



EBN Erdinast
Ben Nathan
Toledano

ESG REPORT 2024



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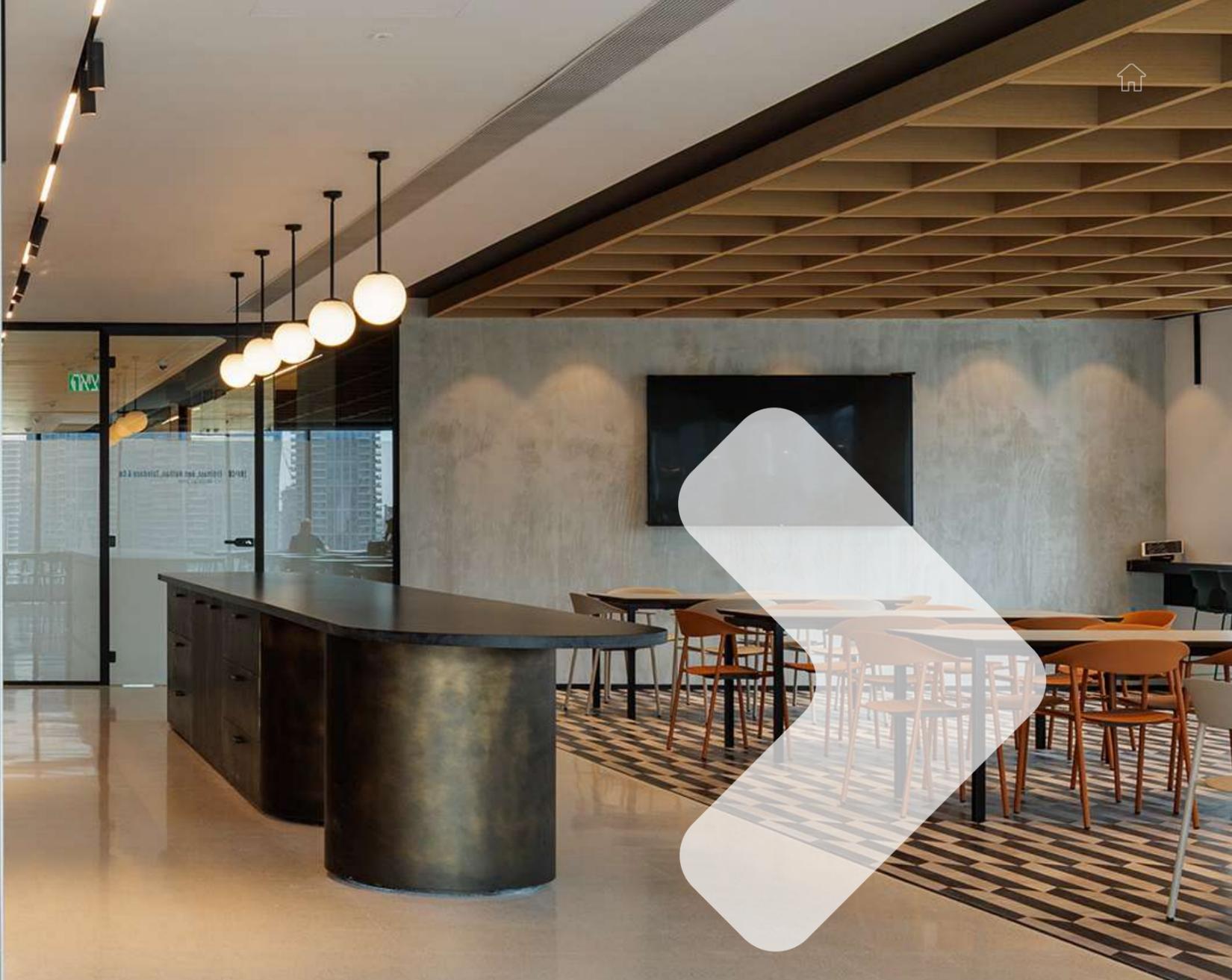
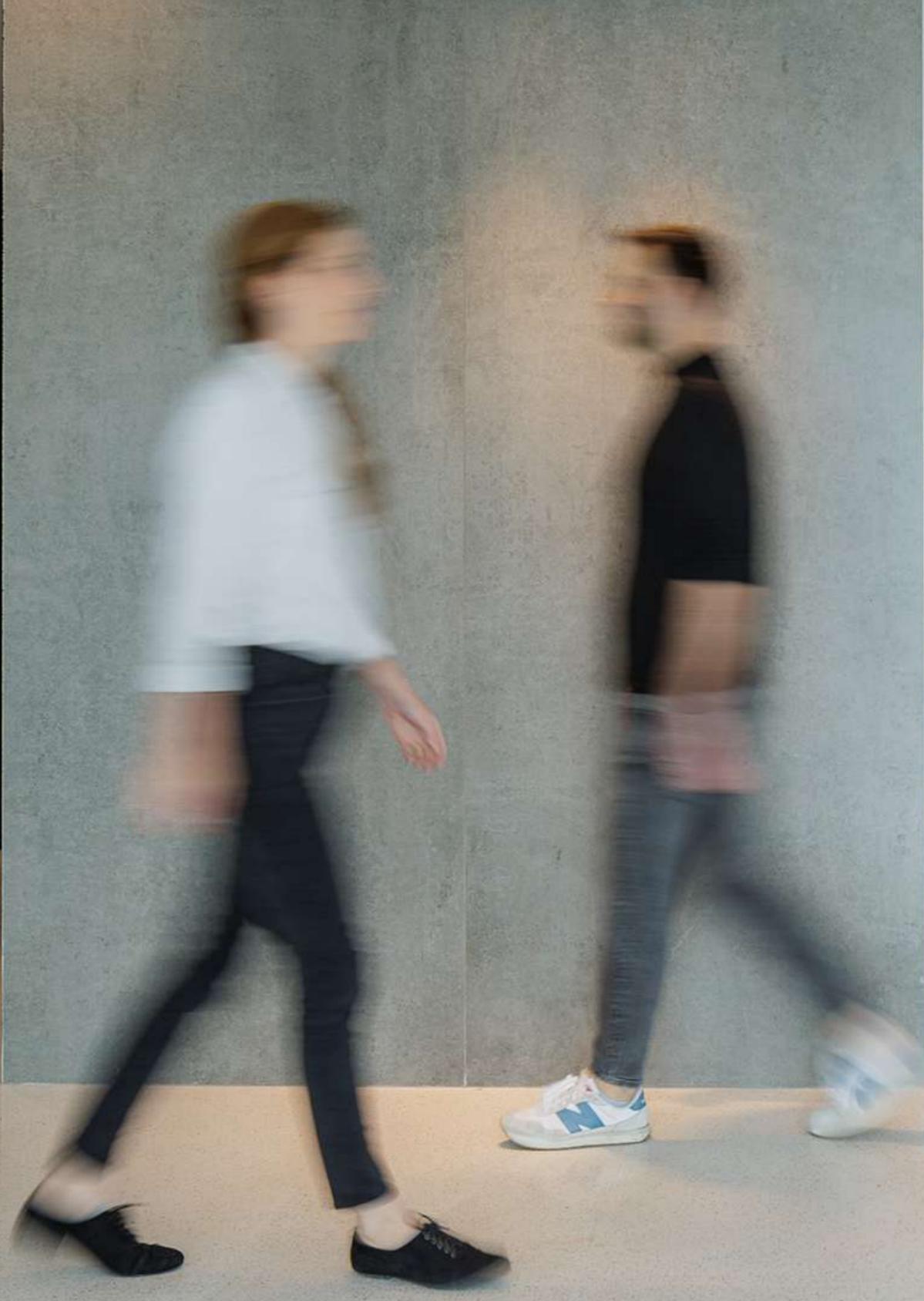
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Introduction

About EBN

EBN is one of Israel's most prominent and fastest growing full-service law firms employing over 160 lawyers across multiple practice areas and disciplines.

Our first-class pedigree, our international training and our hands-on experience, regularly earns our firm pivotal roles in the most complex, innovative and high-profile transactions and legal proceedings in Israel and abroad.

Consistently ranked as a top-tier firm by Chambers Global, Legal 500, IFLR1000, Mergermarket and the Israeli ranking guides.

This distinction underscores our reputation as the premier choice in Israel, earning us the coveted title of 'Go-To Firm' for a diverse clientele that spans multinational corporations, privately and publicly listed companies on both domestic and international exchanges, esteemed business individuals, leading real estate enterprises, and a broad spectrum of hi-tech firms at various growth stages.

We also serve financial institutions, private equity and venture capital firms, infrastructure and energy entities, telecommunications providers, television networks, and numerous others.

Our vast knowledge, professionalism and commitment to providing exceptional service to our clients, have earned us the title of 'Israel Banking and Finance Law Firm of the Year', 2021, awarded by IFLR Europe, in addition to many other accolades.



Our Values



- Integrity
- Excellence
- Creativity
- Globality
- Social & Enviromental responsibility
- Professionalism

Input From Our Management



Dear Stakeholders,

We are delighted to present to you EBN's inaugural Environmental, Social, and Governance (ESG) report. This milestone document signifies our profound commitment to sustainability, responsibility, and ethical business practices. As a Managing Partner, it gives me great pleasure to introduce this report, which embodies our firm's dedication to integrating ESG principles into every facet of our operations. Our decision to embark on this journey is rooted in our core belief that embracing ESG principles is not only morally imperative but also essential for our long-term success and the welfare of society. We are already witnessing the transformative impact of these principles within our firm, and we remain steadfast in our dedication to driving continual progress and sustainability.

I am thrilled to announce that EBN has become the inaugural Israeli law firm to join the Principles for Responsible Investment (PRI). This significant milestone underscores our steadfast commitment to advocate for responsible investments and integrate ESG principles into both our own and our clients' business practices. As signatories of PRI, we pledge to leverage our influence and advocate for sustainable initiatives and support our clients in adopting ethical and environmentally conscious strategies.

Furthermore, we recognize the vital importance of fostering diversity and inclusion within our organization. To this end, we have initiated a dedicated program aimed at nurturing inclusivity and representation at all levels. While we acknowledge that there is still much progress to be made, we are resolute in our commitment to effecting meaningful change and cultivating a workplace culture that celebrates diversity in all its forms. This report stands as a testament to our firm's core values of transparency, accountability, and positive impact. We invite you to explore its contents, learn about our initiatives, and join us on our journey toward a more just, equitable, and sustainable future.

Being a woman, it is particularly meaningful for me to be part of this groundbreaking move with the release of our first ESG report. As a member of EBN's Executive Committee, I am proud to take part in leading initiatives that prioritize sustainability, responsibility, and ethical practices. Being at the forefront of integrating ESG principles not only aligns with our firm's values but also allows me to influence the processes we lead, ensuring that diversity, inclusion, and sustainability are integral components of our operations. Together, we are shaping a future where businesses not only thrive but also contribute positively to society and the environment.

Thank you for joining us on this journey towards a more ethical and sustainable future.

Miriam



Miriam Kleinberger-Attar,

Partner, Head of the Labor Law Department,
EBN- Erdinast, Ben Nathan, Toledano

Key Data



Staff Composition



156
Number of Lawyers



252
Number of Employees



Gender Representation



33%
Women in Management Level



27%
Women in Senior Management



35%
Female Partners



62.5%
Female Senior Associates



Pro Bono Work



2893 hours
Pro Bono Hours in 2023



Practice Areas



32
Number of Practice Areas



Professional Development



80 Hours (per person)
Average Hours Spent on Skill
Enhancement in 2023

About the Report

This is EBN's inaugural Environmental, Social, and Governance (ESG) report for the year 2023.

This comprehensive report provides an in-depth overview of our firm's commitment to sustainability and responsibility, addressing the most pertinent sustainability topics not only for our organization but also for our stakeholders. Tailored for individuals and entities interested in understanding our journey toward becoming a sustainable and socially responsible business entity, this report reaches out to our diverse stakeholders, including our valued team members (current and prospective), esteemed clients, trusted business partners, and our suppliers.

As a snapshot of our activities within a defined timeframe, this report encapsulates our efforts and achievements in promoting sustainability across our operations. We encourage you to explore our website and engage with our social media channels for real-time updates on our sustainability journey.

In alignment with our pledge to transparency and accountability, this report was prepared with reference to the standards established by the Global Reporting Initiative (GRI). It has been meticulously prepared under the guidance of our Head of Environment and ESG Practice, Daphna Shalev Korenblit, who completed the GRI Certified Training on Reporting with the GRI Standards in 2024.

Furthermore, we are proud to confirm that our Executive Committee has thoroughly reviewed and endorsed this report, underscoring our collective dedication to advancing sustainability within our firm.

We extend our deepest gratitude to all our stakeholders for their continued support and collaboration as we collectively strive towards a more sustainable future.

Our Material Topics

Waste Management

Managing paper waste and championing general recycling initiatives throughout our operations.



Employment, Training & Education

Nurturing talent through promotion, ensuring employee welfare and health, and facilitating ongoing training and educational programmes.



Diversity, Inclusion & Equality

Upholding principles of diversity, fostering an inclusive environment and promoting equality across all aspects of our organization.



Social Engagement & Community Support

Engaging in social initiatives, advocating for freedom of expression, championing the representation of marginalized groups and responding to prevailing social issues and events within Israel.



Customer Privacy & Data Security

Safeguarding customer privacy through robust cybersecurity measures and stringent information security protocols.



Sustainability Consulting

Providing expert guidance and consulting services to clients on sustainability issues, encouraging responsible business practices and facilitating their transition to sustainable business operations.



Alignment with UN Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs), established in 2015, provide a vital global framework for addressing humanity's most pressing challenges. At EBN, we recognize their profound economic and social implications for the Israeli economy and are committed to advancing these goals in its operations.

Our chosen SDGs closely align with our core activities and areas where we can make a significant impact. We are unwavering in our dedication to upholding social and environmental principles, fostering robust corporate governance, and raising awareness of these priorities among our employees, customers, and other stakeholders.





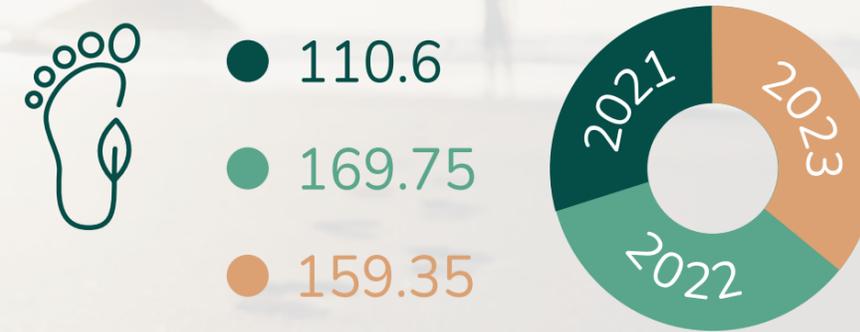
Sustainability

Sustainability Data

Total Energy Consumption (kwh)



Carbon Footprint (CO2 equivalent tons) for the company's total activity:

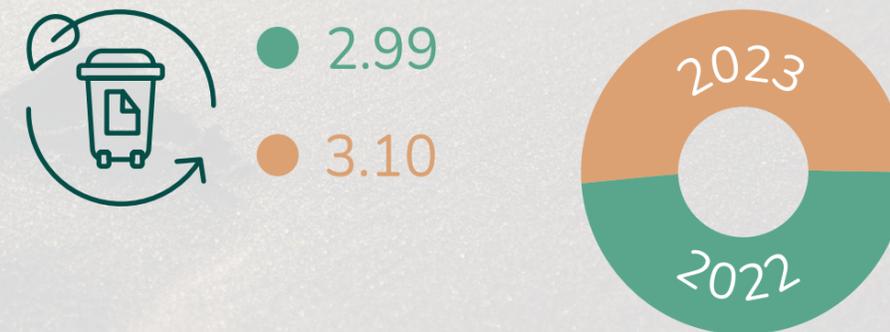


* Calculated using the greenhouse gas emissions calculator provided by the Israeli Ministry of Environmental Protection.

E-waste Units Transferred for Reuse or Recycling



Wastepaper Recycled (tons)



* Note: Wastepaper recycling data is available from Amnir starting from October 2022. Prior to this, we utilized the building's general shredding services, which were discontinued due to non-recycling of the flakes.

* Note: The increase in the number of units in 2023 is attributed to the expiration of warranties and service life for many laptops and stationary computers. Additionally, during office renovations, we organized server cabinets and decommissioned old servers.

Sustainability Policy

At EBN we are dedicated to leading the charge in promoting sustainability and reducing our environmental footprint, all while upholding principles of social responsibility and ethical conduct.

To achieve these goals, we have enacted the following initiatives:



Environment Protection

We prioritize energy efficiency, embrace digital solutions to minimize paper usage, reduce disposable tableware usage, and actively work to minimize waste while expanding our recycling programmes.



Social Responsibility

EBN fosters diversity, inclusion, and equality within our organisation. We prioritize the health and safety of our employees, engage in community outreach efforts, and provide pro bono legal services.



Ethical Conduct

We uphold the highest ethical standards, ensuring legal integrity and full compliance with all applicable laws and regulations.

To ensure the successful implementation of our sustainability initiatives, specialized teams have been designated for ethics, social engagement, and sustainability. You can read about the different teams' activities in this report.

At EBN, sustainability is not merely a goal - it is a commitment ingrained in every aspect of our operations.

Sustainability Goals

- In 2023, our energy consumption witnessed a noticeable reduction, primarily influenced by the ongoing conflict and the transition to remote work arrangements. Consequently, we have decided to designate 2022 as our base year for accurate comparative analysis.
- During a three-month period in 2022, our physical office operations were significantly scaled back due to the global pandemic (COVID-19). Therefore, it is crucial to acknowledge this anomaly in our assessment.
- As we move into 2024, our objective is to maintain the energy consumption levels observed in 2022. We aim to achieve this despite the expected return to regular office operations, thereby ensuring a more representative the benchmark for our energy conservation efforts.

Reduction of Private Car Usage for Commuting

In January 2023 we conducted an employee survey regarding transport to and from the office:

23.4% 
Employees who arrive by private car

0% 
Employees who arrive by company car

15.3% 
Employees who arrive by public transport

0% 
Employees who arrive by carpool

15.3% 
Employees arriving by scooter/bicycle

2.4% 
Employees arriving by motorcycle

32.5% 
Employees who arrive by a combination of private car, walking and/or public transport

12.9% 
Employees arriving by walking

Based on this data we aim to enhance the use of shared travel in 2024 and reduce the percentage of exclusive use of private car to 20%.



Client Advice on ESG

- EBN serves some of Israel's most influential organizations, whose collective activities wield major environmental and social impacts. Therefore, advising these clients on Environmental, Social, and Governance (ESG) issues and ensuring compliance with environmental and social regulations is paramount for EBN. This is where EBN can have the greatest impact on driving social and environmental change.
- We are committed to enhancing businesses by helping clients in transition to a more sustainable future. It is therefore our responsibility to ensure businesses recognize the benefits and added value derived from sustainability transformation, guiding them toward new strategies and business models.
- As part of our ESG practice, we collaborate with our clients to develop sustainability strategies and address ESG issues in a way that benefits both their organization and the broader environment and society.
- To ensure the credibility of our advice, we not only espouse sustainability principles but also integrate them into our own business practice. Sustainability is a core priority within our business, demonstrating our commitment to leading by example.

Procurement Policy

Our firm maintains a rigorous procurement policy, guided by ethical principles and a commitment to social and environmental responsibility:



Threshold Conditions

Suppliers must meet specific threshold conditions including valid business licenses and permits, providing fair employment conditions in compliance with protective laws, upholding employee rights, and ensuring equal employment opportunities, while actively avoiding any form of discrimination.

Social and Environmental Considerations

Our procurement policy places strong emphasis on advancing social and environmental issues. This includes supporting small and medium businesses, prioritizing products manufactured in Israel and engaging with social enterprises.

Payment Policy Compliance

Our transparent payment policy is communicated to suppliers, with regular controls in place to ensure adherence to payment conditions. We offer advance payment options to small suppliers dependent on timely payments upon request.

Labour Law Compliance

We conduct routine inspections to verify compliance with labor laws among our service contractors. This includes random cross-sectional meetings/interviews with employees, detection, and resolution of any violations of employee rights and termination of engagement with contractors failing to meet proper standards.

Prevention of Bribery

Proactive measures are implemented to prevent and detect bribery in agreements with third parties. This includes collecting supplier recommendations, assessing economic structures of employment, and implementing additional checks or signature approvals for transactions above a predetermined threshold.

Through these policies and practices, we uphold the highest ethical standards in our procurement processes, prioritizing fairness, transparency, and integrity in all our business dealings.

Procurement Policy

At our firm, we prioritize sustainable and nutritious dining options for our employees. Our cafeteria offerings include a diverse array of fresh and locally sourced items, ensuring both quality and environmental consciousness:

- We procure fresh bread, fruits, vegetables, cheese, and other items daily, aligning our purchases with our immediate needs to minimize food waste and maintain freshness.
- Through careful inventory management and ordering practices, we actively work to reduce food waste in our cafeteria operations, promoting efficient resource utilization and environmental sustainability.
- We make deliberate efforts to source produce locally, supporting regional businesses while minimizing our carbon footprint associated with transportation.



Green Initiatives



- In light of the absence of a paper recycling programme in our office building, despite repeated appeals to building management, we have partnered with Amanir to independently manage the shredding and recycling of paper waste generated within our office premises. Despite limited adoption by other tenants, we aim to intensify our outreach efforts in 2024 to promote this initiative further, reaffirming our commitment to sustainable practices and environmental stewardship.



- In our efforts to promote environmentally friendly commuting options, we approached the building's management with a request to install facilities for securing bicycles and scooters outside the premises. Regrettably, our request went unanswered. Undeterred, we have established a designated area within the parking spaces allocated to our office in the building's parking lot for securing bicycles. Through this initiative, we aim to encourage employees to embrace sustainable commuting practices and reduce our carbon footprint.



- Despite repeated appeals to building management to implement recycling bins for plastic and batteries within our premises, our requests were unfortunately denied. Undeterred, we have taken proactive measures to address the issue by initiating independent recycling efforts for deposit bottles, coffee capsules, and batteries. Moving forward, we remain resolute in advocating for the installation of dedicated recycling bins, particularly for plastic and batteries, and will continue engaging with building management on this matter.



- In our pursuit of energy efficiency within our workplace, we engaged with building management to discuss strategies for optimizing electricity consumption and improving the efficiency of elevator operations. Despite our efforts, we have yet to receive a satisfactory response. Nevertheless, we remain committed to exploring avenues for enhancing energy efficiency and will continue advocating for measures aligned with our sustainability goals.

Green Initiatives



- In alignment with our commitment to reducing paper consumption and promoting sustainability practices, we successfully transitioned to default double-sided printing and implemented personalized printing codes for each employee in 2023. These initiatives were implemented to mitigate unnecessary printing and raise awareness about paper consumption. By embracing these measures, our aim is to minimize our environmental footprint and instill a culture of responsible resource usage within our organization.



- To further reduce paper consumption, we provided additional computer screens to our legal team, eliminating the need for document printing. We also transitioned employee subscriptions from printed newspapers to digital formats. These actions not only decrease paper usage but also enhance efficiency and streamline digital workflows within our organization, aligning with our environmental objectives.



- In January 2023, we organized a "green consumerism event" within our office. Employees were encouraged to bring in items they no longer needed, exchange them with others for desired items, and any remaining objects were donated to various charitable associations. This initiative promoted sustainable consumption habits and fostered a sense of community and social responsibility among our team members.



- In commemoration of "Second Hand Clothes Day" on August 25, 2023, our office coordinated a collection of second-hand clothing items. These garments were gathered and delivered to Wizo's clothing store for redistribution. Through this initiative, we aimed to advocate sustainable fashion practices and support the reuse of clothing items, contributing to a more environmentally conscious approach to apparel consumption.

Green Initiatives



- In 2022, we took a significant step towards reducing single-use plastic waste by discontinuing the use of disposable utensils within our workplace. Simultaneously, we provided employees with reusable bottles and cups, encouraging the adoption of sustainable alternatives. This initiative aims to minimize our environmental footprint while cultivating a culture of conscious consumption and waste reduction among our team members.
- In line with our commitment to sustainability and waste minimization, old furniture items from our office were repurposed by donating them to our employees for personal use. This initiative not only extends the lifespan of these items but also fosters a sense of community and resourcefulness among our team members.





People

DEI Diversity, Equity & Inclusion

In 2023



60%

of newly promoted partners hailed from underrepresented groups, including female, LGBT+, minority ethnic groups, and individuals with disabilities.



6.1%

of our workforce and management comprised individuals with disabilities.



33%

of our management were women



2.5%

of our workforce and management were Arabic



4%

of our workforce and management were over 64

We are committed to fostering a workplace culture that celebrates diversity and promotes inclusion. Over the years, we've taken significant steps to ensure that every member of our team feels valued, respected, and empowered to succeed. We've actively promoted diversity and inclusion through internal discussions and events, we have established an office diversity policy, adopted gender-neutral language in our communications and diversified our office lectures to ensure a range of voices and perspectives are heard and valued.

Looking ahead, our future goals: include recruiting outstanding students from minority populations to enrich our team with diverse talents, increasing the proportion of women at managerial levels, and prioritizing the retention of employees from minority groups to create opportunities for all to thrive. We will continue identifying and meeting the unique needs of diverse populations, fostering a truly inclusive workplace.

DEI Diversity, Equity & Inclusion

- At EBN, we are committed to making a positive impact not only within our business operations but also within the communities we serve. For many years, we have collaborated with "Nitzan", the Israeli Association for Children and Adults with Learning Disabilities, furthering our commitment to social responsibility and inclusivity.
- One of the key initiatives through which we collaborate with Nitzan is the "Nitzan Onim" project, designed to support adults with learning disabilities, functional difficulties, and adaptive problems. Through specialized training programmes, it equips individuals with essential social, practical, and employment skills, enabling them to lead fulfilling and independent lives.
- As part of our commitment to diversity and inclusion, we actively participate in the "Nitzan Onim" project by hiring employees who are part of this programme. These valued individuals bring unique perspectives, talents, and capabilities to our workforce, contributing significantly to our operation and administration.
- In 2022, we were honored to receive recognition and appreciation from Nitzan for our dedicated efforts and collaboration, serving as a testament to the impact of our partnership and the meaningful work being done to support individuals with learning disabilities in our community.



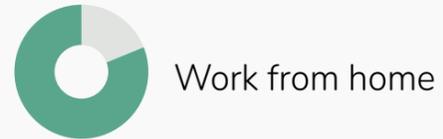
Our DEI Goals and Plan

Our firm is committed to promoting accessibility across all aspects of our operations. Rooted in our commitment to inclusivity, we have implemented the following measures:

- We transparently publish accessibility arrangements for our office and services, ensuring that any changes to these arrangements are promptly updated to reflect current accessibility standards.
- An accessibility coordinator has been appointed and trained to oversee accessibility initiatives.
- We require our suppliers to adhere to accessibility regulations, ensuring that their products and services meet the necessary accessibility standards.
- Accessibility information is disseminated progressively in multiple languages, with detailed descriptions catering to various disabilities, ensuring inclusivity across diverse demographics.
- We meticulously verify that new technological services and internal organizational software is accessible to both employees and customers with disabilities, ensuring equal access and usage for all.
- Through these initiatives, we endeavor to cultivate an environment that is accessible and inclusive, prioritizing the needs of individuals with disabilities and fostering a culture of diversity and equality within our firm.



Employees' Health and Wellbeing



78%
of eligible employees opted to work remotely

Improving Remote Work Environment:

- Internet and IT Support: We upgraded internet infrastructure and provided IT equipment to facilitate effective remote work.
- Home Office Assistance: We offered financial assistance for setting up home offices to enhance productivity.
- Expanded Remote Work Options: We increased the number of positions eligible for remote work.
- Scheduled Interactions: We allocated time for virtual interpersonal contact and informal discussions to maintain connectivity.

These measures enhance our employees' ability to work remotely, fostering productivity and connectivity across our organisation.



Employees' Health and Wellbeing

Promoting Work-Life Balance:

Our firm is committed to nurturing a healthy balance between work, family, and leisure for our employees. Anchored in our company policy, the following initiatives have been implemented

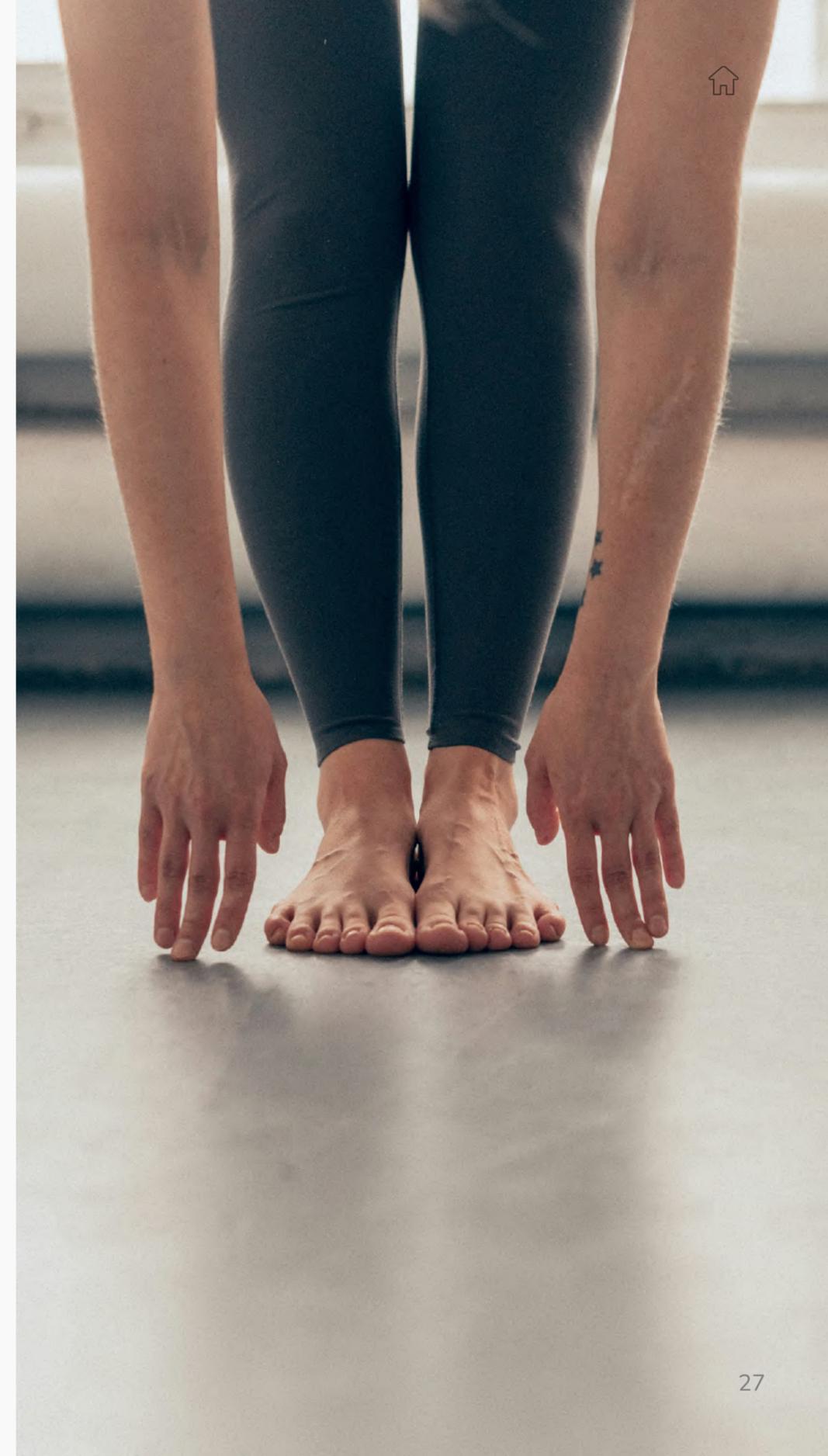
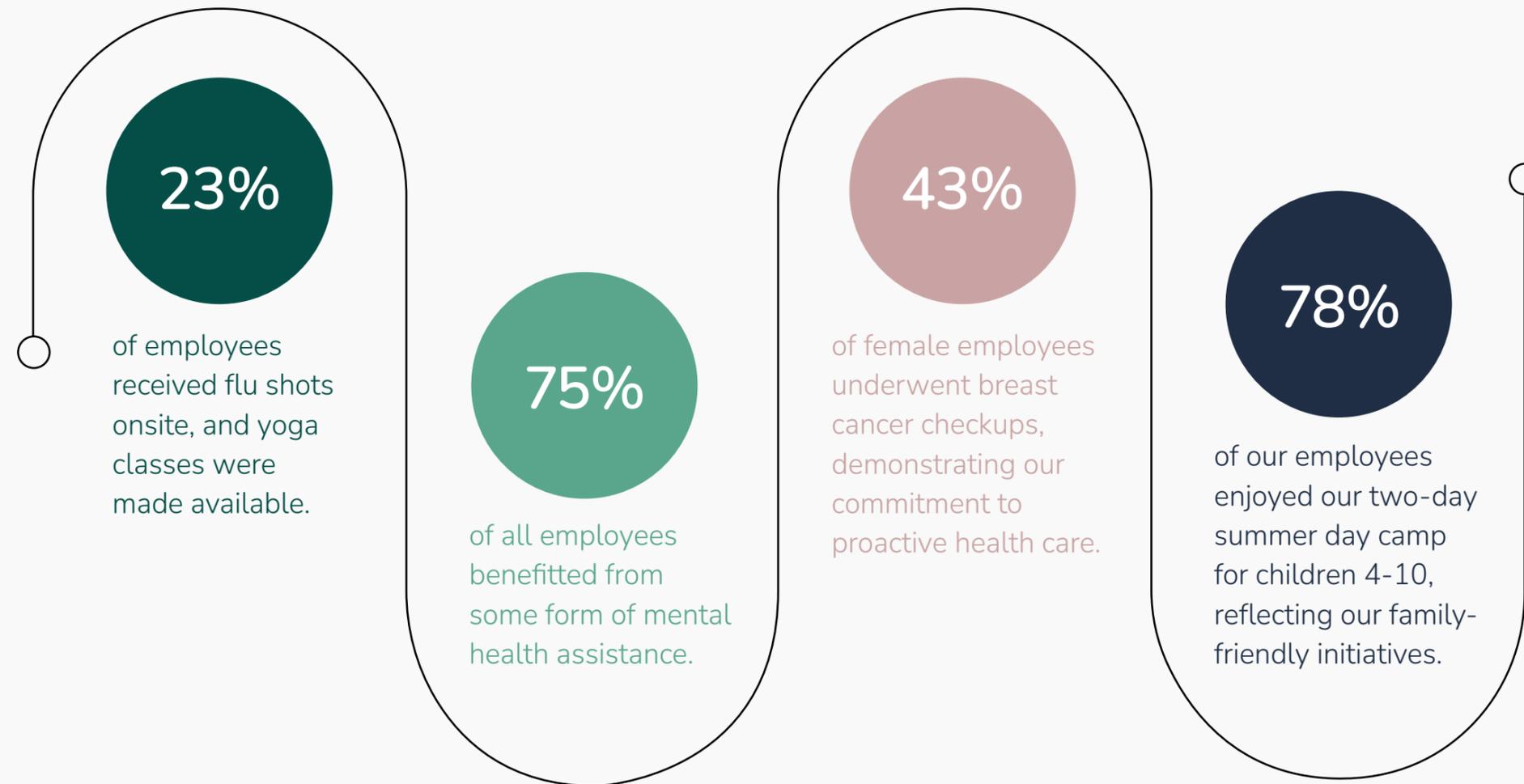
- **Early End-of-Week Workday:** We encourage and facilitate ending work early on a designated day each week, allowing employees to enjoy more leisure time and prioritize personal commitments.
- **Flexible Work Arrangements:** Employees are offered the option to work flexibly, accommodating their individual schedules and preferences.
- **Staggered Return from Parental Leave:** A structured process enables parents to gradually reintegrate into work after parental leave, easing the transition and supporting their work-life integration.
- **Vacation Flexibility:** Employees have the flexibility to take paid or unpaid leave during school vacations, kindergarten closures, or university exam periods, ensuring they can prioritize family commitments without compromising their livelihood.
- **Monitoring Work Hours:** We conduct regular assessments to monitor the percentage of employees working over 50 hours per week, promoting awareness of workload balance and addressing potential burnout risks.
- **Encouragement of Vacation Utilization:** To prioritize employee well-being, we actively encourage the usage of vacation days, ensuring employees have ample opportunities to rest and rejuvenate. In addition, we offer two office vacations during Pesach and Sukkot, aligned with the education system's holiday, with half of the expenses subsidized by the firm.



Employees' Health and Wellbeing

These initiatives underscore our commitment to supporting the holistic well-being of our employees, fostering a workplace culture that values work-life balance and encourages personal growth and fulfillment.

Health-related activities



Cultivating Talents

- In 2023, we hired 41 new employees (excluding interns).
- 27% of our employees received guidance on building career paths in the past year.
- 7% were awarded scholarships (academic or professional), providing opportunities for promotion and salary increase.
- 30% participated in language courses, while 28% underwent digital training.
- On average, each employee dedicated 80 hours to training in 2023.
- 10% of positions within the organization were filled by candidates from lower salary levels, fostering upward mobility and diversity within our workforce.
- In 2023, all employees engaged in constructive feedback sessions, fostering open communication and professional development.



Our Interns - Admissions and Training

Internship Structure at EBN

Our firm employs a thorough and structured approach to recruit recruiting, ensuring that we attract top talent and provide them with a fulfilling internship experience.

- Recruitment Team: Led by Adv. Yoav Dankner, a senior partner in the commercial department, and Adv. Anat Shaked, Director of the interns department, our dedicated recruitment team comprises lawyers from various departments within the firm. Leveraging their expertise and insights, the team collaborates to identify and select exceptional candidates for our internship program.
- Recruitment Timeline and Outreach: The recruitment process begins at the start of the academic year, aligning with the academic calendars of leading educational institutions. We maintain close communication with the placement offices at prestigious universities, including Tel Aviv University, Hebrew University, Haifa University, Bar Ilan University, Reichman University, the College of Management, and Sapir College.
- Throughout the academic year, our team actively participates in events hosted by these institutions, such as employer fairs, professional panels, and round tables, to facilitate engagement with prospective candidates and introduce them to the opportunities available at our firm. Additionally, we organize office tours to provide students with first-hand insights into our firm's culture and working environment.



Our Interns - Admissions and Training

Internship Structure at EBN

- Interview Process: Our interview process is crafted to assess candidates' suitability for our firm and their alignment with our specialized approach. Each candidate undergoes a single interview session conducted by two interviewers, where we focus on evaluating their personal attributes and professional aspirations. Additionally, candidates are invited to engage in a discussion on a legal issue of their choice, allowing us to gauge their analytical skills and legal acumen. Following the interview, suitable candidates proceed to a conversation with a senior partner, where further assessment takes place, and mutual expectations are discussed to determine the continuation of the recruitment process.

This comprehensive recruitment procedure enables us to identify talented individuals who demonstrate the potential to thrive in our firm and contribute to our dynamic team environment.



Our Interns - Admissions and Training



Internship Structure at EBN

At EBN, we have meticulously crafted an internship program designed to provide a comprehensive and enriching experience for budding legal professionals. Its structure is centered around hands-on learning, mentorship, and social integration, ensuring that interns are equipped with the skills and knowledge necessary to excel in the legal profession.

The Cluster Method

- Interns are integrated into five specialized clusters, each comprising lawyers from various departments within the firm. These clusters include the litigation and commercial departments, as well as representatives from smaller practice areas. Each intern is assigned to a specific cluster when they first start their internship, so they can work closely with a designated group of lawyers. This approach allows interns to gain exposure to diverse legal fields while still receiving personalized guidance and mentorship. Throughout the internship, the intern focuses on the fields that interest them, while in the latter part of the year they can choose a department to join and specialize in.
- The Real Estate Cluster: Interns with a keen interest in real estate law can join our dedicated real estate cluster. From day one of their internship, they are immersed in the complexities of real estate law, gaining valuable insights and practical experience in this specialized field.
- The Half-Year Track: Designed for Supreme Court interns seeking additional experience either before or after their court clerkship, we offer a bespoke half-year programme. Over a six-month period, these interns are attached to their department of choice, actively participating in a diverse array of legal matters to enrich their skills and knowledge.

Our Interns - Admissions and Training

Intern Responsibilities

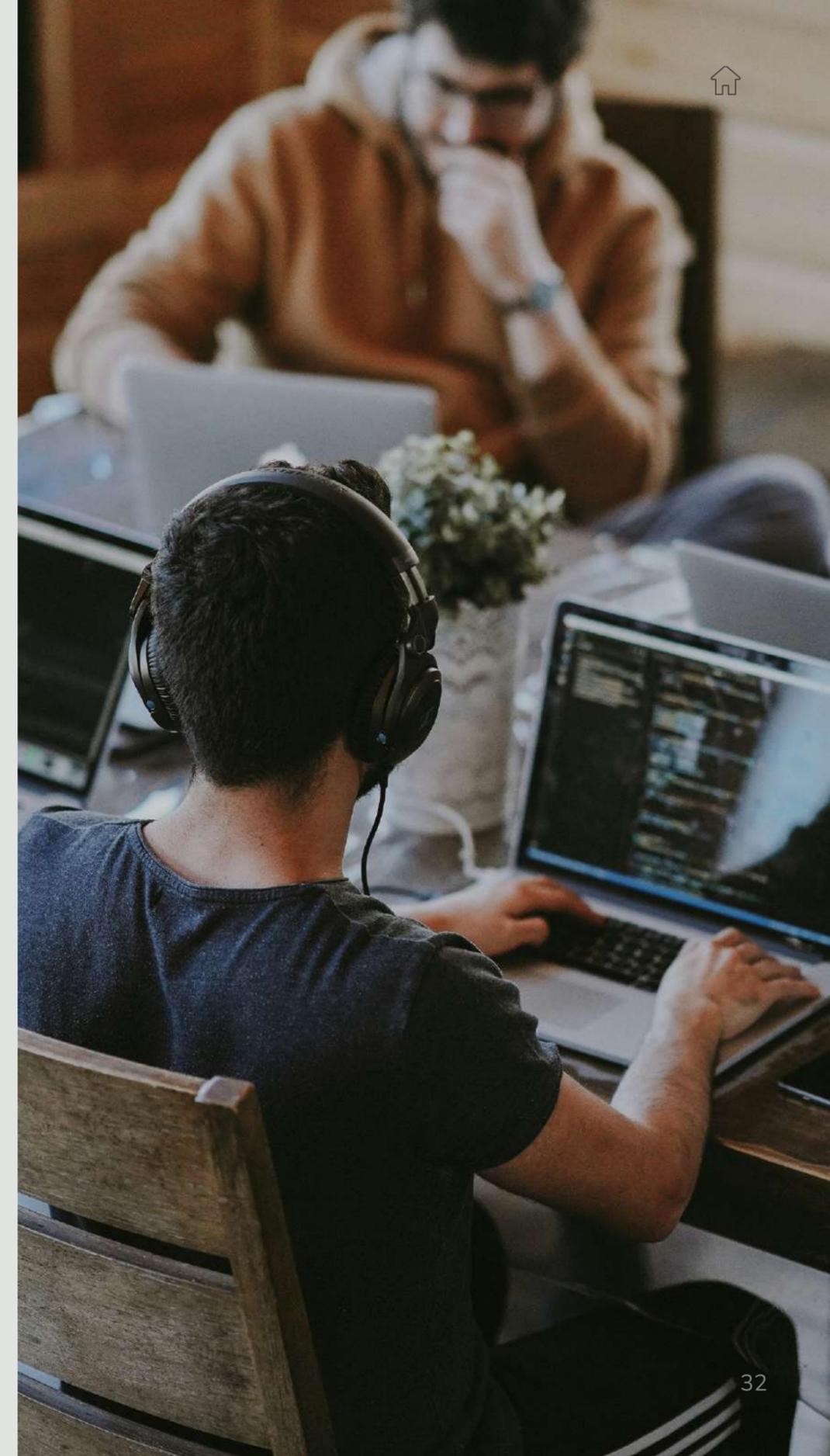
Interns play an integral role in the day-to-day operations of our firm, contributing to ongoing cases and projects under the guidance of seasoned lawyers. Upon joining our team, interns undergo comprehensive training to familiarise themselves with legal processes. Throughout their training, interns are involved in various legal tasks, including research, document drafting, client meetings, and court proceedings. This hands-on approach ensures that interns gain practical experience and develop essential legal skills.

Mentorship and Support

Interns at our firm receive dedicated support and mentorship throughout their training period to ensure their professional and personal growth. The director of the intern department personally assists interns in managing tasks, cases, and integrating into the firm's practices. She also oversees the interns' assimilation process, ensuring interns are seamlessly integrated into the firm's culture and operations. In addition, each intern is paired with an experienced lawyer who serves as an informal mentor, providing guidance and support. This framework aims to create a nurturing environment where interns feel supported, valued, and empowered to succeed.

Social Integration

We acknowledge the significance of fostering a cohesive and supportive intern community. To facilitate social integration, interns participate in a variety of activities and events, both within and outside the office. These include intern evenings, social gatherings, volunteer days, and departmental events, providing opportunities for interns to build connections and friendships with their peers.



Our Interns - Admissions and Training

In essence, our internship program provides a structured and immersive learning experience for interns, offering them the chance to gain practical skills, benefit from mentorship, and build professional networks. Through our specialized clusters, hands-on approach, and emphasis on social integration, we strive to ensure that interns emerge from our program well-equipped to pursue successful careers in the legal field. Moreover, we encourage talented interns who demonstrate a strong alignment with our firm's culture and values to consider joining us as full-time lawyers upon completion of their internships.

- We are Members of the Israeli Bar Association's National Internship Committee, which addresses general issues alongside specific issues such as additional work permits and intern supervision of interns.
- Our partners serve as guest lecturers in various classes; for example, Giora Erdinast delivered lectures in the corporate law course of Prof. Sharon Hannes at Tel Aviv University, Miriam Kleinberger-Attar lectured at the labour rights clinic at Tel Aviv University and Hadas Bekel lectured in Prof. Alon Klement's Class Actions course at Tel Aviv University.
- We maintain a working relationship with the clinics for the rights of Holocaust survivors and/or elderly persons at Tel Aviv University, as well as the clinics at the Hebrew University of Jerusalem, and engage in pro bono cases with students.
- We also provide sponsorship to Tel Aviv University's Legal journal "Society Law and Culture".





Society

Pro-Bono Policy

Our law firm remains committed to advancing social justice and upholding human rights through a range of legal aid initiatives.

In 2023, we directed our efforts towards supporting marginalized communities and vulnerable populations, addressing critical areas of concern, including:

- Communities and individuals affected by the recent 7/10 war: Our office participated in a consortium of law firms established to support and assist cases related to the war. Within this framework, we aided ten cases in the fields of labour law, real estate, and litigation. Additionally, our firm's partners are engaged in offering legal advice to individuals, including refugees, and organisations involved in the conflict, in rescue operations, and the families of those kidnapped and murdered.
- Elderly and Holocaust Survivors: Providing legal assistance and advocacy to safeguard the rights and dignity of elderly individuals and Holocaust survivors.
- Freedom of Expression and Freedom of Demonstration: We offer legal guidance and representation to uphold these fundamental rights in our society. For many years, our firm has represented numerous defamations and freedom of expression claims within the framework of our pro bono work. For example, our firm represented Ilana Dayan, one of Israel's leading journalists, and her show "Ovda" (Fact) in the precedent-setting case where the Israeli Supreme Court established the "Responsible Journalism Rule". The rule provides a significant good faith defense against defamation lawsuits, allowing journalists in Israel to carry out investigative and responsible journalism without fear, thereby enabling them to perform their role as the watchdog of democracy. This Rule was upheld in another pro-bono case in which we represented Channel 13, Channel 13 News and its reporters in a defamation suit filed by Mrs. Miri Regev, then Minister of Culture and Sports. The motion addressed key issues regarding the tension between freedom of speech and the right to a good name, particularly when the subject of the publication is a public figure or an elected official. In March 2024, the Supreme Court ruled in favour of our clients, establishing significant precedents on, inter alia, freedom of speech regarding public figures and elected officials and the confidentiality of sources.

Pro-Bono Policy

- Additionally, we represented a group of residents from the Zichron Yaakov municipality, who sought to hold an Independence Day event presenting the Declaration of Independence and the Israeli flag. The police initially refused, claiming these actions were signs of protest. We petitioned the Supreme Court in its capacity as the High Court of Justice, arguing that the police's decision violated the freedom of protest and the right to demonstrate. As a result of our petition and the Supreme Court's recommendation, the police retracted its refusal, and the residents were allowed to hold the event.
- LGBT Rights: We actively advocate for equality and combat discrimination by providing legal support to the LGBT community. Specifically, we offer ongoing legal services to two major LGBT NGOs in Israel ("The Aguda" and "The Open House").
- People Below the Poverty Line: We provide legal aid to address socio-economic challenges and ensure access to essential services for those living in poverty. One example is our counsel to a financially distressed family with disabled members facing eviction from their residence. This sensitive and complex case has been under our care for about three years and continues into 2024.
- Refugees and Asylum Seekers: We assist individuals navigating the complexities of immigration and asylum processes, ensuring their rights are safeguarded. Our commitment to this cause continued with our vast 2022 project of assisting Ukrainian war refugees. The firm handled the case of a Ukrainian refugee who sought asylum in Israel last year but was unjustly denied re-entry after leaving Israel to reunite with her refugee son in Europe. As part of the assistance, we submitted an appeal to the Appeal Court for an injunction and interim order to prevent her deportation from Israel. Despite initial refusal, we persevered by lodging an administrative appeal to the Administrative Affairs Court, which granted the desired injunction, allowing the refugee's entry into Israel. Subsequently, we represented the refugee before the Administrative Affairs Court, addressing numerous flaws in the procedure that resulted in the refusal of her entry. At the conclusion of the process, a significant and highly consequential judgment was rendered by the honorable Judge Agmon-Gonen. It addressed the manner in which the State of Israel should handle and the permissible actions during the questioning and intake process.

Pro-Bono Policy

- **People with Disabilities:** We actively advocate for the rights and accessibility needs of individuals with disabilities to foster inclusion and equal opportunities. A noteworthy case is our representation in a precedent-setting pro-bono case concerning the employment rights of a disabled individual. Our pro bono client prevailed in the labor court, securing compensation from the factory where he was employed. Subsequently, the state then petitioned the High Court of Justice (the Supreme Court) against this decision. During the High Court hearing, we successfully argued for our client, ensuring that his compensation remained unchanged. The case now awaits the court's decision on the fundamental petition regarding whether people with disabilities employed in protected factories are entitled to workers' rights. This petition holds significant implications for the equal treatment of people with disabilities.
- **Victims of Sexual Assault:** We are offering legal support, advocacy, and representation to survivors of sexual assault, empowering them to seek justice and healing.
- **Promotion of Education in Israel:** The firm supports initiatives that enhance educational opportunities and access for all across our community.



Community Outreach

In addition to our legal aid efforts, our employees actively participate in volunteer initiatives that underscore our dedication to corporate social responsibility. Throughout 2023, our team of volunteers dedicated their time and energy to a multitude of causes, such as:

- Iron Swords war-affected communities and individuals: When the conflict began, our team initiated an emergency project to tutor children in the city of Netivot, who were unable to attend school. Additionally, our volunteers worked in various capacities, providing equipment and meals to refugee families and soldiers at the front lines. Others assisted farmers who lacked support in fruit and vegetable harvesting.
- Elderly and Holocaust Survivors: Our volunteers offered companionship, assistance, and support to enhance the well-being of elderly individuals and Holocaust survivors.

- People Below the Poverty Line: Volunteering in food drives, community outreach programs, and initiatives aimed at alleviating poverty and supporting those in need.
- Education in Israel: Our volunteers engage in schools, tutoring programs, and educational initiatives to empower children and youth through learning and development. We have adopted a class within the “Darka” school system, provided lessons in legal education. Additionally, we maintain a longstanding relationship with the “Yamin Orde” boarding school for marginalized youth, participating in their debate project. We also collaborate with the I-School Association, where firm volunteers help elementary school students in Netivot with math and English lessons. In 2023, we conducted two cycles of activities, tutoring over 20 students over an extended period.



Community Outreach

- Animal Rights: Supporting animal shelters, participating in advocacy campaigns, and raising awareness of animal welfare issues.
- Sustainability and the Environment: We partake in environmental clean-up efforts, conservation projects, and initiatives promoting sustainable practices within our community.
- LGBTQ+ Rights: We volunteer with organizations and events dedicated to promoting the rights and well-being of the LGBTQ+ community.
- People with Disabilities: Volunteering in programs and activities that promote accessibility, inclusion, and support for individuals with disabilities.



Community Outreach

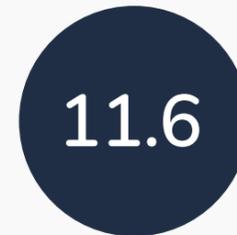
Through our collective legal aid and volunteering efforts, we remain committed to effecting positive change, advancing social justice, and contributing to the betterment of our society.



In 2023, an impressive 80% of our employees volunteered at least once, with 36% of them being regular volunteers throughout the year.



Collectively, our employees devoted 4,171 hours to volunteering, of which **2,893** hours were dedicated to pro bono work.



On average, each employee contributed 11.6 hours to regular volunteering and 16.7 hours overall, showcasing our dedication to giving back to our community.



We handled 41 pro bono cases (24 in 2022). 

Community Outreach

- In partnership with the Helpi Association, we have consistently demonstrated our commitment to social responsibility, earning us the Corporate Volunteerism - Change Maker badge for the second consecutive year.
- EBN was also the first Israeli law firm to be ranked by the MA'ALA corporate responsibility ranking in view of our activity and social contributions. In 2023, the firm was awarded the prestigious Platinum ranking.
- This year our firm was ranked in the limited ranking of DUN'S 100 leading law firms in pro bono and contribution to the community.



Donations

At EBN, we understand the significance of giving back to our community and championing initiatives that foster positive change. Our dedication to social responsibility is evident in our committed donation budget, which enables us to regularly contribute to various organizations and causes across Israeli society.

In addition to our pro bono work, these donations play a crucial role in promoting education, reducing social inequalities, and empowering young people to participate fully in Israeli society.

Our donations are strategically allocated to address urgent societal needs and support organizations that resonate with our values. We have fortified long-term partnerships with several key entities, providing them with ongoing support and assistance.

These collaborations empower us to make a meaningful and enduring impact in areas such as education, social cohesion, and community advancement.

Some of the organizations we proudly support include Darcha, Yamin Ored, Tzimaon Association, the Association for Education in Tel Aviv and Jaffa, Kav Mashve Association, I-School, and the Faculties of Law at Tel Aviv and Jerusalem Universities.

In 2022-2023, a significant portion of our donation budget was directed towards safeguarding democracy and combating the threats to Israeli judicial independence. We acknowledge the crucial role of a robust legal system in upholding the rule of law and protecting fundamental rights.

Additionally, in 2023, we prioritized humanitarian aid in the aftermath of the October 7 war, including the reconstruction of areas surrounding Gaza. We also aided reservists and evacuees, reaffirming our commitment to supporting those affected by crises and emergencies. As we look forward to 2024, we remain resolute in our dedication to these causes and objectives.

Through our donations and philanthropic efforts, we strive to make a positive impact in the lives of others and fulfill our responsibility as a socially conscious law firm. Together, we can build a stronger and more resilient society for generations to come.

Navigating Challenges and Demonstrating Resilience - Major Events in Israel



Giora Erdinast

Giora Erdinast
Head of Firm,
Head of the Dispute Resolution Department

The year 2023 witnessed significant events in Israel, notably the emergence of the Israeli government's planned judicial overhaul alongside the far-reaching implications and impact of war.

The proposed reform aimed to curtail the powers of the Israeli Supreme Court, empowering the Knesset to override court rulings with a simple majority. Additionally, it raised concerns about judicial independence by granting politicians increased influence in judge appointments, potentially compromising the integrity of the judiciary. The reform also allowed ministers to appoint their own legal advisers, potentially affecting parliamentary corporate governance.

During the period of the proposed judicial overhaul, our firm collaborated with other major Israeli law firms to safeguard the integrity and independence of the judicial system. Recognizing the potential impact of the reforms on the rule of law, we joined forces with our counterparts to advocate for the preservation of judicial independence and the protection of fundamental legal principles. Through concerted efforts, including legal advocacy, public awareness campaigns, and strategic collaboration with stakeholders, we endeavored to uphold the integrity of the

judiciary and ensure that any reforms adhere to the principles of fairness, transparency, and accountability. By uniting in defense of the judicial system, our firm, and its partners, demonstrated a commitment to safeguarding the rule of law and preserving the core tenets of a robust and independent judiciary in Israel.

The recent 7/10 war has undoubtedly thrust Israeli society into a new and profoundly challenging reality, characterized by significant economic and social upheaval. Regardless of the unprecedented nature of these circumstances, our firm remained stable, committed to business continuity, and remained active in its engagement with the pressing needs of Israeli society.

Throughout this period of turmoil, we have ensured the uninterrupted operation of our firm and mobilized our resources and expertise to address the urgent challenges facing our community. This is evident in our continuous dedication to supporting our employees and their families amidst the myriad difficulties arising from the conflict. Whether aiding the injured, supporting individuals recruited, or offering aid to those evacuated, our firm has prioritized the well-being and welfare of our team members during this tumultuous time.

Navigating Challenges and Demonstrating Resilience - Major Events in Israel



Moreover, we have recognized and responded to the broader societal impacts of the conflict, undertaking initiatives aimed at alleviating the economic and social burdens faced by our fellow citizens. This includes leveraging our legal expertise to address emerging challenges and advocate for the rights and needs of those affected by the conflict.

As we navigate these unprecedented challenges, our firm remains steadfast in upholding our values of resilience, compassion, and community engagement. We stand proudly alongside our fellow Israelis as we confront these difficult times together, fully committed to the recovery and rebuilding efforts that lie ahead.

At the outbreak of conflict, our firm swiftly transitioned into an emergency operational mode, characterized by daily situation assessments and strategy discussions on crisis management. We swiftly recognized the gravity of the situation and adapted our management approach to meet the evolving needs of the moment.

Our priority was to support our community through various initiatives:

- Support for reservists: We maintain contact with reservists and their families to provide emotional support and assist them in navigating their rights and responsibilities. Establishing a platform for ongoing communication with employees in the reserves, providing necessary equipment, and addressing specific needs.
- Flexible work arrangements: Recognising the challenges faced by employees, we were flexible in offering options for remote work. As the situation changed, we returned about two months later to office work, implementing a hybrid model that allows for flexibility and remote work options where needed.
- Childcare assistance: Recognising the challenges posed by irregular school schedules; we provided childcare assistance to facilitate employees' ability to work from the office. This ensured that our team members were able to focus on their responsibilities while still addressing family needs during these challenging times.

Navigating Challenges and Demonstrating Resilience - Major Events in Israel

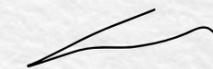
Our firm joined the STAND_WITH_HUMANITY initiative, collaborating with other leading law firms to provide continued advocacy and legal expertise. This included contributing to the creation of a database of legal materials and published letters that addressed pertinent issues, and the sharing of content on social media to raise awareness.

We substantially increased our donation budget following the conflict, with a focus on supporting affected communities and rehabilitating evacuees. Our commitment to community support remains unwavering, with plans to further increase the budget and to engage in voluntary welfare activities throughout the year.

As we reflect on the events of 2023, I am filled with immense pride in our firm and profound gratitude for the opportunity to serve our community. Despite the challenges we faced, we emerged stronger, more resilient, and more united than ever before. Looking ahead, I am confident that our firm will continue to uphold its values, make a positive impact, and serve as a beacon of hope in times of uncertainty.

Thank you for your unwavering support and dedication to our shared mission.

Warm regards,
Giora





Governance

EBN's Governance Structure

At EBN, our governance structure is meticulously designed to foster collaboration, expertise, and accountability, in line with the Israeli Partnerships Ordinance of 1975. Leading our firm is a managing partner who provides strategic direction and oversees day-to-day operations, supported by an executive committee comprising distinguished partners from various departments.

Each professional practice area is headed by partners renowned for their excellence in their respective fields, ensuring the highest standards of service and expertise. Complementing our legal expertise, our professional headquarters houses essential functions including Finance, Information Systems, Operations, Marketing, and Human Resources departments.

Together, these departments support the firm's operations and ensure seamless service delivery. Through this robust governance framework, EBN upholds its commitment to integrity, innovation, and excellence while serving our clients and the community.

Ethical Code

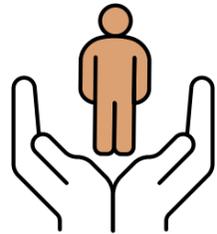
At EBN, the implementation of ethical practices throughout the organization, remains a priority. We do this through various initiatives:

- Comprehensive onboarding: Every new employee receives our Code of Ethics, along with a detailed explanation, upon joining. This ensures a clear understanding of our ethical standards from the start of their employment.
- Annual ethics lecture: We conduct an annual ethics lecture for all employees, aimed at deepening their understanding of ethical considerations relevant to our work.
- Employee survey: Our annual survey assesses employee perceptions regarding ethical practices, raising awareness and providing a platform for feedback on reporting mechanisms, ensuring continuous improvement in our ethical standards.
- Ethical aspects are considered when evaluating, providing feedback and promoting employees and managers.
- These initiatives, including our anonymous digital hotline for reporting ethical concerns, underscore our dedication to maintaining a transparent and ethical workplace culture.
- We are proud to report that in 2023, and historically, there were no criminal, administrative or civil proceedings against EBN or our employees regarding ethical or privacy issues.

Ethical Protection and Use of Data

- Every day, our clients entrust us with sensitive, confidential information, underscoring the importance of maintaining stringent data protection standards. In accordance with Israeli data protection regulations, robust measures are in place to safeguard this data. Non-compliance not only carries legal implications but also jeopardizes our reputation. Ethical handling and use of data stands as one of our primary concerns, reflecting our unwavering commitment to preserving confidentiality and trust.
- EBN fully complies with all applicable data protection regulations and prioritizes the protection of personal data belonging to its clients, employees, and third parties. This commitment is upheld through the implementation of rigorous data protection laws.
- To this end, EBN has adopted a public-facing privacy policy, registered relevant databases with the Israeli Database Registrar and appointed dedicated database administrators, as well as other personnel to ensure compliance with data protection requirements. EBN has also implemented an internal Data-protection policy to adhere to compliance with applicable data protection laws.
- We maintain a high level of awareness among our employees and conduct regular training programs on privacy and data security standards. These efforts are essential to safeguarding the personal data of our employees and clients, protecting them from security threats and potential breaches of confidentiality and loyalty obligations inherent in our legal advisory services.
- In delivering our services, EBN collaborates with third-party service providers in a secure manner, governed by data-protection and security agreements aligned with applicable laws. These agreements are crafted to ensure the proper processing and handling of data in accordance with regulatory requirements and industry best practices for security.

Labor and Human Rights



Given the professional qualifications and expertise of our workforce, the risk of human rights or labor violations within our firm are inherently low. Nevertheless, we remain committed to upholding the rights of our employees and suppliers.



We strictly follow strictly all relevant employment laws and regulations, ensuring our employees are treated with equality, fairness, and dignity.



Each of our employees has employment agreements or notices outlining the terms of employment, in full compliance with the law, offering competitive terms and conditions.



It is noteworthy that no proceedings have been taken against our firm for violations of employee protective laws.



Throughout the hiring process, we prioritize and provide new employees with transparent information of their rights, job requirements, direct supervisor details, salary components, and social benefits to every new employee.

Labor and Human Rights

Comprehensive Employee Survey

We conducted a thorough employee survey to assess perceptions, connectedness, and satisfaction within the organization, achieving a remarkable 90% participation rate. Analysis of survey data by age, gender, and seniority enabled us to make tailored adjustments to internal processes. Round table discussions were initiated to enhance communication and address social and professional issues.

To promote a safe workplace environment, we appointed a trained officer responsible for preventing sexual harassment. Our approach includes the following: the establishment of an internal policy for the prevention of sexual harassment, annual training sessions for all employees with a specific focus on managerial responsibilities, implementation of an incident reporting hotline and anonymous complaint box on our office portal, the inclusion of sexual harassment prevention into orientation, and training sessions for new hires. This goes along with written guidelines, annual management discussions dedicated to the subject, and publication of complaint investigation procedures.

These initiatives underscore our commitment to fostering an inclusive, respectful, and safe workplace environment for all employees.



Professional Integrity

- The cornerstone of EBN's success is built upon the trust placed in us by our clients, business partners, and personnel. Maintaining this trust and upholding our reputation demands an unwavering commitment to ethical conduct and integrity across all aspects of our operations. Adherence to regulations, mitigation of conflicts of interest, and promotion of fair competition practices are fundamental components of this commitment.
- We hold ourselves and our partners to the highest ethical standards, setting a precedent by operating ethically and with integrity across all our endeavors. Upholding stringent standards of governance, we ensure accountability to the highest benchmarks. Aligned with these principles, we manage our business to fulfill our legal and regulatory obligations, but also anticipate our business associates to adopt similar policies governing all interactions involving our firm.
- Our Anti-Money Laundering and Counter Terrorist Financing Policy ensures our firm is not used for any criminal activities. We uphold a strict policy against bribery and corruption, whether direct and indirect, in any form. Our zero-tolerance approach extends to breaches involving private individuals or public officials. We unequivocally reject any form of bribes, facilitation payments, kickbacks, or improper payments.
- Our handling of tax matters aligns seamlessly with our overarching principles of governance excellence. We meticulously design our operations and procedures to guarantee compliance with regulations and meet all our statutory obligations.



GRI - Standards Index

GRI Standards Index

EBN has reported the information cited in this GRI content index for the period January 1st 2023 to December 31st 2023 with reference to the GRI standards (GRI 1: Foundation 2021). All topic standards disclosed in this index reflect EBN's material topics.

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 2: General Disclosures 2021	2-1 Organizational details	About EBN EBN's Governance Structure	
	2-2 Entities included in the organization's sustainability reporting	Not disclosed	There are no additional entities included in our report.
	2-3 Reporting period, frequency and contact point	About The Report	
	2-4 Restatements of information	Not disclosed	This is our first report.
	2-5 External assurance	Not disclosed	We did not use external assurance for this report.
	2-6 Activities, value chain and other business relationships	About EBN Key Insights	
	2-7 Employees	People	

GRI Standards Index

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	Not disclosed	As a law firm, the proportion of our workers who are not employees or partners is marginal, and we do not report on this yet.
	2-9 Governance structure and composition	EBN's Governance Structure	
	2-15 Conflicts of interest	Professional integrity	
	2-19 Remuneration policies	Not disclosed	As a partnership, the partnership agreement sets out the process for determining the profit shares for partners. Aside from profitability, there are many factors which are considered in determining the equity partners' remuneration (both in relation to performance against roles and responsibilities or objectives and overall contribution). Our equity partners are self-employed and therefore responsible for their own retirement benefits (as is acceptable in other Israeli law firms).
	2-20 Process to determine remuneration	Not disclosed	Remuneration is structured based on seniority within the profession, with a clear progression up to the third year. Beyond this, there's flexibility within a defined range. Bonuses are tied to various factors, including billable hours, recruitment efforts, and client acquisition. This structured yet flexible approach ensures fair compensation and incentivizes performance.

GRI Standards Index

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Not disclosed	We do not calculate this metric. Our equity partners are the highest paid individuals within the firm; however, they are the owners of the partnership and not employees. Most of our employees are in professional roles and earn well above the minimum wage in Israel, reflecting our commitment to fair compensation and employee well-being.
	2-22 Statement on sustainable development strategy	Sustainability Policy	
	2-23 Policy commitments	Sustainability Goals	
	2-26 Mechanisms for seeking advice and raising concerns	Ethical Code	
	2-27 Compliance with laws and regulations	Ethical Code Ethical Protection and Use of Data Labor and Human Rights	
	2-30 Collective bargaining agreements	Not disclosed	Most of our employees are in professional roles which does not have relevant workers union.

GRI Standards Index

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 3: Material Topics 2021	3-2 List of material topics	Our Material Topics	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Key Data	
	404-2 Programs for upgrading employee skills and transition assistance programs	Cultivating Talents	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Key Data	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Not disclosed	No such incidents occurred. For further information regarding our non-discrimination policy DEI.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not disclosed	No such incidents occurred. For further information regarding our privacy policy Ethical Protection and Use of Data.



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THANK YOU