



ENERGIX
RENEWABLES

Vision, Core Values,
and Code of Ethics

About

Energix - Renewable Energies Ltd. (the "**Company**") is an Israeli public company with global operations. The Company is engaged, directly and through subsidiaries (collectively, "**Energix**" or the "**Group**") in all aspects relating to the initiation, development, construction and long-term ownership of projects for electricity production from renewable energy sources, focusing on photovoltaics, wind power, and energy storage facilities. The Company commenced its operations in September 2009 and went public on the Tel Aviv Stock Exchange Ltd. in May 2011. The Company operates as part of the Alony-Hetz Properties and Investments Ltd. Group, which holds the control over the Company.

Energix's Vision

“A Breakthrough Global Green Utility (“GGU”) Committed to Our Future On the Planet ”



Energix Group's Mission Statement and Core Values

Since its inception in 2009, and especially since 2011 after the company went public, Energix has established itself as a leading, breakthrough, global company, taking a substantial part in the global green energy revolution. We believe that Energix's core values are the key factors contributing to the Group's success, distinguishing it from others and constituting the DNA of the Group and its employees:

Team Spirit

A dedicated, high-performing team that strives together to achieve the objectives of the Group in the best possible way.

Excellence

Constantly pursuing excellence, leaving no stone unturned in pursuit of the best result achievable, considering all stakeholders' interests.

Creativity

Innovative, optimistic and 'outside the box' thinking will ensure the Group's continued leadership and that it will overcome any obstacle.

Transparency

Transparency, mutual trust, and the highest standards of decency while adhering to the ethical norms required from a commercial public company.

Long-Distance Running

Stability, perseverance, and a long-term view, consistent with the Company's strategy for establishing long-standing business partnerships.

Energix is a renowned renewable energy player in Israel and globally. The core values, together with commitment to the environment, community, and business integrity, as well as other aspects detailed in the Code of Ethics, constitute the set of values, spirit, and principles that serve as our guiding light and compass for the future. These are all crucial for Energix's continued success and growth in the future.

Together, we will continue our endeavors to make the planet a better place to live in!

Code of Ethics

Energix is, and all of its employees are required to be, fully dedicated to fair, ethical, and proper business conduct in intra-company relations and with the Group's stakeholders – landowners and communities in which our projects are located, environmental protection organizations, local and regional authorities, regulators and government agencies, investors, electricity companies and electricity brokers, energy consumers, local and global suppliers, financial institutions, lenders, partners, equipment manufacturers and suppliers, contractors and subcontractors, employees and shareholders.

In addition to Energix's core values, it is important to ensure that each one of us is fully aware of the appropriate manner to manage our commercial, managerial, and interpersonal challenges.

For this purpose, and as part of the Group's commitment to uncompromising ethical conduct, we generated the Group's Code of Ethics to serve as a guide for each employee in their decision-making and conduct at Energix.

The Code applies to the entire Energix Group: directors, officers, managers, and employees. As members of the global Group and partners to its path, each of us is responsible to acknowledge the provisions of the Code of Ethics and to act accordingly.

Obviously, the Code of Ethics cannot, and is not intended to, encompass all binding rules of conduct. However, its principles and values can also assist in decision-making in circumstances that are not explicitly regulated.



The following are the guiding principles that comprise the Group's Code of Ethics:

Conducting Business with Integrity, Decency, and Dependability

The cornerstone of Energix's operations is built on fairness, transparency and professional business conduct, combined with personal integrity.

Accordingly, each Energix employee must uphold the trust of all Group's stakeholders and treat them with respect, fairness, and integrity, including to:

- Act and operate in a manner that builds trust with the Group's stakeholders, both in the short and long term, while preserving the Group's reputation and integrity;
- Respect the agreements to which we are parties and fulfill the obligations we have undertaken, and act in good faith and fairly in our negotiations with all parties and stakeholders;
- Adhere to antitrust rules and refrain from improper measures that harm competitors and/or harm free and fair competition in any way.

The Code of Ethics does not substitute for any binding law, rules or regulations applicable to the Group and/or any of its employees. Employees are neither expected nor permitted to violate any laws or regulations, or any other binding authority, in their capacity as Group employees. The same principle applies to the Group's policies, which are integral to the Code of Ethics.

Remember, ultimately, that compliance with the law and this Code of Ethics best serves the Group and its employees.

If you believe that you have been asked or are expected to behave in an unlawful, immoral, or inappropriate manner, or if you suspect that someone else is doing so, you must report it through appropriate channels. The information provided will only be disclosed to the relevant parties who investigate the incident and that may propose a resolution.

The relevant contact channels are detailed below on page 8.

Respect Others and Prohibit Discrimination

Energix believes that protecting human rights enables an organization to thrive. Respecting human rights in all of Energix's capacities is part of the Group's corporate responsibility. Accordingly, each of the Group's employees must treat every individual with respect, no matter what the circumstances: colleagues, customers, partners, suppliers, competitors, shareholders, debtors, and government officials. This conduct is also expected of the service providers and suppliers working with the Group.

In addition, Energix prohibits any discrimination, harassment (including sexual harassment) or abuse, in actions and/or words, under any circumstances, based on gender, ethnicity, age, national origin, disability, religion, or sexual orientation. The Company's employees and managers shall not allow, and shall actively prohibit, any such inappropriate behavior.

Environmental Responsibility and Community Involvement

As a sustainability-driven company, taking a leading part in the green revolution, Energix greatly emphasizes the Group's contribution to the environment and the creation of added value for the community. Therefore, the Group sets long-term environmental goals and fosters relationships with the communities in which it operates through monetary donations and volunteering in various organizations. Energix strives and encourages its employees to volunteer for the community and promote its values through their work while expanding their range of social interactions and their contribution to the community.

Mutual Collaboration to Realize the Group's Business Goals; No Conflicts of Interest

Energix expects each of its employees, using personal responsibility and initiative, to do their best for the overall benefit of the Group, while safeguarding the Group's interests. At the same time, all Group employees are prohibited from any conflict of interest and/or any action that may constitute competition with the Group, or even the appearance of such. In this regard, every employee must refrain from exploiting business opportunities for personal gains arising from their work at Energix and their role in the Group. Such opportunities must be used solely for the benefit of Energix. Moreover, employees must immediately report any information regarding any conflict of interest or potential conflict of interest to their manager. In addition, it is strictly forbidden to use non-public inside information for personal gain or the personal benefit of any other party. For further details, see the Company's Enforcement Plan.

Prohibition on Receiving Improper Benefits

To avoid the possibility of inappropriate considerations guiding employees in their work, employees must refrain from receiving money, any monetary equivalent, service, or any other benefit in connection with their work in the Group from parties who have business relations with the Group or who wish to establish business relations with the Group, except in situations explicitly permitted by the Group's policies. Accepting gifts of nominal value that do not affect business decisions will not be deemed acceptance of an improper benefit. For more details, see the Group's Compliance Policy.

Employees and Work Environment

The success of Energix depends on the skills, diligence, and dedication of its employees; therefore, Energix considers its employees as its most important asset and full partners for achieving the Group's goals. Further, we believe that diversity and acceptance are business needs that nurture innovation and long-term progress in the Group's performance.

- As a company that strives for initiative and innovation, Energix provides its employees with a work environment that encourages challenges and growth alongside professional training, personal development, and work-life balance.
- Energix is committed to ensure the health and safety of its employees and contractors in its various facilities, to provide proper working conditions to its employees, and to protect their legal and contractual rights.
- Energix believes in equal employment opportunities and engages employees without discrimination or distinction between gender, origin, religion, nationality, or other characteristics. The Group is committed to providing equal and fair opportunity, and to maintaining a diverse workforce.

- The Group's managers and employees are expected to be a role model in their behavior, decisions, and actions. The Group has a zero-tolerance policy towards violence, harassment, or abuse, including sexual harassment, as detailed in the Group's policies against sexual harassment.
- Each of the Group's employees and managers are committed, first and foremost, to maintain appropriate language and communication, to act courteously, pleasantly, and politely, and to refrain from verbal or physical violence and any offensive, threatening, or harassing behavior. They are required to behave appropriately and respectfully while representing the Group. Employees must observe appropriate and dignified appearance suitable to their roles.
- In cases of personal relationships between individuals in supervisor-subordinate roles, the interpersonal relationship must be reported to enable a role change or to address the supervisory relationship.

A party harmed due to a harassing, violent, or discriminatory act is expected and required to report the incident in the manner specified on page 8 below. Energix is committed to addressing every report and taking all appropriate measures.

Confidentiality and Protection of Privacy and Discretion

The Group's employees must maintain all confidential information conveyed to them from any source as part of their duties. Group employees may use such information only for the purposes for which it was provided and to the extent required. The above does not apply to public information, information whose disclosure has been authorized by an accredited person, or when disclosure is required by law. This requirement applies to all employees of the Group even after the end of their employment relationship.

In addition, Energix considers personal or classified information regarding employees, suppliers, partners, etc., confidential and private information that must be protected and respected, while complying with all applicable privacy laws. The members of the Group must preserve the privacy of any personal information regarding Group employees, suppliers, and other parties to which they are exposed in their professional capacity. All employees of the Group must exercise extra caution while managing personal information and may disclose it only to authorized parties. The protection of personal information applies equally to both physical and digital environments.

Protection of Assets and Use of Authority

The Group's tangible and intangible assets, proprietary information, data systems, equipment, and facilities shall be used solely for their intended purposes in furtherance of the Group's goals.

In addition, employees shall refrain from representing the Group or undertaking any commitment on behalf of the Group without having the adequate authority, approval, and/or signatory rights from and on behalf of the Group.

Engaging in Political Activity

Every citizen has the right to a political opinion. However, Energix prohibits its managers and employees from using the Group's employees and facilities for political purposes and/or exploiting their position for political gain. It is forbidden to conduct political activity in the Group's facilities, to submit political donations in the name of the Group, or to use the Group's facilities to hold fundraisers for political purposes, for a candidate, or for a political party.

Corporate Governance, Transparency, and Reliability in the Group's Publications

Energix operates pursuant to the highest standards of corporate governance principles and maintains strict policies for monitoring, supervision, transparency, and reporting management activity to the Company's Board of Directors, Audit Committee, Shareholders and all relevant stakeholders. Energix diligently manages the Group's documents to ensure that the information issued to the public and stakeholders adequately reflects its activities and complies with all applicable laws and regulations. The employees of the Group must conduct themselves in a manner that enables the Company to ensure transparency and integrity in the Company's reports.

Compliance with the Code of Ethics

Every employee of the Group must adhere to the Code of Ethics. Violating the Code of Ethics may lead to disciplinary action or the employee's dismissal and, in severe cases, even criminal proceedings. The Group strives to assimilate and implement the Code of Ethics principles among its employees while ensuring that they are conveyed to each new hire and periodically reviewed by existing employees. Managers are required to act as role models and to constantly improve and modify inappropriate behavior, if any.

Consulting with the Group's Management: if there is any doubt regarding any decision or course of action in connection with this Code of Ethics, employees must consult with the Group's relevant parties, including their supervisors or other designated professionals.

Ethics Inquiries and Reports

An employee who wishes to report or submit a complaint regarding any issue related to Energix or any Group stakeholders may report directly to the Chairman of the Group's Audit Committee by phone, email, or letter; the request will remain anonymous. In addition, an employee who believes that another employee's conduct violates any law, regulations, or authorized directives or who suspects a breach of this Code of Ethics must report this matter immediately to the CEO and to the Code of Ethics Commissioner.

For any inquiries related to the Code of Ethics, please feel free to contact:

Audit Committee Chairman

Ms. Linda Ben-Shoshan

052-2461043

linda@lindabs.co.il

Code of Ethics Commissioner

Adv. Dafna Reznik

054-6530411

Dafna@energix-group.com

Sexual Harassment Commissioner

Ms. Adi Yogev

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