enlight You've got the power

2024

Sustainability Report

Israel, Yesha Agrivoltaic

Contents

Israel, Halutziot PV + Storage

A Message from Our Chairman

At Enlight, we continue to expand and diversify our renewable energy presence significantly.

Throughout 2024, we advanced our operating generation and storage capacities with meaningful additions of 2.5 GW and 1.9 GWh. Looking ahead, we aim to expand by an additional 3.6 GW and 6.7 GWh by 2028. Energy storage remains central to our strategic vision and continues to unlock new opportunities across our project portfolio.

We are pioneering the integration of renewable energy in agriculture through "Enlight Agro," with a particular focus on solar farming in open-field crops. This approach supports farming communities in adopting more sustainable and efficient energy models. In parallel, "Enlight Local" builds strong partnerships with municipalities and commercial partners, fostering shared growth and local impact.

We also launched "Element VC," a venture that supports next-generation clean technologies and startups, positioning Enlight at the frontier of energy innovation beyond our traditional development model.

Enlight's financial position remains solid, reinforced by a total of $271 million in capital raised in 2024. This financial strength allows us to advance our long-term development pipeline with confidence.

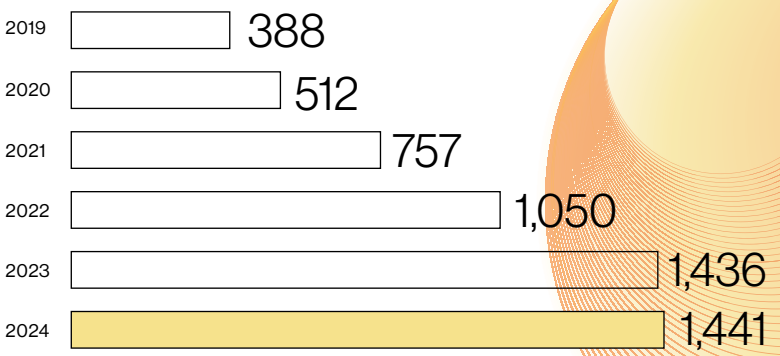
As part of our ongoing commitment to responsible governance, Enlight's Board of Directors continues to oversee ESG strategy through dedicated structures and leadership. Our ESG efforts are guided by a dedicated committee of the Board and led by our VP and General Counsel, Lisa Haimovitz, who reports directly to the CEO. Strong internal collaboration ensures alignment with long-term goals and stakeholder expectations.

We foster a culture of responsibility, entrepreneurship, determination, and professionalism. Our talented employees remain at the heart of our success. Their dedication and engagement with customers, suppliers, communities, and society at large allow us to create shared and lasting value.

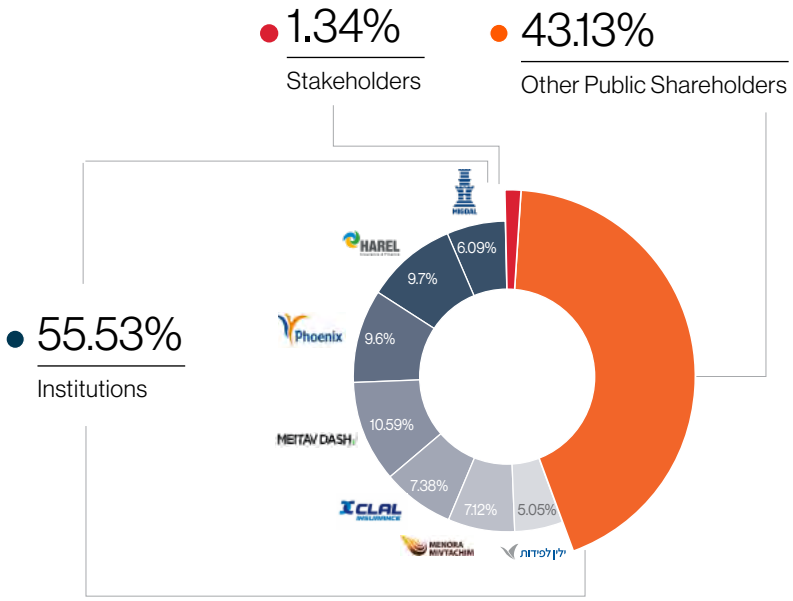
Thank you for your continued trust and support.

Yair Seroussi
Chairman of the Board, Enlight

Enlight's Equity In $ million
As of December 31, 2024



Distribution of Enlight's Public Holdings
As of March 31, 2025



A Message from Our CEO

I am pleased to present Enlight's 2024 Sustainability Report.

This report reflects Enlight's ongoing dedication to sustainability and our commitment to creating meaningful, lasting impacts for our stakeholders and the environment. Our transparent reporting continues to foster trust and clarity as we expand globally, proactively addressing evolving ESG standards and regulatory frameworks in both Europe and the United States.

This year, we significantly scaled up the implementation of Environmental Management Systems (EMS) across additional projects. In 2024 alone, we invested approximately 7 million dollars in environmental protection measures during the construction and operation phases.

We also upgraded our ESG monitoring infrastructure to enhance accuracy and foster deeper awareness among employees. These advancements reflect our commitment to accountability and management of continuous improvement.

Our environmental impact continues to grow: in 2024, we avoided 1,537,993.52 tCO_2eq emissions.

Our unwavering commitment to sustainability fuels our constant pursuit of breakthrough technologies and bold initiatives, always seeking new ways to lead the way forward. Enlight Agro Solar puts our values into action. We launched a cutting-edge agrivoltaic initiative that integrates solar energy infrastructure with open-field agriculture. This unique model enables the generation of clean energy while maintaining productive land use, enhancing agriculture resilience to climate change, and advancing soil and resource conservation. Driven by the opportunity to combine our entrepreneurial approach with Israel's leading agricultural expertise, Enlight Agro contributes to both healthy food security and energy independence.

In 2024, Enlight expanded its operations into the non-utility segment of the renewable energy market. we acquired Enlight Local, which develops and operates small PV and storage systems for municipal rooftops and agri-solar customers in Israel, and we entered a joint venture with Electra Power to supply renewable electricity to households and small businesses. Additionally, in 2024 we launched new storage projects in several EU countries, further broadening our geographic and technological footprint.

Our commitment to business continuity and employee wellbeing, particularly evident during challenging periods such as wartime, remains a top priority. Ensuring the safety and resilience of our teams is essential to our sustainable operations.

Together, with our dedicated employees and partners, we are not only addressing today's sustainability challenges but actively shaping a resilient, equitable, and sustainable future.

Gilad Yavetz
CEO, Enlight

1,537,994 tCO_2eq

emissions were avoided in 2024 by Enlight

3,381

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

NIS 555,000

was donated to organizations selected by our employees, supporting a wide range of causes[1]

$7.3M

spent on management of projects' environmental impact

[1] For all currency conversions, we used the average exchange rates of 2024 from Exchange Rates UK.

1.

We Are the Solution to the Climate Crisis

US, Apex Solar Farm

We are the solution

As the climate crisis intensifies, Enlight is committed to being part of the solution. Through our integrated approach—combining solar, wind, and storage technologies—we drive emission reductions, strengthen energy security, and create long-term value for communities and partners. Our business model covers the entire project lifecycle, ensuring that sustainability and operational excellence are embedded in every stage.

With the expansion of our activities—including Enlight Local, Electrapower, Agro, and Elements VC— our business encompasses not only large-scale energy generation, but also local energy empowerment, agricultural innovation, and climate technology investment. With such, we have evolved beyond the traditional definition of a utilities company, positioning Enlight as a comprehensive climate solutions provider.

This chapter outlines how Enlight's strategy, partnerships, and measurable results position us as a key driver in addressing the climate crisis. We present our approach, our collaborative work, and the data that demonstrates our real-world impact

Serbia, Blacksmith Wind Farm

1a.

We Are the Solution to the Climate Crisis

Israel, Hoshen Floating PV + Storage

Business Overview

Key Business & Financial Figures

Enlight is a leading global renewable energy company, driving the clean energy transition through innovative solar, wind, and storage solutions. The company was founded in Israel in 2008 by Gilad Yavetz, Amit Paz, and Zafrir Yoeli, and is listed on the Tel Aviv Stock Exchange and NASDAQ. Enlight manages every aspect of the renewable energy value chain, starting from the initiation and development of a project through financing, construction, management, ownership, and operation, across three regions: North America, Europe, and MENA (Middle East and North Africa).

Our track record of advancing projects from greenfield development to commercial operation underscores a deep commitment to both high growth along with 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 unique business model as a full lifecycle company, leading projects from origination to decommissioning. Our renewables platform and rich development pipeline positions us to continue delivering top-tier projects, driving value for shareholders, and advancing the path of our stakeholders towards Net-Zero. As storage solutions continue to become more prominent, we are investing significant resources in adding storage projects to our portfolio.

97.4%
company stock owned by the public

10
new operational projects in 2024

5,531 GWh
generated in 2024

$377.9M
in revenues and income in 2024

2.5 GW+ 1.9 GWh
operational portfolio

$289.1M
adjusted EBITDA in 2024

6.1 GW + 8.8 GWh
installed capacity of mature projects

$66.5M
in net profits in 2024

81%
annual growth in power generation compared to 2023

47
of projects currently in operation, with presence in Israel, United States, and 10 European countries + **23 local small-scale projects** from Enlight Local

With the expansion of our activities—including Enlight Local, Electra Power, Agro, and Elements VC—we have evolved into a comprehensive climate solutions provider.

2010
Traded on Tel Aviv Stock Exchange

2021
Clēnera
Acquisition of Clenera

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

2023
Listed on the Nasdaq

2023
elements
Formation of Elements VC

2023
enlight enterprise
Formation of Enlight Enterprise

2024
enlight local
Acquisition of Aria Energy, now named Enlight Local

2024
ELECTRA POWER with enlight energy
Formation of joint venture with Electra Power

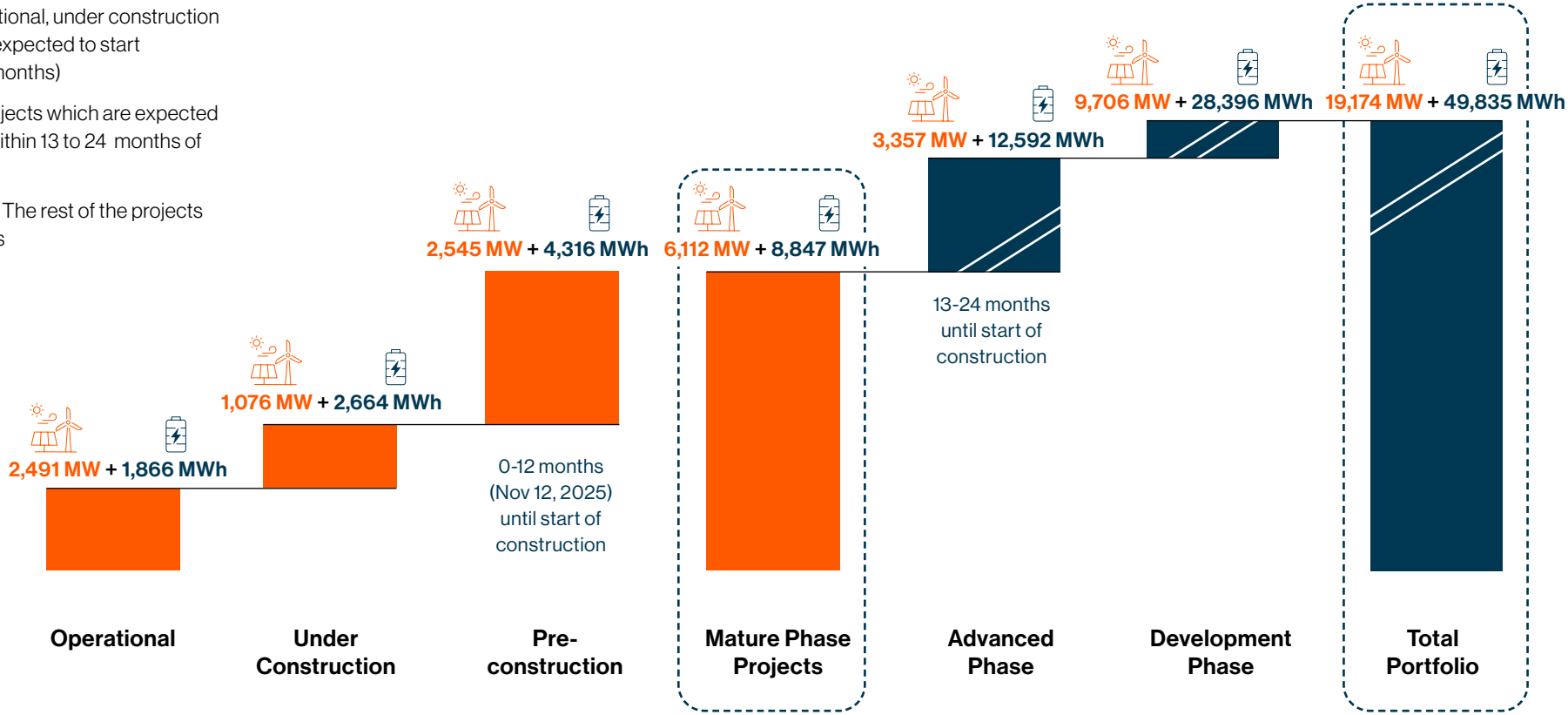
Our Combined Developer and IPP Model[2]

Our Operational Projects portfolio grew by **576 MW** of generation capacity and **1,526 MWh** of energy storage capacity in the one-year period ended May 6, 2025

Mature Phase - Operational, under construction and Pre-construction (expected to start construction within 12 months)

Advanced Phase - Projects which are expected to begin construction within 13 to 24 months of Approval Date)

Development Phase - The rest of the projects in development process



[2] The information shown in the graph is updated for May 2025.

Enlight Local

enlight local

Enlight Local empowers municipalities, businesses, and agricultural sectors with sustainable energy independence through hyper-local solar and storage solutions. By integrating solar systems into existing infrastructure and providing tailored energy management strategies, we enhance resilience while lowering costs.

Part of our commitment to environmental stewardship is engaging communities on a foundational level to strengthen their energy independence and promote sustainable values. In 2024, Enlight launched a subsidiary called Enlight local, whose purpose is to focus on smaller, non-utility systems in close proximity to areas of demand, creating energy independence for a wide range of entities, including municipalities, businesses, and organizations in the agricultural sector. The company was founded by a team of experts with extensive experience in the energy field, offering practical, sustainable, and economically feasible solutions tailored to the unique needs of each client.

Working on a hyper-local level, Enlight Local installs solar systems on public buildings, provides diverse energy storage solutions, and implements advanced energy efficiency measures to reduce electricity consumption and costs. These projects resemble microgrids creating a level of energy independence and resilience for the local communities.

The installation of solar panels also serves as an opportunity to improve local infrastructure, such as rooftop renovations, upgrades to electric infrastructure, and enhancements to insulation, thereby generating long-term value for the host institutions. The company also installs charging stations in public spaces to promote electric vehicle adoption and enhance community engagement.

For businesses and organizations, Enlight Local takes a holistic approach to each business, ensuring that client-and-stakeholder expectations are being met. As part of this commitment, Enlight Local is also attentive and responsive to the concerns of local communities, school boards, and municipal stakeholders, working closely with them throughout project lifecycles to address potential sensitivities and ensure alignment with local priorities.

All projects are executed in accordance with Enlight's core ethical standards. Enlight Local fully adheres to Enlight's Code of Ethics, Anti-Bribery and Anti-Corruption (ABAC) policies, Corporate Governance Guidelines, and Tender Policy. These frameworks guide interactions with municipalities and public institutions, ensuring that all engagement processes are conducted with transparency, fairness, and integrity.

Much of our work at Enlight Local is directed towards the agriculture sector, where our approach is simple – "Agriculture First". We work directly with farmers, taking into account their operational needs in order to develop projects that work with their crops, integrating solar systems alongside their agricultural activities. Initiatives include solar installations on greenhouses, energy production systems with storage for self-consumption or sale to the grid, and comprehensive energy management solutions to reduce consumption and costs. Enlight Local provides full support for agricultural projects, from design and financing to licensing and operation, aimed at reducing carbon emissions and maximizing profits.

Enlight Local's commitment to innovation, sustainability, and economic feasibility helps us accelerate the energy transition, a critical step in the path to Net Zero.

Enlight's Agro-Solar Revolution

During 2024, we began conducting significant research into the potential of Agrisolar technology at our R&D facilities. Our goal was to transform agricultural systems by generating high yield and quality potential and decentralizing renewable energy. This research is the basis for Enlight's Agro-Solar Revolution.

Enlight's agrisolar project is designed to maximize the potential of open field crops through a dual-use approach, integrating solar energy generation and storage with high-quality crop cultivation. Our mission is to build resilience while tackling three critical global challenges: energy security, food security, and the recovery of conflict-affected communities.

Agrisolar systems combine solar panels with agricultural crops, utilizing the land for both renewable energy production and smart farming simultaneously. The installation of solar systems provides farmers with increased availability of electricity, water, and communications systems. This allows farmers to introduce advanced technological systems to their plots, which may not have been financially accessible beforehand. These technologies will enable the adoption of precision agriculture techniques, which includes the installation of autonomous systems that regulate temperature, humidity, and radiation; advanced application of fertilizer, pesticide, and irrigation; and smart monitoring of soil and pests.

The installation of solar panel infrastructure allows for the simultaneous installation of advanced and precise irrigation systems and customizable spraying solutions, allowing the process to benefit agricultural crops by increasing or decreasing irrigation to suit the needs of specific crops. Initial projections imply that irrigation-combined-Agro projects have the potential to increase crop quantity and quality while covering the cost of increased irrigation. As such, such projects facilitate the transition of farmers to irrigation crops in place of rain-dependent farming, an important development in light of climate change and the increasing frequency of droughts.

Solar panels further allow for increased shade management of crops, reducing their exposure to heat stress and overall climate risks. The shade provided by the solar panels can assist varieties of crops which benefit from reduced sun exposure while also reducing the amount of irrigation needed by the soil. Our integrated tracking system uses single-axis solar trackers to optimize energy absorption and agricultural activity. The trackers adjust panel positions for different crops and farming needs, use software for optimal sunlight exposure, and employ bifacial panels to capture reflected light, increasing efficiency.

Most agricultural systems in Israel are located in the country's periphery, with many of the fields located close to borders or in areas more affected by security flareups. Enlight's agrisolar system has the potential to increase security for farmers in the region, improving the resilience and independence of small farming businesses all over the country. The financial contribution that farmers receive from Enlight in exchange for use of their lands allows them to invest in additional technology and infrastructure, empowering their agricultural activities even further.

The project is in the advanced stages of planning; we expect construction to begin within the next two years and will continue to monitor and advance this initiative through 2025.

Israel, Yesha Agrivoltaic

CASE STUDY: Open Field R&D Center

As part of our efforts to advance the agrisolar revolution, Enlight inaugurated a new research and development center for the purpose of furthering the development and understanding of agrisolar systems. This R&D center conducted its first experiment in 2024, monitoring the effects of agrisolar systems on the growth of wheat crops, strategically testing optimal solar panel configurations for maximizing crop yield and energy production.

Solar panels were installed with a tracking system to monitor the impact on both crop growth and energy production. The trial began with a growing cycle of two types of wheat in the winter of 2024-25. Various parameters were measured such as weather characteristics, soil characteristics, and radiation levels, alongside tracking the irrigation and shading and their impact on crop growth throughout the field. Initial findings indicate that the model resulted in a 167% increased yield compared to the year-over-year average yield for this type of crop in the southern region of Israel.

We are confident that this model can be refined to optimize the benefits for both crop yield and energy production, bringing economic benefits and independence to farmers, as well as bolstering food security throughout the country. In 2025, the R&D center is expected to launch its next cycle of research and development, which is planned to be conducted on sweet potato crops, as well as barley (crop), wheat and potatoes followingly.

Israel, Yesha Agrivoltaic

Elements VC

elements

As a renewable energy company, we are passionate about discovering and fostering the development of critical new technologies on the path to Net Zero.

One of the key ways for us to support emerging technologies is through Elements, a dedicated climate technology venture capital fund establised by Enlight, former Major General Nizan Alon and others in 2023. We use our privileged early access to invest in seed and series A startups that can make a meaningful impact aiming to accelerate energy technologies in order to address critical energy issues.

Elements VC finances sectors critical to energy innovation, including Transmission & Interconnectivity, Energy Storage, Renewable Energy Generation, Alternative Fuels, and Energy-Efficient Infrastructure.

As of 2024, our portfolio includes:

CaPow

CaPow

Specializing in energy storage, CaPow has developed a disruptive power delivery technology that enables a device to receive power whilst it is in motion. This is applicable to warehouse automation, eliminating downtime, lowering environmental impact, and reducing operational costs.

CENS

Cens Materials

Focused on energy storage, Cens Materials enhances lithium-ion battery performance using nanotechnology, potentially doubling electric vehicle range without increasing costs.

prisma photonics

Prisma Photonics

In infrastructure monitoring, Prisma Photonics uses advanced optical fiber sensing technology for real-time monitoring of critical infrastructure, improving safety and operational efficiency.

vocai

Vocai

In energy tech, Vocai develops AI-enhanced multi-gas sensing technology for predictive battery lifecycle management, optimizing performance and safety.

Enlight supports Elements VC through our vast experience across multiple areas of the energy value chain. This enables us to uniquely identify areas for tech disruption. Furthermore, our global network allows us to take startups to a global audience and generate deeper market insights, helping us develop technological solutions that can be commercialized and scaled.

In addition, elements was part of the successful consortium that won a public tender to establish Israel's Energy and Industrial deeptech incubator. Through this project element was exposed to the most promising pre-seed companies.

CASE STUDY:

vocai

Building on our commitment to innovation, Enlight leverages industry leadership and deep expertise to actively foster the growth of transformative technologies through Elements VC. By providing both strategic funding and professional consultation, we are proud to support pioneering companies like VOCAI.

Vocai is enabling safer batteries & higher performance by revolutionizing battery analytics. Our extremely sensitive and highly selective gas-sensing technology detects ultra-low gas emissions, accurately monitoring battery degradations which enables enhanced performance, and providing the earliest indication of failure events which enables effective fire prevention. Vocai's deeptech extends battery lifetime and increases energy capacity, enabling the deployment of safer, more efficient BESS solutions that maximize clean energy output while minimizing environmental and safety risks.

Electra power Joint Venture

ELECTRA POWER
with enlight energy

In 2024, we deepened our impact on Israel's evolving electricity market through the establishment of a joint venture with Electra Power, a leader in residential energy supply. This collaboration aims to deliver clean, affordable electricity directly to households and small businesses across Israel, contributing to the decarbonization of the country's energy consumption.

The partnership leverages Enlight's leadership in renewable energy generation and Electra Power's extensive reach in residential energy services, which includes a well-established customer service infrastructure serving approximately 400,000 homes. As part of this collaboration, Enlight supplies Electra Power with green electricity it generates, ensuring that households and small businesses benefit not only from cost savings but also from access to clean energy produced by Enlight. With Israel's electricity market becoming fully deregulated in early 2024, this joint venture enables households and small enterprises to actively participate in the green energy transition, choosing power that is both cost-effective and free from greenhouse gas emissions.

Through this initiative, Enlight not only expands its market presence but also helps foster a more resilient and competitive energy sector. By combining our expertise in renewable generation with Electra Power's local market knowledge, we are supporting a just and inclusive energy transition. This joint venture, in which Electra Power holds a 65% stake and Enlight a 35% stake (with an option to increase to 40% upon achieving certain investment milestones), reflects Enlight's commitment to empowering communities, reducing environmental impact, and creating shared value through innovative partnerships.

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. There is a synergy between our economic growth and social and environmental responsibility as we align our environmental stewardship with profitability objectives.

Our sustainability activities as reported here, focus on the sustainability topics that are most material for us and our stakeholders. These topics were identified through a comprehensive analysis that considered various viewpoints.

To identify the areas with the most significant environmental and social impact for our industry, we reviewed stakeholder expectations, as reflected through ESG ratings, reporting standards, regulations, and reporting benchmarks of peers and partners, and follow industry best practice standards to ensure our focus aligns with our sector. Each potential material topic is also considered in light of our long-term business strategy, ensuring a cohesive approach to sustainability integration and accounting for any emerging changes in regulations and policies.


Israel, Mahanayim PV + Storage

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

1b.

We Are the Solution to the Climate Crisis

Israel, Yesha Agrivoltaic

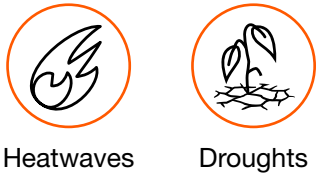
The Impact of Renewable Energy on Climate Crisis Mitigation

What Makes This a Crisis?

The Earth's climate is shifting at an unprecedented rate, making the climate crisis one of the most significant threats to humanity. The primary driver of this crisis is human activity, particularly the dependence on fossil fuels such as coal, oil, and natural gas for energy. Combustion of these fuels releases carbon dioxide (CO_2) and other greenhouse gases into the atmosphere creating a greenhouse effect trapping heat and warming the planet and disrupting Earth's natural weather patterns.

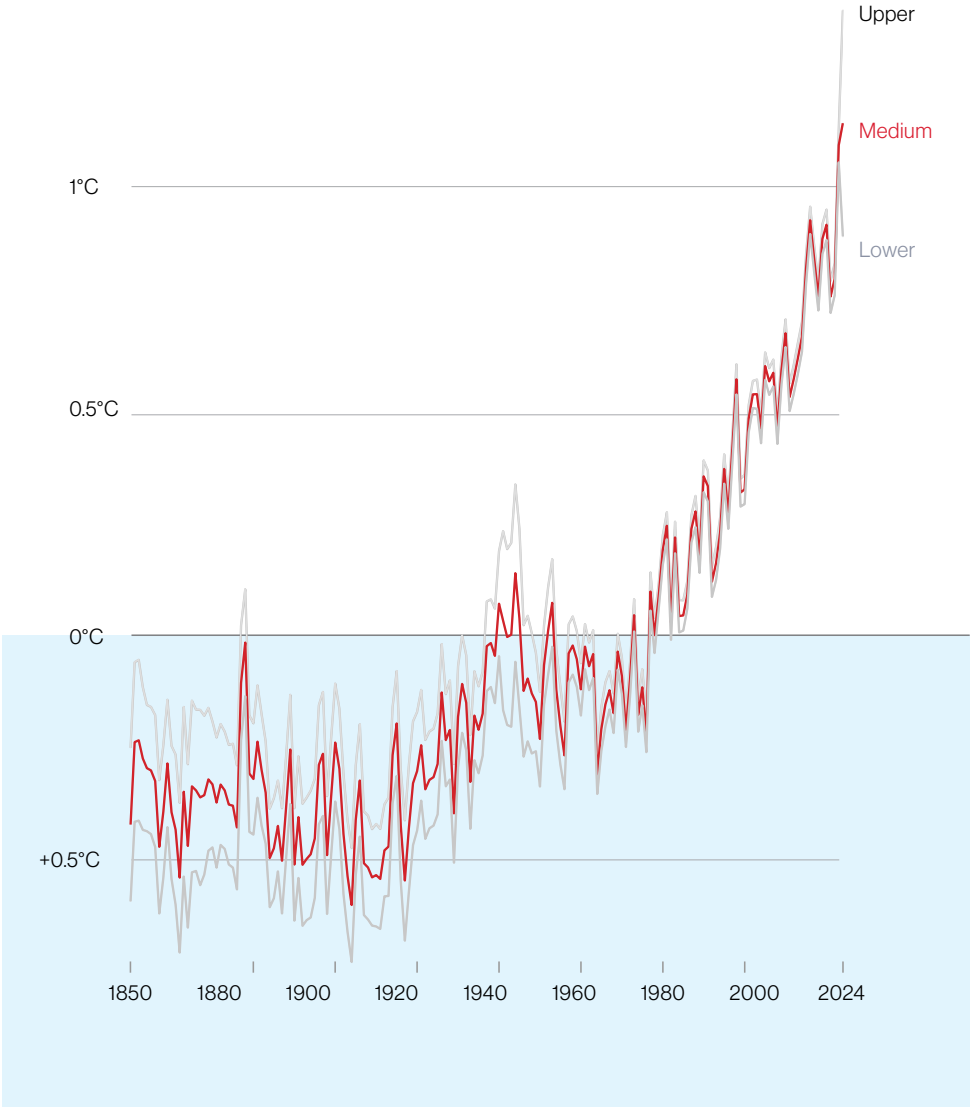
Extreme weather events such as heatwaves, droughts, floods, and storms are becoming more frequent and severe. These events wreak havoc on natural ecosystems, displace populations, and cause widespread damage to infrastructure and agriculture. Rising sea levels threaten coastal communities and low-lying island nations, while risks to the 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.

Extreme weather events



Global Average Temperature Anomaly[3]

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



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

Transitioning to a Sustainable Future

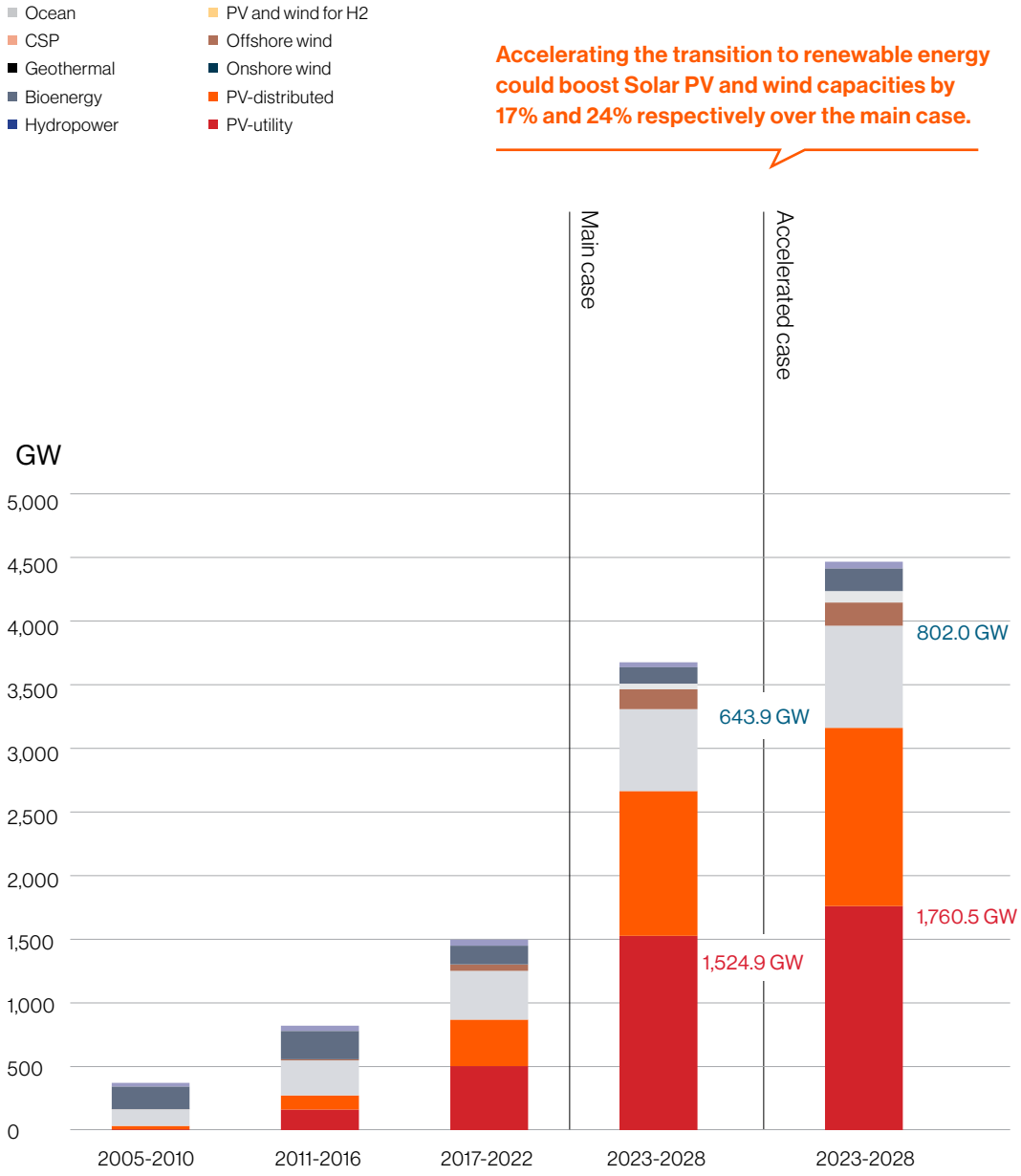
The scientific community has issued a clear call to action. The Intergovernmental Panel on Climate Change (IPCC), the leading international body for the assessment of climate change, is emphasizing utmost urgency. Its research indicates that to prevent the most severe consequences of climate change,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

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.

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. Not only adopting renewable energy, but doing so at an accelerated pace.

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[4]



[4] 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

4,209 GW

Global installed capacity of renewable energy in 2024 – almost **13.8%** higher than in 2023[5]

70%

of electricity should be coming from wind and solar PV by 2050[6]

3x

Annual investments in clean energy in emerging market and developing[7] economies (EMDEs) will need to triple to **2.2-2.8 trillion USD per year** by 2030[8]

275 GW

increase in wind energy by 2030[9]

3x

higher annual capacity additions in solar energy by 2030[10]

5 https://www.iea.org/reports/renewables-2024
6 https://www.iea.org/reports/renewables-2023/electricity
7 Emerging markets and developing economies
8 https://www.iea.org/reports/scaling-up-private-finance-for-clean-energy-in-emerging-and- developing-economies/key-findings
9 https://www.iea.org/energy-system/renewables/wind
10 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

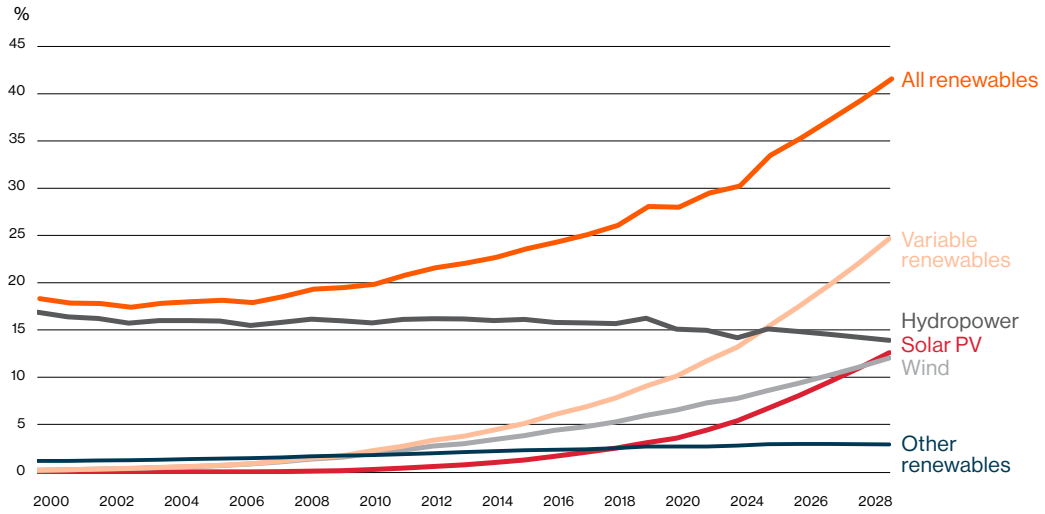
Many countries rely on fossil fuel imports, leaving themselves vulnerable to price fluctuations and geopolitical instability. Renewable energy sources are more available domestically, fostering energy security and independence.

25%

In 2028, renewable energy sources account for 42% of global electricity generation, with the wind and solar PV share making up 25%[11]

In 2024, renewables accounted for the largest share of growth in total energy supply – 38%[12]

Electricity generation by technology, 2000-2028[13]



[11] 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.
[12] https://www.iea.org/reports/global-energy-review-2025
[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

Enlight avoided:

86,279 (138,897)
tons of CO_2eq emissions.

This accounts for:

0.0019% of the country's national footprint.

Enlight avoided:

9,457 (568,619)
tons of CO_2eq emissions.

This accounts for:

0.027% of the country's national footprint.

Enlight avoided:

123,784 (376,837)
tons of CO_2eq emissions

This accounts for:

0.061% of the country's national footprint.

Enlight avoided:

256,769 (142,831)
tons of CO_2eq emissions.

This accounts for: 0.567% of the country's national footprint.

Enlight avoided:

581,794 (640,301)
tons of CO_2eq emissions.

This accounts for:

0.988% of the country's national footprint.

Enlight avoided:

257,887 (125,487)
tons of CO_2eq emissions.

This accounts for: 3.349% of the country's national footprint.

Enlight avoided:

18,710 (58,439)
tons of CO_2eq emissions.

This accounts for:

0.0486% of the country's national footprint.

Enlight avoided:

133,797 (480,272)
tons of CO_2eq emissions.

This accounts for: 0.806% of the country's national footprint.

Enlight avoided:

69,515 (128,604)
tons of CO_2eq emissions.

This accounts for:

0.0226% of the country's national footprint.

[14] Avoided emissions were estimated by multiplying Enlight's energy production in 2024 for each country by the respective country's grid 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 2024, our avoided emissions were **3,381 times more** than our direct operational emissions (scopes 1 and 2).

Enlight energy avoidance in 2024 =

358,745
gasoline-powered passenger vehicles driven over the course of one year

Enlight energy avoidance in 2024 =

3,560,780
barrels of oil consumed

Enlight energy avoidance in 2024 =

124,341,813,648
smartphones charged

Enlight energy avoidance in 2024 =

320,511
homes' electricity use for one year

This is equivalent to GHG emissions avoided by =

1,708,426,113
pounds of coal burned

This is equivalent to GHG emissions avoided by =

543,461
tons of waste recycled instead of landfilled

This is equivalent to GHG emissions avoided by =

56M
trash bags of waste recycled

This is equivalent to GHG emissions avoided by =

1,542,698
acres of US forests in one year

In 2024 Enlight avoided a total of

1,537,993 tCO_2eq emissions

This reflects a significant increase from 2023, when our avoided emissions were **-1,537,538 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, Sde Nitsan PV + Storage


Sweden, Bjornberget Wind Farm


US, Atrisco 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. The platforms used in our operational projects average 134.534 kWh/m²/day (solar irradiance)projects. The platforms used in our operational projects average 134.534 kWh/m²/day (solar irradiance).

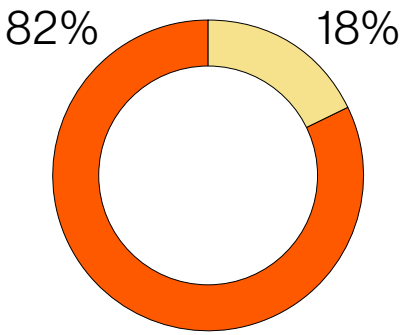
Wind

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 initially produced at medium voltage. In our projects, this medium voltage electricity is then delivered to a substation, where it is transformed to high voltage (100 kV and above) for efficient transmission through the public grid. One of the worries with wind turbines is the potential sound disturbance to local communities. The average A-weighted sound power level of wind turbines in our projects is 106.4.

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. These batteries not only store excess energy generated during periods of high production but also release it when demand exceeds supply, helping to balance supply and demand on the grid. This balancing function leads to more efficient use of renewable energy and can reduce overall energy costs. This not only supports remote communities but also leads to savings on generators and the transportation of fossil fuels.

Distribution of energy generation: solar vs. wind



- 1,010 GWh
  Solar Energy Generation
- 4,521 GWh
  Wind Energy Generation

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, our involvement spans the entire project lifecycle, with each of the following phases seamlessly integrated into the next.


Israel, Bnei Israel Floating PV

This holistic approach is central to our success:

Our Approach

Every step of our project lifecycle is executed by experts in their respective fields, making optimal results and sustainability more likely. To enhance efficiency and focus, regional departments are responsible for business and project development and longstanding teams oversee operations to provide essential services.

1. Business Development

This phase involves identifying market opportunities, pinpointing suitable sites, engaging in initial environmental and community analyses and surveys, 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.

2. Project 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.

3. Construction

During construction, we maintain strict adherence to environmental guidelines, community engagement, and regulatory requirements. This phase covers EPC management and supervision, commissioning, and commercialization

4. Operation

The last stage includes the generation and sale of electricity, continuous operation, maintenance, and performance optimization. Here too, we strictly follow environmental guidance and regulatory requirements and prioritize community connections.

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 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 need 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


Israel, Lavi PV + Storage

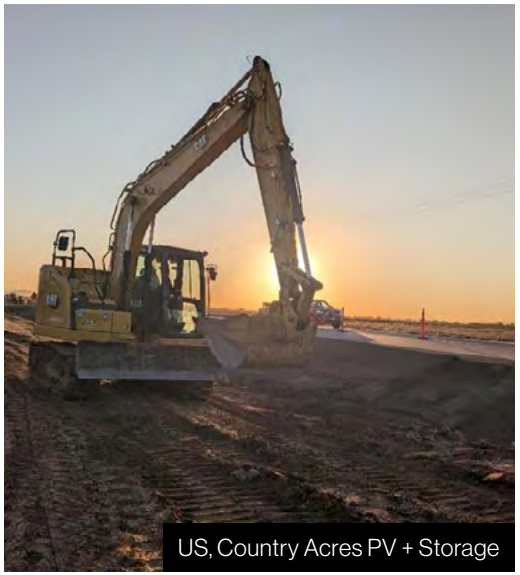
1c.

We Are the Solution to the Climate Crisis

Croatia, Lukovac Wind Farm

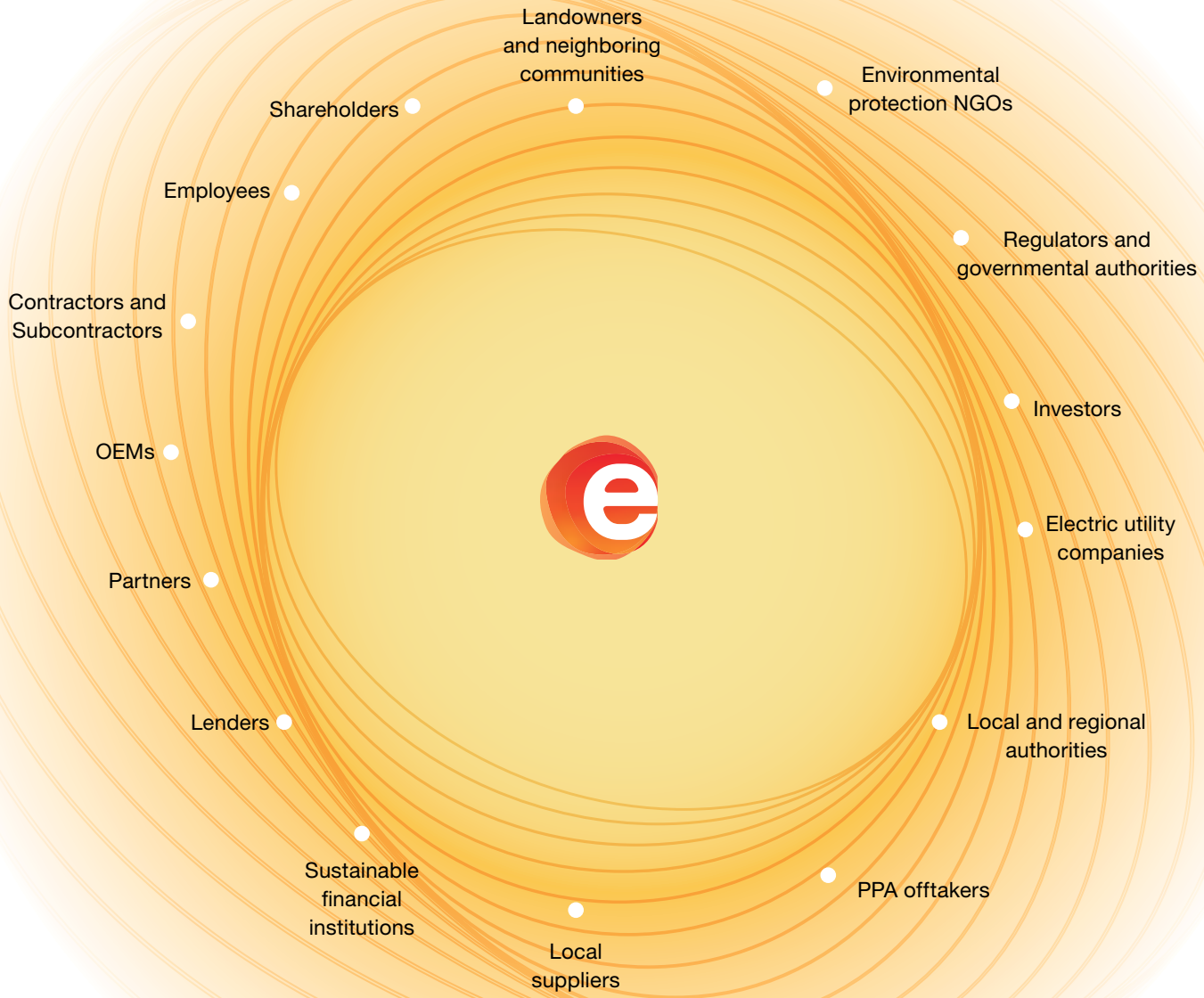
Stakeholder Engagement

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.



US, Country Acres PV + Storage

List of Stakeholders:



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 drive educational initiatives 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. Such efforts enhance our relationship with clients, contributing inter alias to revenue stability and growth.

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 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.

Working with Landowners and Local Communities

Our team identifies potential land opportunities through detailed site analysis, considering factors like proximity to grid infrastructure, land use, and environmental impact. We initiate contact with private and government landowners by building trust, highlighting mutual benefits such as revenue generation and land stewardship. Through clear, transparent negotiations, we secure land lease agreements by offering competitive terms and addressing any concerns, ensuring alignment with both landowner interests and our long-term project goals. When landowners are fully engaged and see the benefits of the project—such as stable, long-term lease income, property value stabilization, and environmental stewardship—

US, Quail Ranch PV+Storage


Israel, Yesha Agrivoltaic

they often become key advocates within their communities. Likewise, building strong relationships with neighboring communities - addressing concerns, offering transparency, and highlighting local benefits like jobs and tax revenue, establishes positive long-term neighbor relationships and partnerships that benefit both parties.

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, Mr. Yavetz has underscored the importance of renewable energy, climate technologies, and the role of supportive legislation and deregulation in driving growth. Notably, Mr. Yavetz 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, Mr. Yavetz 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.

Collaboration for Environmental Protection

As part of extensive environmental protection efforts at our sites, we collaborate closely with various entities representing environmental interests including environmental NGOs. We collaborate with these organizations to address concerns early in the development process, recognizing that we may not always align on every issue. While differences arise—such as land use or wildlife impact—we prioritize open dialogue and transparency. By listening to their concerns and proposing mitigation measures, we often find a middle ground that allows projects to move forward, ensuring environmental integrity while meeting our development goals for sustainable energy production.

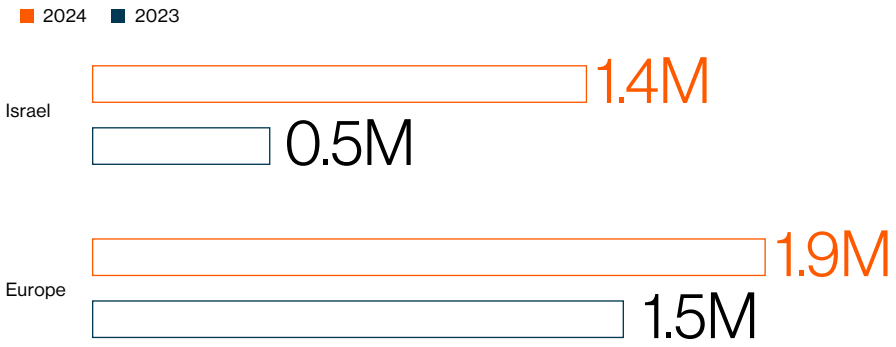
Read more about our extensive efforts in environmental protection in the Planet chapter of this report.


Serbia, Pupin Wind Farm

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 2024 Vs. 2023 (MWh)




Israel, Genesis Wind Farm

58%

of green certificates produced were sold to the energy consuming client in 2024 in Israel

52.8%

of green certificates produced were sold to the energy consuming client in 2024 in Europe

1d.

We Are the Solution to the Climate Crisis

Israel, Orvim Floating PV

Environmental Metrics

Renewable Energy Generation

Metric	Unit of Measurement	2022	2023	2024
Installed capacity	GW	1.4	1.9	2.5
Storage installed capacity	GWh	0	0.3	1.9
Total generation	GWh	1,890	3,079	5,531
Solar energy generation	GWh	246	967	1,010
Wind energy generation	GWh	1,644	2,112	4,521
Operational solar panels installed	#	649,211	1,103,493	2,169,180
Operational wind turbines installed	#	217	256	316
Avoided emissions	Metric tons of CO_2e	709,980	1,410,672	1,537,994
Net climate impact	Metric tons of CO_2e	-709,605	-1,410,332	1,537,539

GHG Emissions

Metric	Unit of Measurement		2022	2023	2024
Greenhouse gas emissions	Metric tons of CO_2e	Scope 1	283.15	256.08	305.45
		Scope 2	91.88	83.74	149.4
		Scope 1&2	375.03	339.82	454.85
Emissions intensity	Metric tons of CO_2e / GWh produced		0.2	0.11	0.08
	Metric tons of CO_2e / employee		1.72	1.24	1.29
Ratio between avoided emissions and carbon footprint			1,894	4,149	3,381.32

Resource and Waste Usage

Metric	Unit of Measurement	2022	2023	2024
Water consumption in offices and operations	Liters	21,866,600	19,009,805	2,628,305
Electricity consumption	KWh	246,265	205,098	340,443
Fuel consumption	Liters (benzine)	121,437	109,827	131,000
Office waste treated (US only for 2022-2023, including IL in 2024)	Ton	7.5	8.1	9.62
For which amount recycled is:	Ton	2.6	5.6	5.57

[15] For all currency conversions, we used the average exchange rates of 2024 from Exchange Rates UK.

Project Site Environmental Management (2024)[15]

Metric	2024
Number of operational projects with designated animal crossings	25
% of projects with EMS system in place	26%
Amount of soil moved (m cubed) during project construction	0.341M
Amount of soil moved back (m cubed) during project construction	0.298M
Investments and expenditures in ecological management systems at projects	$7,320,060
Sum of fines and value of other sanctions due to non-compliance to environmental regulation (construction & ops)	$0

Project environmental management

Metric	2024
# of protected species the considered to be affected by the project' according to the ESIA	71
# of protected species tracked	199
# of harmed items from IUCN species (NT or above)	4

Hungary, Tapolca Solar Farm

Social Metrics

Employees

Metric

	2022	2023	2024
Average age of employees	39.6	39.2	39.44
Average seniority of employees (years)	3.0	2.9	2.88

Employees by age and gender

Metric	Up to 30			31-50			51+			Total		
	2022	2023	2024	2022	2023	2023	2022	2023	2024	2022	2023	2024
Men	25	35	37	90	107	150	22	29	26	137	171	213
Women	11	17	25	64	73	92	6	12	23	81	102	140
Total	**36**	**52**	**62**	**154**	**180**	**242**	**28**	**41**	**49**	**218**	**273**	**353**

Employees by region and gender

Metric	Israel			US			Europe			Total		
	2022	2023	2024	2022	2023	2023	2022	2023	2024	2022	2023	2024
Men	52	71	99	74	87	96	11	13	18	137	171	213
Women	45	57	78	33	42	55	3	3	7	81	102	140
Total	**97**	**128**	**177**	**107**	**129**	**151**	**14**	**16**	**25**	**218**	**273**	**353**

Employees by position and gender[16]

Metric	Non-technical staff			Technical staff			Manager			Senior Manager			Total		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Men	65	80	102	24	33	35	29	37	36	19	21	40	137	171	213
Women	51	67	97	9	8	8	17	19	22	4	8	13	81	102	140
Total	**116**	**147**	**199**	**33**	**41**	**43**	**46**	**56**	**58**	**23**	**29**	**53**	**218**	**273**	**353**

[16] 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	2024
Percentage of minority employees	7.30%	8.40%	6.80%

Social Investment

Metric	2023	2024
Social Contributions (NIS)	NIS 2,080,500	NIS 2,669,366
Total length of roads paved/renovated	126+km	16.2+km

Social Impact 2024

Metric	2024
Total number of residents in municipalities to which Enligth pays local taxes to	629,561
Total number of projects where the landlord is the community	31
Total sum of rent paid in 2024 (NIS) when landlord is community	18,639,578

Work Safety Incidents

	Number of safety incidents			Number of safety incidents that led to injury			Total		
	2022	2023	2023	2022	2023	2024	2022	2023	2024
Israel	15	25	12	3	5	0	18	30	12
Europe	4	2	31	0	2	95	4	4	126
US	61	131	29	21	80	0	82	211	29
Total	**80**	**158**	**72**	**24**	**87**	**95**	**104**	**245**	**167**

Safety Trainings

Metric	Number of hours contract and Enlight employees received safety trainings
	2024
Europe	1,947
Israel	5,141
US	464.25
Total	**7,552.25**

Governance Metrics

Composition of Board of Directors

Metric	2023	2024
Number of board members	8	8
Percentage of women on the board	37.5%	37.5%
Percentage of independent board members	87.5%	87.5%

Number of Board and Committee Meetings

Name	Number of meetings	Average Attendance rate	Number of times ESG topics were discussed[17]
Board meetings	26	99.03	5
Audit Committee	9	92.29	0
Compensation Committee	6	100	0
ESG Committee	3	88.66	7


Israel, Emek Habacha Wind Farm

[17] This refers to any time an Environment, Social, or Governance topic was discussed by the board, including multiple within a singular meeting

2.

Impact Management

Israel, Faran PV + Storage

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.

Spain, Gecama Wind Farm

2a.

Impact Management

Israel, Baron Floating PV + Storage

Environmental Protection and Management in Projects

The Management Process


Israel, Emek Habacha Wind Farm

Enlight employs a comprehensive management system as part of its aim to uphold high standards of environmental stewardship. We prioritize responsible and sustainable development, ensuring that renewable energy generation takes place in a manner that protects natural ecosystems. This commitment goes beyond minimizing environmental harm—it reflects our ambition to create a net positive impact on nature wherever possible. Enlight adheres to the mitigation hierarchy of avoid–minimize–restore–and, where necessary, offset, embedding this principle across all project stages. In areas where impact cannot be fully avoided, we implement tailored compensation and restoration measures. Moreover, we actively promote innovative initiatives that enhance biodiversity and environmental resilience, leveraging renewable energy development as a platform for broader ecological benefit.

As an environmental company, collaboration with and for the environment is ingrained in our DNA. We actively avoid projects with significant adverse environmental impacts and apply a structured, step-by-step process in each project to mitigate potential harm.

In 2024, we strengthened our commitment by setting internal, company-wide environmental targets and appointing a Global Environmental and Sustainability Manager to oversee implementation.

Environmental management across our projects aligns with internationally recognized standards, including IFC Performance Standard 6 and EBRD Performance Requirement 6. We apply the mitigation hierarchy—avoidance, minimization, restoration, and, where necessary, offsets. Each site operates under a tailored biodiversity management plan to address its specific ecological context.

This approach is supported by a standardized due diligence framework applied across multiple geographies. Environmental constraints, such as proximity to protected habitats, hydrological setbacks, bird corridors, and noise zones - are evaluated as early as site screening. These constraints are integrated into layout design and technology selection, demonstrating Enlight's commitment to early-stage risk mitigation and biodiversity sensitivity.

1. **PRE-STAGE**: Business Development and Due Diligence

Environmental considerations are integrated from the earliest phases of project evaluation. Each potential project undergoes an environmental due diligence (DD) review during the business development stage.

The DD process assesses environmental risks based on factors such as geographical location, proximity to nature reserves, applicable environmental regulations, and ecological sensitivities. Its findings inform decisions on whether to proceed, guide geostrategic planning, and shape early-stage mitigation strategies.

This process typically includes constraints mapping for Natura 2000 areas, bird and bat habitats, forest proximity, topography, and land-use classifications. In cases where site conflicts arise, such as bat-sensitive zones or hydrologically vulnerable areas - layouts are revised or mitigation is planned from the outset.

2. **STAGE A**: Environmental impact assessment

During the development stage of each project, we conduct a comprehensive Environmental Impact Assessment (EIA) to evaluate potential environmental impacts. In many cases, this is expanded into a full Environmental and Social Impact Assessment (ESIA), depending on project context and regulatory requirements.

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 28%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.

Each project begins with a scoping and materiality analysis to identify key environmental issues, which then guide the content and focus of the EIA/ESIA. Iterative consultations with environmental experts enable adaptive design decisions, such as relocating turbines or choosing technologies that reduce environmental harm.

Once finalized, the EIA/ESIA informs the development of a tailored Environmental Management Plan (EMP).

In line with company-wide practices, project layouts are refined to reduce fragmentation, avoid sensitive slopes, and comply with biodiversity and land-use requirements. Early


Israel, Baron Floating PV + Storage


Israel, Genesis Wind Farm

technical studies, such as noise modeling, flood risk assessment, and land classification reviews - support environmentally aligned siting decisions.

3. **STAGE B**: Selection of mitigation measures

We forge close partnerships with regulatory bodies, environmental NGOs, and experts to collaboratively select mitigation measures tailored to the specific risks and technologies of each project. These measures are integrated into project planning and aim to minimize any adverse effects identified during the impact assessment process. Standard measures include land restoration during construction, buffer zones near ecological features, seasonal construction restrictions during breeding periods, carcass removal protocols, and lighting controls to reduce impacts on fauna.

The specific focus of mitigation varies by technology: in wind farms, efforts target biodiversity risks, such as promoting off-site habitats for birds in low-conflict areas and adjusting turbine operations based on bat activity monitoring. In solar PV projects, the emphasis is on fencing solutions designed both to reduce disturbance to local wildlife and to protect soil from erosion. For battery storage (BESS) facilities, mitigation includes planning for component recycling and end-of-life management.

4. **STAGE C**: Investments and application

We integrate the selected mitigation measures seamlessly into the project's technical and financial planning and ensure their implementation throughout the design, construction and operation phases. We proactively adapt planning strategies and allocate resources to incorporate innovative technologies and practices that reduce environmental impact. These practices are embedded into contractual obligations, timelines, and contractor scopes. In sites requiring compensatory measures or long-term biodiversity monitoring, Enlight incorporates such commitments directly into investment planning.

5. **STAGE D**: Monitoring, reporting and control mechanisms

Throughout our project lifecycle, we implement targeted monitoring and control measures to track environmental performance and impact while ensuring compliance. These mechanisms are tailored to the specific technology and ecological context of each project. Where applicable, we establish KPIs for mitigation measures, enabling systematic performance tracking and transparent reporting to regulators, lenders, and other stakeholders.

Post-construction activities are adapted accordingly: in wind farms, these may include weekly carcass detection, bird and bat mortality monitoring, and adaptive turbine operation planning. In solar projects, ongoing vegetation management and site rehabilitation programs are implemented to prevent erosion and preserve local biodiversity. At BESS sites, monitoring focuses on environmental safety and compliance with recycling and storage.

Control technologies, such as Advanced Bird Protection Systems (BPS), represent some of the most innovative tools available in the market and reflect Enlight's commitment to technological leadership in environmental protection. These solutions are strategically deployed in projects where ecological assessments identify a clear need, ensuring both effectiveness and responsible implementation.

Environmental oversight is supported by year-round observer programs, Enlight's internal Environmental and Social Management System (ESMS), and external audits as required.

87%

of the total soil moved during construction of projects was moved back

3 out of 9

projects in 2024 saw zero terrain movement during construction

Over $7.3M

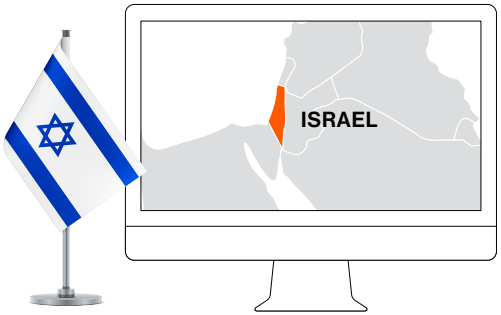
in investments and expenditures associated with ecological management systems at project sites

CASE STUDY: Land Rehabilitation

As part of Enlight's commitment to environmental conservation, we integrate ecological considerations into every stage of our operations, striving to minimize environmental impacts and support the long-term health of local ecosystems.

During the deployment of solar installations at **Kibbutz Mahanayim** and **Kibbutz Lavi** - both located in the Galilee in northern Israel - we implemented a sustainable approach looking to enable the rehabilitation of the land and the preservation of surrounding ecosystems. Following the excavation and earthworks required for construction, we placed strong emphasis on restoring the land to its original state as much as possible. Excavated soil was carefully returned to its place to prevent erosion, using local fill materials to maintain the natural characteristics of the site, and native vegetation was replanted in disturbed areas to restore ground cover and support local biodiversity. This effort helps facilitate the recovery of the ecological system while preserving the rural landscape.

Ongoing vegetation management is carried out throughout the operational phase of the project to prevent erosion, support native species, and ensure long-term ecological stability. These practices are embedded in Enlight's site maintenance protocols.



Israel, Mahanayim PV + Storage

In Depth on Monitoring, Reporting and Control Mechanisms

In 2024, we prioritized investment in breakthrough technologies and innovative applications to set new standards in environmental protection at our wind farms. 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. Advanced technologies such as radar systems, GPS tracking, and Smart Curtailment systems are utilized to enable emergency or preventive turbine shutdowns, particularly during high-risk periods for birds and bats. By detecting or predicting the proximity of winged animals to the turbines we can reduce the likelihood of collision on a hyper-localized level minimizing risks to wildlife as well as energy generation consistency.

Overall, in 2024, we experienced 4 incidents involving protected species. Our wind farm operates in compliance with the original environmental permits, 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.


Israel, Genesis Wind Farm

Our wind farms continue to employ a comprehensive and ongoing environmental management strategy to minimize impact on local wildlife. This includes regular surveys—often weekly—by specialized teams and detection dogs, the removal of animal carcasses to prevent attracting birds, and continuous monitoring of both bird and bat activity through acoustic surveys and expert oversight. Additional measures include habitat restoration, installation of nest boxes in safer areas, collaboration with local farmers to deter birds from risky zones, and annual research studies to refine protection measures.

These efforts collectively ensure that the wind farm maintains a low risk to wildlife while supporting biodiversity and promoting coexistence between renewable energy production and local ecosystems.

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:

4

incidents of harm to protected species (according to the IUCN Red list level)

71

protected species that are considered to be affected by our projects according to the ESIA

199

protected species are tracked, of which 157 are not required based on IUCN in our wind farms

42

species from the IUCN Red Level list are monitored, of which 8 are considered to be "threatened" species

28%

of our projects have adjacent protected nature areas

CASE STUDY: Protecting Biodiversity at GECAMA Wind Farm

Common kestrel Box - successful hatch

The GECAMA Wind Farm in Spain is located along a major bird migratory corridor and near nesting sites of protected species like the Spanish Imperial Eagle and Lesser Kestrel. In 2024, we launched a strategic, multi-year Bird Collision Mitigation Plan developed in full coordination with environmental regulators and based on guidance from international experts in wind-wildlife interaction and ecology. The plan is designed to adapt over time in response to changing environmental and climatic conditions at the site.

The plan sets ambitious targets: zero fatalities of critically endangered bird species, a 50% reduction in collisions involving protected species as defined by the national taxonomy, and a maximum annual mortality ratio of 0.1 for the local Lesser Kestrel colony.

It is built around four core pillars: real-time threat monitoring with turbine shutdowns, environmental management to reduce attractants, research and development using GPS and detection technologies, and preventive shutdowns during high-risk periods. These efforts are supported by intensive weekly monitoring, which informs operational adjustments and tracks effectiveness.

Spain, Gecama Wind Farm

Resource and Waste Management in Operations

Operational Waste Management


US, Atrisco PV + Storage

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.

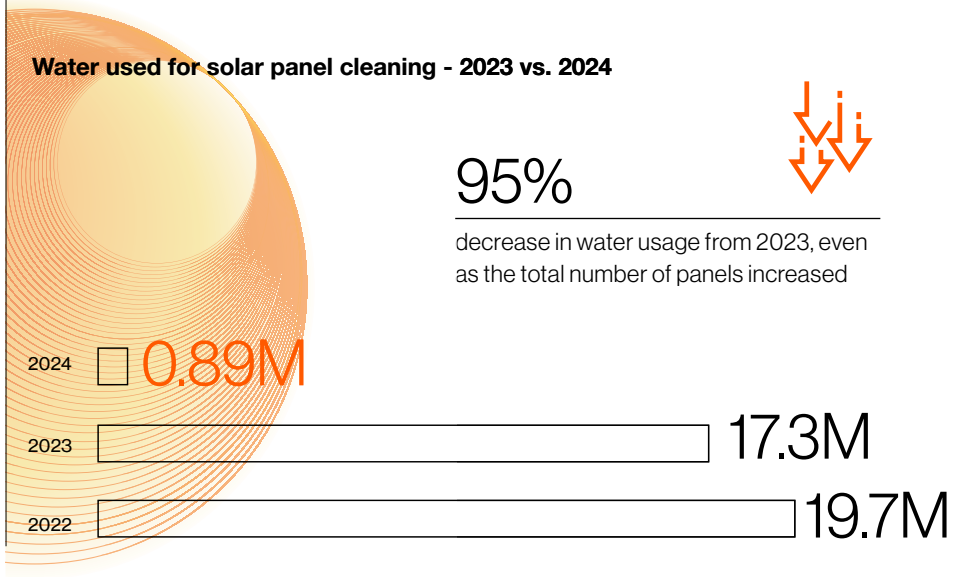
Construction waste

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.

Water used for solar panel cleaning - 2023 vs. 2024



95%

decrease in water usage from 2023, even as the total number of panels increased

0.89 million

liters of water used for solar panels cleaning in 2024

17-30 years

the expected lifespan of our wind turbines and solar panels

2,381

Solar panels changed in 2024 (0.11% of the total)

17

wind turbine parts were replaced in 2024 (out of 316 operational turbines)

1:6

Once every 6 month – 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:

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.

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.

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.

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.

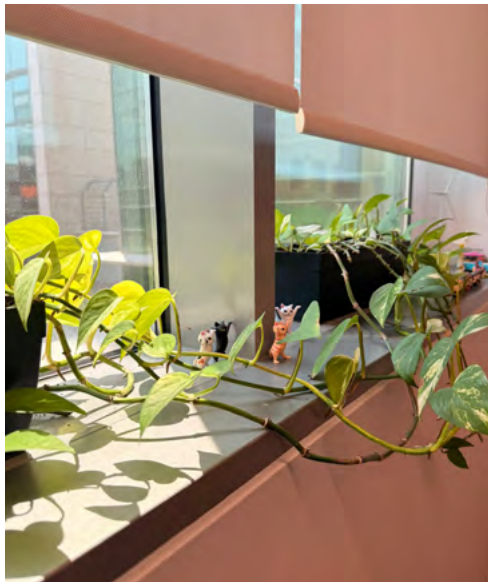
This comprehensive approach to preventive maintenance ensures the efficient operation of our platforms while minimizing waste generation throughout their lifecycle.

Looking ahead to 2025, Enlight remains steadfast in its commitment to environmental stewardship and sustainability. We plan to further strengthen our management and monitoring of ESG aspects across all project stages, building on our robust foundation and lessons learned to date. By advancing our standardized approach and aligning with evolving international best practices, we aim to ensure that Enlight continues to set the benchmark for environmental leadership in the renewable energy sector.


Israel, Genesis Wind Farm


Israel, Baron Floating PV + Storage

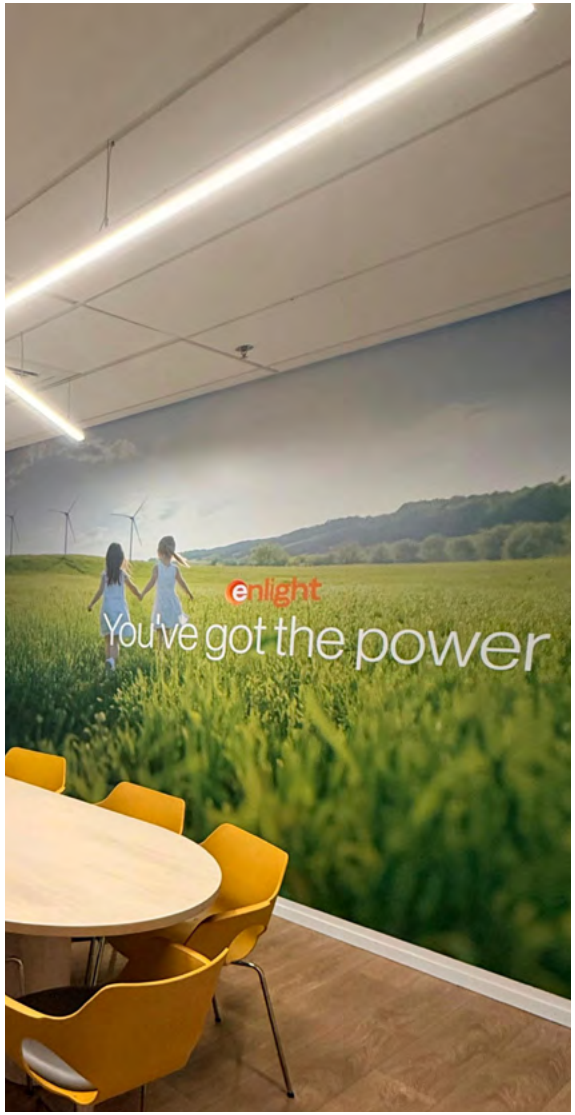
Green Offices



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.



1,7M
liters of office water consumption

68%
decrease in office water consumption from 2023 to 2024 at US offices

340,443
in electricity consumption[18]

131,000
in fuel consumption for company's vehicles

54%
decrease in office waste sent to landfill from 2023 to 2024

5.57
tons of office waste recycled

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

2b.

Impact Management

Serbia, Pupin Wind Farm

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

Community Partnership and Engagement

Enlight implements a structured management system for community partnerships, designed to maximize their engagement and investment in projects. We actively seek the participation of local communities as equity partners in our projects when feasible, enabling them to benefit directly from project success.

Israel, Ein Habsor PV + Storage

Land Rent Payments

A significant aspect of our engagement with communities is the payment of rent for land use. In 31 projects, local communities serve as landowners, collectively receiving over NIS 18,639,578 in rent payments. These payments provide a stable, ongoing source of income that supports local development and community priorities.

Grants and Financial Support

In certain cases, Enlight provides substantial grants to communities as part of agreements that enable project development. For communities that lack sufficient resources to enter as equity partners, Enlight collaborates with its funding partners to help these communities access the necessary financing. This proactive approach enables more communities to become profit-and-loss partners in our project.

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.

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.

17

of our projects in Israel either have communities as our equity partners[19] or have commercial corporations that are fully owned by the communities as equity partners[20]

31

of our projects have local communities as landowners.

NIS 18.6M

of rent paid in projects that have local communities as landowners

[19] For this data item we refer to "equity partners" only as the partners entitled to a project's profits.
[20] Data is correct for February 2025.

Channels for Generating Indirect Economic Value


US, Atrisco PV + Storage


Israel, Hoshen Floating PV + Storage

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.

KPIs and Data, 2024

16.2+ km

of roads paved and renovated for/by projects in Israel

629,561

residents in municipalities to which Enlight pays local taxes to

NIS 378.3M[21]

local taxes paid to communities through projects[22]

Serbia, Pupin Wind Farm

[21] For all currency conversions, we used the average exchange rates of 2024 from Exchange Rates UK.
[22] This value does not discount financial incentive given to one project in the US.

Our Employees

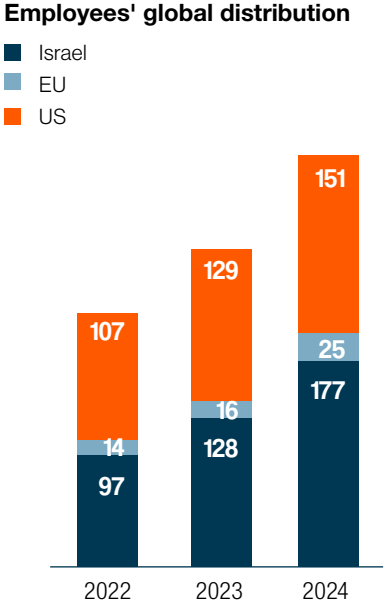
Workforce Profile

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. In recent years, our workforce has grown steadily, with hires consistently outpacing departures. Notably, 35% of our current employees joined in 2024. Our average employee tenure is 2.88 years, reflecting this ongoing expansion—a trend we expect to continue as Enlight grows.

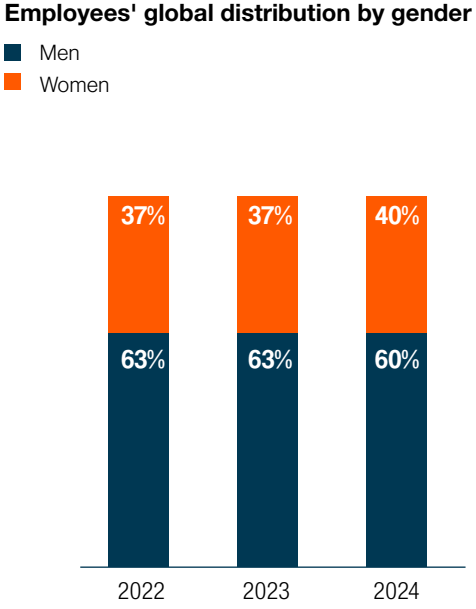
New hires and terminated employees

	New hires									Terminated employees								
	2022			2023			2024			2022			2023			2024		
	<30	31-50	51+	<30	31-50	51+	<30	31-50	51+	<30	31-50	51+	<30	31-50	51+	<30	31-50	51+
Men	16	34	5	18	31	4	20	54	2	4	18	3	4	13	0	9	19	7
Women	5	17	1	15	19	6	11	32	5	1	4	5	5	11	3	3	10	1

Employees' global distribution



Employees' global distribution by gender



353 employees globally

124 new hires

49 employees departed

2.88 years average employee seniority

39.44 average employee age

99% fulltime employees

10% employees promoted internally in 2024

Work Environment and Employee Engagement

International Women's Day – "Lead Like a Girl" lecture by Dalia Feldheim

Workplace Culture

As a young and fast-growing company, Enlight cultivates a dynamic culture that fosters connection, collaboration, and continuous adaptation. We cultivate this culture through strategic initiatives that emphasize open communication, cross-functional teamwork, and the ability to evolve with changing business needs.

- **Employee well-being**: Enlight recognizes that a happy, healthy workforce is fundamental to long-term success. We offer comprehensive benefits, including flexible hybrid work arrangements s and generous annual leave policies. To further support employee well-being and team cohesion, we host weekly themed happy hours and occasional lectures on a variety of topics. These events offer opportunities for employees to unwind build personal connections, while being thoughtfully tailored to respect the diverse backgrounds, holidays and dietary preferences of our teams.
- **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. 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

In 2024 we launched an employer branding initiative to ensure that the values we promote internally align with the work experience we offer and are clearly communicated to potential hires. This initiative was designed to strengthen our competitive position in the talent market by articulating what makes Enlight a unique and attractive place to work.

As part of this process, we conducted an employee survey to help define the core attributes of our employer brand and workplace culture. The insights gathered served as the basis for a company-wide branding framework - capturing our organizational DNA and guiding how we present ourselves as an employer to authentically represent working at Enlight. Following the branding phase, we delivered specialized training to all hiring managers, with an emphasis on company values, intercultural awareness, and inclusive communication practices. These efforts aim to create a consistent, values-driven candidate experience while fostering internal alignment across teams.

In parallel, we conduct regular employee satisfaction surveys that explore a range of workplace experiences, from the hiring and onboarding processes to day-to-day collaboration and career development. These surveys are critical in capturing employees' perceptions and identifying areas for growth. The insights inform our HR strategies, allowing us to implement targeted improvements and support a more fulfilling work environment..

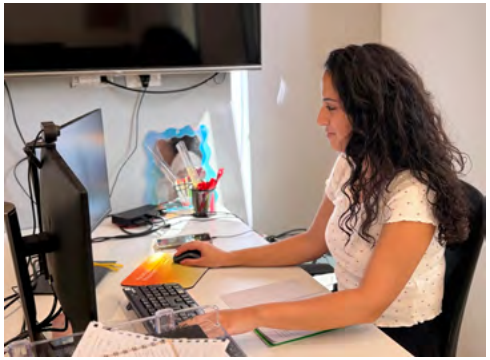
Supporting Our Employees During the October 7th War

One of Enlight's greatest challenges in 2024 was navigating the ongoing impacts of the war in Israel, which began with the October 7th, 2023 attack. Throughout this difficult period, we remained dedicated to providing unwavering support to all our employees, recognizing the diverse and complex challenges they faced - including prolonged reserve military service, family members enlistments, evacuations from homes, and psychological distress. In response, Enlight established a comprehensive support framework to maintain connection, provide assistance, and foster resilience across our workforce. A dedicated support room was launched alongside open communication channels, including WhatsApp groups, which served as vital platforms for real-time updates, emotional support, and assistance to employees. These tools ensured that no employee felt isolated, regardless of their specific circumstances.

To further assist our staff, we implemented a range of welfare initiatives, including the distribution of care packages and vacation vouchers. We also introduced special training programs for managers to help them support team members who were absent for extended periods - both during their absence and upon their return. Recognizing the importance of fairness and consistency, we extended similar accommodations to employees on maternity leave and made adjustments to our performance evaluation processes to reflect the exceptional circumstances.

Additionally, we provided job search support to employees experiencing employment uncertainty due to the broader economic effects of the war. This included two dedicated training sessions focused on navigating job transitions and strengthening career resilience.

A survey conducted on Enlight's wartime support revealed that employees and their families felt embraced and cared for. By standing together and offering meaningful support to anyone in need, we strengthened our collective resilience and demonstrated our core values in action.



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 withir 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 2024, Enlight offered a development learning program catered to employee needs. This program encompassed a wide range of topics, including Adaptability & Resilience tools, conflict resolution & managing feedback, as well as various digital tools trainings. 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.

over 2900

hours of training Enlight Employees participated in a total.

8.8

total hours of tranings Enlight employees participated in.

40.6%

of the training hours are soft skills trainings.

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 –
   a. **Self-evaluation**: The process starts with employees completing self-evaluation forms, reflecting on their performance and identifying areas for improvement.
   b. **Feedback and discussions**: Managers review self- evaluations, provide constructive feedback, and address employee questions. These discussions emphasize open dialogue, not just numerical ratings.

As part of the broader development process, Enlight conducts annual workplan conferences. In these sessions, all managers present a summary of the previous year's performance, including targets, challenges, and achievements, along with strategic plans for the upcoming year. These conferences promote alignment, transparency, and shared accountability across teams.

In 2024, employee performance reviews were completed for 79.5% of employees in the US. In Israel and Europe, the completion rate was 85%. The remaining 23% of employees were on mandatory military reserve duty during the review period. Upon their return, they are scheduled for their performance reviews. The total employee performance review rate was 82%.

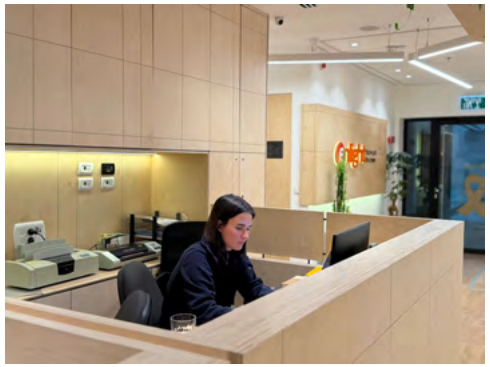
Internal Mobility

At Enlight, we value and promote internal mobility. When positions become available, we prioritize filling them with current, qualified team members. In 2024, 37 employees (10% of the workforce) were promoted internally, up from 35 promotions (13%) in 2023. 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.

CASE STUDY: Empowering Managers at All Levels

Strong management is essential to driving performance, engagement, and sustainable growth. In 2024, we expanded our development program to include managers at all levels, following its initial launch in 2023. Over six months, participants completed six guided sessions combining advanced managerial tools with peer-learning opportunities, focused on strengthening leadership capabilities. To support ongoing development, we established a forum for program graduates to share insights and collaborate on challenges. To measure impact and ensure continuous improvement, we actively gather participant feedback both immediately after the program and again six months later. This initiative helps ensure our managers are well-equipped to lead effectively and support their teams in a dynamic work environment.

Equal Opportunity Employment



Enlight firmly upholds the principles of equal opportunity employment. We ensure that every individual, regardless of their gender, ethnicity, religion, or other personal characteristics - has an equal opportunity to bring their unique experience, professionalism, and capabilities to our team. We are committed to cultivating an environment that not only acknowledges but actively values and promotes workforce diversity.

We also understand that supporting working parents contributes to a healthier and more productive workplace. To this end, we offer maternity leave beyond legal requirements and promote flexible work arrangements, including hybrid and remote work options, enabling employees to better balance professional and family responsibilities.

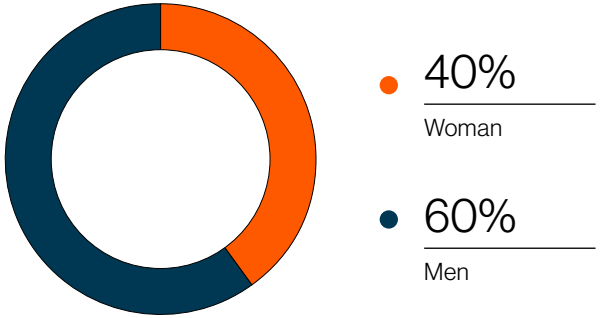
As a part of our ongoing commitment to ensure fairness and belonging, Enlight has adopted a range of strategic policies and initiatives:

1. **Dedicated leadership for inclusion:** A designated officer within the HR department oversees our strategies for fostering an inclusive workplace. Our recruitment priorities are shaped by clear goals to broaden representation, and internal targets have been formally established at the corporate level.
2. **Inclusive hiring policies**: We have implemented a comprehensive procedures that include monitoring representation and equal opportunities in recruitment processes and proactive inclusion of candidates with disabilities.
3. **Advancing gender balance**: We continue to emphasize the recruitment of women, especially in senior and managerial roles.
4. **Measuring progress**: In 2024, we developed a a measurement framework aimed at tracking progress toward our 2026 represention targets. As part of this framework, we also launched a dedicated program that fosters the inclusion and advancement of employees from underrepresented backgrounds.
5. **Inclusive referral incentives**: To support the diversification of our workforce, Enlight operates a “Refer a Friend” policy that awards a bonus to employees whose referrals result in a successful hire. To further encourage diversity, an additional sum is granted for referrals of candidates from underrepresented groups, including Arabs, Ultra-Orthodox Jews, persons with disabilities, individuals of Ethiopian descent, and new immigrants.

Parental leave data - 2024

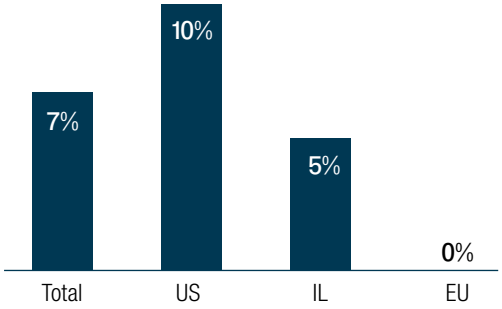
	Israel	The US	Europe
Return-to-work rate	100%	100%	100%
Parental leave period[23]	12 months	1 month	12 months
Employees entitled to parental leave	10	10	0
Employees who took parental leave	6	8	0

Total percentage of employees

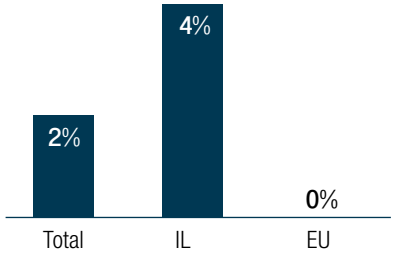


[23] This refers to the maximum amount of time and includes unpaid maternity leave. The company’s policy is to guarantee job protection for the specified length of time from the date of birth, ensuring the employee’s position is held during this period.

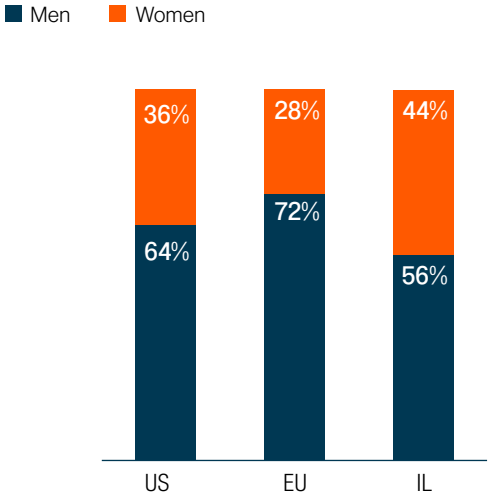
% of Employees from minority groups per region



% of Employees with disability per region



Employees by region and gender



Sweden, Bjornberget Wind Farm

Corporate Philanthropy

At Enlight, we believe that businesses have a responsibility to drive positive change in society. Our philanthropic vision is rooted in the conviction that social mobility, shared empathy, community resilience, and climate awareness are essential for a sustainable future. We integrate these values into our core operations, ensuring that our social investments are strategic, impactful, and transparent.

To maximize the social impact of our financial contributions 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 ensure that our strategy is aligned through a dedicated donations committee, composed of our CEO, VP of Regulation & Community Relations, Chief Accountant, Legal Counsel, and an employee representative. We prioritize needs- based giving in **six key areas:**

- Improving social mobility among youth in Israel
- Building partnerships with neighboring communities
- Raising climate awareness
- Supporting combat veterans
- Assisting people with disabilities
- Supporting and accompanying the Nahal Oz community

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 Contributions and Collaborative Volunteering

Annual financial contributions and coordinated volunteer efforts form the foundation of Enlight's social impact strategy. Our annual donation policy allocates 0.5%–1% of pre-tax profit (minimum ₪500,000) reflecting our commitment to meaningful, transparent, and impactful giving. Dedicated volunteer days with partner NGOs strengthen employee engagement and cultivate a shared sense of purpose while directly addressing societal needs. Further, as part of our commitment to bringing our vision of climate change action and the transformative potential of renewable energy to the local communities, Enlight holds educational events aimed at raising awareness and inspiring local engagement in the energy transition.

4. Employee Involvement

Team Members Making a Difference

To empower employee participation in social activities, we allocate a portion of our annual philanthropic budget to organizations chosen by our employees through our annual Donations Forum, where employees submit requests or recommendations for donations to organizations they believe in and often volunteer with. Reflecting the success of the initiative and the significant growth in employee in recent years, the Donations Forum made an active decision in 2024 to increase the share of the philanthropic budget dedicated to employee-chosen organizations from 15% to 20%. In 2024, approximately NIS 555,000 was donated to organizations selected by our employees, supporting a wide range of causes including education, at-risk youth, health, IDF support, animal rights, disabilities, women's rights, and Arab society entrepreneurship

CASE STUDY: Promoting Environmental Awareness through Education: Bajgora Open Days

In 2024, Enlight supported the Bajgora Open Days project as part of its commitment to local communities. Organized by NGO Biodiversiteti, the initiative raised ecological awareness among youth in the Kopaonik region, engaging over 150 students, teachers, and community members. Activities included environmental lectures, bird and bat monitoring fieldwork, and a nature-themed art competition, all focused on the rich biodiversity of the Bajgora Wind Farm.

Two students were selected to attend NGO TOKA's 8-day International Adventure Camp, gaining valuable environmental knowledge, and building cross-cultural connections. The project helped inspire young environmental stewards and strengthened the community's connection to nature.

Our Social Partners

Nahal Oz

Rehabilitation efforts for the kibbutz affected by the October 7th war. This initiative stems from a personal connection of Enlight's CEO to these events, as well as Enlight's commitment to addressing urgent issues in Israeli society. The support and rehabilitation include a comprehensive package of activities, such as a business recovery plan and a sesame pilot project, which will be detailed further below.

Ir Bemaof

Encouraging significant service among youth in Kiryat Malachi, fostering integration and leadership. Activities include volunteer days where employees help prepare high school students for their first military screening ("Tzav Rishon"), as well as an annual financial donation of NIS 120,000.

Lehaez Kadima

Supporting youth from Israel's periphery in developing leadership and social mobility, with an annual donation of NIS 100,000.

Special in Uniform

Integrating youth with disabilities into military service and society. In 2023, we launched the "Iftah Program" in memory of Captain Yiftach z"l and adopted the Julis base for five years. Each year, in addition to joint activities—including volunteering—we donate NIS 120,000 to "Special in Uniform."

Veterans with PTSD

Collaborations to provide functional, emotional, and psychological support to soldiers coping with post-trauma from their military service. This includes our collaboration with the Maglan unit, primarily via the "Habait Hacham" ("The Warm Home") initiative, which was established in the aftermath of October 7th, and "Danny's Farm," a longstanding therapeutic farm in Moshav Sitria.

Special Olympics

Promoting inclusion of children and adults with intellectual and developmental disabilities into society through sports, with annual volunteering events and ongoing support for the Gilboa Maayanot basketball team.

Nirim Farm

Educational-therapeutic processes for at-risk teens in Israel. The farm was built over ten years ago far from the nearest village and with no electricity. Enlight aspires to improve the quality of life at the farm, having led in 2024 a project in collaboration with VOLTA SOLAR, Sungrow, and others. The project included installing a private Micro-Grid powered by an advanced solar system, along with a battery energy storage system and a backup generator.


Ir Bemaof - Preparing for the First Military Screening


Special in Uniform - Launch of the 'Iftah Program'


Nirim Farm - Marking the Completion of the Project

Volunteering

In 2024, our employees and leadership participated in a variety of impactful projects, including:

Meaningful Service Day at "Darka" High School as part of the "Maof City" Project, helping local youth prepare for their interviews to their national service.

A sustainable design workshop dedicated to supporting communities of evacuees from the southern border region at "Molet" Project.

Installation of a private micro-grid with a storage system at Nirim Farm, enhancing community resilience and sustainability.

Volunteering day at the Special Olympics Gilboa Maayanot

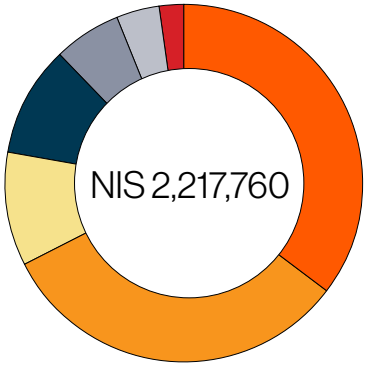
Educational sessions to promote energy transition and inspire the next energy generation leaders at Technion.

137
employees participating in volunteering activities

Over 944.5
volunteer hours

16
educational community events aimed at raising awareness and inspiring local engagement in the energy transition

Contributions



- 35% Youth & Education
- 32% Nahal Oz
- 10% Support for Veterans
- 10% People with Disabilities
- 6% Others
- 4% Social welfare & Relief
- 2% Healthcare

NIS 2,669,366 contributed

NIS 706,000
contributions to Nahal Oz as part of our ongoing support for the community

NIS 1,062,872
contributed to strategic/ongoing organizations

NIS 451,605.7
contributed to communities in Europe

NIS 555,000
donated 18 employee-chosen organizations


Volunteering, Kibbutz Nahal Oz

CASE STUDY: Nahal Oz and Israel's southern communities

> "Until the last furrow"
>
> Joseph Trumpeldor

Enlight's Commitment to the Rehabilitation of Nahal Oz

After the events of October 7th, Enlight began supporting the development and rehabilitation of Nahal Oz together with Bazan Group.

As part of this effort, and due to a personal connection to the story of Enlight's CEO and co-founder, Gilad Yavetz—whose son, Captain Yiftach Yavetz z"l, fell heroically in battle at Nahal Oz—Enlight is investing significant resources in supporting the kibbutz community.

Enlight is assisting the kibbutz in formulating a comprehensive business and economic recovery plan that addresses all aspects, including housing, public spaces, electricity, and more. Enlight's managers are providing daily support to Nahal Oz through consultations and initiatives, removing barriers, and assisting with government and regulatory bodies.

As part of the business plan, Enlight is working to promote a new initiative for growing sesame in southern communities and establishing a company for processing and marketing sesame products, including preparing a detailed business plan with required investments, risks, next steps, and more.

Additionally, the company has organized several volunteer activities in the kibbutz, with dozens of employees participating. These activities have included renovating public spaces, planting trees, and repairing property in preparation for the residents' return. This is in addition to financial donations provided to the kibbutz, which have been used, among other things, to purchase gardening equipment, mobility scooters, synthetic grass, support the community's temporary relocation to Netivot, and now to assist in the rehabilitation of the kibbutz.

Sesame Growing Initiative

Enlight is working to promote a new initiative for sesame cultivation in southern communities, alongside the establishment of a company dedicated to processing and marketing sesame products. As part of the business plan, Enlight is preparing a comprehensive strategy that outlines required investments, risk assessments, and actionable next steps for implementation.

The initiative aims to cultivate sesame across approximately 20,000 dunams in the Gaza envelope, leveraging MaxSum's patented high-yield sesame variety. It also includes the construction of a modern processing facility in Kibbutz Nahal Oz, which will produce sesame oil and flour for local and export markets. The business plan details the investment structure, potential partners—including local kibbutzim, growers, MaxSum, and other stakeholders—and the collaborative ownership model designed to keep economic value within the community.

Enlight's involvement is helping to drive innovation in local agriculture, create new employment opportunities, and strengthen the regional value chain. By supporting this integrated approach, Enlight is contributing to the long-term resilience and sustainable growth of southern Israeli communities affected by recent conflict.

Volunteering, Kibbutz Nahal Oz

Sesame harvest at Kibbutz Reim

2c.

Impact Management

Hungary, ACDC Solar Farm

Corporate Governance

Enlight's governance framework is built on strong leadership and accountability. Our governance framework centers on a Board of Directors responsible for setting strategic direction, overseeing risk management, and approving key policies. Independence among board members strengthens decision making by fostering objective oversight and minimizing potential conflicts of interest. To ensure clear separation of duties, the Board delegates day-to-day management to the executive team. Additionally, we have a dedicated Nominating Board Committee which further strengthens 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[24]

Director Member	Position on Enlight's Board of Directors	Age	Tenure (as of)	Committee Membership	Gender	Independent
Yair Seroussi	Chairman of the Board	69	2018	Nomination	Male	Yes
Gilad Yavetz	Co-Founder, CEO and Director	54	2008	Nomination	Male	No
Liat Benyamini	Director	48	2021	Audit, Compensation, ESG	Female	Yes
Yitzhak Betzalel	Director	59	2018	Audit, Compensation	Male	Yes
Alla Felder	Director	51	2023	ESG	Female	Yes
Tzvi Furman	Director	76	2019	ESG, Audit, Nomination	Male	Yes
Michal Tzuk	Director	49	2021	Compensation, ESG	Female	Yes
Shai Weil	Director	55	2009	Compensation	Male	Yes

Board and Committee Meetings 2024

Meetings	Number of meetings	Average Attendance rate (%)	Number of times ESG topics were discussed[25]
Board meetings	26	99.03	5
Audit Committee	9	92.29	0
Compensation Committee	6	100	0
ESG Committee	3	88.66	7

8
members on our Board of Directors

87.5%
of BoD members are independent

37.5%
of BoD members are female

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.Governance Guidelines and Committee Charters available on our website.

[24] Board of Directors data as of December 31, 2024.
[25] This refers to any time an Environment, Social, or Governance topic was discussed by the board, including multiple within a singular meeting

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:

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.

2024 Training Topics Included Industry Trends and Updates

- Enlight Brand
- Enlight Local: Entrepreneurial Synergy
- EMS: Energy Management System
- EU Battery Market Overview and Enlight

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, updated in 2024, and internal audit work plan, two key areas were chosen for in-depth review in 2024:

- Output management
- Enterprise customer billing

These audits proactively identify and mitigate 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.

Our Executive Management[26]

Name	Role	Age	Tenure (as of)	Gender
Gilad Yavetz	Co-Founder, CEO and Director	54	2008	Male
Amit Paz	Co-Founder, Chief Innovation Officer	58	2008	Male
Nir Yehuda	CFO	49	2011	Male
Ilan Goren	GM Enlight US	52	2024	Male
Gilad Peled	GM Enlight MENA	50	2023	Male
Marko Liposcak	GM Enlight Europe	47	2024	Male
Ziv Shor	GM Execution	48	2024	Male
Ayelet Cohen Israeli	VP Operations	48	2021	Female
Lisa Haimovitz	VP General Counsel	59	2023	Female
Meon Carr	VP Stratigic Projects	51	2023	Male

[26] Executive Management as of December 31, 2024.

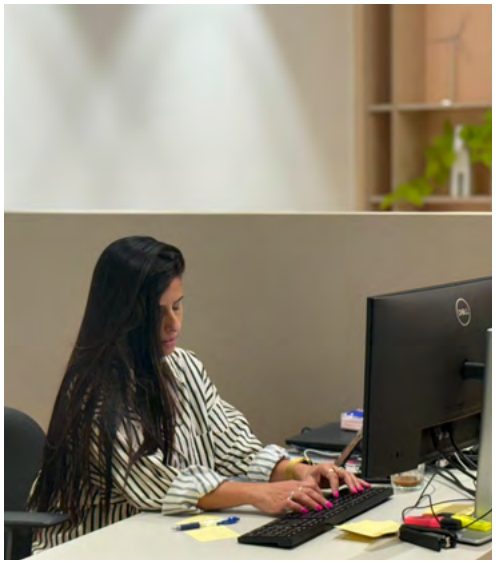
Sustainability Governance

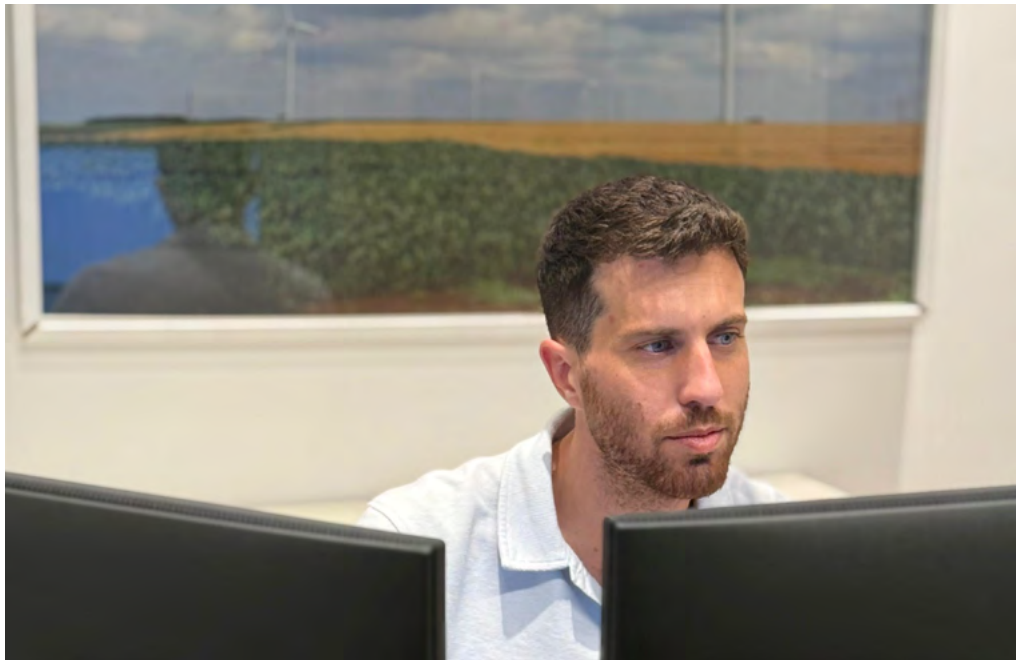
Sustainability is at the core of Enlight's strategy. Our ESG governance framework ensures that environmental and social considerations are embedded into decision-making at every level . . Our General Counsel serves as our head of sustainability, and the Board of Directors oversees sustainability matters with the support of a dedicated ESG Committee. The ESG Committee provides oversight of sustainability policies, monitors ESG risks, and ensures management accountability in integrating sustainability considerations. Regular discussions, with additional meetings as needed, help ensure that ESG remains a top priority.

In 2024, ESG topics were discussed 5 times in board meetings and 7 times in our ESG committee meetings. These discussions covered a wide range of topics, including reviews of the activities of the board and the ESG committee, CEO reviews on ESG initiatives, and broader discussions on energy and food security as well as the rehabilitation of confrontation line communities. Additionally, the ESG committee focused on reviewing the company's donation policies, preparing and presenting the company's ESG reports, overviewing social actions and donations, and approving the ESG committee's charter. These comprehensive discussions ensure that ESG considerations are thoroughly integrated into our decision-making processes and operational strategies.

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. 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. By embedding these principles into our corporate culture, we drive sustainable growth, enhance stakeholder trust, and create lasting value.

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:

- **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 ratified in December 2024, serves as a compass for all employees, clearly outlining acceptable and unacceptable behaviors.
- **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 2024, there were no complaints raised through the hotline.

Having a clear Code of Ethics and a zero-tolerance policy empowers our employees to uphold the highest standards of ethical conduct and contribute to a culture of integrity. In 2024, we addressed two ethics-related complaints (non of which came through the whistleblower hotline). Following a thorough investigation, both cases were resolved through decisive action, underscoring our commitment to a safe and respectful workplace By addressing these issues promptly and effectively, we ensure that all employees understand the importance of adhering to our ethical standards, whilst demonstrating that we provide a secure environment where employees are protected from unethical behavior.

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

Our anti-corruption framework outlines strict guidelines against bribery, conflicts of interest, and unethical business practices, ensuring integrity across all interactions. These policies also define acceptable behavior 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 2024, to the best of our knowledge, there were no reported corruption events.

Israel, Sde Nitsan PV + Storage

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, financial risks, and economic downturns. Risk assessments are conducted regularly: Enlight USA completed its risk assessment in 2023 and Enlight Israel in 2024.


Kosovo, Selac Wind Farm

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.

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.

Business Continuity

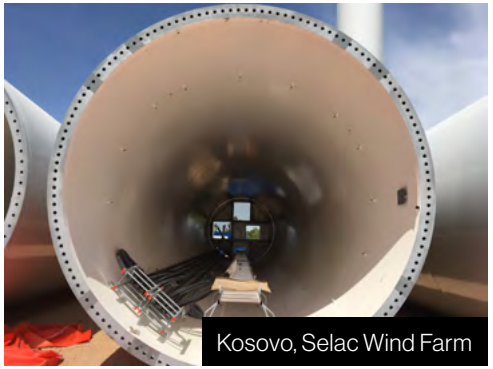
We take a comprehensive approach to mitigating risks to business continuity, helping ensure the long-term sustainability and smooth operation of our entire portfolio:

- **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. These activities help support asset integrity, extend the lifespan of our equipment, and minimize the risk of unexpected shutdowns.
- **Risk identification and monitoring**
  We utilize a robust live alert and remote monitoring system, which operates either at the panel level (in some sites) or with a broader site-level overview. Employees are trained in ongoing system monitoring to ensure swift response to anomalies. Contractors are also involved – responsible for supervising environmental risks such as flooding and providing an additional layer of operational oversight.
- **Grid disruptions**:
  While disconnection from the grid by the electric company presents a risk outside our control, the likelihood of this event is considered minimal. We continue to incorporate physical climate risk considerations into our operational planning.
- **Bird strike mitigation**
  Our innovative approach extends to bird strike mitigation. By using radar technology to detect birds and predict their flight paths, we can selectively disable only the turbines potentially in their path. This minimizes operational downtime while protecting biodiversity and reducing wildlife impact.
- **Comprehensive business continuity policy**
  Recognizing the importance of uninterrupted operations, we have established a comprehensive business continuity policy that outlines our commitment to preparing for and responding to emergencies in a structured and effective manner. The policy defines the transition from normal operations to emergency mode, enabling a swift and coordinated recovery. It assigns clear managerial responsibility for emergency preparedness, response, and investigation across all operational levels. This ensures dedicated leadership, with managers empowered to make critical decisions and critical actions and oversee recovery efforts.

  The policy also defines roles and responsibilities for all personnel, and includes emergency contact information and crisis communication protocols, helping to ensure every team member understands their role, reducing confusion and delays during high-risk events.

As part of developing the policy, we conducted a comprehensive business continuity drill to test our procedures in practice; lessons learned from this drill were analyzed and integrated into the policy to enhance its effectiveness. Furthermore, the policy regulates the transfer of management authority and control over assets, as well as the transfer of funds from Israel to outside the country, ensuring that these processes are clearly defined and managed during emergencies.

Country	Number of maintenances visits a year
Sweden	1,303
Ireland	42
Serbia	204
Kosovo	293
Hungary	164
Spain	365
Croatia	517
Israel	633
US	6
Total	**3,527**


Kosovo, Selac Wind 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. Further, all new employees are required to undergo cybersecurity training in their onboarding.
  - 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. We conduct company-wide phishing simulations twice a year.
- **Contractor management**
  To ensure robust information security across our supply chain, we have began implementing a structured process that includes:
  - Mapping of All Relevant Suppliers: We systematically identify and map all suppliers involved in data processing and collection.
  - Supplier Agreements: As part of a company-wide initiative, we require suppliers to sign Data Processing Agreements (DPAs) and information security agreements, including provisions for cross-border data transfers where applicable.
  - Supplier Classification and Oversight: We have established a comprehensive process for classifying suppliers. Based on their classification, we implement appropriate supervision and control measures, such as security questionnaires and on-site supplier surveys.
  - Regular Annual Controls: We conduct regular annual controls and reviews of suppliers according to their classification to ensure ongoing compliance with our information security standards.
- **Comprehensive technical safeguards**
  Our robust cybersecurity framework incorporates a variety of technical measures to secure our digital infrastructure. This framework also includes biennial cybersecurity audits with penetration testing through an external company.
  - We conducted an information security audit, including penetration tests, through an external company during 2024.
- **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.

140

Cybersecurity trainings were undertaken in 2024

420

hours of cybersecurity trainings were completed, in total, by employees in 2024[26]

127

employees underwent cybersecurity training in 2024[27]

US, Atrisco PV + Storage

[27] This data does not include trainings undertaken by employees in the US.

Supply Chain Management

As a large company, Enlight manages all equipment procurement for its projects directly, rather than through construction contractors. This centralized approach ensures that responsible and sustainable procurement is at the heart of our operations, enabling us to collaborate exclusively with top-tier suppliers who meet our stringent performance standards. These standards undergo annual review and enhancement to reflect advancements in technology

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, integrated into supplier contracts since 2023. Within our code of conduct, we outline expectations that our suppliers take into consideration environmental implications of their activities, reduce unsustainable activities, support local environmental initiatives, alongside other stipulations. In 2024, mandatory compliance with our code of conduct was also added to our terms and conditions.

Additionally, all suppliers must adhere to the following standards where they are applicable to their activities; ISO9001 for quality management, ISO14001 for environmental management, OHSAS18001 for occupational health and safety, and a TUV certificate or the equivalent 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. Our supply agreements with vendors include stipulations ensuring that suppliers adhere strictly to all relevant laws and regulations required by their respective authorities. Additionally, when auditing vendors, we conduct an ESG screening to ensure compliance with our code of conduct. We also require both our suppliers and contractors to comply with anti-bribery and corruption (ABC) regulations and trade controls, ensuring ethical and lawful conduct throughout our supply chain.

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. For our manufacturing sites in China, we conduct a yearly site visit and audit to verify that our environmental, social, and safety standards are being upheld.

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

US, Apex Solar Farm

Contractor Safety

Enlight has implemented a comprehensive safety management process to ensure the well-being of all workers throughout project lifecycles, including employees of subcontractors and their respective subcontractors. This process encompasses the following core elements:

1. Policy and Commitment:

A comprehensive safety policy that prioritizes the safety of all workers involved in project construction and operation, regardless of location or employer. This policy clearly outlines Enlight's commitment to achieving zero accidents and ensuring everyone leaves the workplace safely, in accordance with legal requirements. To reinforce this commitment, our contractors sign rigorous safety commitments included in their contracts. Our approach to safety focuses on reducing risks to an acceptable level, setting timelines for implementing safety controls, and defining the methods to verify risk reduction.

2. Risk Management:

- **Project initiation**
  Safety considerations are integrated from the project's outset. Due diligence and risk analysis involve identifying potential hazards for onsite workers and the general public, accompanied by a comprehensive program to mitigate these risks.
- Each project assigns a dedicated safety officer on-site, with additional staff having clearly defined safety responsibilities.
- **Collaboration**
  While contractors hold primary responsibility for onsite safety, Enlight actively collaborates to ensure adherence to our safety standards. We engage dedicated safety advisors to conduct regular field inspections and provide monthly audit reports, identifying and mitigating potential safety risks. Additionally, we commission approved parties to prepare risk management strategies for all project processes.

3. Procedures and Controls

- **Prescreening contractors**
  A selection process is in place 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. We also 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 initially reviewed during debrief sessions with company management. To prevent occurrence of similar events, conclusions and recommendations from these sessions are implemented into our safety regulations and procedures. This his structured approach aims 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. These audits typically occur weekly but may vary in frequency based on project needs.

- **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	2024	2022	2023	2024	2022	2023	2024
Europe	15	25	12	3	5	0	**18**	**30**	**12**
Israel	4	2	31	0	2	95	**4**	**4**	**126**
US	61	131	29	21	80	0	**82**	**211**	**29**
Total	**80**	**158**	**72**	**24**	**87**	**95**	**104**	**245**	**167**

Safety training

	Number of hours contractors received safety training 2024
Europe	1,947
Israel	5,141
US	464.25
Total	7,552.25

1x per week

Enlight performs safety audits at each construction site

0

fatalities of employees or contractors in 2024

Enlight Local provides daily safety trainings for all contract workers on sight, and hence is not included in this table.

Israel, Genesis Wind Farm

3.

Appendices

US, Apex Solar 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 2024, with comparison numbers to performance in 2022 and 2023, where data was available.

The report contains assumptions (always indicated), which, unless otherwise stated, are based on internal company data. The calculations of CO2 avoided and their equivalents to GHG emissions are made for each country individually. For all amounts of money originally expressed as New Israeli Shekels (NIS), the average exchange rates of 2024 from Exchange Rates UK were used to express those amounts in US dollars or 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

Kosovo, Selac Wind Farm

Design: portnovmishan,com

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[28]	Our impact in numbers - Environmental Metrics - Page 33 Green offices - Page 46
	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	Quantitative	Number, Kilograms (kg)	RR-ST-150a.2[29]	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 39 Case Study: Land Rehabilitation - Page 41 Community Impact and Economic Value Creation - Page 48 Enlight's Agro-Solar Revolution - Page 11

[28] 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.

[29] 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 67 or refer to our 2025 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 2025 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 33 Green Offices - Page 46
	Percentage of products by revenue that contain IEC 62474 declarable substances, arsenic compounds, or beryllium compounds[30]	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

[30] 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[31]	Quantitative	Megawatts (MW)	RR-ST-000.B	N/A - Enlight does not engage in the manufacturing of solar panels
Total project development assets[32]	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

Serbia, Pupin Wind Farm

[31] 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.

[32] 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 34-35 Contractor Safety - Page 70
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 39 Case Study: Protecting Biodiversity at GECAMA Wind Farm - Page 43 Community Impact and Economic Value Creation - Page 48 Case Study: Promoting Environmental Awareness through Education: Bajgora Open Days - Page 57
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[33]	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[34]	Discussion and Analysis	N/A	RR-WT-440a.1	Our impact in numbers - Environmental Metrics - Page 33
Amount of turbine backlog[35]	Quantitative	Presentation currency	RR-WT-000.C	N/A - Enlight does not engage in the manufacturing of wind turbines
Aggregate capacity of turbine backlog[36]	Quantitative	Megawatts (MW)	RR-WT-000.D	N/A - Enlight does not engage in the manufacturing of wind turbines


Arad Valley PV + Storage

[33] 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.

[34] 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.

[35] 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.

[36] 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

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.

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, 2023, and 2024 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.

Photos and Credits

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US, Apex Solar Farm