



Diversity and Inclusion Policy

Bezeq - The Israel Telecommunications Corp. Ltd.

This document reviews the main points of Bezeq's Diversity and Inclusion Policy .
The document was approved by the Company's board of directors on February 8, 2023

Introduction

Bezeq is the largest telecommunications company in Israel and provides services to the entire Israeli society, from the north of the country to the south, the center and outlying areas, and serves all levels and sectors of the population. The diversity of the population sectors that the Company attends is also reflected in the diversity of its employees, who are individuals from diverse nationalities, religious beliefs, gender, sexual orientation and age. We believe that having and promoting diversity in society is a social value that allows individuals to express their voice and individuality, to achieve personal and professional fulfillment, and is a business value that contributes to the creation of a rich, open, and innovative work environment that generates better solutions for customer needs, developing customized products and services, while the Company fulfills its vision of connecting Israel to a better future.

Diverse population

A diverse population is a group of people in a company that are not represented equally in the employment sector. The diverse underemployed populations in Israel include: Arabs, ultra-Orthodox, Israelis of Ethiopian descent, people over the age of 45, women in management positions, and people with disabilities.

Objective

This document presents the Company's Diversity and Inclusion Policy and describes how it is implemented by the Company.

Our commitment

We believe that diversity and differences produce innovation, uniqueness as well as business and social value. We are committed to promoting equal opportunities of employment in the Company, including screening, recruitment, onboarding, and promotion based on merits - without any discrimination due to gender, religion, race, origin, and nationality, physical disability, or age. In this context, we have assumed the goal of increasing the proportion of employees from diverse populations to 20% by 2030.

Implementation of the Diversity and Inclusion Policy at Bezeq

We seek to promote diversity and inclusion in the Company by adopting the following measures:

- **Integrating workplace diversity** – Bezeq is committed to assimilating workplace diversity by hiring and promoting employees from diverse population sectors.
- **Building a multi-year work plan to promote workplace diversity, including measurable goals.**
- **Collaboration with employment diversity experts** – Bezeq will maintain working relations with business organizations and/or non-profit organizations with expertise in recruiting and placing workers from underemployed populations including: the Arab and ultra-Orthodox sector, special needs population, employees over the age of 45, Israelis of Ethiopian decent, and women in management positions.
- **Advertising workplace diversity over intra-organizational and extra-organizational media** – Bezeq will incorporate the message that it is a multicultural, safe, and accepting workplace in the Company's internal and external publications.
- **Workplace diversity adjustments** – Bezeq adjusts the Company's work environment for employees from diverse population sectors according to each sector's needs. For example: a dedicated call center where only Ultra-Orthodox women are employed, work conditions adapted to working mothers, flexible working hours for selected positions, a wide range of social services adapted to the employee, and a work environment adjusted for employees with special needs to ensure accessibility of the Company and its facilities.

Inquiries to the Company relating to this policy

We strictly maintain an ongoing dialogue with our employees, allowing them to submit reports, when necessary without fear and anonymously, to the relevant managers. Inquiries in the context of this policy can be made in writing or orally, openly or anonymously, to the diversity and inclusion officer at diversity@bezeq.co.il.