



SUSTAINABILITY REPORT | 2023

A NOTE FROM THE CEO



Doron Blachar
Chief Executive Officer

Our 2023 Sustainability Report highlights another successful year for Ormat as we continue to expand our operations and uphold our strong commitment to sustainability. Over the past year, we achieved significant milestones in both the Electricity and Energy Storage segments, while optimizing performance across many of our existing power generation facilities.

As a renewable energy company specializing in geothermal technology, we play a crucial role in the global effort to combat climate change by providing communities worldwide with a clean, reliable, and sustainable power source. Geothermal energy is a local resource, recognized as a key contributor to national carbon reduction goals and grid resilience.

We’re on a mission to generate power that makes a positive impact.

As leaders in the geothermal energy sector, we have developed a range of innovative products and solutions that continue to drive our success and contribute to the global renewable energy transition. We are on track to reach our goals of 2.1-2.3 GW total operating capacity across our portfolio by the end of 2026, and achieving 2.6-2.8 GW by the end of 2028.

As we expand our portfolio and increase our energy production capabilities globally through geothermal, REG and solar PV sites, as well as, energy storage solutions, we continue to focus on reducing our emissions. Between 2019 (our base year) and 2023, our production portfolio increased by 45%, while our absolute Scope 1 and Scope 2 emissions decreased by 17%. In 2023, we established a target of a 5% annual reduction in Scope 1 and 2 GHG emissions intensity (tCO₂e/MWh) compared to our 2019 baseline year.

We are proud that in 2023, our renewable energy portfolio effectively prevented 2,212,508 metric tons of CO₂e emissions vs. an equivalent amount of power generated by the conventional grid in our facility locations. We continue to invest in R&D to develop innovative sustainable technologies, which offer significant benefits to our customers.

Throughout 2023, our generation capacity expanded significantly, adding 239 MW to our portfolio through development projects and acquisitions. In January 2024, we completed a strategic acquisition, securing 100 MW of renewable energy assets in the U.S., including three geothermal facilities and three solar PV facilities, with additional prospects for future projects.

At Ormat, our commitment to advancing the well-being of our people extends to both our employees and the communities where we operate. We place a strong emphasis on contributing to local sustainable development, aiming to create lasting positive environmental, social, and economic impacts. Equally, we are dedicated to nurturing a workplace culture that is safe and secure, as well as inclusive and rich with opportunities for growth. We allocate substantial resources to training and development programs, empowering our employees to achieve their full potential on both personal and professional levels.

We believe diversity, equity, inclusion, and belonging (DEIB) is a key component for developing innovative, diverse ideas and for supporting every employee to reach their individual potential. We are proud that 38% of our Executive Management Team are women.

Our unwavering commitment to sustainability is integrated into every aspect of our business, from daily operations to our long-term strategic planning, and is embraced across all levels of management,

including the Board of Directors. In 2023, the Board reinforced this commitment by establishing an ESG Committee, dedicated to addressing environmental, social, and governance issues, with a special focus on environmental concerns. Among its key responsibilities, the Committee evaluates the Company’s climate-related risks and opportunities and recommends strategies to reduce our carbon footprint and mitigate other environmental risks.

We are working to enhance the transparency and comparability of our climate-related disclosures and are currently preparing our TCFD report, which will include a qualitative climate scenario analysis. This process will also involve quantifying the potential financial impacts of material climate risks and developing mitigation plans to address them. These efforts will strengthen our decision-making, improve our risk management, and deepen our engagement with stakeholders.

As we look forward to 2024, we anticipate continued success from the effective execution of our growth strategy supported by our ESG approach and strategy. We are confident in our progress toward achieving our goals, which is a testament to the hard work and dedication of our talented employees worldwide. Reflecting on the past year, I am proud of our achievements and excited about the continued growth of our business.

Sincerely,

Doron Blachar
Chief Executive Officer



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ABOUT ORMAT

Our Mission

At Ormat, our mission is to continue our leading position in the geothermal energy market and to become a leading global provider of renewable energy, helping to mitigate climate change by providing a replacement to carbon-intensive energy sources.

As a renewable energy provider since 1965, we believe we play a crucial role in supporting the world's transition to clean energy. We take pride in our efforts to deliver low-carbon baseload renewable energy to communities worldwide, particularly in regions lacking access to affordable energy. Our commitment remains steadfast in providing renewable energy safely, economically, and in an environmentally responsible manner, benefiting both the planet and communities globally.



At a Glance

as of the end of 2023

Close to **60**
years of experience
generating
renewable energy
solutions

\$829M in total
revenues in 2023,
a **13%** year-over-
year increase

1,672 employees
worldwide¹

Own & operate:

1,012 MW
Geothermal in 6
countries

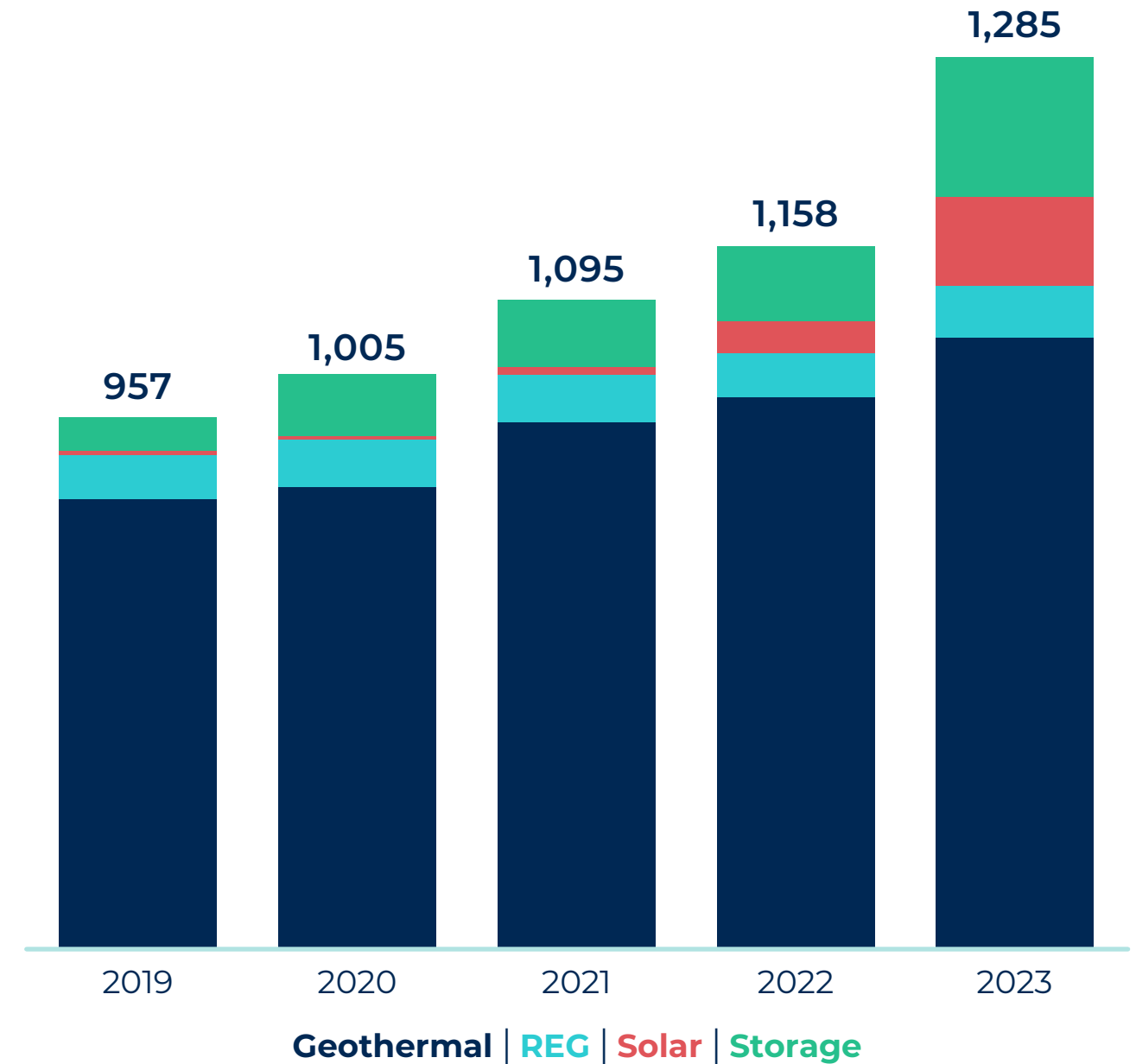
170 MW
Energy storage

53 MW
Recovered Energy
Generation (REG)

50 MW
Solar PV



Installed capacity growth (MW)



¹ Not including employees in Indonesia, New Zealand, and temporary employees.

2023 ESG Highlights

Environmental



8%
increase in the **production of renewable energy** in 2023 compared to 2022

17%
absolute **reduction in Scope 1 and 2 GHG emissions** compared with the 2019 baseline

2,212,508 tCO₂e
avoided emissions compared to local electricity grids

97%
of electricity consumption in 2023 was from **self-generated, sustainable energy**

² Other than VP-level.

³ In the U.S., we categorize minority groups as defined by the U.S. Dept. of Labor. In other locations outside the U.S., we do not track the specific diversity of our workforce; all overseas employees are locally hired and thus are representative of the communities in which we operate.

⁴ This is an increase from 33% at the end of 2023.

Social



26%
of **VPs** in the Company are women

22%
of **managers**² in the company are women

0.96
Total Recordable Incident Rate (**TRIR**)

24.6
average training hours per employee

\$1,305,205
donated to communities

37%
of our employees in the U.S. were from **minority groups**³

Governance



44%
women on the Board⁴

3 out of **5**
Board Committees are **led by women**

ESG Board committee established

97%
employees **trained on Anti-corruption and Anti-bribery** policy

About the Company

Since our establishment, Ormat has constructed geothermal and recovered energy power plants that generate approximately 3,400 MW across 30 countries.⁵ As of December 31, 2023, we own and operate 1,285 MW of geothermal, energy storage, recovered energy generation (REG), and solar photovoltaic (PV) sites globally. In 2023, we had several significant milestones, including a 13% year-over-year increase in total revenue and a 10.6% increase in adjusted EBITDA.⁶

Our headquarters are based in Reno, Nevada, U.S. Our main manufacturing facility is located in Yavne, Israel and we have a small manufacturing facility in Turkey. Ormat owns and operates power plants in the U.S., Kenya, Honduras, Guatemala, Guadeloupe (French Caribbean), and Indonesia.

The Company is publicly listed on the New York Stock Exchange (NYSE) and Tel Aviv Stock Exchange (TASE).⁷

Ormat is included in these leading indexes:

- Bloomberg ESG Data Index
- Bloomberg United States Utilities Large, Mid & Small Cap Price Return Index
- J.P. Morgan QUEST Renewable Energy Index
- Nasdaq Clean Edge Green Energy Index
- S&P Global Clean Energy Index
- WilderHill Clean Energy Index

For a further breakdown of our business and revenues, please refer to our financial reports on Forms 10-K and 10-Q that are filed with the U.S. Securities and Exchange Commission (SEC).

⁵ As of the publication of this report.

⁶ See appendix for reconciliation of non-GAAP financial measures.

⁷ Under the ticker "ORA".



Don A. Campbell Complex, NV, U.S., 30 MW

Our Global Presence

as of 31.12.2023



1 U.S.



732 ⚡ Geothermal
170 ⚡ Energy Storage
50 ⚡ Solar PV
53 ⚡ REG



Ormat power plants

2 GUATEMALA



40 ⚡ Geothermal

3 HONDURAS



33 ⚡ Geothermal

4 GUADELOUPE



15 ⚡ Geothermal

5 TURKEY



6 ISRAEL



7 KENYA



150 ⚡ Geothermal

8 INDONESIA*



42 ⚡ Geothermal



Ormat manufacturing facilities

*Ormat owns a 12.75% interest in the 330 MW Sarulla Complex.

Innovating in Electricity and Energy Storage Growth

With an unwavering focus on innovation and a commitment to sustainability, we continue to grow our electricity and energy storage segments around the world. **We are on track to reach our goals:**

2.1-2.3 ^{cw}
across our
portfolio by the
end of 2026

2.6-2.8 ^{cw}
across our
portfolio by the
end of 2028

2023-2024 Expansion Milestones

Throughout 2023 and early 2024, our capacity generation expanded significantly, adding **239 MW** to our portfolio through development projects and acquisitions.

In January 2024, we completed a strategic acquisition, securing **100 MW** of renewable energy assets in the U.S. including three geothermal facilities and three solar PV facilities, with additional prospects for future projects.



Stryker Alpha storage facility, NJ, U.S., 20 MW / 20 MWh



Vision & Values

Our vision is to help mitigate climate change by providing replacements for carbon-intensive energy sources. We believe we will achieve this by adhering to the five core values on which our Company is built, which continue to define who we are today.

Our Core Values

- **Constant renewal** we continually seek new challenges, advance new technologies, enter new fields, and test new business models
- **Stability** defines our workforce, technologies, products, facility performance, and firm financial foundation
- **Full commitment** we are fully committed to our stakeholders and to building a sustainable future
- **Courage** we act with the certainty that comes from our collective knowledge, experience, prudent risk management, and unwavering focus on delivering the best results for our clients
- **Creativity** we understand and fully appreciate the uniqueness of the customers we serve and the vital role creativity plays in finding the right solutions

Our Business

At Ormat we are always on, providing renewable power and energy solutions to customers 24/7, worldwide. We focus on providing clean, reliable energy solutions from geothermal power, energy storage solutions, REG, and Solar PV. With over five decades of experience, Ormat is a leading geothermal company and the only vertically integrated company engaged in geothermal and REG.

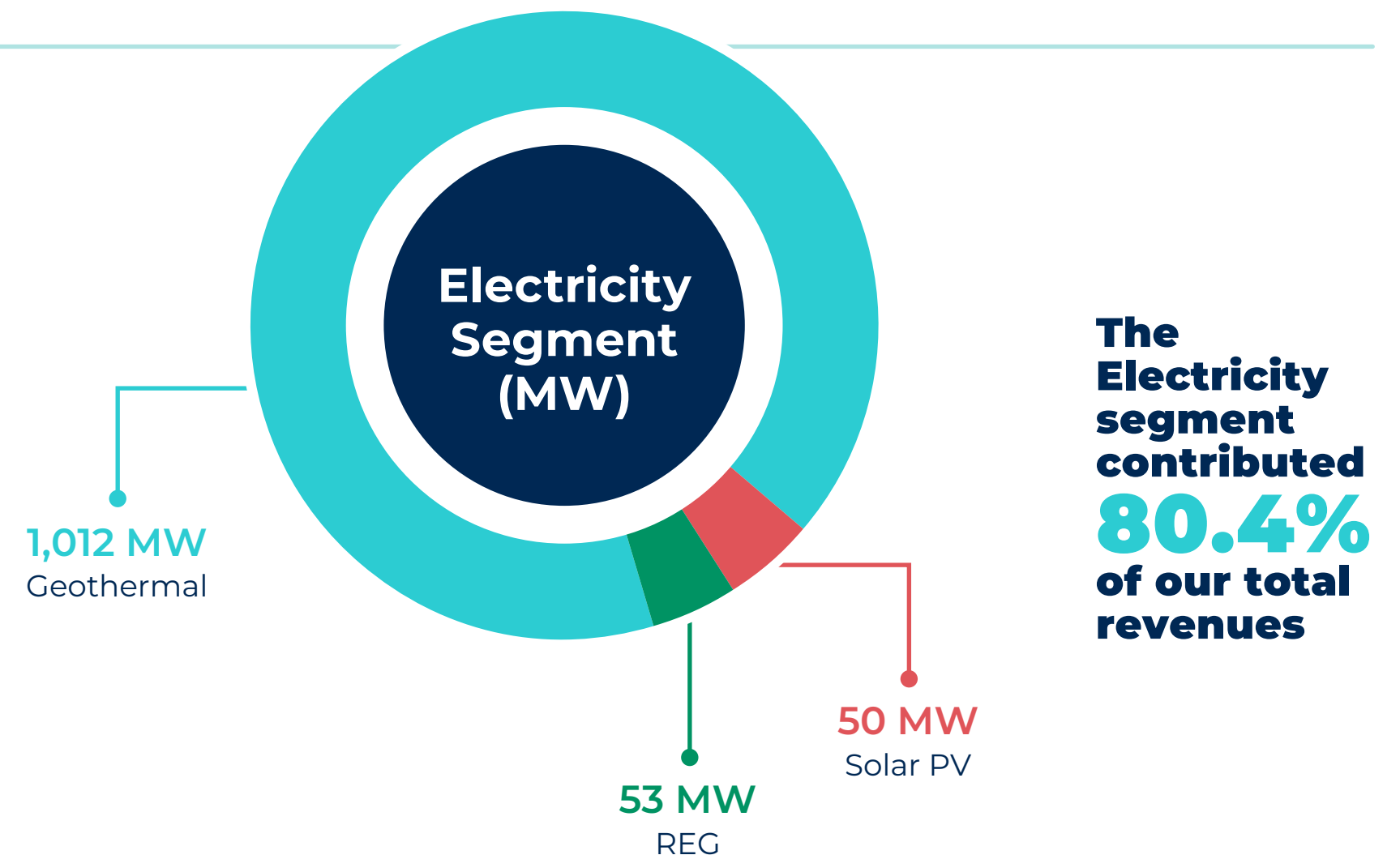


**Our business activities are conducted across three business segments:
Electricity, Product, and Energy Storage.**

Electricity Segment



We develop, build, operate, and own Geothermal, Solar Photovoltaic (PV) and Recovered Energy power plants around the world. The electricity generated at these power plants is sold to the grid as well as used for our own operations. By the end of 2023, we owned and operated 32 geothermal, REG and solar PV sites globally, with an aggregate generating capacity of 1,115 MW. In 2023, Ormat's geothermal power plants generated at a capacity factor of 84% vs. a 20-30% capacity factor typically generated in solar and wind projects.⁸



The Electricity segment contributed 80.4% of our total revenues

8 Lazard's Levelized Cost of Energy (LCOE) Analysis, April 2023.

Geothermal Power Plants

Ormat leads the global geothermal sector through exploring, designing, developing, building, owning and operating geothermal power plants around the world. **We have constructed over 190 binary geothermal power plants worldwide**, contributing more than 3,400 MW of geothermal capacity. **Binary geothermal power plants emit 99% less CO₂ and 97% less sulfur compounds** compared to fossil fuel plants of a similar size⁹, with significantly less impact on climate change.

Ormat's flagship technology for geothermal power plants is the Ormat Energy Converter (OEC), a power generation unit that converts low, medium, and high-temperature heat into electricity. Ormat has 58 U.S. patents issued and 39 patents pending. OEC is a state-of-the-art technology that we have refined for over 30 years.

Hybrid Projects: Geothermal & Solar PV

We own and operate select hybrid projects with geothermal & solar PV, where the electricity generated from the solar PV is utilized to supply the energy for the auxiliary equipment at the geothermal facility. This **further reduces GHG emissions** by allowing more geothermal energy to be supplied to the grid. We recently installed 40 MW of solar PV augmentation systems adjacent to our operating geothermal power plants in Nevada, and are developing an additional 72 MW of supplemental solar PV systems near other geothermal facilities in Guadeloupe and the U.S.

9 *Geothermal explained*, U.S. Energy Information Administration.

Steamboat Complex,
Geothermal Power Plant
and Solar PV system,
NV, U.S., 91 MW

Ormat's flagship technology for geothermal power plants is the Ormat Energy Converter (OEC), a power generation unit that converts low, medium, and high-temperature heat into electricity



Solar PV & Energy Storage

In addition to our geothermal & solar PV hybrid facilities, we also own and operate several standalone solar PV sites, such as Wister, a 20 MW solar facility in California, and other solar PV plus energy storage facilities.

In January 2024, we announced the completion of our acquisition of a portfolio of geothermal and solar assets from Enel Green Power North America that includes two contracted operating geothermal power plants and one triple hybrid geothermal, solar PV and solar thermal power plant with a total geothermal capacity of approximately 40 MW, and Solar PV of 20 MW, two Solar assets with a total nameplate capacity of 40 MW, and two greenfield development assets.

Recovered Energy Generation (REG) Power Plants

Our REG facilities empower industrial businesses to convert their waste heat into electricity, **eliminating the need for additional fuel combustion and avoiding extra emissions**. This helps companies to both reduce their environmental impact and improve operational efficiency. With these REG plants, companies can replace power produced on-site from potentially more GHG-intensive energy sources, offset grid electricity consumption, and reduce costs. In some applications, the waste heat is also utilized to generate electricity that is sold to the grid, generating revenue without increasing a company's direct GHG emissions.



Howell, NJ, U.S.,
7 MW \ 7 MWh

Product Segment

Ormat designs, manufactures and sells equipment for geothermal and recovered energy-based electricity generation. Our main manufacturing facility is located in Israel, with an additional smaller manufacturing site in Turkey.

We also serve as EPC (Engineering, Procurement, and Construction) contractors for geothermal and recovered energy power plants on a turnkey basis, utilizing the electricity generating units we design and manufacture.

**The Product
segment
contributed
16.1%
of our total
revenues**



Energy Storage Segment

At Ormat, we develop, engineer, own, and operate advanced energy storage solutions that provide ancillary services to the grid through battery energy storage system (BESS) facilities and solar plus storage facilities.

Energy storage systems utilize surplus, available electricity that enables utilities and grid operators to optimize grid operation. As the world's transition to clean energy gathers speed, renewable energy sources like wind and solar are rapidly entering the global energy market. These intermittent resources are increasingly being paired with energy storage systems to “balance the grid”, and help ensure that the supply of electricity generation matches demand.

In 2023, we commissioned five new energy storage facilities with a total capacity of 82 MW / 102 MWh in California, New Jersey, Texas and Ohio. These large-scale, grid connected systems enable the storage of energy during times of excess supply, allowing the energy to be used during times of high demand.

Our BESS facilities are designed for optimization and efficiency and are located in strategic locations along the grid to provide the electric system with reliable capacity and energy optimization.

We plan to continue leveraging our experience in project development and construction to develop additional BESS and solar plus storage projects, providing efficient solutions to the grid.

Our target is to reach an energy storage portfolio of 700 - 800 MW by the end of 2026 and 950 - 1,050 MW by 2028.

**Our 2023
total energy
storage
portfolio in
the U.S. was
170 MW /
298 MWh**

**The Energy
Storage
segment
contributed
3.5%
of our total
revenues**

Considering Battery End-of-Life

While we do not manufacture the batteries we use in our BESS systems; we recognize the potential environmental and social impacts related to the manufacture and disposal of the batteries that we deploy. We seek to purchase batteries primarily from large, reputable suppliers that have strict guidelines for the sourcing of their raw materials.

All operating and new batteries, except for those in current facilities in the PJM market in the U.S., are cobalt-free. In instances where suppliers work with

cobalt, we seek to ensure their sourcing of cobalt meets human rights and environmental guidelines.

We expect the recycling industry to develop enhanced capabilities to recycle batteries at the end of their lifespan (approximately 20 years), particularly in light of the growth of the electric vehicle sector. We consider the recycling potential in the development of our BESS systems, and are in contact with various companies to explore potential recycling and reuse opportunities for batteries.

Arrowleaf Solar & Storage Facility

In July 2023, Ormat and San Diego Community Power (SDCP) announced an agreement to develop the Arrowleaf Solar and Storage Facility in Imperial County, California. This facility, adjacent to Ormat's Brawley geothermal plant, will provide 42 MW of solar energy and 35 MW/140 MWh of storage capacity, enough to power approximately 31,500 homes and supply electricity during peak periods. The project is expected to begin operating in 2025.

Ormat's contributions through the **Community Benefit Program** have significantly benefited the local community in the Imperial Valley. These initiatives enhance local education, healthcare, and environmental projects, improve residents' quality of life, and foster economic development by creating jobs and supporting local businesses.

Helping the World Transition to Low Carbon Energy

In the past two years, Ormat has invested nearly \$1B in low-carbon energy solutions in the U.S. and globally, including geothermal power plants, solar PV power plants, and energy storage facilities.

We are implementing a multi-year strategic plan, which includes goals to strengthen our core geothermal business in the U.S., as well as globally; establish a strong market position in the IFM (in front of the meter) energy storage market; and explore opportunities in new areas utilizing our core competences, market reputation as a successful company, and new market opportunities focused on environmental solutions.

We're on a mission to generate power that makes a positive impact.

2,212,508
tCO₂e avoided
emissions compared to
local electricity grids

\$431M
green convertible bonds



OUR ESG APPROACH

Our Sustainability Strategy

Ormat has been committed to sustainability from the start. Since 1965, it has propelled our mission, powered our projects, and empowered our people. As a leading provider of renewable energy to communities around the world, we've spent nearly six decades delivering sustainable, power-generating solutions.

At Ormat, sustainability is integrated into our business strategy

Don A. Campbell Complex, NV, U.S., 30 MW

Strengthening Climate Disclosures

Our core business operations help contribute to addressing climate change and the need to reduce worldwide GHG emissions. We are committed to reaching our ESG goals in a transparent and ethical manner. We also support the growth of our employees, partners, investors, and the communities where we operate.

We have taken several important steps to further develop our ESG program and strategy, mitigate risks, and identify opportunities. Activities include:

- Materiality analysis to update our material ESG topics
- Climate risk analysis to detect material physical and transitional risks
- Gap analysis to map compliance with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations

We comply with all applicable regulatory requirements and voluntarily report our annual GHG emissions to several organizations, including the Israeli Ministry of Environmental Protection’s business reporting initiative and the Carbon Disclosure Project (CDP). For the past six years, we have submitted reports to the CDP, and our most recent report

earned a ‘B’ score. This ‘Management’ score indicates that we are “taking coordinated action on climate issues.” Notably, **our ‘B’ score is higher than the North American regional average** of ‘C’ and matches the average score for the renewable power generation sector.

As a U.S.-listed company, we are preparing to comply with the SEC’s recently issued rules to enhance and standardize climate-related disclosures, which are currently stayed pending legal challenges. In 2024, as part of our TCFD efforts, we plan to initiate a process to create mitigation plans for identified material risks, aiming to reduce our potential exposure in the short, medium, and long term.

Additionally, we have started setting near- and long-term carbon reduction targets that align with GHG Protocol and Science Based Targets initiative (SBTi) guidance. We have completed a decarbonization model that highlights key areas for emission reduction. The emissions are mainly residual, and we are evaluating the cost and risks associated with actions needed to reduce these residual emissions. Consequently, we are holding the application to SBTi until our evaluation is completed.

OUR ESG GOALS & COMMITMENTS

5% annual intensity reduction for Scope 1 & 2 emissions, compared to 2019 baseline

Prioritize our employees and their development

Maximize water recycling at all locations by 2025

Commitment to a fair supply chain

Increase clean energy capacity

Maintain strong values for solid governance

Promote innovation in all our activities

Continue synergy with the communities in which we operate

ESG Governance

In 2023, we established an ESG Committee for the Ormat Board of Directors. The Committee’s purpose is to support the Company’s ongoing commitment to environmental, social, and governance matters, with a particular emphasis on environmental issues. The Committee meets at least twice a year to discuss and review a range of matters, including but not limited to ESG performance, climate risk disclosures, and ESG reporting. It reports and makes recommendations to the Board of Directors. Guided by an experienced professional in the energy sector with expertise in strategic planning, renewables, energy storage, and ESG, the committee actively supports the company’s commitment to sustainability.

The Ormat ESG Team oversees the implementation of our ESG strategy and workplan and is led by the VP of Investor Relations and ESG Planning and Reporting. The ESG Team reports ESG-related performance metrics to the CFO and the ESG Committee of the Board.

Our global environmental and health and safety performance is managed by the VP of Environmental, Health & Safety (EHS), while the VP of Quality, Environmental, Health & Safety (QEHS) oversees performance in Israel. The EVP of HR handles ESG social programs, and the General Counsel & Chief Compliance Officer addresses governance issues related to ESG. Senior managers across departments contribute to ESG efforts, guided by the ESG Team, the ESG Committee of the Board, and senior leadership.

ORMAT’S OVERSIGHT OF ENVIRONMENTAL, SOCIAL, AND GOVERNANCE INCLUDES:



Key Responsibilities of the ESG Committee:

- Review and make recommendations to the Board regarding the Company’s ESG practices and policies to ensure they are aligned with its overall business strategy, goals, and values.
- Review and make recommendations to the Board regarding the Company’s ESG risks and opportunities.
- Review the Company’s reporting on ESG performance, including the Company’s annual sustainability report.
- Assess the Company’s climate-related risks and opportunities, and review and recommend strategies to reduce its carbon footprint and other environmental risks.
- Consider current and emerging ESG matters and trends that may affect the business, operations, performance, or public image of the Company.
- Provide input and guidance with respect to communications with employees, investors, and other stakeholders regarding the Company’s position on or approach to ESG matters.

Our Risk Management Approach

As a global publicly traded entity, we make substantial efforts to identify and manage pertinent risks to our business and to the pursuit of cooperation with all our major operational locations, in order to identify and manage relevant risks while implementing appropriate methodologies for mitigating such risks.

Our methodology for identifying relevant risks involves mapping the control environment of our corporate and business infrastructure, including the main activities that we pursue. Our business units are categorized and mapped, and we analyze relevant business processes. Based on this system, we conduct our risk assessment among the various business units and operations, resulting in a risk profile with priorities and eventually culminating in our plan for management of those risks.

In 2023, we conducted a climate risk assessment aligned with the TCFD framework, identifying key risks

Managing Climate Risks and Opportunities

We recognize that climate change poses both risks and opportunities for our business. To address this, **we've integrated methodologies to identify and map climate-related risks and opportunities.** Our sustainability reporting and environmental data collection framework incorporate recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD).

In 2023, we completed a climate risk assessment and identified **six physical and transitional material climate risks:** insurance coverage, physical damage due to extreme weather events, disruptive technology/competition, water permits, public/stakeholder sentiment, and regulatory reporting requirements. We also identified other moderate risks, including insurance terms and conditions, geopolitical risks, and an increase in temperatures/droughts.

We're currently conducting climate scenario analysis and we are assessing the accounting interpretation for the identified climate risks for building a framework for TCFD reporting, according to the SEC and California's Climate Rules.

Additionally, we'll quantify the potential impacts of material climate risks on our financial performance and develop mitigation plans.

We believe, these efforts will enhance our decision-making processes, enhance our risk management frameworks, and increase our stakeholder engagement with different stakeholders.

In addition to risks associated with climate change, there are also market **opportunities.** In the U.S., we continue to see strong support for renewable energy backed by the Inflation Reduction Act (IRA) benefits, including the production tax credit (PTC) for geothermal power generating assets and the investment tax credit (ITC) for storage assets. The **transition to a low-carbon economy** is driving the increased use of intermittent renewable energy sources, such as solar and wind, which in turn creates opportunities for stable, flexible baseload renewable energy. This regulatory support will continue to create opportunities in the U.S. for new PPAs in both the Electricity and Storage segments, and we anticipate that these benefits will continue to reduce our capital needs and increase project economics.



Material Climate-Related Risks

	Identified Risk	Risk description
PHYSICAL RISKS	Physical damage due to extreme weather events	Physical damage to company equipment and infrastructure which may lead to suspension of company operations, delays in energy production, revenue lost and exposure to legal claims.
	Insurance coverage	Lack of insurance capacity against potential extreme weather events, such as, floods and winds, and rising prices of insurance coverage due to climate-related events.
TRANSITIONAL RISKS	Disruptive technology / competition	Entry of new disruptive technologies/competitors (including solar, wind and storage) that can impact PPA renewal or potential contracts.
	Public / stakeholder sentiment	Failure to comply with climate-related disclosures that can result in public / stakeholder sentiment changes that can impact the company's ability to fund its conventional assets or decrease the demand for the energy generated by these assets.
	Regulatory reporting requirements	Failure to identify and comply with potential climate-disclosure requirements regarding climate-related risks, impacts, and emissions in company filings (i.e.: SEC) resulting in fines or refusal of development permits.
	Water permits	Increase in water restrictions and failure to obtain water permits that are required for current company cooling processes.

Steamboat Complex, NV, U.S., 79



ESG Week

In 2023, we held the **first companywide ESG Week to raise awareness of our ESG activities** and programs for our employees and local communities. Events were organized in **over 40 locations across eight countries** and featured a range of activities, lectures, and training related to ESG topics.

ESG Week was an important opportunity for us to come together and discuss the importance of ESG and how we can incorporate it into our business practices throughout the Company. The program included a variety of physical, wellness, and leadership training activities designed to enhance individual growth, awareness, participation, and engagement with the Company and our ESG program.

ESG Week was created to:

- Raise employees' awareness of the importance and meaning of ESG
- Coordinate mandatory training over one week
- Enhance communication with Ormat employees and managers globally
- Encourage proactive safety behavior across sites
- Provide health & wellness education and activities to employees
- Create opportunities for engagement with local communities



- **DEIB sessions:** Workshops and presentations on diversity benefits and unique departmental contributions
- **Health & Wellness:** nutritionist, health coach, sports competitions, mental health awareness, etc.
- **Safety training:** Safety training on equipment, first aid, and confined spaces



- **Good governance:** compliance training, data privacy
- **ESG education:** Climate Change, ESG Success stories at Ormat, SDGs drawing competition
- **Creating a safe work environment:** discrimination and anti-harassment training



- **Leadership & Professional Development:** improving communication skills and time management
- **Volunteer activities:** tree planting, food donations, creating a vertical garden, cleaning days



Materiality Analysis

To enhance our ESG program and strategy, we continue to utilize the material ESG topics identified in our 2022-2023 analysis. This process included sector benchmarking, a review of global standards, and stakeholder interviews to gather insights on relevant ESG focus areas. A questionnaire ranked these topics based on their perceived importance to Ormat, considering both short- and long-term impacts on our success. The final list of the most material topics, which received the highest rankings from stakeholders, was approved by senior management. For further details, please refer to our [previous report](#).

Our ESG Material Topics:



ENVIRONMENTAL

- Climate Risks and Opportunities
- Climate Change Mitigation
- GHG Emissions



SOCIAL

- Occupational Health and Safety
- Community Engagement
- Diversity, Equity, Inclusion, and Belonging (DEIB)
- Human Capital Development and Retention



GOVERNANCE

- Corporate Governance
- Ethical Business Practices and Human Rights
- Anti-Bribery and Anti-Corruption
- Regulatory Compliance



Stakeholder Engagement

As a global Company, we are committed to establishing and maintaining regular, proactive communication with key groups of our stakeholders. This includes employees, customers, shareholders, financing bodies, policymakers and public authorities, social and environmental nonprofit organizations, local communities, academia, and the media. Sharing information in a transparent manner is based on our core values and serves to advance our goal of fostering mutual trust and credibility with our stakeholders.

Our approach to managing stakeholder engagement is outlined in our *Stakeholder Engagement Policy* and provides a framework for productive, transparent, and equitable communication and relationships with stakeholders.

To highlight our ESG commitment and activities, we publish an annual report that we share with our stakeholders and reach out to a range of groups to gather quantitative and qualitative feedback. Based on this stakeholder engagement process, we are able to identify areas of focus, prioritize issues, and focus on the Company's ESG strategy and objectives.

Stockholder Engagement

Stockholder engagement is fundamental to our commitment to good governance. We engage regularly with our investors to share updates on our strategic, financial and operating performance, and to listen to valuable feedback on issues our Stockholders care about most. In 2023, a variety of topics were discussed with stockholders, including sustainability issues and ESG.

Stakeholder Group	Potential Methods of Communication
Employees	Employee communication portal and newsletters; training, performance reviews and employee evaluations; events and conferences; and open dialogue between employees, managers, and human resources representatives. ¹⁰
Customers	Website, customer service, webinars, on-going sales and business development relationships.
Investors & Shareholders	Communication and updates through the Investor Relations page on the Ormat website, investor calls, conferences and non-deal road shows, annual meetings of stockholders, earnings calls, annual and quarterly reports filed with the SEC, and press releases.
Financing Entities	Engagement through compliance reviews and action plans, annual and quarterly reports, on-going communication through our finance department.
Public Authorities, Policy Makers and Regulators	Engagement through industry organizations, participation in workshops, conferences and events, compliance reviews and action plans, lobbying activities, and ongoing communication.
Local Communities	Communication through relevant local communication channels, as per our Stakeholder Engagement policy, as well as tours and meetings at local facilities.
Social & Environmental NGOs	Participation in relevant events and conferences, contributions and volunteering activities, cooperation in industry and local initiatives.
Media	Ormat website, press releases and informational notes, tours at Ormat's various facilities, and ongoing communication.
Academia	Cooperation in conducting research and development activities, providing support for scientific initiatives and educational opportunities, and tours at Ormat's various facilities.

¹⁰ This list is not exhaustive and is presented as an example of employment engagement activities which may vary across jurisdictions.

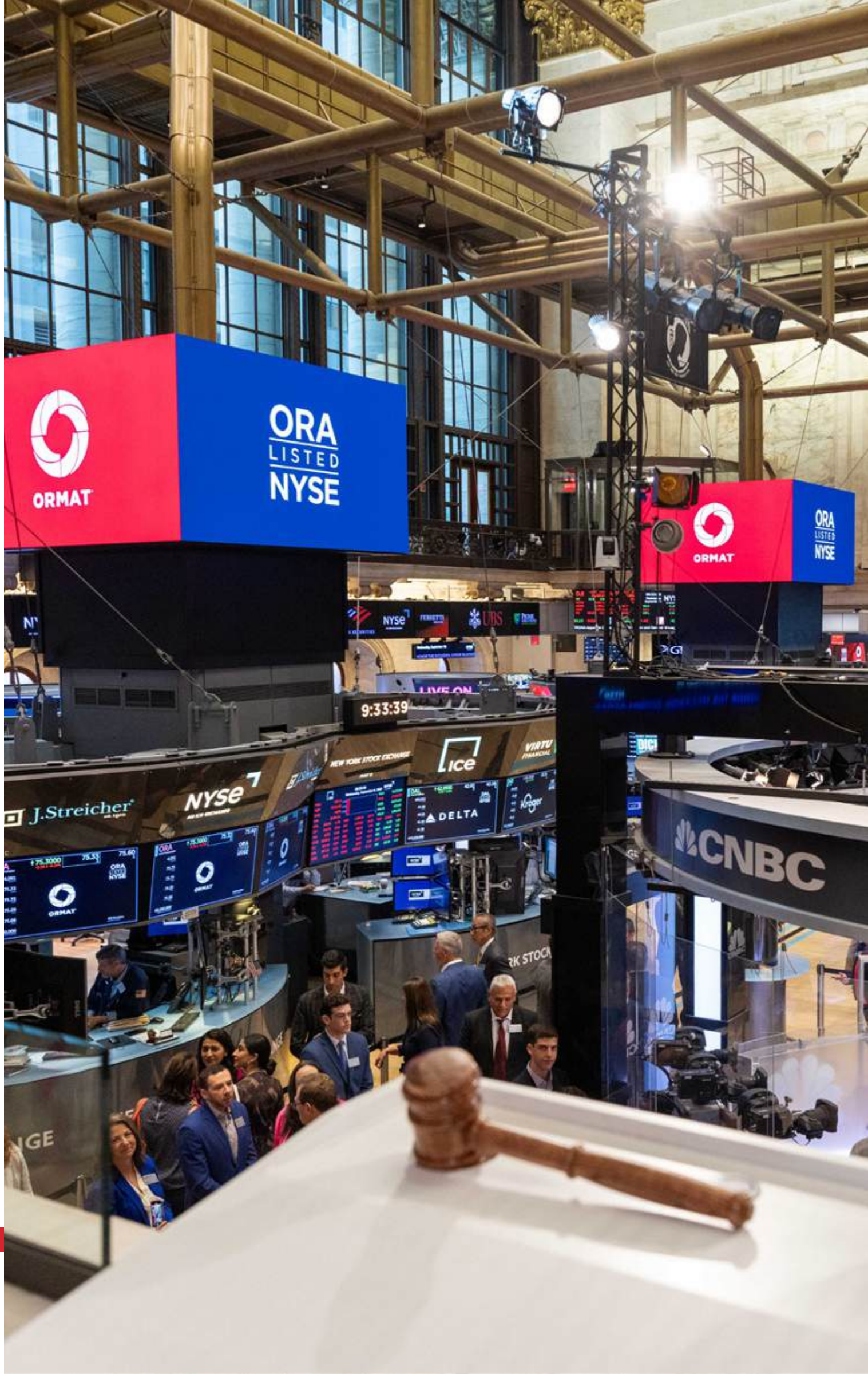
External Initiatives & Memberships



We work with a range of external organizations, associations, and governmental entities to support our ESG activities and raise awareness of sustainability issues in the sector. These associations are developed based on common alignment with our business and ESG commitments and values.

	Organization
Geothermal Organizations	Geothermal Rising - U.S.
	Women in Geothermal (WING)
Energy Organizations	California Energy Storage Alliance (CESA)
	World Energy Council
	Utah Clean Energy
	Women in Renewable Industries and Sustainable Energy
Health and Safety Organizations	National Safety Council – U.S.
	AGC Safety Committee
Chambers of Commerce	Hawaii Island Chamber of Commerce
	Israel Export Institute
	Israel Latin America Association
	Israel Turkey Business Council

Ormat celebrates 20 years of trading on the New York Stock Exchange (NYSE)



Sustainable Development Goals (SDGs)

As part of the 2030 Agenda for Sustainable Development, the United Nations has adopted 17 Sustainable Development Goals (SDGs) to address some of the world's most pressing social, economic, and environmental issues.

As a leading global renewable energy provider, Ormat has an important leadership role in supporting the SDGs. We have identified specific SDGs where our operations have the greatest impact.



Ensure access to affordable, reliable, sustainable, and modern energy for all | 7.2; 7.3; 7B

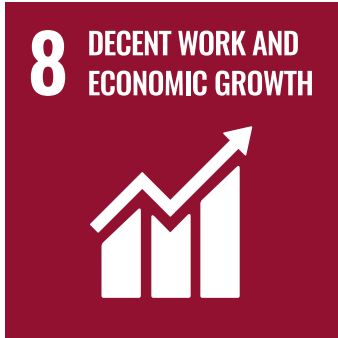
As a leading provider of renewable energy solutions worldwide, we are helping countries and communities meet their renewable energy targets by helping them reduce their reliance on the import of conventional, fossil fuel-based energy sources.

Own & operate

~1,285 MW

of sustainable energy

8% increase in net sustainable energy provided in 2023 compared to 2022



Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all | 8.3; 8.4; 8.5; 8.6; 8.8

As a global renewable energy Company, we are creating and providing jobs in the sustainable energy sector with a focus on hiring from local communities. Ormat is also investing in renewable technology projects that work to achieve higher levels of economic productivity through technological innovation. We are increasing employment, education, and training through our Ormat-sponsored schools.

100% of plant management employed from local communities

About 41,200 hours of training was provided to employees in 2023



Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation | 9.1; 9.4; 9A

Our power plants contribute to the existing energy generation infrastructure in the countries where we operate. The nature of renewable energy infrastructure helps to support the increase in the overall level of resilience in the country of operation. We actively encourage the adoption of clean technologies, mainly in developing countries that may have limited access to such solutions.

Ormat has developed renewable energy power plants in **30** countries around the world, **16** of which are developing countries

192 patents and patent applications, out of which **58** are U.S.-issued patents

\$7.2 million in research and development expenses in 2023



Ensure sustainable consumption and production patterns | 12.2; 12.5; 12.6

We encourage the sustainable use of materials and resources, including natural geothermal resources. We actively promote and enforce practices for recycling, reclamation, and reuse of materials at our operational sites, with a specific emphasis on our manufacturing facilities.

52% of non-hazardous waste recycled

53% of total waste (hazardous and non-hazardous) recycled

97% of our electricity consumption is from self-generated, renewable energy



Take urgent action to combat climate change and its impacts | 13.1; 13B

We provide customers with renewable sources of energy and reduce their need to use non-renewable energy sources. These efforts build resilience and a capacity for dealing with future climate change-related risks through the use of sustainable reliable energy. In addition, we analyze our risks and opportunities in terms of climate change impacts, and work to assess how our business and operational activities impact the likelihood of climate change and other environmental impact scenarios.

For the 6th consecutive year, we completed the CDP questionnaire. In 2023, we earned a “Management” (B) score for our coordinated climate action efforts

We’re developing a TCFD report on climate risks and opportunities

2,212,508 tCO₂e avoided emissions compared to the local grid



Sustainable Finance

In 2022, we introduced the *Ormat Green Finance Framework*, which was developed in alignment with the Green Bond Principles (GBP) issued by the International Capital Markets Association in 2021. Green bonds enable capital-raising and investment for new and existing projects with environmental benefits, and the GBP seeks to support issuers in financing environmentally sound and sustainable projects that foster a net-zero emissions economy and protect the environment. The GBP promotes transparency that facilitates the tracking of funds to environmental projects while simultaneously aiming to improve insight into their estimated impact.

Through the Ormat Green Finance Framework, we intend to allocate an amount equivalent to the net proceeds from offerings of the green bonds to finance or refinance ‘Eligible Green Projects’.¹¹ Projects could include:

- Research, field and site development, and operation of new geothermal energy generation facilities with GHG emissions less than 100g CO₂e/kWh
- Upgrades to existing geothermal power plants to increase efficiency, resiliency, and reliability
- Energy storage or solar PV systems
- Eco-efficient products that support the circular economy

We have established a **Green Bond Committee** composed of members from our executive finance, investor relations, legal, and ESG teams to review and select eligible green projects that align with Ormat’s corporate and ESG policies and strategies. In 2024, we plan to publish the *Green Bond Report*, which was reviewed by a qualified independent external reviewer. The report will include information on Eligible Green Projects, including amounts allocated and impacts.

11 Eligible green projects are defined in the *Ormat Green Bond Annual Report*.



ORMAT

ENVIRONMENT

We are leaders in the geothermal energy sector, and we have developed a range of innovative products and solutions that continue to drive our success and contribute to the global renewable energy transition.

Our activities have an inherent positive impact not only on our own operations, as we consume the sustainable energy we produce to run our power plants, but also across the value chain, as we minimize the GHG emissions of electricity grids around the world to supply residents and other consumers with reliable, renewable energy.

8%
increase in
renewable energy
production in 2023
vs. to 2022

17%
absolute reduction
in Scope 1 and
2 GHG emissions
from the 2019
baseline

2,212,508
tCO₂e avoided
emissions
compared to local
electricity grids

97%
of electricity
consumption was
self-generated
renewable energy

Our Role in Fighting Climate Change



Ormat has developed more than **3,400 MW of sustainable energy through our geothermal and recovered energy power plants.**¹²

We are proud of the role we play in the renewable energy transformation and our ability to deliver reliable, sustainable power and energy solutions to customers around the world.

Geothermal power plants typically produce approximately one-sixth the carbon dioxide produced by similarly sized natural gas power plants, with hardly any nitrous oxide or sulfur dioxide emissions. The main source of emissions at geothermal plants occurs naturally, from the release of steam from the geothermal reservoirs. Furthermore, geothermal power is a local resource that offers communities reliable, renewable energy that is available 24 hours a day, 365 days a year. Geothermal power plants play an important role in helping countries meet their carbon reduction targets, and in supporting grid resilience.¹³

8,763,125 MWh
of geothermal energy

77,860 MWh
of solar energy

218,594 MWh
of REG

138,961 MWh
of net¹⁴ storage
provided

In 2023, Ormat's generating portfolio, which includes geothermal, solar and REG, generated a total of **9,059,579 MWh** (gross) of electricity, out of which we sold 79% to the grid. The remaining energy was used to run our power plants' auxiliary needs.

In 2023, we added 139 MW of new capacity to our portfolio, consisting of new development projects and a strategic acquisition.

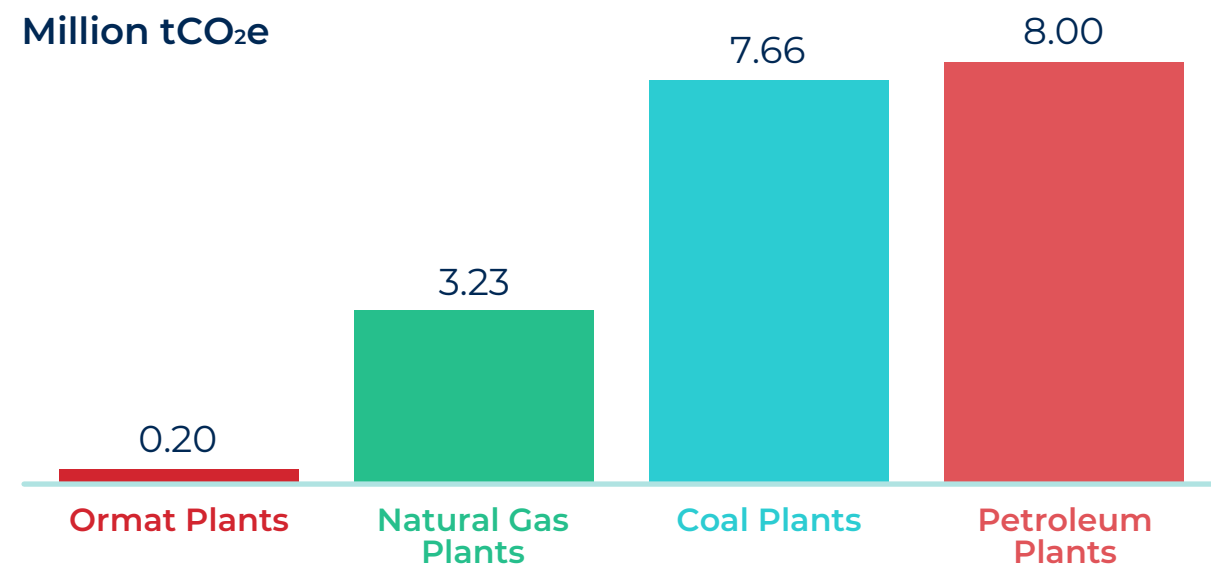
¹² As of the publication of this report.

¹³ **Geothermal FAQs**, U.S. Office of Energy Efficiency & Renewable Energy.

¹⁴ We present net MWh, since gross MWh data includes the inherent loss of power of the battery.

Ormat as a Pathway to a Net Zero Future

Ormat’s geothermal power plants have significantly lower CO₂e emissions compared to power plants that run on coal or other fossil fuels for the equivalent amount of power.¹⁵



Energy Storage for Grid Resilience

Ormat’s energy storage facilities contribute to a more sustainable and resilient electricity grid, enabling the increased use of intermittent renewable energy resources, such as wind and solar. We consider energy storage as an essential component in supporting the global transition to clean energy and the fight against climate change.

In 2023, Ormat’s energy storage facilities provided 138,961 MWh of energy to the grid.

This is a 7% increase from 2022, attributed to the commissioning of five new energy storage facilities in California, New Jersey, Texas, and Ohio in 2023, with a total capacity of 82 MW/102 MWh.

15 Emission factors used for conventional energy sources from: *U.S. Energy Information Administration - electricity net generation and resulting CO₂ emissions by fuel*, 2022. U.S. data represents 80% of our activity.

16 Comparison to local grids was calculated using location-based emission factors for each of Ormat’s sites.

Overall, we estimate that Ormat’s facilities powered by renewable energy avoided 2,212,508 metric tons of CO₂e emissions in 2023, compared to local electricity grids at Ormat’s locations¹⁶

McGinness Hills Complex, NV, U.S., 146 MW

Implementing Innovative Technologies & Solutions

At Ormat, we have a long history of developing innovative technology and solutions to drive the renewable energy transition. Our R&D department continuously seeks innovative solutions to improve the efficiency of our operations, including our environmental performance, at existing and new sites.

We have **192 patents and patent applications** worldwide, including 58 patents issued in the U.S. and 39 pending U.S. patent applications. These cover our products and systems, including power units based on the Organic Rankine Cycle.

Recent innovations:

- Development of the **new, efficient and reliable Plain Bearings Turbine (PBT)** that requires minimal maintenance, thereby reducing the release of circulation fluids that can occur during repairs. Ormat's new turbine has replaceable bearings, with an overall lifespan of 10-15 years. A newly designed turbine was installed in the Desert Peak facility in early 2024.
- At our Steamboat site, introduction of **new pressure and noise reduction equipment**, customized to meet the needs of the facility. New fans were installed in the air-cooling system to reduce overall noise.
- **A new system that separates oil from the pentane and circulation fluids**, thereby extending the lifespan of the turbine and reducing loss of circulation fluids and oil during down time and maintenance. We plan to implement the new system in all new Ormat turbines.
- **Innovative cleaning system for heat exchange pipes** to prevent build-up and minimize the need for scaling treatments, which require the use of harsh chemicals. The process utilizes sponges that continuously clean the pipes, reducing down time for maintenance. It also makes it possible to lower the temperature of the heating fluid, thereby increasing efficiency. The new system was introduced at our Steamboat facility in 2023, with plans to expand it to other facilities in the future.

Expanding into New Technologies

We recognize the importance of Corporate Venture Capital (CVC) in acquiring or investing in companies with integration and technological capabilities that complement our existing expertise. Through our CVC we are leveraging Ormat's capabilities to support startup development and go-to-market opportunities.

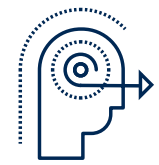
Focus on technologies with the potential to:

1. Create new growth engines
2. Enhance existing business



DISRUPTIVE TECH:

- Renewable & Waste Heat
- Geothermal Subsurface
- Water Technologies



NEW TECH MARKETS:

- Energy Storage
- Hydrogen Technologies
- Carbon Capture

Fostering Innovation through Partnerships

We partner with a range of universities and research institutes to develop new technologies and support innovation in the renewable energy sector. We work with leading institutions in Israel, including the Technion Israel Institute of Technology, Tel Aviv University, and Bar Ilan University to review patents and new products. We also partner with select institutions to help develop university-level courses in geothermal energy.

Ormat proudly sponsors an annual competition at Ben Gurion University of the Negev, focusing on renewable energy and sustainability. In addition to fostering innovation, Ormat also awards scholarships to exceptional students excelling in these fields.

Our GHG Emissions

Ormat actively works to reduce the GHG emissions that we generate through our operations and business practices, and we are committed to mitigating the effects of climate change. We closely track these emissions, with the aim to reduce them globally.

Our carbon footprint includes Scope 1, 2, and 3 emissions, and we regularly report on our progress to the CDP and the Israeli Ministry of Environmental Protection. We use 2019 as our baseline year to calculate our carbon footprint.

In 2023, we established a target of a **5% annual reduction in Scope 1 and 2 GHG emissions intensity (tCO₂e/MWh)** compared to our 2019 baseline year. **We achieved this annual reduction target in 2023.**

CD4 Power Plant (Mammoth Complex), CA, U.S., 30 MW

Scope 1 Emissions

Our Scope 1 (direct) emissions derive from activities at our power plants and Ormat-owned facilities. These include emissions resulting from Ormat's geothermal power plants with steam content, direct ozone depleting substances (ODS) emissions due to the release of motive fluids at our geothermal plants, the operations of our drilling rigs and machinery, our manufacturing and maintenance processes, and our corporate automobile fleet.

The majority of our geothermal power plants operate **with 100% reinjection of the geothermal resource, and therefore do not generate any emissions**. A small number of our steam and binary plants that have artesian wells with steam content are unable to conduct 100% reinjection of the geothermal resource due to non-condensed gases that rise to the surface from the geothermal reservoir.

Our Scope 1 GHG emissions for 2023 totaled 171,778 metric tons of CO₂ equivalent.

This represents a **15% decrease compared to our 2019** base year, and a 6% decrease compared to 2022¹⁷, as a result of fewer direct emissions from our sites and a reduction in fugitive ODS emissions globally, due to our continuous efforts to further minimize these emissions.

Emissions reduction activities include ongoing management of ODS emissions. To support this, **we conduct daily checks and have installed FLIR (Forward Looking Infra-Red) cameras** at select sites. We are developing further solutions to reduce ODS emissions, and in 2023 we implemented a new sealing system at a customer's facility in Germany to prevent refrigerant gas emissions. We plan to integrate this solution at other facilities, including Guadeloupe and Neal Hot Springs, to help reduce ODS emissions at those sites.

Scope 2 Emissions

The main emissions associated with our Scope 2 (indirect) emissions include the electricity we consume at our manufacturing facilities, offices, and some of our plants, as well as auxiliary and power losses from our battery storage facilities.

Our Scope 2 GHG emissions for 2023 totaled 25,934 tonnes of CO₂ equivalent.

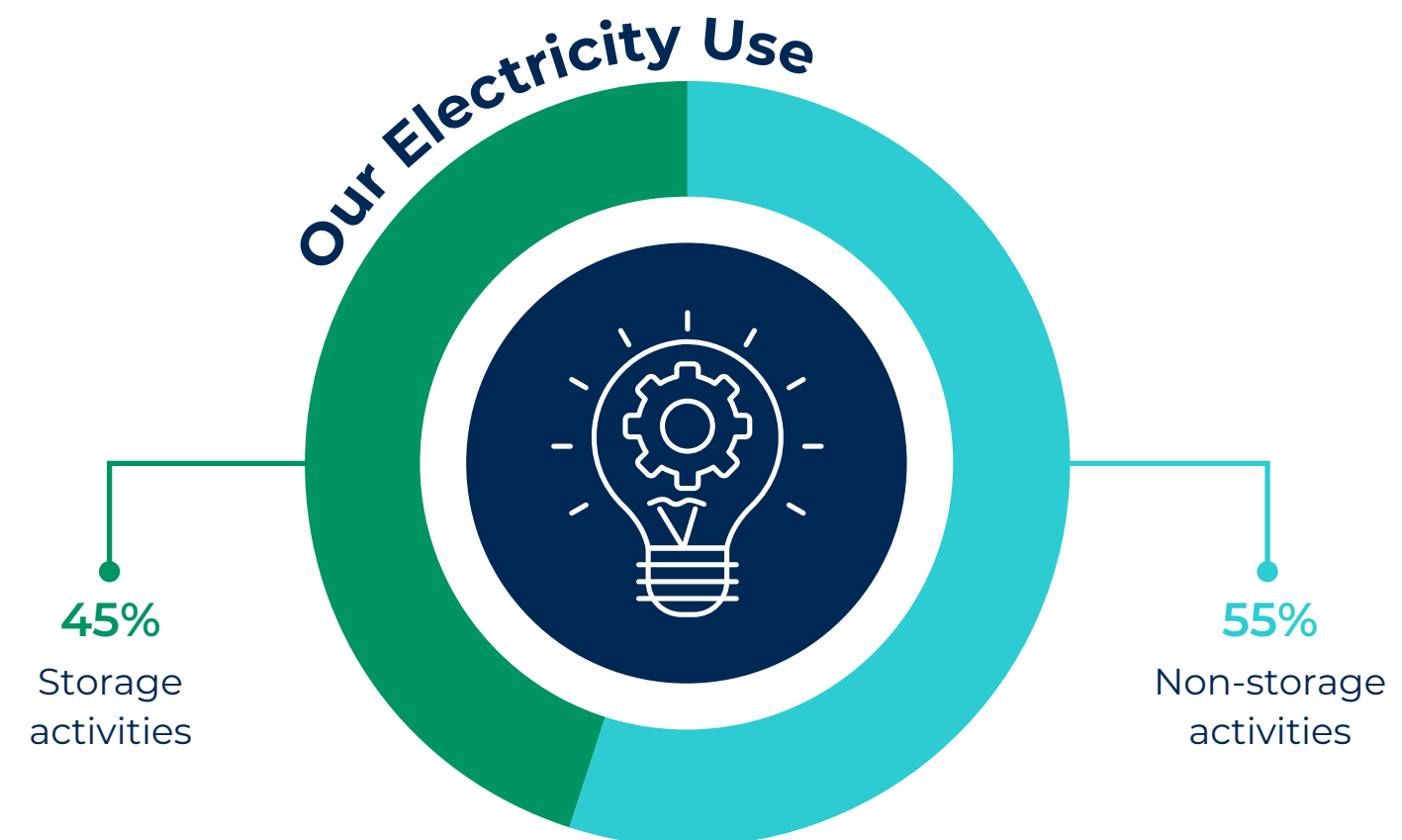
This represents a decrease of 25% compared to our 2019 base year and a 4% increase compared to 2022.¹⁸

This increase is due to the expansion of our energy storage

segment, which consumes electricity and represented 27% of our total Scope 2 emissions in 2023. We expect this segment to grow in the following years due to the planned expansion of our energy storage activities.



We strive to shift our electricity use to renewable resources, such as our own geothermal and solar power, rather than electricity purchased from the grid. In 2023, **97% of the electricity we consumed was from self-generated, renewable geothermal and solar energy**.



¹⁷ We have restated our 2022 data, following updates to direct emissions at our Dixie Valley, Brawley and Heber sites. For more information on restatements, see 'About this Report'.

¹⁸ We have restated our 2022 data, following recalculations, as well as a correction in data collection at our manufacturing facility in Israel.

Emissions Intensity

In order to account for our environmental performance and progress, we track our emissions intensity, as well as our absolute Scope 1, 2, and 3 emissions. At Ormat, we use two calculations for emissions intensity: emissions by revenue and emissions by power generation. Both are calculated using 2019 as the base year and point of comparison.



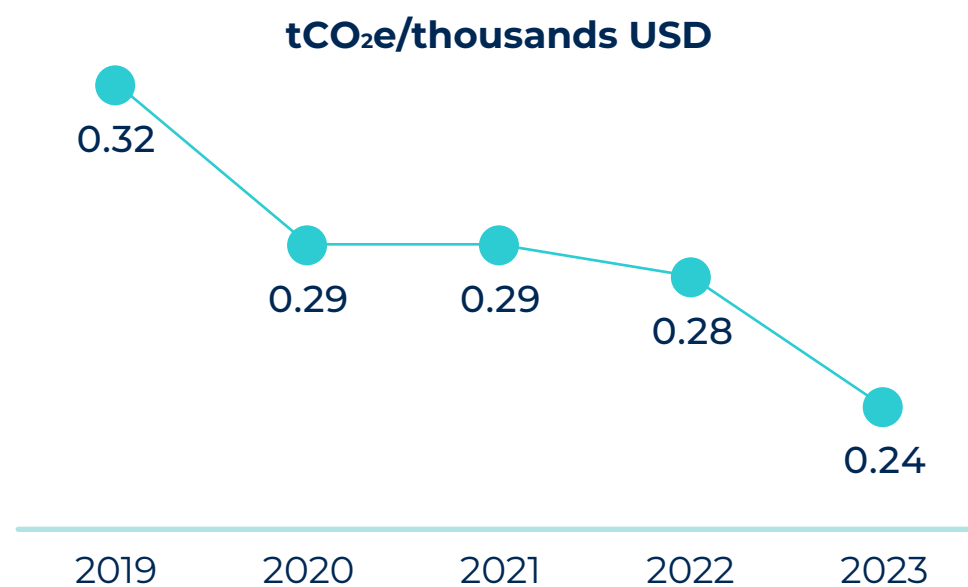
In 2023, we met our target of a 5% annual reduction in Scope 1 and 2 GHG emissions intensity

Woods Hill, CT, U.S., 20 MW

Emissions by Revenue

Our 2023 **Scope 1 & 2 GHG emissions intensity by revenue** was 0.24 tCO₂e per thousands of dollars.

This represents a **decrease of 25%** compared to our 2019 base year and a 16% decrease from 2022.



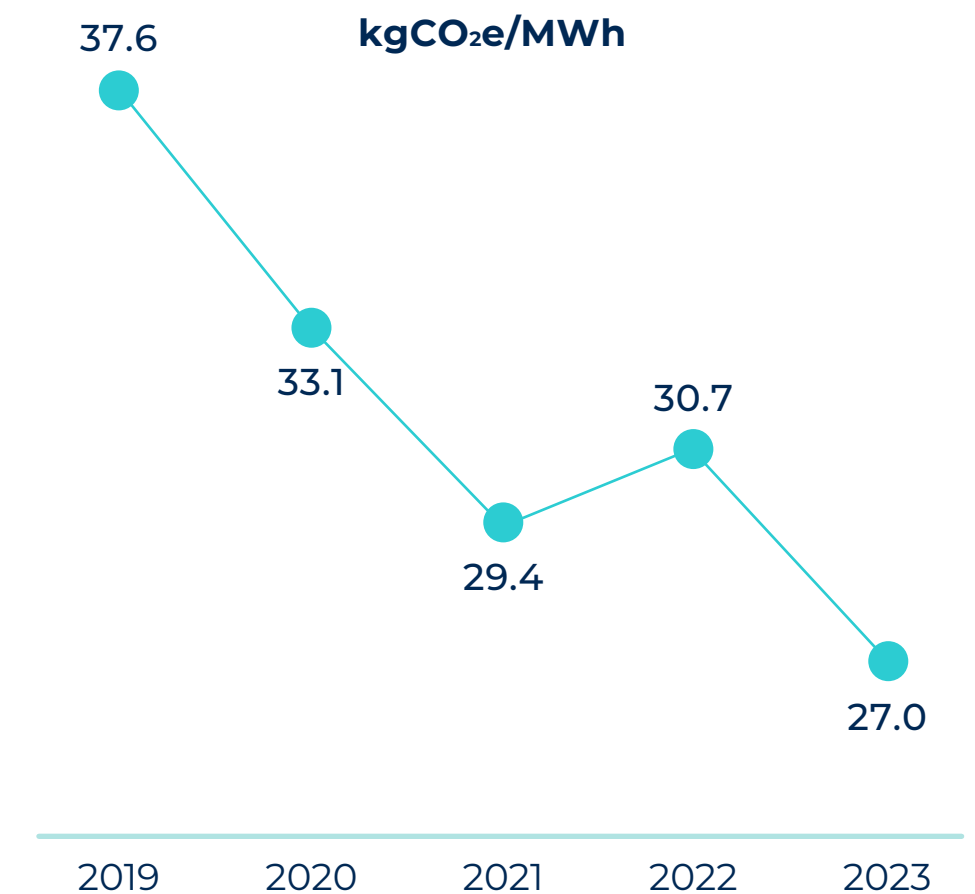
Emissions by Power Generation

Measuring the intensity of our GHG emissions by power generation reflects our strategy to grow our business by adding renewable energy generation sources. With the new sustainable power plants and activities we plan to add in the coming years, we anticipate this measure will continue to improve over time.

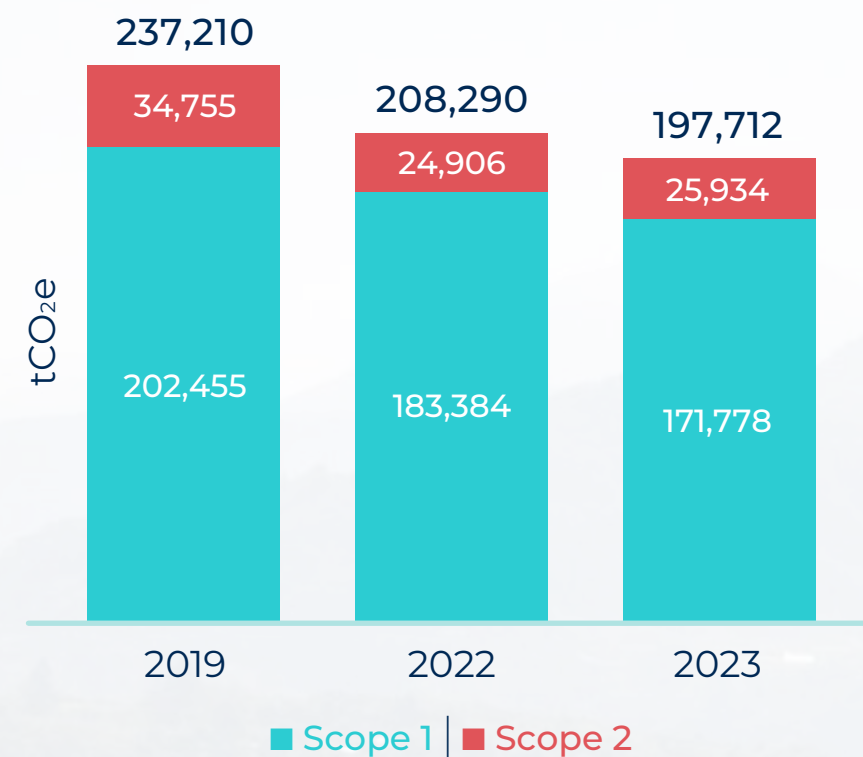
Our **2023 Scope 1 & 2 GHG emissions intensity by power generation** was 27.0 kgCO₂e per MWh.

This represents a **decrease of 28%** compared to our 2019 base year and a **12% decrease** compared to 2022.

Some of our newly purchased geothermal plants currently generate more GHG emissions due to their use of technologies different from the Ormat technology deployed in power plants we developed. We are in the process of replacing some of the equipment in these plants and expect this to reduce their GHG emissions and intensity in the future.



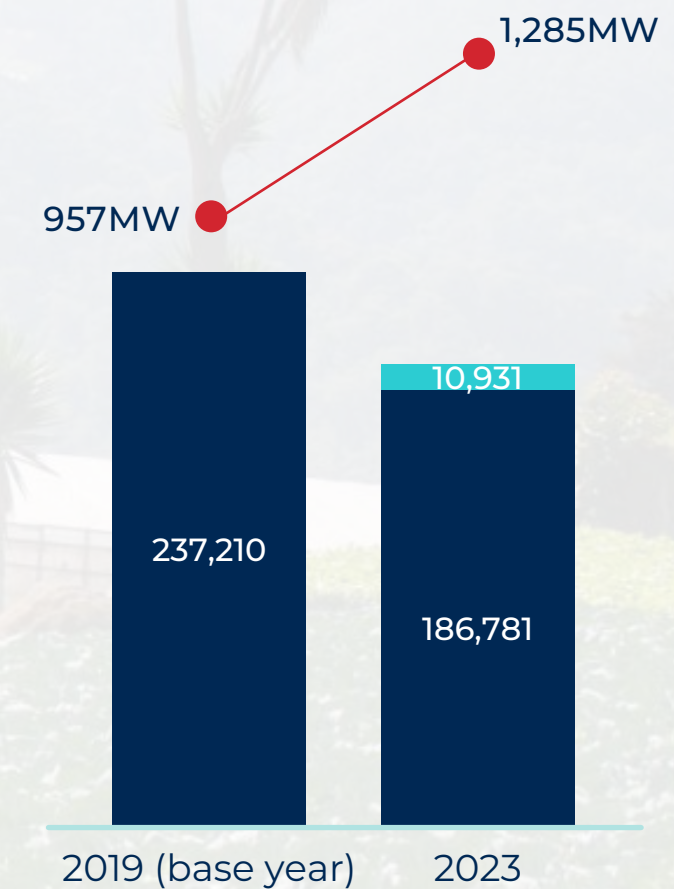
Scope 1, 2 Emissions (tCO₂e)



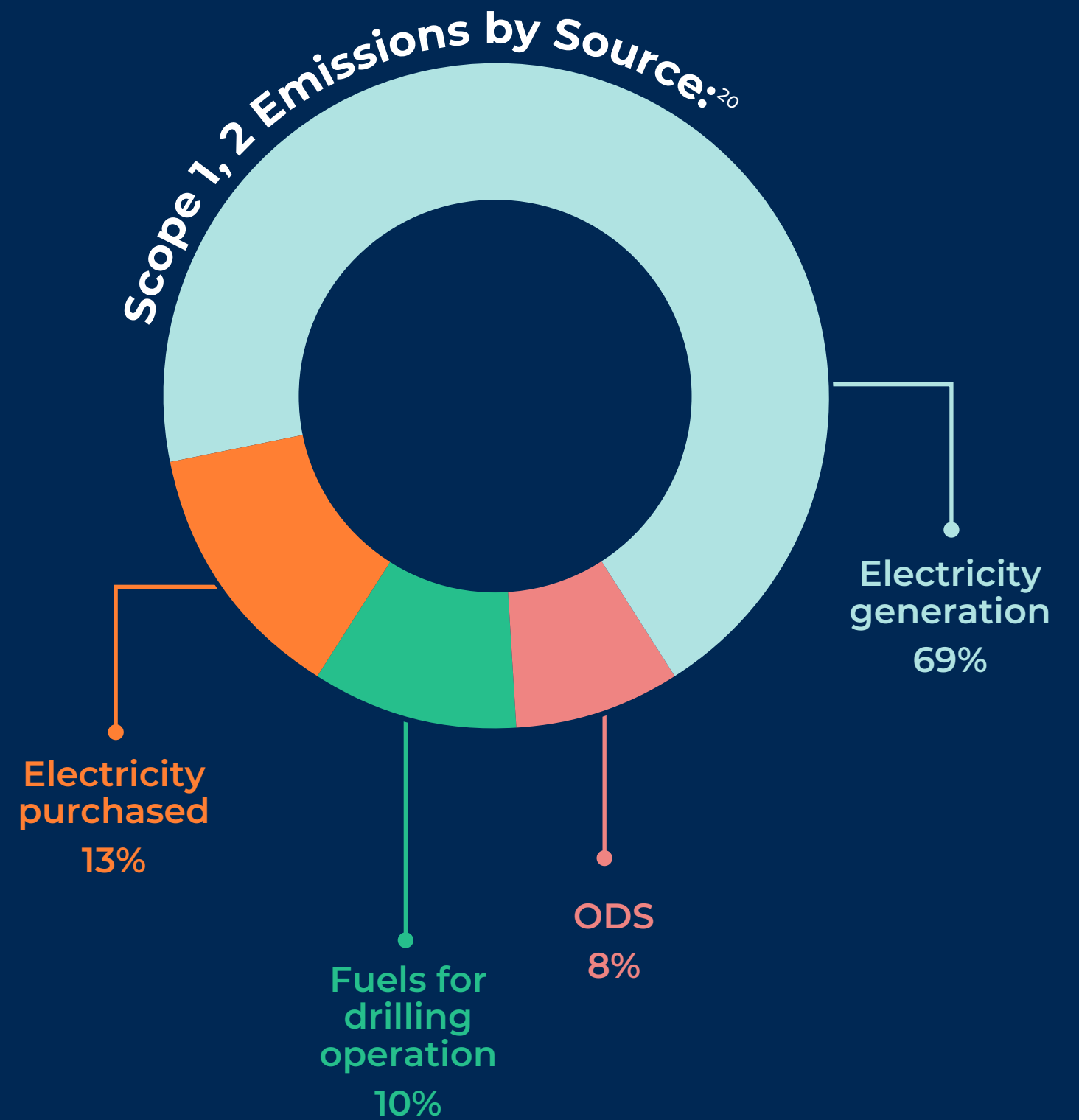
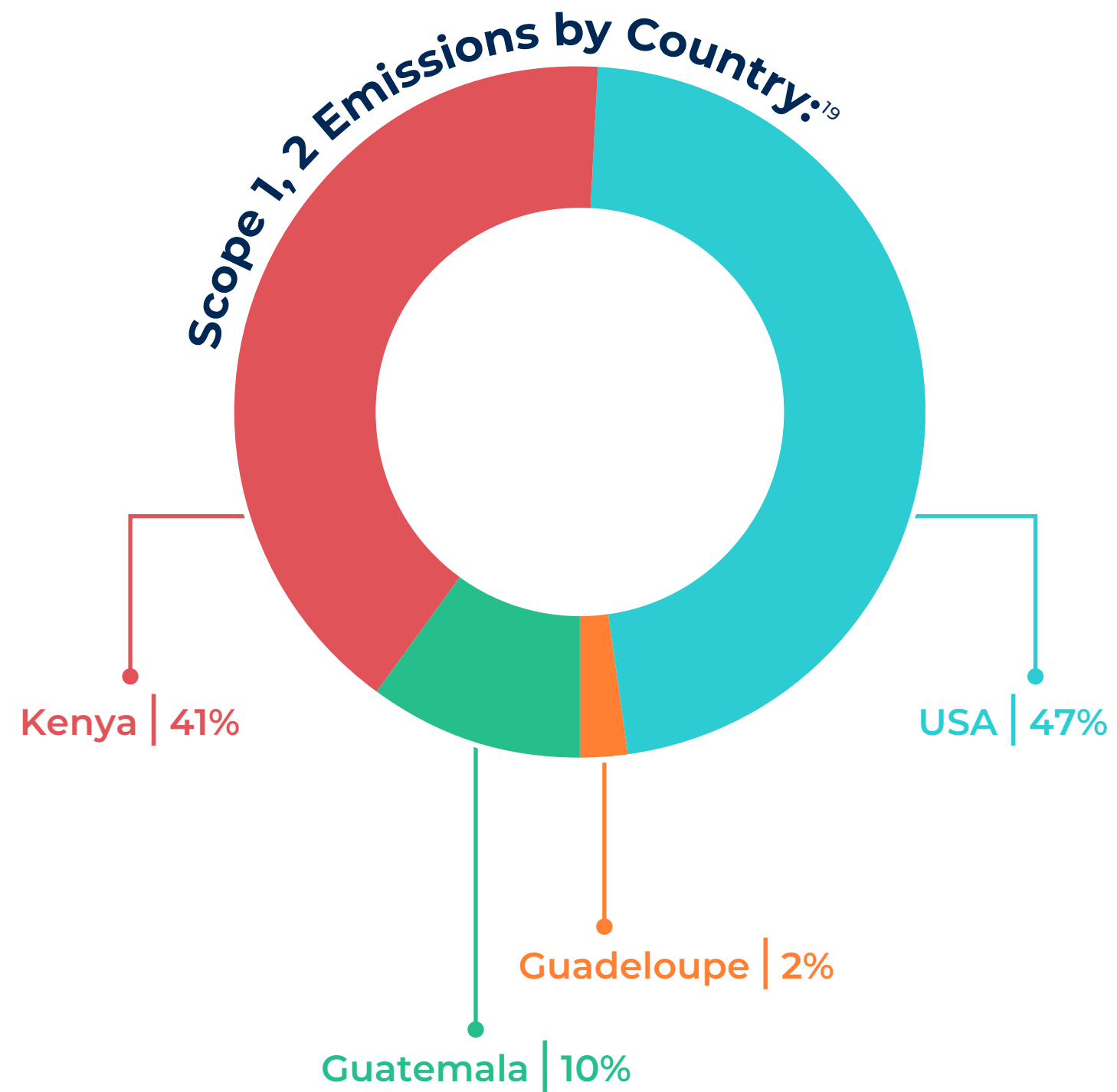
In 2023, we successfully reduced our Scope 1 and 2 emissions by 5% compared to 2022.

Reducing emissions while increasing production

As we expand our portfolio and increase our energy production capabilities, we continue to focus on reducing our emissions. Between 2019 (our base year) and 2023, **our production portfolio increased by 34%, while our absolute Scope 1 and Scope 2 emissions decreased by 17%**. If we were to exclude new assets acquired by Ormat, emissions would have decreased by 21% in that time. Many of these new assets emit relatively more emissions than the original facilities built by Ormat, and we are working on measures to reduce emissions at these new assets.



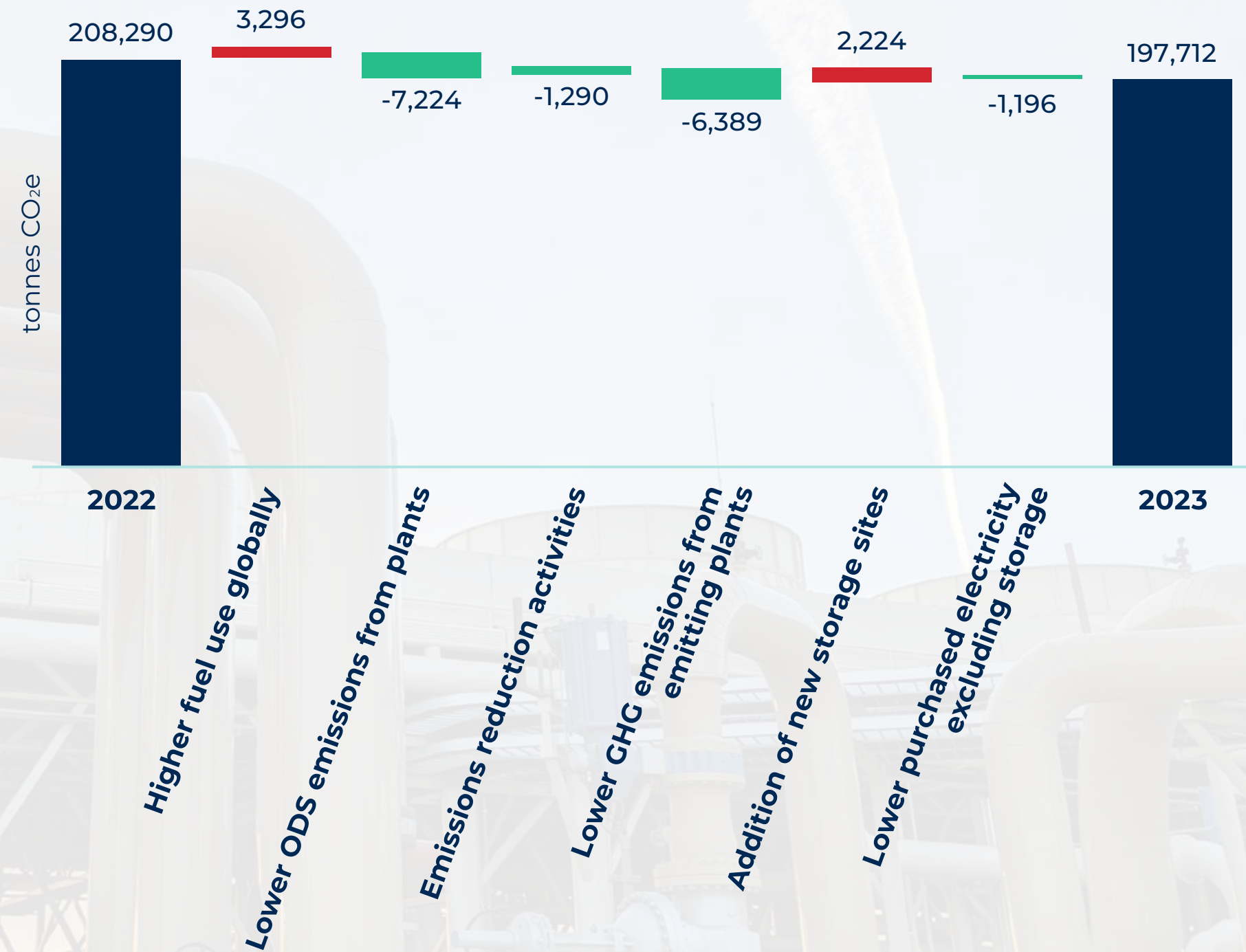
■ Emissions sourced from original assets (tCO₂e)
■ Emissions sourced from new assets (tCO₂e)
■ Installed capacity growth (MW)



¹⁹ Countries where emissions make up less than 1% of total emissions are not shown.
²⁰ Categories where emissions make up less than 1% of total emissions are not shown.

Change in Scope 1&2 GHG Emissions

Key factors driving Ormat's emissions reduction from 2022 to 2023



Scope 3 Emissions

As part of our commitment to sustainability, we recognize that to fully understand the climate impact of our business, it is crucial to track and monitor not just Scope 1 & 2 emissions, but our Scope 3 emissions as well. Scope 3 emissions cover indirect emissions that occur both upstream and downstream **from value chain activities**.

Regarding downstream activities, we are mainly positive, as **we replace the conventional electricity on the grid** with renewable, sustainable energy for communities to use. Tracking upstream activity is more challenging, and we acknowledge the difficulty in calculating emissions within a complex, global value chain.

In 2023, we undertook a comprehensive mapping process of Scope 3 emissions across our value chain. This built upon our initial measurement efforts to identify and calculate Scope 3 emissions done in previous years. The assessment was done according to the GHG Protocol's methodology across all 15 Scope 3 Categories.

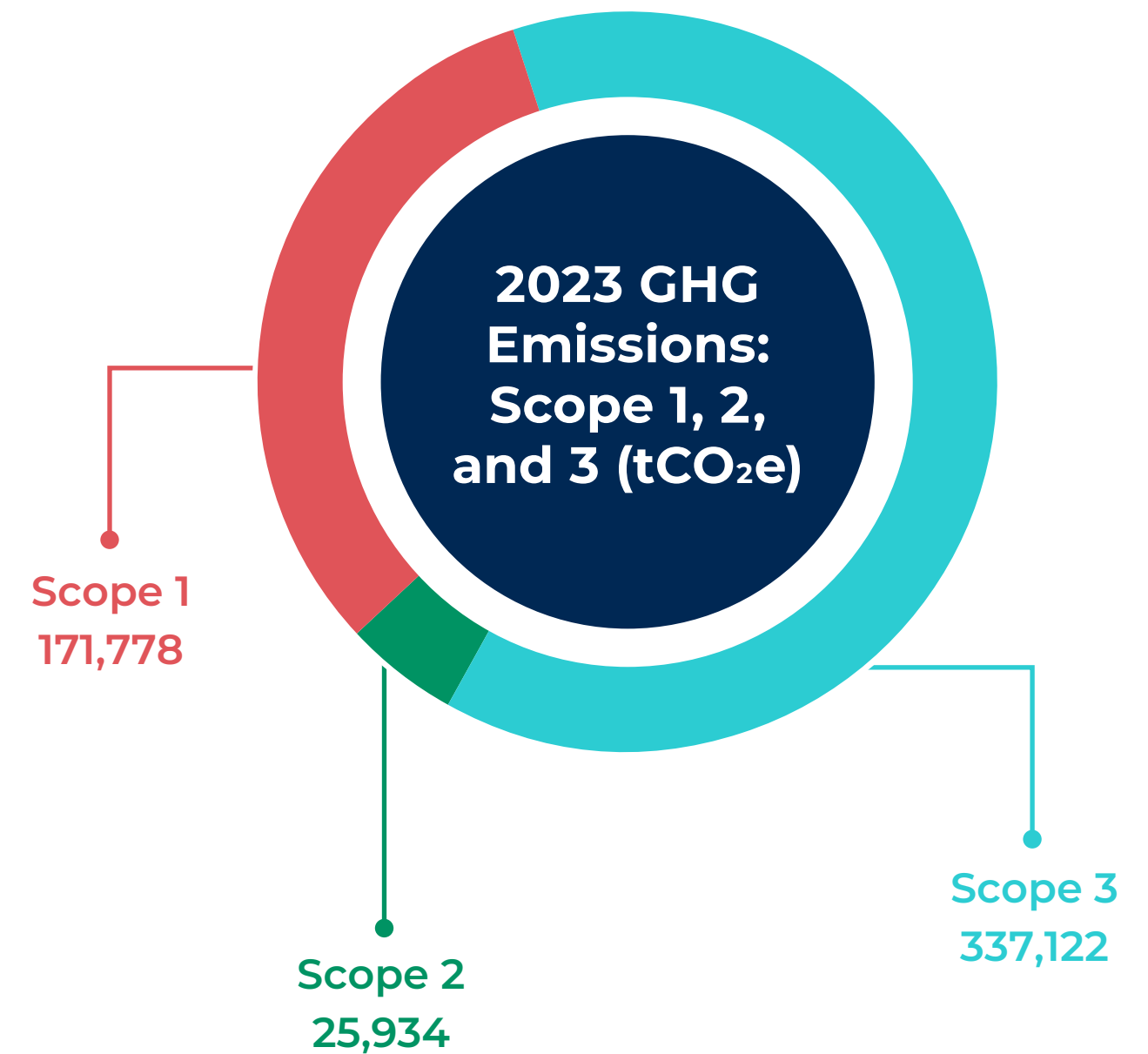
Following the assessment, we have identified the main sources of our Scope 3 emissions, which fall under the following categories:

- Category 1: Purchased Goods and Services
- Category 2: Capital Goods
- Category 3: Fuel and Energy-Related Activities
- Category 4: Upstream Transportation and Distribution
- Category 5: Waste Generated in Operations

- Category 6: Business Travel
- Category 7: Employee Commuting
- Category 9: Downstream Transportation and Distribution
- Category 12: End-of-life treatment of sold products

Our calculated Scope 3 GHG emissions for 2023 are 337,122 metric tons of CO₂ equivalent.

We will continue to measure and report on our Scope 3 emissions in an effort to better understand impacts throughout our value chain and to support enhanced transparency. We are working to improve our data collection processes and methodologies, mainly through more accurate data calculations (actual quantities vs. spend data), and the implementation of new digital systems to help us better quantify our data.²¹



²¹ The 2022 Scope 3 data has been restated according to the same categories and methodology mentioned above and totals 396,059 metric tons of CO₂ equivalent. Information about Scope 3 data restatements for previous years can be found in the 'About this Report' section.

We take a proactive approach to managing water resources, especially in water-stressed areas

Water reservoir near Mammoth Complex, CA, U.S.



Managing our Water Use

Management of water resources is of key importance to Ormat and our stakeholders. This includes managing water required for cooling in geothermal energy generation, as well as water resources used for other processes. We utilize water resources from diverse sources to operate our power plants, manufacturing facilities, and offices, as well as for our drilling operations. We are dedicated to managing our water resources in an environmentally responsible and sustainable way. **Our current goal is to maximize water recycling at all locations by 2025**, and we are actively working to establish a measurable target.

Management Approach

The Ormat **Water Management Policy** outlines our commitment to sound water management and describes how we actively work to control our impact on water, including through the management of water risks and opportunities. We take a proactive approach to managing water resources, especially in water-stressed areas. We aim to exceed local environmental compliance, so we are prepared for water emergencies and are proactively supporting long-term water

security in the communities in which we operate. Water management activities are also conducted in line with the Company's **'Environment and Climate Change' and 'Integrated Quality Environment Health and Safety (QEHS)' Policies**.

Our water sustainability vision is to promote the use of water resources in an environmentally responsible and sustainable manner.

Ormat's senior management is responsible for overseeing our water management and identifying water risks. Daily water management is overseen by the plant manager at each site, and we work to control, track, measure, and report relevant usage data, with the aim of measuring our progress and ensuring transparency on various water management issues. We also analyze water usage to identify opportunities to improve efficiencies and management in our operations, and continue to perform testing and monitor projects that may have the potential to impact local aquifer and groundwater quality. Water usage is also tracked at our manufacturing facilities, and we actively seek opportunities to minimize the amount of water used in our production processes.

Water Usage

In 2023, our water consumption was 20,639,331 m³, an increase of 1.5% from 2022.

Over 90% of the water used in Ormat's operations is due to water-cooled plants. While **we prioritize air cooling systems** over water cooling systems wherever possible, in certain locations the high ambient air temperature makes air cooling technologies impractical, so we employ water cooling systems to maintain efficient operations of the geothermal facilities. Where possible, we implement hybrid air/water systems to reduce overall water consumption.

Water Sources

Over 95% of our water comes from water-stressed areas,²² and we recognize the potential impact our activities may have on local water sources. **We conduct studies, including environmental impact assessments**, to uncover and mitigate potentially negative impacts on local hydrology and groundwater systems.

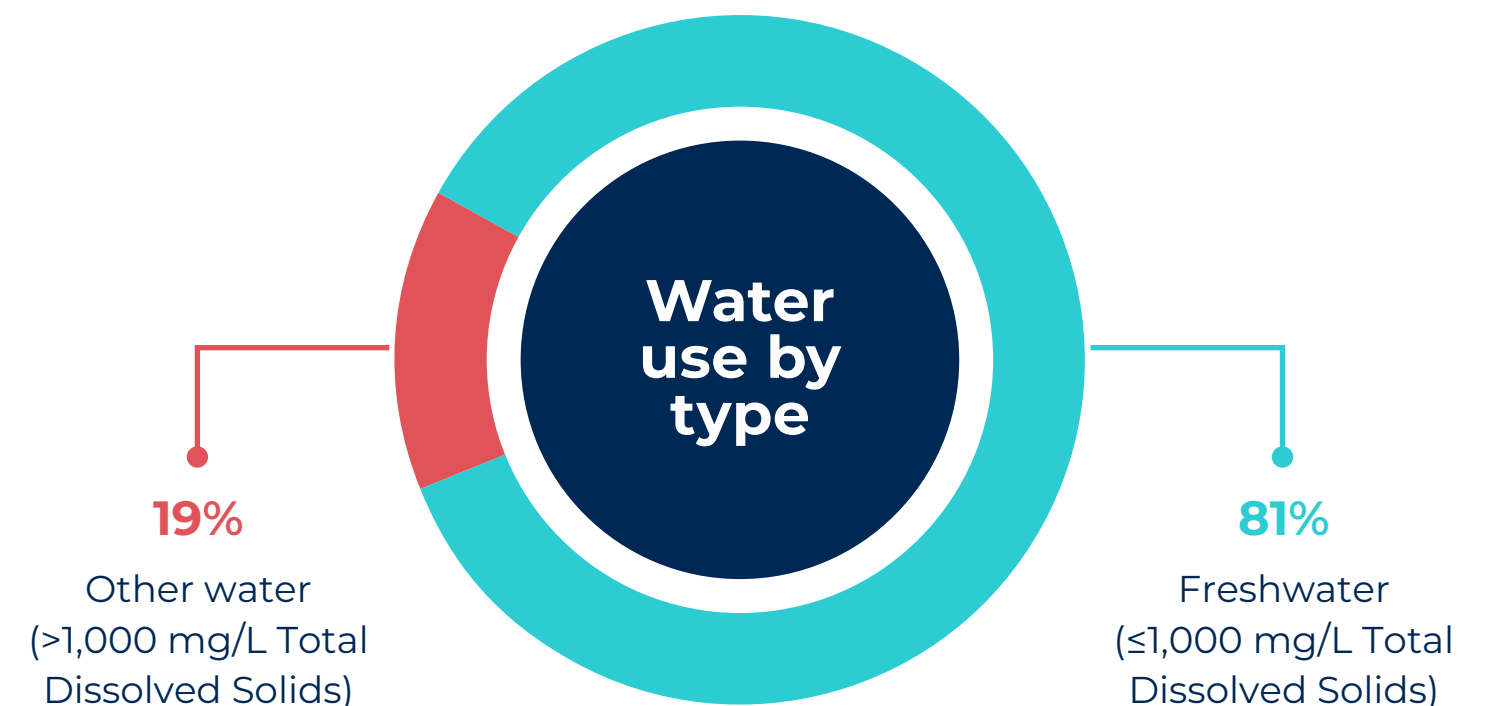
We recognize freshwater as a valuable natural resource, and we strive to minimize the use of freshwater for our operations. Where possible, we utilize water that is not suitable for drinking, as it contains more dissolved solids. In 2023, 19% of the water we used in our operations was non-freshwater. This is an improvement from 2022, when 17% of the water used was non-freshwater.



■ Mammoth Complex, CA, U.S.

Water Reduction Initiatives

We actively search for solutions to reduce or recycle our water usage. In 2023, we switched from water cooling to hybrid air cooling at our Heber 2 site to minimize water use. At the Brady geothermal plant, we partner with a local spice company that uses the waste heat produced by the water in our operations to dry and produce spices, and we are investigating further opportunities to partner with local businesses to benefit from the reuse of our heated water.



22 Water Stressed Areas as defined by by *WRI: Aqueduct Water Risk Atlas*

Managing our Waste

Ormat is committed to managing our waste and material use in an environmentally responsible manner, and we have implemented extensive waste management and materials handling policies across our global locations. We uphold all relevant legal and regulatory requirements regarding waste management, and we map and monitor these standards on the local and national levels on an ongoing basis. We take a proactive approach to prevent leakages or other potentially environmentally wasteful events.

To minimize our impact on the natural environment and help ensure sustainable business practices over the long term, we seek to reduce, reuse, reclaim, or recycle materials wherever possible.

Management Approach

Our waste management process is strategically planned, implemented, measured, and monitored for continuous improvement. This includes the safe treatment of waste, hazardous materials, and recycling efforts. We expect subcontractors to abide by our waste management principles and policies, as set out in our contractual agreements and outlined in our list of Environmental Compliance Responsibilities.

Waste Treatment and Recycling

Waste is treated according to category and type. We recycle both regular and hazardous waste, whenever possible, in accordance with applicable regulations. Hazardous waste produced at our geothermal plants includes materials such as industrial lubricants and organic motive fluids, and mineral scale that can form as a byproduct of the use of geothermal resources. Where possible, we work to prevent and reduce scale build-up. In locations where there is scale build-up, we remove and dispose of it in accordance with relevant local regulatory requirements and internal guidelines for sound environmental management.

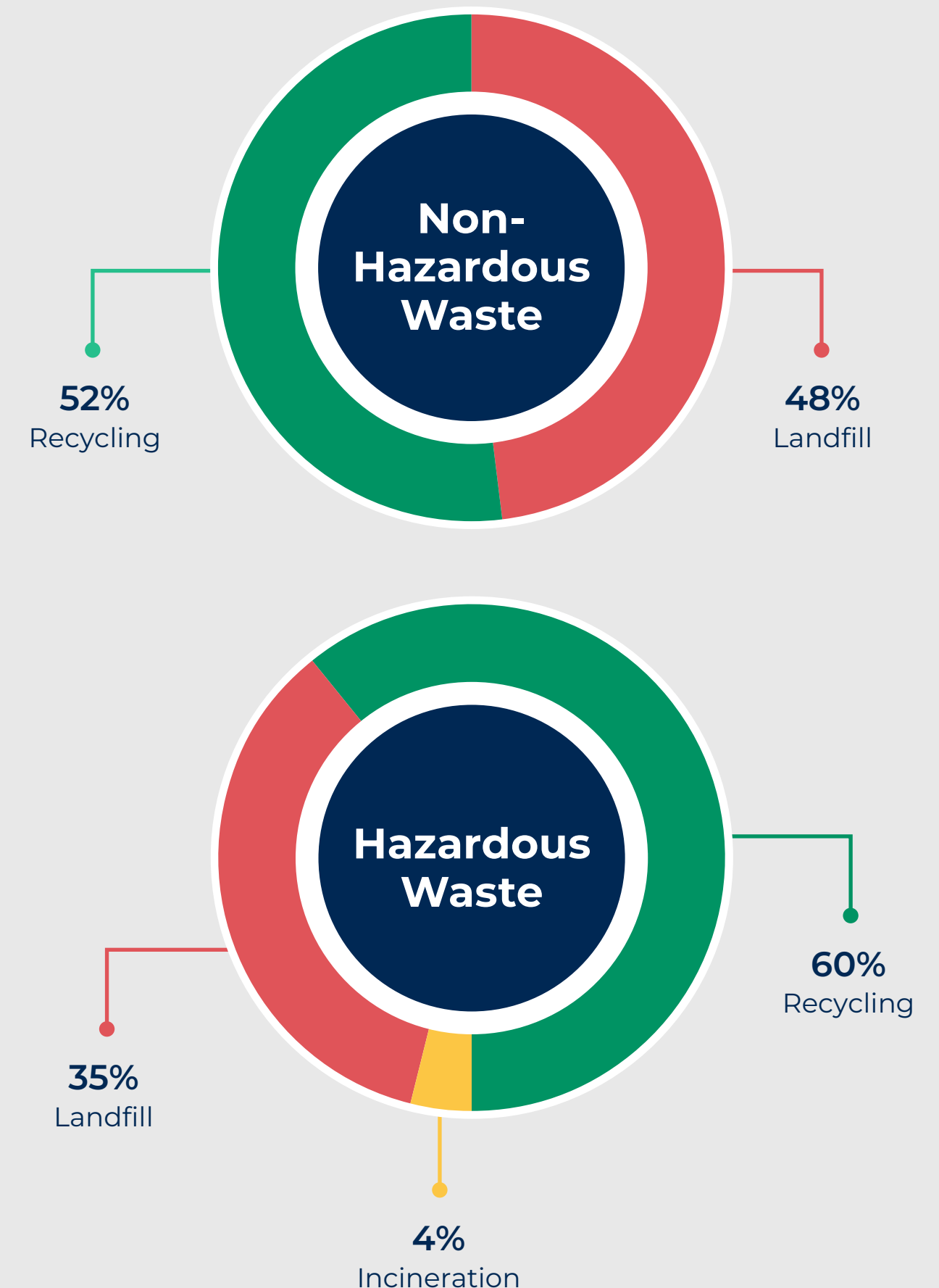
Regular waste (non-hazardous)

52% recycled

Total waste (non-hazardous and hazardous)

53% recycled

Waste Treatment Summary²³



²³ Categories where waste makes up less than 1% of total waste are not shown in the chart.

Mammoth Area Cleanup

Next to the Ormat Mammoth facility, there was an area of land used illegally as a shooting range. We initiated a forest cleanup and restoration project of the land, in cooperation with the Inyo National Forest and Mono county.

2.5 acres of
forest cleaned-up

14,720 lbs
trash removed

1,423 lead
and shell casings
recycled

6 lbs live
ammunition
safely disposed



Greater Sage-Grouse

Biodiversity

We believe the global renewable energy transformation can have a positive impact on nature, and we strive to protect biodiversity and local habitats in the areas in which we operate, and to minimize any negative impact on local environments. This starts from the earliest stages of power plant design, through working with local communities, environmental NGOs, and third-party experts to protect and support the local flora and fauna. In addition, we conduct research on an ongoing basis to identify new equipment or processes to minimize the environmental impact of our facilities.



Geoscience team reviewing exploration results, NV, U.S.



Environmental Impact Assessments

Managing Our Impact on Biodiversity

We have extensive procedures in place designed to ensure we meet all relevant national and local requirements related to biodiversity and environmental impacts for our geothermal, solar, and storage projects. We manage our impact on biodiversity across all phases of our projects:

Exploration

We conduct detailed environmental and social impact assessments (ESIA), as mandated by local authorities. These cover the potential impacts of a facility on local ecology and nature conservation, landscape, traffic, noise, community health and safety, and more.



Planning & Construction

A detailed, site-specific environmental plan is developed for each site, designed to minimize the impacts on the surrounding natural lands and wildlife ecosystems across all phases of the facility's lifecycle, from construction through operations and maintenance.



Operations & Maintenance

The local management team at each site develops and implements an environmental action or management plan that addresses the actual and potential impacts of the facility on an ongoing basis.

Biodiversity Initiatives

We have implemented a range of programs to support and protect biodiversity near our facilities around the globe:

Kangaroo Mouse study

At the North Valley geothermal plant in Nevada, U.S., we initiated a field mouse study designed to ensure that the operations of our geothermal plant do not impact the mice’s habitats. The study, which began in 2022, includes a five-year annual survey of pale and dark kangaroo mice in the area.

Noise mitigation efforts to protect the Sage Grouse

At the McGinness Hills geothermal plant in Nevada, U.S. we have a project to monitor and reduce the ambient sound around the plant’s perimeter to minimize impacts during the Sage Grouse breeding season. Mitigations include timing restrictions for shift changes during the breeding season and the installation of noise barriers around certain equipment, such as well pumps.

Deer crossings for migrating deer

We have an ongoing program with remediation efforts designed to ensure that our pipelines do not impact the migratory path of local deer near the Mammoth geothermal complex in California, U.S. We have altered the pipeline route in certain areas and installed deer crossings so the deer can use the same migration path every year, without interruption. During the migration season, we work with a third-party organization to monitor deer tracks in the area and assess whether they are altering their route due to the pipeline. If so, we promptly take measures to install a deer crossing in that area.

Dixie Valley Toad

In 2023, Ormat requested the US Bureau of Land Management (BLM) to begin a supplemental National Environmental Policy Act (NEPA) review for the Company’s Dixie Meadows

Geothermal Project in Nevada, U.S. Additional NEPA review will help ensure a full public review and renewed consideration of the measures available to avoid, minimize, or mitigate any potential environmental impacts. The Aquatic Resources Monitoring and Mitigation Plan outlines the monitoring requirements for the Dixie Valley toad habitat, which includes extensive water quality and quantity measurements and support for Dixie Valley toad population monitoring.

Raptors

In the U.S., we work with a third-party organization to minimize the potential impact our plants and construction may have on raptors, such as hawks, falcons, eagles, and others, as well as on their nesting locations. Before construction, we conduct surveys to determine if nests are within proximity to construction or drilling activities. If nests are occupied, activities are delayed until it has been determined that the nests are no longer active. Our gen-tie lines are built to Avian Power Line Interaction Committee (APLIC) standards.

Tui Chub Fish

We conduct annual monitoring of Tui Chub populations in the springs near the Mammoth Complex in California, U.S..

Protected flora

We have installed signs at the Steamboat facility in Nevada, U.S., indicating the presence of an endangered plant species. There is no parking allowed in potential habitat areas, and some plants have been fenced for protection. We conduct relevant surveys prior to any construction.



Springs near the Mammoth Complex, California, habitat for Tui Chub fish



California mule deer

Environmental Management Approach



Our comprehensive approach to environmental management is designed to ensure that all our power plants, manufacturing facilities, and offices around the world operate under consistent policies, processes, and methodologies. *The 'Environment and Climate Change' and 'Integrated Quality Environment Health and Safety (QEHS)' Policies* outlines our commitment and efforts to upholding environmental sustainability through the management of relevant risks and opportunities.

The VP of EHS manages environmental issues related to power plants, and reports to the EVP Electricity Segment. In addition, the site manager at each power facility is responsible for assessing and mapping areas for potential energy efficiency improvements and for implementing select projects. At our manufacturing facility in Israel, environmental issues are managed by the VP QEHS, who reports to the SVP

Engineering, R&D Innovation and QEHS. We uphold ISO 14001 at our main manufacturing facility and use the standard as a guideline for other activities worldwide. We engage in dialogue with stakeholders, environmental NGOs, and local communities to understand their concerns related to environmental performance, the natural environment, and biodiversity at our facilities. We have established grievance mechanisms in most of the communities in the areas of operation that allow local community members to report any concerns regarding activities at our facilities, such as waste management, biodiversity impacts, or other issues, and we strive to address these concerns in a timely and thorough manner.

We are implementing a new system to enhance the accuracy and effectiveness of our global environmental data management.

Ormat is committed to environmental sustainability and actively manages its impacts on climate change



ORMAT

SOCIAL

At Ormat, we are committed to the advancement and development of people—both our employees and the members of the communities where we operate.

Our promise of delivering renewable energy to people around the world aligns with our commitment to supporting local employment and community development wherever we work. We collaborate closely with local communities to understand their needs and develop programs that have a real positive impact on people's daily lives.

We are dedicated to creating a workplace environment that is safe, secure, and offers opportunities for individuals to thrive. We invest significant resources in training and development, so employees can grow and develop on a personal and professional level.

Our People

At Ormat, we recognize our people are the key to our success. **We strive to foster a work environment that encourages individual growth, teamwork, innovation, and community involvement.** We place our employees at the center of our business, aiming to support them throughout their professional journey at Ormat. The focus on "Our People" strategy is increasingly recognized as the key enabling factor that creates our competitive advantage, enabling us to understand and focus on our capabilities. "Our People" strategy is the framework that identifies and prioritizes the key elements of talent, guiding our resources.



- 24

Not including employees in Indonesia, New Zealand, and temporary employees.
- 25

In the U.S., we categorize minority groups as defined by the U.S. Dept. of Labor. In other locations outside the U.S., we do not track the specific diversity of our workforce; all overseas employees are locally hired and thus are representative of the communities in which we operate.
- 26

Refers to permanent employees only, who make up 92% of the company.

1,672

employees²⁴

82%

retention rate

0.96

total recordable injury rate (TRIR)

24.6

average hours of training per employee

100%

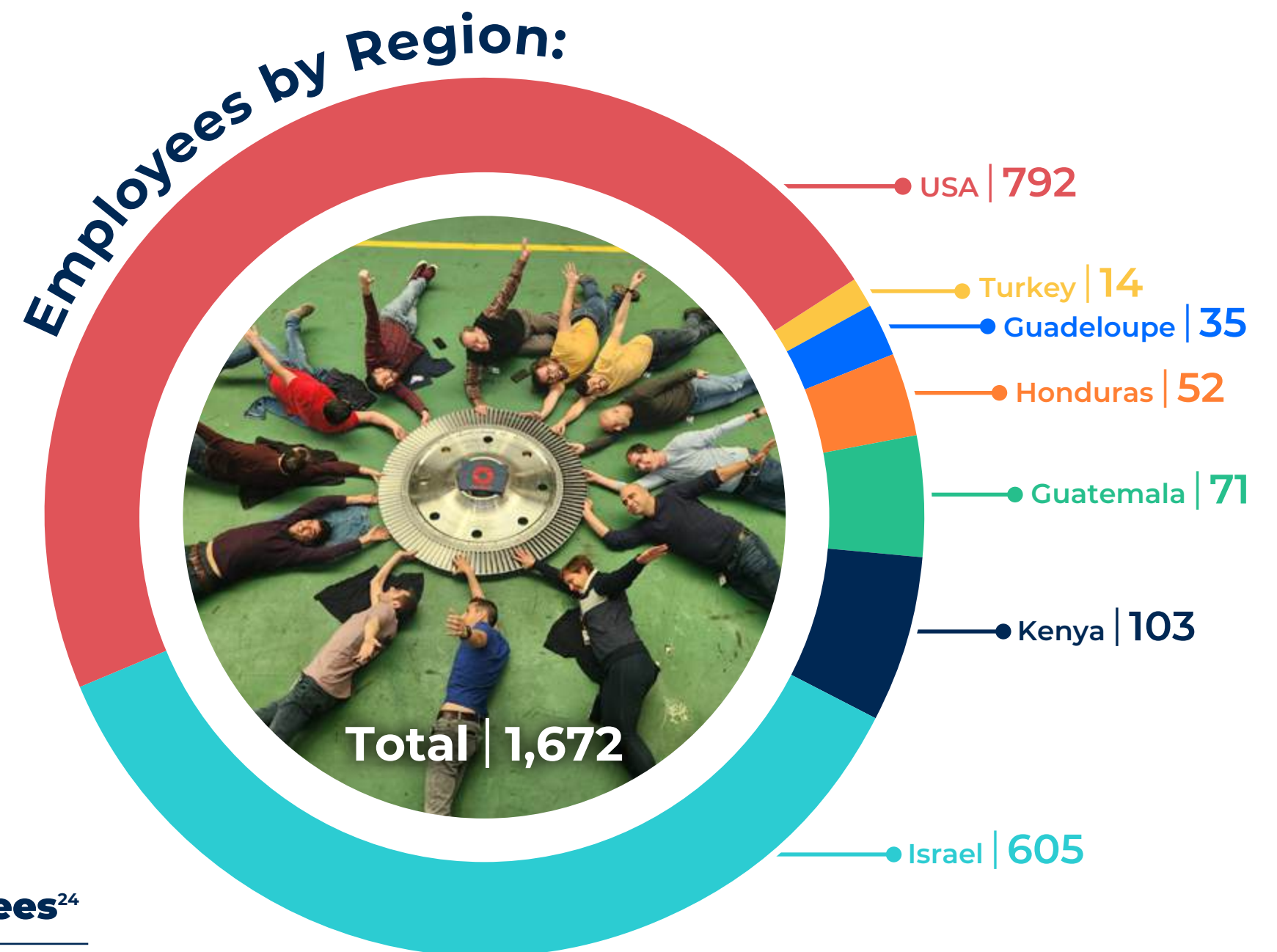
of plant management employed from local communities

37%

of employees in the U.S. from minority groups²⁵

100%

participation rate in performance reviews²⁶



The global Human Resources department, led by the Executive VP of Human Resources, is responsible for implementing our unified, data-driven approach to HR management and our global HR processes and systems. We emphasize a **service leadership** approach to management and provide support and training to managers to help them create a work environment that fully supports all Ormat employees.

In 2023, our employee retention rate was 82%. There was a 2% reduction in voluntary employee turnover compared to 2022

OUR HR COMPASS – DEVELOP AND SUPPORT 2023-2025



Providing a Healthy & Safe Workplace

We put the highest priority on the health and safety of our employees.

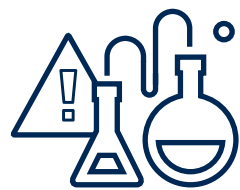
At Ormat, we recognize that we operate in complex environments, with sophisticated industrial equipment and infrastructures. Therefore, we are dedicated to creating a safe working environment for all our employees and contractors. We design and operate our sites according to all relevant requirements, and we follow all relevant local and national regulations for workplace health and safety. We strive to go beyond the minimum level of regulatory compliance wherever we operate.

We are committed to establishing a comprehensive health and safety framework that covers our entire organization, tailored to the specific needs of our power plants and manufacturing facilities. We aim to equip all employees with the necessary resources to foster a secure work environment. To achieve this, we strive to implement a standardized set of policies and training programs across all sites to help ensure consistency in our approach. Recognizing the unique risks and challenges faced at each location, we also deliver customized training programs that effectively address and manage local safety concerns.

Our occupational health and safety program is based on four main principles:



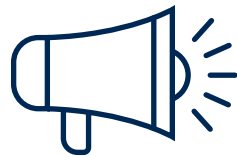
**Everyone,
everyday**



**Management
of hazards**



**Safety as
a core value**



**Continual
vigilance**

Ormat's Resource team members

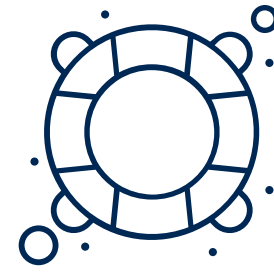


Managing Health & Safety

Health and safety is managed Company-wide. Safety at Ormat power plants worldwide is overseen by the **VP of EHS**, and safety at the Ormat manufacturing facility in Israel is managed by the **VP of QEHS**. Accordingly, there are two **safety committees**—one for our power plants and offices, and one for the Ormat manufacturing facility. These committees oversee the implementation of health and safety policies and programs. In addition to EHS managers and coordinators, employee representatives also participate in safety committees. The safety committee for power plants meets bi-weekly to review any incidents or safety issues, and information is shared across sites and departments, including our manufacturing facility in Israel. At every power plant, there is a dedicated employee who oversees operational health and safety at the site, and reports directly to the site manager.

We take a proactive approach to safety, based on continuous safety data that helps us identify and prioritize safety issues for improvement. To track and monitor our performance Company-wide, we have a **safety management system** to help ensure we are meeting our safety standards and goals. The **Ormat Integrated Quality, Environment, Health & Safety policy** guides us to continuously improve work methods and maintain organizational progress. In addition, the **Ormat Human Rights and Labor policy** outlines our commitment to ensuring that essential health and safety standards and practices are enforced in the workplace, and that we develop risk awareness and encourage responsible health and safety behavior among employees.

To help ensure we are aligned with our safety goals, we have implemented Company-wide Key Performance Indicators (KPIs) related to safety in order to monitor



and track our performance. These KPIs cover a range of areas, including performance, such as OSHA recordable injuries, preventable equipment incidents or vehicle accidents, environmental fines, and more. They also cover training goals, the number of safety committee meetings, and communication with employees. Based on these indicators, we have a proactive safety plan in place, and each site is required to provide regular reports on its performance.

Health and safety performance is regularly shared with employees, and specific teams and departments are informed of any incidents to help ensure full awareness of an issue and any related remedial actions. In addition, we track and share near misses with all employees, as we believe that awareness of these events can help prevent future incidents. Incidents are shared across sites, including actions required to be taken to mitigate the risks.

Our sites operate according to **OHSAS 18001**, an international standard for occupational health and safety. Our manufacturing and office facilities in Israel operate according to **ISO 45001**, which specifies requirements for an occupational health and safety management system. In the U.S., we report our health and safety data to the Bureau of Labor Statistics at the U.S. Department of Labor according to internationally accepted reporting standards, including those of the Occupational Safety and Health Administration (OSHA).

“Safety is not a job; it’s a lifestyle and a choice. At Ormat, we are striving each day to build this culture and mindset to incorporate risk assessments into every single thing we do, whether it’s driving to work, taking our kids to sports practice, or performing hot work in our plant operations. Our employees are our greatest asset, and we want to provide the safest work environment we can for each other. It takes every single one of us 100% of the time to be engaged with safety to achieve zero incidents. Our Ormat team is fully vested in continuous improvement for our safety culture.”

Candice Payette
 VP EHS

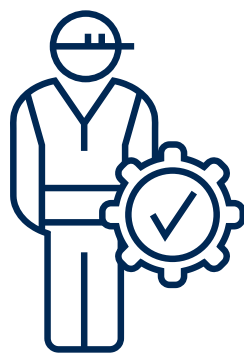
Safety Initiatives

Safety at Ormat Geothermal Plants

Our power plants are engineered, designed, and built with safety as a key feature. Our approach to health and safety risk management is one of continuous improvement and learning, and our engineers frequently implement new practices and procedures based on learning from past experiences and safety data.

As part of our Safety program, in 2023, we focused on **ergonomics**, an area identified in our risk profile. We shared information and training related to proper ergonomics for driving and operating tools, especially those that require repetitive motions. Materials were shared on why we talk about ergonomics, evaluating and reducing ergonomic risks, assessment best practices, and more. In addition, we launched a ‘Use the Right Tool & PPE for the Job’ initiative in early 2023. While 2023’s focus was on ergonomics in the plants, in 2024, we will shift our focus to ergonomics in the offices.

As a result of our campaign to prevent hand injuries launched in 2022, zero hand injuries were reported in 2023.



Safety at the Ormat Manufacturing Facility in Israel

We have a dedicated safety program in place at our manufacturing facility in Israel designed to ensure full compliance with relevant laws and regulations, and we take a ‘beyond compliance’ approach to safety when possible. We ask ourselves, “How can we identify a safety situation and respond to it before it happens?”, and our safety approach is built around this premise.

Our safety programs address ISO 14000, 9001, and 45001, with an annual safety work plan developed based on these standards. We track monthly KPIs per department, including suggestions for improvements, observations of safety risks, pre-job safety meetings, safety officer reports, safety committee meetings, and performance of assigned safety tasks.

In addition, we created certain programs that **encourage employees to take a ‘beyond compliance’ approach to safety**. This includes a recognition program for those who improve safety at the facility, with an outstanding employee and outstanding department selected each month. The awards are determined by the facility’s safety committee based on set criteria and KPIs. We also started a SAMBA program to be rolled out in 2024, where a group of safety deputies conduct regular safety patrols around the facility to help identify and prevent safety hazards or risks. Also in 2024, we plan to introduce workshops for safety training, including how to foster a ‘safety state of mind’.

To make it **easier to track and report safety incidents**, in 2023, we launched the "Safety for Me" mobile app, where employees can receive safety information and report any incidents or near misses. We believe this helps raise awareness of our culture of safety and increases employee engagement related to safety reporting.

In addition to operational safety, engineers at the Ormat manufacturing facility take safety into consideration from the start of the design process, and **safety features are implemented into the engineering requirements for all Ormat products.**

2023 Key Safety Initiatives

Olkaria, Kenya

- **Safe working platforms** with fall protection installed, replacing the use of A-frame ladders.
- **New control room** was built for material safety, isolating it from the FM200 Fire suppression system.

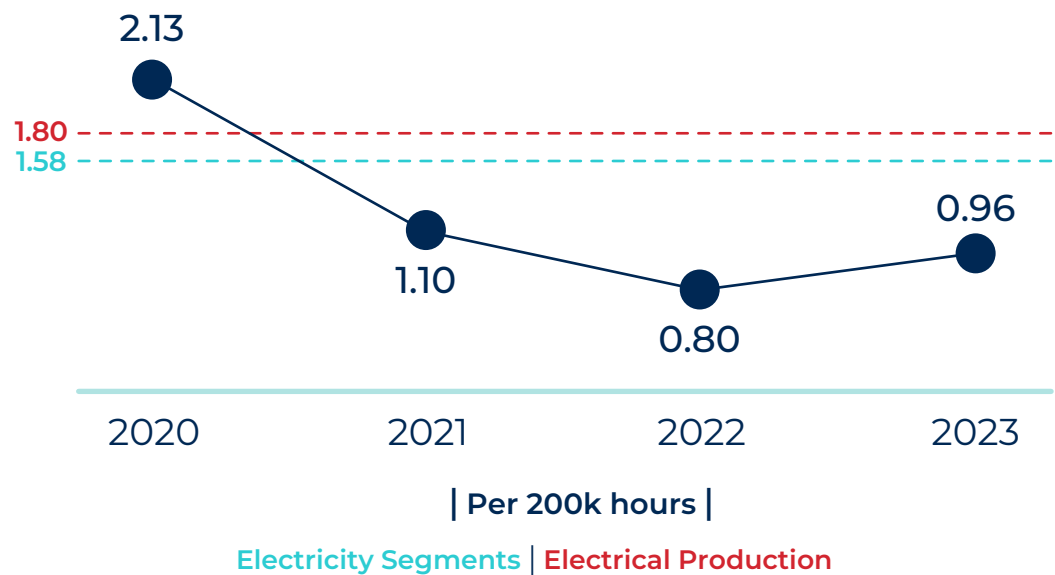
San Emidio, Nevada, U.S.

- **Backup cooling** prevents overheating risks, operational disruptions, and heat-related illnesses for workers in electrical and mechanical areas.
- The **"Making Safety Personal"** initiative, coupled with SafeStart training, cultivates a robust safety culture by reinforcing the critical reasons for prioritizing safety.
- **Quickly accessible Safety Data Sheets (SDS)** ensure swift access to first aid information, mitigating risks from chemical exposures, especially in areas with limited Internet connectivity.



Safety training at OrPower 4, Olkaria III Complex, Kenya

Total Recordable Incident Rate (TRIR)



The **industry standards** in our TRIR chart are sourced from the U.S. Bureau of Labor Statistics. For **"Electrical Production,"** we combine "Electric power generation, transmission and distribution" and "Power boiler and heat exchanger manufacturing." For **"Electricity Segments,"** we include "Support activities for oil and gas operations," "Electric power transmission, control, and distribution," "Commercial and industrial machinery and equipment repair and maintenance," "Support activities for oil and gas operations," and "Drilling oil and gas wells." We use a complex formula to set a number lower than the average to ensure the highest safety standards.

In 2023, our TRIR was 0.96, a slight increase from last year,²⁷ and there were zero fatalities in 2023. This year’s TRIR includes data from our Turkey site, which was not included in previous years.

Training for Health & Safety

We offer health and safety training to all operational employees, and we send out regular newsletters with safety information regarding any updates or changes. We regularly conduct pre-job safety meetings where we review upcoming tasks, go over how to report a concern or near miss to a supervisor, and provide refresher information on health and safety procedures relevant for that day. Where relevant, contract employees participate in these meetings to help ensure that everyone at the facility is up-to-date with the most recent health and safety requirements. Training materials are developed centrally, to help ensure standardized practices are implemented across locations, and training material is developed in several languages, including English, Spanish, French, Turkish, and Hebrew.

In 2023, we brought together approximately 30 EHS coordinators from across global sites to participate in a safety training event at Ormat headquarters in Reno, NV. As part of the event, we conducted an internal benchmarking process, and participants developed plans to implement these best practices across sites.

We expanded employee participation in the **SafeStart**® health and safety training and implementation program in 2023. SafeStart is a continuous program that aims to create a cultural shift in thinking differently about safety in the workplace. The program identifies human factors management as an essential element in reducing safety incidents and encourages personal responsibility for safety. The training provides specific critical error reduction techniques for participants to reduce their risk of injury in any situation - at work, at home, or on the road. **In 2023, approximately 95% of employees in the U.S. and at Ormat’s global power plants participated in the SafeStart training program.**

In the U.S., Ormat is a member of the Nevada chapter of the Associated General Contractors of America (AGC), where we participate in industry training and awareness events and share safety best practices. To further develop our safety program, in 2023, we joined AGC’s program for high-energy control assessments (HECA), a strategy to improve worker safety at utility job sites through a focus on high-risk hazards. We plan to roll out this new safety tool at our sites in the coming year.

27 Our TRIR data from 2022 was restated; see ‘About this Report’.

Hazardous Materials & Emergency Response Plans

In the U.S., our power plants are subject to a variety of regulations related to the safe handling of hazardous materials, including the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA), the Emergency Planning and Community Right-to-Know Act (EPCRA), and the Federal Risk Management Plan/Process Safety Management (RMP-PSM). These regulations apply to motive fluid used in our power plants: pentane, isopentane, butane, or isobutane. There may be small quantities of other regulated substances, such as solvents, at the facilities, but these typically do not reach the threshold levels required for mandated treatment. Our manufacturing facility aims to adhere to the relevant rules and regulations outlined in the Hazardous Materials Law (1993).

We have **detailed emergency response plans** in place at all facilities that outline evacuation procedures in case of emergency, natural disaster, or other events, such as chemical or pollutant spills and leakages. In general, Emergency Action Plans (EAPs) are developed by each power plant, operational facility, or office on a local, case-by-case basis. Emergency plans are shared with all relevant employees to help ensure that everyone is aware of proper procedures in case of an emergency.

In addition, all relevant facilities have a Spill Prevention, Control, and Countermeasure (SPCC) plan in place where developing, maintaining, and implementing an oil spill prevention plan is required. Employees at relevant sites receive training on the SPCC as well as on hazardous waste operations and emergency response plans, as required by local regulations.



Guiding operation and maintenance training at Salak power plant, Indonesia

Health & Safety for Subcontractors

In addition to implementing stringent health and safety measures for our employees, we consider the health and safety of our subcontractors as a top priority. We work with a variety of subcontractors, particularly in the development and maintenance of critical infrastructure for our power plants, such as surrounding roads and transportation routes. In addition, we employ subcontractors in specific locations to operate our plants physically. At many of our sites, local contractors are hired to provide transportation services and routine maintenance work, such as road repairs and pipe cleaning.

We expect our subcontractors to meet our internal safety requirements, as well as local health and safety regulations, where applicable. We have a robust contractor safety program in place designed to ensure contractors who operate at our sites are upholding our high standards for health and safety. There is a dedicated Safety Manager who focuses on contractor safety across sites, and we use the Ormat internal safety management system to track contractor safety performance. In addition, we have a

Contractors Safety Manual that includes all safety policies and procedures they must follow, and each contractor receives a letter of expectation regarding safety practices. Contractors are held accountable if there are any safety events or near misses, and there are business consequences for any contractors who do not comply with the regulations.

Since 2022, to become a qualified Ormat contractor, we require contractors to go through an external verification process with a third-party organization which requires the contractors to update their safety ratings and provide safety information and details, including their TRIR. **In 2024, we aim for 100% compliance of contractors participating in this external system.**

In addition, we require that our subcontractors adhere to our checklist of “Environmental Compliance Responsibilities”, which includes tasks and milestones to be reported to Ormat. These include attending pre-construction meetings to review health and safety expectations, preparing an emergency response plan, developing a Storm Water Pollution Plan (SWPP), and other environmental controls.

Diversity, Equity, Inclusion, and Belonging (DEIB)

We are dedicated to creating a work environment that is diverse and inclusive, based on the principles of equality for all people. We believe diversity, equity, inclusion, and belonging (DEIB) is a key component for developing innovative, diverse ideas and for supporting every employee to reach their individual potential.

We are committed to providing equal opportunities in hiring and career development, regardless of race, gender, ethnicity, religion, disability, sexual orientation, or other attributes. This is clearly expressed in our commitment to anti-discrimination, efforts to eliminate the gender pay gap, and enabling free association of labor organizations. Throughout the year, we celebrate different holidays and communal events together, recognizing the importance of ensuring that everyone feels welcome and included at work.

Our Approach to DEIB

We strive to take a sensitive, proactive approach towards DEIB training and activities. We provide a range of resources and tools to help employees recognize the value of individual differences in an effort to promote a sense of belonging for everyone at work and to eliminate barriers of participation for team members.

Training & Awareness

In 2023, our program focused on building a diversity mindset and setting up our DEIB infrastructure. Throughout ESG Week 2023, Ormat employees underwent training on DEIB, in person or online. In Israel, 100% of employees participated in this training. As this was the first year of formal DEIB training, we recognized the importance of establishing a foundational mindset to the issues, and DEIB training covered topics such as the value of diversity in recruitment, manager training in interviewing, women’s empowerment, and the importance of a sense of inclusion and psychological safety at work.

To celebrate DEIB at work, we marked Women’s History

Month and Pride Month with dedicated lectures and activities. The Company created a video highlighting women managers and developed a temporary Ormat Pride logo. In the U.S., we held a lecture aimed at empowering women at work, including methods for succeeding in the workplace.

Managing our Diversity Efforts

In 2023, a hiring manager from the Ormat HR department in Israel participated in an extensive external diversity training program. The program included meetings with members from groups underrepresented in the Israel labor market, including the Ultra-Orthodox, Ethiopian, and Arab communities. Participants heard first-hand about challenges in entering the workforce and also visited a major company to see how they integrate employees with disabilities into the workplace. The HR Hiring Manager presented her experiences and learnings with other Hiring Managers in the department as an important step in transferring awareness and spreading the value of diversity throughout the organization.

“If we know how to look at the value we get from each individual - at the skills they bring, this helps us as a company. At the end of the day, we are all human beings, and we should give everyone a chance”

Hadar Tzoref
Recruitment & Welfare
Specialist, Ormat

We are working to form a **Diversity Committee**, with plans to begin activities in 2024, which will focus on gender and ethnic equality at work. The committee is expected to include representatives from across Ormat departments, including operations, marketing, and finance, with the aim to create more diverse teams across units that include a range of genders, ages, and ethnicities. The Company is currently mapping diversity internally, with the aim of creating future diversity goals.

Employees can report any incidents of discrimination or harassment through the whistleblower hotline, and complaints can be made anonymously. In 2023, no incidents of discrimination were reported internally at Ormat.



Veteran event, Yavne site, Israel

We have a wide range of ages at Ormat with employees from four generations, representing a diversity of ideas, knowledge and life experiences

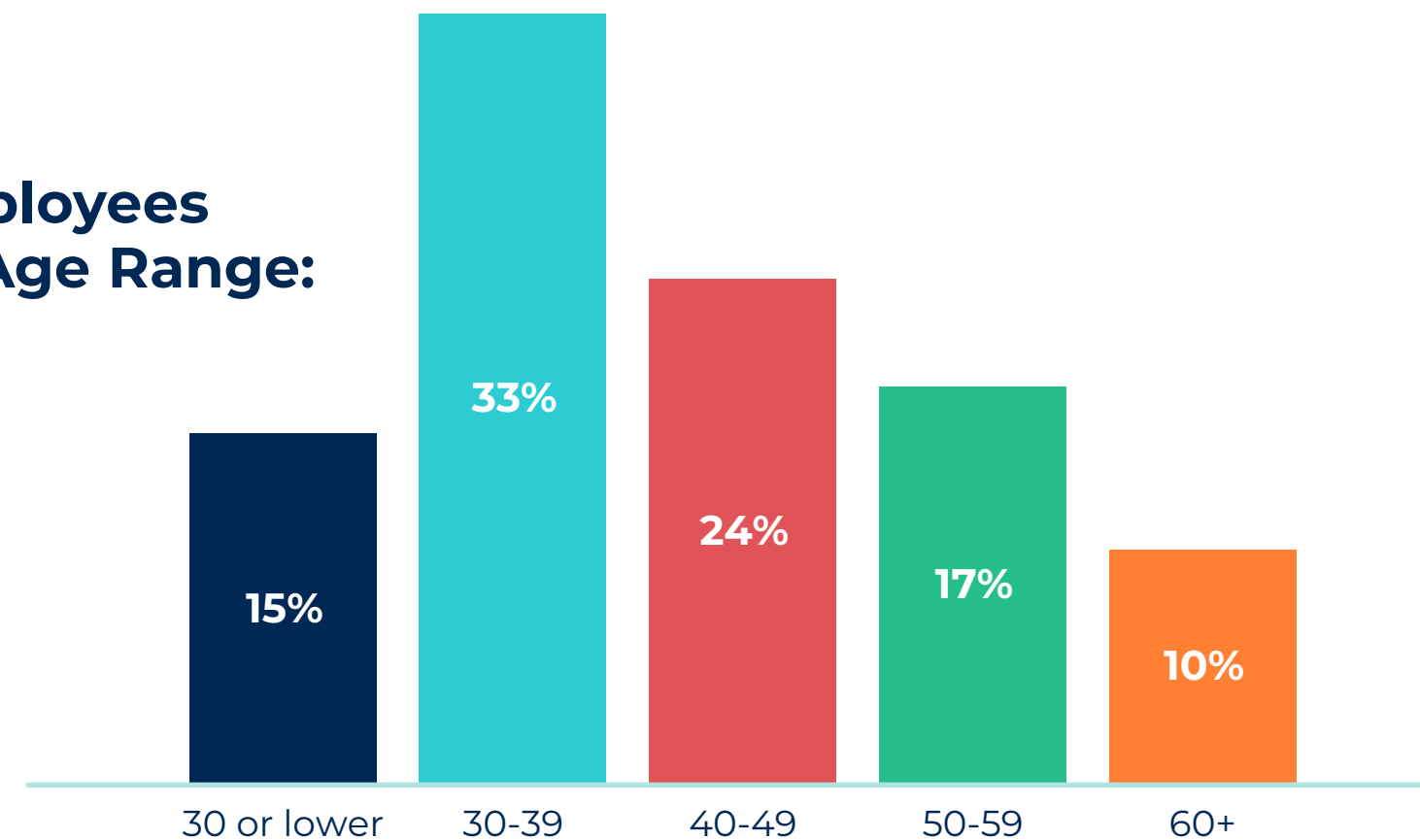
Diversity in Hiring

To support diversity in hiring, we highlight diversity in job listings, post available positions on job boards that target diverse populations, and provide training to Ormat HR recruiters and hiring managers on ways to avoid bias in the recruitment process.

Diversity at Ormat

We have a wide range of ages at Ormat with employees from four generations, representing a diversity of ideas, knowledge and life experiences. Approximately 15% of employees are under 30 years old, and approximately 10% are over 60 years old.

Employees by Age Range:



Empowering Women at Work

We are committed to increasing the number of women across departments and management levels at Ormat. We closely track the gender balance within our business units, and support advancement of qualified women internally. Currently, there is a higher percentage of women managers than women employees across Ormat,²⁸ demonstrating our support for women’s career development opportunities.

To support equal pay, we publish data related to women’s and men’s salaries annually, as required by Israel’s equal pay law. In the U.S., salary ranges for jobs are published in the job listings, and we conducted salary benchmarks in Kenya to help identify potential wage-related issues.

To support a diverse talent pipeline, we developed a scholarship program in Israel for 2024 for two women students to receive funding to study mechanical engineering at a local college. As part of the scholarship, the students will have the opportunity to work with the Ormat engineering team and will be expected to tutor high school students to contribute to the community.



28 *Energy and gender: A critical issue in energy sector employment and access to energy, IEA.*

Executive Management Team:
38% women

VP level:
26% women

Managers level:
22% women

All employees:
20% women

"The program is engaging and diverse and provided me with valuable insights for the future. I had the opportunity to meet a group of strong, leading women in the energy market, and I appreciate the professional, educational, and empowering experience"

Leah Itach
Director of Production
Planning & Logistics

Promoting Women in the Industry

We continue our efforts to promote equality within the energy sector. An Ormat VP of Geothermal Reservoirs is a committee member at Women in Geothermal (WING), a global network that promotes gender equality in the geothermal industry, and Ormat is a member of the Global Women’s Network for the Energy Transition (GWNENET), which works to accelerate women to management positions within the sector.

In 2023, Ormat’s VP Head of Investor Relations and ESG Planning & Reporting ESG Manager worked with Supersonas and another listed company in Israel to create the ‘Women in Energy’ program, which aims to support a community of women managers in the local energy sector. Three Ormat managers participate in the program, which includes opportunities for knowledge sharing and networking across a broader community.

Development & Wellbeing

We strive to create a workplace environment for employees that promotes their development and well-being. We believe such an environment contributes to their professional development and also helps us attract and retain talent within a competitive job market. We believe in supporting the whole individual, and in addition to professional development, we offer extensive benefits to support the health and well-being of our employees.

Investing in Professional Development

As a company that operates and develops advanced technologies, we seek to provide employees with the knowledge and tools to succeed in a complex field. Professional development at Ormat focuses on a wide range of **professional skills development and soft skills training**, including technical skills, health and safety training, team building, mentoring, critical thinking, leadership development, language skills, and more. Programs are designed to support human capital development and employee retention.

The HR team works together with the Ormat Leadership team, Safety, and Legal departments to identify and develop relevant training programs across the organization. All employees receive training relevant for their job areas, including specialized technical skills, and employees can recommend training topics they feel are important for their roles. We conduct ongoing training



A lecture on climate change, Yavne site, Israel

and certification programs at our sites, and operators periodically undergo training designed to help them advance to higher levels, which can not only enhance their skills but can also lead to higher salaries.

Once a quarter, we hold a training program in Israel called **Doing Technology**, where employees give lectures on innovations in engineering, Ormat's achievements, and external benchmarks. This program is designed to share relevant advancements with our employees.

To support continued education for employees, we have a tuition reimbursement program that provides opportunities for advanced learning and career growth. In addition, we provide learning subsidies for family members of employees, to help them advance their professional skills.

Managing Training Across the Company

In 2023, we expanded the use of our new Learning Management System (LMS) across global locations.

The new platform allows us to create a robust training program that is consistent across sites. It also allows us to track an employee's learning history to identify areas for further individual development. The platform includes tutorial videos on various topics created by Ormat that can be accessed at any time by employees, with plans to offer the content in multiple languages in the future.

At the Platanares and Ortitlan sites in Central America, we introduced qualification programs that provide a more structured career path to operations and maintenance staff through enhanced training. Employees now have more clearly defined expectations for promotions and internal mobility opportunities, and the qualification program is designed to ensure all employees are learning relevant information at the same level to help promote operational stability and predictability.

Supporting the Transition to Retirement

Recognizing that retirement can be an important personal milestone, we developed a course focused on retirement for Ormat employees. The course is held every year and covers financial, psychological, and physiological aspects of retirement. The course lasts three days and features specialized content delivered by external experts. In addition, each participant has an individual session with a member of the HR team to prepare for their individual retirement.

In 2023, Ormat employees completed a total of 41,199 hours of training globally and 24.6 hours on average per employee

Developing Effective Leaders

At Ormat, we believe in the critical role that managers play in creating a successful and innovative work environment that supports each employee.

To provide managers with the tools and resources they need to be effective leaders, we have created an extensive **manager training program**. The program focuses on three organizational levels across the Company: **VPs, Directors, and Managers**. The leadership program is designed to support a consistent management approach across the Company and to improve interaction between managers, with the goal of improving communication and collaboration across all employee levels.

- The **VP Forum** was created to foster cross-functional collaboration among VPs. In 2023, the group focused on the importance of building trust for effective leadership. Training was provided on developing leadership and trust and covered the manager’s role as a mentor.
- For **Middle Management**, a new leadership program was created in 2023 called ‘Ofek’, whose goal was to implement a unified management language across the Company. Directors from all business units participated in a three-day training session that incorporated the globally recognized Blanchard Situational Leadership II (SLII) program, which focuses on the concept of servant leadership.

- We run a **Management Club** where managers can participate in online training once a month, focused on specific skills. In 2023, sessions covered a range of topics, including conflict management, managing employees during times of crisis, presentation skills, and more. Approximately 100-150 managers across our global locations attended each session.

Encouraging Employee Dialogue

Ormat places great value on creating open dialogue with employees and we aim for clear, direct communication that is consistent throughout the Company. We believe this fosters a sense of community and belonging across our global locations. We have a range of **internal communication methods in place to reach out and hear from employees**; these communications are managed by the global and local HR teams.

Methods of communication include online portal, OrMeet, where employees can create groups to share experiences and insights, social networks, employee chat groups, and a regular newsletter with news and updates. In addition, we hold a variety of in-person events throughout the year, including team building activities, holiday gatherings, workshops and lectures.

Employee Engagement Survey

In 2023, we conducted a Company-wide employee engagement survey. The survey evaluated two dimensions of the employee experience at Ormat: Engagement and Enablement. In both categories, we outperformed the benchmarks set by leading companies, and in terms of engagement, we exceeded expectations.

The survey was available in multiple languages, and we saw a high response rate, with **89% of employees participating globally**.

Two main areas for improvement emerged from the survey: **collaboration and communication** across the Company. To address these topics, we have developed several initiatives, including a Connective Forum that will meet quarterly to share updates, quarterly presentations by the CEO, a global newsletter to be distributed quarterly, and more roundtables with the CEO. In addition, in 2024, the VP Forum will focus on improving collaboration between different business units.

Annual Performance Reviews

To improve our performance review program, we conducted a mapping of the evaluation process in 2023. The mapping found that a variety of methods were being implemented for performance reviews across our global sites. As a result, the HR department rolled out a new, more standardized performance platform across the organization, and a steering committee was formed to address key questions, such as the content of performance reviews, the rating process, and how much time should be allocated to the process.

The new system was launched in the fall of 2023 in the U.S., and feedback on the system has been positive, prompting teams to conduct employee reviews in a more orderly, thorough, and consistent manner. We plan to roll out the system globally in 2024. In recognition of the successful implementation of the platform, Ormat’s IT team won an excellence award from the national organization ‘People and Computers’ and has been invited to present at the global 2024 SAP conference on their process.



In 2023, **100%** of permanent employees received career performance reviews



Employee Benefits & Healthcare

We strive to provide our employees with the highest level of benefits and access to healthcare and other social frameworks. We view this as a clear expression of our appreciation and care for their well-being. Across global locations, we provide basic and competitive employment benefits aligned with local industry standards and strive to provide benefits beyond what is required by law.

Most employees receive social benefits that include parental leave, health care insurance,²⁹ sick leave, coverage in the event of disability or illness, vacation days, and other benefits. Men and women are provided with parental leave, and over 90% of women employees returned to work after maternity leave in 2023.

At locations with significant operations, we also provide

full-time employees with additional benefits, such as life insurance, health care subsidies, dental and eye care coverage, and more. In Israel, for example, we provide a week-long summer camp for employees' children. In the U.S., we provide health insurance with benefits that is ranked among the top 10 plans.

Ormat employees are paid above minimum wage, and vacation days are provided above what the law stipulates. We fully cover retirement and pension plan liabilities with our general resources in relevant countries, and we have an obligation to partially fund the liabilities through regular deposits in pension funds and severance pay funds. In some locations, benefits are made available also to part-time and temporary employees.³⁰

Collective Bargaining

Ormat operates under the National Labor Relations Act, which protects employees' rights regarding union representation. In 2023, operations and maintenance employees at Viridity Energy Solutions, Ormat's battery storage subsidiary, voted for representation by IBEW Local 777. Ormat filed objections with the National Labor Relations Board (NLRB) over concerns about conduct that may have improperly influenced the election results and those objections are currently pending. While the NLRB reviews these objections, Ormat has declined to recognize IBEW Local 777. If ultimately ordered to do so, Ormat will comply with the law and assume an obligation to bargain in good faith over employment terms and conditions.

Encouraging a Healthy Work-Life Balance

We encourage employees to maintain a healthy, active lifestyle and provide various programs throughout the year to support physical well-being. These include educational seminars on fitness and healthy life choices, as well as opportunities to participate in activities, such as yoga class or a running group. We engage with employees on health and wellness topics across a variety of channels, including email newsletters, webinars, on-site lectures, and opportunities to join athletic events. Part-time, temporary, and contract employees are encouraged to join these events and enjoy the health and wellness activities available at their locations, where possible.

In addition to physical health, we emphasize the importance of mental health for employees. We have an employee assistance program that provides emotional support, and we encourage a mental health check-in at morning meetings. We seek to promote a healthy work-life balance and encourage employees to take vacations and holidays throughout the year.

29 According to the relevant national mandatory or voluntary healthcare frameworks in the relevant significant location of operation.
30 Benefits are not provided to part-time or temporary employees at our significant locations of operation in the U.S.

At Ortitlan, 500 children, 20 teachers, employees, and COCODEs planted a total of 650 trees



Supporting Sustainable Communities

Ormat is dedicated to the development of a sustainable energy structure and to promoting a future that relies on local renewable energy sources, including in regions that currently lack access to affordable and sustainable power. We put great emphasis on working to support local sustainable community development that has positive environmental, social, and economic impacts.

Ormat power plants are built to operate for the long term, and we recognize we will be part of the local community fabric for many years to come. Accordingly, we view the communities in which we operate as partners and aim to foster long-term relationships that support their development in a sustainable manner. We conduct our community activities on the local and national levels with the aim to create inclusive economic growth, drive local progress, and improve living standards for local residents. This is central to what we do and is grounded in Ormat's core values.

To support sustainable communities, we focus on:



- **Facilitating local employment**
- **Engaging with communities**
- **Investing in community development:**
 - › Empowering Women & Youth
 - › Promoting Community Health
 - › Supporting Environmental Resilience & Infrastructure



We approach our community engagement activities with the same high standards we have for our internal operations and strive to meet the unique needs of every community in which we operate. It is our priority to work with local communities in an open, transparent, and engaged manner to maximize our partnerships and our impact. We continue to build upon past activities while identifying new opportunities to further contribute to sustainable development in a meaningful, measurable manner.



Engineering students tour, promoting local employment opportunities

Facilitating Local Employment

Ormat places great importance on supporting local employment in the areas where we operate, many of which are located in remote rural areas with limited employment opportunities.

We consider local employment an essential component of our business strategy, as local employees have a keen understanding of local geography, environment, communities, and stakeholders. **Nearly 100% of employees and managers at Ormat facilities are country nationals, with a majority of employees residents of nearby communities.**

Ormat offers employees access to a broad range of professional opportunities, from plant managers to local sustainability managers, power plant operators, maintenance workers, engineers, mechanics, and more. In some locations where employment options are particularly limited, we have agreements with local community councils and representatives to create additional job opportunities for members of nearby communities, thereby helping to increase the rate of local employment and Ormat's economic impact on local communities.

Most managers are promoted from within the organization, with 95% appointed through

internal promotions. While we prioritize recruiting local employees and promoting local employees to management positions, in some cases where specific expertise or knowledge is required, we look beyond local talent to ensure we meet our business needs in an effective manner; this could also involve relocating an Ormat employee from one country to another.

We have various programs in place to support local employment. In Kenya, Ormat supports local economic development by employing local community members at the facility and gives preference to local providers for work on major projects, such as the drilling of new wells.

To support professional development and expand the local talent pipeline, we invest in creating professional advancement opportunities for local residents in the communities where we operate. In the U.S., we partner with local community colleges and universities in Nevada and California to create curricula for relevant technical and academic subjects, such as plant operations and geoscience, thereby helping to grow the local talent pool.

We recognize that our power plants can have significant economic and employment impacts on a community.

To support professional development and expand the local talent pipeline, we invest in creating professional advancement opportunities for local residents in the communities where we operate



Ribbon-cutting ceremony with Ormat's stakeholders, North Valley, NV, U.S.



Opening Ceremony of the Biomedical and Maintenance Center in Partnership with CAMO, Honduras

Engaging with Communities

We recognize each community has a unique constellation of stakeholders with their own characteristics, needs, and challenges. Our approach to community engagement is based on meaningful, open communication and engagement with local stakeholders. This helps us understand and assess local conditions so that we can work together more effectively to develop programs and initiatives that have a real impact. Our approach aims to be responsive and respectful to local customs and sensitive to the specific needs and requests for contributions and assistance voiced by each community, and we have strategic alliances with local municipalities and associations to identify the needs of local communities near our facilities.

In **Guatemala**, we continue to work closely with the COCODES committee, which manages stakeholder requests from five local communities surrounding our Oritlan power plant. In 2023, we initiated several projects

in the surrounding communities, including donation of medical equipment for the local health care center, and providing construction materials for renovations at three local schools, benefiting over 370 students. We also work directly with local municipalities, nonprofit health and environmental organizations, and local suppliers of goods and services at Oritlan and Zunil.

We continue our work with the municipality of La Unión in **Honduras** to support local residents. One of our main initiatives is an entrepreneurship program in partnership with the municipality to support local residents in establishing new sustainable businesses. Many of the new businesses established in 2022 continue to operate and are in the process of paying back their loans so funding can be applied towards additional beneficiaries.

In **Kenya**, to encourage full community participation in the development of our community programs, we continue

to work with a range of local stakeholders, including residents, representatives of vulnerable groups, and local development committees.

In addition to our outreach efforts, we welcome community feedback and comments. Members of the public may contact Ormat directly through a variety of channels, including mail, email, online, phone, or in person at our facilities. The contact information is available on our website, and all comments are reviewed by Ormat's Communications department and directed to the relevant department for any necessary actions or follow-up.

As a leading geothermal provider in **the U.S.**, we recognize our role in helping to advance the entire geothermal sector and its contribution to the decarbonization of the U.S. economy. Throughout the year, we work to raise awareness of the value and benefits of geothermal energy in the public sector, both on the state and national levels.

Investing in Community Development

We work with residents of local communities, various nonprofit organizations, and local municipalities to identify opportunities to invest in sustainable community development. Our community investments focus on **empowering women and youth through education, promoting community health, and supporting environmental resilience and local infrastructure.**

Community investments are overseen by the Ormat Compliance department to help ensure all community funds reach the intended beneficiaries and meet our community engagement goals and requirements, including due diligence analysis.

In 2023, our community donations totaled over **\$1.3 million** across our locations, which represents **1.1%** of Ormat's net income



Highlights of Ormat's Community Activities



Empowering Youth & Women through Education

- Student scholarships
- Teacher training & salaries
- Bilingual education support
- Computers, supplies, meals, uniforms, transportation
- Sports & youth clubs



Promoting Community Health

- Community health clinics
- Medical, dental, eye & ear health care
- Medical equipment
- Food bank support



Environmental Resilience & Local Infrastructure

- Classroom & playground renovations
- School farming project
- Park clean up
- Tree nursery program
- Reforestation support
- Disaster relief

Promoting renewable energy education

Ormat Programs Around the World

Guatemala

In Guatemala, we continue our activities to support the communities surrounding the Ortitlan plant in Amatitlan and the Orzunil plant in Zunil.

Empowering Women & Youth

Ortitlan: Ormat improved school infrastructure, including repairs to roofs, restrooms, sports fields, and playgrounds, significantly enhancing the learning environment for students.

Orzunil: The Company subsidized teacher salaries, provided school supplies, and built new playgrounds. We also hired new teachers and offered transportation to ensure better educational opportunities for local youth.

Community Health

Ortitlan: We funded a physician and donated medical equipment to local health centers, greatly improving access to essential health services.

Orzunil: Ormat organized eye care services along with annual pediatric medical and dental evaluations to enhance children's health.

Environmental Resilience & Infrastructure

Ortitlan: The Company engaged in reforestation activities, planting 650 trees in two communities, promoting environmental stewardship. We also enhanced local infrastructure through various community-driven projects, including road and bridge improvements.

Orzunil: Ormat supplied construction materials and labor for various projects, supporting overall community development and enhancing local infrastructure.



Enhancing Primary School and Building a Community Library in El Pepinal Village, Ortitlan



Area cleaning by employees and their families, Orzunil



Supporting Bridge Improvement Work in San Jose Calderas Village, Ortitlan



Fostering Access to Quality Education, Orzunil

Honduras

Health

We continue our partnership with **CAMO** (Central American Medical Outreach), which provides medical services to local communities in the region. One of our flagship projects has been the CAMO medical brigades, which we’ve been working with since 2019. Through CAMO, in 2023, we provided health care for over 500 patient visits, including dental, vision, hearing, mammograms, and more.

To support community health, we also donate food baskets to members of the community on special occasions, such as holidays. In 2023, we donated food to help improve the nutrition of ~500 families.



Empowering Ophthalmology Brigades



Support in road development



Sustainability pledge wall

Education

In alliance with the Ministry of Education, Ormat **continues to support the first public bilingual school** in Honduras, as bilingual education is a critical component in accessing local higher-paying jobs or studying abroad. We currently assist with various needs for the school, such as renovating classrooms and providing technological resources like computers and audiovisual equipment. We also support teachers in obtaining university certification in English as a second language, helping to finance their studies so they achieve the necessary degrees.

In Honduras, many children are forced to leave school at a young age to help support their families, and often work at local coffee plantations. To support students in **staying at school and continuing their education**, Ormat partners with local nonprofit organizations to provide scholarships, meals, school uniforms, supplies, and more. Ormat also contributes computers and sponsors the building of playgrounds at schools. As a result of these efforts, enrollment in local schools has grown significantly in recent years.

In 2023, we awarded **52 scholarships** at the middle school, high school, and university levels and donated **playground games** for the communities in San Andrés, Palania, and El Cedro.

Environmental Resilience & Local Infrastructure

Ormat continues its local reforestation initiatives in Honduras. In 2023, over **12,000 trees were planted**, some of them by children and volunteers from local schools. In addition to reforestation, the trees help attract bees and encourage the local growth of other flora. **We aim to increase reforestation activities in the areas surrounding Ormat geothermal plants in 2024.**

According to the UN and UNICEF, 81% of rural households in Honduras lack access to a safely managed water supply, and 29% lack safe sanitation. In 2023, we donated the **reconstruction of a water line**, the Los Tablones waterline, which will help **supply water to more than 400 houses**, in addition to the reserve 150,000-gallon water tank built by Ormat in previous years. In addition, Ormat provides construction materials for the local restroom construction project, which aims to cover the community’s **sanitary restroom facilities**. While Ormat buys and distributes the materials, the community provides the workforce for the projects.

To support community development activities, Ormat employees volunteers throughout the year. **In 2023, over 50 employees volunteered a total of 864 hours.** Activities included assisting with the medical brigades, helping with the scholarship program, and running events in the community.

Kenya

We continue to support a wide range of programs in the communities surrounding the Olkaria III geothermal complex. For **education**, these include scholarships for secondary school, vocational, and university education, providing supplemental financial support for teachers and support staff, and sponsoring a local youth soccer team. In addition, we provide equipment and tools to students with physical disabilities to enable access to formal schooling, including wheelchairs, special shoes, and the necessary equipment at school.

We plan to increase the number of scholarships awarded to students and to explore opportunities for vocational training for skills development and adult education, to increase literacy and financial knowledge, and to improve professional opportunities for local residents.

To **support food and economic resilience**, we support a farming project at a local school, where members of the community can grow their own food for the school lunch program. This teaches farming skills to members of the community, who can also sell surplus food for additional income. In 2023, we also constructed a modern kitchen equipped with energy-saving stoves and a storage pantry for the school.

To **promote community health**, we provided funds to establish a community health clinic that includes two consultation



Supporting community infrastructure

We support a farming project at a local school, where members of the community can grow their own food for the school lunch program

rooms and a pharmacy section. The facility will host monthly clinics for community members, with an emphasis on prenatal and postnatal care, child immunization, nutrition, HIV & AIDS care, and more. The program was developed in partnership with the government health outreach program and is expected to start operations in 2024.

To **support community infrastructure and development**, Ormat constructed a village for Ormat employees that includes modern residences with air conditioning, sports fields, and a community center. The Company also provides transportation for employees' children to attend school.

Ormat established a **tree nursery** that provides tree seedlings to the community twice a year, and the local community participated in ESG Week activities, including tree plantings.

Israel

We have a long history of supporting technology education in Israel, and we continue our partnership of over 50 years with the ORT Ormat High School. In addition, we run various volunteer activities throughout the year for employees so they can personally contribute to local sustainable development.

Employee Volunteering

In 2023, employees participated in several volunteer activities throughout the year. On National Good Deeds Day, employees volunteered at a local nonprofit center for children with cerebral palsy, where they painted the nonprofit center's building and planted an outdoor garden.



Mural Painting with Ort Ormat High-School Students

Today, approximately 20% of the manufacturing employees at the Ormat Yavne facility are graduates of ORT Ormat High School

ORT Ormat High School

Established in 1970, the ORT Ormat high school is located near the Ormat manufacturing facility in Yavne, Israel. The four-year technical high school prepares students for employment in the electrical, metal, and multimedia industries, and it was established through a partnership between Ormat, the Israel Ministry of Labor and Welfare, and ORT Israel - a national network of educational institutions focused on technology and science.

Students at ORT Ormat High School receive professional training to enter a range of professions, including electricity, welding, CNC machining, and multimedia and content transport. The students have a chance to work at the Ormat manufacturing facility during their training, where they receive hands-on guidance from Ormat employees. With the training they receive, students can enter the professional workforce right after graduation, and many students choose to start their professional careers at Ormat.

Many ORT Ormat graduates have been promoted to senior positions at Ormat over the years, with Ormat supporting their continued academic engineering studies. Today, ORT Ormat graduates hold a variety of senior positions at the Ormat manufacturing facility, including VP of Production, Director of the Machining Department, Maintenance Manager, senior engineers, turbine expert, and others.

We are proud of the role we play in helping to train the next generation of technological professionals who reflect Ormat's values and commitment to sustainability and social responsibility.



Food Packing for Families in need



Blood Donations



Renovation Work at a Local Community Center

United States

Education

In 2023 in California, Ormat continued its partnership with the Imperial County Office of Education’s **STEM** staff to provide **high school outreach and support**. Ormat’s **renewable energy outreach** occurs each quarter, and includes a morning classroom session covering all aspects of geothermal energy production, followed by a visit to the Heber power plant and control room.

Through these onsite visits, students get the opportunity to interact with Heber plant operators and gain a better understanding of various career opportunities at Ormat, and in the geothermal industry in general. In addition, interested students may apply for internship and job shadow opportunities to gain immersive experience and a strong foundation for long-term development and success. Through this program, Ormat has hosted over **100 local STEM students** at Heber.

Furthermore, we support a range of **educational and community programs** in the Imperial Valley, including youth sports teams and a local Boys & Girls Club. We provide support to students throughout the year, including by providing gift cards for families to purchase school supplies and donating weekend food packages for students through the Imperial Valley Food Bank.

In addition, Ormat employees have the opportunity to attend community meetings and events where they can provide industry information and help build community trust.



Nearly 100 students toured our geothermal complex after a class presentation to learn about our sustainable innovations

Economic Development

To support local businesses, we sponsor a range of activities in California, including the Imperial Valley Economic & Energy Summit, the Fall Fiesta at the Heber Public Utility District, and membership costs for the Imperial Valley Economic Development Corporation.

Community Health

As part of our efforts to focus on community health, we continue to **support the Food Bank of Northern Nevada** through food drives and financial donations. In addition, we sponsored employees that participated in the ‘Moms on the Run’ event in Reno, NV, in support of women in the community dealing with cancer.



Food Bank of Northern Nevada

Environmental Resilience

As part of ESG Week 2023, Ormat held a park clean up at the County Park, Bartley Ranch, near the Ormat offices in Reno, NV. Approximately thirty employees donned gloves, trash pickers, buckets, and brooms to clean up a park that is utilized by many in the community. In addition, **Ormat donated one tree for every global employee through the Arbor Day Foundation**.

Ormat also contributed to the American Red Cross disaster relief to support victims of the 2023 wildfires in Maui, Hawaii.

Ormat donated one tree for every global employee through the Arbor Day Foundation

GOVERNANCE





As a publicly traded Company with operations and activities across the globe, corporate governance is a top priority for us. We believe transparent corporate governance practices contribute to our financial success and helps ensure that we remain resilient and strong in the face of challenges. At Ormat, corporate governance is based on our commitment to honesty, transparency, and fairness, and we expect all employees and leaders always to exhibit these qualities.

Inspiring Leadership:
Women VPs at Ormat

ESG Committee established on the Board

44%
Women on the Board³¹

3 out of 5
Board Committees led by Women

88%
Local Procurement

97%
Employees Trained on Anti-corruption and Anti-bribery Policy

89%
Independent Board Members

³¹ This is an increase from 33% at the end of 2023.



Analyst day, NY, U.S.

Corporate Governance

Role of the Board of Directors

The Ormat Board of Directors oversees the management of the business of the Company, in a manner consistent with the best interests of the Company and its stakeholders. The Board and Ormat senior management meet throughout the year to discuss the competitive landscape in the industry, emerging technologies, significant business risks and opportunities, and strategic priorities of the Company. The Board and its committees provide oversight

to Ormat’s senior leadership related to the assessment and management of the Company’s risk exposures, and efforts to mitigate the identified risks.

In 2023, as a reflection of the Company’s commitment to environmental, social and governance matters, an ESG Committee was established on the board level.

For more information on the ESG Committee, see the ‘ESG Governance’ section in the ‘Our ESG Approach’ chapter. Additional Board committees include the Audit Committee, Compensation Committee, Nominating and Corporate Governance Committee, and Investment Committee.

Diversity of the Board

The Nominating and Corporate Governance Committee seeks to achieve diversity within the Board, and adheres to the Company’s philosophy of maintaining an environment free from discrimination. This process is designed to ensure the Board includes members with diverse backgrounds, skills, and experience. As such, the Board includes directors with a range of experience in the energy industry, ESG and sustainability, finance and accounting, information technology/cybersecurity, audits, and other areas.

In 2023, there were 3 female directors. In May 2024, another female director joined, for a total of 4 female out of 9 directors. Among these directors, 1 was from Asia and 1 was from the Middle East/North Africa.

Independence of the Board

Our commitment to good corporate governance is reflected in several practices of the Board and its committees, including Board independence. All directors are independent, except for Isaac Angel, our former CEO, and all committees are made up of independent directors.

The Board believes that an effective governance structure must balance the powers of the CEO and the independent directors and help ensure that independent directors are fully informed and able to provide effective oversight of management. There is currently a separation of the CEO and Chairman positions, which we believe is the appropriate governance for us at this time.

All Board members, including the Chairman, are up for re-election at our annual meeting of stockholders. In addition, we have adopted a 15-year term limit for each director.

For more information on the Board, including its five standing committees; directors’ skills, experience, and backgrounds; how members are selected and evaluated; and other topics, please see the most recent **Ormat Proxy Statement**.

Executive Compensation

The Compensation Committee, which consists entirely of independent directors, oversees our executive compensation program and met throughout Fiscal 2023. The Compensation Committee administers our annual cash bonus and long-term equity incentive plans and reviews performance levels relevant to compensation.

Compensation for Ormat’s executive officers is made in accordance with the Company’s Management Plan, which provides annual cash bonuses for participating employees based on the achievement of certain performance metrics. In addition to factors such as whether the Company met, exceeded financial guidance, and experienced meaningful growth in specific segments, **compensation is also based on ESG-related matters**. These include:

- The development of successful **employment retention** programs and an enhanced focus **on leadership development**.
- **Environmental management**, including the publication of new ESG policies, reduced carbon footprint with respect to Scope 1 and 2 emissions, and increased disclosure and transparency of Scope 3 emissions.
- **Diversity, equity, and inclusion** achievements, including the number of women in the global executive management team and a strong representation of local communities among senior management at our global plants.

More information on remuneration can be found in the most recent **Ormat Proxy Statement**.



Ethical Business Practices

Conducting business according to the highest ethical standards

Ormat is committed to conducting business according to the highest ethical standards, and we have policies and guidelines in place that require ethical business conduct across our operations. These policies were established to promote honest and ethical conduct and compliance with applicable laws and regulations and encourage prompt reporting of illegal or unethical behavior.

The Ormat **Code of Business Conduct and Ethics** is applicable to all employees, executive officers, and directors, and the Ormat **Code of Ethics for Senior Executives** was developed specifically for our principal executive, financial, and accounting officers. Ormat’s **Corporate Governance Guidelines** establish the governance framework for management of the Company, and are intended to align the interests of directors and management with those of our stockholders.

Topics covered in Ormat’s Code of Business Conduct and Ethics:

- Honest and candid conduct
- Fair dealing
- Conflicts of interest
- Protection and proper use of corporation assets
- Compliance with the law
- Doing business internationally
- Disclosure
- Confidentiality
- Accuracy and retention of business records
- Gifts, gratuities, and entertainment
- Employment practices
- Enforcement and whistleblower policy

To promote ethical operations throughout our business operations, we require certain third parties to sign the Ormat Code of Conduct on an annual basis. These include certain agents, sales representatives, legal counsel, customs brokers, security services, and accountants, among others.

Compliance Framework

To safeguard business activities free from corrupt behavior and help ensure employees comply with relevant legal, ethical, and Company requirements, we have a range of policies in place for good governance and business practices in addition to those detailed above. These include policies on Insider Trading, Anti-Bribery and Anti-Corruption, Whistleblower, Political Contributions and Activities, Human Rights and Labor, and others. Management of the policies is overseen by the Chief Compliance Officer, who reports quarterly to the Audit Committee. All employees are responsible for complying with the Company's compliance policies.

In support of transparent business practices, Ormat policies are available on our [website](#).

Compliance Education & Training

To support our culture of ethical business conduct and standards, employees receive extensive training on Ormat's ethics and compliance-related policies. New employees receive training on Ormat corporate guidelines and policies as part of their employment onboarding, and certain employees are required to undergo continuing ethics and corporate governance training sessions, according to their job responsibilities. In addition, employees are identified according to compliance risk levels, and relevant training is provided through the compliance management system, with the materials available in multiple languages.

To expand our compliance outreach efforts, we have a local compliance point of contact for each country and provide monthly compliance training to employees to increase familiarity with our compliance procedures. In addition, we hold dedicated 'Compliance Days' to raise awareness.



In 2023, 97% of Ormat employees completed training on the Anti-Bribery and Anti-Corruption policy

Employees are required to review and acknowledge certain policies annually, including the Code of Business Conduct and Ethics and the Anti-Bribery and Anti-Corruption Policy. **We aim for 100% of our employees to receive training on relevant corporate governance practices every year.**

Compliance training is provided in person and through e-learning, with many sessions provided through a webinar format. Training is provided to full- and part-time employees, as well as contractors and temporary employees. We have implemented a range of measures to engage with employees on compliance matters, including annual visits by a member of the Compliance team to each country where we operate to provide in-person compliance training

and to review the compliance management system. For employees that do not have access to a computer as part of their daily job responsibilities, we provide in-person compliance training. In addition, a quarterly message is sent to all employees by the Compliance team that includes information, resources, and training reminders. Posters are posted on all sites in the local language to explain how employees can report any compliance issues. To identify further areas of focus for our compliance training and education program, we are developing a compliance survey that will measure employees' knowledge and familiarity with compliance rules and procedures. The survey is expected to be conducted in 2024.

Whistleblower Policy

The Ormat **Whistleblower policy** details the procedures for the receipt, retention, investigation, and treatment of complaints and concerns regarding accounting, internal accounting controls, auditing, and other legal and regulatory matters.

The policy provides detailed information for employees or other interested parties to make complaints through a variety of channels, including in writing, via third-party reporting portals, or by calling the whistleblower reporting hotline. Reports may be made anonymously, and all reports are reviewed by the General Counsel and Chief Compliance Officer, who shares the report with the Audit Committee, if necessary, and determines whether an internal or external investigation is needed. If necessary, disciplinary actions or remediation measures are taken. As stated in the policy, retaliatory action is not to be taken or tolerated against any person who, in good faith, reports suspected policy violations.

More information regarding whistleblower mechanisms can be found online in Ormat's **Whistleblower policy**.

In 2023, no serious compliance incidents were reported that required investigation.

Anti-Bribery and Anti-Corruption

Ormat is fully committed to complying with all applicable laws and regulations, specifically those that mandate fair conduct when carrying out its business internationally. This

commitment plays a critical role in preserving our reputation in the professional community, as well as our continued delivery of synergetic and effective solutions to our customers. The Ormat **Anti-Bribery and Anti-Corruption policy** is a key demonstration of that commitment.

The Anti-Bribery and Anti-Corruption policy sets forth expectations for all Ormat employees, officers, and directors, and provides guidance in their business dealings worldwide so that they may at all times act in compliance with all applicable anti-corruption and anti-bribery laws, including the U.S. Foreign Corrupt Practices Act (FCPA) and other applicable anti-corruption and criminal laws around the world.

The policy strictly prohibits any Ormat employee or third party acting on Ormat's behalf from directly or indirectly, offering, paying, promising to pay, authorizing the payment of, receiving, or accepting any corrupt payment or anything of value to or from anyone, anywhere in the world, in order to obtain or retain business or secure any improper advantage.

To help ensure we promote understanding of these issues and the importance of compliance, we provide training to Ormat employees on our Anti-Corruption and Anti-Bribery policy. In addition, we have established an Anti-Bribery and Anti-Corruption committee, comprised of the Chief Compliance Officer (CCO) and other members of senior leadership, which meets quarterly to review compliance-related issues.

Don A. Campbell Complex, NV, U.S., 30 MW

In support of transparent business practices, Ormat policies are available on our website





CD4 Power Plant constructions

Responsible Supply Chain and Procurement

At Ormat, we work with a wide range of suppliers. From engaging with suppliers to procure materials, parts, and services for our manufacturing operations to working with suppliers and subcontractors for the construction, operation, and maintenance of our power plants around the world — we have a robust, diverse supply chain.

In 2023, we worked with approximately 6,100 suppliers globally. We consider our work with suppliers to be a crucial component of our business operations and make efforts to engage with suppliers in a fair, transparent, and regular manner. This is done in recognition of the important role they play in our operational functions and in line with our dedication to upholding the highest ethical standards across our activities and throughout the value chain.

Managing Procurement

Procurement is managed globally by our Procurement department, with teams of experts focused on different production areas and product segments, such as electricity, equipment, subcontractors, drilling, etc. Over the past two years, we have adjusted the organizational structure of the Procurement department to include additional professional procurement specialists.

In 2023, we implemented a business intelligence (BI) system to better track our procurement activities in one system, and we rolled out a new Enterprise Resource Planning (ERP) system Company wide, for increased efficiency of operations. In addition,

we introduced a new Master Service Agreement (MSA) for suppliers in 2023 that includes an updated purchasing framework and additional information for reporting purposes.

Supporting Local Suppliers

We support working with medium and small businesses, and the Ormat Procurement department tracks our spending and business volume with smaller suppliers. To support local sustainable development, where possible, we seek to work with local suppliers.

In 2023, approximately **88% of our procurement was allocated to local suppliers** across our global operations.



Reviewing Plans for the CD4 Power Plant Construction

We require new suppliers fill out a self-assessment that includes information on ESG topics

Promoting Ethical Standards in our Supply Chain

Good partnerships have always been central to our success, and we recognize the contribution of our suppliers to our successful business activities. We collaborate with suppliers not only to develop innovative products and services, but also to support their continuous development.

We are committed to upholding our ethical standards, as outlined in the Ormat Code of Conduct and Ethics, in our dealings with suppliers, contractors, and consultants.

The Ormat **Supplier Code of Conduct** presents our requirements and expectations for suppliers.

The Supplier Code of Conduct covers:

- Ethics and corporate governance
- Labor and human rights
- Environment and climate change policy and practices
- Integrated quality, environment, health & safety systems

The Supplier Code of Conduct and the related policies mentioned above are available on our **website** and are shared with new and existing suppliers, who we ask to adhere to and endorse. Starting at the end of 2023, the Supplier Code of Conduct is included in the Terms & Agreements for relevant suppliers, and it requires that suppliers confirm their adherence to the standards.

Promoting ESG in the Supply Chain

To promote environmental management and ESG activities throughout the supply chain, beginning in 2023, we require that new suppliers fill out a self-assessment that includes information on ESG topics. In the self-assessment, suppliers are asked to provide information regarding management responsibility, training, safety and environmental management, handling of hazardous materials, etc. ESG topics include environmental, social, governance performance, human rights, supplier engagement, and more.

Human Rights

Ormat recognizes our responsibility to respect human rights, avoid any infringements of human rights, and address any relevant human rights impacts that we may directly or indirectly be involved with. Our commitment to human rights is guided by the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Labor Organization's (ILO) core labor conventions, including the Declaration on Fundamental Principles and Rights at Work.

In December 2023, we updated the Ormat **Human Rights and Labor policy**, which details our commitment to human rights and labor and social standards. The policy sets out Ormat's commitments and responsibilities in relation to human rights, with particular attention to conflict-affected or high-risk contexts. The policy covers topics such as child labor, employees' right to freedom of association and collective bargaining, working to eliminate discrimination, ensuring health and safety standards, respecting the rights of local communities, data privacy, and more.

We are committed to complying with applicable laws and internationally accepted Human Rights principles, and we expect our principal stakeholder groups, including employees, managers, suppliers, subcontractors, and business partners, to support the principles outlined in our Human Rights & Labor Policy as well as in other internal policies that cover human rights issues. Where relevant, Ormat develops and implements due diligence processes to identify, prevent, mitigate, and account for potential adverse human rights impacts that are tied to its operations and supply chains.

Our Human Rights & Labor Policy is regularly communicated to relevant stakeholders and is available on the Ormat website. Ormat employees receive training on the policy through our internal learning platform.

In 2023, we updated the Human Rights and Labor policy

Manufacturing facility, Yavne, Israel

Conflict Minerals

As part of our commitment to legal compliance, ethical conduct, human rights, anti-corruption work and environmental protection, we have adopted a Conflict Minerals Policy regarding the procurement of minerals from credible and conflict-free sources. While Ormat does not procure metals directly, and only a fraction of the world's minerals originate from areas of conflict in the Democratic Republic of Congo and surrounding countries, we nevertheless seek to ensure responsible procurement by our suppliers and sub-suppliers.

The Ormat **Conflict Minerals Policy** was adopted to comply with the U.S. SEC's Dodd-Frank Wall Street Reform and Consumer Protection Act (known as "the Conflict Minerals Rule"), and is available on our website. We comply with applicable laws and work with our suppliers to determine the source of tin, tantalum, tungsten, and gold

in components and materials supplied to Ormat through the use of the Conflict Mineral Reporting Template (CMRT) of the Responsible Minerals Initiative (RMI). In addition, we have included a Conflict Minerals clause in our standard Terms and Conditions of Purchase that requires suppliers to comply with our Conflict Minerals Policy and requirements.

Political Contributions and Lobbying Activities

We have implemented a **Political Contributions and Activities Policy**, which outlines details related to prohibited and permitted political contributions, lobbying activities, and employee political contributions. The CCO oversees all policies, guidelines, and decision-making regarding Ormat's political contributions worldwide.



Providing Quality in our Services and Products

Delivering Quality Products

Ormat is the world's only vertically integrated geothermal company, and for most of our geothermal power plants, we are responsible for exploration, development, drilling, design, manufacturing, construction, and operation. By operating our own fleet of geothermal and recovered energy generation power plants, we can ensure that any new technology, or any modification implemented in our design, is first tested and approved in our own facilities and only then will be delivered to our clients. This way, our customers benefit from our modular, flexible approach and our extensive experience in applying a variety of different products and solutions—all designed for simple transportation, installation, operation, and ongoing maintenance.

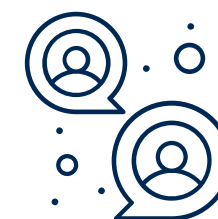
We manufacture most of the power-generating unit equipment components used in our power plants. We seek to acquire any equipment that we do not build ourselves from select, top-quality, trusted suppliers. Ormat is **ISO 9001** and **ISO 14001** certified, and our manufacturing facilities also meet the standards of the **American Society of Mechanical Engineers (ASME)** and the European **Pressure Equipment Directive (PED)**. Many electric utilities around the world have also recognized Ormat as an approved supplier. Ormat's design and manufacturing standards meet the requirements of the applicable European Commission directives, and therefore, we are entitled to carry the CE marking that denotes conformity with health, safety, and environmental protection standards for products sold within the European Economic Area.

Providing Excellent Customer Service

We offer expansive support to our clients, both onsite and remotely, including services to upgrade existing systems and the supply of spare parts to help ensure we are providing continuous, reliable renewable energy power and solutions.

Customer service at Ormat is managed by our After Sales and Product Support Group, a part of the Business Development and Sales Group. The Product Support department collects, addresses, and manages relevant requests from our various customers around the world. Ormat prides itself on its strong base of repeat customers, which is attributed to the strength of our energy solutions and technology and the quality of our customer service relations. We conduct regular, proactive communications with our customers, and as a Company that is both an operator and equipment manufacturer, we have the unique advantage of sharing our operational experience and providing a better experience for customers.

We communicate with our customers through a wide range of channels, including direct customer service representatives, newsletters, workshops and webinars, and general customer service requests. **Our policy is to address all our customer service requests in a timely and suitable manner to promote the continued satisfaction of our global customer base.**



Tax Policy

As a global Company and in accordance with our core values, it is of principal importance that we pay the right amount of taxes by abiding by the rules and regulations of the jurisdictions in which we operate and paying what we owe in a timely fashion. We seek to operate in a transparent, ethical, and socially responsible manner in our interactions with tax authorities, contributing to the communities in which we operate while maintaining our responsibility to our shareholders.

The **Ormat Corporate Tax Policy** helps define and guide our approach to tax strategy, which was established to facilitate compliance with applicable tax laws and regulations and appropriate coordination of tax practices. This is conducted within the framework of fulfilling the corporate interest and supporting a long-term business strategy that avoids tax risks and inefficiencies in the implementation of business decisions. The Tax Policy is reviewed on a regular basis, and changes are approved by the Audit Committee of the Board. Ormat’s CFO is responsible for the Tax Policy and delegates execution to the VP of Global Tax. Execution of the Tax Policy is supported by the Company’s Global Tax and Finance teams.

Our approach towards tax planning is that it must support genuine commercial activity, comply with the laws and regulations of the jurisdictions in which we operate, and be consistent with our business strategy and core values. We do not engage in prohibited tax shelter transactions, including listed transactions, transactions with contractual protection, or confidential transactions as defined by the IRS or similar provisions in other tax jurisdictions.



Data Privacy and Cybersecurity

Ormat’s Electronic Communication Policy establishes security procedures for our internal stakeholders regarding the use of Company equipment, identification information, password policies, and how electronic messaging and documents should be properly handled. The policy is managed by our Information Technology Department, and all internal stakeholders are requested to acknowledge the policy annually. In addition, we work to strengthen our information technology systems by implementing security and control measures that are designed to prevent cyber threats or attacks. We have an internal policy for managing cybersecurity risks, overseen by our Information Technology Department. In our risk management processes, we consider threats and vulnerabilities in the information technology and communications systems that we use regularly, as well as any facilities or assets that are a part of our cyber-infrastructure.

To raise awareness of cybersecurity threats, and to provide tools and advice on how to help avoid a potential cyberattack, we conduct various activities across the organization throughout the year, including monthly video training, sharing the Cybrief news magazine, and conducting phishing simulations. Once a year, we conduct online and in-person training, and we have screensavers and brochures available on the topic. In addition, we conduct cybersecurity exercises for the CEO and management. In 2023, we are not aware that we have a material cybersecurity incident breaches at the Company.

We are subject to various legislation and guidelines from federal, state, local, and national agencies, such as the U.S. Federal Energy Regulatory Commission, which are intended to strengthen cybersecurity measures. Pursuant to the California Consumer Privacy Act and the California Privacy Rights Act, Ormat has published a notice to employees on the personal data it collects, how it is used, and how long it is stored. The notice includes contact information for a data privacy officer, whom employees can contact with inquiries related to their personal data.



ABOUT THIS REPORT

Ormat's 2023 sustainability report highlights our ESG related measures, initiatives, and activities, and is reported in accordance with the GRI Standards for the period from January 1 to December 31, 2023. This is the Company's sixth sustainability report written according to the GRI (Global Reporting Initiative) and the fourth guided by SASB's (Sustainability Accounting Standards Board) requirements and recommendations.

We have assessed the material entities under which the Company has control and those over which we have significant influence regarding their economic, environmental, social, and governance aspects.

This report represents the results of internal processes and includes additions and improvements to last year's report that are based on the feedback that we received. It is our intention to continually refine our sustainability reporting in the years ahead. To assist readers in locating relevant information throughout the report, we provide a GRI content index that can be found on Ormat's Sustainability webpage. In 2022 we began the process of

updating what we consider material ESG topics. The process was concluded in 2023 and its results were presented and approved by senior management. We intend to continue to publish a sustainability report on an annual basis.

We are constantly working on improving our data collection and calculations for Scopes 1, 2, and 3 GHG emissions. This year's Scope 1 and 2 data include, for the first time, data on energy use from our cement operations globally and also direct emissions of SF₆ (Sulfur hexafluoride) from our plants.

Our Scope 1 and 2 data from 2022 has been restated following recalculations, as well as a correction in data collection at three of our U.S. sites, as well as our manufacturing facility in Israel. We have also included a restatement to our Scope 3 data to include the additional categories according to the GHG Protocol mentioned in our assessment. For more details, see 'Scope 3 Emissions'.

Our TRIR number for 2022 has been restated and is now 0.81. The reason for this restatement is a discrepancy in the reported hours at a U.S. facility.

For the purposes of this report, "Ormat" (or the definitions presented herein on the page of this report) refer to: the U.S.-based Company Ormat Technologies Inc. and its controlled entities that are included in the Company's consolidated financial statements. Details regarding the entities included in our consolidated financial statements can be found in our Annual Report on Form 10-K for the year ended December 31, 2023, filed with the SEC (2023 Annual Report). All of the entities included in our consolidated financial statements or equivalent documents are covered by this report unless otherwise noted.

Ormat obtains independent external assurance of its annual financial information, annual accounts and management reports (individual and consolidated with those of its controlled entities). We did not receive external assurance for this report, but we are considering securing external assurance for the data reported following the completion of internal controls and testing.



Information Boundaries of This Report: A Statement on Materiality

Unless otherwise noted, this report includes environmental and social data from internal systems and information from January 1 through December 31, 2023, and is focused on our material operations in the United States, Israel, Turkey, Honduras, Guatemala, Guadeloupe (French Caribbean), and Kenya. Ormat has operations and minority holdings in Indonesia, which, as of 2023, are not operationally material, and hence, the data/detailed analysis is not included in this report unless otherwise mentioned. All financial or economic information presented in this report is disclosed according to our 2023 Annual Report, which should be referred to in case of any discrepancies. This sustainability report focuses on the environmental and social topics that are relevant to Ormat's operations and business, and which are of greatest interest to our stakeholders. However, the inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that

information for purposes of the U.S. securities laws. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws and regulations. For additional information regarding Ormat, please see our current and periodic reports with the Securities and Exchange Commission, including our 2023 Annual Report and subsequent Annual and Quarterly Reports on Form 10-Q. The content presented in the report was prioritized through a process of research and consideration of a variety of sources, including feedback from groups of our stakeholders, the GRI Standards, including its Reporting Principles for defining report content, which include: Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness, and the Reporting Principles for defining report quality, which include:

Accuracy, Balance, Clarity, Comparability, Reliability and Timeliness. In addition, it is informed by the SASB sector-relevant standards, alongside other relevant third-party frameworks for sustainability reporting. We expect the content and data quality of our reporting to improve and evolve moving forward as we further develop our sustainability strategy and as we continue to receive relevant and valuable feedback from our stakeholders. Changes to this year's report include a condensing of information and data that is either consolidated in the appendix of the report or linked to the 2023 Annual Report. This is in order to highlight and focus on the main material topics that were identified by Ormat. This report may contain links to or information from other Internet sites. Such links and information are not endorsements of any products or services in such sites, and no information in such sites has been endorsed or approved by Ormat. The information provided in this report is provided as of the date of this report and is subject to change without notice. Except where noted, the information covered in this report highlights the Company's performance and initiatives in fiscal year 2023. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. Moreover, this report may use certain terms, including those that GRI, SASB, TCFD, or others may refer to as "material," to reflect the issues or priorities of Ormat, its subsidiaries, and its stakeholders. Used in this context, however, these terms are distinct from, and should not be confused with, the terms "material" and "materiality" as defined by or construed in accordance with securities or other laws or as used in the context of financial statements and reporting.

Contact About this Report

We have strived to provide all the relevant data and information regarding our sustainability performance and activities in 2023 that fall within the scope of this report. Stakeholders who are interested in understanding or clarifying the information presented, or who have questions regarding the content of the report, can contact us through one of the following channels:

- **Requests for general information:**

IR@ormat.com

- **Requests for sustainability-related information:**

sustainability@ormat.com

- **Online form:**

www.ormat.com/en/company/contact/main/

- **Mail requests**

Ormat Technologies, Inc.
6140 Plumas Street
Reno, NV 89519-6075 U.S.



ORMAT

APPENDIX

Data Tables

For the GRI and SASB Content Index click [here](#) or view on the Company's sustainability webpage.

Environmental Performance

Topic	Metric	2019	2022	2023	SASB Indicator	GRI Indicator
ENERGY						
Electricity Generated (gross)	GJ	28,815,041	30,540,063	32,614,488	IF-EU-000.D	302-1
Electricity Sold	GJ	22,459,180	23,924,360	25,907,184	IF-EU-000.B	302-1
Electricity Consumption	GJ	6,682,551	6,793,878 ³²	6,916,303		302-1
Electricity Consumption from Renewable Sources	%	95%	97%	97%		302-1
Fuel Consumption Within the Organization	GJ	200,312	221,184	265,571		302-1
Total Energy Consumption Within the Organization	GJ	6,882,863	7,015,062	7,181,874		302-1
Energy Intensity per Revenue	GJ/thousands of dollars	9.23	9.55	8.66		302-3
GREENHOUSE GAS EMISSIONS³³						
Direct (Scope 1) GHG Emissions	tonnes CO ₂ e	202,455	183,384	171,778	IF-EU 110.a.1	305-1
Indirect (Scope 2) GHG Emissions - market-based	tonnes CO ₂ e	34,755	24,906	25,934		305-2
Indirect (Scope 2) GHG Emissions - location-based	tonnes CO ₂ e	34,721	24,743	26,260		305-2
Total Scope 1 and 2 GHG Emissions	tonnes CO₂e	237,210	208,290	197,712		
GHG Emission Intensity per Revenue	tonnes CO ₂ e/thousands of dollars	0.32	0.28	0.24		305-4
GHG Emission Intensity per Production	kgCO ₂ e/MWh	37.55	30.68	26.95		305-4
Other Indirect (Scope 3) GHG Emissions	tonnes CO ₂ e	3,802	396,059	337,122		305-3
WATER						
Water Consumption	m ³	16,491,184	20,332,043	20,639,331	IF-EU 140.a.1	303-5
WATER USE BY TYPE						
Manufacturing & Offices	m ³	19,594	26,298	138,614		303-5
Power Plants That Use Air Cooling Systems	m ³	55,168	69,431	46,653		303-5
Power Plants That Use Water Cooling Systems	m ³	16,416,422	20,236,315	20,454,064		303-5

^{32, 33} Numbers for 2022 were restated after change of calculation methodology. For more information on restated numbers, please see 'About This Report'.

› Environmental Performance

Topic	Metric	2019	2022	2023	SASB Indicator	GRI Indicator
WASTE						
Waste Generated	tonnes	7,063	5,838	3,118		306-3
WASTE BY TYPES						
Total Weight of Non-Hazardous Waste	tonnes	6,064	3,713	2,778		306-3
General Waste Streams and Construction Waste	tonnes	1,710	549	1,140		306-3
Metal – General, Aluminum, Scrap and Carbon Steel	tonnes	1,342	2,775	1,116		306-3
Nylon/Plastic Waste	tonnes	1	11	14		306-3
Paper & Cardboard	tonnes	510	21	39		306-3
Radiographic Films	tonnes	0	0	0		306-3
Sand and Drilling Mud (Liquid & Solid)	tonnes	1,576	180	217		306-3
Green Waste	tonnes	0	7	15		306-3
Geothermal Scale	tonnes	0	5	20		306-3
Wood	tonnes	926	166	218		306-3
Total Weight of Hazardous Waste	tonnes	999	1,830	340		306-3
Acid (Nitric Acid, Sulfuric Acid)	tonnes	20	4	3		306-3
Batteries, Electronic Waste and Lightbulbs	tonnes	73	5	15		306-3
Motive Fluid	tonnes	632	4	118		306-3
Used Oils	tonnes	258	1,805	183		306-3
Used Paint Containers and Paint Thinners	tonnes	16	13	15		306-3
ENVIRONMENTAL COMPLIANCE						
Non-Compliance With Environmental Laws and Regulations	USD	0	0	0		307-1



Social Performance

Topic	Metric	2019 ³³	2022	2023	SASB Indicator	GRI Indicator
EMPLOYEES						
Total Number of Employees	#	1,384	1,455	1,672		2-7
Age - 30 or lower	%	/	13%	15%		
Age - 30-39	%	/	33%	33%		
Age - 40-49	%	/	25%	24%		
Age - 50-59	%	/	19%	17%		
Age - 60+	%	/	10%	10%		
Female - All Employees	%	17%	19%	20%		405-1
Female - VPs	%	30%	30%	26%		
Female - Managers	%	/	21%	22%		
Female - Non-Managers	%	/	18%	20%		
Full-Time Employees	%	99%	98%	98%		2-7
Permanent Employees	%	98%	98%	92%		2-7
Total Number of New Employee Hires	#	229	281	450		401-1
Female New Hires Rate	%	22%	26%	28%		401-1
Employee Turnover	%	14%	15%	18%		401-1
TRAINING & DEVELOPMENT						
Training Hours	#	9,688	36,753	41,199		
Average Hours of Training per Year per Employee	#	7	25.3	24.6		404-1
Percentage of Permanent Employees Receiving Regular Performance and Career Development Reviews	%	90%	74%	100%		404-3
OCCUPATIONAL HEALTH AND SAFETY						
Total Recordable Incident Rate (TRIR)	per 200k hours	2.13	0.81 ³⁴	0.96	IF-EU320a.1	403-9
Lost Time Incident Rate	per 200k hours	1.1	0.27 ³⁵	0.42		403-9
Fatalities	#	0	0	0		403-9
"Days Away From Work" (DART)	per 200k hours	/	0.43	0.48		403-9
COMMUNITY						
Charitable Contributions	\$	929,262	1,206,107	1,199,220		

³³ The '/' symbol denotes that data collection for this metric started later, hence earlier data is unavailable.

^{34,35} Numbers for 2022 were restated after change of calculation methodology. For more information on restated numbers, please see 'About This Report'.

Economic – Corporate Governance Performance

Topic	Metric	2019	2022	2023	SASB Indicator	GRI Indicator
Women Board Members	%	22%	33%	33% ³⁶		2-9
Number of Independent Board Members	%	100%	89%	89%		2-9
Chair and CEO Are Separate	Yes/No	Yes	Yes	Yes		2-11
BOARD COMMITTEES AND MEETINGS						
Number of Board Meetings (for the 12-Month Period Ending December 31)	#	10	12	8		2-9
Audit Committee Meetings	#	7	6	6		2-9
Compensation Committee Meetings	#	6	7	5		2-9
Nominating and Corporate Governance Committee Meetings	#	5	3	2		2-9
Investment Committee Meetings	#	2	1	2		2-9
Shareholders Who Voted in Favor of the Company's Compensation	%	66%	84%	86%		2-20
ECONOMIC PERFORMANCE						
Total Revenues	(Dollars in thousands)	746,044	734,159	829,424		201-1
Operating Costs (Payments Made Outside of the Organization for Materials, Product Components, Facilities, and Services)	(Dollars in thousands)	271,493	213,450	296,927		201-1
Employee Wages and Benefits	(Dollars in thousands)	137,513	140,855	140,764		201-1
Payments to Providers of Capital (Dividends + Interest on Debt, etc.)	(Dollars in thousands)	84,014	92,741	100,648		201-1
Payments to Governments (Taxes, Penalties, etc.)	(Dollars in thousands)	1,649	29,004	26,250		201-1

³⁶ This is the data for the end of 2023. Since May 2024, there have been 4 female directors out of a total of 9 directors.



› Economic – Corporate Governance Performance

Topic	Metric	2019	2022	2023	SASB Indicator	GRI Indicator
SUPPLY CHAIN						
Total Procurement	(Dollars in thousands)	483,791	680,686	908,648		204-1
Percentage of Local Supplier - Total ³⁷	%	77%	82%	88%		204-1
Percentage of Local Supplier Allocations – USA	%	91%	90%	95%		204-1
Percentage of Local Supplier Allocations – Israel	%	42%	58%	60%		204-1
Percentage of Local Supplier Allocations – Kenya	%	67%	67%	85%		204-1
Percentage of Local Supplier Allocations – Guatemala	%	72%	48%	3%		204-1
Percentage of Local Supplier Allocations – Guadeloupe	%	89%	35%	31%		204-1
Percentage of Local Supplier Allocations – Honduras	%	92%	87%	93%		204-1
Percentage of Local Supplier Allocations – Turkey	%	74%	58%	71%		204-1

³⁷ This category is reported for the first time in the current report.

Non-GAAP Financial Measures; Reconciliation of EBITDA and Adjusted EBITDA



This report includes certain “non-GAAP financial measures” within the meaning of Regulation G under the Securities Exchange Act of 1934, as amended, including EBITDA and Adjusted EBITDA. The presentation of these non-GAAP financial measures is not intended as a substitute for financial information prepared and presented in accordance with GAAP and such non-GAAP financial measures should not be considered as a measure of liquidity or as an alternative to cash flow from operating activities, net income or any other measures of performance prepared and presented in accordance with GAAP. Such non-GAAP financial measures may be different from non-GAAP financial measures used by other companies.

We calculate EBITDA as net income before interest, taxes, depreciation, amortization, and accretion. We calculate Adjusted EBITDA as net income before interest, taxes, depreciation, amortization, and accretion, adjusted for

(i) mark-to-market gains or losses from accounting for derivatives, (ii) stock-based compensation, (iii) merger and acquisition transaction costs, (iv) gain or loss from extinguishment of liabilities, (v) cost related to a settlement agreement, (vi) non-cash impairment charges, (vii) write-off of unsuccessful exploration activities, and (viii) other unusual or non-recurring items. We adjust for these factors as they may be non-cash, unusual in nature, and/or are not factors used by management to evaluate operating performance. We believe that the presentation of this measure will enhance an investor’s ability to evaluate our financial and operating performance. EBITDA and Adjusted EBITDA are not measurements of financial performance or liquidity under accounting principles generally accepted in the United States, or GAAP, and should not be considered as an alternative to cash flow from operating activities or as a measure of liquidity or an

alternative to net earnings as indicators of our operating performance or any other measures of performance derived in accordance with U.S. GAAP.

Our Board of Directors and senior management use EBITDA and Adjusted EBITDA to evaluate our financial performance. However, other companies in our industry may calculate EBITDA and Adjusted EBITDA differently than we do. This information should not be considered in isolation from, or as a substitute for, or superior to, measures of financial performance prepared in accordance with GAAP or other non-GAAP financial measures.

The following table reconciles net income, the most directly comparable financial measure prepared and presented in accordance with U.S. GAAP, to EBITDA and Adjusted EBITDA for the year ended December 31, 2023, and 2022.

	Year	
	2023	2022
	(Dollars in thousands)	
Net income	133,137	77,795
Adjusted for: Interest expense, net (including amortization of deferred financing costs)	86,898	84,326
Income tax provision (benefit)	5,983	14,742
Adjustment to investment in unconsolidated companies: our proportionate share in interest expense, tax and depreciation and amortization in Sarulla and Ijen	16,069	13,199
Depreciation, amortization and accretion	221,415	198,603
EBITDA	463,502	388,665
Mark-to-market on derivative instruments	(2,206)	1,613
Stock-based compensation	15,478	11,646
Make-whole premium related to long-term debt prepayment	—	1,102
Reversal of a contingent liability related to a business combination transaction	—	(1,829)
Allowance for bad debts related to February power crisis in Texas	—	115
Impairment of long-lived assets	—	32,648
Write-off of unsuccessful exploration activities	3,733	828
Merger and acquisition transaction costs	1,234	675
Adjusted EBITDA	481,741	435,463

Forward-Looking Statements

This report and information provided during any discussion accompanying this report may contain “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. These statements involve estimates, expectations, projections, goals, objectives, assumptions and risks, and activities, events, and developments that we expect or anticipate will occur in the future. When used in or during the course of this report, the words “may”, “will”, “could”, “should”, “expects”, “plans”, “anticipates”, “believes”, “estimates”, “predicts”, “projects”, “thinks”, “forecasts”, “guidance”, “continue”, “goal”, “outlook”, “potential,” “prospect,” “target” or “contemplate”, or the negative of these terms or other comparable terminology are intended to identify forward-looking statements, although not all forward-looking statements contain such words or expressions. Such forward-looking statements include but are not limited to: statements about expectations in connection with the Company’s ESG plans, initiatives, projections, goals, commitments, expectations, or prospects, including the targets and goals set forth in this report among others. All of these and other forward-looking statements made in or during this report are made only as of the date hereof and Ormat undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future developments or otherwise, except as required by law. Forward-looking statements about “target” or “targeted” amounts represent current goals of Ormat’s management and are neither estimates of Ormat’s

actual results nor financial projections or forecasts that have been prepared in accordance with Securities and Exchange Commission (“SEC”) rules or guidelines adopted by the American Institute of Certified Public Accountants. These forward-looking statements are not intended to be a guarantee of future results, but instead constitute Ormat’s current expectations based on assumptions that Ormat currently believes are reasonable. You are cautioned not to place undue reliance on the expectations, projections and other forward-looking statements made in or during the course of this report as actual future results and developments may differ materially from such expectations, projections and forward-looking statements due to a number of risks, uncertainties and other factors, many of which are beyond Ormat’s control. These risks, uncertainties and other factors include, but are not limited to, our assumptions not being realized, our ability to execute our strategies in the time frame expected or at all, changing government regulations, scientific or technological developments, climate-related conditions and weather events, our ability to gather and verify data regarding environmental impacts, the compliance of various third parties with our policies and procedures, and our expansion into new products, services, and geographic regions, as well as the risks, uncertainties and other factors described in Ormat Technologies, Inc.’s Form 10-K filed with the SEC on February 23, 2024, and from time to time, in Ormat’s quarterly reports on Form 10-Q that are filed with the SEC.

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GRI Content Index

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	8, 86-88			
	2-2 Entities included in the organization’s sustainability reporting	86-88			
	2-3 Reporting period, frequency and contact point	86-88			
	2-4 Restatements of information	86, 90-94			
	2-5 External assurance		2-5	Information Unavailable	Ormat at this time does not receive external assurance for the sustainability report, yet is planning to do so in the coming reports
	2-6 Activities, value chain and other business relationships	8, 12-15, 93-94			
	2-7 Employees	53-54, 92			
	2-8 Workers who are not employees		2-8 a., b., c.	Information Unavailable	Ormat does not currently collect this data on non-employees. We are looking to disclose this in coming reports
	2-9 Governance structure and composition	21, 77 2024 Proxy, pg. 22-25			
	2-10 Nomination and selection of the highest governance body	77 2024 Proxy, pg. 21-22			
	2-11 Chair of the highest governance body	77,93 2024 Proxy, pg. 23			
	2-12 Role of the highest governance body in overseeing the management of impacts	21, 77-78 2024 Proxy, pg. 28-30			
	2-13 Delegation of responsibility for managing impacts	21 2024 Proxy, pg. 23			
	2-14 Role of the highest governance body in sustainability reporting	21, 77			
	2-15 Conflicts of interest	77 'Code of Business, Conduct and Ethics' pg. 2-4			
	2-16 Communication of critical concerns	2024 Proxy, pg. 30			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	21 2024 Proxy, pg. 19-20			
	2-18 Evaluation of the performance of the highest governance body	78 2024 Proxy, pg. 27			
	2-19 Remuneration policies	78 2024 Proxy, pg. 36-39			
	2-20 Process to determine remuneration	78 2024 Proxy, pg. 36-39			
	2-21 Annual total compensation ratio	78 2024 Proxy, pg. 54-55			
	2-22 Statement on sustainable development strategy	18-21, 29-31			
	2-23 Policy commitments	44, 56, 78-83			
	2-24 Embedding policy commitments	44, 56, 78-83			
	2-25 Processes to remediate negative impacts	50, 56, 60, 80			
	2-26 Mechanisms for seeking advice and raising concerns	50, 55-59, 60, 80			
	2-27 Compliance with laws and regulations	78-80			
	2-28 Membership associations	28			
	2-29 Approach to stakeholder engagement	27			
	2-30 Collective bargaining agreements	65 Annual report 2023: pg. 41			
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	26			
	3-2 List of material topics	26			
Economic Performance					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	93-94			
	201-2 Financial implications and other risks and opportunities due to climate change	19, 22-23			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	63, 65 2024 Proxy, pg. 44			
	201-4 Financial assistance received from the government	2023 Annual report, pg. 105			
Market presence					
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	77			
Procurement Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 81-83			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	93-94			
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 80, Ormat Anti-Bribery and Anti-Corruption Policy			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	80, Ormat Anti-Bribery and Anti-Corruption Policy			
	205-2 Communication and training about anti-corruption policies and procedures	79-80			
Tax					
GRI 207: Tax 2019	207-1 Approach to tax	85 Ormat Corporate Tax Policy			
	207-2 Tax governance, control, and risk management	Ormat Corporate Tax Policy 2023 Annual report, pg. 65			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	85 Ormat Corporate Tax Policy 2023 Annual report, pg. 171-172			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	26 Environment and Climate Change Policy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	34, 42, 90			
	302-2 Energy consumption outside of the organization		302-2 a., b., c.	Not Applicable	This is not applicable as there is no energy consumption outside of the organization.
	302-3 Energy intensity	90			
	302-4 Reduction of energy consumption	34,42			
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	44 Ormat Water Management Policy			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	44-45			
	303-2 Management of water discharge-related impacts	44-45			
	303-5 Water consumption	44-45, 90			
Biodiversity					
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	48-49			
	304-3 Habitats protected or restored	48-49			
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 37-43 Ormat Environment and Climate Change Policy			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	38-43, 90			
	305-2 Energy indirect (Scope 2) GHG emissions	38-43, 90			
	305-3 Other indirect (Scope 3) GHG emissions	43, 90			
	305-4 GHG emissions intensity	39, 90			
	305-5 Reduction of GHG emissions	37-40, 42, 90			
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	46			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	46-47			
	306-2 Management of significant waste-related impacts	46-47			
	306-3 Waste generated	46-47, 91			
	306-4 Waste diverted from disposal	46-47			
	306-5 Waste directed to disposal	46-47, 91			
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 53, 65			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	92			
	401-2 Benefits provided to full time employees that are not provided to temporary or part-time employees	63-65			
	401-3 Parental leave	65			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	55-59 Ormat Integrated Quality Environment Health and Safety (QEHS) Policy			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	55-59			
	403-2 Hazard identification, risk assessment, and incident investigation	55-59			
	403-3 Occupational health services	55-59			
	403-4 Worker participation, consultation, and communication on occupational health and safety	55-59			
	403-5 Worker training on occupational health and safety	55-59			
	403-6 Promotion of worker health	55-59			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	59			
	403-8 Workers covered by an occupational health and safety management system	55-59			
	403-9 Work-related injuries	55-59, 92			
	403-10 Work-related ill health	55-59, 92			
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 63-64			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	63-64, 92			
	404-2 Programs for updating employee skills and transition assistance programs	63-64			
	404-3 Percentage of employees receiving regular performance and career development reviews	63-64, 92			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 60-62			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	60-62, 92			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	26-27, 66-74			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	66-74			
	413-2 Operations with significant actual and potential negative impacts on local communities	66-74			
Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 82-83 Ormat Human Rights & Labor Policy Supplier Code of Conduct Policy			
Non-GRI Material Topic	Human Rights	82-83 Ormat Human Rights & Labor Policy Supplier Code of Conduct Policy			
Innovation and Operational Eco-Efficiency					
GRI 3: Material Topics 2021	3-3 Management of material topics	20, 30, 36			
Non-GRI Material Topic	Innovation and Operational Eco-Efficiency	20, 30, 36			
Corporate Governance					
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 76-80			
Non-GRI Material Topic	Corporate Governance	76-80			

SASB Content Index

Utilities Topics	SASB code	SASB Utilities disclosures	Location and comments
Greenhouse Gas Emissions and Energy Resource Planning	IF-EU-110a.1	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	171, 778 tCO ₂ e (pg. 90), 0, 0
	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries	Not Relevant
	IF-EU-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	pg. 37-39, 40, 42
	IF-EU-110a.4	(1) Number of customers served in markets subject to renewable portfolio standards (RPS) and (2) percentage fulfillment of RPS target by market	Not Relevant
Air Quality	F-EU-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) particulate matter (PM ₁₀), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population	Not Relevant
Water Management	IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	pg. 44-45, 90
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	0
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	pg. 22-23, 44-45
Coal Ash Management	IF-EU-150a.1	Amount of coal combustion residuals (CCR) generated, percentage recycled	Not Relevant
	IF-EU-150a.2	Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment	Not Relevant
Energy Affordability	IF-EU-240a.1	Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	Not Relevant
	IF-EU-240a.2	Typical monthly electric bill for residential customers for (1) 500 kWh and (2) 1,000 kWh of electricity delivered per month	Not Relevant
	IF-EU-240a.3	Number of residential customer electric disconnections for non-payment, percentage reconnected within 30 days	Not Relevant
	IF-EU-240a.4	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	Not Relevant
Workforce Health and Safety	IF-EU-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	pg. 53, 92
Nuclear Safety & Emergency Management	IF-EU-420a.1	Nuclear Safety & Emergency Management	Not relevant
Grid Resiliency	IF-EU-420a.2	Grid Resiliency	Not relevant



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