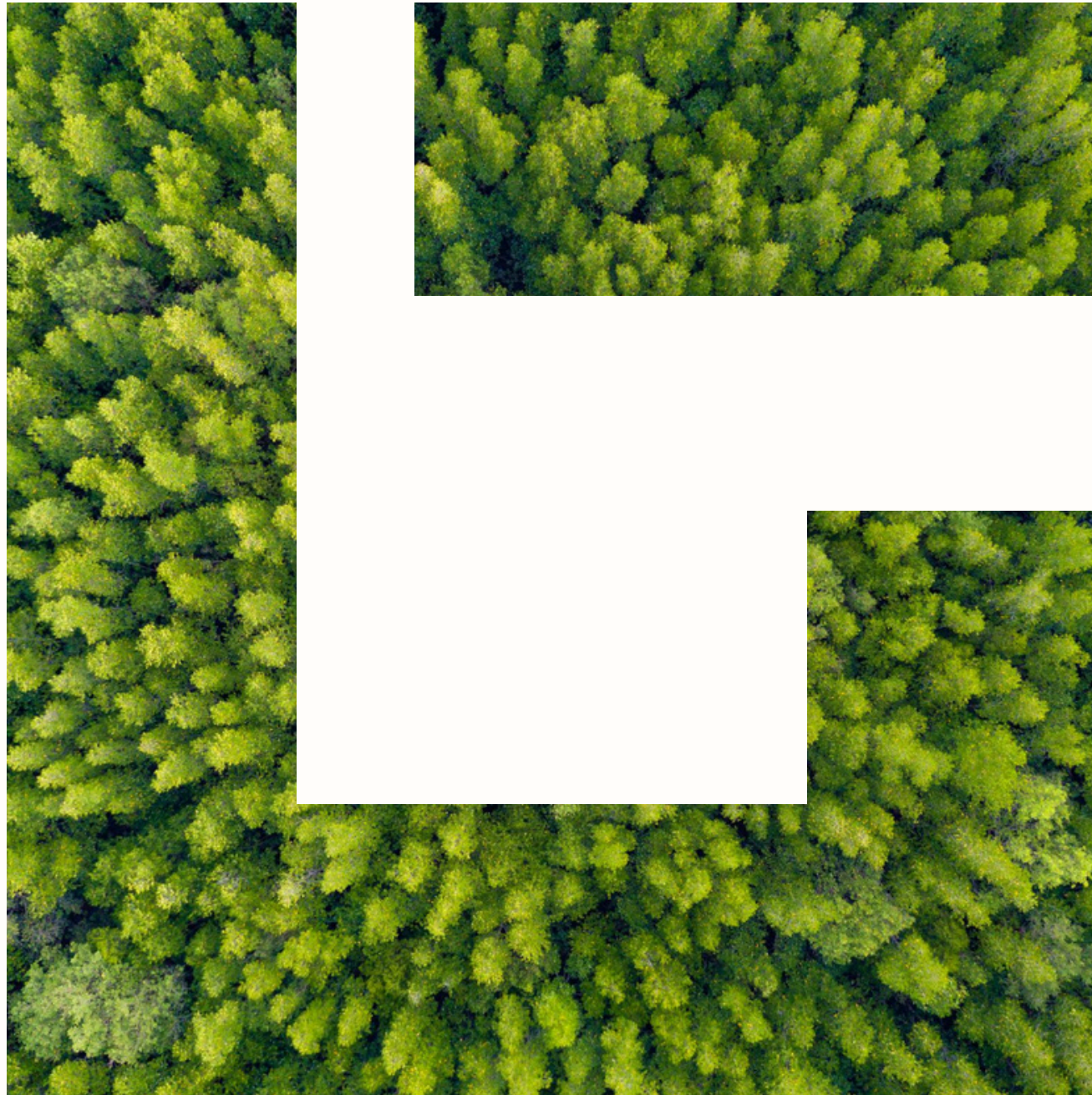


2023-2024

ESG at Gornitzky GNY

Executive Summary





At Gornitzky GNY, responsible business practices are embedded across every aspect of our operations – from the legal advice we provide our clients and the opportunities we create for our people, to the way we govern our firm and contribute to a more resilient and sustainable society.

As one of Israel's leading law firms, we believe that legal excellence and responsible business conduct go hand in hand. During 2023-2024, a period marked by geopolitical uncertainty, war, economic challenges, and rapid technological change, we continued to strengthen our commitment to environmental, social, and governance (ESG) principles while supporting our clients, employees, and communities through unprecedented circumstances.

For a more comprehensive overview of our ESG strategy, initiatives, and performance during 2023-2024, we invite you to explore our full [ESG Report](#) (Hebrew).

Governance Built on Trust

Trust is the foundation of our profession. We maintain robust governance mechanisms, a longstanding Code of Ethics, rigorous compliance processes, advanced information security systems, and ISO 27001 certification. We continue to invest in responsible risk management, business continuity, privacy protection, and cybersecurity to safeguard the interests of our clients and stakeholders.



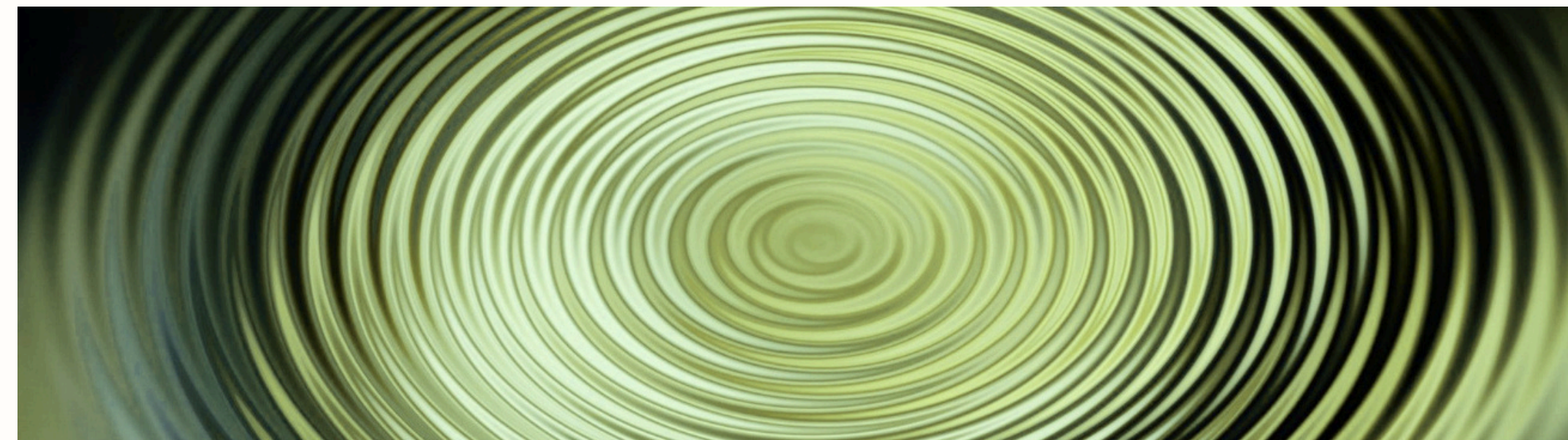


Responsible Innovation

Innovation remains a strategic priority. As legal services evolve in the age of artificial intelligence, we have positioned ourselves at the forefront of responsible legal innovation. During the reporting period, we evaluated dozens of emerging technologies, conducted multiple AI pilots, established dedicated AI governance processes, and trained all firm employees on the responsible use of AI tools. Our goal is simple: leverage technology to enhance client service while maintaining the highest professional and ethical standards.

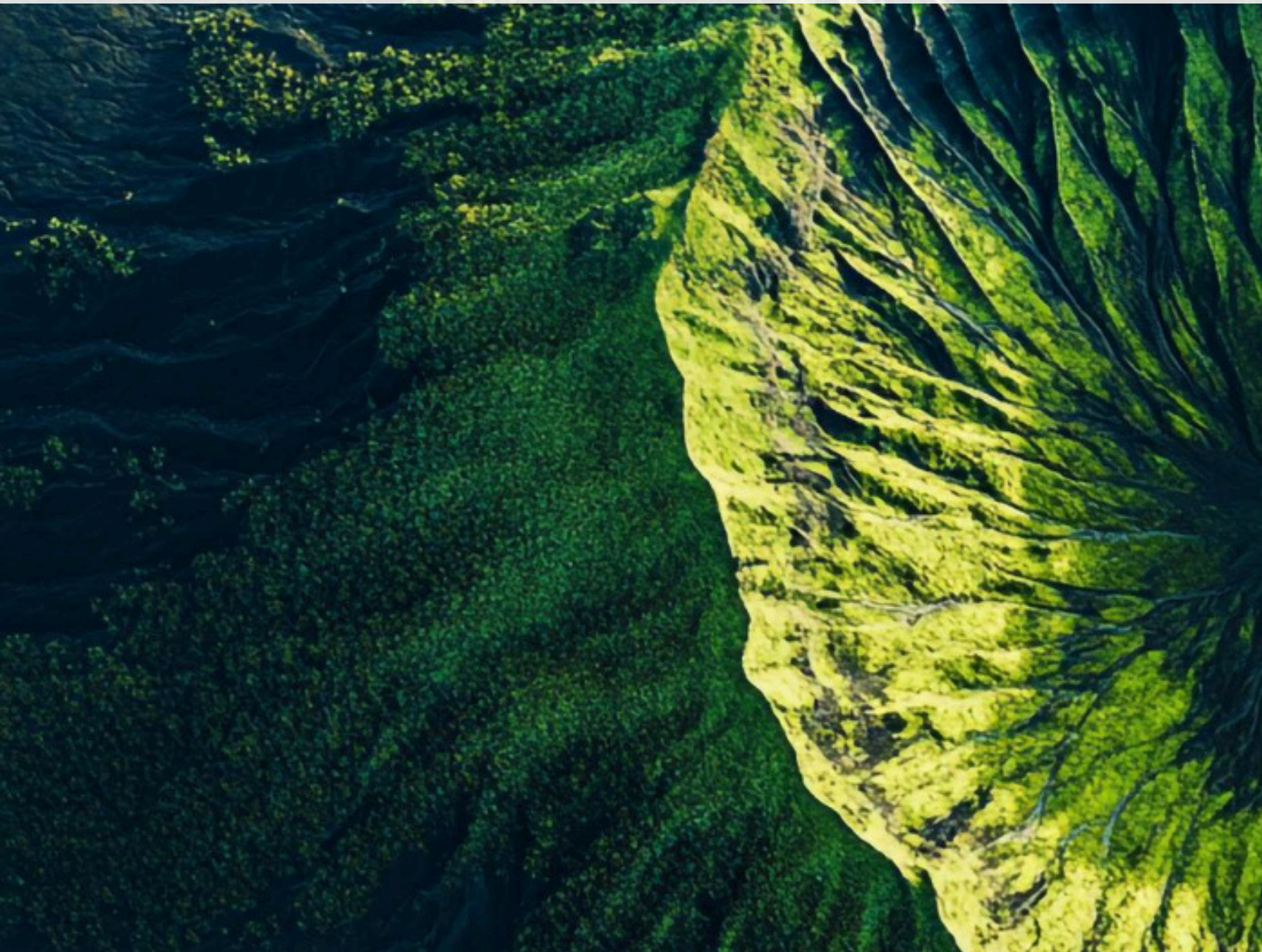
Investing in Our People

Our people are our greatest asset. We are committed to creating an inclusive, supportive, and high-performing workplace that enables employees to thrive both professionally and personally. With women representing 57% of our workforce, we continue to invest heavily in professional development, leadership training, mentoring, and employee wellbeing.



Creating Positive Social Impact

We believe that professional success carries a responsibility to contribute to society. Through extensive pro bono activity, community partnerships, volunteer initiatives, educational programs, and support for vulnerable populations, our people dedicated more than 5,400 volunteer hours during the reporting period. In times of national crisis, we expanded our efforts to provide legal assistance and support to affected communities, reservists, families, and nonprofit organizations.

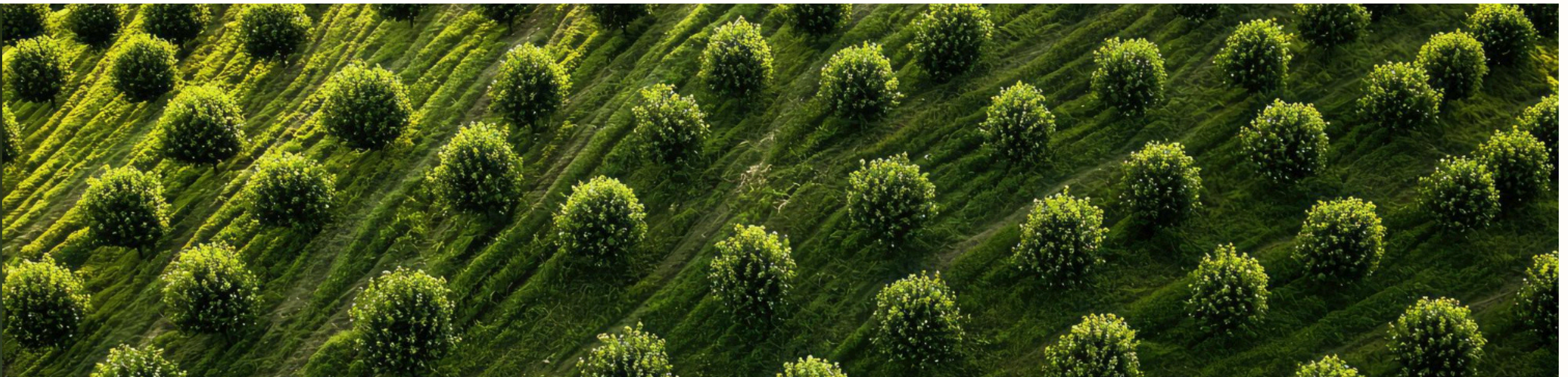


Environmental Responsibility

We are committed to minimizing our environmental footprint through responsible resource management, waste reduction, and operational efficiency. Beyond our own operations, we help clients address sustainability, climate, and energy-related challenges, extending our impact across the broader business ecosystem.

Looking Ahead

Our ESG journey continues to evolve. As expectations from clients, employees, regulators, and society continue to grow, we remain committed to transparency, accountability, innovation, and long-term value creation. We believe that responsible leadership strengthens resilience, builds trust, and enables sustainable success for our clients, our people, and the communities we serve.



Key Highlights

460 employees across the firm

Platinum+ Ranking on Maala ESG Index

ISO 27001 Information Security Certification

12,263 hours of training and professional development

5,411 volunteer hours

57% women across the workforce

100% employee participation in AI training programs

100% of employees signed the Code of Conduct upon joining the firm

97% of employees completed information security training

GNV **GORNITZKY**

There is Always a Way

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