



Driving Change, Delivering Impact

Fortissimo Capital
ESG Report 2024

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CAPITAL



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Letter from Yuval Cohen



At Fortissimo, we emphasize a unique culture of collaboration, working together to drive positive change and spark innovative solutions to address complex challenges, including ESG initiatives.

Every day, in every action, we strive to create better outcomes for investors, employees, communities, and the environment. This ethos is embedded in our culture, business, and operations.

We maintain that sustainability and resilience are not only pivotal for our environment but also vital for long-term financial success.

I am pleased to report that in 2024, we elevated our ESG efforts at both the fund level and across our portfolio companies. Through our newly established ESG forum, we share valuable insights with our portfolio companies on a quarterly basis. Many have achieved ESG certification and published their own ESG reports, showcasing the initiatives they have implemented. I am proud of their progress, and as a fund, we remain committed to supporting their continued advancement in ESG.

We invite you to explore our 2024 ESG Report to learn more about our initiatives and their contributions to sustainable practices and positive change. The report also outlines our ongoing efforts to incorporate ESG principles into our investment strategies and operations at the fund level as well as at our portfolio companies.

We look forward to sharing our continued progress and we thank you for taking the time to read this report.


Yuval Cohen
Managing Partner, Fortissimo Capital



“

We maintain that sustainability and resilience are not only pivotal for our environment but also vital for long-term financial success.”

Yuval Cohen,
Managing Partner, Fortissimo Capital

Fortissimo at a Glance

About Fortissimo

Fortissimo Capital is a leading private equity fund in Israel investing primarily in maturing technology and industrial companies. Since our formation in 2004, we have raised \$2.7 billion across six funds and have invested in over 60 platform companies and more than 45 add-on acquisitions.

Current investors include renowned international financial institutions, pension funds, insurance companies, family offices, and leading investment managers and advisors. Our unique, proactive approach to private equity investments empowers us to think out of the box to achieve the seemingly impossible, and build long-term, sustainable growth.

Our Strategy and Focus

We provide capital in special situations, buyouts, and growth opportunities to facilitate expansion. We seek to improve fundamentals, to drive immediate, substantial transformation and foster accelerated growth.

Our investments target companies that have a proven product and market, a clear trajectory towards profitability, a sustainable business model and a discernible inflection point.

Our Team

Our partners bring a wealth of multidisciplinary experience, from those who have worked together for over two decades to our most recent members.

Our diverse team operates seamlessly, leveraging the strengths of each member to make hands-on and well-informed investment decisions.

Our Portfolio

We maintain an industry-agnostic approach, fostering a diverse active portfolio that spans across a wide range of sectors.

The portfolio includes companies primarily within the following industries:

- Software/Cloud
- Digital Print
- Communications/Electronics
- Food-Tech/Ag-Tech
- Industrial
- Digital Services
- Healthcare

2004

Founded

>60

Investments completed

6

Funds to date

\$2.7B

Money raised

27%

Average Net IRR

5.6X

Exit MOIC

Recent Exits



Partial Exit
Sold to Blackstone



Sold to Bel Fuse



Sold to TeamSystem



Partial Exit
Sold to Insight Partners and Hiro Capital



Partial Exit
Sold to Elephant Partners



Sold to Google

Our Approach to ESG

Key Developments & Investment Evaluation Process

At Fortissimo, we are committed to embedding high Environmental, Social, and Governance (ESG) standards across our fund and portfolio companies. We believe that strong ESG performance is a cornerstone of sustainable business success, driving value creation and mitigating long-term risks.

Over the past year, we have made significant strides in advancing our ESG initiatives. Building on the foundation set in 2023, we have intensified our focus on implementing robust corporate governance frameworks and strengthening collaborations with leading corporations and thought leaders shaping ESG in Israel. Additionally, we have prioritized promoting sustainable practices, such as reducing carbon emissions, enhancing resource efficiency, and fostering inclusive workplaces that support employee well-being. These efforts underscore our commitment to continuous improvement and meeting the evolving needs of our portfolio companies and stakeholders.

Our journey begins at the due diligence stage, where we proactively identify ESG opportunities and challenges. Post-investment, we collaborate closely with our portfolio companies to implement tailored ESG policies and initiatives that create a measurable impact.

The following provides an overview of how ESG considerations are integrated into both pre- and post-investment phases.

Phase	Key Activities	
Pre-Investment	– Pre-Screening	– Review any potential ESG issues based on industry and identify areas for further investigation
	– Commercial, Legal, and Compliance Diligence	– Evaluate industry or company specific ESG risks – Review ESG as part of company operational due diligence – Discuss areas of focus with consultants and experts
	– Investment Committee Evaluation	– Highlight risks and value-creation opportunities – Track relevant findings
Post-Investment	– Portfolio Management	– Monitor ESG considerations regularly – Implement ESG policies and procedures
	– Documentation and Monitoring	– Quarterly reports and real-time updates – Track progress and establish future goals
	– Forum Activities	– Quarterly ESG forum meetings to discuss latest ESG trends and developments



Photo by [blake-verdoorn](#) for [Unsplash](#)

ff Portfolio ESG Numbers

In 2024, our portfolio achieved notable progress in advancing ESG initiatives. We have consolidated key data and statistics that reflect the collective impact across our companies, demonstrating how each has contributed to responsible business practices, value creation, and risk mitigation. Together, these results highlight the effectiveness of collaboration in driving a more sustainable and responsible future.

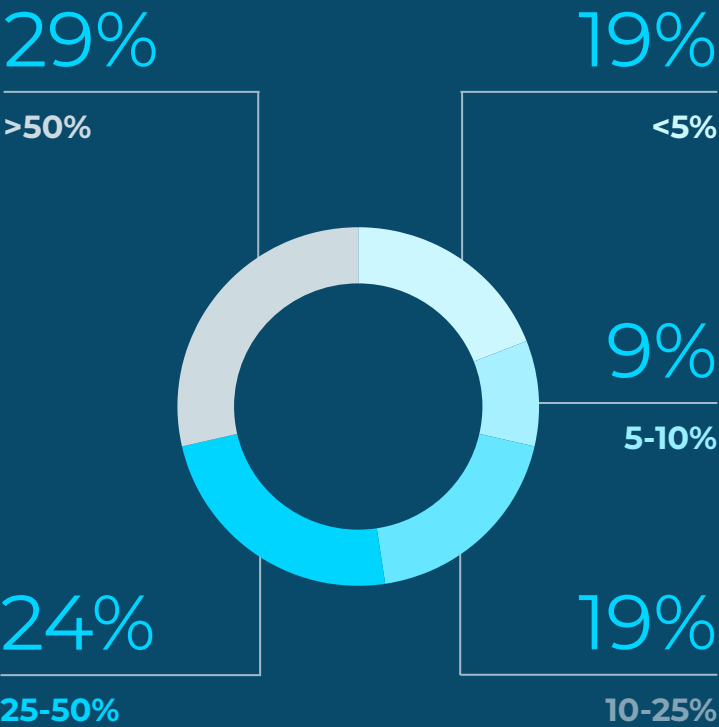
Environmental

83%

Recycle majority of materials

77%

Monitor carbon footprint



Percentage of Electric or Hybrid Cars within the companies

Social

2M+ NIS

Donated to non-profit organizations

5,092+

Total hours of volunteering

~40%

Women employees

77%

Websites including accessibility compliance

Governance

90%

Adoption of ESG policies

82%

Company-wide training sessions

100%

FF Board Representation





Fortissimo’s UN Sustainable Development Goals (SDGs)

At Fortissimo, we remain committed to strategically aligning our investment practices with the United Nations Sustainable Development Goals (SDGs), focusing on five key areas in 2024 where we can make the most impact. These SDGs provide a comprehensive framework for addressing global sustainability challenges through actionable targets and measurable indicators.

Building on our achievements in 2023, we have deepened our integration of the SDGs into our investment strategies, working closely with our portfolio companies to amplify their contributions to corporate sustainability. As our ESG journey evolves, we continue to adapt our goals to ensure meaningful and lasting impact.



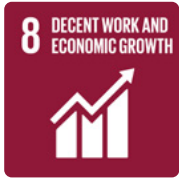
We actively invest in Ag-Tech companies that seek to: improve productivity, increase efficiency, enhance yield, and build capacity for climate change adaptation.

Our portfolio currently includes six Ag-Tech companies, each dedicated to spearheading technological innovations that advance sustainable and resilient agricultural practices.



Fortissimo Partners lecture on college campuses and the fund hires students for internships, offering insights into professional life, industry knowledge (private equity/ investing), and essential skills.

This contributes to a transformative educational experience aligned with inclusive and quality education principles.



Our commitment to fostering inclusive workplaces, improving employee well-being, and supporting economic development aligns with this goal.

Fortissimo's efforts in driving growth across portfolio companies ensure sustainable job creation and long-term economic resilience.



In 2024, Fortissimo has taken concrete steps to address climate change by reducing carbon emissions and enhancing resource efficiency.

A key milestone includes receiving the International Renewable Energy Certificate (I-REC) for the purchase of 200 MWh of electricity generated from renewable sources in Israel. This tracking instrument certifies ownership rights to the environmental and social attributes of renewable electricity generation, reinforcing our commitment to sustainable energy use.

By driving similar initiatives across portfolio companies, Fortissimo actively contributes to combating climate change and promoting a low-carbon economy.



We partner with ESG advocacy groups like Maala and Ecotradars to influence policies, fostering an environment that supports impactful investments.

We also host periodic ESG forums for our portfolio companies to update them on recent trends and assist them with implementing ESG initiatives.



Fortissimo ESG Forum Activities

At Fortissimo, we believe that embedding ESG principles across our portfolio is not just a responsibility but a strategic imperative. To ensure every portfolio company is aligned with our ESG vision, we have established the Fortissimo ESG Forum—a collaborative platform where representatives from each of our 40+ portfolio companies come together to drive meaningful change.

The ESG Forum empowers companies to set and achieve ambitious ESG goals while staying informed of the latest developments in sustainability and governance. By connecting diverse leaders such as VPs of HR, CFOs, CMOs, and other senior executives, the forum fosters collaboration, knowledge-sharing, and innovation across industries.



2024 ESG Forum Activities:

01.

Designating ESG Representatives

An ESG representative is appointed by each portfolio company to connect Fortissimo with their organization and support the integration of ESG initiatives into company strategy and operations. These representatives, drawn from various disciplines such as HR, finance, marketing, operations, and other senior roles, promote collaboration and knowledge-sharing throughout the forum.

02.

Setting ESG Goals

To support ESG progress at our portfolio companies, we set annual ESG development goals covering sustainability, inclusivity, governance, resource efficiency, among others. Additionally, we send each ESG representative an annual questionnaire to track progress and identify areas needing support, ensuring continuous improvement.

03.

Reporting to Stakeholders

The CEO presents ESG developments at each board meeting. This ensures ESG initiatives are consistently monitored, discussed, and aligned with company goals. Integrating ESG into high-level decision-making enhances transparency, accountability, and progress toward sustainability.

04.

Hosting Educational Events

We organize forum events annually, featuring external ESG leaders and organizations to discuss key initiatives, best practices, and emerging sustainability trends.



Collaboration with Maala and EcoTraders

This year, we welcomed ESG experts from **Maala**, a leading non-profit hub for ESG in Israel, to discuss corporate responsibility and the latest sustainability developments. Maala's expertise in setting ESG standards and their approach to stakeholder engagement offered valuable insights into driving impactful ESG practices.

We also had guest speakers from **EcoTraders**, a top environmental advisory firm specializing in policy consulting, climate change, and sustainable technologies.



Targeted ESG Roundtables

At every forum event, we invite our portfolio companies to present their latest ESG developments, initiatives, and successes. These sessions showcase real-world examples, foster knowledge-sharing, and highlight opportunities to replicate impactful practices.

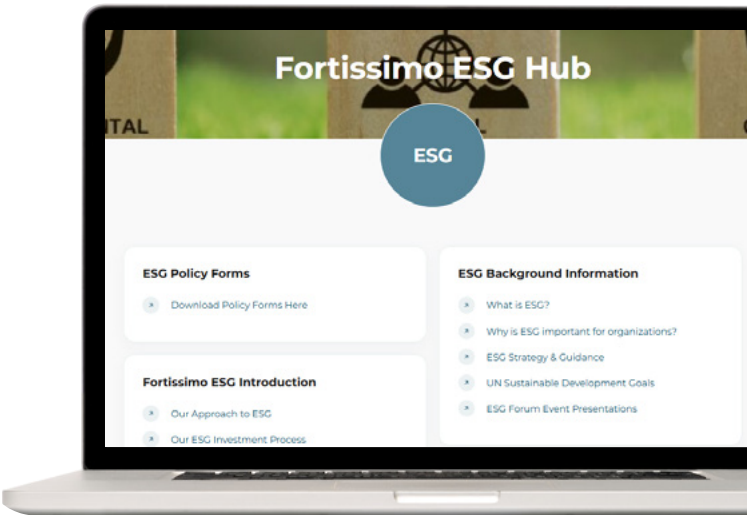
Showcasing ESG Progress by Our Portfolio Companies

We also host smaller gatherings on specific ESG topics. This year, we held a session with CISO experts to discuss cybersecurity, GDPR compliance, and data privacy best practices. These events enable deeper discussions and keep our companies at the forefront of critical ESG challenges.

05.

Creating a Digital ESG Hub

This year, Fortissimo launched the ESG Hub, a centralized online platform to support our ESG efforts. It offers a range of resources, including detailed ESG information, downloadable policies, best practices, and research reports, helping companies access practical insights and drive continuous learning.



Case Study

ESG Integration in Fortissimo Investment Decisions



Revolutionizing Hematology through Digital Transformation



In 2024, our fund made a strategic investment in Scopio Labs Ltd., an Israeli-based MedTech innovator transforming blood cell analysis through full-field digital cell morphology imaging and AI-powered solutions. Historically reliant on manual microscopy, hematology has seen limited innovation for decades. Scopio’s groundbreaking technology automates and digitizes this critical diagnostic process, delivering unparalleled 100X resolution images and integrating AI decision support for faster, more accurate diagnoses.

This investment aligns seamlessly with our ESG values, demonstrating our commitment to advancing healthcare innovation and sustainability.

Our ESG Due Diligence Process

Prior to investing in Scopio Labs, we undertook a rigorous ESG due diligence process to ensure alignment with our principles and long-term goals. Below is a brief overview of the key ESG factors that informed our investment decision:

- Environmental Impact:** Scopio’s digitization of cell morphology minimizes reliance on physical slides and manual microscopy, reducing material waste and energy consumption in laboratories.
- Social Advancements:** By democratizing access to high-quality diagnostics, Scopio enables remote consultations and expands healthcare access, particularly in underserved regions. Additionally, its technology empowers lab practitioners, enhances diagnostic precision, and fosters collaboration through remote connectivity.
- Governance & Economic Impact:** Scopio’s leadership team exemplifies strong governance, emphasizing transparency, diversity, and ethical business conduct. Their continued innovation positions them as a key driver of economic growth in MedTech.

Scopio Labs and ESG Impact

Scopio’s cutting-edge platforms, such as the X100HT with Full-Field Bone Marrow Aspirate (FF-BMA) application, epitomize the convergence of AI and medical imaging. By enabling remote diagnostics, facilitating faster treatment decisions, and supporting early disease detection, Scopio drives both clinical and operational efficiency. Their ongoing commitment to innovation promises continued alignment with our ESG priorities, setting a benchmark for transformative healthcare technology.

We look forward to collaborating with Scopio Labs and supporting their continued advancements in sustainable and accessible healthcare.

As they drive innovation in medical diagnostics, we are confident that their commitment to environmental responsibility, social impact, and strong governance will set new industry standards and create lasting value.



Good Health and Well-being: By enhancing diagnostic accuracy and efficiency, Scopio supports improved patient outcomes and earlier disease detection.



Industry, Innovation, and Infrastructure: Scopio’s AI-powered solutions mark a leap in medical tech, driving innovation and improving healthcare infrastructure.



Reduced Inequalities: The ability to conduct remote diagnostics increases healthcare accessibility for underserved and rural communities.



Responsible Consumption and Production: The shift to digital workflows reduces laboratory waste, promoting sustainable resource use.



Partnerships for the Goals: Scopio’s collaborations with global leaders like Beckman Coulter highlight the power of partnerships in achieving systemic healthcare improvements.



Looking Ahead - ESG Goals 2025

At Fortissimo, we recognize the critical role ESG principles play in building sustainable and resilient businesses. As we look to 2025, our commitment to integrating ESG considerations throughout our investment process remains unwavering. The following goals outline our strategic approach to advancing ESG initiatives at both the fund level and within our portfolio companies.

Environmental (E)

Fund Level:

- Enhance initiatives to reduce operational carbon footprint (e.g., office energy use, travel, company cars).
- Offset electricity consumption through increased use of renewable energy sources.
- Establish and enforce a comprehensive sustainable procurement policy.

Portfolio Companies:

- Measure and report carbon emissions (Scope 1 & 2; consider Scope 3).
- Promote Science-Based Targets (SBTs) for emissions reduction.
- Foster resource-efficient practices across all operations (waste reduction, water conservation).
- Encourage the adoption of circular economy principles.

Social (S)

Fund Level:

- Expand volunteering opportunities and social initiatives to actively involve all team members.
- Continue providing grants to Tmura across the portfolio, promoting positive social impact through philanthropy.
- Increase collaborations with local non-profits to drive impactful initiatives across the portfolio.

Portfolio Companies:

- Ensure fair labor practices and safe working conditions across all operations.
- Promote workforce diversity and inclusive leadership at all levels.
- Prevent human rights violations via a Supplier Code of Conduct.
- Invest in comprehensive employee training and development programs.
- Enhance data security and protect customer privacy with rigorous standards.

Governance (G)

Fund Level:

- Strengthen board oversight of ESG risks and opportunities to ensure alignment with strategic objectives.
- Ensure consistent adoption and enforcement of all governance policies across the portfolio.

Portfolio Companies:

- Promote independent, diverse boards and strong governance structures.
- Ensure regulatory compliance and improve cybersecurity governance.



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Select Portfolio ESG Initiatives

We are proud of the ESG progress made by each of our portfolio companies in 2024. In the following section, we highlight three companies that have made remarkable strides in advancing their ESG initiatives.



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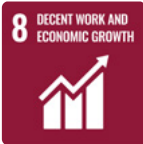
Photo by hush.naidoo.jade photography Unsplash

Enercon

Enercon Technologies Ltd. designs non-ITAR power conversion and networking solutions for military and aerospace use. With over 40 years of experience, it provides COTS, factory-configurable, and custom solutions that meet strict MIL-Standards and withstand harsh, rugged environments. Enercon’s global team of experienced engineers, technicians, and experts shares one mission: to deliver cutting-edge power and networking solutions for mission-critical applications.



UN Sustainability Development Goals



Decent Work and Economic Growth

Enercon is committed to fostering skilled employment, fair labor practices, and economic growth through technological advancements in aerospace and defense. By offering stable, well-paid jobs and continuous professional development, the company builds a resilient, innovative workforce.

With teams in Israel, North America, and India, Enercon employs engineers, technicians, and experts in power conversion and networking solutions. Continuous training ensures employees stay at the forefront of mission-critical technologies, while a culture of innovation drives the development of industry-leading solutions that meet MIL-Standards.

Enercon promotes equal employment opportunities, ensuring fair pay and decent work for all, including women, men, and individuals with disabilities.



Industry, Innovation, and Infrastructure

Enercon drives technological innovation by developing cutting-edge power conversion and networking solutions that meet the highest MIL-Standards for reliability and efficiency. The company's investments in R&D, prototyping, and testing ensure that its products enhance the resilience of infrastructure across air, land, and sea applications.

The company also aims to increase the industry's share of employment and GDP by 2030, support resilient infrastructure development in developing countries, and boost technological capabilities through targeted financial, technological, and technical assistance.



Responsible Consumption and Production

Enercon is committed to sustainable manufacturing by optimizing raw material use, minimizing waste, and improving energy efficiency across our production sites in North America, Israel, and India.

The company's high-quality, long-lasting solutions contribute to reducing electronic waste and resource consumption in the defense and aerospace industries.



Climate Action

Developing energy-efficient power solutions at Enercon plays a crucial role in reducing emissions and enhancing sustainability within military and aerospace applications. Continuous improvements in supply chain management and production processes contribute to minimizing the environmental impact while maintaining the highest performance standards.

The company aims to transition from fossil fuels to renewable energy sources like solar, wind, and geothermal power to significantly reduce greenhouse gas emissions. Additionally, Enercon seeks to improve energy efficiency in buildings and appliances through better insulation, energy-efficient lighting, and smart thermostats, while implementing energy-efficient technologies in industrial processes to reduce overall energy consumption.



Peace, Justice, and Strong Institution

Strict adherence to regulatory and compliance frameworks, including non-ITAR regulations, ensures that mission-critical solutions are developed responsibly by our company. Maintaining transparent and ethical business practices across all global operations supports the security and stability of defense institutions worldwide.



Enercon

2024 ESG Highlights

60%

Female employees
(Male 40%)

3%

Company workforce
with disabilities or
diverse abilities

47

Employees of
Retirement Age
(14%)

11 Years

Average seniority
of women in the
company



Environmental

- **Green campaign:** Launched an internal green campaign to raise awareness and encourage sustainable practices among employees.
- **Recycling initiatives:** Implemented designated recycling stations for paper, cardboard, batteries, and electronics, complemented by clear signage to guide employees.
- **Environmental KPIs:** Introduced key environmental performance indicators to track sustainability efforts across the organization.
- **Greenhouse Gas (GHG) Emissions – Scope 1:** Conducted an analysis of company car fuel consumption to monitor and reduce direct emissions.

Social

- **Employee volunteering:** Organized volunteer activities where employees visited patients at 'Tel Hashomer Hospital', contributing to community well-being.
- **Support for special needs employment:** Purchased gifts for employees from organizations that employ individuals with special needs, promoting inclusive business practices.
- **Assistance to farmers in southern Israel:** Provided financial support for farmers in the southern region, including the purchase of products for factory employees.
- **Supporting Enercon employees affected by the war:** Supported Enercon employees during the war, ensuring their well-being and security.
- **Social KPIs:** Established key performance indicators (KPIs) to measure and track the company's social impact and responsibilities.



Governance

- **Review of ESG Policies:** Conducted a thorough review and update of ESG policies to ensure alignment with best practices and regulatory requirements.
- **Transparency in due diligence:** Maintained full transparency and cooperation during the due diligence process for the BELL deal, reinforcing strong governance practices.

Looking Ahead – 2025 ESG Goals:

- ➔ Obtain an ESG standard mark from the MAALA Index to demonstrate the company's commitment to responsible business practices.
- ➔ Aim to publish a company ESG report showcasing yearly progress and commitment to sustainability.

Environment

- Obtain ISO 14001 Environmental Certification to reinforce company dedication to environmental management and continuous improvement.
- Enhance the green car policy by transitioning the vehicle fleet to renewable energy sources.
- Purchase electricity through EcoTraders to offset energy usage with sustainable, green energy.
- Analyze and reduce GHG emissions from company car fuel consumption (Scope 1) and electricity usage (Scope 2).

Social

- Increase employee participation in volunteering activities by 20% compared to 2024, fostering community engagement.
- Continue to maintain a balanced workforce with women and men across all levels.
- Significantly increase donations to non-profits and social causes, supporting initiatives that foster community well-being.

Governance

- Align Enercon's policies with stakeholder expectations and industry standards to enhance governance practices, ensure regulatory compliance, and foster transparency across all operations.



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At Enercon, our commitment to ESG extends beyond environmental considerations and compliance. We understand that our work directly contributes to the security of our Country and our allies. This responsibility drives us to uphold the highest ethical standards in all our operations and to foster a workplace where integrity and accountability are paramount. We are dedicated to ensuring robust governance practices and a strong social foundation, recognizing that these are essential to delivering on our critical mission.”

Visit Enercon's website here:
www.enercon.co.il



Eyal Shary,
CEO of Enercon

Fido

Fido is a financial service company focused on providing fast, accessible, and collateral-free financial services to individuals and small businesses through technology. Its mission is to empower financial growth and inclusion through innovative digital lending solutions. Fido offers instant mobile loans and financial management tools, leveraging machine learning and data analytics to assess creditworthiness and streamline the borrowing process. By eliminating traditional banking barriers, Fido aims to make credit more accessible and convenient for underserved populations.

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At Fido, impact is at the heart of our mission. We leverage technology to drive financial inclusion, empowering individuals and businesses to access financial services. Our goal is to create lasting economic growth while promoting sustainability. Innovation and ethics guide us in building a better financial future."



Alon Eitan,
CEO of Fido

UN Sustainability Development Goals



No Poverty

Fido provides fast, collateral-free loans, enabling individuals and small businesses to access capital for growth and resilience. By offering financial services to underserved communities, Fido helps reduce poverty and promote economic stability.



Gender Equality

Financial inclusion is a key driver of women's economic empowerment, and many women face barriers to accessing credit. By offering collateral-free digital loans and alternative credit scoring, Fido helps women, particularly entrepreneurs, access the capital they need to grow their businesses and improve their financial independence.



Decent Work and Economic Growth

Fido supports entrepreneurship and small businesses by providing access to credit. This empowers individuals to expand their businesses, create jobs, and contribute to economic development in their communities.



Industry, Innovation, and Infrastructure

Fido leverages AI and digital technology to enhance financial inclusion, demonstrating a commitment to innovation in fintech. By offering mobile-based financial solutions, Fido helps bridge the digital divide and modernize financial services consumption.



Reduced Inequalities

Traditional banking systems often exclude those without credit history or collateral. Fido uses alternative data and AI-driven assessments to provide fair and inclusive financial opportunities, helping to close the financial gap.



Partnerships for the Goals

Fido collaborates with regulators, technology providers, and financial institutions to drive responsible financial inclusion. By forming strategic partnerships, Fido strengthens its ability to expand impact and reach more underserved populations.



Fido

2024 ESG Highlights

Social

- **Serving communities:** Over 90% of Fido's customers never had a bank account before accessing Fido's services, highlighting the critical gap the company is filling in underserved communities.
- **Employee well-being:** Fido has launched mental health support, flexible work policies, and engagement surveys.
- **Orphanage support:** Adopted Teshie Children's Home, providing financial and material support while visiting regularly to engage with the children.

41%

Women's representation in Fido's workforce

60%

Employee satisfaction



Environmental

- **Paperless operations:** By fully digitizing loan applications, approvals, and disbursements, Fido has eradicated paper usage. This aligns with the company's commitment to sustainable and eco-friendly financial services.
- **Energy-efficient infrastructure:** Fido has optimized office operations by adopting energy-efficient practices, such as transitioning to LED lighting and implementing smart energy management systems, reducing electricity consumption significantly.
- **Remote and hybrid work policies:** Fido operates a hybrid working system which has minimized employee commute leading to a reduction in CO₂ emissions.
- **Climate insurance:** Fido has embedded climate insurance into its credit products to protect customers, especially small business owners, from climate-related financial shocks. This coverage helps mitigate risks from extreme weather events, ensuring borrowers remain financially stable.



Governance

- **Data privacy & security:** Fido achieved ISO 27001 certification for information security management, ensuring the highest standards for safeguarding customer data.
- **Client complaint tracking:** Fido has implemented a dedicated system for tracking client complaints, separate from support tickets, to ensure a more focused and effective resolution.
- **Code of Conduct:** Fido enforces a comprehensive Code of Conduct, including policies on supplier responsibility, non-discrimination, anti-harassment, and whistleblower protection.
- **Corporate governance model:** The company has taken significant steps to enhance its corporate governance by implementing a structured governance model, creating board subcommittees, and establishing formal charters to ensure transparency, accountability, and effective decision-making.

Looking Ahead – 2025 ESG Goals:

Environment

Over the next year, Fido will strengthen its commitment to sustainability by implementing advanced water conservation and waste management strategies. This includes optimizing resource usage, reducing waste generation, and promoting eco-friendly practices across operations to minimize environmental impact.

Social

Launch a company-wide wellness program focused on mental health resources, aiming to increase employee satisfaction to 80%.

Governance

Adopt a globally recognized ESG reporting framework (GRI, SASB) and publish annual ESG performance data.



Photo by Shane rounce for Unsplash

Visit Fido's website here:
www.gh.fido.money



Photo by Brendan Steeves for Unsplash

OriGene Seeds

OriGene Seeds is an innovative international seed company, active in research, plant breeding, seed production and processing, including sales & marketing of hybrid vegetable varieties. The company's strategy is to develop new hybrids with novel traits that enhance quality, including taste, flavor, firmness, texture, uniformity, high nutritional values, and extended shelf-life. These traits are integrated with environmentally friendly features such as fungal tolerance, viral tolerance, reduced water consumption and resilience to environmental stress, all while ensuring high yield. The hybrid varieties are suitable for the commercial outdoor crops or greenhouse growers as well as for plant raisers, for the professional sectors.



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At OriGene Seeds, we are committed to develop innovative vegetable genetics. It’s not only a new product; It is a product with added value to all the production chain, including green environment and adaption to the next era and the global warming conditions.”



Dr. Eyal A. Vardi
OriGene Seeds CEO

UN Sustainability Development Goals



Zero Hunger

Food security, nutrition, and sustainable agriculture. OriGene Seeds aims to be a leader in the seed sector, developing innovative hybrids with novel traits for healthy customers through an environmentally sustainable supply chain. The company recognizes the need for more productive and less wasteful agricultural systems, promoting sustainable practices in both production and consumption.



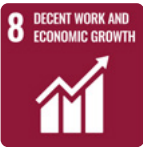
Ensure healthy lives and promote well-being for all ages

OriGene contributes to reducing deaths and illnesses linked to hazardous chemicals and pollution by developing crop varieties with enhanced tolerance to environmental stresses. This innovation allows for the use of lower chemical inputs, minimizing their impact on both human health and the environment.



Gender equality and women’s empowerment

Over 40% of OriGene's workforce consists of women, with a notable presence in key and management positions. This demonstrates the company's commitment to fostering a diverse and inclusive work environment, where gender equality is a priority.



Employment, decent work for all and social protection

OriGene recognizes that effective governance is crucial to the long-term health and sustainability of a company. To ensure the safety, integrity, and success of its operations, the company has implemented comprehensive ESG and governance policies. These policies are designed to uphold the highest standards of ethical conduct, protect employees, and maintain transparency across all levels of the organization.



OriGene Seeds

2024 ESG Highlights

Environmental

- **Environmentally friendly products:** For ensuring healthy lifestyles, OriGene Seeds develops disease- and pathogen-resistant varieties that reduce the need for harmful plant protection chemicals. These chemicals can be dangerous to the environment, posing risks to human health, aquatic life, and are costly for farmers. OriGene Seeds' specially bred varieties, offering resistance to fungi, viruses, and abiotic stresses like drought, are protected by patents and Plant Variety Protection (PVP).
- **MPF treatments:** Seed treatment has many benefits for growers and for the environment by protecting the seed in its life cycle in the ground. The goal of the agricultural industry is to reach zero microplastic that have slow biodegraded process. OriGene Seeds developed a protocol to MPF (Micro Plastic Free) treatment with an environmentally friendly seed coat.
- **Recycling initiatives:** All OriGene Seeds units recycle paper, plastic, batteries and some use dishwashers instead of disposable products. All the disposable products are ecological.
- **Energy saving air-conditioning:** The company policy is to encourage the purchase of equipment with high energy efficiency standards.
- **Chemical waste evacuation:** As part of the lab's ISO 17025 compliance, Procedure 14 ("Working and Environmental Conditions") outlines methods for adjusting and controlling testing environments. Additionally, the company manage chemical waste disposal through "Tabib," with designated storage for materials requiring special removal.
- **Agricultural waste evacuation:** Field material waste is evacuated to an official landfill.

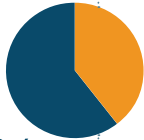
Gender equality

39.6%

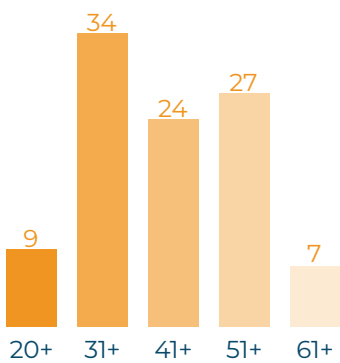
Female

60.4%

Male



Age distribution



Social

- **750,000 NIS** – Amount worth of fruits and vegetables Origene donates to “Leket Israel” non-profit organization.
- **7 "Personal Days"** is given to each employee, above the holidays given by law and its personal accumulated holidays.
- **Well-being and positive work Culture:** OriGene promotes a positive work culture with a Wellness Team and budget, hosting regular events, and bi-monthly Pilates for women.
- **Volunteering contributions:** OriGene actively supports various health, social, and charity organizations each year.
- **Support for local farmers:** The company engages in volunteering activities to assist local farmers whenever possible.
- **Commitment to Diversity, Equity, and Inclusion:** OriGene promotes DEI by ensuring that all job positions are open to a diverse range of candidates.
- **Website accessibility:** OriGene maintains an accessible website to ensure inclusivity for all users.

Governance

- **Code of Conduct:** Adherence Certifications: OriGene's labs is accredited with ISO 17025, and its supply chain is certified with ISO 9000.
- **ESG policies:** The company has implemented robust ESG policies to ensure alignment with sustainable and ethical business practices. This includes a strict Non-Discrimination and Anti-Harassment policy to promote a respectful and inclusive workplace.

Environment

- OriGene aims to transition fully to using recycled seed bags, reducing waste and promoting sustainability.
- Improve energy efficiency and reduce fuel consumption through better practices and technologies.
- OriGene plans to enhance waste management systems to increase recycling rates and minimize landfill contributions.

Social

- The company will work on enhancing its social software tools to better facilitate employee engagement, communication and community involvement.

Governance

- Orgene will finalize its Ethics Code, establishing clear ethical guidelines to strengthen integrity and accountability across all operations.
- OriGene aims to measure and track its greenhouse gas emissions and carbon footprint, providing transparency and a baseline for future reductions.

Visit OriGene's website here:
www.origeneseeds.com

Looking Ahead – 2025 ESG Goals:



Thank You!

Driving Change, Delivering Impact
Fortissimo Capital ESG Report 2024

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