ESG REPORT AMOT INVESTMENTS
2021

AMOT

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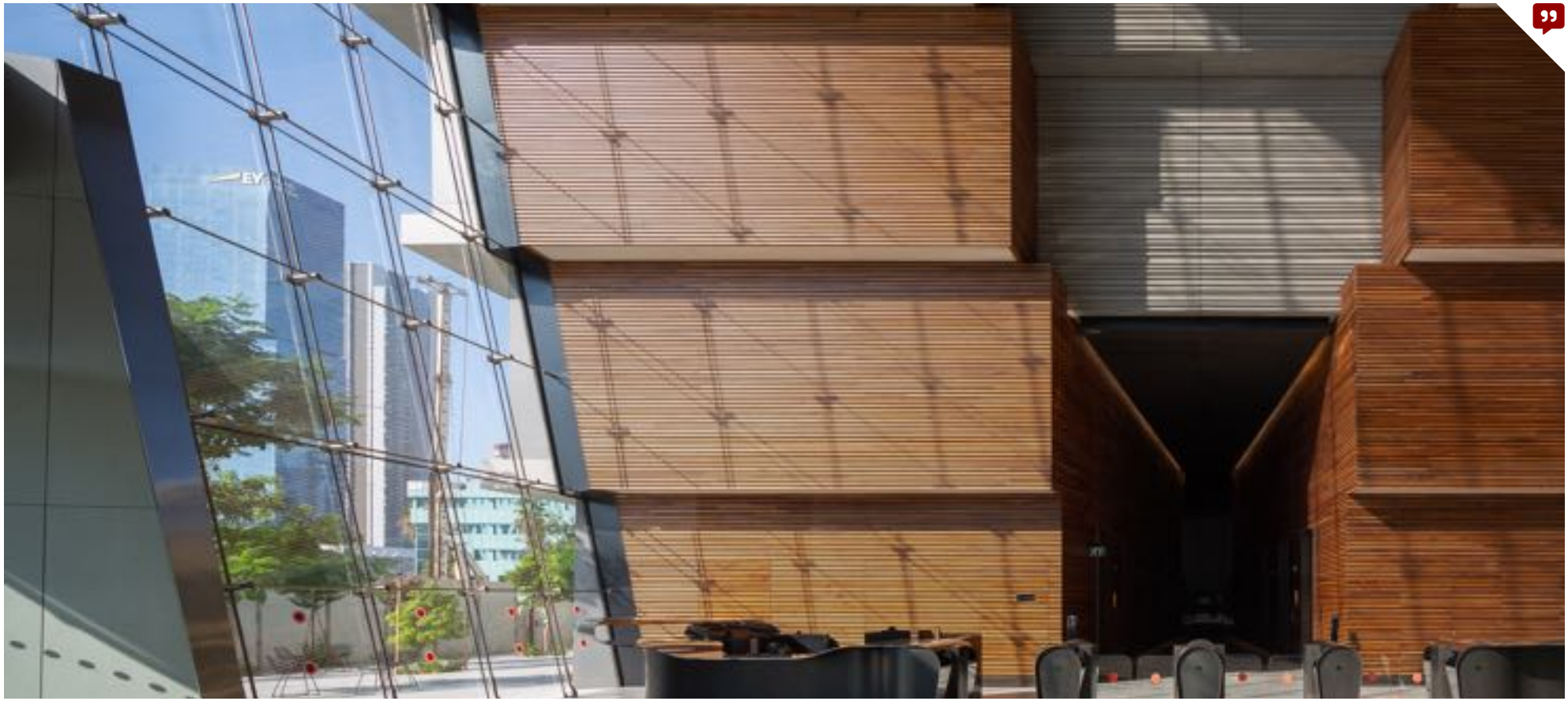
AMOT INVETMENTS
STATEMENT OF THE CHAIRMAN OF THE BOARD AND THE CEO



STATEMENT OF THE CHAIRMAN OF THE BOARD AND THE CEO

NATHAN HETZ
CHAIRMAN OF THE BOARD

SHIMON ABUDRAHAM
CEO OF AMOT INVESTMENTS

For over a decade we have been engaged in the initiation, development and construction of some of the finest office complexes ever built in Israel: complexes at the forefront of technology.

This approach has accompanied us over the years, based on the understanding that the economic lifetime of a real estate project is directly affected by its detailed architectural planning, the quality of construction, and predicting and implementing the future needs which our customers will expect to have fulfilled.

The office buildings we build provide our customers with a productive work environment that allows maximizing natural light and energetic savings, comfortable acoustic conditions, significant exchange of fresh air, shaded gardens, use of landscape views and other parameters which benefit their health and improve thinking, creativity and productivity.

This long term approach reduces environmental harm during the construction process, saves energy and protects the health of customers throughout the property's lifetime, and postpones by decades the need to demolish and rebuild the properties.

During the last two years, we have dealt with the economic and social effects of the coronavirus pandemic. We have made operational adaptations to the Company's properties, and have cared for our staff and our customers. Our staff has responded with endless dedication, and our customers with loyalty. We believe that responsibility and dedication are key to success in business, and we are proud to take part in a company which demonstrates corporate responsibility and transparency vis-à-vis investors, and invite you to review the ESG report, and to discover the extensive activities we are promoting in this field.

Regards,

NATHAN HETZ
CHAIRMAN OF THE BOARD

SHIMON ABUDRAHAM
CEO OF AMOT INVESTMENTS

AMOT INVETMENTS
ABOUT THE REPORT

ABOUT THE REPORT (1)

The field of ESG has been developing in recent years around the world in general, and in Israel in particular. The field reflects the corporation's activity in the content worlds of the environment, society and governance.

This ESG report is the first of its kind to be published by Amot Investments Ltd. (the "Company" or "Amot") (2), and includes a review of the Company's activity in the fields of the environment, society and governance, as of the reporting year 2021. The report was written in the spirit of the GRI:SRS reporting standard, on the "core" level of reporting, and refers to Amot, and to Amot's investee companies which form a part of Amot Group (3).

Amot invests significant resources in the social and environmental issues which are associated with its areas of activity, while promoting environmental, social, and governance considerations, which contribute to the Group and its employees, to the Group's customers, to the general public, and to the environment. The Group has also established as a priority the need to uphold the values of transparency and proper governance, gender diversity and protection of employee rights, as one of its guiding pillars. Amot therefore undertakes to publish an ESG report In accordance with the frequencies to be determined by the Company's Board of Directors, in accordance with its commitment in these areas and its commitment to transparency vis-à-vis the Company's stakeholders.

For the purpose of formulating the material subjects, drafting the outline of the report, and collecting and presenting the information, a team was assembled which included representatives from various fields, including community relations, operations, engineering and development, human resources, strategic planning, infrastructure projects, and more. The team was fully involved in the processes underlying the preparation of this report, and in the development of work goals in the fields of the environment, and governance, and also in preparing the goals for 2022 and thereafter. The creation of this team was intended to strengthen the link between the worlds of ESG and the organization's content worlds, while conducting multidisciplinary professional dialogue including various opinions from all corners of the organization. The report was written with the assistance of external consulting of the corporate responsibility and sustainability unit of BDO Consulting Group, which accompanies the development and implementation of ESG in the Company.

This report was prepared with the support of the Corporate Responsibility and Sustainability Unit at BDO Consulting. The unit is an exclusive partner of GRI in Israel, and the group's consultants receive specific training on the subject.

For inquiries or comments regarding the subjects of the report, and for dialogue regarding the presented information, please contact:

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1. GRI: 102-46.
2. GRI: 102-46.
3. Unless stated otherwise. The list of investee companies held by Amot is provided in the Company's financial statements, available on the website: GRI: 102-45.

CHANNELS OF DIALOGUE WITH THE COMPANY'S STAKEHOLDERS [4]

Amot, as a longstanding public company, considers itself attentive to its stakeholders, including its shareholders, the Company's board of directors, customers, employees, suppliers, investee companies held by Amot as part of the Group, regulators, the community and the Company's operating environment. This ESG report is a primary means of communication by which the Company chooses to evaluate subjects which are material for the Company and its stakeholders, which arise from the day-to-day management of the Company, and to reflect to all of its stakeholders the ways in which the Company operates on these subjects, in order to maintain maximum transparency in the Company's managerial strategy in this area.

Amot's strategy is to maintain a dialogue with each of its stakeholders as transparently and directly as possible, in order to generate maximum benefit for both parties. Several activities performed by the Company, inter alia, in crating dialogue with its stakeholders, include convening general meetings of Company shareholders in order to pass resolutions on material topics such as the appointment of the Company's board members, approval of interested party transactions, changes to the Company's capital structure, and more; Submitting periodic and quarterly financial statements to shareholders, and creating a dedicated tab on the Company's website for investor relations, providing all of the relevant information; The Company communicates with its customers through the website and through human response, and continuously evaluates, particularly in light of the coronavirus pandemic, ways to meet the needs which are communicated to it; The Company's employees and suppliers are in direct contact with the relevant management entity; The Company ensures to care for the community as much as possible in the development and operation of its properties, and contributes to the community in the form of volunteering hours, as well as donations of NIS 2 million per year; Amot conducts quarterly conference calls with the capital market in Israel and investment house in Europe, and also translates to English financial statements, presentations and conference calls. Additional dialogue channels are implemented throughout the report, on all of the selected material topics.

4. GRI: 102-40, 102-42, 102-43, 102-44

SELECTION OF MATERIAL TOPICS FOR REPORTING

The process of identifying material topics was performed in accordance with the methodology specified in the GRI:SRS reporting standard[1] For the purpose of identifying the issues which are material to Amot, a review was conducted which included an evaluation of companies with similar characteristics to Amot, including public companies and government companies, as well as leading companies in the global real estate sector. Additionally, three analysis entities were evaluated, which review the companies' ESG performance, as well as reporting standards and standard initiatives around the world (GRI, SASB, SDGs). The review concluded with the identification of 14 issues, which were presented to the management of Amot, which selected six as the Company's leading material topics.

Subject	GRI indicator	Main impact
Values of sustainability in products and services	-	Outside of the organization
Sustainable conduct	GRI 302: Energy	Inside of the organization
Environmental management and climate change	GRI 305: Emissions	Outside of the organization
Business ethics and preventing corruption	GRI 205: Anti-corrupt	Inside of the organization
Local community	GRI 413: Local Communities	Outside of the organization
The Company's customers and human capital	GRI 401: Training and Education;	Inside of the organization

1. GRI: 102-47.

ENVIRONMENTAL, SOCIAL & GOVERNANCE

IN NUMBERS

ESG

71%

LOW-CARBON ELECTRICITY CONSUMPTION (5)

7.3

MILLION KWH FROM SELF-PRODUCED RENEWABLE ENERGY

100%

OF NEW PROPERTIES BUILT SINCE 2010 ARE BUILT IN ACCORDANCE WITH GREEN CONSTRUCTION STANDARDS

ESG

55%

SELF-MANAGED BUILDINGS - OFFERING BETTER SERVICE TO CUSTOMERS

84

MILLION NIS IN CONCESSIONS TO LESSEES DURING THE YEARS 2020-2021, DUE TO COVID-19

100%

ENGAGEMENT WITH PRIME CONTRACTORS WHO ARE MEMBERS OF THE "SAFETY STARS" TREATY OF THE ISRAEL BUILDERS ASSOCIATION

ESG

44%

WOMEN ON THE BOARD OF DIRECTORS

67%

OF BOARD MEMBERS ARE INDEPENDENT

5. Low-carbon electricity consumption is calculated for office buildings for which data is available with respect to the years 2019-2021 (12 buildings in total).

AMOT INVETMENTS
ORGANIZATIONAL PROFILE AND ECONOMIC PERFORMANCE

ORGANIZATIONAL PROFILE AND ECONOMIC PERFORMANCE

Amot is one of the leading public companies in Israel in the field of investment in revenue-generating real estate, and serves as the investment arm of Alony Hetz Properties and Investments Ltd. in Israel ("Alony Hetz"), which holds a stake of around 56% in the Company.[6]

Amot was formed in 1964 as a private company, was acquired by Alony Hetz on August 11, 2005, and launched its IPO on the Tel Aviv Stock Exchange in May 2006. The Company is engaged, directly and indirectly through corporations under its control, in the management, rental, maintenance, initiation and development of revenue-generating properties in Israel.

The Company owns 175 properties, with a total area of 1.8 million square meters, around 1.1 million square meters of rental areas, and around 0.7 million square meters of parking areas. The properties include office and hi-tech building, industrial parks, logistics centers, shopping malls, retail centers, supermarkets and central bus stations. In total, the Company holds properties with a total value of approximately NIS 17 billion. The properties are leased to approximately 1,750 lessees, at an occupancy rate of around 98%. [7] Most of the Company's properties are located in major city centers in Central Israel and in other high demand areas, and the Company's headquarters are in Ramat Gan.

INTRA-COMPANY ORGANIZATIONAL STRUCTURE [8]

The Company employs, as of December 31, 2021, 113 employees in Amot and in all of the Group's member companies which are held 100% by Amot. The Company's department includes the CEO's office, finance department, legal department, marketing department, operations department and engineering and development department.

MEMBERSHIP IN INITIATIVES AND ORGANIZATIONS

As part of Amot's development, the Company chooses to participate in Israeli and international initiatives, organizations and standards in order to increase its corporate responsibility and reflect the processes which the Company is undergoing in the fields of ESG:

IS 5281

ISRAELI STANDARD ON GREEN CONSTRUCTION

Since 2010, the Company has fulfilled its commitment to build green buildings, whereby as of 2020, the office tower Amot Platinum has won the highest rating in Israel in that category.

LEED

AMERICAN STANDARD ON GREEN CONSTRUCTION

All of the Company's projects in development and construction stages are planned to fulfill the highest categories of LEED standards. Amot was the pioneer in the field, and the first building in Israel to win the highest certification was built the Company.

EPRA

EUROPEAN PUBLIC REAL ESTATE ASSOCIATION

The Company has been included on the EPRA index, which lists the public revenue-generating real estate companies in Europe, since March 23, 2020. In general , the Group adopts the position paper which was published by the EPRA, which is intended to increase the transparency, uniformity and comparability of the financial information which is reported by the companies.

SDGs

SUSTAINABLE DEVELOPMENT GOALS

As a public company and pioneer in its field, Amot considers it important to support and promote the UN's sustainable development goals. Amot has chosen 4 significant goals which the Company is able to influence, change and develop, which constitute a part of the Company's ESG strategy, and which are applicable in the Company's business activities.

6. As of September 30, 2021.
7. As of December 31, 2021.
8. GRI: 102-45.

AMOT INVESTMENTS

56%

A SUBSIDIARY OF ALONY HETZ PROPERTIES AND INVESTMENTS LTD. WHICH HOLDS AROUND 56% OF ITS EQUITY.

THE COMPANY'S BONDS ARE RATED AA/STABLE BY S&P MAALOT, AND AA2/STABLE BY MIDROOG.

THE COMPANY'S STOCK IS INCLUDED ON EPRA INDICES

A PUBLIC COMPANY WHICH IS LISTED ON THE ISRAELI STOCK EXCHANGE AND INCLUDED ON THE FOLLOWING INDICES: TEL AVIV 35, TEL AVIV REAL ESTATE AND TEL DIV.

98%

THE OCCUPANCY RATE IN THE COMPANY'S PROPERTIES STANDS AT 98%.

7.4

NET FINANCIAL DEBT IN NIS: NIS 7.4 BILLION.

17 BILLION NIS

TOTAL PROPERTY VALUE AMOUNTS TO OVER NIS 17 BILLION.

1.8

TOTAL AREA OF 1.8 MILLION SQUARE METERS. 1.1 MILLION SQUARE METERS OF RENTAL AREAS AND 0.7 MILLION SQUARE METERS OF PARKING AREAS.

2%

ALL OF THE COMPANY'S PROPERTIES ARE UNPLEDGED, EXCEPT FOR PROPERTIES REPRESENTING APPROXIMATELY 2%, WHICH ARE OWNED JOINTLY WITH PARTNERS.

43%

LEVERAGE RATIO OF 43%.

175

THE GROUP OWNS 175 REVENUE-GENERATING PROPERTIES.

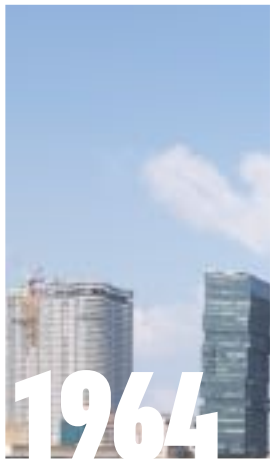
8 | 3

8 PROJECTS IN CONSTRUCTION STAGES, WITH A TOTAL OF 276 THOUSAND SQUARE METERS OF ABOVEGROUND AREAS, AND 3 PROJECTS IN PLANNING AND DEVELOPMENT STAGES AT A SCOPE OF 64 THOUSAND SQUARE METERS (COMPANY'S SHARE).

MILESTONES

AMOT INVESTMENTS

01.



Leveraging market opportunities after the financial crisis, with acquisitions in the total amount of NIS 436 million, including My Center Shopping Mall, Al HaKikar Shopping Mall, Merkaz Mall 124, and parts of Comverse House in Ramat HaHayal and Verint House in Herzliya

02.

Due to signals indicating the sub-prime crisis in the global economy, and based on the assumption that its conclusion and effects were not yet known, the Company slowed its investments in construction projects and acquisitions to a total of NIS 160 million

03.

Acquisition of properties in the total amount of NIS 1.1 billion, including Amot Investments Tower, Europe House, 50% of Kiryat Ono Shopping Mall and Orot Shopping Mall, Beit Amot Communication

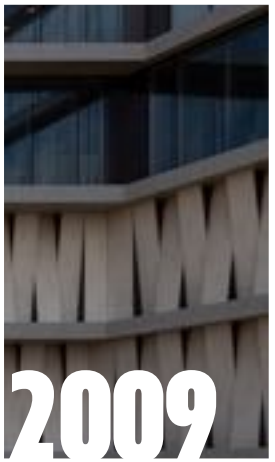
04.

The Company's IPO, at a total value of NIS 1.6 billion

05.

Alony Hetz acquires all of the Company's interests in consideration of approximately NIS 1 billion

06.



Established by the Jewish Workers Company and pension funds owned by Bank Hapoalim

MILESTONES

AMOT INVESTMENTS

07.

Acquisition of a commercial center in Bat Hadar, additional areas in Amot Insurance House, and acquisition of an office building in Netanya in the amount of approximately NIS 136 million, continued development of projects in construction stages

08.

Continued strategic acquisitions of properties which were already partially owned by the Company in the amount of NIS 81 million, including another 50% in Sapiens House, and additional parts in Amot Insurance House, continued development of projects in construction stages

09.

Beginning the occupancy of Platinum Office Tower in Petach Tikva and additional acquisitions at a scope of NIS 475 million, including HP Development Center in Yehud, Clal Insurance House, 50% of Gazit House and another 40% in Park Rehovot

10.

Continued strategic acquisitions of properties which were already partially owned by the Company, in the amount of NIS 119 million, including another 17% in Park Rehovot, 50% of Century Tower Parking Lot in Tel Aviv, and another 50% in Merkaz HaKirya in Ashdod

11.

Acquisitions in the total amount of NIS 238 million, including a logistics building in Modiin, an industrial building in Caesaria, and strategic acquisitions of properties which were already partially owned by the Company

12.

Continued acquisitions in the total amount of NIS 800 million, including 67% of Pelephone House, Cargal industrial complex, Center HaGalil commercial center, Park Tech building, B7 commercial center, and Neveh Ze'ev in Beer Sheva

MILESTONES

AMOT INVESTMENTS

13.

Purchase of an office building on HaBarzel Street in Tel Aviv – an advance in an amount of NIS 100 million was paid. Completion of three projects in construction – Amot Atrium Tower at an aboveground scope of 57 thousand sqm, Amot Insurance House in an area of 9 thousand sqm which has been let out to Fattal Hotels, and an office tower at Kiryat Ono Mall in an area of 9 thousand sqm. Winning the Municipality of Holon's tender for the construction of an office tower in Holon in an area of 36 thousand sqm. Further development of projects in construction stages.

14.

Completion of the purchase of an office tower on HaBarzel Street in Tel Aviv and an office tower in Mevaseret Zion, in a total area of 17,000 sqm, in an amount of approximately NIS 250 million. Further development of projects in construction stages.

15.

Purchase of three logistics properties in Modi'in and Ariel for an amount of approximately NIS 425 million (not including transaction costs), in a total area of approximately 57,000 sqm. Entering into an agreement with Shufersal Ltd. for the construction of a logistics center at a scope of approximately 34,000 sqm, to be let out to Shufersal. An agreement for the purchase of half of the lease rights in a lot located on HaLehi Street in Bnei Brak, for an amount of NIS 100 million, for the construction of a project at a scope of 75 thousand sqm aboveground for marketing (the company's part is 50%). Winning a tender for the purchase of land at the 1000 Complex in West Rishon LeZion, for NIS 30 million, for the construction of a building for employment in an area of 19,000 sqm aboveground. Further development of projects in construction stages.

16.

Purchase of a logistics center in Shoham let out to Teva Co. and purchase of 50% of Kiryat Ono Mall (the company owns the other 50%) for an amount of NIS 990 million (not including transaction costs), in a total area of 70 thousand sqm. Completion of the ToHa1 office tower, in a total area of 57,000 sqm (the company's part is 50%). Further development of projects in construction stages.

17.

Winning the tender, together with Allied Real Estate Ltd. for the lease of a 4.5-dunam tray in the "City Gate" complex at the entrance to the city of Jerusalem, for about NIS 100 million.
Further development of projects in construction stages.

18.

Purchase of the rights to Tzrifin Logistics Park and purchase of half of the rights to a logistics complex near Kibbutz Hafetz Haim, for an amount of approximately NIS 1,590 million (not including transaction costs), in a total area of approximately 120 thousand sqm. Purchase of 60% of the rights to land at Beit Shemesh Industrial Complex for NIS 53 million (not including transaction costs), for the construction of a logistics center in a total area of 45,000 sqm. Further development of projects in construction stages.

AMOT INVETMENTS
DEALING WITH THE IMPACT OF THE CORONAVIRUS PANDEMIC

DEALING WITH THE IMPACT OF THE CORONAVIRUS PANDEMIC

The novel coronavirus began spreading around the world in early 2020, and has been declared a pandemic by the World Health Organization.

As part of the national effort to deal with the pandemic, the Government of Israel enacted the State of Emergency Regulations, which led to the imposition of several lockdowns in 2021. These lockdowns included the imposition of severe restrictions on movement and restrictions on congregating, while limiting access to public spaces.

The lockdown which was imposed on December 27, 2020 lasted for around one and a half months, during which time it was decided to close the entire economy, including the education system and culture, leisure, and entertainment spaces, and severe restrictions were also imposed on activity in the business, public and private sectors, as well as a prohibition on congregating in public. At a certain point, a prohibition on entering public spaces was imposed, excluding the activities of security and emergency entities, and excluding the activities of essential businesses (such as supermarkets, pharmacies, clinics and banks).

Since the start of the pandemic, Amot has been striving to maintain comprehensive business continuity, subject to all government restrictions and directives, while strictly protecting the health of all of its employees, and of all of the tenants in its properties

As stated above, the directives which were published by the government, and the restrictions which were imposed by virtue thereof, resulted in the transition of a large number of employees in the economy to working from home, and for this reason, the number of employees coming to work at offices located in the Company's properties has declined.

As of the publication date of this report, the rate of visitors to the Company's properties has not yet returned to pre-pandemic levels, despite the fact that the Company continued, throughout the entire period, and also continues to this day, to operate as usual the office buildings which it owns, in accordance with and subject to the restrictions of the "purple badge" program. The government's restrictions also apply to the Company's shopping malls and commercial centers (except in connection with essential businesses, such as supermarkets, pharmacies, clinics and banks).

Since the beginning of the pandemic the Company has received many inquiries from its customers in the office and commercial sectors with requests for deferral, reduction, distribution and cancellation of rent and management fee payments with respect to the periods when the restrictions and/or the lockdowns applied, fully or partially. It is hereby clarified that the Company believes that agreements must be honored, and that it has worked, and continues working, on enforcing the lease agreements to which it is party. However, beyond the letter of the law, and in specific cases, the Company allowed the distribution of payments to lessees in the office buildings. Today, the collection of rent and management fees from office tenants is continuing in an orderly manner.

With respect to its commercial centers, the Company formulated a gradual concessions plan regarding rent and management fee payments during the lockdown periods and during the periods when only partial activity was allowed.
With respect to the period when the commercial centers were closed, it did not collect rent and management fees; while with respect to the partial activity periods, the tenants paid rent as a percentage of turnover (May, June and December 2020, and January and February 2021) in accordance with the provisions of the lease agreements with them, and discounts were also given on management fees (subject to the reduction / adjustment of the concession amounts for each tenant which was entitled to state grants, in accordance with the government assistance plan).

The scope of the foregoing concessions, mostly for lessees of the commercial centers, amounted in 2021 to a total of approximately NIS 20 million, and in 2020 to a total of approximately NIS 64 million (around NIS 60 million for lessees of the commercial centers, and NIS 4 million for lessees in the hotel sector).In total, during the years 2020-2021, the Company granted to its customers concessions on payments in the scope of approximately NIS 84 million.

The Company is continuing to evaluate whether any changes to its business strategy are required, if any, including on any matter associated with possible changes to the preferences and needs of tenants, and changes to the characteristics and areas of employment in the economy, in light of the possible effects of the pandemic on economic activity in Israel and around the world.

AMOT INVETMENTS
SUSTAINABLE DEVELOPMENT GOALS (SDG'S)

SUSTAINABLE DEVELOPMENT GOALS (SDG's)

UN GOALS WHICH ARE MOST RELEVANT TO AMOT'S ACTIVITY

5.5 Ensure full participation in leadership and in decision-making

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

7.2 ncrease the share of renewable energy in the global energy mix

By 2030, increase substantially the share of renewable energy in the global energy mix

7.3 Double the rate of improvement in energy efficiency

By 2030, double the global rate of improvement in energy efficiency

8.8 Protect labor rights and promote safe working environment

Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

11.6 Environmental impact reduction

By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management

AMOT'S ACTIVITIES TOWARDS REALIZING THESE GOALS

44% of board members are women

Around 7.3 million KWh from self-production of renewable energy on the rooftops of the Company's properties

71% of electricity consumption in office buildings[9] is provided in a low-carbon energy framework from the companies Dorad and OPC

The Company has an ethical code of conduct to protect employee rights

The contractors with whom the Company works are obligated to uphold fair employment terms

Engagement only with prime contractors who are members of the "safety stars" treaty of the Israel Builders Association, and appointment of a safety supervisor who conducts inspections in the field

It is the Company's standard practice to donate each year to associations and organization dedicated to providing assistance to people with disabilities, activities for the community, promoting education and health, and supporting population groups in need

97% of Amot's office (by aboveground area), industrial and logistical buildings are located less than 500 meters from a bus/train station

Amot has 127 electric vehicle charging stations, and Amot has committed to meet 100% of future demand for electric vehicle charging stations.

Around 730 parking spaces are available, and Amot has also committed to add parking rooms for bicycles and scooters in 3 old properties during the next 3 years

9. The definition of "office buildings" throughout the report refers to the calculation of 12 office buildings for which data are available with respect to the years 2019-2021. The figures refer to the aboveground area of the buildings only.

AMOT INVETMENTS
BUILDING A GREEN FUTURE

IN NUMBERS

NO.1

AMOT ATRIUM TOWER WAS THE FIRST OFFICE TOWER INISRAEL TO RECEIVE THE LEED PLATINUM CERTIFICATION

ONE BUILDING WHICH FULFILLS THE ISRAELI STANDARD ON GREEN CONSTRUCTION (IS 5281) - **AMOT PLATINUM** IN PETACH TIKVA, THE OFFICE TOWER WHICH RECEIVED THE HIGHEST SCORE IN ISRAEL IN THAT CATEGORY

100%

OF NEW PROPERTIES BUILT SINCE 2010 ARE BUILT IN ACCORDANCE WITH **GREEN CONSTRUCTION STANDARDS**

3

AMOT BUILDINGS HAVE BEEN CERTIFIED LEED PLATINUM - THE HIGHEST GREEN BUILDING CERTIFICATION IN THE WORLD: **AMOT ATRIUM, TOHA AND AMOT HOLON CAMPUS**

2

BUILDINGS WERE COMPLETED IN 2021 WHICH RECEIVED LEED CERTIFICATIONS - **AMOT HOLON** CAMPUS, WHICH WAS CERTIFIED LEED PLATINUM, AND **AMOT MODIIN**, WHICH WAS CERTIFIED LEED GOLD

VALUES OF SUSTAINABILITY IN PRODUCTS AND SERVICES

Amot believes in promoting a green future, in accordance with its long term approach, and for the benefit of future generations. Amot's approach to corporate responsibility includes striving to implement the principle of sustainability in the operation of the Company's properties, and in the construction of new properties. In terms of the environment, the use of low-carbon energy to operate the properties is emphasized; Promoting electric and alternative transport infrastructure and green buildings certified by the world's leading standards.

All of the above are intended to benefit customers, the community, and mostly the environment and the earth. These goals are also achieved by reducing and recycling waste, and saving on the consumption of energy, water and paper at the Company's offices

GREEN CONSTRUCTION

Amot is a leader in the development, construction and management of office towers and employment complexes which have been certified LEED Platinum - the highest green construction certification in the world. Certification for the standard is given by the USGBC (U.S. Green Building Council), and it is a voluntary international standard for the certification of green buildings,

which operates in accordance with principles of environmental and social responsibility. The standard evaluates various categories, such as energy savings, use of renewable energy, efficient water use, environmental protection inside the building, and more.

The standard is based on a scale of 110 points, and the final grade is given on one of four levels - Platinum (the highest rating), Gold, Silver and Certified

Amot's office buildings provide its customers with optimal work conditions, maximum enjoyment of landscape views and natural light, significant exchange of fresh air, and many other parameters which benefit their health and improve creative thinking and productivity - all while saving energy and protecting the environment. **The vision was created with the intention of providing a healthy, innovative, energy efficient and green home for companies working to change the world for the better.**

VALUES OF SUSTAINABILITY IN PRODUCTS AND SERVICES

Amot is a pioneer in the field of green construction. As such, the Company has worked on the development, planning and construction of properties meeting green construction standards since 2010, particularly LEED Platinum certified office towers. Amot Atrium Tower was the first tower in Israel to fulfill the LEED Platinum standard, and the ToHa Tower was later built, which also received the LEED Platinum standard. These towers joined a very limited group of buildings around the world which meet the maximum rating. The ToHa Tower includes:

- A highly advanced envelope which was developed especially for this project, providing a high degree of thermal and visual comfort;
- Advanced energy systems resulting in 33% savings relative to the reference buildings;
- Over 50% savings on water;
- Nighttime ventilation providing thermal comfort and internal air quality in public areas;
- Extensive use of green materials.

In 2021, two additional buildings were LEED certified - Amot Holon Campus, which was certified LEED Platinum, and Amot Modiin, which was certified LEED Gold.

Amot's properties in planning and construction stages which are expected to receive LEED certification:

Building name	Beit HaVered	Park Afek	HaLechi	K Complex Sha'ar Ha'ir	ToHa 2
City	Givatayim	Rosh Ha'ayin	Bnei Brak	Jerusalem	Tel Aviv
Projected certification	2022	2024	2025	2026	2027
Construction in accordance with the standard	LEED Platinum	LEED Gold	LEED Platinum	LEED Platinum	LEED Platinum

VALUES OF SUSTAINABILITY IN PRODUCTS AND SERVICES

ZERO ENERGY CONSTRUCTION

As part of its role as a pioneer in the field of green construction, and in order to maintain its leadership in the area, the Company decided to build the Beit HaVered project in Givatayim. The project includes renovating an old building and turning it into an innovative, green and zero-energy structure. (10)
The Company is also currently building another zero energy office building, located near a logistics center which it built in partnership with Shufersal, located in Modiin Industrial Zone. The building was chosen by the Ministry of Energy as a case study for zero energy buildings.

Zero energy buildings are buildings which independently produce the energy that they consume. In other words, they do not consume energy from external sources, or the total energy that they produce is equal to the total energy that they require. The taller the building, the greater the challenge in making it zero energy.

10. Not including areas in the property which are in the possession of the lessees themselves.

VALUES OF SUSTAINABILITY IN PRODUCTS AND SERVICES

IN NUMBERS

100%

OF AMOT'S COMMERCIAL BUILDINGS AND SHOPPING MALLS ARE ACCESSIBLE BY PUBLIC TRANSPORT.

99%

OF AMOT'S OFFICE BUILDINGS ARE ACCESSIBLE BY PUBLIC TRANSPORT.

95%

OF AMOT'S INDUSTRIAL AND LOGISTICS BUILDINGS ARE ACCESSIBLE BY PUBLIC TRANSPORT.

97%

OF AMOT'S OFFICE BUILDINGS [11] ARE ACCESSIBLE BY PUBLIC TRANSPORT [12].

WHAT ABOUT AMOT'S CUSTOMERS AND THE ENVIRONMENT?

In addition to Amot's activity in the construction sector, the Company also demands that its customers fulfill strict environmental guidelines, by attaching a green construction annex to all agreements, in which the lessees undertake to fulfill, as part of the construction works and the systems which are installed in the various leased properties, guidelines regarding saving energy, electricity and water. Most of the requirements for lessees include planning the energy consumption for lighting purposes using sensors and standards; Use of daylight sensors and volume to maximize the use of daylight for lighting and energy savings;

Prohibition on smoking in the areas of the building, and at entrances to the buildings; Planning of water consumption and increasing usage efficiency by installing faucet aerators, dual flush toilets and electronic faucets.

PROMOTING ELECTRIC AND ALTERNATIVE TRANSPORT INFRASTRUCTURE

As a pioneer in everything related to green construction, Amot emphasizes sustainable transportation. This was reflected already in the development stage, both in terms of the selection of locations near heavy and light rail stations and bus stations, and in terms of the planning aspect of the various projects. For example, Amot dedicates thought and resources to placing bicycle rooms in each new or renewed building, as well as equipped shower facilities, convenient access routes for bicycles and scooters, as well as allocating parking spaces for electric vehicles. All of the above is intended to create a relevant mix of services to create an optimal, high-quality and healthy work environment.

Encouraging the use of sustainable transport is a significant and integral part of Amot's activity, and is a top priority among the series of considerations which are taken into account when in project development and planning.

11. This figure was calculated with respect to 68 properties (supermarket buildings were not included in the count).
12. The term "accessible by public transport", as used throughout the report, is defined as buildings located less than 500 meters away from a bus or train station.

VALUES OF SUSTAINABILITY IN PRODUCTS AND SERVICES

PROMOTING ELECTRIC AND ALTERNATIVE TRANSPORT INFRASTRUCTURE

PUBLIC TRANSPORTATION

Amot recently announced the creation of a network of charging stations for electric vehicles at its properties throughout the country. From Amot's perspective, this constitutes an important extension of the basket of services which it provides to its thousands of customers and their employees, who will now enjoy the significant availability of charging stations and attractive charging costs. Furthermore, in recognition of the matter's importance, the charging stations will be available for the general public's use at reduced rates, and not only for the tower's residents. As of the end of 2021, there are 127 charging stations at Amot's various properties. Amot has committed to meet 100% of future demand for electric vehicle charging stations.

The Company has announced its intention to improve the proportion of electric and hybrid vehicles in its vehicle fleet. As of the end of 2021, around 49% of Amot's vehicle fleet is comprised of hybrid and electric vehicles.

VALUES OF SUSTAINABILITY IN PRODUCTS AND SERVICES

SEGMENTATION OF AMOT BUILDINGS AND PROXIMITY TO PUBLIC TRANSPORT (ABOVEGROUND AREA)

INDUSTRIAL & LOGISTICS

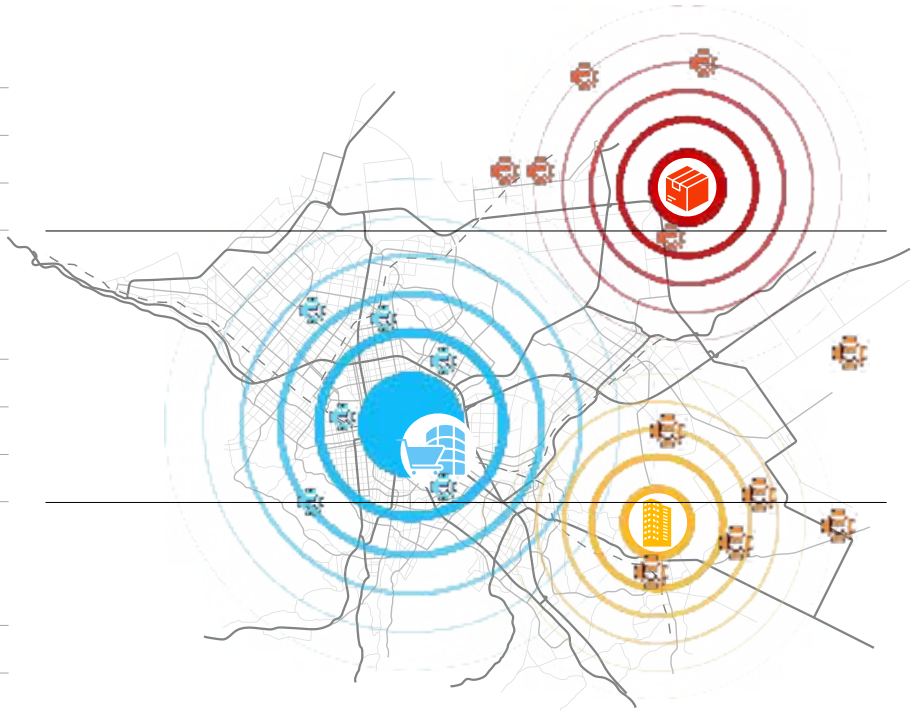
Less than 150 meters	51%
151-250 meters	17%
251-500 meters	28%
Over 500 meters	5%

RETAIL

Less than 150 meters	45%
151-250 meters	45%
251-500 meters	10%
Over 500 meters	0%

OFFICES

Less than 150 meters	63%
151-250 meters	11%
251-500 meters	24%
Over 500 meters	1%



VALUES OF SUSTAINABILITY IN PRODUCTS AND SERVICES

PROMOTING ELECTRIC AND ALTERNATIVE TRANSPORT INFRASTRUCTURE

NON-MOTORIZED TRANSPORTATION

Amot encourages travel to its offices by small, non-motorized means of transportation [13], and provides convenient parking spaces, charging options, and shower rooms. The new buildings which Amot is developing, as part of the LEED certification, include a requirement to build shower rooms and dedicated bicycle rooms for the benefit of employees who bike to work. Therefore, all buildings which have been certified according to the stringent standard include infrastructure to encourage the use of non-motorized transportation.

Along with the new buildings, in old buildings as well Amot is investing in creating maximum comfort for the use of non-motorized means of transportation, by adding shower rooms and bike rooms for the benefit of the employees in those buildings.

As of the end of 2021, there are around 730 parking spaces and around 50 shower rooms at Amot's various properties.

13. Bicycles, scooters, etc.

IN NUMBERS

176 KWh / SQM

ENERGETIC INTENSITY OF 176 KWH / SQUARE METER IN 2021 (14)

71%

OF ELECTRICITY CONSUMPTION IN OFFICE BUILDINGS IS PROVIDED IN A LOW-CARBON ENERGY FRAMEWORK FROM THE COMPANIES DORAD AND OPC (14)

9%

REDUCTION IN ENERGETIC INTENSITY COMPARED TO 2019 (14)

7.3M

AROUND 7.3 MILLION KWH FROM SELF-PRODUCTION OF RENEWABLE ENERGY ON THE ROOFTOPS OF THE COMPANY'S PROPERTIES (14)

427 KWh / SQM

EMISSION INTENSITY OF 427 GRAMS / KWH, AS COMPARED WITH THE MARKET AVERAGE 496 GRAMS / KWH (14)

SUSTAINABLE CONDUCT

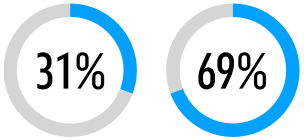
INCREASING ENERGY EFFICIENCY

01. ENERGY PRODUCED BY PHOTOVOLTAIC SYSTEMS ON THE ROOFTOPS

Amot produces electricity through photovoltaic systems, and uses them to provide for the needs of its customers. Amot also buys electricity from companies which produce electricity through wind turbines and solar energy.

Amot has set the goal of improving the performance of electro-mechanical systems in its properties - from upgrading and replacing air conditioning systems, which are the main consumer of the electricity in its properties, through shading the rooftops of properties to improve thermal insulation, to installing photovoltaic systems on the rooftops of its properties. All of these measures are implemented with the intention of increasing the use of renewable energy and allowing energy efficiency

The total green energy produced by photovoltaic systems on the rooftops of Amot's properties in 2021 amounted to 7,316,293 KWh.

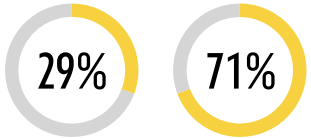


2,246,323
Self-production

5,069,970
Energix

02. ELECTRICITY CONSUMPTION BY ENERGY SUPPLIERS

As part of Amot's intention to continue improving and increasing energy efficiency, Amot chooses to limit the use of the electricity produced from coal, and transitions to the use of available alternatives, including the use of gas. 71% of electricity consumption in office buildings is provided in a low-carbon energy framework from the companies Dorad and OPC, and only 29% from the Electric Corporation.



13,596,691
IEC

34,094,855
Private electricity producers

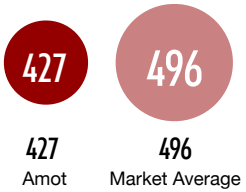
14. Intensity figures were calculated for office buildings for which data is available with respect to the years 2019-2021, and according to aboveground area only (12 buildings in total).

SUSTAINABLE CONDUCT

INCREASING ENERGY EFFICIENCY

03. EMISSION INTENSITY (GRAMS PER KWH)

Additionally, an evaluation of carbon emission intensity shows that Amot is advanced relative to the market average, with the Company's emission intensity being 427 grams per KWh, as compared with the market average of 496 grams per KWh.



04. ELECTRICITY CONSUMPTION BY ENERGY SUPPLIERS

As part of Amot's vision and the creation of infrastructure for its customers, the Company facilitates energy efficiency through the methods by which it builds its properties, and the systems which are installed therein.

The energetic intensity index evaluates the consumption of electricity at the property relative to total aboveground area in square meters.

ENVIRONMENTAL MANAGEMENT AND CLIMATE CHANGE

CARBON FOOTPRINT

Amot has been working for over a decade on limiting its environmental impact and minimizing its carbon footprint.
Amot is proud to be a leader in the field of green construction and leading building certifications, by which it decreases the emission intensity and energetic intensity of its properties, and therefore also its environmental impact. The green planning process includes emphasizing climate analysis, energy savings, natural lighting, reducing radiation, protecting the environment, water savings, waste recycling, air quality, acoustic insulation, encouraging the use of bicycles, environmentally friendly construction materials, and more. All of the above are contributing impressively to the fight against climate change, and in view of the long term process of building a green future for the benefit of future generations.

The Company's carbon footprint is measured according to the standard methodology used around the world:

SCOPE 1

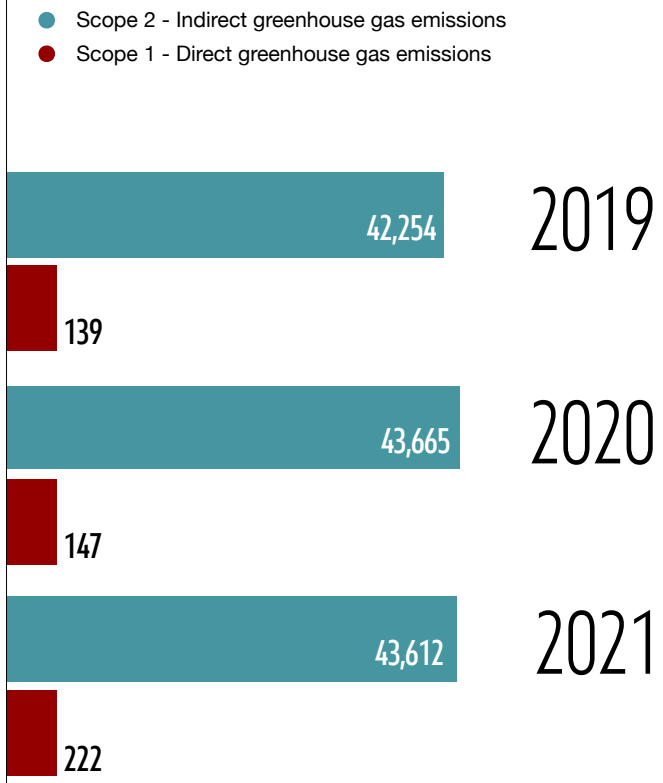
Amot's direct emissions are mostly due to fuels burned in generators located in the properties, fuels burned by the vehicle fleet, fuels burned in generators as part of agreements with the electric corporation and the Company's preparations for emergency situations, and emissions caused in the process of sewage treatment;

SCOPE 2

Amot's indirect emissions are due to the consumption of electricity from its various providers. Additionally, the fact that Amot produces electricity from renewable sources in its properties offsets its emission amounts, and benefits the environment.

In 2021, total emissions from scope 1 and 2 were equivalent to 43,835 tons of carbon dioxide. Amot's carbon footprint for 2021 in scope 1 was equivalent to 222.45 tons of carbon dioxide.

SEGMENTATION OF THE CARBON FOOTPRINT BY SCOPE (CARBON DIOXIDE EQUIVALENT TONS)



ENVIRONMENTAL MANAGEMENT AND CLIMATE CHANGE

CARBON FOOTPRINT

REDUCING EMBODIED CARBON

Amot's approach to sustainability includes an emphasis on reducing greenhouse gas emissions. Consideration is given not only to the emissions which are created during a building's routine operation, but also to emissions during the stags of its construction. Amot therefore intends to reduce embodied carbon.

Embodied carbon is the carbon footprint of all emissions associated with the construction of the building, including emissions due to the formation, transportation, production and installation of the construction materials, as well as the operational emissions, and emissions associated with the end of the material's lifetime.
The reduction of embodied carbon is currently implemented in the renovation of Century Tower in Tel Aviv and Beit HaVered in Givatayim, by renovating the buildings and re-using the existing structural frame and building envelope.

CARBON OFFSETS

The field of renewable energy allows companies such as Amot to voluntarily ensure that some of the electricity which is provided to the Company and to its customers originates from renewable energy sources, which are associated with low or near-zero levels of greenhouse gas emissions, and thereby to reduce the organization's consumption of carbon dioxide on scope 2, by various legal and financial means.
The purchase of renewable energy certificates (RECs) gives the organization legal ownership of certain characteristics of electricity produced from renewable sources, whereby each certificate reflects the production of one megawatt hour (MWh) of electricity from renewable sources. The purpose of the certificates is to clearly and reliably reflect the amount of renewable energy consumed, by distinguishing the production source. The certificates also fulfill an important accounting purpose, by allowing the attribution of ownership of certain characteristics of electricity produced from renewable sources to the organization.

Amot has purchased RECs for its green construction projects, which ensure the use of renewable energy and carbon offsets. For the ToHa 1 Tower and the Holon Campus Amot will use 35% renewable energy, all through RECs.

REDUCING THE COMPANY'S ENVIRONMENTAL IMPACT

Amot recognizes the importance of reducing the impact caused by the Company's activity on the environment, and therefore is working, will continue working, on reducing those impacts, while meeting environmental standards and obtaining higher ratings than those usually seen in the sector. The Company promotes and introduces into Israel advanced construction technologies, such as:

- "Double Skin Facade" walls - a new technology for creating the external facade of buildings, using a double glass wall over 25 cm. thick (providing both thermal and acoustic insulation), and an automatic shading system, which follows the location of the sun and permits the entry of maximum sunlight into the building without direct sun exposure (the system is controlled by an automatic system).
- Recycling of air conditioning water condensation - In projects built by the Company, the water condensation is recycled and transferred, after treatment, to the irrigation systems and to fill toilet tanks.
- Recycling of irrigation water and storage of surface runoff for irrigation purposes - The Company promotes the installation of above-ground gardening systems. These systems save irrigation water and prevent the fertilizers from seeping into ground water. Some of the above-ground systems use excess water reservoirs. The reservoirs have increased capacity to contain some of the surface runoff.
- Use of recycled materials - The Company takes care to use materials with recyclable contents.

It is the Company's practice to routinely invest in its current properties, while placing a significant emphasis on protecting the environment in various ways, including replacing air conditioning systems with more energy-efficient and environmentally friendly alternatives (cooling gases); Replacing lighting systems with energy efficient LED lighting; Installing advanced fresh air treatment systems; Waste treatment - Amot provides cardboard recycling facilities in all of its properties, and in some relevant properties, also electronic waste collection facilities; Amot also limits the use of single-use products and the use of paper products at the Company's headquarters.

AMOT INVETMENTS
ZOOM IN ON SELECT PROPERTIES

TOHA 1

The ToHa project won 5 awards of the Council on Tall Buildings and Urban Habitat (CTBUH) in 2021:

Best Tall Office Building – Overall Winner

Best Tall Building 100-199 Meters – Award of Excellence

Best Tall Building Middle East & Africa – Overall Winner

Best Tall Building Interior Design – Award of Excellence

Best Tall Building Façade Engineering – Award of Excellence

The building is located at the intersection of Derech HaShalom, Yigal Alon and Totzeret Ha'aretz avenues, and is adjacent to HaShalom and to HaShalom Junction of the Ayalon Highway.

Stage A of the project is an impressive building with a total of approximately 55,000 square meters. The average floor area in the building is around 3,000 square meters, and the building has a total of 26 floors, with the 26th serving as the top floor with restaurants, a walking path, and a garden. The building lobby is unique and extraordinary in its design, and reaches the height of 7 floors. The building's concept was designed by the super-architect and designer Ron Arad, and its unique form was inspired by the form of an iceberg.

The building offers optimal accessibility to all means of transportation. The large area of land (17 dunams) surrounding the building serves as a large green park for the benefit of the lessees and passers-by, and includes tended gardens, trees and leisure corners. **The building was certified LEED Platinum in 2019.**

IN NUMBERS

79% Of the Construction Waste Was Recycled at a Recycling Site

35% Of the Energy in the Building Is Green Energy

50.7% Savings on Irrigation Water

52.3% Savings on Sanitation Water

188 Bicycle Parking Spaces

83.3% Of the Area of the Complex Is Open Garden Area

24% Of the Building's Materials Are Made of Recycled Materials

38.5% Energy Savings Relative to the ASHRAE 90.1-2007 Standard

12 Shower Rooms for the Use of Building Employees

ATRIUM

Amot Atrium Tower is located in the diamond exchange complex at Jabotinsky St. in Ramat Gan, near Ayalon Highway.
The tower is 40 floors tall, with a total up-ground area of around 57,000 square meters.

Its central location offers good accessibility and excellent visibility. The tower is located near the Tel Aviv station of Israel Railways (Tel Aviv Savidor Center), and includes a bridge which connects the tower to the station. A light rail station is being built adjacent to the tower, and many bus lines pass through the area.

The typical floor area in the building is around 1,500 square meters. The top five floors are larger, and have around 1,800 square meters each.

The tower's lobby is accessible, and includes systems for the blind and to aid visual impairments of all kinds - Step Hear + Right Hear.

The tower has glass elevators which offer views of the Ramat Gan diamond exchange complex. The tower's total built area is 74,000 square meters, and it includes eight underground floors, to provide a parking lot around 30 meters deep.
Once its construction was completed in late 2015, the tower was recognized as a prestigious and unique building in its category. The tower was built to the highest standards in Israel, and was **the first tower in Israel to receive the highest international certification for green construction - LEED Platinum.**

IN NUMBERS

- 27% Reduction of Energetic Intensity Relative to 2019
- 1.58% Of the Energy in the Building Is Green Energy
- 44.3% Water Savings
- 16 Electric Charging Stations
- 180 Bicycle Parking Spaces
- 28% Surface Runoff Penetration Relative to the Benchmark
- 30% Increased Ventilation Relative to Israeli Standard 6210
- 38.5% Energy Savings Relative to the ASHRAE 90.1-2007 Standard
- 12 Shower Rooms for the Use of Building Employees

HOLON CAMPUS

Amot Holon Campus is divided into three prisms. This design gives the building a unique, complex and dynamic character, while directing gazes to green, urban and sea-blue views. The unique three dimensional shape naturally created an impressive 5 floor atrium at the building's entrance - a space which allows connecting the column, the core and the eucalyptus garden.

The tower was built on an 11 dunam garden, and the eastern part of campus complex offers a beautiful, expansive, including shaded seating areas and an impressive entrance to the tower lobby. The other side of the complex features an impressive eucalyptus grove which is intended for preservation, and which serves as the basis for the development of a unique green garden surrounding the tower from all directions. The vision was created with the intention of providing a healthy, innovative, energy efficient and green home for companies working to change the world for the better. The project is proud to be among the only projects in Israel which have received the American LEED certification.

Amot Campus includes two impressive rooftop balconies, spread out over an area of 1,000 square meters each, and offering open air areas for relaxation. Amot Campus is located in the heart of Holon's growing business center, at the corner of Jerusalem Blvd. and Derech HaMelacha. The campus is located on a major industrial and commercial route, with direct access to Highways 44, 4 and 1, and Ayalon Highways, and is located just a few minutes away from Ben Gurion Airport and Tel Aviv. Many inter-city and intra-city transport lines pass near the campus, in addition to the light rail station which is located adjacent to the campus, on Jerusalem Blvd., right at the entrance to the tower's lobby.

The Amot Campus was planned based on an approach which believes that an innovative and high-quality working environment is essential to employee satisfaction and productivity. A green garden was created at the foot of the tower. The campus garden is full of trees and lawn areas, a natural water pool, shaded seating areas, restaurants, bars and coffeeshops, for the benefit of employees.

IN NUMBERS

- 85% Of the Construction Waste Was Recycled at a Recycling Site
- 35% Of the Energy in the Building Is Green Energy
- 52% Savings on Irrigation Water
- 47% Savings on Sanitation Water
- 230 Bicycle Parking Spaces
- 60% Of the Area of the Complex Is Open Garden Area
- 21% Of the Building's Materials Are Made of Recycled Materials
- 30.4% Energy Savings Relative to the ASHRAE 90.1-2007 Standard
- 10 Shower Rooms for the Use of Building Employees

AMOT INVETMENTS. PEOPLE FIRST.

Amot is a company of people, and is committed to them. Customers, employees and community form a significant basis for the Company's existence and success. The coronavirus period has clarified, and continues to clarify, the link between the Company and society, and our commitment to them.

THE COMPANY'S CUSTOMERS

"Amot. People First." Amot is a company of people, and is committed to them. Customers, employees and community form a significant basis for the Company's existence and success. The coronavirus period has clarified, and continues to clarify, the link between the Company and society, and our commitment to them.

CUSTOMER SATISFACTION AND EXPERIENCE

In 2020, in light of the desire to improve customer satisfaction and experience in the Company, a decision was reached to adopt a new strategy which is intended to improve service.

Firstly, a management company wholly owned by Amot was established. The office buildings were divided between those which are leased as an entire property to a certain customer and employees under its management, and office buildings which are leased to several customers, which are managed through a management company. In this process, the **office buildings** which are leased to several customers are **transferred to the direct management of the new company**, instead of the previous situation, in which external management companies managed the properties through outsourcing.
Out of around 20 office buildings which were managed through an external company, until the end of 2021, 11 of the properties were transferred to the management of the new company owned by Amot. Therefore, as of the end of 2021 around 55% of the office buildings are self managed (out of those which are not held by a single customer).

This process is accelerating and developing the service approach for the Company's customers, and also its implementation among the Company's employees. The process is also increasing Amot's workforce (including in the subsidiaries), in order to ensure the improvement of service.

Amot is attentive to the needs of its customers, and with the aim of providing a better response to suppliers, the management of the office buildings is transferred to the Company.

Secondly, Amot offers to its office building customers environmentally friendly accessibility:

Proximity to public transportation
Almost 100% of the properties are within 500 meters of bus / train stations

Parking spaces for electric vehicles
further details in the chapter regarding the environment

Dedicated parking for bicycles and scooters
further details in the chapter regarding the environment

Showers for the use of lessees
further details in the chapter regarding the environment

Finally, Amot provides to its office buildings customers an optimal and healthy working environment. In general , the Company prefers to build tall buildings, in order to free up the land resources for public use. Terraces offering spaces for relaxation, gardens offering pleasant nature corners, trees, vegetation, water, restaurants and bars - all of these enrich the experience of customers and their employees at the campuses, with the positive and environmentally friendly atmosphere affecting the satisfaction and output of employees accordingly. For additional information on this subject, see the chapter regarding the environment.

THE COMPANY'S CUSTOMERS

The coronavirus pandemic clarified the various needs of the Company's customers due to the unique challenges which were forced upon its customers - restrictions, lockdowns, self-isolation requirements, etc., depending on the market segment of each customer.

Over the years in general, and since the coronavirus pandemic in particular, the Company is required to address the changing needs of its customers, which arose as an inseparable part of the Company's activity:

ADAPTING PROPERTIES FOR CUSTOMERS

Amot is required to operate its buildings in accordance with the guidelines of the Ministry of Health - the "green badge" and "purple badge" programs; Adaptation of public areas according to the required hygiene guidelines, publication of the guidelines, etc. During the lockdown periods, and in light of the severe directives issued by the Ministry of Health regarding public areas, in certain periods some of Amot's facilities were left entirely closed. Furthermore, even in non-lockdown periods various restrictions applied, including more limited in-person presence, both at offices and in the commercial and service areas. Throughout the entire period of the pandemic, Amot continued providing and maintaining the buildings for the benefit of its various customers.

ECONOMIC HARM TO CUSTOMERS

Due to the lockdowns and the discontinuation of activity, some customers suffered economic damage, and encountered difficulties in making their rent payments. In recognition of the Company's long term connection with its customers, Amot chose to grant concessions to those customers.

During the years 2020-2021, the Company granted concessions on payments to its customers in the commercial sector in the amount of NIS 84 million, an amount equivalent to six months' rent at the commercial properties.

6 MONTHS RENT = NIS 84 MILLION

CONCESSIONS ON PAYMENTS DURING 2020-2021, DUE TO COVID-19

THE COMPANY'S HUMAN CAPITAL

Company management views its employee as a highly significant asset in the creation of a stable and sustainable company. Amot therefore strives to care for its human capital, to create a supportive work environment and appropriate and competitive employment terms in the labor market, to strengthen employees' bond and commitment to the Company. This is reinforced during the new employee intake process, and the Company's lower employee attrition rate.

EMPLOYMENT IN THE COMPANY

ALL EMPLOYEES OF AMOT AND OF THE GROUP'S WHOLLY (100%) OWNED MEMBER COMPANIES, OVER THE YEARS

2019	2020	2021
92	93	113 - Includes 15 employees in the new management company

SEGMENTATION OF COMPANY EMPLOYEES BY GENDER (16)

EMPLOYEE TURNOVER IN THE COMPANY

In 2021, Amot underwent a process of re-categorizing and staffing the required positions in the Company, and a decision was reached to conclude the employment of 21 employees, in order to streamline and improve work productivity. In parallel, as part of the change, 22 new employees were accepted (besides the 15 new employees in the management company).

	2019	2020	2021	2021 management company
Number of employees	92	93	98	15
New employees	10	8	22	15
Former employees	6	7	17	-
Net	4	1	5	15
Proportion of new employees to total employees	11%	9%	22%	-
Proportion of departing employees to total employees	7%	8%	17%	-

- In 2021, the Company's employees are 55% men and 45% women;
- The seniority of employees also reflects the employees' degree of satisfaction and connectedness to the Company. The average seniority of Company employees is 7.5 years. The average seniority of employees who began working before 2021 is 10 years. This gap reflects the accelerated employee intake, as presented in the workforce list;
- The average age of employees is 50. This figure reflects another aspect of the employees' stability of employment and job satisfaction.

16. As of December 31, 2021

THE COMPANY'S HUMAN CAPITAL

EMPLOYMENT IN THE COMPANY (CONT.)

EMPLOYEE ASSESSMENT

In recent years discussions have been held with Company employees, which included dialogue regarding the employees' satisfaction with the Company, and the Company's satisfaction with the employees. A part of the employees' annual compensation is determined based on an assessment of the employee's contribution to the Company. As part of the organizational change, the Company is planning to implement a structured and well-formed mechanism of employee assessment and feedback discussions, which will take place once per year.

EMPLOYEE SALARY AND COMPENSATION POLICY

Amot believes that employees should be compensated fairly and appropriately. All of the Company's employees are employed through personal employment agreements, and are not subject to any collective agreement. [17] An additional compensation plan is in place for all of the Company's employees. Employees are a critical resource for the Company's success, and Amot therefore shares with them the fruits of its successes. Employees receive bonuses and options in accordance with the Company's performance, whereby the amount of additional compensation is determined based on an assessment of the employee's performance, and is transmitted to them in the discussion.

FAIR EMPLOYMENT THROUGHOUT THE SUPPLY CHAIN

Amot is also committed to the contract workers who work in its properties. The contractors with whom the Company works are therefore obligated to uphold fair employment terms Their commitment is specified in the contracts that are signed with them. The Company operates in accordance with an orderly policy, and there is also a contract workers supervisors, who conducts inspections and evaluations in order to verify that they are indeed fairly employed.

17. GRI: 102-41.

EMPLOYMENT IN THE COMPANY (CONT.)

DEVELOPMENT OF HUMAN CAPITAL

Amot is a company of people, and we believe that our employees are a critical resource for the Company's existence and success. Following the change which was implemented with respect to property management, due to the improvement of the Company's service approach (see additional details in the section regarding customer satisfaction and experience), a relevant training apparatus for all employees is necessary, including new employees in the service department, as well as the professional role of each employee, in order to strengthen and develop employees, and to improve customer service.

LOCAL COMMUNITY

Amot's properties are located in city centers, and constitute an integral part of their social environment. The Company considers itself committed to supporting and promoting the communities in which it is present. For example, the Company's properties are accessible to the community through very close public transport, as specified in chapter regarding the environment.

Amot offers open, green areas in the area of its properties for the use of the community, and not just the Company's customers. The public areas are pleasant and offer WiFi coverage and convenience services, to be enjoyed for self use. The areas are offered, inter alia, in Holon Campus and ToHa Tower 1. ToHa 1 includes an area of around 17 dunams, which is planned to be a large green park. Additional details are provided in the chapter regarding the environment, and in the details regarding the Company's customers in this chapter.

CONTRIBUTING TO THE COMMUNITY

The Group's donations policy corresponds to the main values which guides its activity. The Group views donations and assistance to the community in Israel as an important component to be included in all of its activities. Amot has therefore has in place an approved donations plan, continuously since 2006. The Company donates to the community in two ways - monetary donations, and volunteering for various projects. During the last two years, due to the coronavirus pandemic, the number of volunteering hours decreased significantly. However, the amount of money transferred each year to donations remained the same - NIS two million for the community. It is the Company's standard practice to donate each year to associations and organization dedicated to providing assistance to people with disabilities, activities for the community, promoting education and health, and supporting population groups in need. During the last two years, as part of its response to the coronavirus pandemic, Amot increased its donations to hospitals - providing a response to the many needs which arose. The significant link which was created with the hospitals continued into the periods of relaxed restrictions as well.

Examples of associations to which the Company donates:

YOUTH LEADING CHANGE

A social educational association dedicated to cultivating young leadership and social involvement among youths in Israel's geographical and social periphery, and to promoting equal opportunities for every boy and girl.

ASSOCIATION FOR THE PROMOTION OF EDUCATION IN TEL AVIV-YAFO

A private (not-for-profit) association providing a wide range of social services in order to create a new reality for children of South Tel Aviv, Yafo and Bat Yam, who live in poor areas and whose homes do not include a supportive environment, and who suffer mostly from neglect, abuse and crime. All of the association's activity centers and warm homes offer a wide range of assistance programs.

SAFETY

Amot is a company which is engaged, directly and indirectly through corporations under its control, in the leasing, management and maintenance of revenue-generating properties in Israel, and in the initiation and development of real estate for leasing purposes. Inter alia, Amot engages with contractors who are responsible for building the various properties, and who independently engage with contract workers who execute the construction works.

Safety is a top priority for Amot, and human life is important to the Company throughout the supply chain, and the Company therefore adopts a safety policy which exceeds the regulatory requirements to protect the safety of the employees in the building:

- Engagement only with prime contractors who are members of the “safety stars” treaty of the Israel Builders Association;
- The Company employs a safety supervisor who inspects the various sites, and conducts random inspections in the field;
- The safety supervisor inspects all of the properties each year.

AMOT INVETMENTS
AMOT OPERATES WITH INTEGRITY

AMOT OPERATES WITH INTEGRITY

IN NUMBERS

44%

4 WOMEN AND 5 MEN SERVE ON THE BOARD OF DIRECTORS (44%)

100%

OF THE DIRECTORS HAVE AND FINANCIAL EXPERTISE

67%

67% OF THE BOARD MEMBERS ARE INDEPENDENT DIRECTORS, AND HALF OF THEM ARE OUTSIDE DIRECTORS

Amot operates in an extensively regulated environment, due to its status as a public company, and is subject to, inter alia, the Companies Law, 5759-1999 (the "Companies Law"), the Securities Law, 5728-1968 (the "Securities Law"), intra-organizational governance policies, which include the master policy secondary policies for internal enforcement regarding securities. Good governance constitutes a significant part of the management of Amot, and the audit committee and board of directors are responsible for ensuring that it is implemented.

Fairness in business, loyalty to customers, and preventing corruption are important values to the Company, and Amot therefore strives to implement these principles among its employees, on both the business and interpersonal levels. Amot believes that ethical conduct contributes not only within the organization, but also in conduct vis-à-vis external entities.

AMOT OPERATES WITH INTEGRITY

IN NUMBERS

2021

12	05	03	04
BOARD MEETINGS	AUDIT COMMITTEE MEETINGS	COMPENSATION COMMITTEE MEETINGS	FINANCIAL STATEMENTS REVIEW COMMITTEE MEETINGS

As of the end of 2021, the Company's board of directors included nine directors: four women and five men, all of which have accounting and financial expertise, and who were appointed as directors following an assessment of their education, experience and skills, and in accordance with the provisions of the Companies Law. Eight of the board members are over age 50, and one of the board members is in the age range of 30-50. Six of the board members are independent directors, three of which are outside directors, as defined in the Companies Law, respectively. Amot implements a distinction between the identity and responsibilities of the Company's Chairman and CEO or other Company officers.

BOARD COMMITTEES

Amot has three board committees which advise on various managerial aspects of the Company:

AUDIT COMMITTEE

As of October 2021, this committee has five directors, of whom three are external directors and the rest are independent directors and the chairman of the committee is an external director. An up-to-date enforcement plan in securities. In addition, the company has a mechanism that was previously adopted by the Audit Committee regarding the manner in which the company's employees' complaints are handled in connection with deficiencies in the company's business management and the protection given to employees. At the beginning of each year, the committee approves the internal audit work plan for the current year, and recommends to the board of directors the appointment of the company's internal auditor, and discusses the audit reports submitted to it regularly and the risk surveys. In addition, subject to the law, the committee approves the independence of the company's independent directors and holds an annual discussion of deficiencies, if any, in the company's business management. Among its functions, the committee discusses transactions involving a personal matter for the purpose of classifying them as exceptional or not. And approves transactions with the controlling shareholders in the company

COMPENSATION COMMITTEE

Three directors serve on this committee, most of whom are outside directors. The committee chairman is an outside director. The committee passes its recommendations to the Company's board of directors regarding the officer compensation policy, updates to the policy, and its evaluation regarding its implementation, and also approves transactions pertaining to the terms of tenure and employment of the Company's officers, directors and controlling shareholders (if relevant).

FINANCIAL STATEMENTS REVIEW COMMITTEE

Mostly independent directors serve on this committee. The committee chairman is an outside director. The committee performs preliminary work on the Company's financial statements, and all of the committee members are capable of reading and understanding financial statements, and at least one of the independent directors has accounting and financial expertise. The committee passes its recommendations regarding the approval of the financial statements to the Company's board of directors.

BOARD STRUCTURE

COMPENSATION POLICY

On January 20, 2020, in accordance with the compensation committee's approval, and the unanimous approval of all of the board members, the general meeting of Company shareholders approved The Company's "compensation policy document", which entered into effect on September 28, 2019. The document was updated and re-approved by the general meeting of Company shareholders on December 15, 2020 (the "**Compensation Policy**"). [18] Amot's compensation policy is subject to the Companies Law, is based on the compensation committee's recommendations, and is intended to define the compensation framework for officers and directors who are not controlling shareholders of the Company and/or employed by Alony Hetz.

In accordance with the compensation policy, Amot allows four types of compensation for the Company's officers, and implements them as follows:

FIXED COMPONENT

Comprised of the monthly salary or management fees for that officer, in a fixed amount, as well as fringe benefits according to the standard practice; In practice - The CEO's base monthly salary cost, including fringe benefits such as social benefits, will not exceed NIS 200,000 per month for a 100% position, and for officers who are not directors, including CEO's of subsidiaries and the legal counsel (the "**VP's**"), will not exceed NIS 140,000 per month for a 100% position [19]. Directors - Are entitled to annual compensation and compensation for participation in meetings of the board of directors and board committees in an amount between the fixed amount and the maximum amount, pursuant to the second and third addenda to the Companies Regulations (Rules Regarding Compensation and Expenses of Outside Director), 5760-2000 (hereinafter: the "**Outside Director Compensation Regulations**").

SEVERANCE PACKAGE

Will not exceed 6 monthly salaries, excluding benefits (directors are not entitled).

MEDIUM / SHORT TERM VARIABLE COMPONENT

(A) Annual bonus based on measurable targets; and (B) Bonus based on non-measurable criteria [20]; An annual cash bonus can be converted into equity compensation through a grant of options.

LONG TERM VARIABLE COMPONENT

An equity grant in the form of the provision of options, in accordance with the Company's options plan, as it stands from time to time, or similar mechanisms for the allocation of securities to increase officers' connection to the Company, and to the performance of the Company's stock, over time;

In practice - **equity compensation** - subject to the Company's options plan, equity compensation will be given in the form of an annual grant of options (or another compensation component, in the Company's discretion) which will vest two years after the grant date, and up to one year after the vesting date, whereby for the CEO, the grant will be according to a value of 50% of the CEO's annual employment cost; For VP's, according to a value of up to 50% of the VP's annual employment cost; for directors who are not controlling shareholders or employed by Alony Hetz, an annual grant according to a value of 50% of the total annual compensation which is paid to directors, not including compensation for participation in meetings (subject to the required changes, as specified in the compensation policy); and for outside directors, in accordance with the Outside Director Compensation Regulations. In case of termination of the employment of an officer who is not a director, the officer will be entitled to exercise the options which have been granted to them in accordance with the options plan. Directors who are not controlling shareholders or employed by Alony Hetz will be entitled to an annual grant of options according to a value of 50% of the total annual compensation which is paid to directors, not including compensation for participation in meetings, subject to the terms of the Company's options plan. In case of termination of a director's employment, the equity compensation will be conditional upon the lock-up period and the director's eligibility to exercise, in accordance with the options plan and the compensation policy.

The compensation policy includes a clawback mechanism for repayment of compensation, based on incorrect financial information, which the Company is entitled to offset. Additionally, subject to the provisions of agreements which are in effect as of the approval date of the compensation policy, the board of directors has the authority to reduce the aforementioned terms of tenure and employment, in its absolute and exclusive discretion, if it has found that the circumstances justify such a reduction. The board of directors will also have the authority to determine a cap for the exercise value of variable equity components which are not settled in cash for the officer, on the date when the compensation for the officer in question is determined.

The ratio between the variable compensation and fixed compensation which are granted in a certain year - with respect to the CEO, will not exceed 1.7; With respect to each of the VP's, will not exceed 1.5; And with respect to directors who are not controlling shareholders and/or employed by Alony Hetz, will not exceed 0.5.

18. Amot's updated compensation policy is available for review on the website of the Tel Aviv Stock Exchange at www.tase.co.il.
19. The amounts are index-linked for the month of June 2016
20. As long as the measurable annual grant to the CEO is less than NIS 1.3 million, the board of directors may increase its amount by an additional amount that is not material and does not exceed 3 months' salary cost per year (subject to the CEO ceiling). The CEO of the Company may increase the amount of the annual grant measured to the VP at his discretion subject to the ceiling of the grant to the VP.

BOARD STRUCTURE

MECHANISMS FOR CONTACTING THE BOARD OF DIRECTORS

The audit committee established, on December 30, 2012, a direct channel of communication to Amot's Chairman of the Board, for messages of Amot employees. Any employee of the Company who wishes to report and/or complain on any subject associated with their work, or the work of other entities in the Company, in connection with deficiencies in the management of the Company's business affairs, has the right to report the matter directly to the audit committee chairman. The Company is not permitted to persecute an employee who has complained to the audit committee chairman regarding the management of its business affairs, as stated above.

The audit committee and/or the audit committee chairman will be entitled to oversee the Company's conduct with respect to an relative to who has complained regarding deficiencies in the management of the Company's business affairs.

Company management will inform the Company's employees regarding the decisions which have been reached on such matters.
In 2021, there were no reports of inappropriate conduct in the management of the Company's business affairs.

BOARD STRUCTURE

MECHANISMS FOR CONTACTING THE BOARD OF DIRECTORS

Amot believes in mutual commitment between the employees and the Company, and between the Company and its employees. In accordance with the terms of the Company's ethical code of conduct, which was updated in 2021, the Company's employees are requested to perform their duties and make decisions in view of the Company's best interests only. Furthermore, the Company's employees are asked to refrain from performing any action which could involve a suspected conflict of interest between their role in the Company and their personal affairs. Employees are requested to submit any information pertaining to a suspected conflict of interest to pass on decisions which could benefit them personally to be decided by the manager in the Company and/or a colleague in the Company, and to refrain from engaging in any business ties with commercial entities associated with the Company and their routine duties in the Company.

Amot also works to prevent conflicts of interest in the following ways:

- The Company verifies each year, in the context of the financial statements, that the outside directors meet the conditions which are required in accordance with sections 240(B) and (F) of the Companies Law, regarding the "absence of ties";
- At the beginning of each year and/or upon the appointment of a new officer or director, officers and directors are required to fill out an interested parties questionnaire, and therein to declare that all of the entities with which they have ties: i.e., entities in which they serve as directors and/or officers, as well as any person and/or company which is considered a "relative" of that director / officer, in order to prevent a potential conflict of interest and/or transactions tainted by a personal interest which are not lawfully approved. All entities defined as having "ties", as stated above, are marked in the Company's IT systems, and are specified in the enforcement plan, and are brought to the attention of the Company's various departments (marketing and operations, engineering and development, and finance);
- The Company uses a "red lights" system of BDI as compared with its risk assessment regarding work vis-à-vis suppliers, and regarding engagements with lessees.

ECONOMIC, ENVIRONMENTAL AND SOCIAL (ESG) PERFORMANCE IN THE BOARD OF DIRECTORS

The work processes of the board of directors and of board committees includes raising ESG issues which affect the Company's conduct and the Company's stakeholders. The board of directors works to promote these issues, for example, regarding the issues of ethics in the Company - in 2021, the board of directors adopted an update to the Company's ethical code of conduct which also addresses the implementation of a sustainability approach in the Group, based on a long term perspective, and for the benefit of future generations, in which the Company strives to incorporate environmental considerations in its fields of activity, and to promote energy efficiency. The Company's board of directors and management have also begun assessing the climate risks, with a particular emphasis on rising water levels, coastal cities in Israel and earthquakes, in the context of continuing construction processes in Israel.

Amot's approach to corporate responsibility also includes striving to implement the **principle of sustainability**:

IN THE OPERATION OF THE COMPANY'S PROPERTIES AND THE CONSTRUCTION OF NEW PROPERTIES

Amot's real estate initiation projects are planned as green buildings, whereby green construction involves incorporating the environmental aspects involved in planning and executing the construction project, as well as construction using environmentally friendly materials, as much as possible. For additional details, see the chapter regarding the environment.

IN THE ENVIRONMENTAL CONTEXT

An emphasis is placed on the intelligent use of exhaustible natural resources and on energy savings in the building's systems, resulting in a reduction of greenhouse gas emissions. These goals are achieved in Amot through the work invested by the Company's board of directors and management in an enforcement plan focused on waste reduction and recycling, sewage treatment, saving on the consumption of electricity, water and paper at the Company's offices, preventing land and water pollution, and more.

ETHICAL CODE OF CONDUCT & PREVENTING CORRUPTION

BUSINESS ETHICS, COMPLIANCE AND BEYOND

As a public company, Amot considers itself committed to fair, values-oriented and appropriate business conduct, and views its employees as committed to acting in accordance with ethical and moral standards and values, both in their relationships amongst themselves, and in their relationships with external entities, such as suppliers, shareholders, creditors, and government entities. The Company's ethical code of conduct has been in place for over a decade, and was last updated in 2021, following the approval of management and the Company's board of directors. The code is comprised of 10 Company values, which formulate a set of rules of conduct and action for all of the Company's employees, including the Company's management and the board of directors. The ethical code of conduct does not specified all of the required rules of conduct, but rather constitutes a supplementation, and even interpretation, of the provisions of the law and of general policies regarding ethics, and assists in reaching the right decisions for the Company's organs and employees, in its activities.

The ethical code of conduct is distributed among all of the Company's employees, and will be refreshed annually, and signed by all employees; It is currently signed by the Company's management and board of directors. The Company also delivers in-personal training to all employees regarding the ethical code of conduct once per year.

The company periodically provides additional training to employees, also in other areas of ethics, sometimes also at the level of the Alony Hetz group, such as sexual harassment, safety, etc. In addition, at least once a year, frontal training is conducted on issues related to compliance and enforcement of securities laws Internal and fraudulent execution of securities, prevention of bribery and corruption and scams transmitted by external parties. Employee inquiries regarding sexual harassment are made directly to the company's legal counsel, who is in charge of preventing sexual harassment in the company.

AMOT INVESTMENTS

10 VALUES

01. PROHIBITION AGAINST CONFLICTS OF INTEREST

02. CONDUCTING BUSINESS WITH HONESTY, INTEGRITY AND RELIABILITY, WITH RESPECT FOR ALL PEOPLE

03. PROHIBITION AGAINST EXPLOITING THE COMPANY'S BUSINESS OPPORTUNITIES AND PROHIBITION AGAINST COMPETING AGAINST THE COMPANY

04. MANAGERS' RESPONSIBILITY TO THEIR EMPLOYEES

05. PERSONAL RESPONSIBILITY, INITIATIVE AND INVOLVEMENT, AND JOINT ACTIVITY TOWARDS THE REALIZATION OF THE COMPANY'S BUSINESS GOALS

06. PROTECTION OF CONFIDENTIALITY

07. PROHIBITION AGAINST ACCEPTING GIFTS

08. PROTECTION OF THE COMPANY'S PROPERTIES

04. ENVIRONMENTAL RESPONSIBILITY

05. PROTECTION OF PRIVACY

IN NUMBERS

3

THE COMPANY VOLUNTARILY AUDITS 3 DEPARTMENTS TO IDENTIFY RISKS ASSOCIATED WITH CORRUPTION.

100%

OF THE COMPANY'S EMPLOYEES HAVE RECEIVED TRAINING REGARDING THE ENFORCEMENT PLAN

100%

OF THE COMPANY'S EMPLOYEES HAVE RECEIVED TRAINING REGARDING ETHICAL ISSUES SUCH AS SEXUAL HARASSMENT, FRAUD AND CORRUPTION

THE COMPANY'S ETHICAL CODE OF CONDUCT HAS BEEN IMPLEMENTED ALSO IN LIGHT OF ENVIRONMENT CONSIDERATIONS

ETHICAL CODE OF CONDUCT & PREVENTING CORRUPTION

BUSINESS ETHICS, COMPLIANCE AND BEYOND

INTERNAL ENFORCEMENT PLAN

As part of the protection of business ethics in the Company, and as part of the Company's obligations as a public company, Amot also adopted an internal enforcement plan regarding securities (the "Enforcement Plan"), in 2012, which was replaced and approved by Company management, and later by the Company's board of directors, on May 9, 2021. The Company's audit committee is the entity responsible for the approval and implementation of the enforcement plan, in collaboration with the chief enforcement officer - the Company's legal counsel and the Company's secretary. The plan serves as a guide for the Company's office holders and employees, and is comprised of a master policy and of nine accompanying policies, including policies regarding the flow of information in the Group, the prohibition against the use of inside information, immediate reports, interested party and officer reports, interested party transactions, prevention of bribery and corruption, communication with the Israel Securities Authority, presentation of information to the press and analysts, and the prospectus policy.

The plan is intended to identify and prevent breaches and violations, to verify compliance with the provisions of the Securities Law and the Companies Law, and of regulations enacted pursuant thereto, and in some cases, even to go beyond the letter of the law, in accordance with standards which the Company considers appropriate. The plan is signed by all of the Company's employees, including management and the board of directors, and includes three parts - the "rules of the game" regarding securities, rules of caution and control, and the mechanisms of training and control.

ETHICAL CODE OF CONDUCT & PREVENTING CORRUPTION

PREVENTING FRAUD AND CORRUPTION, OVERSIGHT AND INTERNAL AUDITING

PREVENTING OF FRAUD AND CORRUPTION

Amot has adopted a policy for the prevention of bribery and corruption, as part of the enforcement plan, which is also consistent with the provisions of the Company's ethical code of conduct. The policy will be published on the new employee website which is currently in development. The Company provides explanatory and training sessions to employees regarding appropriate conduct, based on its policy and ethical code of conduct. The Company's applicable rules of governance require the Company's officers to report any transactions in which they have a personal interest and/or a conflict of interest; A list of businesses and/or companies and/or others with which the officers have special ties is kept in the Company's systems, in order to identify any transactions involving a potential conflict of interest. The Company has also adopted a series of work policies in the Company's various departments, which are intended to prevent or to minimize the ability to perpetrate embezzlement and/or fraud and bribery in the Company's work processes. The policies include various means of control:

IN THE FINANCE DEPARTMENT

A continuous mechanism of separation of responsibilities is applied between several functionaries, in the performance of various work process. In other words, there will always be a certain number of employees who are involved in a continuous work process, including oversight of the comptrollers and the department managers. There must also always be two functionaries involved in the performance of various actions, including account creation, depositing funds, executing payments, signing checks and other documents; Risk audits are conducted on suppliers, and the accuracy and correctness of supplier accounts are evaluated by several employees during the work process;

IN THE DEVELOPMENT AND ENGINEERING DEPARTMENT

A structured process is in place regarding engagements with suppliers, consultants and contractors, which also includes conducting tenders, and presence and evaluation of the terms of engagement and payment, by several relevant functionaries in the Company. The tender processes also generally include the presence of the Company's legal counsel. The tender processes includes evaluations of the suppliers / contractors / consultants, including for the purpose of assessing the risk of engaging with them; Each engagement with a supplier / contractor / external consultant requires the signing of an agreement, while making sure to uphold the Company's required hierarchy of signatures, and the process of creating supplier / contractor / consultant cards in the bookkeeping system requires a series of approvals.

IN THE MARKETING DEPARTMENT

Amot's marketing department carries out a process of digital transformation in order to document, measure and audit each of the company's marketing processes, including managing the ongoing relationship with the company's customers and in particular the transaction approval process. Thus each step in the transaction approval process is controlled and documented and ends with the final approval of the transaction. Amot strives to be a leader in the field of digitization in the industry and performs a large number of actions for this purpose: launching a renewed website, setting up an Amot app, launching a CRM system, adopting the Always On approach and a dominant presence in digital tools. The move provides Amot with control and measurement tools, but it certainly also provides a leap forward in a more available and accessible service and in providing many added values to the company's customers.

ETHICAL CODE OF CONDUCT & PREVENTING CORRUPTION

PREVENTING FRAUD AND CORRUPTION, OVERSIGHT AND INTERNAL AUDITING

MECHANISMS OF OVERSIGHT AND REPORTING REGARDING INCIDENTS INVOLVING BRIBERY AND CORRUPTION

In total, the Company audited three of the Company's five department, as of the end of 2021, for the purpose of identifying risks associated with corruption - the finance department, engineering and development department, and marketing department (the legal department and operations department were not audited), and no corruption risks were identified in any department.

In accordance with the policy on the prevention of bribery and corruption, any employee who has become aware, or who suspects, a payment which could constitute a bribe, according to the cases specified in the policy, must report the matter as soon as possible to their supervising manager, including a copy sent to the legal counsel. In case of suspicion that the supervisor is involved in the provision or acceptance of a bribe, the report should be submitted to the legal counsel only.

INTERNAL AUDITING

As a public company, Amot is provided with internal auditing services by the company's internal auditor who is an external party. The internal auditor who submits audit reports on an ongoing basis throughout the year, including the activities of the company's organs, the chairman of the board, the CEO, the chairman of the audit committee and the committee members. It is built in collaboration with the company's CEO, internal auditor, consultants and management; The plan is approved by the company's audit committee at the beginning of each year in relation to the current year.

AMOT INVETMENTS
GRI INDEX

GRI INDEX

Name of standard	Index	Description	Pages / response
GRI 101: Foundation 2016			
GRI 102: General disclosure 2016	**Organizational profile**		
	102-1	Name of organization	6
	102-2	The organization's activity, brands, products and services	11
	102-3	Location of the organization's headquarters	11
	102-4	Location of the organization's activity	11
	102-5	Nature of ownership and legal form	11
	102-6	Markets served by the company	11
	102-7	Company size	11,39
	102-8	Workforce report	39
	102-9	Supply chain	40,43
	102-10	Significant changes to the organization and its supply chain	N/A
	102-11	Precautionary principle	31
	102-12	External initiatives	11
	102-13	Membership in organizations	11
	Strategy		
	102-14	Statement of the organization's senior decision maker	4
	Ethics and integrity		
	102-16	The organization's values, principles, standards and norms of behavior	50
	Governance		
	102-18	Governance structure	46
	Stakeholder Engagement		
	102-40	List of the organization's stakeholders	7
	102-41	Collective employment agreements	40
	102-42	Identification and selection of stakeholders	7
	102-43	The organization's approach to dialogue with stakeholders	7
	102-44	List of main issues which came up in the dialogue, and the organization's response	7

Name of standard	Index	Description	Pages / response
GRI 102: General disclosure 2016	**Reporting Practice**		
	102-45	Entities included in the financial report	6,11
	102-46	Definition of the report's contents and reporting boundaries	6
	102-47	List of material topics	8
	102-48	Renewed presentation of information	N/A
	102-49	Change in reporting	N/A
	102-50	Reporting period	6
	102-51	Publication date of the previous report	Irrelevant, first report
	102-52	Reporting cycle	6
	102-53	Details of contact person for questions regarding the report and its contents	6
	102-54	Adjustment to GRI Sustainability Reporting Standards	6
	102-55	GRI Index	55-56
	102-56	External control	N/A
GRI 205: Anti-corruption 2016	**GRI 103: Management Approach 2016**		
	103-1	Explanation of the material topics and their limits	50-53
	103-2	The management approach and its components	50-53
	103-4	Progress of the management approach	50-53
	GRI 205: Anti-corruption 2016		
	205-1	Units of the organization in which evaluations were conducted to identify risks pertaining to corruption, and any significant risks identified in the evaluations	53
	205-2	Communication and training on the prevention of corruption	51

GRI INDEX (CONT.)

Name of standard	Index	Description	Pages / response
GRI 302: Energy 2016	**GRI 103: Management Approach 2016**		
	103-1	Explanation of the material topics and their limits	28-29
	103-2	The management approach and its components	28-29
	103-3	Progress of the management approach	28-29
	GRI 302: Energy 2016		
	302-1	Energy consumption inside of the organization	28,58
	302-3	Intensity of energy consumption in the organization	29
	302-4	Reducing energy consumption in the organization	25,28,58
	302-5	Reducing energy consumption through the organization's products or services	29
GRI 305: Emissions 2016	**GRI 103: Management Approach 2016**		
	103-1	Explanation of the material topics and their limits	30-31
	103-2	The management approach and its components	30-31
	103-3	Progress of the management approach	30-31
	GRI 305: Emissions 2016		
	305-1	Direct greenhouse gas emissions (scope 1)	30,58
	305-2	Indirect greenhouse gas emissions (scope 2)	30,58
GRI 401: Employment 2016	**GRI 103: Management Approach 2016**		
	103-1	Explanation of the material topics and their limits	39-41
	103-2	The management approach and its components	39-41
	103-3	Progress of the management approach	39-41
	GRI 305: Emissions 2016		
	401-1	New employee intake and employee turnover rate	39

Name of standard	Index	Description	Pages / response
GRI 413: Local Communities 2016	**GRI 103: Management Approach 2016**		
	103-1	Explanation of the material topics and their limits	42
	103-2	The management approach and its components	42
	103-3	Progress of the management approach	42
	GRI 413: Local Communities 2016		
	413-1	Actions constituting involvement in the local community, estimates regarding the impact on the local community and development of plans	42
Customers	**GRI 103: Management Approach 2016**		
	103-1	Explanation of the material topics and their limits	37-38
	103-2	The management approach and its components	37-38
	103-3	Progress of the management approach	37-38
Sustainability values in products and services	**GRI 103: Management Approach 2016**		
	103-1	Explanation of the material topics and their limits	21-27
	103-2	The management approach and its components	21-27
	103-3	Progress of the management approach	21-27

AMOT INVETMENTS
ANNEX OF NUMERICAL FIGURES

ANNEX OF NUMERICAL FIGURES

Area	Topic	2019	2020	2021
סביבה				
Increasing energy efficiency in office buildings [19]	Electricity consumption from the electric corporation (KWh)	14,864,145	12,462,775	13,596,691
	Electricity consumption from private electricity producers (KWh)	37,617,410	34,485,556	34,094,855
	General electricity consumption (KWh)	52,481,555	46,948,331	47,691,546
	Area (square meters)	271,279	271,279	271,279
	Energetic intensity (KWh per square meter)	193	173	176
Energy production	Self-production of electricity using solar panels (KWh)	670,497	1,436,407	2,246,323
	Production of electricity from solar panels by Energix on rooftops of Amot properties (KWh)	5,068,852	4,655,405	5,069,970
	Total electricity production in Amot properties	5,739,349	6,091,812	7,316,293
Carbon footprint	Greenhouse gas emissions (in tons - CO2eq) scope 1	136.79	146.95	222.45
	Greenhouse gas emissions (in tons - CO2eq) scope 2	42,254	43,665.55	43,612.34
Society				
Diversity in employment	Proportion of women in management (in %)	33%	40%	40%
Local communities	Monetary donations (in millions of NIS)	2	2	2
Employment figures	Number of employees	92	93	113 [20]
	Employee intake	10	8	22
	Employee departure	6	7	17
	Employee attrition rate	6.5%	7.5%	17.3%
	Employee turnover rate	1.67	1.14	1.29
Economic - governance				
Economic	Net profit (NIS millions)	1,070.42	289.46	313.80
	Number of properties [21]	104	104	175
Board of directors	Proportion of women on the board of directors (in %)	22%	22%	44%

AMOT INVESTMENTS. PEOPLE FIRST.

AMOT INVESTMENTS LTD. IS A LEADING ISRAELI REAL ESTATE COMPANY

19. The presented figures apply to office buildings for which data is available with respect to the years 2019-2021 only, and refer to aboveground areas only.
20. This figure includes 15 employees of the new management company.
21. As of the periodic report for 2021, the Company's assets are counted according to individual assets and not complexes.

LEGAL DISCLAIMER

This report is issued by the Amot investments Ltd (hereinafter: the Company or the Group).The information included in this report is solely for the purpose of presenting the subject of corporate responsibility as it relates to its operations. This is the group's first Corporate Responsibility Report and as such does not account for the entirely of issues addressed by the group.

The report released thereby is a translation of the the report in Hebrew released to the public on the company's website. In any event of inconsistency between the report of the Company in Hebrew and the information contained in this report, the report in Hebrew released to the public as aforesaid, shall prevail.

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Therefore, the content of this report is not to be relied upon for future projections.

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