ESG REPORT AMOT INVESTMENTS
2022-2023

AMOT

TABLE OF CONTENTS

03 STATEMENT OF THE CEO AND THE CHAIRMAN OF THE BOARD

05 SUMMARY OF 2022-2023 ESG PERFORMANCE

07 ABOUT THE REPORT

12 ORGANIZATIONAL PROFILE AND ECONOMIC PERFORMANCE

17 SUSTAINABLE DEVELOPMENT GOALS (SDG'S)

19 BUILDING A GREEN FUTURE

31 AMOT. PEOPLE FIRST.

38 AMOT OPERATES WITH INTEGRITY

48 GRI INDEX

50 ANNEX OF NUMERICAL FIGURES

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 now, we have been initiating, developing and constructing business complexes that are among the highest in quality ever built in Israel. Complexes that are at the forefront of technology

This approach has accompanied us for years, out of an understanding that the financial lifespan of a real estate project is directly affected by its meticulous architectural planning, its building quality and from foreseeing and implementing the future needs that our customers will expect to be met.

The business complexes that we build provide our clients with a productive work environment which permits a maximum amount of natural light and energy saving, comfortable acoustic conditions, high fresh air change rates, shaded gardens, utilization of the view resource and other parameters that benefit user's health and improving thinking, creativity and productivity.

This long-term visions reduces impact on the environment in the construction process, is economical, protects the customers' health over the property's lifetime – and postpones the time to demolition and reconstruction of the properties by decades.

As this report is published, the State of Israel contends with a complex reality, but we believe that from this, too, we shall emerge stronger. We believe that responsibility and commitment are key for a business' success, and we make sure that we are a part of a Company that demonstrates corporate responsibility and transparency opposite our investors, and we invite you to review our ESG report and be exposed to the vast body of work that we promote in this area.

May all the kidnapped women and men return safely, and may we soon know more peaceful days soon.

Best regards,

NATHAN HETZ
CHAIRMAN OF THE BOARD

SHIMON ABUDRAHAM
CEO OF AMOT INVESTMENTS

AMOT INVETMENTS
SUMMARY OF 2022-2023 ESG PERFORMANCE

SUMMARY OF ESG 2023-2022 PERFORMANCE

IN NUMBERS

19.7 Billion NIS

TOTAL REAL ESTATE VALUE OF ABOUT NIS 19.7 BILLION

810

NEW CONTRACTS WERE SIGNED DURING 2022-2023

6

PROJECTS IN CONSTRUCTION STAGES

260

CHARGING STATIONS FOR ELECTRIC VEHICLES IN THE COMPANY'S VARIOUS PROPERTIES

AMOT GIVATAYIM CAMPUS

THE AMOT GIVATAYIM CAMPUS, ISRAEL'S FIRST **NET-ZERO ENERGY AND CARBON** OFFICE BUILDING, WAS COMPLETED

AMOT HOLON CAMPUS

THE AMOT HOLON CAMPUS WAS CHOSEN AS THE WINNING PROJECT IN THE MIDDLE EAST AND RECEIVED THE PRESTIGIOUS **MACAEL ARCHITECTURE** AWARD

AMOT INVETMENTS
ABOUT THE REPORT

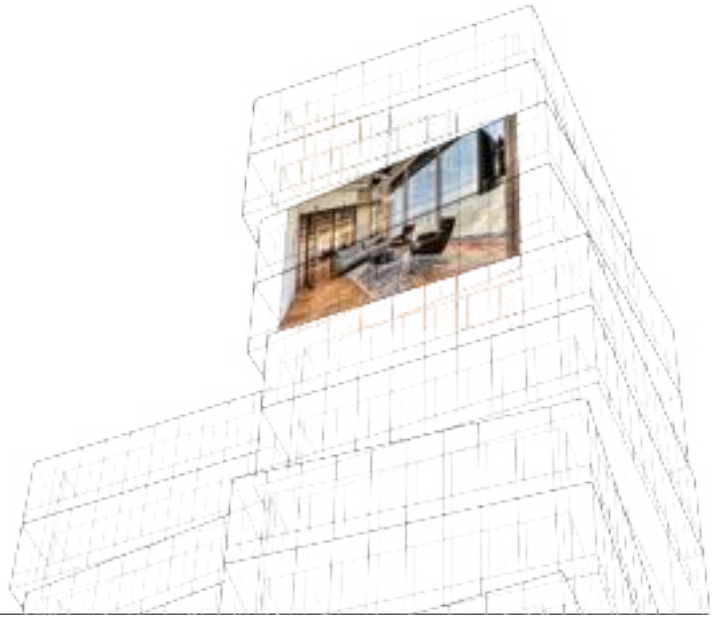
ABOUT THE REPORT

This report is the Second ESG report published by Amot Investments since it had started making corporate responsibility reports in 2021.

The Company intends to update the information and publish up-to-date ESG report periodically, per its commitments in this areas and its commitment for transparency opposite its stakeholders.

The report focuses on integration of the sustainability principles, social and environmental values and corporate governance principles in Amot's business operations and the advantages that these principles and values yield for Amot and Amot's interfaces with its stakeholders – employees, vendors, customers, authorities, business partners, local communities and more.

The Report was composed in accordance with data and materials received or published by Amot, in the spirit of the GRI reporting standards and with the assistance of Good Vision – Corporate Responsibility Consultants, a part of the Fahn-Kanne Grant Thorton Group and an organizational stakeholder at GRI.



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CHANNELS OF DIALOGUE WITH THE COMPANY'S STAKEHOLDERS

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. The company perform several activities in order to create dialogue with its stakeholders, which include among others - 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; The company recently made a decision to increase the amount of money transferred for donations starting in 2024 to a total of NIS 3.6 million. 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.

SELECTION OF MATERIAL TOPICS FOR REPORTING

The process of identifying the material subjects carried out within the framework of the work on the Company's ESG report for 2022-2023, included a review that studied companies with characteristics similar to Amot, including public companies and government companies as well as leading companies in the global real estate sector. In addition, three analysis bodies were studied that review the companies' ESG performance, as well as reporting standards and accepted initiatives from around the world (SDGs, SASB, GRI).

Subject	GRI indicator	Main impact
Sustainable construction	-	Outside of the organization
Sustainable conduct	GRI 302: Energy GRI 305: Emissions	Inside and outside of the organization
Customer satisfaction and experience	-	Outside of the organization
Employee welfare, training and development	GRI 404: Training and Education;	Outside of the organization
Contribution to the community	GRI 413: Local Communities	Outside of the organization
Business Ethics and Corruption Prevention	GRI 205: Anti-corrupt	Outside of the organization

IN NUMBERS

E

100%

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

12.9

MILLION KWH FROM SELF-PRODUCED RENEWABLE ENERGY IN 2023

816 | **260**

260 ELECTRIC VEHICLE CHARGING STATIONS AND 816 BICYCLE PARKING SPACES AT AMOT PROPERTIES

S

100%

WHEN BUILDING NEW PROPERTIES, FULL ENGAGEMENT EXISTS WITH PRIMARY CONTRACTORS IN THE ISRAEL BUILDERS' ASSOCIATION'S SAFETY STARS PROGRAM

70%

70% OF THE COMPANY'S EMPLOYEES ANSWERING AN ORGANIZATION POSITIONS SURVEY

2022

SINCE 2022 AN ORGANIZED AND STRUCTURED MECHANISM OF EMPLOYEE EVALUATION AND FEEDBACK CONVERSATIONS HAS BEEN USED.

G

100%

OF BOARD MEMBERS HAVE ACCOUNTING AND FINANCIAL EXPERTISE

67%

OF BOARD MEMBERS ARE INDEPENDENT

44%

WOMEN ON THE BOARD OF DIRECTORS

AMOT INVETMENTS
ORGANIZATIONAL PROFILE AND ECONOMIC PERFORMANCE

ORGANIZATIONAL PROFILE AND ECONOMIC PERFORMANCE

Amot Investments Ltd. is one of Israel's leading public companies in the field of yielding real estate. The Company is the Israeli real estate investment arm of Alony Hetz Properties & Investments Ltd., which holds about 51% of its stock, As of the date of publication of the report

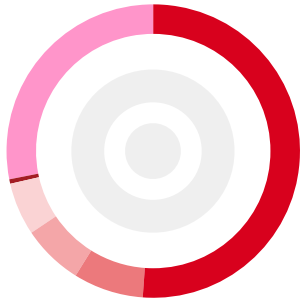
Amot engages, both directly and indirectly via corporations under its control, in rental, management and maintenance of yielding real estate in Israel, as well as in initiation, development and construction of real estate for rental purposes. The Company owns office, logistics and industrial buildings, malls and commercial centers, independent supermarkets and other properties. Most of the Company's properties are located in the centers of major cities in the center of Israel and high-demand areas, and the Company is headquartered at Ramat Gan.

INTRA-COMPANY ORGANIZATIONAL STRUCTURE

The Company employs, as of December 31, 2023, 159 employees in Amot and in all of the Group's member companies which are held by Amot. The Company's department includes the CEO's office, finance department, legal department, marketing department, operations department, engineering and development department, Control and innovation department, business development department and human resources 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 the fields of ESG.



SHAREHOLDERS GRAPH (1)

Alony Hetz Properties & Investments Ltd.	51.14%
The Phoenix	7.73%
Clal Insurance & Finance	6.73%
Harel Investments	5.82%
Harel stakeholders	0.49%
Other	28.09%

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, when her office building "Amot Atrium" was the first building in Israel to win the highest certification.

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.

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.

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.

1. As of December 31, 2023.

MILESTONES

1964

the Company was incorporated as a public company (not registered for trade) by the Hebrew Workers' Company and the pension funds owned by Bank Hapoalim.

2005

Alony Hetz purchased 100% of the capital and voting rights in the Company.

2006

Amot's shares were first listed for trade on the stock exchange and the Company went public.

AMOT INVESTMENTS

51%

A SUBSIDIARY OF ALONY HETZ PROPERTIES AND INVESTMENTS LTD. WHICH HOLDS AROUND 51% [1] OF ITS EQUITY.

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

801

NEW CONTRACTS WERE SIGNED IN 2022 AND 2023

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.

93.4%

THE OCCUPANCY RATE OF THE COMPANY'S PROPERTIES IS 93.4%
(96.1% AFTER NEUTRALIZING PROPERTIES POPULATED FOR THE FIRST TIME).

8.7

NET FINANCIAL DEBT IN NIS:
NIS 8.7 BILLION.
WEIGHTED COST OF DEBT 1.7%.
WEIGHTED DEBT LIFE SPAN 5.0 YEARS.

19.7 BILLION NIS

THE TOTAL VALUE OF ITS REAL ESTATE IS ABOUT NIS 19.7 BILLION. EQUITY CAPITAL AT A SCOPE OF NIS 8.8 BILLION

1.85

TOTAL AREA OF 1.85 MILLION SQUARE METERS. 1.15 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.

44%

LEVERAGE RATIO OF 44%.

114

THE COMPANY OWNS 114 YIELDING PROPERTIES

6 | 3

6 PROJECTS IN CONSTRUCTION STAGES, WITH A TOTAL OF 218 THOUSAND SQUARE METERS OF ABOVEGROUND AREAS (COMPANY'S SHARE), AND 3 PROJECTS IN PLANNING AND DEVELOPMENT STAGES AT A SCOPE OF 56 THOUSAND SQUARE METERS (COMPANY'S SHARE).

1. As of December 31, 2023.

ESG AT AMOT

Amot believes that responsibility and commitment are key for business success, and invests a great deal of resources in social and environmental issues pertaining to its areas of operation while promoting sustainability aspects that contribute to the Company and its employees, to the Company's customers, to the general public and to the environment in which we live. Additionally, the Company considers maintaining the values of transparency and proper corporate governance, gender diversity and protecting the rights of its employees to be among its core principles.

In addition, Amot, as part of the Alony Hetz Group, takes part in the Ma'alah rating, which rates over 150 leading companies in the Israeli economy based on their performance in the fields of ESG. In the 2023 Ma'alah rating, the Alony Hetz Group received the high "Platinum" rating.

MATERIAL SUBJECTS

In 2023 a revision was made to the material subjects that were presented in the Company's 2021 ESG report and selected by Amot's management as subjects material to the Company following a comprehensive review. The update was made in order to adapt the material subjects to more accurately reflect Amot's activity and reports.

- SUSTAINABLE CONDUCT
- BUSINESS ETHICS AND CORRUPTION PREVENTION
- CONTRIBUTION TO THE COMMUNITY
- CUSTOMER SATISFACTION AND EXPERIENCE
- EMPLOYEE WELFARE, TRAINING AND DEVELOPMENT
- SUSTAINABLE CONSTRUCTION

AMOT INVETMENTS
SUSTAINABLE DEVELOPMENT GOALS (SDG'S)

Amot reviews and reports its activities in the areas of sustainability and corporate responsibility against the UN's Sustainable Development Goals (SDGs) applicable to its activities in the areas of ESG:

SUSTAINABLE DEVELOPMENT GOALS (SDG's)

UN GOALS WHICH ARE MOST RELEVANT TO AMOT'S ACTIVITY

5.5 Ensuring Full Participation in Leadership and 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 Increasing the Global Percentage of Renewable Energy

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

7.3 Doubling the Rate of Improvement in Energy Efficiency

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

8.8 Protecting Workers' Rights and Promoting a Safe Work Environment

Protect labour 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 Reducing the Environmental Impact of Cities

By 2030, to reduce the negative 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 12.9 million kWh from self-production of renewable energy on the rooftops of the Company's properties

80% of electricity consumption in Amot's buildings[1] is provided by the private electricity producers.

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 [2]

Amot has 260 electric vehicle charging stations, and Amot has committed to meet 100% of future demand for electric vehicle charging stations.

Amot encourages travel to its offices by small, non-motorized means of transportation, and provides around 816 parking spaces for bikes.

1. According to a calculation for 42 buildings for whose data is available with respect to the year 2023.
2. According to a review conducted on all properties in 2021 (excluding supermarket properties).

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

IN 2023, THE **AMOT GIVATAYIM CAMPUS** WAS CERTIFIED LEED PLATINUM, AND THE FIRST LEED GOLD O&M CERTIFICATION WAS GRANTED TO THE **EUROPE HOUSE** BUILDING IN TEL AVIV. IN 2024, THREE ADDITIONAL PROPERTIES ARE EXPECTED TO BE CERTIFIED.

VALUES OF SUSTAINABILITY IN PRODUCTS AND SERVICES

The importance of green construction in the real estate sector in the context of climate risk challenges is vital and central. Green construction, which is characterized by resource efficiency, low environmental impact and improved resident health and safety, provides advanced solutions and strategy to reduce climate risks and face their various effects.

Actions such as investment in green structures, use of renewable energy systems and durable infrastructure, energy insulation planning, promote the use of natural resources and lower the damage to the environment. Beyond facing the emerging climate challenges and increased requirements from stakeholders, implementing the principles of green construction improves the long-term value and durability of the properties, thus promoting a sustainable built-up environment.

Amot is aware of its responsibility for the environmental effects that arise from its direct and indirect operations. Recognition that proper handling of environmental effects also yields a business advantage, reduces risks and forms a relationship of trust with the community had led to the integration of environmental considerations into the Company's business and management decision-making array.

Amot strives to implement the principle of sustainability in operating its properties and in the construction of new properties. In the environmental context, emphasis is placed on mindful use of consumable natural resources and saving energy to minimize impact on nature and reduce greenhouse gas emissions.

ENVIRONMENTAL RISK MANAGEMENT

As part of the Israel business sector's engagement with the climate crisis and the increasing need to develop an interface for managing environmental and climate risks, Amot has decided to formulate an internal enforcement plan in the field through the Company's legal counsels, who specialize in environmental law, and with the accompaniment of environmental consultants.

The plan was designed to ensure that the Company's activity is carried out in accordance with environmental regulation and in favor of reducing exposure to environmental risks. This plan shall include, among other things, identifying environmental risks and risk the Company is exposed to as a result of climate change, which may have a material impact on the Company (if any), mechanisms for supervising the plan's implementation, and operative procedures to prevent these risks or treat the risk emerging.

VALUES OF SUSTAINABILITY IN PRODUCTS AND SERVICES

GREEN CONSTRUCTION

The Company's development projects are planned as green structures, to provide the buildings' tenants with improved quality of life and a healthier work environment, while minimizing environmental impact during the construction process and throughout the building's lifetime.

Under the scope of green planning, emphases are placed on climate analysis, energy saving, natural illumination, reducing radiation, environmental conservation, saving water, waste sorting for recycling, air quality, acoustic insulation, promoting the use of bicycles and public transport, environmentally-friendly construction materials, and more.

The most globally prevalent system for planning and certification of green building is the LEED rating system, with 4 levels of certification – Platinum (the highest rating), Gold, Silver, and Certified. Additionally, existing, active buildings that have been occupied for at least one year, can receive a LEED O&M (Operation and Maintenance) certification.

Amot is proud to be a pioneer and leader in the initiation, establishment and management of office buildings and business complexes with the LEED Platinum rating, with the Amot ATRIUM Tower in Ramat Gan being Israel's first office building constructed to this standard.

No new buildings were certified to this standard in 2022 – but in 2023, the Amot Givatayim Campus was certified to the LEED Platinum standard, and the first LEED GOLD O&M certification for an Amot building – Europe House in Tel Aviv – was received. 3 additional properties are expected to be certified in 2024.

AMOT'S PROPERTIES IN PLANNING AND CONSTRUCTION STAGES WHICH ARE EXPECTED TO RECEIVE LEED CERTIFICATION:

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

VALUES OF SUSTAINABILITY IN PRODUCTS AND SERVICES

NET-ZERO ENERGY BUILDING

In 2022, Amot completed the renovation of the Beit Havered building in Givatayim and transformed it into the Amot Givatayim Campus, Israel's first Net-Zero Energy and Carbon office building.

Net-Zero Energy buildings are structures that produce the energy they consume by themselves. That is to say, they do not consume energy from outside sources, or the total energy they produce is equal to the total energy they require.

Unique photovoltaic panels were installed into the facades of the Givatayim Amot Campus – invisible to viewers, as the glass facing the exterior of the building is colored, but still permits light to filter through to the panels for the purpose of producing solar energy. The panels' installation constitutes a groundbreaking project in Israel, turning the building's facade into an electricity producer.

Beyond the installation of the photovoltaic envelope, the Campus had high-efficiency air conditioning equipment installed, turning the property into a Net-Zero Energy building, with a low carbon footprint, and complying with the LEED Platinum standard

VALUES OF SUSTAINABILITY IN PRODUCTS AND SERVICES

GREEN BUILDING

ToHa2

In 2022, Amot – together with Gav-Yam through the Denya Cebus company – completed the pouring of the raft foundation for the ToHa2 building, constructed to the LEED Platinum standard. In 2023, the building skeleton was completed up to the 8th floor.

The 80-story tower, built adjacent to ToHa1, will contain an area of about 160,000 m2 and 45,000 m2 of underground parking spaces. Construction is expected to be completed in 2026, and it is expected to be populated in 2027.

The number of parking spaces in this building will be substantially lower than in other similar projects, as it is intended to rely on two metro stations that are meant to be built underneath the building to take the employees to the building in a comfortable and economical fashion.

AMOT CAMPUS HOLON

The AMOT CAMPUS office building in Holon, planned by Moshe Tzur Architects and designed by the architect Oded Halaf, was chosen as the winning project in the Middle East and received the prestigious MACAEL ARCHITECTURE award for 2022, having bested dozens of projects around the world.

The ceremony is considered an important and prestigious event in this area, and was held in the presence of the King of Spain, Don Felipe, and his wife, Queen Letizia, who presented the international award to the architects of the winning building.

The Amot Holon Campus is LEED Platinum-certified, and among other things, an overground structure serving as a parking space for hundreds of bicycles and entirely covered with solar panels was planned with the building. Additionally, a row of decades-old eucalyptus trees was preserved while constructing the building, and they are now a part of the campus' gardens.

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 [1] ARE ACCESSIBLE BY PUBLIC TRANSPORT [2].

SETTING A GREEN STANDARD

In light of our environmental efforts in the field of construction, we make strict environmental demands from our customers. We require that each customer sign a "green construction appendix" in any rental agreement, according to which tenants are required to comply with energy, electricity and water savings guidelines within the framework of the performance of construction works and the systems installed by them in the various properties.

The primary requirements featured in the agreement include preliminary design of the energy consumption for lighting using sensors and standards; use of daylight and volume sensors to maximize the use of daylight for illumination and energy savings; prohibition on smoking inside the building and at its entrances; timing of water consumption and make use more efficient by installing water savers, dual flush toilet tanks and electronic faucets.

PROMOTING ELECTRIC AND ALTERNATIVE TRANSPORT INFRASTRUCTURE

As a pioneer in green construction, Amot places a major emphasis on sustainable transportation. Encouraging the use of sustainable transportation is a significant and subject structured into Amot's activity, and is a top priority in the set of considerations taken into account when initiating and designing projects.

This is expressed as early as the initiation stage, both in terms of selecting locations near railroad and light rail stations and bus stops, and in terms of the design aspect of the various projects. Thus, for instance, Amot has been investing thought and resources in placing bicycle rooms in each new or renewed building, accessorized locker rooms and convenient access for bicycles. All of this is intended to create an envelope of services that is relevant to an optimal, high-quality and healthy work environment.

1. This figure was calculated with respect to 68 properties (supermarket buildings were not included in the count).
2. 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

CHARGING STATIONS FOR ELECTRIC VEHICLES

Amot decided to expand the basket of services it provides its customers and their employees by allocating parking spaces to electric vehicles and establishing a network of charging stations for electric vehicles in its properties around Israel. Out of recognition for the importance of this matter, these charging stations will be available for the use of the general public for reduced rates, and not only for the use of the towers' tenants.

As of the end of 2023, there are 260 charging stations on Amot's various properties, of which 133 were added during 2022 and 2023. **Amot undertakes to meet 100% of the future demand for establishing charging stations for electric vehicles.**

In addition, as of the end of 2022, some 35% of Amot's motor pool comprised of hybrid and electric vehicles. Following the Company's plan to increase the scope of electrical and hybrid vehicles form its entire vehicle fleet, in 2023 this number increased, amounting to 44% as of the end of 2023.

VALUES OF SUSTAINABILITY IN PRODUCTS AND SERVICES

SEGMENTATION OF AMOT BUILDINGS AND PROXIMITY TO PUBLIC TRANSPORT (ABOVEGROUND AREA) (1)

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%

1. According to a review conducted on all properties in 2021 (excluding supermarket properties).

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[1], 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 2023, there are 816 parking spaces and 48 shower rooms at Amot's various properties.

1. Bicycles, scooters, etc.

SUSTAINABLE CONDUCT

IN NUMBERS

170 KWh / SQM
ENERGETIC INTENSITY IN KWH/ SQUARE METER IN 2023

12.9M
AROUND 12.9 MILLION KWH FROM SELF-PRODUCTION OF RENEWABLE ENERGY ON THE ROOFTOPS OF THE COMPANY'S PROPERTIES

80%
OF ELECTRICITY CONSUMPTION IN OFFICE BUILDINGS IS PROVIDED BY THE PRIVATE ELECTRICITY PRODUCERS.

42
BUILDINGS WERE INCLUDED IN THE CALCULATION OF ELECTRICITY CONSUMPTION IN THE REPORTING YEAR

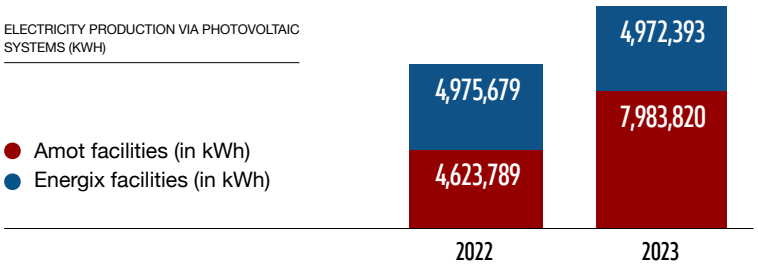
INCREASING ENERGY EFFICIENCY

01. ENERGY PRODUCED BY PHOTOVOLTAIC SYSTEMS ON THE ROOFTOPS

Amot produces electricity via photovoltaic systems and utilizes them for the purposes its customers. Additionally, Amot purchases electricity from companies that produce electricity using wind turbines and solar energy.

Total electricity generation from renewable resources in 2022 and 2023 amounted to 9,599,468 KW/h and 12,956,213 KW/h, respectively, through Amot photovoltaic systems installed on the Company's properties as well as through photovoltaic systems from Energix Renewable Energy Ltd. ("Energix") of the Alony Hetz Group installed on other Amot properties.

In 2022, some 48% of total electrical generation was created by Amot facilities, while in 2023 Amot facilities generated some 62% of the total electricity generated. This increase derives from the installation of photovoltaic systems on 7 additional properties, which led to an increase of 35% in total electricity generated from renewable sources in Amot properties.



02. ELECTRICITY CONSUMPTION BY ENERGY SUPPLIERS

Amot chooses to reduce the use of electricity produced using coal, and therefore, in addition to the Israel Electric Company, it consumes electricity produced using natural gas from private electricity producers – OPC, Dorad and Rapac Energy.

In 2022 and 2023, some 80% of the electricity consumption of Company properties(1) came from private producers, compared to 20% from the Electric Corporation.

The increase in electrical consumption in 2023 versus 2022 mainly derived from four properties(2) that saw an increase in consumption due to additional occupation of the property, full operation of systems in the property in 2023 (compared to 2022 in which they operated on a partial basis) and the transfer of an electrical meter (from the tenant to the Company).

Year	Unit	Private Electricity Producers	Israel Electric Company	Total
2022	kWh	109,086,090	27,518,401	136,604,491
2023	kWh	118,673,738	29,960,026	148,633,764

03. ELECTRICITY CONSUMPTION BY ENERGY SUPPLIERS (2)

The Energy Use Intensity Index measures a property's electricity consumption relative to the circumference of its overground area in m2.

In 2022, this Index stood at **166 kWh/m2.**
In 2023, this Index stood at **170 kWh/m2.**

1. 42 employment structures, logistical properties and malls, for which data exist as of the report years.
2. Amot Givatayim, Park Tzriffin, the Shufersal Online logistical center and the Amot Holon campus.
3. The 2022 calculation included 39 employment structures, logistical structures and malls, and the 2023 calculations included 41 structures, for which data exists an which were active on a regular basis for the entire relevant reported year. Data refers to the overground area of the buildings only.

ENVIRONMENTAL MANAGEMENT AND CLIMATE CHANGE

CARBON FOOTPRINT

Amot takes action over a decade to reduce its environmental impact and to minimize its carbon footprint.

Under the scope of green planning, emphasis is placed on climate analysis, energy saving, environmental conservation, saving water, environmentally-friendly construction materials, and more. All these contribute to the struggle against the climate crisis and help build a greener future for generations to come.

Amot's carbon footprint is measured per the global standard methodology:

SCOPE 1 - DIRECT EMISSIONS

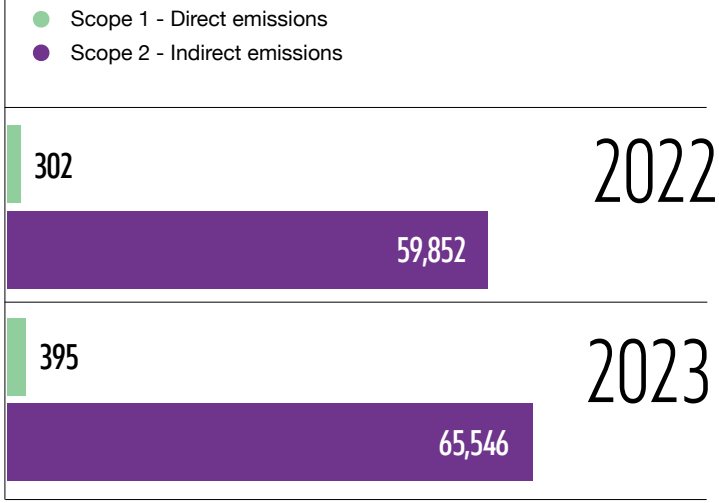
Emissions that the Company is directly responsible to, mostly derived from burning fuels by generators and by the motor pool, and emissions formed in wastewater treatment processes

SCOPE 2 - INDIRECT EMISSIONS

Emissions that the Company is indirectly responsible to, derived from consumption of electricity from its various providers. As Amot produces electricity from renewable energy sources in its properties, this offsets the amount of emissions in this scope.

In 2022, total emissions from Scope 1 and Scope 2 totalled at 60,154 tonne CO2-equivalent, compared to 65,942 tonne CO2-equivalent in 2023 (1).

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



1. The increase in emissions from Complex 1 derives from an increase in the Company's vehicle fleet over the years, which led to an increase in fuel consumption; the increase in emissions from Complex 2 derives from an increase in power production, mainly, as noted above, in four properties in which the following existed: additional population (in 2 properties), the move to the full operation of the systems in the property in 2023, transferring a power meter in a property (from the tenant to the Company).

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. PEOPLE FIRST.

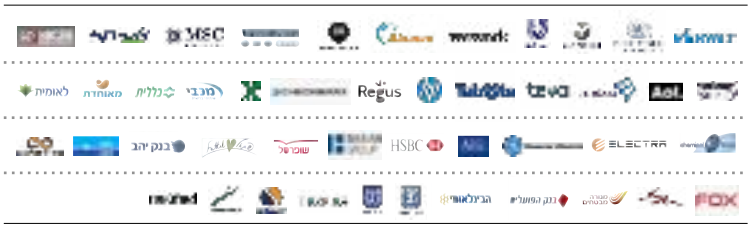
Amot is a company of, and committed to, people. Customers, employees, community – all of these are a significant foundation for the Company's existence and its success.

THE COMPANY'S CUSTOMERS

AMOT IS ALERT TO THE NEEDS OF ITS CUSTOMERS AND IN ORDER TO PROVIDE A BETTER RESPONSE, MANAGEMENT OF THE EMPLOYMENT PROPERTIES HAS BEEN TRANSFERRED TO THE COMPANY.

Amot considers its customers – the tenants of its properties, renters, employees and the visiting public – to be significant stakeholders. Customers are part of the community where Amot operates, and its management keeps meeting their needs and their satisfaction in mind at all times.

COMPANY CUSTOMERS



CUSTOMER SATISFACTION AND EXPERIENCE

Amot's business complexes strive to provide its clients with optimal working conditions, with many parameters to benefit their health and improve creative thinking and productivity, such as plentiful vegetation and natural view, air filtration and antibacterial systems installed in all elevators and more – all while saving energy and protecting the environment. The vision was formed out of an aspiration to create a healthy, innovative, economical and green space for companies who wish to make a change for the better in the world.

Additionally, Amot is the only company to have received the Access Israel Award for accessible buildings, and all its buildings are fully accessible.

In 2020, due to a desire to improve satisfaction and customer experience in the Company, it was decided to implement a new strategy with the purpose of improving service.

Some of Amot's business buildings are rented out to a particular customer as a whole property, and are managed by said customer – whereas others are rented out to several customers, and are managed by a management company.

As a first step in its new strategy, Amot had decided to take the management of properties that were managed by an external management company into its own hands, in order to provide better responsiveness to its customers. For this purpose, Amot had established a fully-owned management company. In 2021, Amot began managing all its relevant properties via this company, and in 2022, it had expanded the service of baskets that it offers its customers. The management of operations includes, among other things, services for security, cleaning, preventative maintenance, follow-up of malfunctions, insurance, municipal taxes and other matters that the management company handles opposite various authorities.

This move serves to accelerate and develop the perception of service for the Company's customers – and its implementation among Company employees as well.

THE COMPANY'S HUMAN CAPITAL

The Company's management considers its employees a highly-significant asset for building a stable, sustainable Company. Therefore, Amot champions caring for its human capital, creating a supportive work environment as well as appropriate and competitive terms of employment in the employment market, which reinforce the employees' connection and commitment to the Company. Amot is a company of people and believes that its employees are a critical resource for the existence and success of the company.

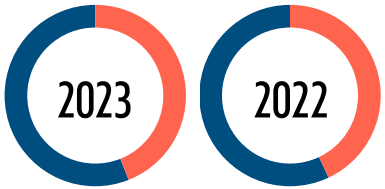
EMPLOYMENT IN THE COMPANY

BELOW ARE DATA ON TOTAL INDIVIDUALS EMPLOYED AT AMOT AND AT THE GROUP COMPANIES OF WHICH AMOT HOLDS

	2022		**2023**	
Man	85	57%	89	56%
Woman	65	43%	70	44%
Total	150		159	

SEGMENTATION OF COMPANY EMPLOYEES BY GENDER (1)

	♂ MAN	♀ WOMAN
2022	57%	43%
2023	56%	44%



1. As of December 31, 2023

THE COMPANY'S HUMAN CAPITAL

EMPLOYMENT IN THE COMPANY (CONT.)

EMPLOYEE EVALUATION

At Amot, we take care to maintain a dialog with and provide regular feedback to employees regarding the employees' degree of satisfaction with the Company, and the Company's degree of satisfaction with the employees. A part of the employees' annual compensation is determined on the basis of an evaluation of their contribution to the Company. Beyond ongoing conversation with employees, once per year a regular performance evaluation mechanism is implemented, along with a yearly feedback talk. The Company operates an organized, structured mechanism of employee evaluations and feedback talks, taking place once per year.

EMPLOYEE EXPERIENCE SURVEY

As part of the employee experience management, at the end of 2023 an organizational positions survey was distributed, to be filled out anonymously, in order to learn about the feelings and experiences of employees at the Company. The survey results will be integrated into the departments' work plans with an emphasis on creating a professional, stable and pleasant workplace for our workers. 70% of the Company's employees answered the survey, with prominently positive subjects being organizational connectivity, a sense of meaning, values, belief in management and professional fulfilment.

EMPLOYEE SALARY AND COMPENSATION POLICY

Amot believes that employees should receive fair and appropriate wages. All of the Company's employers are employed under individual employment agreements and are not subject to collective agreements.

As employees are a critical resource for its success, Amot shares the fruits of its success with them. Employees receive bonuses and options in accordance with the Company's performance, and the scope of extra compensation is determined based on the employee's evaluation and is communicated to whom in a conversation with them.

Additionally, every year, the company grants its employees non-negotiable warrant options – which may be exercised for company shares on preferred terms – for no consideration.

EMPLOYEE WELFARE

Amot's annual welfare plan includes a broad variety of activities and benefits for its employees. The plan includes outings and tours, happy hours, enrichment lectures, gifts for noting important life events, holiday gifts and events and more.

EMPLOYEE TRAINING AND DEVELOPMENT

Amot employees undergo professional training and enrichment lectures in accordance with needs that arise from the field. In recent years, internal professional training was provided such as training on information systems at the Company, workshops and lectures on the subject of service, Excel training, executive English studies, personal consulting and administrative accompaniment for executives at various levels. In addition, workers are required to use educational software on various subjects – such as safety, work security, sexual harassment and more.

Starting 2024 we will be holding orientation days for new employees, which will include instruction on the Company and on the various department and which will constitute a key layer of the hiring and acclimation of new employees.

In addition, we are conducting a training needs survey provided the various units in the Group in order to build a yearly training program.

FAIR EMPLOYMENT OF CONTRACTORS' EMPLOYEES

Amot is under obligation to contractors' employees operating in its properties. Therefore, as part of the contract signed with whom, the contractors with whom the Company works are obligated to provide fair employment terms. Amot follows an organized procedure on this matter, and even retains a supervisor of contractors' employees, who conducts audits and inspections to ensure that fair employment is upheld.

LOCAL COMMUNITY

"WE MUST NOT DESTROY EVERYTHING WE BUILT. WE HAVE TO SOLVE THIS TOGETHER!"

Amot's properties are located in city centers and constitute an integral part of their social environment. The Company considers itself committed to support and advance the communities where it is present.

CONTRIBUTING TO THE COMMUNITY

The Company's contributions policy is consistent with the key values in light of which it operates. The Company considers contribution and support to the community in Israel an important component worthy of integration into its various operations, and therefore, Amot maintains an approved and consistent contributions policy since 2006. The company contributes to the community in two ways – monetary donations and volunteering to various projects. In the past two years, due to the COVID-19 pandemic, volunteering hours have been substantially reduced. However, the monetary sum relayed for donations each year was maintained.

In 2022-2023, the Company donated a total of NIS 2 million per year to associations and organizations with the purposes of activity for the benefit of the community, promoting educational interests and supporting needy populations. The Company has recently made a decision on increasing the monetary sum transferred to donations starting from 2024 to a total of NIS 3.6 million.

THE POWER OF UNITY

Leading real estate groups came together for a campaign to promote the idea that an immediate solution is required for the difficult situation that emerged among the people of Israel.

The leaders of these companies believe that the headlong charge into the abyss must be stopped, and that we must do whatever it takes to protect the country that we all love.

The campaign slogan is “We must not destroy everything we built. We have to solve this together!" and it will be advertised on participating companies' buildings.

"THE YELLOW SYLVESTER"

On December 31 2023, within the framework of the “Yellow Sylvester” initiative of the Hostage Families Headquarters, Amot, along with other companies, illuminated selected buildings for one night in yellow to identify with the terrible difficulties of the hostages, who have been in captivity for over 100 days (as of that date).

LOCAL COMMUNITY

CONTRIBUTION TO THE COMMUNITY DURING WARTIME

Amot has been investing significant resources and efforts in supporting its surrounding communities. Contribution during times of crisis constitutes an inseparable part of our social mission, and over the course of the Iron Swords War a number of actions and collaborations took place to help the war effort and protect morale.

- Collaboration with the Sweet Command Center, the venture that each week gathered deliveries of sweets and treats for soldiers from dozens of locations, with all of the packages gathered and organized in the Atrium Tower parking garage.
- Within the framework of Amot's membership in the Business Forum, residents of the Gaza Envelope region received a sum of NIS 1,000 for each Envelope resident immediately at the start of the war.
- Supporting Israeli farmers - workers volunteering in fruit picking in southern Israel.
- Purchasing gifts for events from businesses in the conflict areas in the north and south.
- In conjunction with Cisco, we have convinced companies from our buildings to contribute tens of thousands of meters for hosting, work, activities for children, workspaces and so on to offices from the south/Envelope.
- Fairs are held at Amot buildings from time to time that invite businesses from the Envelope or small business owners who have been harmed by the war.
- At Amot Investments Tower, some 250 sandwiches were prepared every day and distributed to soldiers, with the assistance of volunteers from the companies renting space in the tower.
- Soldiers and reservists working at Atrium Tower during combat were given access to the gym.
- We distributed parking passes, free of charge, to tenants to are defense companies, military support companies, who employed soldiers both regular and reserves.

SAFETY

Amot is a company that engages, both directly and indirectly via corporations under its control, in rental, management and maintenance of yielding real estate in Israel, as well as in initiation and development of real estate for rental purposes. Among other things, Amot engages contractors who are responsible for constructing its various properties, and who, in turn, engage contractors' employees that perform the construction work.

For Amot, Safety is a supreme value, and it regards protecting human lives with importance across the entire supply chain. Therefore, the Company enacts a safety policy that extends beyond the regulatory requirements to protect the safety of construction workers:

- It engages exclusively with primary contractors that participate in the Israel Builders' Association's Safety Stars program
- The Company employs a Safety Supervisor who tours various sites and conducts random audits of what is being done
- The Safety Supervisor audits all properties annually

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

As a public company, Amot operates in an extensive regulatory environment, which includes: The Companies Law, 5759-1999 ("Companies Law"), The Securities Law, 5728-1968 ("Securities Law") and internal organizational corporate governance regulations, which includes a parent regulation and secondary regulations for internal enforcement of securities. Proper corporate governance is a significant part of Amot's management, and the Audit Committee at the Board of Directors is responsible for ensuring this.

Fairness in business, loyalty to customers and prevention of corruption are important values to the Company, and therefore, Amot aspires to also implement this among its employees – both in the business and the interpersonal aspect. Amot believes that ethical conduct has a contribution not only within the organization, but also in conduct opposite external entities.

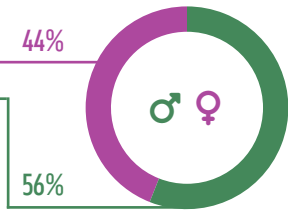
AMOT OPERATES WITH INTEGRITY

As of end-2023, the Company's Board of Directors included nine directors, whom were appointed following a review of their education, experience and skills.

Amot maintains a separation between the identities and roles of the Chairperson of the Board of Directors and the Company CEO or other Company officers.

Total directors	9
Women	4
Men	5
With Accounting and Financial Expertise	9
Independent	6
Outside (Out of Independent Directors)	3

Board members by gender



BOARD COMMITTEES

Three Board of Directors' Committees operate at Amot, which advise in the Company's various management aspects:

AUDIT COMMITTEE

The Audit Committee approves the pattern of internal audit work for the ongoing year at the beginning of each year, makes recommendations to the Board of Directors on the matter of appointing the Company's Internal Auditor, and discusses regularly-submitted audit reports and risk surveys. Additionally, subject to the Law, the Committee confirms Independent Directors' independence of the company and upholds an annual discussion of faults, should any exist, in the Company's business management. Among its roles, the Committee discusses transactions concerning personal interests for the purpose of their classification or non-classification as exceptional transactions, and approves transactions with the Company's control holders.

COMPENSATION COMMITTEE

The Committee deliberates – and relays its recommendations to the Company Board of Directors – on the matters of setting the compensation policy for officers, updating this policy and reviewing its implementation, as well as issuing approvals for transactions pertaining to the service and employment terms of officers, directors and control holders in the Company (as applicable), all in accordance with the provisions of the Companies Law.

FINANCIAL STATEMENTS REVIEW COMMITTEE

The Committee performs preliminary work for the Company's Financial Statements and accompanies the accountants' auditing of the Financial Statements, with all members of the Committee capable of reading and understanding financial statements and possessing accounting and financial expertise. The Committee submits and explains its recommendations regarding its approval of the Financial Statements to the Company Board of Directors.

	Board of Directors	Audit committee	Compensation committee	Financial statements review committee
Meetings in 2022	13	6	2	5
Meetings in 2023	6	6	3	4

BOARD STRUCTURE

COMPENSATION POLICY

On 20 January 2020, the General Meeting of Shareholders approved (following approval by the Compensation Committee and the Board of Directors) a Compensation Policy for Company officers for a period or 3 years, which ended in 31 December 2022. On 15 December 2020, the General Meeting of Shareholders approved (following approval by the Compensation Committee and the Board of Directors) an amendment of the Compensation Policy on a few matters.

The Compensation Policy was updated, discussed and unanimously approved by the Compensation Committee and by the Board of Directors in December 2022 – who had recommended that the General Meeting of the Company approves the up-to-date Compensation Policy for a period of three years, starting 1 January 2023 and until 31 December 2025.

On 8 February 2023, the Compensation Policy was approved at the General Meeting of Shareholders.

Amot's Compensation Policy is subject to the Companies Law and is intended to define the compensation framework for officers and directors whom are not control holders in the Company and/or employed by Alony Hetz.

Under the Compensation Policy, Amot permits four types of compensation for Company officers, and implements them in the following manner:

- **Fixed Component** – composed of monthly wages or management fees, at a fixed sum, and accompanying benefits per standard practice;
- **Retirement Grant;**
- **Medium/Short-Term Variable Component** – (a) an annual grant based on measurable goals as specified in Sections 4.1-4.3 of the Compensation Policy; and (b) a grant based on non-measurable criteria.
- **Long-Term Variable Component** – A capital grant in the form of granting warrant options per the Company's Options Plan, as it shall be from time to time, or similar mechanisms for allocation of securities, linking the Officers to the Company and the performance of the Company's share over time.

Additional details regarding Amot's Compensation Policy can be found in the Tel Aviv Stock Exchange's website, in the immediate reports for the calling of the General Meeting dated 15 December 2020 and 3 January 2023, at www.tase.co.il.

MECHANISMS FOR CONTACTING THE BOARD OF DIRECTORS

Any Company employee who wishes to report and/or complain regarding any matter pertaining to their own work or to the work of other elements in the Company, all in relation to faults in the management of the Company's business, may directly report of this to the chairperson of the Audit Committee. The Company may not retaliate against an Employee who made such complaint to the chairperson of the Audit Committee about faults in the management of its business.

The Audit Committee and/or the chairperson of the Audit Committee will be eligible to supervise the Company's conduct in relation to an employee whom had complained about faults in the management of the Company's business.

No reports of inappropriate conduct in the management of the Company's business were received in 2022 and 2023.

BOARD STRUCTURE

ESG IN THE BOARD OF DIRECTORS

As part of the Board of Directors and the Board of Directors' Committees' work processes, ESG topics that affect the Company's conduct and its stakeholders may arise, and the Board of Directors acts to advance these topics. For example, regarding Company ethics – in 2022, the Board of Directors adopted an update to the Company's Code of Conduct which also refers to implementing a sustainability approach in the Group, out of a long-term vision and for the benefit of future generations – and the Company strives to integrate environmental considerations into its areas of activity and promote improvement of energy efficiency. Additionally, the Board of Directors and the Company's management have began assessing climate risks, with an emphasis placed on rising sea levels, the status of coastal cities in Israel, and earthquakes, in the context of continued construction processes in Israel.

Amot's Corporate Responsibility perception also includes striving to implement the sustainability principle:

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

Amot's projects in Real Estate Entrepreneurship are planned as green buildings, where green building pertains to the combination of environmental aspects in the planning and execution of a construction project, as well as construction using environmentally-friendly materials to the greatest extent possible.

IN THE ENVIRONMENTAL CONTEXT

Emphasis is placed on mindful use of consumable natural resources and saving energy in the building's systems, leading to reduction of greenhouse gas emissions. Amot attains these goals, among other things, through the Company Board of Directors and management's work on an enforcement program that strives to increase the use of green energy, reduce and recycle waste, manager wastewater, save on electricity, water and paper consumption in the Company's offices, prevent ground and water pollution, and more.

ETHICAL CODE OF CONDUCT & PREVENTING CORRUPTION

BUSINESS ETHICS, COMPLIANCE AND BEYOND

PREVENTION OF CONFLICT OF INTEREST

Amot has a commitment to fair, ethical and appropriate business conduct, and mutual commitment between the employees and the Company to act in accordance with ethical and moral standards and values. Per the provisions of the Company's Code of Conduct, the Company's employees are required to refrain from taking any action that raises a concern of conflict of interest between their role in the Company and their personal affairs, to disclose any information regarding any concern of conflict of interests, to take any decisions that they may personally benefit from out of their own hands and into the care of their manager and/or a colleague at the Company, and additionally, to refrain from forming personal business relationships with commercial entities that are related to the Company and their ongoing role in the Company.

Amot also operates to prevent conflicts of interests in the following manner:

1. The Company annually reviews the compliance of its Outside and Independent Directors with the required terms under Sections 240(b) and (f) of the Companies Law regarding "lack of affiliation";
2. At he start of each year, and/or when a new officer or director is appointed, the officers and directors are required to fill out a stakeholders' questionnaire and, under which, declare every entity with which they are affiliated: that is to say, entities where they serve as directors and/or officers and not as shareholders, and also declare any person and/or company that are considered to be "related" to a director/officer, in order to prevent potential conflicts of interests and/or transactions that are "tainted" with personal interests that are not approved under law. All entities defined as "affiliated" in this manner are marked in the Company's computer systems as well as specified under the enforcement program, and are brought to the information of the Company's various departments (Marketing and Operations, Engineering, Initiation and Finances);
3. The Company utilizes BDI's "Red Lights" system as part of its risk evaluation for working with vendors and engagement with renters.

ETHICAL CODE OF CONDUCT & PREVENTING CORRUPTION

BUSINESS ETHICS, COMPLIANCE AND BEYOND

CODE OF CONDUCT

As a public Company, Amot considers itself committed to fair, ethical and appropriate business conduct, and considers its employees committed to act in accordance with ethical and moral standards and values – both in their relationships with each other and in their relationships with external entities such as vendors, shareholders, creditors and government entities. The Company's Code of Conduct has existed for a decade and was most recently updated in 2021, following approval by the Company's management and Board of Directors. The Code consists of 10 values of the Company, which formulate an array of rules for conduct and action for all Company employees, including the Company's management and Board of Directors. The Code of Conduct does not include all binding rules of conduct, but serves to complement and even interpret the provisions of the law and general ethical regulations, and assists in making the correct decisions for the Company's organs and employees.

The Code of Conduct is distributed among all Company employees, is annually refreshed and signed by all employees, as well as the Company's management and Board of Directors. Additionally, training was conducted for all employees on the subject of the Code of Conduct in 2022, as is conducted from time to time.

From time to time, the Company conducts additional training for employees, sometimes on the Alony Hetz Group level as well, regarding other areas of ethics such as sexual harassment, safety etc. – and additionally, at least once annually, classroom or other (by digital means) training is conducted on matters pertaining to compliance and enforcement regarding securities laws, corporate governance, the prohibition against using insider information and committing securities fraud, prevention of bribery, corruption and fraud. This training is also provided by external entities. Employee inquiries concerning sexual harassment are to be made directly to the Company's Legal Counsel, who supervises the prevention of sexual harassment in the Company.

No inquiries on this matter were received in 2022. In 2023 a single inquiry was received that was treated by Company Management.

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

09. ENVIRONMENTAL RESPONSIBILITY

10. PROTECTION OF PRIVACY

ETHICAL CODE OF CONDUCT & PREVENTING CORRUPTION

BUSINESS ETHICS, COMPLIANCE AND BEYOND

INTERNAL ENFORCEMENT PLAN

On 9 May 2021, the Company adopted an up-to-date Internal Enforcement Program regarding Securities, in line with up-to-date standards and changes made in legislation in all relevant topics that the Enforcement Program covers. The Program sets regulations with the purpose of, among other things, regulating key matters such as data flow in the organization, the manner of publishing immediate reports, the detection, approval and reporting of transactions that raise a concern of personal interest by officers or control holders, the prohibition on using insider information, fraud and manipulation prevention, the existence of oversight, reporting and control mechanisms and setting of rules of action and conduct alongside work procedures meant to create controls over key processes in the subjects regulated under which, along with manners of handling and lesson learning.

The Company Board of Directors has appointed the Company's Legal Counsel and Secretary as supervisor of internal enforcement in the area of securities. Her role, among other things, is to ensure the Program's implementation among Company employees, to ensure its efficient and effective execution, including by holding trainings, audits, compliance surveys and follow-ups, and to act to update it from time to time.

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

PREVENTING FRAUD AND CORRUPTION, OVERSIGHT AND INTERNAL AUDITING

ANTI-BRIBERY AND CORRUPTION

As part of its Enforcement Program, Amot has adopted an Anti-Bribery and Corruption Regulation, published in the internal employee portal. The Company exercises means of education and training for employees regarding proper conduct, based on the Regulation and its Code of Conduct. The Corporate Governance rules put in place in the Company obligate Company officers to report transactions where they have a personal interest and/or any conflict of interests; A list of businesses and/or companies and/or others that hare a particular close relationship with the officers is marked in the Company's systems for the purpose of identifying transactions with potential for conflicts of interest. Additionally, the Company had adopted a series of work regulations in the Company's various departments, which have the purpose of preventing or minimizing the capability for embezzlement and/or acts of corruption and bribery in the Company's work processes. These regulations include various means of control:

IN THE FINANCE DEPARTMENT

A continuous method exists for role separation between several functionaries in the course of performing various work processes; There will always be several employees involved in a continuous work process, including oversight of comptrollers and Department managers. Additionally, at least two functionaries are always required for performing various activities, including: establishing accounts, depositing funds, making payments, signing cheques and other documents; Risk examinations of vendors are performed, and the correctness and validity of vendor accounts are examined by several employees as part of the work process.

IN THE INITIATION AND ENGINEERING DEPARTMENT

A structured process exists for engagement with vendors, consultants and contractors, which also includes the conducting of tenders, and the presence and review of the terms of engagement and payment by several relevant functionaries in the Company. Tender processes usually also include presence on behalf of the Company's Legal Counsel. Under the scope of tender processes, vendors/contractors/consultants are examined, including for the purpose of assessing the risk of engagement with whom; Any engagement with a vendor/contractor/outside consultant must involve the signing of an agreement, including adherence to a signature hierarchy that is binding to the Company, and under the scope of opening vendor/contractor/consultant cards in the accounting system, a system of approvals is required.

IN THE MARKETING DEPARTMENT

The Marketing Department at Amot conducts a process of digital transformation in order to document, measure and audit each of the Company's marketing processes – Including conducting ongoing contact with the Company's customers, and the process of transaction approval in particular. Therefore, every stage of the transaction approval process is controlled and documented, concluding with the final approval of the transaction. Amot strives to be the leader in digitization of this area, and to this end, it performs a large number of activities: the launching of a renovated website, establishing an Amot application, launching a CRM system, adopting an Always On approach and having a dominant presence in digital tools. This move provides Amot, as said, with a control and measurement tool, and also provides a leap in more available and accessible service, and providing a great deal of added value to the Company's customers.

ETHICAL CODE OF CONDUCT & PREVENTING CORRUPTION

PREVENTING FRAUD AND CORRUPTION, OVERSIGHT AND INTERNAL AUDITING

MECHANISMS FOR OVERSIGHT AND REPORTING OF BRIBERY AND CORRUPTION EVENTS

Per the Anti-Bribery and Corruption Regulation – an employee who finds out or suspects a payment that may constitute bribery in the cases as specified by the regulation must report this as soon as possible to their supervising manager, with a copy to the Legal Counsel. Should a concern arise that the supervisor is involved in granting or receiving the bribe – the report should be submitted to the Legal Counsel only.

INTERNAL AUDIT

As a public company, Amot is provided internal audit services by the Company's Internal Auditor, whom is an external entity. The Internal Auditor routinely relays audit reports throughout the year, including about the activities of the Company's organs, to the Chairperson of the Board of Directors, the CEO, the Chairperson of the Audit Committee and the Committee Members. The Company's Ongoing Internal Audit Work Plan examines risk levels and aids in the area of the Company risk management, and it is built in collaboration between the Company CEO, Internal Auditor, their advisors and the management; The Plan is approved by the Company's Audit Committee in the beginning of every year, in relation to the ongoing year.

AMOT INVETMENTS
GRI INDEX

GRI INDEX

General Indices

GRI Standard	Index	Location
GRI 2: General Indices 2021	Organization Details 2-1	8
	2-2 Bodies Included in the Organization's Corporate Responsibility Report	13
	2-3 Reported Period, Frequency and Contact	50,8
	2-4 Restatement of Information	8
	2-5 External Quality Assurance	8
	2-6 Activities, Chain of Value and Business Relationships	37,34
	2-7 Employees	33
	2-8 Unemployed Workers	33
	2-9 Structure and Composition of Corporate Governance	40
	2-10 Appointment and Selection of Board of Directors	40
	2-11 Chair of the Board of Directors	40
	2-12 Duties of Board of Directors in Supervising Influence Management	42
	2-13 Delegation of Responsibility to Managing Influences	42
	2-14 Board of Directors' Duties in Reporting the Area of Sustainability	42
	2-15 Conflicts of Interests	43
	2-16 Communicating Critical Concerns	43
	2-17 Board of Directors' Collective Knowledge	42
	2-18 Assessment of Board of Directors' Performance	The Company's Periodic Statements
	2-19 Remuneration Policy	41
	2-20 Remuneration Determination Process	40
	2-21 Remuneration Ratio Including Yearly	41
	2-22 Statement on Sustainable Development Strategy	42
	2-23 Policy Commitments	44
	2-24 Implementation of Policy Commitments	44
	2-25 Processes for Correcting Negative Influences	20
	2-26 Mechanisms for Requesting Consultation and Raising Concerns	41
	2-27 Compliance with Laws and Regulations	39
	2-28 Membership in Organizations	13
	2-29 Access to Stakeholder Involvement	9
	2-30 Collective Agreements	34

Material Subjects

GRI Standard	Index	Location
GRI 3: Material Subjects 2021	3-1 Process for Determining Material Subjects	10
	3-2 List of Material Subjects	10
Preventing Corruption		
GRI 3: Material Subjects 2021	3-3 Managing Material Subjects	39,46
GRI 205: Preventing Corruption 2016	205-1 Estimated Actions for Corruption-Related Risks	46-47
	205-2 Communications and Training on Anti-Corruption Policy and Procedures	46-48
Energy		
GRI 3: Material Subjects 2021	3-3 Managing Material Subjects	28-29
GRI 302: Energy 2016	302-1 Energy Consumption Inside the Organization	28
	302-3 Energy Use Intensity	28
	302-4 Reduction of Energy Consumption	49
	302-5 Decrease in Energy Demands of Products and Services	21-27
Emissions		
GRI 3: Material Subjects 2021	3-3 Managing Material Subjects	29
GRI 305: Emissions 2016	305-1 Direct Greenhouse Gas Emissions (Complex 1)	29
	305-2 Indirect Greenhouse Gas Energy Emissions (Complex 2)	29
	305-5 Reduction of Greenhouse Gas Emissions	30,21-27
Training and Education		
GRI 3: Material Subjects 2021	3-3 Managing Material Subjects	33-34
GRI 404: Training and Education 2016	404-2 Plans for Upgrading Worker Capabilities and Transition Assistance Plans	34
	404-3 Percentage of Workers Receiving Performance Reviews and Regular Career Development	34
Local Communities		
GRI 3: Material Subjects 2021	3-3 Managing Material Subjects	35
GRI 413: Local Communities 2016	413-1 Actions with Local Community Involvement, Impact Assessments and Development Plans	35-36
Green Construction		
GRI 3: Material Subjects 2021	3-3 Managing Material Subjects	20-27
Customer Satisfaction and Experience		
GRI 3: Material Subjects 2021	3-3 Managing Material Subjects	32

AMOT INVETMENTS
ANNEX OF NUMERICAL FIGURES

ANNEX OF NUMERICAL FIGURES

Topic	Sub-topic	2022	2023	Numerical change	Percent change	Remarks
Sustainability values in products and services						
Promoting electric and alternative transit infrastructures	Electric vehicle charging stations	257	260	3	1%	Added: 2 charging stations at Beit Amot Mishpat, 1 charging station at Center Hagalil Mall.
	Bicycle parking spaces	801	816	15	2%	15 bicycle parking stations were added at the following properties: Har Hotzvim, 30 Habarzel Tel Aviv, Ziviel Building.
	Electric and hybrid vehicle (percentage of hybrid and electric vehicles out of Amot's motor pool)	35%	44%	0	24%	An increase in the number of electric/hybrid vehicles among the vehicle fleet.
	Locker rooms	44	48	4	9%	Increase in the number of locker rooms in the Ziviel Building, Amot Platinum, Atrium.
Power consumption	Power consumption from private producers (OPC, Dorad, Rapac Energy) (kWh)	109,086,090	118,673,738	9,587,648	9%	The increase largely derives from the consumption of electricity from supplier Durad.
	Power Consumption from the IEC (kWh)	27,518,401	29,960,026	2,441,625	9%	Most of the increase derives from additional tenants (in 2 properties), the move to the full operation of the systems in the property in 2023, transferring a power meter in a property (from the tenant to the Company).
	Total power consumption (kWh)	136,604,491	148,633,764	12,029,273	9%	
Power production	Amot facilities (kWh)	4,623,789	7,983,820	3,360,031	73%	Increase deriving from the installation of photovoltaic systems in 7 additional properties.
	Energix facilities (kWh)	4,975,679	4,972,393	-3,286	-0.1%	
Energy use intensity	Energy use intensity (kWh/m2)	166	170	4	2%	In 2022 39 properties were used for the purpose of the calculation (compared to 41 in 2023). In 2022 – without Amot Givatayim and Shufersal Online Modi'in due to partial occupation over the course of the year and operational activity that is not full accordingly.
Carbon footprint (Ton CO2-Equivalent)	Direct greenhouse gas emissions (Scope 1 – Fuels)	302	395	93	31%	Increase in the Company's vehicle fleet between 2022 and 2023.
	Indirect greenhouse gas emissions (Scope 2 – Power consumption)	59,852	65,546	5,694	10%	Increase in the consumption of electricity from the IEC and private manufacturers (see remarks on power consumption).
Human capital at Amot						
Employment in the Company	Total employees	150	159	9	6%	
Segmentation by gender	Percentage of women out the Company's total employees	43%	44%		1%	
Employee evaluation mechanism	Existence of an employee evaluation mechanism	Yes	Yes			
Corporate governance						
Company Board of Directors	Amount of meetings of the Board of Directors and its committees	26	19	-7	-27%	Decrease by 7 Board of Directors meetings compared to previous year (total number of committee meetings identical to last year).

LEGAL DISCLAIMER

The Sustainability and Corporate Responsibility Report now before you (the “Sustainability Report”, “Corporate Responsibility Report”, “Report”) reviews the operations of Amot Investments Ltd. (”Amot”) in 2022-2023, in subjects pertaining to the areas of Sustainability and Corporate Responsibility. This Report does not constitute a public offering of Amot securities and should bot be interpreted as a public offering of securities, nor is it a report per the Securities Law, 5728-1968, including the regulations under it.

This document reflects Amot’s policy in the area of Corporate Responsibility, which is “beyond compliance with the provisions of law” alone. As such, it reflects the values, goals and milestones that Amot had decided on, and which it strives to attain, but is under no legal obligation to meet.

Amot has made efforts to ensure that this document is correct and accurate, and to the best of Amot’s knowledge, it is indeed correct and accurate as of the date stated. However, as with any documents, it may contain generalizations, inaccuracies, errors and omissions, and accordingly, Amot does not take any responsibility for its accuracy or completeness, and it does not permit reliance on or use of the information included in which by anyone. In any case of contradiction between the information in this document and the information in Amot’s public reports published on the Israel Securities Authority's reports website and/or the Tel Aviv Stock Exchange’s reports website, the information in the public and official publications on the Israel Securities Authority’s website and the Tel Aviv Stock Exchange's prevails.

The Report contains references to several subjects which the Company deems relevant. However, inclusion of one specific detail or another in the Report or non-inclusion of other details does not constitute an indication that these details are material or immaterial (respectively) to the Company's operations, and the said in the Report does not represent or presume to represent the Company’s activities in their entirety. To emphasize, the Report is based on business data relevant tot he Company's operations and does not supersede any data appearing in financial reports and/or immediate reports published by the Company under law.

Therefore, in all matters pertaining to the Company’s financial data and/or to data regarding its scope of operations, profitability, forecasts etc., only data specified in the financial reports may be considered to be binding, and in any case of contradiction or mismatch, the data specified in the financial reports prevail and are binding to the Company.

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Forward-looking reports regarding the Company’s operations and results are subject to risks and uncertainty.

Finally, assessments and estimates included in this document reflect assessments and estimates that are subjective by nature and may not be necessarily measurable.

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