar projects, we utilize PVsyst software to estimate solar availability at each site. For wind projects, we collaborate with specialized consultants who incorporate diverse data sets into the evaluation of the wind patterns in the area.
- **Stress testing**: To further ensure economic resilience in the face of chronic climate-related risks, we conduct stress tests on relevant economic parameters in our models. These tests assess projects' performance under various climate risk scenarios, and the results are factored into our decision-making process. Currently, our stress tests don't yet fully account for specific climate trends anticipated in each project's location.
- **Real-world adjustments**: Our models are not static; they constantly evolve based on real-world data. Throughout a project's lifecycle, we collect and analyze data to refine our models for accuracy. For example, we may adjust wind project models and projections based on observed wind variations or limitations of the existing grid infrastructure.

Sweden, Bjornberget Wind Farm

2. ACUTE RISKS

Refers to sudden and extreme weather events

To protect our projects and assets from acute climate damages, and thus help ensure a reliable clean energy supply, we implement several key mechanisms:

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.


Sweden, Picasso Wind Farm


Israel, Kramim Solar Farm


Kosovo, Selac Wind Farm

Business Continuity

We take a comprehensive approach to mitigating risks to business continuity, helping ensure the long-term sustainability and smooth operation of our entire portfolio:

- **Preventative maintenance**: A cornerstone of our strategy is a program of regular preventive maintenance for each product and site. This program includes proactive measures such as filter cleaning, component testing, and component replacement as needed, all of which help extend the lifespan of our equipment and minimize the risk of unexpected disruptions.
- **Risk identification**: We utilize a robust live alert and monitoring system, which we operate remotely at either the panel level (in some sites) or with a lower resolution overview. Employees are also trained for live monitoring, allowing for swift responses to any malfunctions. Contractors are also involved – they are responsible for monitoring and addressing issues like flooding and provide supplementary supervision on top of this.
- **Grid disruptions**: While disconnection from the grid by the electric company presents a risk factor outside our control, the likelihood of this event is considered to be minimal.
- **Bird strike mitigation**: Our innovative approach extends to bird strike mitigation. By using radar technology, we can identify birds and predict their flight paths. This allows us to selectively disable only the turbines potentially in their path, minimizing downtime while protecting wildlife.
- **Comprehensive business continuity policy**: Recognizing the importance of continuous operations, we have a comprehensive business continuity policy, which outlines our commitment to preparing for and responding to emergencies effectively. It details the transition from normal operations to emergencies, ensuring a swift and efficient recovery. Crucially, the policy assigns clear managerial responsibility for emergency preparedness, response, and investigation at all levels. This ensures dedicated leadership throughout the emergency response process, with managers empowered to make critical decisions and oversee recovery efforts. Additionally, the policy defines roles and responsibilities for all personnel across locations and provides contact information for crisis communication. This ensures every team member understands their role during a crisis, minimizing confusion and delays.


US, Apex Solar Farm

Cybersecurity

Enlight forces a rigorous cybersecurity framework to protect data privacy and infrastructure security across our value chain. Our framework includes the following pillars:

- **Employee awareness and training:** Employees are equipped with the knowledge and tools they need to identify and mitigate cybersecurity threats. This includes
  - **Annual cybersecurity training**: All employees undergo comprehensive cybersecurity training every year, ensuring they stay current on best practices.
  - **Regular updates**: We provide ongoing updates throughout the year to keep employees informed of evolving threats and strategies.
  - **Phishing simulations**: Regular simulations test employee vigilance and preparedness, helping to identify and address potential vulnerabilities.
- **Contractor management**: We have begun implementing an information security questionnaire for contractors whose work impacts Enlight's operations.

  This questionnaire helps ensure that contractors responsible for maintaining onsite work do so according to clearly defined information security specifications.
- **Comprehensive technical safeguards**: Our robust cybersecurity framework incorporates a variety of technical measures to secure our digital infrastructure. This framework also includes biennial cybersecurity surveys with penetration testing.
- **Regulatory compliance**: Enlight adheres to respective local and international regulations, including the EU's General Data Protection Regulation (GDPR). This ensures that we maintain the highest standards for data privacy protection.

Supply Chain Management

Enlight prioritizes responsible and sustainable procurement. We partner exclusively with tier 1 suppliers who meet our stringent technical performance standards. These standards undergo annual review and enhancement to reflect advancements in technology. On top of that, in 2023, we implemented a sustainability procurement policy.

To ensure quality and responsible practices, we require adherence to a core set of standards. This includes mandatory compliance with our Vendor Code of Conduct, implemented in 2023 and integrated into supplier contracts. Additionally, all suppliers must adhere to ISO9001 for quality management (when applicable), ISO14001 for environmental management (when applicable), OHSAS18001 for occupational health and safety (when applicable), and a TUV certificate or the equivalent (when applicable) from the technical inspection association.

For critical components like wind turbines and solar panels, we leverage strategic partnerships with leading, pre-vetted manufacturers. These suppliers have earned approval from prestigious international financing institutions known for stringent environmental and social impact assessments. This pre-qualification process minimizes risk and ensures alignment with our sustainability goals.

Finally, to uphold ethical sourcing and comply with the Uyghur Forced Labor Prevention Act, we require relevant suppliers to implement and maintain a supply chain traceability program.

This comprehensive approach fosters responsible sourcing throughout our supply chain, minimizing risk and supporting long-term sustainability.

Israel, Sde Nitsan PV + Storage

Contractor Safety

Enlight has implemented a safety management process that helps ensure the safety of all workers throughout project lifecycles, including all employees employed by subcontractors. The process includes the following core elements:

1. **Policy and Commitment**:

   Enlight has established a comprehensive safety policy that prioritizes the safety of all workers involved in project construction and operation, regardless of location or employer. This policy outlines in clear fashion Enlight's commitment to achieving zero accidents and ensuring everyone leaves the workplace safely, in accordance with what is required by law. To reinforce this commitment, our contractors sign safety commitments in their contracts with us. Our approach to safety is rooted in reducing risks to an acceptable level, establishing timelines for the implementation of safety controls, and defining the methods by which we may verify the reduction of risk.

2. **Risk Management**:

   - **Project initiation**: Safety considerations are integrated from the project's outset. Due diligence and risk analysis include identifying potential hazards for onsite workers as well as the general public. Additionally, each project has a dedicated person on the ground in charge of safety.
   - **Collaboration**: While contractors hold primary responsibility for onsite safety, Enlight actively collaborates to ensure adherence to our safety standards.
   - **External validation**: Enlight employs dedicated safety advisors to conduct regular field inspections and provide monthly audit reports, identifying and mitigating potential safety risks. We also entrust an approved party with the responsibility of preparing risk management strategies for all project processes.

3. **Procedures and Controls**

   - **Prescreening contractors**: A selection process is implemented to choose contractors with strong safety records and a commitment to upholding Enlight's safety management system.
   - **Safety plans and trainings**: Defined safety plans are established for each project, outlining specific procedures and protocols for safe work practices. All workers, including contractors and subcontractors, receive mandatory safety training. Additionally, we hold an annual safety convention for all our contractors to enhance their knowledge and capabilities, fostering alignment with our safety standards and expectations.
   - **Incident reporting and analysis**: A clear and documented process exists for reporting safety incidents. Every incident undergoes a root-cause analysis to identify contributing factors and prevent future occurrences.
   - **Continuous improvement**: Incidents are first reviewed during debrief sessions with company management. To prevent the recurrence of similar events, conclusions and recommendations that emerge from these sessions are then implemented into the safety regulations and procedures. The goal of this structured approach is to foster a culture of continuous improvement within the organization. Ultimately, we aspire to reduce the occurrence of unusual, medium to high severity level events to zero.

4. **Performance Monitoring and Improvement**

   - **Audits and inspections**: Regular internal and external audits are conducted to assess the effectiveness of the safety management system and identify areas for improvement in safety practices.
   - **Metrics and reporting**: We track KPIs, including incident rates and near misses. Regular reports are generated to monitor progress and identify trends in safety performance.
   - **Management review**: Senior management reviews performance of the safety management system on an annual basis. This thorough review involves an examination of all facets of the company's safety performance. It includes an assessment of how effectively the management's safety policy has been executed, an analysis of prevailing trends, and the application of insights garnered to boost safety across the board. This may result in modifications to existing policies and procedures, as well as reallocation of resources, all aimed at enhancing overall safety.
   - **Monetary incentives**: Our contracts incentivize construction contractors to prioritize safety by offering a bonus for meeting or exceeding our safety standards.

5. **Communication and Consultation**

   Enlight fosters open communication regarding safety concerns. Workers are encouraged to report unsafe conditions or practices without fear of reprisal. We conduct regular safety meetings and toolbox talks to keep workers informed of potential hazards and work safety practices. Additionally, we extend our encouragement to contractors and subcontractors to report near-miss incidents. By implementing these actions, we strive to cultivate a work environment imbued with safety and a reporting culture that prioritizes the well-being of all personnel.

Work Safety Incidents

	Number of safety incidents		Number of safety incidents that led to injury		Total	
	2022	2023	2022	2023	2022	2023
Israel	4	2	0	2	**4**	**4**
Europe	15	25	3	5	**18**	**30**
US	61	131	21	80	**82**	**211**
Total	**80**	**158**	**24**	**87**	**104**	**245**

1x per week

Enlight performs safety audits at each construction site

Safety training

	Israel		Europe		US	
	2022	2023	2022	2023	2022	2023
Contractors who received general safety training	30	30	124	61	307	262
Contractors who received specific safety training	0	0	70	43	307	262

0

fatalities of employees or contractors in 2022-2023

Israel, Sde Nitsan PV + Storage

Appendices

Sweden, Bjornberget 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 long-term value creation for all stakeholders. It was written in reference to the Sustainable Accounting Standards Board (SASB).

The scope of the report details information about the company's activities in 2023, with comparison numbers to performance in 2022, where data was available.

The report contains assumptions (always indicated), which, unless otherwise stated, are based on internal company data. The calculations of CO_2 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), the average exchange rates of 2023 from Exchange Rates UK were used to express those amounts in euros.

We appreciate your interest in our sustainability efforts. If you have any questions or comments about this report, please don't hesitate to contact:

Lisa Haimovitz VP, General Counsel, Enlight Renewable Energy lisah@enlightenergy.co.il

Advisor: **Mrs. Michal Arlosoroff**, michalatorok@gmail.com

Editing: **Josh Warhit**, josh@warhitmedia.com

Design: **Mina Portnov**, portnovmishan.com

Spain, Gecama Wind Farm

SASB Index

This report has been prepared in accordance with the SASB standards for Solar Technology & Project Developers and Wind Technology & Project Developers. A few of the metrics were not disclosed in previous reports due to absence of data or irrelevance to our specific operations. Reason of omission is noted in the relevant places in the index.

Solar Technology & Project Developers

Table 1. Sustainability Disclosure Topics & Accounting Metrics

Topic	Metric	Category	Unit of Measure	SASB Code	Reference
Energy Management in Manufacturing	(1) Total energy consumed, (2) Percentage grid electricity and (3) Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RR-ST-130a.1	N/A - Enlight does not engage in the manufacturing of solar panels
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	Quantitative	Thousand cubic meters (m^3), Percentage (%)	RR-ST-140a.1	N/A - Enlight does not engage in the manufacturing of solar panels
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	N/A	RR-ST-140a.2	N/A - Enlight does not engage in the manufacturing of solar panels
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled	Quantitative	Metric tonnes (t), Percentage (%)	RR-ST-150a.1[26]	Our impact in numbers - Environmental Metrics - Page 26 Green offices - Page 39
	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	Quantitative	Number, Kilograms (kg)	RR-ST-150a.2[27]	There were no reportable spills
Ecological Impacts of Project Development	(1) Number and (2) duration of project delays related to ecological impacts	Quantitative	Number, Days	RR-ST-160a.1	None
	Description of efforts in solar energy system project development to address community and ecological impacts	Discussion and Analysis	N/A	RR-ST-160a.2	Environmental Protection and Management in Projects - Page 32 Case Study #3 - Tapolca Solar Farm, Hungary - Page 36 Community Impact and Economic Value Creation - Page 41 Case Study #5 - Apex Solar Farm, Montana, USA – Page 44

[26] Note to RR-ST-150a.1 – The entity shall disclose the legal or regulatory framework(s) used to define hazardous waste and recycled hazardous waste, and the amounts of waste defined in accordance with each applicable framework.

[27] Note to RR-ST-150a.2 – The entity shall discuss its long-term activities to remediate spills that occurred in years prior to the reporting period but for which remediation activities are ongoing.

Topic	Metric	Category	Unit of Measure	SASB Code	Reference
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	Discussion and Analysis	N/A	RR-ST-410a.1	Business Continuity - Page 60 or refer to our 2023 20-F; Risks related to government regulation
	Description of risks and opportunities associated with energy policy and its effect on the integration of solar energy into existing energy infrastructure	Discussion and Analysis	N/A	RR-ST-410a.2	Refer to our 2023 20-F; Risks related to government regulation; Our growth strategy, and Market Overview
Product End-of-life Management	Percentage of products sold that are recyclable or reusable	Quantitative	Percentage (%)	RR-ST-410b.1	N/A - Enlight does not engage in the manufacturing of solar panels / wind turbines
	(1) Weight of end-of-life material recovered, (2) percentage recycled	Quantitative	Metric tonnes (t), Percentage (%)	RR-ST-410b.2	Our impact in numbers - Environmental Metrics - Page 26 Green Offices - Page 39
	Percentage of products by revenue that contain IEC 62474 declarable substances, arsenic compounds, or beryllium compounds[28]	Quantitative	Percentage (%)	RR-ST-410b.3	N/A - Enlight does not engage in the manufacturing of solar panels / wind turbines
	Description of approach and strategies to design products for high-value recycling	Discussion and Analysis	N/A	RR-ST-410b.4	N/A - Enlight does not engage in the manufacturing of solar panels / wind turbines
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	RR-ST-440a.1	N/A - Enlight does not engage in the manufacturing of solar panels / wind turbines
	Description of the management of environmental risks associated with the polysilicon supply chain	Discussion and Analysis	N/A	RR-ST-440a.2	N/A - Enlight does not engage in the manufacturing of solar panels / wind turbines

[28] Note to RR-ST-410b.3 – The disclosure shall include a discussion of approach to managing the use of IEC 62474 declarable substances, arsenic compounds, antimony compounds or beryllium compounds.

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	SASB Code	Reference
Total capacity of photovoltaic (PV) solar modules produced	Quantitative	Megawatts (MW)	RR-ST-000.A	N/A - Enlight does not engage in the manufacturing of solar panels
Total capacity of completed solar energy systems[29]	Quantitative	Megawatts (MW)	RR-ST-000.B	N/A - Enlight does not engage in the manufacturing of solar panels
Total project development assets[30]	Quantitative	Presentation currency	RR-ST-000.C	Our Combined Developer and IPP Model - Page 9 or refer to our website for regularly updated portfolio metrics

[29] Note to RR-ST-000.B – Solar energy systems are defined as any system that converts sunlight into electrical energy, including 'photovoltaic (PV) system' and 'solar thermal electric systems.' Completed systems are defined by the entity, consistent with its existing public disclosure of completed systems.

[30] Note to RR-ST-000.C – Project development assets are defined by the entity, consistent with its existing public disclosure of project development assets, regardless of terminology used by the entity (for example, 'Project assets,' 'Project assets—plants and land,' 'Solar Energy Systems Held for Development and Sale'). At a minimum, project development assets include assets associated with solar energy systems under development or fully developed, owned by the entity, and held for sale or intended to be sold to a third party prior to the execution of a definitive sales agreement, and assets that consist primarily of capitalized costs incurred in connection with the development of solar energy systems.

Wind Technology & Project Developers

Table 1. Sustainability Disclosure Topics & Accounting Metrics

Topic	Metric	Category	Unit of Measure	SASB Code	Reference
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	RR-WT-320a.1	Our impact in numbers - Social Metrics - Page 28 Contractor Safety - Page 63
Ecological Impacts of Project Development	Average A-weighted sound power level of wind turbines, by wind turbine class	Quantitative	dB(A)	RR-WT-410a.1	N/A
	Backlog cancellations associated with community or ecological impacts	Quantitative	Presentation currency	RR-WT-410a.2	None
	Description of efforts to address ecological and community impacts of wind energy production through turbine design	Discussion and Analysis	N/A	RR-WT-410a.3	Environmental Protection and Management in Projects - Page 32 Case Study #1 - Genesis Wind Farm, Golan Heights, Israel - Page 43 Case Study #2 - Bjornberget Wind Farm, Sweden - Page 35 Community Impact and Economic Value Creation - Page 41 Case Study #4 - Genesis Wind Farm, Golan Heights, Israel
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	RR-WT-440a.1	N/A - Enlight does not engage in the manufacturing of solar panels / wind turbines
Materials Efficiency	Top five materials consumed, by weight	Quantitative	Metric tonnes (t)	RR-WT-440b.1	N/A - Enlight does not engage in the manufacturing of solar panels / wind turbines
	Average top head mass per turbine capacity, by wind turbine class	Quantitative	Metric tonnes per megawatts (t/MW)	RR-WT-440b.2	N/A - Enlight does not engage in the manufacturing of solar panels / wind turbines
	Description of approach to optimize materials efficiency of wind turbine design	Discussion and Analysis	N/A	RR-WT-440b.3	N/A - Enlight does not engage in the manufacturing of solar panels / wind turbines

Table 2. Activity Metrics

Topic	Category	Unit of Measure	SASB Code	Reference
Number of delivered turbines, by wind turbine class[31]	Quantitative	Number	RR-WT-000.A	N/A - Enlight does not engage in the manufacturing of wind turbines
Aggregate capacity of delivered wind turbines, by wind turbine class[32]	Discussion and Analysis	N/A	RR-WT-440a.1	Our impact in numbers - Environmental Metrics - Page 26
Amount of turbine backlog[33]	Quantitative	Presentation currency	RR-WT-000.C	N/A - Enlight does not engage in the manufacturing of wind turbines
Aggregate capacity of turbine backlog[34]	Quantitative	Megawatts (MW)	RR-WT-000.D	N/A - Enlight does not engage in the manufacturing of wind turbines

[31] Note to RR-WT-000.A – Wind turbine class is defined by the International Electrotechnical Commission's IEC 61400-1. Wind turbine class shall be determined by the turbine rating.

[32] Note to RR-WT-000.B – Wind turbine class is defined by the International Electrotechnical Commission's IEC 61400-1. Wind turbine class shall be determined by the turbine rating.

[33] Note to RR-WT-000.C – Turbine backlog is defined by the entity, consistent with its existing public disclosure of order backlog. Turbine backlog excludes any backlog amounts resulting from operating and maintenance agreements or other service agreements.

[34] Note to RR-WT-000.D – Turbine backlog is defined by the entity, consistent with its existing public disclosure of order backlog. Turbine backlog excludes any backlog amounts resulting from operating and maintenance agreements or other service agreements.

Disclaimer

The Sustainability Report that is before you ("Sustainability 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 2022 and 2023 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 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 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, adjusting 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 have 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.

Photos and Credits

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Serbia, Blacksmith Wind Farm