



BEZEQ GROUP 2025

CORPORATE RESPONSIBILITY REPORT

Table of Contents

Letter from the Chairman	3	Climate and Environmental Innovation	38
About Bezeq Group	5	Environmental Responsibility & Addressing Climate Change	39
History of Bezeq Group	6	Water Consumption	43
ESG Achievements	7	Corporate Governance	44
ESG Highlights 2025	8	Corporate Governance & Board Activities	45
ESG at Bezeq Group	9	Ethics at the Center	49
Participating in ESG Frameworks	13	Proper Conduct and Prevention of Discrimination, Sexual Harassment, and Workplace Bullying	51
Enhancing Resilience and Prosperity in Israel	14	Strengthening Digital Trust	53
Contributing to Economic & Technological Development in Israel	15	Cyber Protection Services for Customers	55
Strengthening the Social Fabric & Narrowing Divides	16	Commitment to Responsible Procurement & Supplier Fairness	56
Supporting Community Development	18	About this Report	58
Our People	22	GRI indicators	59
Promoting Fair & Responsible Employment	23	GRI tables and metrics	66
Fostering Diversity & Inclusion	26	SASB tables	93
Health & Safety as a Top Priority	29	Limited Assurance Report	94
Delivering Excellent Customer Service	33		

Letter from the Chairman

We are pleased to present the seventh ESG Report of the Bezeq Group. This report reflects our ongoing commitment to act for the benefit of the society, community, and environment in Israel— while maintaining sustainable business growth, high-quality corporate governance, and creating long-term value for all stakeholders.

The 2025 ESG Report reflects the business targets we presented earlier this year for 2029, which stem from our business momentum and the substantial investments we have made in infrastructure in recent years. Alongside our business progress and rising expectations, we are continuing to invest in the resilience of Bezeq and of the State of Israel.

The way we build infrastructure, develop services, manage risks, and make decisions is based on the integrated implementation of ESG principles, which we view as a core part of our operations and as driver of high-quality and stable growth. We believe long-term business progress cannot exist without meeting the standards and expectations of external stakeholders, alongside those we set for ourselves.



In this report, we present significant progress in our ESG processes, positioning us alongside leading global companies in the field. Highlights of the 2025 ESG Report include:

1. Enhanced transparency – We brought forward the report’s publication date to align with the release of our annual financial statements. This adjustment was made to enhance transparency and ensure the timely delivery of information to our stakeholders. Furthermore, for the first time, we conducted an independent external audit of our Scope 1 and 2 greenhouse gas emissions.

2. For the first time, we report on Scope 3 greenhouse gas emissions, covering more than 65% of the Group’s product procurement. This enables us to monitor and manage our supply chain in a more meaningful and comprehensive way.

3. We formulated a clear, strategic framework that defines the key impact areas and main objectives of the Group’s ESG activities.

4. We established updated ESG targets for the short and medium term, as part of a roadmap for integrating ESG into the core of our operations.

The Group’s vision, in all its aspects and objectives, is aligned with its commitment to society, the environment, and the Israeli economy.

Bezeq Group defines the future of communications in Israel as the country’s digital backbone and a central engine for its economic growth. Through continuous investment in powerful and advanced national infrastructure, we enable smart connectivity for every home, business, and public institution across the country. Based on financial resilience, AI-driven technological leadership, operational excellence, and a forward-looking international strategic perspective, we are leading the development of the market, strengthening Israel’s competitive position in the digital era, and creating sustainable, long-term value for our customers, partners, and shareholders.

We will continue to strengthen quality of life in Israel by enhancing national resilience and promoting economic growth, while positioning the Group as an infrastructure player with influence on the international stage, and as one that serves as a bridge between East and West.

We are advancing strategic infrastructure investments, including the establishment of server farms and data centers, the expansion of advanced cellular capabilities through fifth-generation technology (5G), and the promotion of projects that connect infrastructure to and from Israel—based on the view that communications infrastructure is not only an essential service, but also an essential component of national resilience and of furthering Israel’s integration into the global economic and technological landscape.

In this challenging year, we have seen particular importance in strengthening stability and corporate responsibility. Our role as the national communications group is to ensure reliable infrastructure and continuous service, while making data-driven decisions and constantly assessing their impact on society and the economy.

Our ongoing investment in advanced infrastructure and AI-based technological capabilities enable us to improve existing services and prepare for a future in which connectivity, information security, and digital accessibility will be fundamental conditions for economic growth. Responsible innovation is an integral part of the way we operate, while maintaining privacy, security, and the thoughtful use of advanced technologies.

As a company with a national role, we operate with a broad perspective on risk management and organizational resilience in order to provide stable and reliable service to all citizens of Israel, even during challenging periods. True corporate responsibility is measured by the ability to meet targets over time, through transparency and ongoing dialogue with stakeholders. Therefore, we continue to improve the quality of our reporting and data, and to deepen our impact across the value chain.

We look ahead with confidence, committed to continuing to invest in infrastructure, technology, and people, and to leading innovation that promotes social, environmental, and economic resilience for all citizens of Israel.

Tomer Raved
Chairman of the Board,
Bezeq Group



About Bezeq Group

Bezeq Group is defining the future of communications in Israel, as the country's digital backbone and a central engine for its economic growth. Through continuous investment in powerful and advanced national infrastructure, we enable smart connectivity for every home, business, and public institution across the country.

Based on financial resilience, AI-driven technological leadership, operational excellence, and a forward-looking international strategic perspective, we are leading the development of the market, strengthening Israel's competitive position in the digital era, and creating sustainable, long-term value for our customers, partners, and shareholders.

Bezeq Group includes Bezeq and three main subsidiaries: Pelephone, yes, and Bezeq International TECH. The companies within the Group offer a comprehensive range of communications services, including broadband internet services, data communications, cloud and digital services, local telephony services, international calling, mobile cellular services, multi-channel television via the internet and satellite, and enterprise communications networks.

The companies in the Group are among the leaders in their fields:

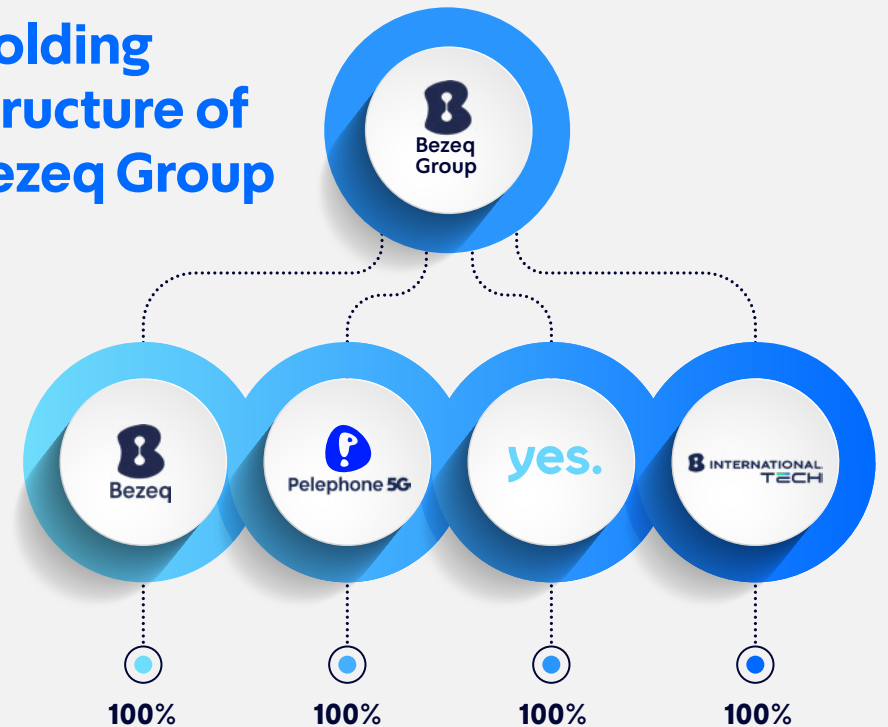
- ✓ **Bezeq**, Israel's advanced communications company, provides a wide range of communications services, including retail and wholesale internet services to more than one million customers.
- ✓ **Pelephone** provides advanced cellular services to ~ 2.7 million subscribers, including ~ 1.4 million on 5G.
- ✓ **yes** provides multi-channel television services to ~ 565,000 customers and retail internet services via fiber to ~120,000 subscribers.
- ✓ **Bezeq International TECH** provides communications and IT solutions for companies and organizations.

Bezeq Group Financial Performance (NIS millions)

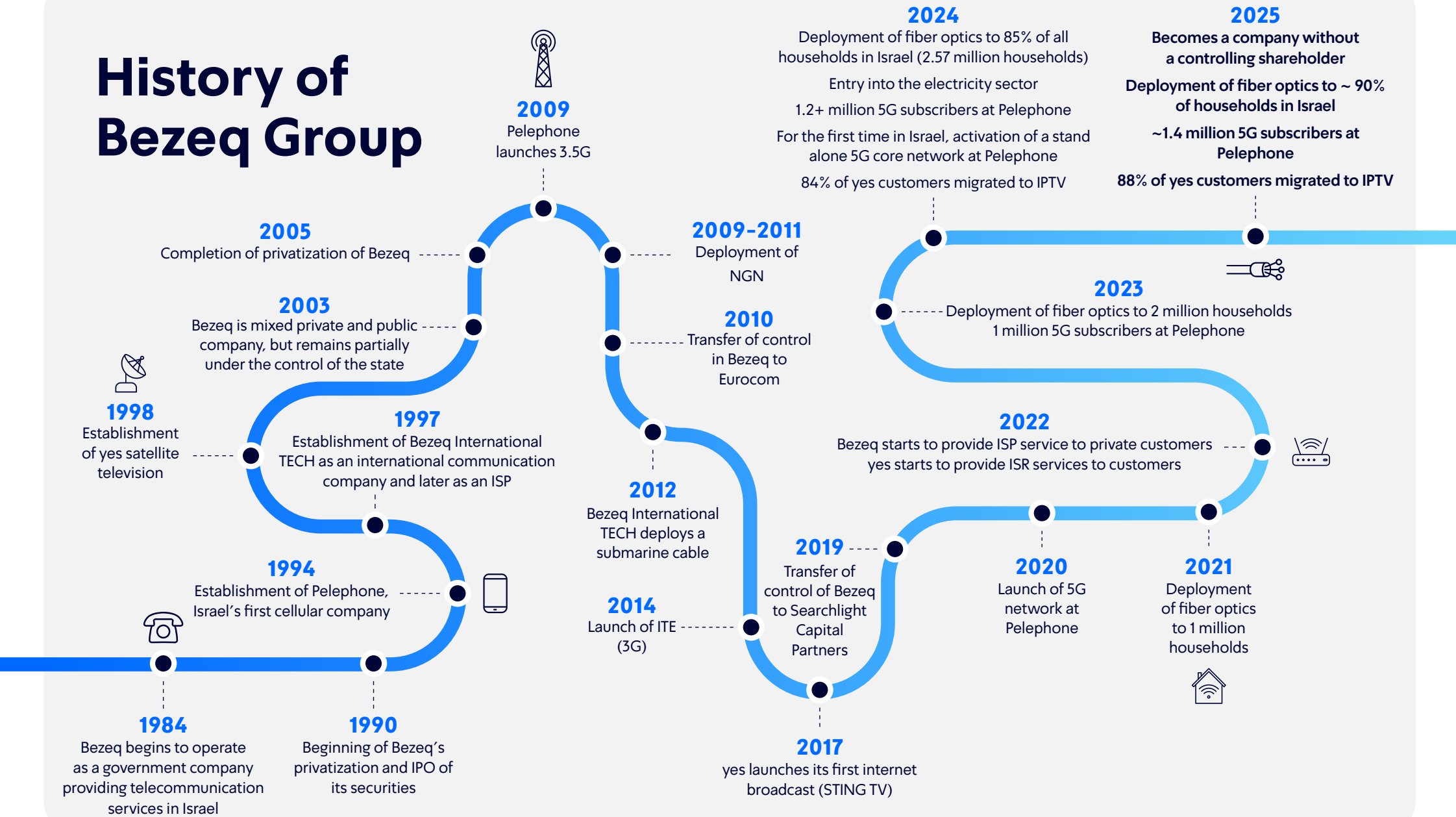
	2023	2024	2025
Core Revenues*	7,637	7,733	7,963
Adjusted EBITDA**	3,799	3,683	3,740
Adjusted Net Profit**	1,202	1,110	1,086
Investments	1,708	1,742	1,678

* Group revenues excluding Bezeq Fixed-Line telephony revenues, Pelephone interconnect fees, Bezeq International consumer revenues and Bezeq Online revenues

Holding Structure of Bezeq Group



History of Bezeq Group



ESG Achievements

In 2025, the Bezeq Group continued to strengthen its ESG activities, and we achieved progress in several key areas:



Increased Transparency

We moved up the publication date of the ESG report to align with the release of our financial statements, with the aim to increase transparency for stakeholders. In addition, this year marks the first time an external audit was conducted on Scope 1 and 2 greenhouse gas emissions. Furthermore, the report was prepared in accordance with GRI standards, in combination with SASB standards, to strengthen the report's professional level.



Framing and Clarification of the Group's ESG Activities

We formulated a clear strategic framework for our ESG activities in a manner that helps stakeholders better understand the Group's operating principles, impact areas, and key objectives.



Establishing Updated ESG Targets

We defined new short- and medium-term ESG targets, establishing a clear roadmap for the continued integration of environmental, social, and corporate governance considerations into our core business operations. The targets were derived from a process of reviewing and updating the Group's impact areas, and support continuous improvement.



Advancing Scope 3 GHG Reporting

We published a Scope 3 report for 2024 which included, for the first time, coverage of over 65% of the Group's product procurement for that year.

ESG Highlights 2025

Board Diversity: 42.8%
female representation
on the Board of Directors
(as of December 31, 2025)



**Performance
Reviews:**

94% of Bezeq Group employees
completed feedback and
performance evaluation cycles



Carbon Reduction: 7% decrease in Bezeq Group's
carbon emission intensity (Scope 1+2) compared to 2024



**Gender
Diversity:**
39% of management
positions across Bezeq
Group are held by women



Ownership Structure:

As of 2025, Bezeq
Group operates with
no single controlling
shareholder



Circular Economy:

Pelephone successfully refurbished **2.5x** more devices
compared to 2024

ESG at Bezeq Group

Our Vision:

Building Israel's infrastructure of the future—both locally and globally—to serve as the foundation for national resilience, economic growth, and the deepening of connectivity between East and West, while maintaining a steadfast commitment to sustainability and high-quality corporate governance.

Bezeq, Israel's leading telecommunications group, is currently updating its Group Strategy for 2030 and defining the next phase of its vision: not only to connect Israel to a better future, but to enhance the quality of life in Israel by strengthening national resilience and driving economic growth—while positioning the Group as an influential infrastructure player in the international arena, connecting Israel to the world.

In recent years, the Group has completed extensive initiatives to expand Israel's communications infrastructure and connect the social and geographical periphery. Today, this infrastructure enables digital accessibility and stable, secure communications for all of Israel, supporting functional continuity during both routine and emergency periods, and creates a foundation for economic growth and new opportunities for Israel's economy, businesses, and society.

Looking ahead, Bezeq is preparing for the future demands of an accelerated, AI-driven digital economy. To this end, the Group is advancing strategic infrastructure investments, including the establishment of server farms and data centers, the expansion of advanced cellular capabilities via 5G, and the promotion of projects connecting infrastructure to and from Israel. These initiatives reflect a vision in which communications infrastructure is not merely an essential service—it is a fundamental component of national resilience and the deepening of Israel's integration into the global economic and technological landscape.

The Group's commitment to corporate responsibility and the integration of Environmental, Social, and Governance (ESG) considerations is an integral part of its core operations and its ambition to operate according to international standards.

The 2025 ESG report reflects significant progress in establishing the Group's management and measurement infrastructure: for the first time, an external audit was conducted on Scope 1 and 2 greenhouse gas emissions; the reporting and analysis of Scope 3 emissions across the value chain was expanded and deepened; an ESG strategy aligned with the Group's objectives and based on international frameworks was formulated; and disclosures were integrated in reference to the SASB standard.

As part of enhancing transparency and real-time reporting, the Group is bringing forward the publication of this year's ESG report, releasing it in close proximity to the annual financial statements. This is aimed at presenting an integrated picture of our performance and strengthening the trust of stakeholders in Israel and abroad.

Bezeq Group's corporate responsibility is managed through four main pillars which represent our contributions and initiatives for society, the environment, and the economy – while also enhancing national resilience and prosperity in Israel.



Enhancing Resilience and Prosperity in Israel

The Group works to bridge the digital divide and empower underserved populations, based on the belief in everyone's right to equitable access to knowledge and technology.



Our People

The Group is committed to fair and ethical conduct toward its employees, suppliers, and customers, while maintaining personal attention, equality, and security.



Climate and Environmental Innovation

The Bezeq Group views environmental protection as a core value and acts to reduce greenhouse gas emissions, improve energy efficiency, and ensure the responsible use of resources.



Corporate Governance

The Bezeq Group is committed to ethical management and high-quality corporate governance, with the Board of Directors setting policy and overseeing the Group's activities.

ESG Goals

Area	Goal	Target Year	Current Status (as of end of 2025)
Strengthening Resilience and Prosperity in Israel	Deployment of fiber optics to ~3.5M households.	2029	Fiber optic connections to ~2.9M households.
	Deployment of 5G sites across 90% of the network.	2029	5G sites deployed across 50% of the network.
	5% annual growth in the number of employees who volunteer.	Annual	In 2025, ~16% of Bezeq Group employees volunteered.
Climate and Environmental Innovation	20% decrease in energy intensity relative to the 2022 base year.	2029	In 2025, a 3% decrease in intensity was recorded compared to 2024. The Group is working to improve energy efficiency through various means, including transitioning to more efficient data centers.
	50% hybrid and electric vehicles in the Group's vehicle fleet.	2029	38% of the vehicle fleet is hybrid or electric.
	Doubling the quantity of products refurbished or recycled by Pelephone and Bezeq combined.	2029	In 2025, over 12,000 units were refurbished by Pelephone, and 112 tons of products were recycled by Bezeq.
	Achieving Net Zero carbon footprint for the Group.	2050	The Group continues to promote its climate plan by strengthening the focus on measurement and reduction throughout the value chain, including Scope 3, and continuing to reduce carbon intensity.
Our People	50% women representation in management ranks.	2030	39% women in management ranks.
	20% representation of employees from diverse populations.*	2028	18% of employees are from diverse populations. Due to progress, the target was moved up from 2030 to 2028.
	Doubling the number of volunteer hours by Group employees.	2026	During 2025, company employees volunteered 6,577 hours.
Corporate Governance	Over 90% of Group employees will undergo Code of Ethics training annually.	Annual	In Bezeq, over 90% of employees completed training. Next year, this figure will also be measured for subsidiaries: yes, Pelephone, and Bezeq International.
	Average attendance of Directors at Board and Committee meetings will be at least 95%.	Annual	The average participation rate in 2025 stood at 98%.
	The percentage of independent directors on the Board will remain at least 55%.	Annual	In 2025, the percentage of independent directors was 57%.
	At least 70% of Board members will have financial/accounting expertise.	Annual	In 2025, the percentage of directors with financial/accounting expertise was 71%.
	Continued semi-annual reporting (at minimum) to the Board (or designated committee) regarding Cyber and Information Security.	Annual	In 2025, reporting was conducted on a semi-annual basis.

* Populations defined as underrepresented in employment in Israel: Arab society, Haredi society, Israelis of Ethiopian descent, and people with disabilities.

Environmental Responsibility

The Bezeq Group strives to reduce the environmental and climate impacts of its operations. In 2023, the company formulated a target plan to reach **Net Zero** carbon emissions by **2050**, in accordance with the Science Based Targets (SBTi) framework for Scopes 1 and 2. In 2024, Bezeq joined the Ministry of Environmental Protection's "**Zero Hour**" mechanism, becoming the first telecommunications company to do so. In 2025, the Group expanded its analysis of **Scope 3** emissions and published its first [Scope 3 Emissions Report](#) for the year 2024, with the aim of increasing transparency and expanding its Net Zero targets to include this scope.

Social Responsibility

The Bezeq Group puts the highest emphasis on the preservation of its human capital. The Group ensures the well-being and professional development of its employees in diverse ways and acts to reduce employee turnover. We consider that fostering human diversity and maintaining gender equality improves the work environment, and therefore targets have been set for gender balance in management positions and for increasing the proportion of Group employees from populations experiencing from underemployment. In addition, extensive resources are invested in community contribution and involvement, including through employee volunteering, focusing on narrowing the digital divide, and strengthening the social fabric through ongoing support for social organizations and the subsidizing of communications infrastructure.

Responsible Governance

The Bezeq Group is committed to high standards of corporate governance, based on transparency, accountability, and professional, independent management. The Group believes that proper and stable corporate governance is a core foundation for value creation and long-term success, and invests significant resources in the development, strengthening, and implementation of effective governance mechanisms. Bezeq operates through an independent Board of Directors with a majority of independent directors, and implements advanced oversight and control mechanisms, including professional board committees, a risk management system,

and internal audit. The Group ensures responsible and transparent decision-making while safeguarding shareholder rights and fairness toward all stakeholders. The Group's companies invest extensive resources to ensure compliance with proper corporate governance rules through feedback and audit mechanisms, alongside the adoption of advanced managerial norms and a commitment to excellence.

Advanced, High-Quality, and Accessible Communications for All

As part of the Group's ESG strategy, it strives to reduce social and economic gaps between the geographic center and the periphery, and to contribute to the economic and human development of Israeli society. Throughout 2025, the Group's companies continued to provide advanced, diverse, reliable, stable, and secure communication and content services. Bezeq provides extensive access to high-speed internet via fiber optic technology to over 2.9 million households. Pelephone, the pioneer of the 5G network in Israel, continues to grow with over 1.4 million 5G subscribers. **yes** serves as a leading home for Israeli creativity and the spearhead of diverse representation in original content. On a technology level, 88% of the company's customers have transitioned to IPTV. (**yes** vacated most satellite space segments in March 2026 and will broadcast via IP, except for a temporary solution for a small number of customers who will remain on satellite). Bezeq International TECH underwent a shift in focus toward the business sector and continues to deepen its range of cloud services, communication means, and cybersecurity. To continue implementing innovative services at the highest level in Israel, representatives from Bezeq Group companies participate in international conferences where they are exposed to advanced technologies and new trends in the global communications, ICT, and telecom sectors, and evaluate their integration in Israel.

Managing ESG

The Bezeq Group manages ESG through an integrated approach: strategic policies, goals, and reporting frameworks are set at the Group level, while each subsidiary implements a work plan tailored to its specific business activities. This structure promotes internal synergy and peer learning while maintaining high standards of uniformity across all companies.

To strengthen ESG management and coordinate activities across the Group, a Group ESG Forum was established. It is led by the Group Secretary and the Internal Securities Enforcement Officer, who reports to the Chairman of the Board. The ESG Forum includes Corporate Social Responsibility (CSR) managers from the subsidiaries and other relevant stakeholders, including leading officials dealing with Human Resources and the environment. The ESG Forum serves as an integrative body for planning, implementing, and monitoring Group-level initiatives, promoting uniformity in policy and work processes, tracking goals and metrics, and supporting preparation for reporting, regulatory requirements, and relevant standards. The implementation of ESG in the Group relies on long-term goals and multi-year work plans, which are defined and translated into key performance indicators (KPIs) and implemented by professional teams and senior managers across the Group. Corporate governance in this field is also supported by dedicated forums and work processes that promote material issues. In 2025, the Gender Equality, Diversity, and Inclusion Forum (led by the VP of Human Resources) and the Energy Efficiency and Carbon Footprint Forum (led by the VP of Logistics and Operations) continued their activities.

In each of the Group's companies, Corporate Social Responsibility is managed independently by dedicated personnel according to its organizational structure, with ongoing reporting to company management and relevant corporate governance bodies: **Bezeq:** The VP of Corporate Communications and Government Relations is in charge of ESG management, working alongside the ESG Manager who reports to her and is responsible for promoting initiatives across the company's various divisions. **yes and Pelephone:** The topic is managed by the ESG Manager, who leads a forum with managers from various relevant fields and reports to the VP of Communications for the companies. As part of advancing Board objectives, two steering committees operate to formulate multi-year work plans: an Environmental Steering Committee led by the Logistics Manager, and a Diversity, Inclusion, and Women's Advancement Steering Committee led by the HR Manager. **Bezeq International TECH:** Corporate Responsibility management is overseen by the VP of Human Resources, who leads a forum with managers from various relevant fields. This is part of advancing Board objectives in the areas of employment diversity, inclusion, and the advancement of women.

¹This figure accounts for **yes** customers on a hybrid satellite and IPTV platform.



Stakeholder Dialogue

As a communications group providing a wide array of services to Israeli citizens, businesses, corporations, and government organizations, the Group both impacts and is influenced by various stakeholders who grant it its “social license to operate.” This diverse group includes the company’s customers—spanning users of internet, mobile and fixed-line telephony, and television services—as well as business clients, shareholders, and security holders. It also encompasses employees, suppliers, government ministries, and local authorities, alongside community and environmental organizations. Each of these groups maintains distinct expectations based on their specific needs, which the Group continuously identifies and addresses through an ongoing and productive dialogue.

Stakeholders	Management of Dialogue & Engagement
Private Customers and Businesses	The Group’s companies maintain ongoing engagement via multiple channels, including telephone call centers, digital platforms, physical service centers, periodic satisfaction surveys, and focus groups. Feedback is analyzed and used for proactive improvements in service, targeted investment in new products, and strategic optimization.
Suppliers	Dialogue is managed by the procurement units of the Group’s companies, which focus on strengthening supplier relationships, expanding the vendor base, and promoting healthy competition.
Regulators and Government Bodies	The Group maintains continuous discourse with regulators, specifically the Ministry of Communications. This includes participation in discussions, conferences, and roundtables, as well as coordination with municipal authorities regarding infrastructure and maintenance services.
Employees	As primary stakeholders, employee dialogue is prioritized through various frameworks: professional forums, committees, training, performance reviews, organizational climate surveys, feedback mechanisms, and ongoing communication with labor unions.
Civil Society Organizations	The Group maintains extensive partnerships with NGOs and civil society organizations to implement its social policy. This includes diversity employment programs, making services accessible, joint social projects, financial donations, pro-bono equipment and services, and employee volunteering.
Shareholders and Other Securities Holders	Communication is conducted through periodic and immediate reports as required by securities laws, alongside regular meetings with investors to ensure transparent discourse. The Group also monitors analyst ratings—including ESG-specific evaluations—to improve operational and reporting standards.

Material Topics for Reporting & SDGs

The material topics for the Bezeq Group were selected in collaboration with internal and external stakeholders, in accordance with the GRI (Global Reporting Initiative) Universal Standards 2021.

Enhancing Resilience & Prosperity in Israel	<ul style="list-style-type: none"> ✓ Contribution to the Israeli economy and society ✓ Narrowing the digital divide 	
Our People	<ul style="list-style-type: none"> ✓ Equal access to infrastructure and services ✓ Safe work environment ✓ Human capital development, employee wellbeing, and safety ✓ Diversity and non-discrimination 	

Climate & Environmental Innovation	<ul style="list-style-type: none"> ✓ Managing environmental impacts ✓ Net zero and energy efficiency ✓ Electromagnetic radiation and public health 	 
Corporate Governance	<ul style="list-style-type: none"> ✓ Cyber and information security ✓ Ethics and fair management ✓ Fair competition ✓ Corporate governance effectiveness ✓ Responsible procurement 	

Participating in ESG Frameworks



Platinum Plus (AA) Rating in the "Maala" Index

Maala is an umbrella organization of approximately 110 leading companies in the Israeli economy, dedicated to promoting corporate responsibility within the business sector and developing standards for responsible management in Israel. Bezeq joined the Maala members' organization in 2021. In the 2025 Maala Index, Bezeq was awarded the Platinum Plus (AA) rating for the second consecutive year.



Israel Ministry of Environmental Protection's "Zero Hour" Mechanism

The "Zero Hour" mechanism provides an Israeli professional framework for setting greenhouse gas (GHG) emission reduction targets to reach Net Zero. It includes guidelines for reporting and monitoring progress toward these goals, enabling participants to take a step forward and commit to achieving Net Zero GHG emissions by 2050.



Valuable 500 Initiative: Taking Action for People with Disabilities

The Valuable 500 is a global initiative bringing together 500 influential businesses—including the Bezeq Group—committed to the inclusion of people with disabilities. With the support of its strategic partners, this initiative develops a transformation program designed to drive the systemic change required to make the business world more accessible and inclusive.



UN Gender Equality Initiative (WEPs)

Bezeq is a member of the WEPs (Women's Empowerment Principles)—an initiative established by the UN Global Compact and UN Women. These principles offer guidance to businesses on promoting gender equality and women's empowerment in the workplace, marketplace, and community. Based on international labor and human rights standards, the initiative recognizes that businesses play a vital role and hold responsibility in these areas. These principles serve as a practical tool helping the organization support the UN Sustainable Development Goals (SDGs) agenda.



Businesses Mobilizing for the Community in Emergencies

At the onset of the 2023 war in Israel, the Bezeq Group joined the "Businesses Mobilizing for the Community in Emergencies" initiative, which was originally founded during the COVID-19 pandemic to operate during times of crisis. Led by a coalition of social organizations and corporate responsibility consultants, the project aims to connect verified social needs with companies interested in addressing them, while pooling resources and fostering collaborations. The forum reached approximately 300 companies across various sectors, facilitating extensive donations in funds, products, and services.



Enhancing Resilience and Prosperity in Israel

As Israel's leading communications group, Bezeq works to strengthen quality of life, national resilience, and economic growth through advanced communication infrastructures and services. These provide the essential foundation for modern living and functional continuity in both routine and emergency situations. The Group integrates Environmental, Social, and Governance (ESG) considerations into the core of its operations, acting out of a deep sense of responsibility toward Israeli society. The Group's communication, cloud, and cellular services support the narrowing of social gaps, the strengthening of businesses, and the accessibility of digital opportunities for the entire population, while yes television content promotes equal and diverse representation.

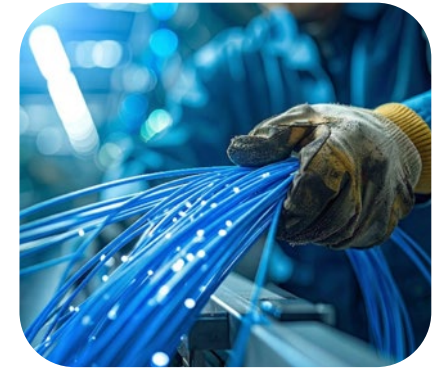
> Contributing to Economic & Technological Development in Israel

The Bezeq Group serves as a strategic infrastructure for the growth of the Israeli economy, addressing local needs while expanding Israel's connectivity to the world. It leads technological innovation with a direct impact on businesses, public institutions, and residents. The Group's activities in projects such as fiber optic deployment, 5G networks, and cloud and information security services generate a wide-ranging impact at both the micro level, i.e. businesses and households, and the macro level, i.e. economic growth and employment.

Studies indicate a direct contribution of the communications sector to the GDP, showing a link between infrastructure investment and job creation, increased state tax revenues, and the accessibility of advanced services to the public. In its central role, the Group works to ensure that these infrastructures serve the entire population—in both the center and the periphery.

Fiber Optic Deployment

Bezeq continues to lead the fiber infrastructure in Israel while developing infrastructures to and from the country. According to research, this type of infrastructure increases real estate value, contributes to the creation of new jobs, and promotes economic growth. Small and medium-sized businesses benefit from a fast and reliable connection that allows them to manage efficient digital operations, expand markets, and compete in both local and international arenas.



5G Network at Pelephone

5G, the fifth generation of cellular networks, is capable of providing connection speeds up to 10 times faster than the average 4G network, with lower latency and higher network capacity. This is one of the fastest and most powerful technologies in the world, poised to have a major impact on our lifestyle and the way we work, learn, communicate, and play. 5G technology and other connectivity solutions make businesses more advanced, jumpstarting the next era of smart and connected devices, e.g. Internet of (IoT), and providing advanced usage options in terms of network quality, speed, and continuity. Pelephone was the first to launch this technology in Israel and continues to lead the field with over 1.4 million 5G subscribers and the launch of an independent network core.

Cloud Services & Information Security

Bezeq International TECH provides advanced cloud and information security services, including a Security Operations Center (SOC) that operates 24/7. These services allow businesses to reduce investment costs, protect sensitive business data, and accelerate digitalization processes.



Strengthening the Social Fabric & Narrowing Divides



Connecting Israel to the World & Shaping Future Generations

Bezeq International TECH operates based on a dual strategic vision: connecting Israel to the global digital world while simultaneously shaping the next generation of technological leaders in Israel.

Education

The company invests in human capital development through educational tours and seminars for high school and college engineering students, alongside technological tours of communication, cyber, and data centers for members of IDF technological units. The flagship program, **Safe Future**, in collaboration with the cybersecurity company Fortinet, provides practical training in advanced information security services and strengthens national preparedness against cyber threats.

Infrastructure

The company is a key player in Israel's international connectivity: approximately **35% of Israel's internet traffic** passes through the JONAH subsea communications cable owned by the company. This cable provides an alternative, independent, and secure infrastructure for global connectivity, including the opening of new channels following the Abraham Accords. Furthermore, the company's cloud, communications, and cyber solutions enable Israeli business clients and global companies operating here to benefit from fast and continuous connectivity, improved redundancy, operational savings, and reduced emissions—all while ensuring service continuity during peak loads and extraordinary events.



Strengthening Israeli Culture & Narrowing the Digital Divide

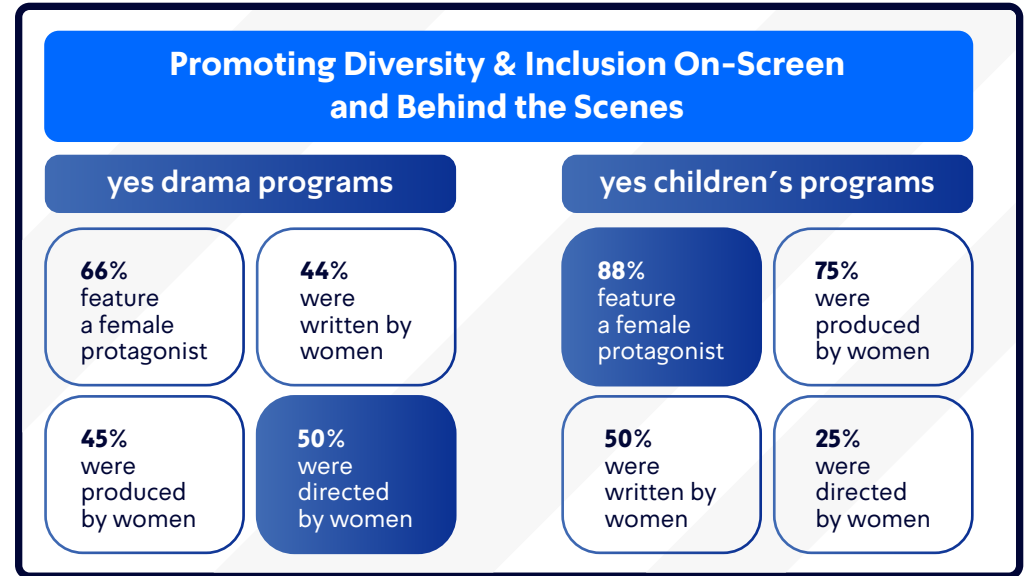
yes contributes to strengthening the social fabric and narrowing divides by integrating meaningful television content, technological innovation, and advanced digital services. The company produces and broadcasts high-quality, diverse content that reflects the multitude of voices in Israeli society and promotes values of tolerance, equality, and inclusion—thereby contributing to social cohesion and fostering a shared civic identity.

Furthermore, yes invests in original Israeli productions, supporting the local creative community—including actors, screenwriters, directors, creators, and production staff, and bolstering Israel’s cultural industry. The company’s television services are built on innovative platforms such as yes+, providing a personalized, convenient, and accessible viewing experience. Under the yes Unlimited brand, the company also offers advanced internet services, including fiber-optic infrastructure in specific areas and ISP services. Through these efforts, it helps bridge the digital divide and makes digital and economic opportunities accessible to all populations across Israel.

yes: Original Content Reflecting Israel’s Diversity

yes invests in a wide range of original content that showcases diverse perspectives and reflects the intricate fabric of Israeli society. A central emphasis is placed on equal representation – particularly for underrepresented populations – both on-screen and by integrating professionals from diverse backgrounds throughout the creative and production stages.

From the earliest phases of development, great care is taken to ensure that characters are portrayed authentically and with complexity, avoiding the perpetuation of stereotypes. Script proposals are evaluated in their initial stages using various methods designed to reduce and prevent bias. Furthermore, yes promotes meaningful female representation through leading female characters and by integrating women into key roles behind the scenes, such as writing, directing, and production.



Yeled Chara



Tahrir

As part of yes’s commitment to raising awareness of social and environmental issues, the company marks international days through the broadcasting of dedicated content and its promotion on VOD during relevant dates. These include International Women’s Day, Transgender Day of Visibility, Autism Awareness Day, Earth Day, Pride Weekend, and others.



Bloody Murray

Supporting Community Development

Bezeq Group believes that every individual is entitled to equal access to communication, digital tools, and knowledge. Driven by this vision, all Group companies work to bridge the digital divide and strengthen the social fabric of disadvantaged populations, maintaining strategic, long-term partnerships with social organizations and initiatives.

In 2025, the Bezeq Group continued to expand its impact on Israeli society, with an emphasis on narrowing the digital divide, promoting equal opportunity, and deepening the sense of social cohesion in Israel. During a complex security situation, we continued to ensure continuity of communication throughout the country while expanding our community support.

- ✓ The Bezeq Group contributed over 10 million NIS in funds, products, services, and volunteer value in 2025.
- ✓ Group employees dedicated more than 6,500 volunteer hours to the community.



Community Projects

Bezeq's community projects brings to life its core strengths—advanced communication and infrastructure services—alongside a deep commitment to employee volunteer initiatives across Israel, harnessing our people's talent and dedication towards create meaningful impact.



Bezeq Group

In 2024, Bezeq Group established The Connected Fund as a national social initiative to assist and support the rehabilitation of Israeli soldiers and reservists injured during their service. This past year, the Fund awarded academic scholarships to soldiers and provided professional support and training for reservists and their families to strengthen resilience and build stable professional futures. Looking ahead, activities will focus on three key pillars: expanding professional development through the Academy, supporting physical and mental rehabilitation, and increasing employee involvement. To facilitate this, we are launching a dedicated volunteering platform that empowers employees to choose where and how they contribute.



yes and Pelephone

The companies' social impact efforts focus on community empowerment, closing social and digital divides, and fostering employee volunteerism. Each company operates a Donations Committee that meets several times a year to review donation requests based on criteria published on their respective websites. Decisions are made by committee members, with a representative from the legal department providing oversight.

launched a fully equipped communications room at a school in Northern Israel, serving both local residents and displaced populations, and narrowing the digital divide in the geographic periphery. In addition, it awarded scholarships to support higher education and social mobility within Israel's diverse communities and provided office space to a local nonprofit organization to support their ongoing operations.

yes continues its long-standing partnership with Docaviv, the Tel Aviv International Documentary Film Festival, and the Ministry of Education, through its support of the "Docu-Young" program. Now in its fourth year, the initiative supports ten boarding schools for at-risk youth, and includes a program to guide students through the process of documentary filmmaking, culminating in professional screenings at both the Docaviv Festival and on yes VOD.

2025 Donations:

Pelephone contributed over ₪225,000
yes contributed over ₪980,000

2025 Volunteering:

Pelephone employees dedicated over 1,700 hours
yes employees dedicated over 1,000 hours

In 2025, the companies continued their "Rehabilitation and Growth" framework, a year-round initiative providing donations, professional resources, and volunteer opportunities. The program's centerpiece is the annual "Social Involvement Week." Now in its fourth consecutive year, this initiative is designed to boost employee engagement and create a lasting impact.

In addition, both companies have community initiatives that run throughout the year. Highlights in 2025 for Pelephone included the Accessible Football Project, a collaboration that provides technical equipment to Bloomfield Stadium in Tel Aviv to allow blind and visually impaired fans to enjoy an accessible, live viewing experience. The company also



Bezeq International TECH

Bezeq International TECH focuses its social efforts on strengthening ties with the local community, with a focus on Petah Tikva, where the company's offices are located. As part of its social responsibility vision, the company promoted broad employee involvement in volunteer activities, with nearly half of the employees participating in social initiatives throughout the year.

Community initiatives in 2025 included tree planting in the Upper Galilee, providing nutritional and food support to underprivileged families, and partnering with a special education school in Petah Tikva. Alongside volunteer activities, the company worked to strengthen its social impact through equipment collection initiatives and sales fairs in collaboration with social organizations.

The company also aims to support Israel's next technological generation through educational and practical activities that introduce youth to hi-tech and cyber fields as early as high school. This year, a new collaboration was launched with the Petah Tikva municipality for an "Innovation House," designed to connect startups with hi-tech companies, educators, and tech professionals, while guiding students toward technological academic paths. To empower human.



capital in entrepreneurship and innovation, the company hosted middle school, high school, and engineering students from across Petah Tikva for professional tours, where participants gained firsthand exposure to advanced industrial solutions and workflows. This partnership strengthens the link between the business sector and the community, providing students with the inspiration and practical tools needed for their professional future.

Bezeq International was recognized for its Corporate Social Responsibility (CSR) activities and community contribution at the **2025 People & Computers IT Awards**, honoring its community initiatives and support for diverse populations.





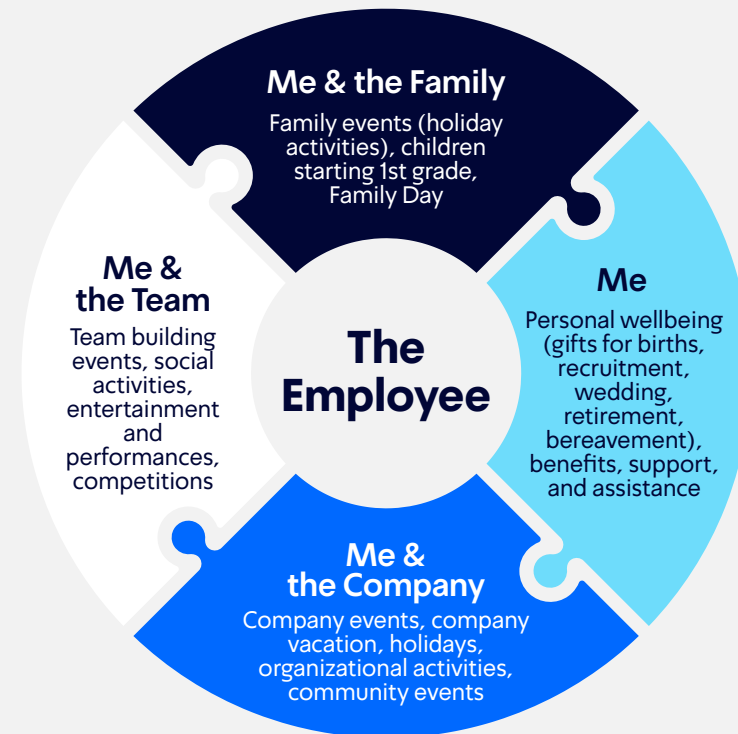
Our People

Promoting Fair & Responsible Employment

Promoting fair and responsible employment is one of the guiding principles for the companies within the Bezeq Group. The Group is committed to providing personal, humane, equal, and fair treatment to all employees, from recruitment through retirement. Group companies invest significant efforts and resources to base labor relations on mutual trust, transparency, and dialogue. They strive to create an advanced, pleasant, respectful, and diverse work environment – free from harassment or bullying, that enables professionalization and personal development for all employees, regardless of religion, race, ethnicity, age, gender, sex, or any other characteristic.

Enhancing the Employee Experience

The Bezeq Group places employee wellbeing at the center, working to cultivate a professional, supportive, and inclusive work experience. The Group invests in professional and managerial development, promotes workplace diversity, works to improve operational interfaces and onboarding processes, provides individual responses to employee welfare, and strives to strengthen employees' sense of belonging.



In 2025, we expanded initiatives to enhance the employee experience, while adapting to the changing reality in Israel due to the security and social situation. We accompanied employees throughout important personal lifecycle events, such as birthdays, births, children's military recruitment, and children starting first grade, alongside personal support during times of crisis or family health challenges.

Against the backdrop of the ongoing war and its consequences, we provided emotional and operational solutions for employees who were injured, drafted, evacuated from their homes, or facing personal hardships, and we reinforced our support and assistance mechanisms. Activities included:

✓ **Support for Displaced Families:** Employees whose homes were damaged received emotional and financial support, and we assisted employees stranded abroad in returning to Israel.

✓ **Pelephone and yes Emergency Command Center:** The companies reopened their emergency command center to handle requests from employees in the field and those on active reserve duty. Additionally, the Center assisted Israeli citizens whose homes were damaged, and a mobile service and repair van visited hotels housing evacuees to offer free on-site repair services.

In addition, we held a three-day retreat in nature for reservists to process their experiences and support reintegration into civilian life, facilitated by trauma-specialist social workers. We also organized a five-session workshop held during work hours for spouses of reservists, focusing on the specific challenges faced by families of those serving in the reserves.

Promoting Personal Growth through Training & Feedback

Bezeq Group companies promote a culture of continuous improvement and personal development, primarily through performance appraisal processes. Feedback sessions serve as a significant tool for enhancing performance, fostering personal advancement, and setting goals, while performance reviews also influence various compensation components, including bonuses and salary updates.

94%

of Bezeq Group employees had performance review and feedback sessions in 2025



Additionally, as part of the constant drive to enhance employee experience and strengthen a positive organizational culture, the Bezeq Group regularly conducts organizational climate surveys. These surveys are used to identify trends, needs, and challenges, as well as to formulate action and improvement plans. This year, Bezeq also conducted an ethics and culture survey as part of our commitment to promoting a culture of integrity, transparency, and responsible conduct.

yes Ranks Highest in 2025 'Employer Branding' Index by Globes & Playtika

In 2025, yes ranked first in the Globes & Playtika Index for Building an Employee-Connected Organizational Culture. Central to this success was a strategic, company-wide campaign: "Putting You in the Leading Role," which effectively integrated employee voices into the corporate brand. The initiative transformed employees into "star ambassadors" through collaborative content creation, recognition of outstanding staff, and the launch of dedicated social media channels for employer branding. The initiative strengthened a sense of belonging and pride among the workforce and demonstrated measurable effectiveness, reaching approximately 2.3 million impressions per year and engaging nearly half a million users. The process also embedded consistent corporate values, with the active participation of senior management.



Employee Benefits

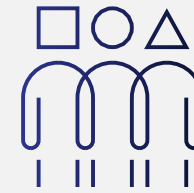
Bezeq Group companies work continuously to strengthen organizational belonging and promote the personal and familial well-being of their employees. As part of these efforts, the Group provides a broad welfare package that is updated periodically to align with the evolving needs and life stages of its workforce. This package includes, among other benefits, personal gifts for holidays and significant life milestones, educational support, health benefits and insurance, subsidized vacations, and discounts on various products and technological devices and services.

Fostering Diversity & Inclusion

In line with the Bezeq Group's vision, diversity and inclusion are core values that drive growth, innovation, and improved service. The Group strives to reflect the social mosaic of Israeli society and works to foster an open, equitable, and inclusive work environment by encouraging equal opportunities and removing barriers faced by diverse populations.

The Group believes that diversity, inclusion, and gender equality in all their forms are essential conditions for long-term organizational growth and the building of a prosperous society. Consequently, it works to create an environment where every individual—regardless of gender, ethnicity, race, age, sexual orientation, or disability—feels free to express their talents, voice their opinions, and contribute from their unique perspective.

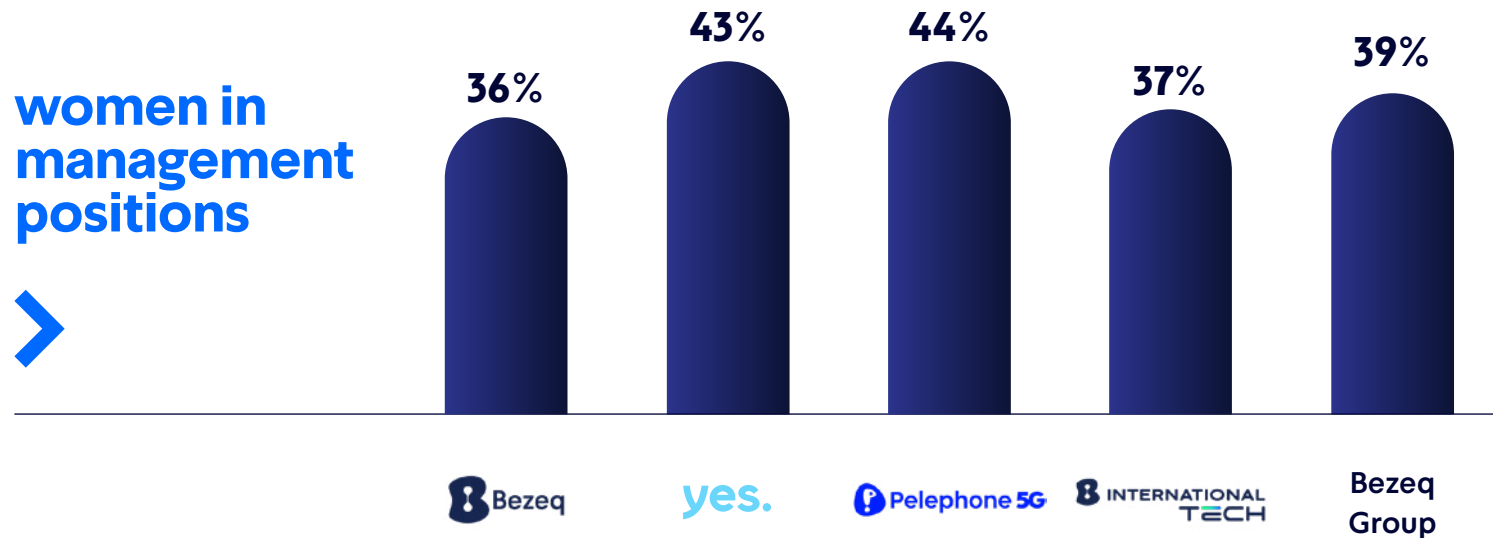
The Bezeq Group maintains a comprehensive, group-wide Diversity, Equity, and Inclusion (DEI) policy, which defines uniform operating principles for all Group companies while integrating measurable goals and clear benchmarks. The implementation of this policy is supported by a dedicated Diversity Forum, tailored work plans, and cross-organizational initiatives designed to ensure equal opportunity, foster an inclusive culture, and remove barriers for various population groups.



18%
Employees from diverse populations

39%

Women in management positions



Advancing Female Leadership at Bezeq

In 2025, the proportion of women in management positions at Bezeq reached **36%** of all organizational managers. The company continued to promote gender equality across its operations while expanding opportunities for women in various management tracks. Key initiatives included dedicated career advancement workshops for female employees and strengthening the infrastructure for identifying, developing, and encouraging women to take on leadership roles. Additionally, internal activities were held to highlight diverse identities and promote an egalitarian organizational culture.

In addition, Bezeq established the **Bezeq Women’s Leadership Forum** – a unique space for sharing, learning, and advancing gender equality within the organization. The forum works to create an empowering dialogue and a supportive environment for professional development, rooted in the belief in women’s power to influence and drive change.

Promoting Women at yes and Pelephone

yes and Pelephone are committed to gender equality and female empowerment in the workplace. The companies strive for meaningful female representation in management, based on a deep understanding that diverse leadership contributes varied perspectives, encourages creativity and innovation, and enriches decision-making processes—thereby driving the companies toward a better future. In 2025, the rate of women in management positions stood at approximately **44%** in each company. Throughout the year, activities were held to raise awareness of gender equality, including training for HR teams, financial management workshops, and enrichment sessions for all employees. Notably, women accounted for **50%** of outstanding employees at Pelephone and **76%** at yes.

Outstanding Women Employees at Bezeq International TECH

In 2025, **6 out of 10** outstanding employees at Bezeq International TECH were women. Additionally, for the third consecutive year, a woman was selected for the **CEO’s Outstanding Employee award** – an achievement that reflects the ongoing investment in nurturing female leadership and professionalism.

Equal Pay Report

Bezeq Group companies publish annual Equal Pay reports in accordance with Israel’s ‘Equal Pay for Female and Male Employees Law’ (2018), which are available to the public on the companies’ official websites. Beyond legal compliance, the companies conduct internal surveys to examine gender pay gaps and promote a series of actions to strengthen equality. This comprehensive approach to pay equity is integrated into a broader commitment to gender equality, including setting targets for female representation in management and building a fair, diverse, and inclusive work environment.

Percentage of Employees from Diverse Populations*

BEZEQ	yes	Pelephone	Bezeq International TECH**
21%	15%	15%	3%

* Populations defined as underrepresented in employment: Arab society, Haredi (Ultra-Orthodox) society, Israelis of Ethiopian descent, and people with disabilities.

**The data for Bezeq International TECH refers to people with disabilities only. Future reports will include data on the other defined populations.

Partnerships to Expand Diversity & Inclusion

Bezeq Group works to deepen its impact in diversity and inclusion through collaborations with NGOs specializing in the advancement of diverse populations in Israeli society. These partnerships help expand the circle of opportunities for various groups and assist in implementing advanced practices in recruitment, training, management, and employee experience design. These collaborations are intended to enable long-term planning and support diverse talent in a supportive and inclusive work environment.

Diversity, Inclusion, and Gender Equality Forum

A dedicated **Diversity and Inclusion Forum** has been established within the Group, composed of senior managers from all Group companies and supported by professional consulting. The Forum is responsible for formulating and implementing action plans to promote gender equality and employment diversity, in accordance with company policy and the law.

In 2025, Bezeq Group companies continued to operate in accordance with the work plan and group goals for advancing women and increasing the representation of diverse populations within the workforce. As part of these efforts, roundtable discussions were held with employees and managers to identify barriers, and tailored solutions were developed to address unique needs. Furthermore, internal communication content was adapted, as were various aspects of corporate event planning, holiday gifts, and ceremonies. In parallel, dedicated Diversity and Inclusion (D&I) forums operated throughout the year, promoting the development of tailored management tools and providing guidance for middle and senior management. These forums also facilitated training sessions and conferences for managers on leading multicultural teams, including during emergency periods. Furthermore, internal communication activities and awareness events were held to deepen familiarity with the diverse identities and groups within Israeli society, strengthen the sense of belonging, and broaden organizational perspectives.

Community Building at Bezeq through ABILITEAM

During 2025, Bezeq established the **ABILITEAM** community, a mission-driven community dedicated to advancing the inclusion of people with disabilities. The community is composed of employees and managers who have chosen to take proactive roles, studying the current landscape in both Israel and the organization to define an ideal future vision in key areas such as welfare, employment, and support for family caregivers. Based on this process, several projects were developed to bridge existing gaps and are expected to launch in the coming year.

ALL IN at yes and Pelephone

As part of the commitment to the Board of Directors' 2030 targets – achieving gender equality in management roles and reaching a 20% employment rate for diverse populations – a cross-organizational initiative in the field of diversity, inclusion, and gender equality was launched at the end of 2024, called **ALL IN**.

The initiative was implemented at Pelephone and yes starting from the beginning of 2025, tailored to the culture, language, and organizational characteristics of each company. It was built as a multi-year foundational program aimed at creating a common language, embedding concepts of inclusion and equality, and establishing supporting processes.

As part of a 'Call for Participants' sent to all employees, three leadership teams were established, consisting of dozens of participants across Pelephone and yes. Each team is responsible for a central pillar of activity: occupational diversity, organizational culture, and gender equality. These teams serve as a professional and organizational engine to drive the initiative forward, while strengthening broad employee engagement and gradually embedding diversity concepts throughout the entire organization.

During 2025, the ALL IN initiative focused on building organizational infrastructure, developing knowledge, and creating broad cultural change in preparation for the transition to quantitative measurement in the coming years. Over 20 training and enrichment workshops were held for ALL IN team members and professional HR teams, in collaboration with expert organizations.



In parallel, cross-organizational activities were led for all employees, including raising awareness for holidays and dates significant to diverse populations, an internal panel with LGBTQ+ employees, International Women's Day events, a financial management course for women, and the communication of personal stories and role models, alongside job fairs and collaborations with NGOs and social organizations to promote diversity recruitment.

As part of establishing long-term measurement, a mapping of the current organizational status regarding the representation of women in management and diverse populations was conducted. Additionally, for the first time, a dedicated chapter on diversity, inclusion, and gender equality was integrated into the organizational climate survey, which will also be measured in the following year. In 2026, the program plans to focus on training approximately 500 managers at all levels, and defining quantitative, measurable targets as part of deepening implementation and systematic progress toward meeting the Board of Directors' 2030 goals.



Accessibility for Employees with Disabilities

The Bezeq Group places great importance on creating an egalitarian, safe, and accessible work environment for its employees. Accordingly, the Group provides individual accommodation for employees with disabilities, including physical and technological adjustments, to enable their full integration into the workplace. Additionally, welfare events and team-building activities held throughout the year include accessibility arrangements, allowing every employee to participate in an equal and respectful manner.

Respecting Freedom of Association

The Bezeq Group respects the right to freedom of association and operates in accordance with state laws and existing agreements. The Group encourages association based on mutual respect and operates according to collective bargaining agreements while safeguarding employee rights. Approximately 91% of the Group's employees are unionized and represented by labor unions, and the Group commits to not acting to prevent or restrict the exercise of the right to organize or be represented by a labor organization. In each of the Group's companies, an ongoing dialogue is maintained, and periodic agreements are signed with the employee organizations recognized by company management.

Health & Safety as a Top Priority

The health and safety of employees are a top priority at Bezeq Group. The Group companies work to create a safe work environment by implementing upgrades and improvements to safety systems – often exceeding regulatory requirements, alongside ongoing safety audits. All employees undergo high-level professional training and are provided with state-of-the-art protective equipment.

The year 2025 continued to be characterized by a complex security reality, reflected in prolonged operations under an emergency routine. This presented the Bezeq Group with an additional layer of safety challenges. During this period, the Group continued to regularly manage the area of safety, including employee training, while maintaining high levels of readiness and performance. Additionally, further principles were implemented to align with this new reality.

Safety Management at Bezeq Group

Each company within the Bezeq Group operates a comprehensive safety management system covering all employees, in accordance with the requirements of the Labor Inspection Organization Regulations – “Safety Management Plan” (5773–2013). The management of the safety sector is based on a group-wide occupational health and safety policy enforced across all companies.

The Group companies worked to strengthen safety systems and mitigate risks through:

- ✓ Periodic risk assessments, including an annual risk survey of company facilities.
- ✓ Validation of the safety plan and its implementation across all operational sites.
- ✓ Ongoing field audits utilizing a dedicated application and the distribution of findings from exceptional audits.
- ✓ Investigation of safety incidents and communication of conclusions to both employees and managers.
- ✓ Development of a new digital reporting system for work accidents, providing the safety department with real-time alerts and statistical reports.

Safety Management at Bezeq Company

Bezeq integrates advanced digital tools, dedicated training, control mechanisms, and specific emergency procedures with the aim of mitigating risks, ensuring a safe work environment, and safeguarding the health and well-being of all employees. Simultaneously, the company invests significant resources in embedding an organizational culture of responsibility and safety, rooted in strict compliance, continuous learning, and process improvement.

These activities are carried out in accordance with legal requirements and relevant standards, including International Labour Organization (ILO) guidelines, to reduce risks, prevent accidents, and protect the safety and health of all workers – including contractors. As part of its efforts toward continuous improvement, Bezeq has formulated a dedicated enforcement program for occupational safety, designed to ensure legal compliance while taking effective preventative measures.



An Organizational Culture of Safety Awareness & Reporting

Beyond proactive safety management measures, the Bezeq Group works to strengthen an organizational culture based on safety awareness, personal responsibility, and reporting. The Group encourages employees to exercise maximum care, refrain from performing tasks that may endanger themselves or those around them, immediately report hazards, and raise any concerns regarding potential workplace risks to their direct managers and authorized safety personnel.

In 2025, Bezeq Group conducted **1,746 audits**, while its subsidiary companies conducted **70 audits**.



Mitigating Occupational Health Risks

The Bezeq Group companies work to minimize occupational health risks by complying with legal requirements and implementing various preventive measures, including periodic risk assessments. Thanks to this approach, in 2025 there were no reported complaints regarding health issues stemming from the Group's work environment or conditions.

Preventive Actions: Accident Investigations, Safety Videos, and Annual Testing

In 2025, employees underwent professional safety certifications and training as part of the Group's safety education framework. These training sessions are designed to reduce the risk of workplace accidents and maintain professional safety competence among the workforce.

Safety Training

Throughout 2025, we continued to implement a comprehensive safety training program across all Group companies, in accordance with the Labor Inspection Organization Regulations (Provision of Information and Training of Employees, 5759–1999). Training sessions were conducted mostly online to ensure continuous instruction even during emergency period, and included updated content and safety videos based on real-world field incidents. Each training module is tailored to specific job roles, relevant risks, and findings from field audits. At the conclusion of each session, participants are required to pass a knowledge test with a high score as a condition for completing the certification. Additionally, some of the subsidiary companies conducted theoretical training and periodic refreshers throughout the year.

Furthermore, direct managers conduct quarterly safety briefings based on a standardized presentation developed by the Safety department. These briefings include accident investigations to update staff, reinforce safety awareness, and foster an open, direct dialogue around a topic where every point can truly save lives.



Over **5,900** Group employees participated in safety training (100% of all relevant employees)



4,291 employees completed online training



1,637 employees completed in-person training

In addition **4,202** technicians at Bezeq and yes underwent professional training in their respective fields.*



*Conducted via the internal organizational system (PELA)

Comprehensive Safety E-Learning Modules

Since 2023, the subsidiary companies have implemented a safety e-learning module that provides all employees with effective information on various safety topics, such as hazard and risk factors, working at heights, ergonomics, fire safety, and other emergency situations. Similarly, at Bezeq, alongside annual mandatory training, a safety module focused on emergency preparedness has been administered for the third consecutive year.

Dedicated App for Field Audits at Bezeq

Bezeq manages its field audits through a dedicated application that provides inspectors with features such as photo documentation, GPS location tracking, and streamlined audit management. The use of this app simplifies and optimizes audit administration, shortens communication times between relevant parties, and contributes to the accumulation of organizational safety knowledge in a uniform, accessible, and reliable manner.

In 2025, technicians, teams, and contractors conducted **1,235 field audits** using the app. Furthermore, regional managers and work supervisors in the operational departments began using the system for field audits as part of the ongoing effort to expand and improve safety oversight.

Near-Miss Incident Reporting

Near-miss incidents in the workplace include failures that did not result in injury, illness, damage, or death, but had the potential to do so.

At Bezeq, Pelephone, and yes, safety incidents can be reported via a dedicated application or computerized system. These systems enable deeper and higher-quality investigation and lesson-learning, thereby contributing to the improvement of safety aspects across the Group, helping to reduce accident rates, and strengthening the organizational safety culture.



Safety Committees

In accordance with the law, safety committees operate in all Bezeq Group companies.

Bezeq operates a Joint National Safety Committee, which includes senior management representatives alongside employee representatives. In addition, there are three other safety committees responsible for specific areas of activity within the company. Each of the four committees meets eight times a year.

Furthermore, professional conferences are held annually for safety managers across the various divisions, along with a dedicated forum that includes managers and representatives of contractors working with the company. The company has approximately **150 Safety Trustees** who carry out this role with a sense of mission alongside their regular duties.

yes operates a safety committee that meets eight times a year. It is chaired by the VP of Human Resources and includes representatives from various departments.

Pelephone operates a **Central Safety Committee** representing all company divisions, as well as two additional safety committees focusing on specific activities: the **Logistics Center Safety Committee** and the Engineering Division Safety Committee, which handles technician safety at sites and in the field. This year, the Engineering Division's Safety and Operations Managers Forum convened to present field-related issues, identify solutions, and track implementation. Additionally, the company has **40 Safety Trustees** who serve as the operational arm of the Company Safety Officer, performing ongoing tasks as requested alongside their routine work.

Bezeq International TECH operates a safety committee that meets eight times a year, chaired by the Safety Officer and including members of management and employees.



Contractor Safety

Bezeq Group companies strictly adhere to full compliance with safety regulations regarding subcontractors. The Group requires every contractor to hold valid professional certification, which is verified annually, and to sign a yearly safety declaration in accordance with the Labor Inspection Organization Regulations (Provision of Information and Training of Employees, 1999). Additionally, field audits are conducted for contractor teams, audit reports are generated, and a variety of measures are taken to ensure strict adherence to safety protocols.

Safety and Accessibility for Employees with Disabilities

The Bezeq Group implements unique adjustments to safeguard the safety of employees with disabilities. For example, a dedicated alarm system was installed at the Pelephone Logistics Center, enabling deaf and hard-of-hearing employees to identify emergency alerts. Furthermore, at yes, a specifically protected workstation was adapted for an employee dealing with epilepsy.

Work Accidents

The frequency and severity of work accidents are internationally recognized professional metrics for assessing risk levels and safety management in the workplace.

The accident rate is calculated based on the number of accidents per 100,000 work hours. In 2025, the accident rate across the Bezeq Group stood at 1.33, representing an increase of approximately 7% compared to the previous year. In response to this trend and the rise in the number of incidents, the Group operates a framework of dedicated safety training and certifications, procedure refreshments, and lesson-learning processes from past events, with the goal of strengthening employee awareness and mitigating field risks.

Occupational Accidents in Bezeq Group			
	2023	2024	2025
Number of Accidents	252	249	284
Average Number of Accidents*	1.42	1.24	1.33

Emergency Protocols

Bezeq Group maintains a National Emergency Protocol and a Crisis Management Protocol, which include cross-organizational instructions for all Group companies alongside detailed procedures tailored to each specific subsidiary. During routine periods, an emergency and evacuation drill is conducted annually at each company to assess preparedness and operational readiness for emergency situations.



Emergency Preparedness

Emergency preparedness within the Bezeq Group is divided into two primary areas:

1. Essential Enterprise Status: Bezeq Group companies are designated as Essential Enterprises within Israel’s emergency economy framework. Accordingly, a detailed emergency protocol exists to address various scenarios, including war, fires, earthquakes, and pandemics. Essential facilities comply with Home Front Command protection requirements, and during routine periods, drills are conducted to maintain team readiness.

In 2025, proactive drills were not conducted; however, dozens of real-world incidents occurred that required the activation of evacuation procedures following missile fire. Additionally, the Group prepared for blackout scenarios (simulating a severe hit to the national power grid) by replenishing diesel reserves, purchasing fuel tanks and trailers, and providing professional (transportation and refueling) and safety training to relevant employees. Furthermore, at Bezeq, 127 standby employees at relevant facilities completed online training regarding missile fire, fire, and earthquake scenarios.

2. Emergency Training: Throughout the year, employees and managers are assigned interactive e-learning modules, including information and videos on emergency protection. All employees are required to complete at least one such training session per year. Additionally, the Group operates a dedicated Command Center, trains an emergency standby squad, equips its assets with emergency gear, and manages a cross-organizational emergency protocol for all companies alongside tailored procedures for each division.

Delivering Excellent Customer Service

The Bezeq Group invests significant resources in maintaining the quality of its services and products, providing customers across all Group companies with an advanced purchasing experience of the highest standards. In 2025, the service divisions continued to maintain high levels of customer satisfaction through various initiatives aimed at enhancing the customer experience. These included ongoing monitoring, the implementation of advanced technologies, proactive service improvement processes, and internal departmental competitions designed to encourage organizational excellence.

Service Performance Metrics

Bezeq Company continues to receive outstanding service scores from its customers, across all service categories.

	2023	2024	2025
"199" Customer Service Centers	9	9.2	9.2
Technical Support Centers	8.8	9.1	9.3
Technician Service (On-site)	9.3	9.5	9.6
Sales Centers	9.3	9.6	9.6

Bezeq Company's business customers report a similarly high level of satisfaction:

	2023	2024	2025
Technical Business Centers	9.5	9.6	9.6
Commercial Business Centers	9.4	9.4	9.5

Customer Loyalty at yes and Pelephone

The quality of service within the Bezeq Group is evaluated, among other metrics, by the Net Promoter Score (NPS), which indicates a customer's desire to remain with the company. yes and Pelephone continue to show exceptionally high scores in this index, reflecting high levels of satisfaction and customer trust. They consistently maintain this high standard even during challenging periods and within a competitive, ever-changing environment.

	2023	2024	2025
Pelephone	89%	92%	91%
yes	88%	89%	89%

Quality Sales & Services

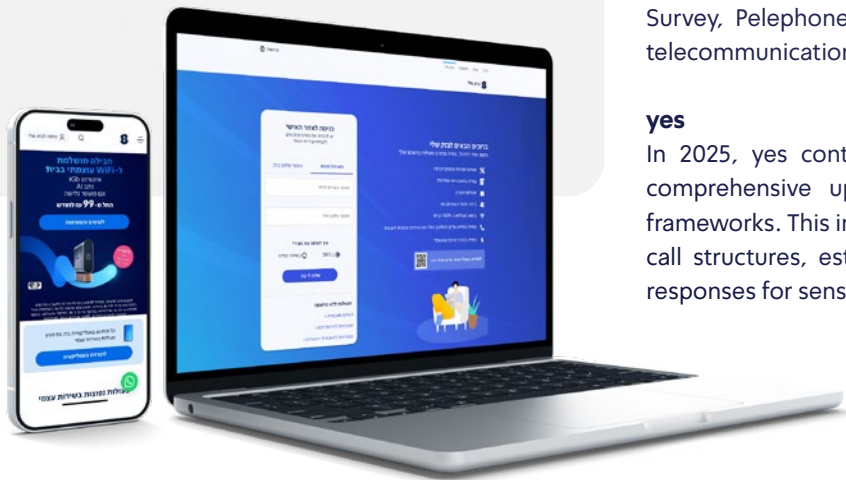
As a leading telecommunications and television group serving millions of customers, the quality of service and sales is our top priority. This value is implemented across the entire management chain of our companies, from the most senior executive levels to the service and sales representatives providing the service to the customer.



Service Improvements

Advancing Digitalization of Customer Service at Bezeq Company

In 2025, Bezeq continued to invest in advancing the digitization of its customer service, including the development of digital service channel, led by the official website, the mobile service app, and the WhatsApp service channel.



Expanding Customer Self-Service as a Strategy for Excellent Customer Service

Pelephone

In recent years, Pelephone has significantly upgraded its service experience by implementing advanced technological solutions tailored to customer needs. This includes a digital process for transfer of ownership, the expansion of Wi-Fi calling, and a reduction in connectivity and reception complaints. During the year, the new "PELA" service system was deployed, and digital channels were expanded with an AI Bot for customers abroad, eSIM onboarding supported by instructional videos, and enhanced real-time information and assistance. Simultaneously, cross-organizational processes were improved, such as invoice optimization and the transition to digital tasks. Specialized accessible service was launched for customers with hearing impairments, and the training framework was expanded to include workshops, mentoring, management training, and resilience programs. According to the 2025 Globes Service Survey, Pelephone was ranked as the service leader among telecommunications companies.

yes

In 2025, yes continued to lead the service sector through comprehensive upgrades to its call centers and support frameworks. This included shortening wait times, standardizing call structures, establishing dedicated teams, and improving responses for sensitive populations and fiber-optic customers.

Furthermore, digital service was upgraded by expanding self-service capabilities, strengthening bot functionality, and implementing advanced identification in IVR and WhatsApp. These efforts were joined by the launch of an after-hours VIP Service and a newly upgraded website.

Additionally, improvements were noted in technician operations (fewer repeat visits and higher punctuality), alongside significant investments in training, workshops, and excellence programs to strengthen human capital.

Bezeq International TECH:

Adapting the Customer Experience to the Digital Age

As part of its mission to align the customer experience with the digital era, Bezeq International TECH continues to invest extensive resources in initiatives such as adding WhatsApp service channels for business clients and establishing a dedicated Marketplace site for Microsoft service subscribers, enabling a variety of independent purchasing and upgrade actions.

Following the company's strategic shift and focus on the business sector, a two-year operational excellence project was initiated in 2024 and continued through 2025. This project targets the core areas of the Service & Support department to create a uniform, high standard for work processes, upgrade supporting systems, and enhance overall service and customer experience.

Training & Certification for Service Representatives

To maintain high standards in service and sales, Bezeq Group companies place a strong emphasis on the training of technicians, as well as service and sales representatives. From the initial onboarding stage and throughout the year, employees undergo a wide range of courses and certifications to learn about the telecommunications sector, understand the customer journey, and gain a deep understanding of service philosophies and work processes.

Public Inquiries

Complaint Prevention & Reduction as a Strategy

In addition to their standard service, support, and sales centers, Bezeq Group companies operate dedicated Public Inquiries departments. Customers can reach these departments via company websites, email, mail, or fax. The aim of these departments extends beyond simply providing a response to customer inquiries or complaints – it also includes a systemic analysis of inquiries to draw lessons and improve service. For example, at Pelephone, the company proactively identifies customers with irregular billing patterns, reaching out to them early to prevent complaints and assist in transitioning to more cost-effective services.

Direct Customer Line to the CEO

yes and Pelephone operate a unique channel that allows customers to contact the CEO and senior management directly. Inquiries of this nature have even led to changes in company protocols and products. Furthermore, a dedicated CEO Inquiries Forum operates, with the goal of generating insights and implementing improvements based on feedback received across all public inquiry channels. Alongside these efforts, the Public Inquiries departments take a proactive approach on social media, reaching out directly to customers who have shared feedback regarding their service experience.

Fairness & Ethics in Customer Service

Committed to Responsible Marketing

Bezeq Group companies operate in full compliance with the law. Accordingly, we have established an internal framework of procedures based on the Consumer Protection Law and its associated regulations. Group companies strictly enforce policies regarding the prohibition of misleading practices, sales transactions, cancellations, and more. Further information on this topic can be found in the company's Responsible Marketing Policy document.

Committed to Privacy & Freedom of Expression

Bezeq Group is committed to meeting all legislative requirements regarding the right to privacy. We invest significant efforts into protecting the privacy of our stakeholders and ensuring robust data security. Additionally, we are committed to protecting the freedom of expression of our stakeholders within the digital and telecommunications space. Privacy protection protocols within the Group companies are based on privacy protection laws and the unique Code of Ethics established by each subsidiary.

Providing Safe and Secure Content for Diverse Communities

Bezeq Group companies are committed to providing their customers with free content filtering services across internet, mobile, and television platforms, in accordance with legislation and regulatory requirements.

Safe Browsing for Children

yes, Pelephone, and Bezeq International TECH offer various services to filter harmful content and ensure that content is age-appropriate for children.

Content Filtering Services for Ultra-Orthodox Community

In recent years, there has been a recorded increase in internet usage within the Ultra-Orthodox Jewish community in Israel. Internet users in this sector and other communities can utilize interfaces to filter content that does not align with their worldview and values.



Accessibility of Physical & Digital Services



Bezeq Group views the promotion of accessibility as an integral part of its commitment to providing equitable, high-quality, and respectful service to all its customers. The Group strives to provide a high standard of accessibility to ensure that all customers, including people with disabilities, can enjoy advanced telecommunications services with maximum convenience and ease—both through in-person interaction and via telephone and digital channels.

The Group's company websites provide extensive information regarding accessible services across physical, digital, and telephonic spaces, including:

- ✓ Information on Website and Application Accessibility: Guidance on how to navigate digital platforms.
- ✓ Dedicated Add-ons and Aids: Tools specifically designed for individuals with hearing, speech, and motor impairments.
- ✓ BezeqStore and Telephone Branch Listings: A published list of locations featuring accessibility arrangements, including specific details of the facilities available at each site.
- ✓ Direct Access to Accessibility Coordinators: The ability to contact the companies' dedicated accessibility officers directly through the website.

All company websites and digital assets are made accessible in accordance with the mandatory AA Standard and are updated regularly. Each company website features an Accessibility section, containing detailed information on physical and digital accessibility arrangements, ensuring a comprehensive, equitable, and accessible service experience for all customers.

Annual Accessibility Training Program

The Bezeq Group companies operate a comprehensive annual training program to promote awareness and the practical application of accessibility principles across all areas of activity. These training sessions are designed to raise awareness and

provide employees with the necessary tools and skills to deliver accessible and respectful service.

At Bezeq Company, an accessibility e-learning module, including an updated video, is distributed to all employees. Staff members are required to complete the module, with completion tracked and documented in the internal organizational system.

In addition, specialized training sessions are conducted for:

- ✓ Service Representatives, Technicians, and Store Employees: Focusing on service skills specifically for people with disabilities.
- ✓ Content Managers, Designers, and Developers: Focused on ensuring the accessibility of websites and mobile applications.
- ✓ All Company Employees: To promote general organizational awareness.
- ✓ Quarterly Field Training: Conducted during unannounced inspections led by the Accessibility Coordinator.

Fostering a Culture of Accessibility Sensitivity

Throughout 2025, Bezeq and Telephone conducted a variety of internal organizational activities designed to promote a culture of accessibility, sensitivity, and equal opportunity for all customers. These initiatives aimed to increase awareness among employees and service providers while equipping them with tools to provide accessible and tailored service.

At Bezeq International TECH, a comprehensive annual scan of all website pages is performed to ensure full compliance with accessibility requirements.

Accessibility Audits

Every change or update to the Group's websites is accompanied by a professional accessibility audit, conducted by a specialized digital accessibility consulting firm. These audits are performed on an ongoing basis to ensure compliance with legal requirements and to verify that all digital assets are fully adapted to the needs of people with disabilities.

Making End Devices Accessible to Customers

As a group that provides end devices to its customers, Bezeq works to ensure that products are adapted to customer needs, with a particular emphasis on providing solutions for people with disabilities or special needs. Service and sales representatives undergo specialized training that enables them to identify the accessibility features of relevant products and services, ensuring they are properly matched to customers during the sales process.

Selecting Accessible Real Estate Locations

Physical accessibility is a significant consideration in the selection process for new real estate assets within the Bezeq Group, as well as in the architectural planning of new service centers. The Group operates according to a dedicated protocol for selecting accessible properties, drafted in collaboration with the nonprofit Access Israel association. All Bezeq Group real estate assets that provide service to the public are inspected every five years by a certified accessibility consultant, in accordance with legal requirements. Additionally, the Accessibility Coordinator performs at least one unannounced audit per year at every branch and issues a summary report including recommendations and process improvements.

Making Personal Account Areas Accessible

The Bezeq Group works to ensure full accessibility for digital documents and reports. All customer documents published in the personal account areas (“My Account”) of the Group’s websites are made accessible in accordance with digital accessibility regulations. Furthermore, the Group ensures its periodic and immediate financial reports on the Stock Exchange and Securities Authority websites are fully accessible.

Making the Service Experience & Products Accessible

At Bezeq, Pelephone, and Bezeq International TECH, a dedicated service center operates to mediate between customers with hearing and speech impairments and service providers,

in compliance with legal requirements. Additionally, all Pelephone retail stores have been made accessible for people with disabilities. These locations offer mobile devices and terminal equipment with accessibility features tailored to a variety of needs, including visual, hearing, cognitive, and motor impairments.

Making Physical & Digital Services Accessible at yes and Pelephone

yes and Pelephone are dedicated to advancing accessibility for people with disabilities as part of their commitment to providing equitable, high-quality, and respectful service. This is achieved by integrating comprehensive accessibility solutions across physical locations, as well as through telephonic and digital channels. As part of this commitment, the companies conduct annual training programs and specialized workshops for employees and service providers to strengthen their skills in delivering accessible and tailored service, while fostering an organizational culture that prioritizes accessibility sensitivity.

Furthermore, both companies implement strategic measures to enhance digital accessibility, including professional accessibility audits and ongoing system updates. They also offer specialized services for deaf and hard-of-hearing customers, such as a Video Relay Service (VRS) with sign language interpretation, in collaboration with Sign-Now. In physical spaces, the companies utilize the RightHear system, which enables independent orientation and wayfinding for customers with visual impairments or navigation difficulties, including a one-touch feature to call for assistance.

Additionally, Pelephone operates a dedicated service center that mediates service for customers with hearing and speech impairments, and yes offers a specialized content library on accessibility and people with disabilities, which includes content with audio description for the benefit of visually impaired customers





Climate and Environmental Innovation

Environmental Responsibility & Addressing Climate Change

Bezeq Group works to minimize its environmental impact, with an emphasis on energy efficiency, reducing greenhouse gas emissions, and responsible resource management. In 2025, the Group continued to advance its environmental sustainability policy, adapting to evolving challenges and complex scenarios.

Environmental reporting is based on data collected across all Group companies: **Bezeq, yes, Pelephone, and Bezeq International TECH**. It covers performance in the areas of energy, emissions, water, waste, and transportation. It also covers cross-organizational trends and adjustments made in response to emergency events, including the recent war in Israel.



Promoting the Use of Electric & Hybrid Vehicles

The Bezeq Group aims to reduce fuel consumption across its vehicle fleets by promoting the procurement of electric and hybrid vehicles, which are characterized by high energy efficiency, and by gradually phasing out the use of gasoline and diesel-powered vehicles. Charging stations have been installed across all Group companies, and the number of electric vehicles in the Group reached approximately 330, a **26% increase** compared to 2024.

2023	2024	2025
38%	49%	67%

Notes:

1. During 2025, data cleansing and validation were performed for vehicle fleet reporting. Accordingly, the 2024 gasoline vehicle figures were updated to fully reflect the scope of the fleet. The 2025 data is reported in accordance with this same updated methodology.
2. Between 2023 and 2024, a regulatory change occurred in Israel, under which certain vehicles previously classified as hybrid were reclassified as gasoline vehicles. Accordingly, the decrease in the number of hybrid vehicles between these years primarily reflects a change in classification rather than a substantive change in the fleet composition during that period.



Energy and GHG Emissions: Scope 1 and 2

The Bezeq Group continues to strive toward reducing greenhouse gas (GHG) emissions, while improving operational efficiency and expanding the use of electricity from sources with reduced emission factors.

Following a methodological update performed in 2025 regarding the calculation of Scope 1 and 2 carbon emissions, the Group updated its 2024 emission data to ensure alignment between calculation methods and to allow for consistent year-over-year comparison.

Scope 1 – Direct Emissions:

This includes emissions from fuel combustion (e.g., gasoline and diesel consumption in vehicles and the use of generators) and refrigerant gas leaks. The majority of the Group’s Scope 1 emissions stem from its corporate vehicle fleets. In 2025, there was a 5% decrease in Scope 1 emissions across the Group. This was primarily due to the increased use of electric and hybrid vehicles, which led to a reduction in diesel and gasoline consumption across most subsidiaries, compared to 2024.

Scope 2 – Indirect Emissions from Electricity Consumption:

Carbon emissions from Scope 2 decreased by approximately 4% in 2025 compared to 2024. The primary reason for this decline was the transition of Bezeq, yes, and Pelephone to purchasing agreements with private suppliers that have lower carbon factors than the national grid. This reduction was achieved despite the gradual return to office-based work during 2025, following a 2024 period that was significantly impacted by the security situation.

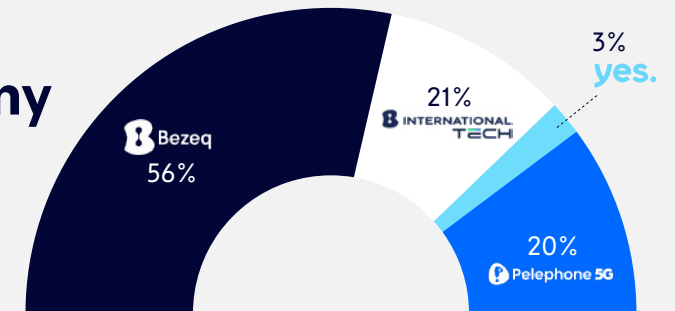
Additionally, several energy-saving measures were implemented this year, such as the installation of smart occupancy sensors to save energy as part of yes’s commitment to the environment and sustainability. In December 2025, yes completed an ongoing rollout of a smart occupancy sensor system across 150 offices and the corporate parking garage, aiming to reduce electricity consumption and improve its energy efficiency. The sensors, which are based on dual-technology, combining infrared and ultrasonic sensors with a controller, automatically disconnect the lighting and air conditioning in the offices when no movement is detected, while in the parking garage, the same mechanism disconnects lighting only. This step constitutes one of the factors leading to the decrease in yes’s electricity consumption between 2024 and 2025.

Annual Comparison of Greenhouse Gas Emissions in the Bezeq Group

Year	Scope	Emissions (tCO ₂ e)	Total Emissions (Scopes 1+2 only)	Change from Previous Year (Scopes 1+2 only)
2023	Scope 1	24,796	134,283	+5.3%
	Scope 2	109,487		
2024	Scope 1	26,505	140,849	+4.89%
	Scope 2	114,344		
	Scope 3	113,928		
2025	Scope 1	25,207	135,293	-4%
	Scope 2	110,086		

Note: For a breakdown of specific data for each company, see the GRI tables at the end of the report.

Scope 1 + 2 Emissions by Company



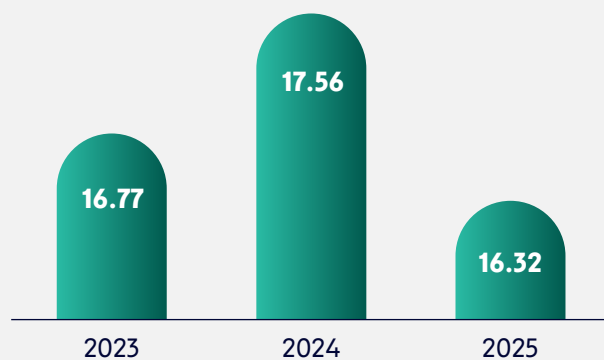
GHG Emissions Intensity

Alongside a decrease in absolute emissions, a 7% decrease was also recorded in the Group's emissions intensity (Scope 1 and 2 emissions relative to core revenue). This decrease is influenced by an increase in the Group's core revenue, along with a decrease in the Group's carbon emissions.

There was a decrease in emissions intensity at all Group companies compared to 2024, except for Bezeq International TECH, which remained identical to 2024. This decrease reflects an improved ratio between business volume and emissions. Core revenue grew faster than emissions, driven by continuous operational optimization and enhanced energy efficiency. This achievement is notably, given the Group's significant volume of activity and energy-intensive services, such as operating server arrays and expanding its services.

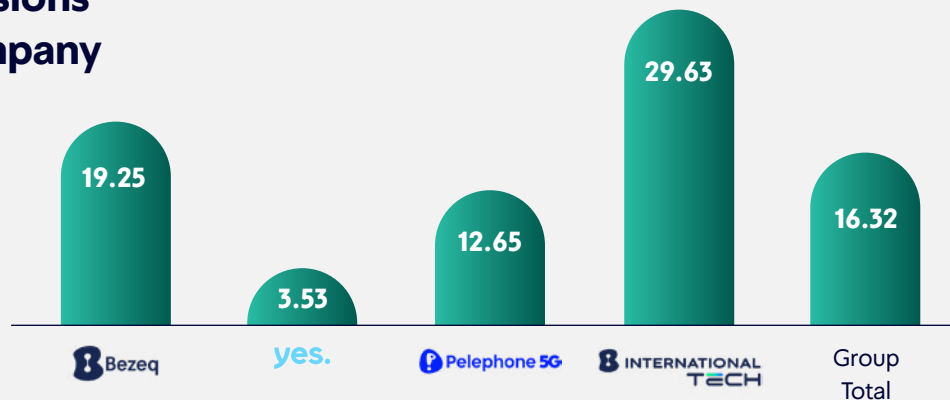
Scope 1+2 Emissions Intensity

tCO2e/Core revenue



Scope 1 + 2 Emissions Intensity by Company

tCO2e/Core revenue



The Bezeq Group is working to implement a comprehensive emissions reduction plan for the coming years, in accordance with its commitment under the Net Zero framework.

The plan includes reducing fuel consumption in vehicles and generators, partly through a gradual transition to electric vehicles; exploring the use of renewable energy and the purchase of green electricity; energy efficiency projects; and the implementation of electricity-saving technologies.

These steps are expected to contribute to a gradual and significant reduction in emissions and to achieving the interim targets and the final goal of net-zero emissions by 2050.

Bezeq Group's Scope 3 Carbon Footprint

Scope 3 GHG emissions refer to indirect GHG emissions that do not result directly from the Group's activities or its electricity consumption, but rather from its impact on the value chain – both upstream and downstream of the production and service stages. Scope 3 emissions categories include, among others, raw material purchases, employee travel, use of sold products,

and logistical transport. In 2024, the Group's Scope 3 GHG were calculated across six main categories, in accordance with the GHG Protocol.

In 2024, the Group updated its calculation methodologies; therefore, 2024 is defined as the base year and will serve as a reference point for comparison in future years. The percentage of products included in the calculation out of Bezeq Group's total product procurement is approximately 65% (based on estimated financial expenditure). For further details on all categories, see the data tables at the end of the report.

[Click here for the Bezeq Group 2024 Scope 3 Emissions Report.](#)

The calculation of the Group's Scope 3 GHG emissions for 2025 is currently in progress, and the results are expected to be published in a new Scope 3 report during 2026, upon completion of the process. Despite the challenges in collecting comprehensive data, Bezeq views Scope 3 calculations as a fundamental tool for addressing climate change. The Group aims to continue measuring Scope 3 emissions in the coming years, expanding the scope of reporting and data, and exploring the setting of specific reduction targets as part of its commitment to reducing the carbon footprint of the Group and its supply chain.

Reducing Waste & Promoting Recycling

The companies in the Group operate in accordance with circular economy principles and strictly adhere to the recycling, refurbishment, and reuse of equipment, with an emphasis on electronic and communications equipment.

At Pelephone, waste management and recycling continue to improve, particularly in the field of reuse. In 2025, the company refurbished approximately **12,180 mobile devices for reuse**, compared to 4,255 in 2024 – an increase of more than 2.5 times. The primary driver for this increase is the **PeleCash** initiative (for more information, see “Environmental Responsibility Initiatives and Product Reuse” below). Additionally, the company increased sales of surplus equipment by more than 70%.

Bezeq Group is working to improve waste separation at company sites through collaboration with a company that provides waste removal and separation services. In yes and Pelephone offices, a comprehensive waste separation program was implemented, which includes sending materials to recycling facilities and increasing the use of reusable utensils. This program represents a significant step in reducing the environmental footprint and results in significant operational cost savings. Bezeq is exploring the implementation of a similar process in 2026.

Product Refurbishment & Surplus Equipment Sales at Pelephone

(Number of Units)

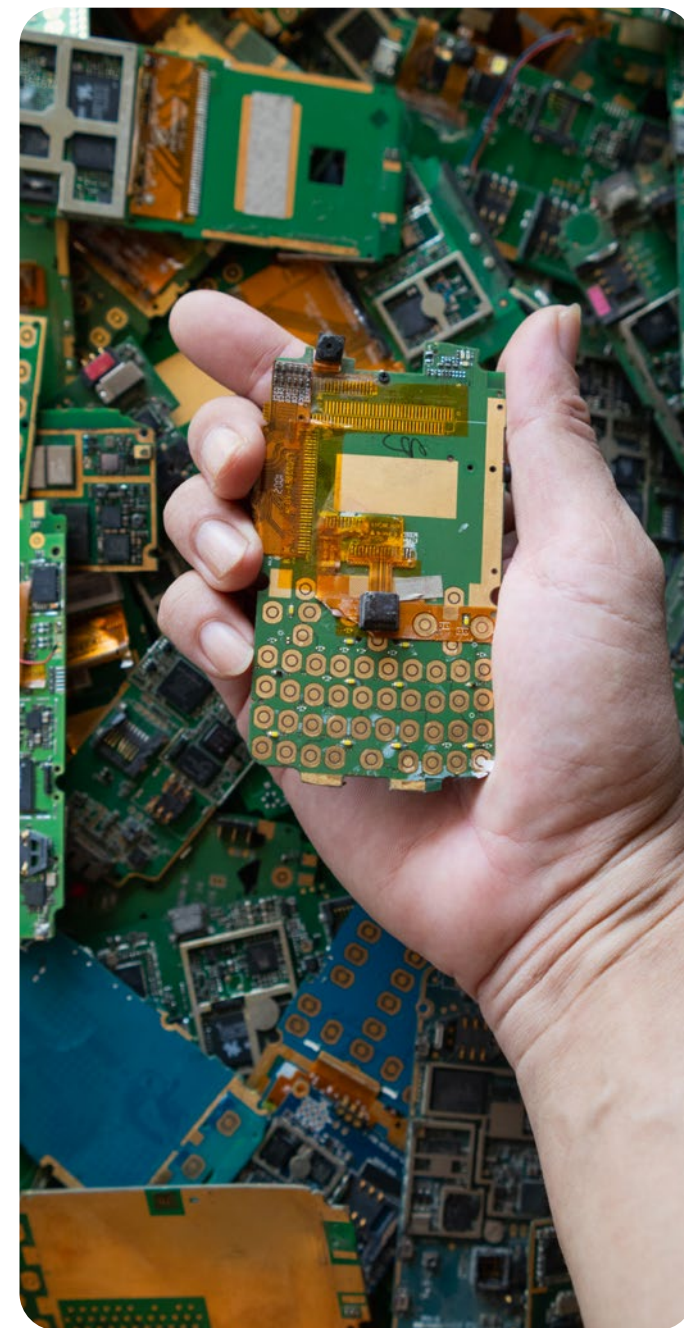
2023	12,861
2024	14,641
2025	30,080

Environmental Responsibility Initiatives & Product Reuse

In 2025, the Bezeq-Tech plant continued its operations in recycling and refurbishing electronic devices, including routers and modems, thereby contributing to the **savings of over 100 tons of electronic waste**.

At the beginning of 2025, Pelephone launched the **PeleCash** initiative – recycling of old, used mobile devices in exchange for cash – available to the general public, and not just Pelephone customers. The project, developed over recent years, aims to promote a circular economy and environmental sustainability, based on the understanding that there are approximately 7.8 million unused mobile devices in Israel. As part of the initiative, working devices are collected and returned to the market for second-hand purchase, while damaged devices are sent for electronic recycling – thereby reducing the consumption of natural resources and preventing pollution from hazardous materials. Additionally, the company collaborated with environmental artists to create installations from electronic waste as part of the project. To increase awareness of responsible electronic waste disposal and to encourage the return of old devices, three art installations were displayed at the Dizengoff Center in Tel Aviv.

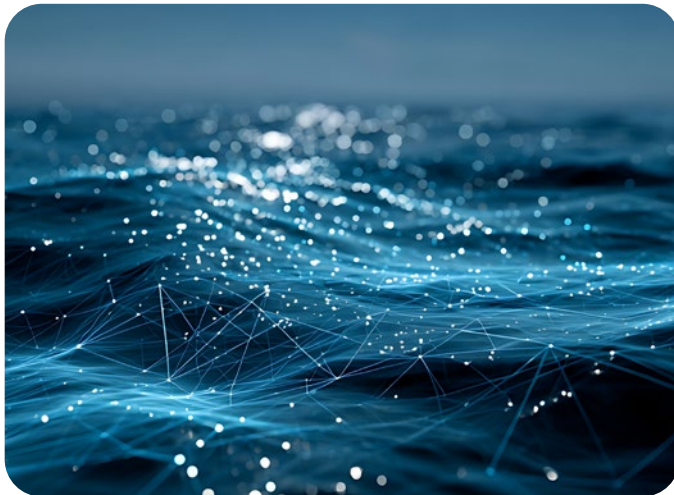
yes developed two products that combine advanced technology with environmental responsibility: a range extender for the yes+ Mesh system and an innovative router made from 100% recycled plastic. The range extender is designed to improve home internet coverage and connectivity, while saving energy and resources. The “green router” reflects the company’s innovative approach by using recycled materials to create high-quality technological products tailored to the needs of the digital home. **Currently, there are ~ 129,000 routers and ~ 62,000 MESH routers made from recycled plastic in the homes of yes customers.**



Water Consumption

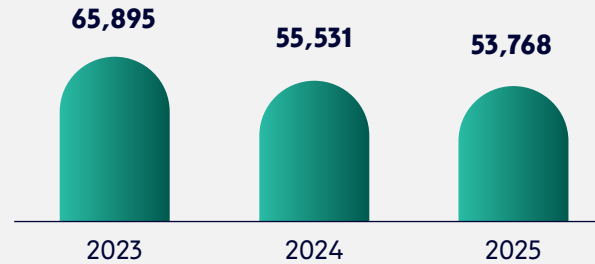


In 2025, the Bezeq Group's total water consumption decreased by approximately 3% compared to the previous year. This reduction in the Group's water consumption stems primarily from ongoing operational efficiency.



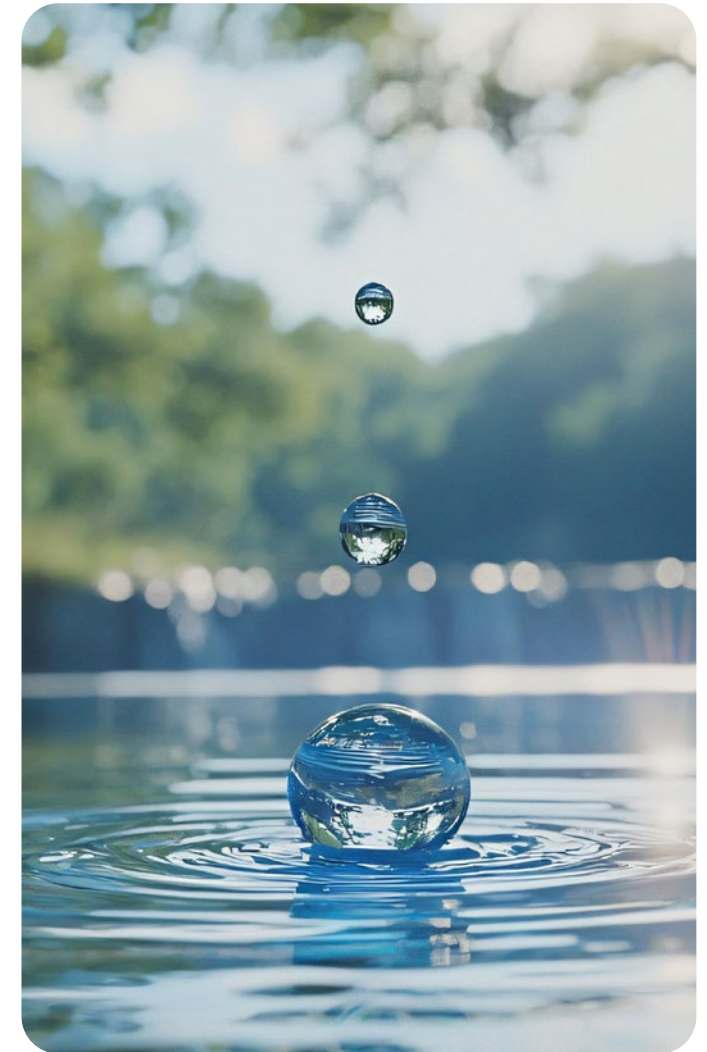
Water Consumption by Bezeq Group

(m³)



Monitoring Electromagnetic Radiation

Bezeq Group companies operate in accordance with mandatory legal regulations and business license requirements, continuing to meet the Israel Ministry of Environmental Protection's mandatory radiation standards throughout 2025. Compliance is maintained through ongoing controls and monitoring, with results reported to the Board of Directors and the Ministry of Environmental Protection.





Corporate Governance

The Bezeq Group views corporate governance as a central pillar of its responsibility toward its shareholders, employees, customers, and the general public. We operate in accordance with principles of transparency, compliance with stringent regulatory and ethical standards, and responsible long-term management.

Bezeq Group operates in accordance with the laws of the State of Israel, including securities laws, corporate laws, labor laws, privacy protection laws, tax laws, communications laws, and consumer protection laws, and implements internal compliance and control mechanisms for the purpose of meeting legal requirements and managing risks.

In 2025, the Group strengthened its oversight and control processes and continued to implement advanced tools for risk management, compliance, and information security, while continuously improving decision-making processes. This reflects the Group's commitment to adhering to international principles and protecting individual rights. As such, compliance mechanisms were strengthened through dedicated forums with all divisions, reports regularly presented to the Audit Committee and the Board of Directors, and the conducting of external surveys in compliance fields – specifically in the areas of securities, communications laws. Additionally, as part of strengthening the Group's corporate governance, a rotation policy for the external auditors is implemented to ensure professional independence, audit effectiveness, and the maintenance of stakeholder trust.

Corporate Governance & Board Activities

Bezeq Group views strong and stable corporate governance as a cornerstone for responsible management and the creation of long-term value for shareholders and all stakeholders. The Board of Directors leads the formulation of the Group’s strategy and oversees management’s activities, while maintaining high standards of transparency, accountability, and business ethics. The Group invests significant resources in developing and strengthening corporate governance mechanisms, including professional and independent board functions, board committee activities, control and risk management systems, and internal compliance and enforcement mechanisms. All of these are designed to ensure informed and responsible decision-making, in accordance with the provisions of the law and the professional standards practiced in the leading markets.

The members of the Bezeq Group’s Board of Directors (excluding the Employee Director) also serve as board members of the subsidiaries: yes, Pelephone, and Bezeq International TECH.

The Board’s Role in ESG Management

Bezeq Group promotes the management of ESG in a comprehensive and systematic manner, as an integral part of the Group’s organizational strategy. The Group’s activities are based on its vision and long-term ESG goals, which are translated into work plans and performance indicators (KPIs) implemented by senior officials, including VPs in various fields.

The role of the Board of Directors in managing the ESG field is central and significant. To strengthen corporate governance and coordinate activities across the Group, under the guidance of the Board, a Group ESG Forum was established. This ESG Forum is led by the Group Secretary and the Head of Internal Securities Enforcement, who reports to the Chairman of the Board. Members of the ESG Forum include Corporate Social Responsibility (CSR) managers from the subsidiaries and other relevant individuals, including leading officials in the fields of HR and the environment. The ESG Forum serves as an integrative

body for the planning, implementation, and oversight of Group-level initiatives; the promotion of uniformity in policy and work processes between the companies; the tracking of goals and metrics; and support in preparing for reporting, regulatory requirements, and relevant standards.

The Board of Directors maintains ongoing oversight of the management of corporate responsibility within the Group and receives periodic reports on the progress toward achieving the set goals in ESG areas and other strategic topics. The policy documents formulated and approved by the Board in recent years serve as a basis for responsible management across all Group companies, covering areas such as fair employment, protection of human rights, environmental protection, prevention of corruption and conflicts of interest, safety, privacy, responsible marketing, and more.



In 2025, there were 56 meetings of the Board of Directors, with an average attendance rate of 97%. Additionally, 39 meetings were held by the Board’s five active committees.

Bezeq Group Board of Directors Meetings

Body / Meeting Type	Number of Meetings	Average Attendance Rate
Board of Directors Meetings	56	97%
Audit Committee	18	100%
Financial Statements Review Committee	8	100%
Remuneration Committee	8	100%
Security Committee	1	100%
Labor Relations Committee	4	100%

Composition of the Board of Directors

During 2025, nine directors served on the Company's Board of Directors, including three External Directors and one Independent Director (who is not an External Director). In November 2025, the Company's controlling shareholders sold their entire holdings, and the Company became a company without a controlling core. As of November 2025, the Company's Board of Directors consists of seven directors, the majority of whom are independent directors (three External Directors and one Independent Director).

The Chairman of the Board, the three External Directors, and the Independent Director meet the independence criteria and are considered Independent directors; this includes having no material affiliation with the Company's management.

Members of the Board of Directors, as of Dec. 31, 2025:

Name	Role
Tomer Raved	Chairman of the Board
Orit Alster	Director
David Granot	Independent Director
Zeev Wurmbrand	External Director
Idit Lusky	External Director
Tzipi Livni	External Director
Patrice Taieb	Employee Director



In November 2025, Directors Darren Glatt and Ran Furer ceased to serve on the Company's Board of Directors following the loss of control, as noted above.

The Directors, including External Directors, are subject to the provisions of the law, including the provisions of the Israeli Companies Law and regulations regarding appointments, qualifications, requirements concerning the absence of affiliation, the majority required for their election, and the term of their office. As part of the appointment process, Board members conduct a preliminary discussion regarding the desired mix of skills of the board members, take diversity and gender into consideration, and examine the various occupations of the director in order to evaluate the suitability of the candidates for the Board and its committees and to ensure that no conflicts of interest exist. Following this analysis, the Board's recommendation for the appointment of a Director or an External Director is submitted for the decision of the Company's general meeting of shareholders.

Most members of the Board of Directors have accounting and financial expertise, as defined in the Companies Regulations (Conditions and Criteria for a Director with Accounting and Financial Expertise and for a Director with Professional Qualifications, 5766-2005). The remaining Board members have relevant professional qualifications. The Company complies with the provisions of Section 239D of the Companies Law, which defines the right of representation on the Board for both genders.

Board Gender Diversity

As of Dec. 31, 2025, the percentage of women serving on the Company's Board of Directors is 42.8% (three women and four men).

Committee	Number of Directors	% Women
Security Committee	4	50%
Financial Statements Review Committee	4	50%
Audit Committee	4	50%
Remuneration Committee	4	50%
Labor Relations Committee	4	25%

Board Guidance & Training

There is a biennial training program for the Board of Directors, which includes lectures, site visits, and e-learning modules. The program is approved annually and updated according to the needs of the Group and the Board.

The Group companies take extensive measures to train and maintain the competence of the Board members throughout their tenure, through topic briefings on corporate governance and risk management, and seminars led by the Chairman of the Board, the Group Secretary and the Head of Internal Securities Enforcement, the Internal Auditor, external legal counsel to the Board, and others. Additionally, each Director undergoes individual training upon taking office.

Internal Compliance Plans

Bezeq Group prioritizes maintaining high standards of proper corporate governance and invests significant resources in preventing regulatory violations, alongside encouraging and embedding a culture of legal compliance across all of its activities. The Group has voluntarily adopted 11 internal compliance plans in various fields, including securities laws, competition law (antitrust), communications laws, information security, and safety. The plans encompass reporting mechanisms, controls, and the definition of areas of responsibility. They are also designed to ensure that all Group actions are carried out in accordance with the provisions of the law, regulatory directives, and accepted international standards.

Compliance plans feature the appointment of a dedicated compliance officer, comprehensive risk mapping, and the implementation of work processes designed to minimize exposure to sensitive competitive information. Furthermore, the plans incorporate ongoing training for employees and managers, reporting and control mechanisms for early detection and immediate correction of deviations, periodic audits and internal compliance tests, as well as reporting to management and the Board of Directors. The goal of these plans is to embed legal and regulatory standards across Group companies' daily operations and organizational culture. By establishing detailed control mechanisms, we proactively mitigate the risk of violations that could lead to financial loss or damage to our reputation and brand equity. The Group companies continuously monitor the need to update internal compliance plans and adapt them to business activities and evolving regulation, ensuring that employees undergo periodic training tailored to their roles.

Risk Management System

Bezeq Group's risk identification, assessment, and management framework is regularly updated and discussed as part of the Company's ongoing operations and within meetings of the Board of Directors and senior officers. This continuous process is designed to maintain high-quality management and organizational integrity. The risk map evolves according to market and company conditions, and is shaped by internal factors, such as the nature of the services offered by the Company, as well as external influences, including market conditions and regulation. Environmental risks, including preparedness for extreme scenarios resulting from climate change, are evaluated and integrated as an inseparable part of the Group's overall risk management framework.

To implement this system effectively, direct risk owners have been appointed to manage each risk area, reporting regularly to senior management and the Board of Directors. Furthermore, quarterly reports are received from organizational divisions, dedicated biennial forums are held, reports are submitted to the relevant committees, and a comprehensive risk report is presented to the Board.

Implementation of the risk management system is managed through:

- ✓ Biennial forums and reports provided to management and designated representatives from each division.
- ✓ External reporting to the Audit Committee and quarterly reporting to the Financial Statements Review Committee.
- ✓ An annual report submitted to the Board of Directors.

Communication of Material Matters to the Board

The authority of the Company's Board of Directors is anchored in the Companies Law and the provisions of the Company's Articles of Association. Furthermore, the Board's operational methods are regulated through the Company's internal procedures. Within this framework, various provisions have been established regarding the transfer of information to Board members. These include the communication of material matters concerning the Company, instructions for delivering notices and distributing materials to directors, directors' rights to receive and access information, and the ongoing briefing of Board members on Company-related affairs. Additionally, procedures have been defined for processes requiring Board approval and the provision of the necessary information to members to facilitate such decision-making.



Remuneration Policy

As required by law, Bezeq has defined a remuneration policy for the Group's senior officers, including the CEOs of Bezeq and its material subsidiaries, Bezeq's senior management, and the Chairman of the Board. The remuneration policy addresses the scope of compensation, its components, and the method of determination. The parties involved in establishing the remuneration policy are the Remuneration Committee, the Bezeq Board of Directors, and the general meeting of shareholders.

Bezeq Group's remuneration policy is designed to ensure optimal incentivization of the Group's senior officers while safeguarding the long-term interests of the Company and its shareholders, alongside maintaining principles of transparency, responsibility, and balanced risk management. The policy includes a combination of fixed and variable components based on quantitative parameters, maintaining proportions between fixed salary and variable compensation, a direct link between compensation and measurable performance, clawback mechanisms in cases of material errors in financial statements or breach of fiduciary duty, and strict adherence to equality and transparency in presenting compensation terms.

The policy is approved in accordance with all legal provisions and accepted corporate governance rules, including approval by the Remuneration Committee, the Board of Directors, and the general meeting of shareholders. The remuneration policy is published on the websites of the Israel Securities Authority and the Tel Aviv Stock Exchange and includes various compensation provisions, including the ratio between employee compensation and senior officer compensation within the Group.

ESG-Linked Remuneration

A portion of the annual variable compensation for relevant senior officers is contingent upon meeting measurable ESG targets. These targets include, among others, metrics in environmental areas, such as waste reduction and waste management; human resources; and corporate governance aspects. The ESG component is specifically designated for managers whose roles have a direct and material impact on activities in these fields.



Stakeholders & Voting Rights



According to the Company's Articles of Association and in accordance with the provisions of the Companies Law, each of Bezeq's shares entitles its owner to the right to participate in the Company's general meetings of shareholders and to one vote in ballots.

Information regarding participation in meetings and voting is detailed in full in the proxy statements (meeting notices) issued prior to every General, Annual, and Special Meeting.

Ethics at the Center

Ethical business is a cornerstone of the Bezeq Group's operations, and the Group views it as the foundation for its growth and resilience.

In 2025, the Group continued the systematic implementation of its Code of Ethics across all Group companies. All Group employees participated in annual training sessions that addressed daily ethical dilemmas, with the aim of ensuring they operate in accordance with the Group's expectations for fairness, integrity, and personal responsibility. The Bezeq Group maintains a Human Rights Policy, approved by both Management and the Board of Directors, which commits the Company to adhering to international principles and protecting individual rights.

The topic of Ethics within the Company is managed by the VP of Human Resources, who is responsible for convening the Ethics Committee at least twice a year and providing regular reports to the Board. This framework serves as an organized control mechanism designed to ensure the effective implementation of the ethics policy and to systematically review the findings of ethics surveys and their resulting implementation processes.

[Bezeq Code of Ethics](#)

[Pelephone Code of Ethics \(Hebrew\)](#)

[yes Code of Ethics \(Hebrew\)](#)

[Bezeq International TECH Code of Ethics \(Hebrew\)](#)



In 2025, there were **zero fines** for bribery and corruption.



Approximately **430** hours of training on ethics were delivered in 2025 to over 90% of Bezeq employees.

Measuring the Effectiveness of Code of Ethics Implementation

Bezeq Group companies measure the effectiveness of the Code of Ethics implementation through a variety of direct and indirect tools, such as:

- ✓ Indicators from periodic organizational climate surveys.
- ✓ Tests administered upon the completion of every digital e-learning module.
- ✓ Customer satisfaction survey metrics that reflect the integration of ethical standards in interactions with customers and stakeholders.

Whistleblower Protection

The principle of whistleblower protection is a core component of the Bezeq Group's ethical framework. This principle, also known as non-retaliation, is designed to ensure that employees and other stakeholders can report suspicions of improper conduct or ethical risks without fear of personal or professional harm. Bezeq systematically implements this principle across all its ethical policy documents, explicitly clarifying that no employee shall be harmed, nor shall their terms of employment be adversely affected, as a result of filing a complaint.

In accordance with Group policy, every case requires an individual examination of the circumstances. Each Group company establishes a course of action to ensure effective protection for the employee. The protection mechanism, tailored to the merits of each specific case, is intended to provide a safety net that allows employees to act responsibly and in the best interest of the Company, even regarding sensitive reports. Bezeq unequivocally prohibits any form of retaliatory response against reporters acting in good faith, provided they are not personally involved in the matter they reported.

Safeguarding Human Rights

In accordance with international ESG standards, the Bezeq Group views its human rights policy as a material component of its business operations and its relationships with employees, suppliers, customers, and the community. Bezeq is committed to upholding human dignity, providing equal and fair treatment to all its employees, and ensuring a safe, diverse, and inclusive work environment. As part of this policy, the Group acts to prevent discrimination and harassment, maintains internal monitoring and enforcement mechanisms, and provides its employees with confidential channels for reporting and grievance resolution.

Bezeq's Internal Auditor serves as the Human Rights Officer. The Group considers full respect of human rights as a core value, and acts to promote and protect them. When necessary, the Group's internal audit department centralizes and handles inquiries in this field. Furthermore, Bezeq recognizes the importance of protecting labor rights and adhering to local and international standards within its supply chain. This policy constitutes a key pillar of the Group's corporate governance and strengthens the trust of stakeholders, investors, and the general public in its responsible and sustainable conduct. The Group complies with all legal provisions and even exceeds them, as detailed in its [Human Rights Policy](#).

Bezeq's activities in the areas of Judea and Samaria are conducted in accordance with agreements signed by the State of Israel, specifically the Israeli-Palestinian Interim Agreement on the West Bank and the Gaza Strip (also known as the Interim Agreement). This agreement established comprehensive arrangements across a variety of fields. In accordance with these understandings (Section 36 of the Interim Agreement), Palestinian telecommunications companies provide services in areas under the responsibility of the Palestinian Authority, while Bezeq provides telecommunications services to Israeli communities and IDF bases under Israeli control.

Bezeq maintains fair and proper business relations with Palestinian telecommunications companies to facilitate the provision of services, including services that enable Palestinian operators to serve their own customers. As part of this activity, Bezeq provides high-quality, professional connectivity (interconnection) between networks, supplies transmission lines to local providers, allows usage of its infrastructure, and regulates accounts related to connectivity between the Company's network and telecommunications companies in the Palestinian Authority, including Paltel (fixed-line), Ooredoo (formerly Wataniya), and Jawwal (cellular), as part of the commercial agreements between the parties. Bezeq's activities contribute to high-quality telecommunications services among Palestinian companies, foster competition and cost management, and support the welfare of Palestinian residents.



Conflict Minerals

Bezeq Group companies are not manufacturers. However, we expect the Group's suppliers to take reasonable steps to map and mitigate risks associated with Conflict-Affected and High-Risk Areas (CAHRAs) and 3TG minerals (tantalum, tin, tungsten, and gold). This includes minerals that may support non-state armed groups, be linked to harmful or exploitative mining practices, or contribute to human rights violations.

Depending on the level of influence and risk, and subject to applicable laws and regulations, we expect Group suppliers to conduct appropriate due diligence within their supply chains. We further expect them to act to prevent and reduce risks in accordance with accepted standards and frameworks, such as the OECD Due Diligence Guidance.

Prevention of Forced Labor & Child Labor

The Bezeq Group complies with all requirements of Israeli labor laws and strongly condemns any form of child labor or forced labor. The employment of employees' children at Bezeq during the summer vacation is conducted in accordance with the law and pursuant to an internal procedure on the matter.

Additionally, the Group employs a limited number of students in accordance with the law and in cooperation with their respective schools, as part of our contribution to the community.

Proper Conduct and Prevention of Discrimination, Sexual Harassment, and Workplace Bullying

As a responsible employer, the Bezeq Group is committed to maintaining a safe and healthy work environment that is free from racism, workplace bullying, and sexual harassment. The Group maintains a zero-tolerance policy toward any form of discrimination, harassment, bullying, or violence of any kind.

The policies for the prevention of harassment, workplace bullying, and discrimination, as well as the prevention of forced labor and child labor, are included in the [Responsible Employment policy](#)

Ensuring Proper Conduct

Employee conduct directly impacts both the operations of the Group companies and their public image. Consequently, the companies act decisively to maintain clear behavioral standards and, when necessary, take disciplinary measures against employees who fail to act in accordance with organizational guidelines and norms. The companies' disciplinary framework is anchored in a formal code of discipline that is part of the collective bargaining agreement, providing a full detail of the judicial structure and its authorities.

Management of disciplinary matters is centralized under a dedicated Disciplinary Officer who has been granted Broad authority to set policy, enforce the disciplinary code, lead the required updates to procedures, ensure their distribution to all company employees, and refer complaints for review by the Disciplinary Committee and other relevant committees across the various divisions.

Disciplinary Committee

Bezeq Group's Disciplinary Committee is chaired by a retired judge and includes both a management and an employee representative. The committee is tasked with adjudicating severe disciplinary offenses, including cases where a Group employee has been convicted under the law or of any offense involving moral turpitude. Its jurisdiction also extends to instances of improper conduct that result in severe disruptions to Group operations, as well as cases referred by the Disciplinary Officer, following consultation with the Internal Antitrust Compliance Officer, concerning violations of competition law. Additionally, the committee hears matters brought forward by the Group's Sexual Harassment Prevention Committee and any other cases referred by the CEO, the Disciplinary Officer, or divisional disciplinary committees.

Preventing Sexual Harassment

In accordance with the law, each company within the Bezeq Group has a designated Sexual Harassment Prevention Officer responsible for the full implementation of policies and procedures in this critical area. All employees participate in an annual e-learning module on sexual harassment prevention to increase awareness, clarify boundaries, and strengthen the sense of security for all staff. Group management places great importance on the active involvement of managers in preventing and addressing harassment or victimization, working in collaboration with the company's dedicated channels, including the Internal Audit department, to investigate inquiries and track their resolution.

To improve accessibility and awareness, all relevant information is readily available to employees. Complaints can be submitted in person, writing, or by telephone directly to the Sexual Harassment Prevention Officer. If a complaint is received by any other party within the company, it is immediately referred to the Officer. Upon completion of the inquiry, findings are submitted to the VP of Human Resources for a decision. When necessary, a Sexual Harassment Prevention Committee is convened.

Preventing Workplace Bullying

The Bezeq Group acts to ensure a respectful organizational culture for all employees, particularly within manager-subordinate relationships, with the goal of reducing instances of workplace bullying.

Prohibiting Discrimination

The Bezeq Group is committed to preventing discrimination of any kind, including on the basis of race, sexual orientation, gender, language, religion, political opinion, nationality, or any other status.

Internal Audits

An internal audit is an independent and objective assurance and consulting service designed to add value and improve the Group’s operations. Internal Audits help the Bezeq Group accomplish its objectives by bringing a systematic, disciplined approach to evaluating and improving the effectiveness of corporate governance, risk management, and control processes. Internal Audits within the Bezeq Group operate in accordance with the Companies Law (5759-1999), specific sections of the Internal Audit Law (5752-1992), and the Global Internal Audit Standards.

Each company within the Bezeq Group has an Internal Auditor who manages and is responsible for the internal audit team. Bezeq’s Internal Auditor reports administratively to the Chairman of the Board and functionally to the Audit Committee, which oversees the internal audit work. Each year, the Audit Committee approves an Audit Charter, which defines the scope of internal audit activities, including authority, responsibilities, roles, and more. Furthermore, internal audit activities are conducted in accordance with the Internal Audit Procedure.

The Internal Auditor is responsible for examining the propriety of the Group’s actions and the activities of its officers and functionaries. This includes verifying the reliability and integrity of financial and operational information, financial management, computerized information systems, and the Group’s information security framework, among others.

Additionally, the Internal Auditor serves as a point of contact for employee inquiries and complaints, in accordance with arrangements established by the Audit Committee and reviewed by it annually.

Distribution of inquiries addressed to the Group’s Internal Auditors in 2025:

Category	Percentage of Inquiries
Human Resources	66%
Operations	13%
Other	22%

Inquiries to the Group’s Internal Auditor primarily concern human resources and operational issues. The Internal Auditor addresses these inquiries by conducting the necessary reviews and examinations, tailored to the specific nature of each inquiry, in coordination with the relevant parties.

Bribery, Corruption, and Conflict of Interest Policy

Bezeq views the prevention of bribery, corruption, and conflicts of interest as matters of particular significance to its business, financial, and operational conduct. Bezeq has a zero-tolerance policy about bribery, as well as on conflict of interests, and takes proactive measures to comply with all legal requirements and its internal policies. The company maintains a series of internal procedures, including guidelines of what is considered acceptable behavior, the prohibition of bribes or facilitation payments, and corruption and conflict of interest prevention. As a general rule, employees are prohibited from accepting gifts and benefits. Details are outlined in the [Bezeq Policy on Prevention of Bribery, Corruption, and Conflict of Interest](#).

Handling Inquiries & Grievances

There are designated contacts to handle inquiries or complaints related to improper conduct at Bezeq Group companies.

Area of Responsibility	Contact Information
Human Rights Policy	Lior Segal, Internal Auditor Lior.Segal@bezeq.co.il
Sexual Harassment	Limor Hasin Klein, Legal Department limor.Kleinhasin@bezeq.co.il
Ethics	Moran Kita, VP Human Resources Moran.Kita@bezeq.co.il
Discipline	Moran Kita, VP Human Resource Moran.Kita@bezeq.co.il
Other Matters (Supplier Ethics, Palestinian Authority Relations, and Privacy)	Public Inquiries ca-2@bezeq.co.il

Channels for Inquiries on Ethical Matters

Bezeq Group provides its employees, managers, and business partners with a variety of channels for inquiries and consultation regarding ethical issues and proper governance – both anonymously and non-anonymously. Inquiries can be made directly to the Company Auditor or to the Ethics Officers through a variety of channels, including a dedicated and accessible reporting hotline, telephone, email, fax, hand-delivered letter, scheduling a personal meeting, or an anonymous inquiry via the internal portal.

Details regarding the contact channels are available to employees on the organizational portal of each company within the Group; they are also prominently displayed in common rooms across company buildings and are distributed periodically via email as a reminder. The inquiry and reporting system serves as an essential tool in the management of ethics at the Bezeq Group, as it allows for the disclosure of deficiencies or gaps that might not otherwise come to light. This mechanism also provides important internal feedback, contributing to the continuous improvement of conduct, processes, and performance within the organization.

Strengthening Digital Trust

Information security and protection against cyber threats in the Group's companies are of paramount importance, as the companies constitute part of the State of Israel's critical infrastructure and are responsible for the transfer of information – including sensitive data, between private customers, organizations, and government institutions.

In an era where the digital space is the backbone of our economy and society, Bezeq Group views the strengthening of digital trust as a top priority, as a provider of critical infrastructure and a leader in Israel's communications sector. Beyond protecting personal data and systems against cyber threats, the Group is committed to establishing long-term trust with our customers and all our stakeholders, understanding that digital trust is the key to long-term business sustainability and the creation of a strong, protected relationship in the virtual space.

This trust is reflected in our ability to secure sensitive information transferred between private customers, organizations, and government institutions, as well as to provide reliable and continuously available services, manage data responsibly and with full transparency, and act ethically in every use of advanced technologies. To this end, we invest heavily in proactive cybersecurity defense, develop advanced technological capabilities, and implement stringent information security protocols, while constantly adapting to evolving threats. Simultaneously, the strict preservation of privacy is a cornerstone of the Group's policy, reflected in compliance with rigorous regulations.

In addition, we offer our customers a wide range of advanced solutions and products that enable them to independently handle cyber and privacy challenges, and to navigate the digital space knowing that their digital security is a top priority. According to our data, during the war period, there was a significant increase in the volume of cyber-attacks



experienced by the company's customers. During this time, there was a surge in the average number of malicious users blocked per day. Additionally, an increase was recorded in the number of phishing attacks on customers and in the number of distributed denial-of-service (DDoS) attacks on devices connected to home networks, such as computers, smart TVs, printers, gaming consoles, cameras, and more.

To maintain operational and service continuity, the companies' security systems raised their alertness to the highest level and provided continuous, high-quality responses to handle the multiplying incidents. Among other measures, suspicious websites, emails, and IP addresses were blocked, internal and external access options to organizational information were tightened, and relevant information security topics were communicated to company employees to raise their awareness of various threats.

In each of the Bezeq Group companies, there is a Data Protection Officer (DPO) who is appointed by the Board of Directors and reports to a company officer. The role of the DPO includes, among other things, supervising the implementation of procedures, compliance with regulatory requirements, and internal control within each company. This appointment reflects the Group's commitment to meeting the highest standards of information security and privacy protection. It also strengthens the Group's ability to manage information risks in a uniform and systematic manner, thereby ensuring optimal protection of the privacy of its customers and employees. In every company, employees can contact the DPOs through a variety of inquiry channels. The DPO reports to the Board of Directors regarding cybersecurity in a regular manner at least once a year.

Additionally, for the purpose of ongoing coordination and control, there are dedicated steering committees for information security and privacy matters, which include the participation of professional teams and management levels. As part of the control system, risk surveys and penetration tests are conducted every 18 months, or at a frequency commensurate with risk, as necessary, to examine the resilience of information systems and identify gaps.

Advanced Capabilities & Technologies to Address Cybersecurity Threats

Bezeq Group companies possess advanced capabilities for addressing cyber threats, alongside dedicated teams of leading professionals in their fields. The Group's comprehensive information security programs include compliance with strict standards, the use of advanced technologies that are frequently updated to prevent the possibility of malicious or accidental exploitation by external or internal parties, and backup and recovery plans. When working with third parties, the Group maintains a high standard, evaluating the level of information security as required by law and in accordance with additional regulations.

Enhanced Cybersecurity Management System

Bezeq Group's information security operations encompass include monitoring, data collection, and tracking via advanced systems, alongside supply chain audits and risk assessments. The framework includes a dedicated investigations center, regular penetration testing, comprehensive reporting, and end-to-end management. Furthermore, through ongoing drills and an extensive strategic action plan, the company operates at the high-level preparedness to defend against cyber events.

Strengthening Employee Awareness

In an era where cyber threats are becoming more complex and targeted, the Group understands that employees are the organization's first and most significant line of defense. Investing in raising awareness of information security is not merely a preventative step, but an integral part of business resilience. The aim is to transform every employee into an active partner in safeguarding the Group's information assets, based on the understanding that alertness and discretion are the most effective tools against sophisticated attacks.

Innovation in Awareness at Bezeq International TECH

This year, the company chose to make the topic of information security accessible to employees in a creative and experiential way. Highlights included:

- ✓ **Employees are the Stars:** A series of humorous videos was produced highlighting critical information security rules, where the employees themselves took an active part in the writing and acting. The personal connection and humor made the content more memorable and effective than standard training materials.
- ✓ **Practical Experience – Corporate Escape Room:** A challenging physical escape room was established at the company's office. Employees were required to solve complex cyber-related puzzles and work as a team to "save" the organization from a simulated attack and exit the room.

The combination of theoretical learning and experiential practice fostered the embedding of a culture of security and alertness in a fun and cohesive manner, ensuring the company remains protected and secure at all times.

Annual Cyber Drill

Bezeq Group companies maintain a high state of readiness for potential cyber threats. Beyond general emergency protocols, specific cyber-defense procedures are implemented at both the corporate and divisional levels, supported by a resource-intensive annual cyber drill.

In 2025, the management of all Group companies conducted extensive cyber exercises to test internal response teams comprised of various information security specialists against a wide range of extreme, evolving scenarios. Following these exercises, which included participation from all senior management, the Group identified key lessons, strengthened preparedness, and refined strategic responses to potential threats.

Cybersecurity Training for Employees

Bezeq Group companies dedicate significant resources to enhancing employee awareness and competence related to cybersecurity. This is achieved through interactive e-learning modules and periodic communications designed to sharpen vigilance against phishing, data breaches, and other cyber threats.



Bezeq Group Cyber Forum

The Bezeq Group Cyber Forum meets quarterly, bringing together internal professionals and relevant management from all Group companies. A primary focus of recent meetings has been the information security policies of each company regarding AI-related areas. These discussions cover, among other topics, the management of organizational AI platforms, AI system monitoring, and AI-based development. Each company presents its specific policy along with its existing enforcement and control mechanisms, using the Forum as a platform to share information, challenges, and cross-company insights.

Preventing Cyber Threats

The October 7th, 2023, surprise attack did not bypass the cyber arena. Since that "Black Saturday," there has been a several-hundred percent increase in the number of attacks on home networks and connected devices compared to routine periods. In response to the growing volume and diversity of these threats, Bezeq Group companies' security systems were raised to the highest alert level. Measures included blocking suspicious websites, emails, and IP addresses, while providing a continuous, high-quality response to all emerging challenges.

Cyber Protection Services for Customers



Cyber Protection for 'Be' Routers

Plus is an advanced cyber service that adds an additional layer of security to the existing BCyber service on Bezeq's 'Be' routers. It provides robust defense against phishing threats, online impersonation, and DoS/DDoS attacks. By securing the ecosystem of home-connected devices, the service stops security breaches in real-time, blocks password-cracking attempts, and prevents hostile takeovers of connected devices, thereby safeguarding household privacy.

Pelephone Cyber

Pelephone provides the **Pelephone Cyber**, a premium service providing protection against cyberattacks during mobile data usage. The Pelephone Cyber TOTAL package includes the Norton Security app, extending protection to Wi-Fi browsing and providing alerts for suspicious apps on the device. In addition, Pelephone offers the HARMONY service from Check Point, which delivers comprehensive cybersecurity across both cellular and Wi-Fi networks, including alerts against malicious apps.

Defender – Protection for Bezeq International TECH Customers

As part of the transformation Bezeq International TECH underwent toward becoming an independent ICT company, the company defined the field of cyber defense as one of its growth engines. This was based on the understanding that the primary challenge for organizations in the digital era is to manage all cyber solutions in a coordinated manner and respond with maximum speed to attacks. One of the leading products in the cyber field is the **Cyber Defender** service – a smart SIEM & SOC solution that provides a 24/7 response for our customers and constitutes an information security envelope for all organizational assets. The service is managed through an innovative user portal that allows an organization's information security manager to be connected to the system from anywhere, at any time, and achieve full visibility of what is occurring in the organization.



Upholding Privacy & Enhancing Transparency

The privacy policies of the Group's companies are publicly available on their websites, outlining the core principles and guidelines employed to safeguard all data in their possession. These policies address data protection for the company, its customers, employees, and other stakeholders. All Group companies strictly adhere to the data protection and privacy laws of the State of Israel.

Compliance with Laws & Regulations

- ✓ All Group companies comply with the Privacy Protection Law and its derived regulations, as well as the PCI DSS credit card security standard.
- ✓ Bezeq and Bezeq International TECH comply with the ISO 27001 standard for information security management.
- ✓ Bezeq International TECH is additionally certified in ISO 27032, which builds upon ISO 27001 and provides guidelines for data protection while enhancing the organization's existing cybersecurity controls.
- ✓ Bezeq International TECH also implements the SOC2 Type 2 standard. This involves a thorough audit and analysis of the organization's control and supervision measures to mitigate risks related to information security, data accessibility, data processing integrity, confidentiality, and privacy.

Commitment to Responsible Procurement & Supplier Fairness

Responsible procurement is a core pillar of the Bezeq Group's commitment to ethical and fair business conduct. As a Group committed to sustainable practices, we place great importance on ensuring our supply chains operate in alignment with our established values and goals, while mitigating environmental, social, and regulatory risks that could impact our operations.

Responsible Procurement Policy

Bezeq Group's Responsible Procurement Policy provides guidelines for employees within procurement and purchasing departments regarding all vendor matters. These guidelines are communicated through training, workshops, and the implementation of standardized work methodologies, both as part of the onboarding process for new employees and as part of their ongoing work.

The procurement policy covers a range of purchasing parameters, including:

- ✓ Business licensure and regulatory permits as a prerequisite for any engagement.
- ✓ Supplier compliance with fair employment conditions, including adherence to protective labor laws and the safeguarding of employee rights.
- ✓ Safety management protocols.
- ✓ The absence of conflicts of interest in all engagements with the Group.
- ✓ Signing a Supplier Code of Conduct as an integral part of new engagement agreements.

Promoting Human Rights in the Supply Chain

Bezeq Group is committed to the protection of human rights and promotes this issue within the framework of its procurement policy. Accordingly, the Group requires its suppliers to comply with legal requirements in every field, including labor laws, and to ensure fair and proper employment conditions for their employees.

Additionally, Bezeq Group ensures that suppliers are aware of the obligations and standards required of them regarding human rights, including a commitment to privacy protection; a commitment to non-discrimination; the avoidance of child labor; the prohibition of forced labor; and a commitment to addressing any violation or suspected violation of these rights. Sample audits are conducted regarding the employment of workers in accordance with the law and additional legal requirements. In these audits, violations of employee rights in the supply chain are identified and addressed; internal payroll audits are performed on supplier employee wage data; and legal reviews are conducted as necessary regarding suppliers' compliance with labor laws.

Further information on our commitment to human rights can be found in Bezeq Group's [Human Rights Policy](#).

Supplier Code of Ethics

Bezeq Group is committed to ethical and fair conduct in accordance with the law and accepted professional standards. This includes protecting supplier privacy, preventing the disclosure of supplier information to third parties, and prohibiting the acceptance of gifts – all in alignment with the values detailed in the Group companies' Code of Ethics.

At the end of 2023, a dedicated Supplier Code of Ethics was published. In 2024, the Group began its implementation to ensure that suppliers also adhere to the ethical obligations upheld by the Bezeq Group companies.

The new Supplier Code of Ethics incorporates ESG considerations within the supply chain, such as human rights and fair employment, respect for freedom of association, occupational health and safety, prevention of bribery and corruption, and protection of free competition.

Following a pilot program with several suppliers in 2024, the Group began requiring all suppliers to sign the Code as part of new engagements. As of this report's publication date, approximately 50% of key suppliers have signed the Supplier Code of Ethics.

Today, the Supplier Code of Ethics is an integral part of all central procurement agreements, applied both to the renewal of existing contracts and when engaging with a new supplier. Further information can be found in the [Bezeq Group Supplier Code of Ethics](#).



Audits of Supplier Payments to Employees

Bezeq Group is subject to the provisions of Israel's Law for Increased Enforcement of Labor Laws and monitors its enforcement through fair planning of service engagement rates, as well as periodic audits and monitoring of compliance criteria for service providers in the fields of cleaning, security, and catering.

During 2025, Bezeq conducted 102 sample audits and unannounced inspections of pay stubs and payments made by service providers to their employees. No serious deficiencies were found, though specific corrections were made in a few isolated cases. The results of these audits and the actions taken are reported to Bezeq's CEO once a year and to VPs twice a year. Furthermore, complaints received from external employees are handled systematically, with each case examined on its own merits.

Ensuring Product Quality and Safety

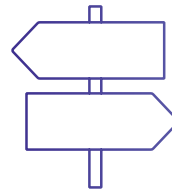
The products marketed by the Bezeq Group are manufactured by leading international companies and are carefully selected in accordance with relevant professional and regulatory standards. These products meet established safety and quality requirements, in compliance with prevailing regulations in Israel and worldwide.

Advancing Local & Social Impact Procurement

Supporting the Israeli economy and society is a cornerstone of the Bezeq Group's business activities. The companies within the Bezeq Group make a concerted effort to engage with Israeli suppliers and manufacturers, maintaining a steady increase in procurement from small and medium-sized enterprises (SMEs) over the years, as part of the Group's responsible sourcing strategy.

A significant portion of the Group's procurement budget is allocated to engagements with SMEs. Furthermore, when purchasing gifts for employees for holidays and various events, priority is given, whenever possible, to social enterprises, non-profits, and organizations that represent and empower diverse populations and individuals with disabilities.

Bezeq Group Suppliers



8%
of total spend with businesses
from peripheral regions



~660,000 NIS
in procurement
from social enterprises



67%
Small and Medium
Enterprises (SMEs)

ABOUT THIS REPORT

This report reviews the period from January 1, 2025, to December 31, 2025, unless otherwise stated. This is the seventh Corporate Responsibility Report published by Bezeq Group, and the fourth in which Bezeq's primary subsidiaries – yes, Pelephone, and Bezeq International TECH, are included.

The report, written in alignment with the GRI Universal Standards 2021 and guided by the SASB (Sustainability Accounting Standards Board) standards, presents the companies' activities across a range of corporate responsibility aspects and makes this information accessible to their stakeholders.

The ESG framework is based on the Group's business approach, which balances a broad, long-term group strategy with the structural separation of operations between subsidiaries. Consequently, ESG management and reporting are conducted at the Group level, while specific content and data reporting are partially separated at the subsidiary level.

The data in this report were gathered through interviews with company officials (employees and managers), analysis of financial reports, and various internal documents.

This report was prepared with the assistance of Shibolet ESG, an ESG consulting firm.

For more information, please visit our [website](#) or contact us at ya.cohen@shibolet-esg.com.

For any questions regarding this report or its content, please contact us via email.

For Bezeq Group inquiries, contact: esg@bezeq.co.il

For yes and Pelephone inquiries, contact: odelieng@pelephone.co.il

For Bezeq International TECH inquiries, contact: liathi@bezeqint.co.il

GRI indicators

GRI Standard	Indicator	Page Number/Direct Answer	External References and Links
General Disclosures			
GRI 2: General Disclosures	2-1 Organizational Details	4-6	
	2-2 Entities Included in the Organization’s Sustainability Report	57	57
	2-3 Reporting Period, Frequency, and Contact	57	57
	2-4 Restatement of Information	“Restatement of environmental performance - in accordance with updated quantitative information compared to the previous report.”	Chapter D in the 2025 Financial Report: Additional Information on the Corporation and Corporate Governance Questionnaire
	2-5 External Assurance		
	2-6 Activities, Value Chain, and Business Relationships	4-5	
	2-7 Employees	21-24, 71-82	
	2-8 Non-employed Workers	76-82	
	2-9 Governance Body Structure and Composition	43-45	
	2-10 Nomination and Selection of the Governance Body	44-45	
	2-11 Chair of the Governance Body	The Chairman is not an officer of the organization	
	2-12 Role of the Governance Body in Overseeing the Management of Impacts	44-45	
	2-13 Delegation of Responsibility for Managing Impacts	44	
	2-14 Role of the Governance Body in Sustainability Reporting	44	
	2-15 Conflicts of Interest	51	https://ir.bezeq.co.il/static-files/c6e94e41-349a-44fa-b92f-3c086eefc7ae
	2-16 Communication of Critical Concerns	51	
	2-17 Collective Knowledge of the Governance Body	44-45	
	2-18 Evaluation of the Performance of the Governance Body	44-45	
	2-19 Remuneration Policy	47	
	2-20 Process for Determining Remuneration	47	

GRI Standard	Indicator	Page Number/Direct Answer	External References and Links
GRI 2: General Disclosures	2-21 Annual Total Remuneration Ratio		Chapter D in the 2025 Financial Report: Additional Information on the Corporation and Corporate Governance Questionnaire
	2-22 Statement on Sustainable Development Strategy	8	
	2-23 Commitments in Organizational Policy	8-10	
	2-24 Implementation of Policy Commitments	8-10	
	2-25 Processes for Remedying Negative Impacts	8-10	
	2-26 Mechanisms for Seeking Advice and Raising Concerns	51	
	2-27 Compliance with Laws and Regulations		Chapter D in the 2025 Financial Report: Additional Information on the Corporation and Corporate Governance Questionnaire
	2-28 Membership in Organizations	12	
	2-29 Approach to Stakeholder Engagement	11	
	2-30 Collective Bargaining Agreements	27, 71, 76-77	
Material Topics			
GRI 3: Material Topics 2021	3-1 Process for Determining Material Topics	10,12	
	3-2 List of Material Topics	12	
Economic Performance			
GRI 201: Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed		4
	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	Bezeq Group conducted a limited review of its environmental risks, but has not yet conducted a comprehensive environmental risk review	Chapter D in the 2025 Financial Report: Additional Information on the Corporation and Corporate Governance Questionnaire
	201-3 Commitments to Defined Benefit Plan and Other Retirement Plans	Since 2008 in Israel, there has been a legal obligation for employers to provide pension insurance for every employee. Further details on commitments can be found in the organization's financial statements	
	201-4 Financial Assistance Received from Government		Chapter D in the 2025 Financial Report: Additional Information on the Corporation and Corporate Governance Questionnaire

GRI Standard	Indicator	Page Number/Direct Answer	External References and Links
Market Presence			
GRI 202: Market Presence 2016	202-1 Ratio of Standard Entry-Level Wage by Gender Compared to Local Minimum Wage	26	Equal Pay Report for Female and Male Employees – Bezeq Report for 2024 Public Disclosure for the Period –2024 yes Public Disclosure for the Period –2024 Pelephone Public Disclosure for the Period –2024 Bezeq International TECH Updated reports for 2025 will be published later in 2026.
	202-2 Proportion of Senior Management Hired from the Local Community	“All employees at Bezeq, and especially senior management, are Israelis and employed in Israel”	
Indirect Economic Impacts			
GRI 203: Indirect Economic Impacts 2016	3-3 Management of Material Topics	12	
	203-1 Investments in Infrastructure and Supported Services	14	
	203-2 Significant Indirect Economic Impacts	18-22	
Procurement Practices			
GRI 204: Procurement Practices 2016	3-3 Management of Material Topics	55-56	
	204-1 Proportion of Spending on Local Suppliers	56	
Anti-corruption			
GRI 205: Anti-corruption 2016	3-3 Management of Material Topics	43	
	205-1 Evaluated Operations for Corruption-Related Risks	48	Anti-bribery, Corruption, and Conflict of Interest Policy
	205-2 Communication and Training on Anti-corruption Policies and Procedures	48	
	205-3 Confirmed Incidents of Corruption and Actions Taken	NA	Chapter A in the 2025 Financial Report: Description of the Corporation’s Business
Anti-competitive Behavior			
GRI 206: Anti-competitive Behavior 2016	3-3 Management of Material Topics	43	
	206-1 Legal Actions Taken Against the Organization for Anti-competitive Behavior and Violations of Antitrust Laws	NA	Chapter A in the 2025 Financial Report: Description of the Corporation’s Business
	206-1 Legal Actions Taken Against the Organization for Anti-competitive Behavior and Violations of Antitrust Laws	NA	

GRI Standard	Indicator	Page Number/Direct Answer	External References and Links
Tax			
GRI 207: Tax 2019	207-1 Tax Approach		Chapter A in the 2025 Financial Report: Description of the Corporation's Business
	207-2 Tax Governance, Control, and Risk Management		
	207-3 Stakeholder Engagement and Management of Tax-Related Concerns		
	207-4 Country-by-Country Reporting		
Materials			
GRI 301: Materials 2016	301-3 Returned Products and Their Packaging Materials	41	
Carbon Neutrality and Energy Efficiency			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	37	
GRI 302: Energy 2016	302-1 Energy Consumption within the Organization	39, 64-65	
	302-3 Energy Intensity	64-65, 69	
	302-4 Reduction of Energy Consumption	64-65	
	302-5 Reduction in Energy Requirements of Products and Services	38	
GRI 305: Emissions 2016	305-1 Direct GHG Emissions (Scope 1)	39-40, 66-68	
	305-2 Energy Indirect GHG Emissions (Scope 2)	39-40, 66-68	
	305-3 Other Indirect GHG Emissions (Scope 3)	39-40, 66-68	
	305-4 GHG Emissions Intensity	39-40, 66-68	
	305-5 Reduction of GHG Emissions	39-40, 66-68	
Water and Effluents			
GRI 303: Water and Effluents 2018	303-5 Water Consumption	69, 42	
Waste			
GRI 306: Waste 2020	306-1 Waste Generation and Significant Waste-Related Impacts	41, 69-71	Environmental Policy
	306-2 Management of Significant Waste-Related Impacts	41, 69-71	
	306-3 Waste Generated	41, 69-71	

GRI Standard	Indicator	Page Number/Direct Answer	External References and Links
GRI 306: Waste 2020	306-4 Waste Diverted from Disposal	41, 69-71	Environmental Policy
	306-5 Waste Directed to Disposal	41, 69-71	
Employment			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	22	Responsible Employment Policy
GRI 401: Employment 2016	401-1 New Employee Hires and Employee Turnover	10, 80-82	
	401-2 Benefits Provided to Full-Time Employees Not Provided to Temporary or Part-Time Employees	24	
	401-3 Parental Leave	Parental leave is mandatory in Israel by law	
Labor/Management Relations			
GRI 402: Labor/Management Relations 2016	402-1 Minimum Notice Periods Regarding Operational Changes	In accordance with collective agreements	
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	28-31	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	28-31, 87-89	
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	28-31, 87-89	
	403-3 Occupational Health Services	28-31, 87-89	
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	28-31, 87-89	
	403-5 Worker Training on Occupational Health and Safety	28-31, 87-89	
	403-6 Promotion of Worker Health	28-31, 87-89	
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships	28-31, 87-89	
	403-8 Workers Covered by an Occupational Health and Safety Management System	28-31, 87-89	
	403-9 Work-Related Injuries	28-31, 87-89	
	403-10 Work-Related Ill Health	28-31, 87-89	

GRI Standard	Indicator	Page Number/Direct Answer	External References and Links
Training and Education			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	24, 34	
GRI 404: Training and Education 2016	404-1 Average Hours of Training Per Year Per Employee	85-86	
	404-2 Programs for Upskilling Employees and Transition Assistance Programs	24, 34	
GRI 404: Training and Education 2016	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	24, 34	
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	25-26	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	83-84	
	405-2 Ratio of Basic Salary and Remuneration of Women to Men	26	
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	42	Responsible Employment Policy
GRI 406: Non-discrimination 2016	406-1 Incidents of Discrimination and Actions Taken		
Freedom of Association and Collective Bargaining	Freedom of Association and Collective Bargaining	27	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and Suppliers Where the Right to Freedom of Association and Collective Bargaining May Be at Risk	No	Responsible Employment Policy Chapter A in the 2025 Financial Report: Description of the Corporation's Business
Child Labor			
GRI 408: Child Labor 2016	408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	No	Human Rights Policy
Forced or Compulsory Labor			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	No	Human Rights Policy

GRI Standard	Indicator	Page Number/Direct Answer	External References and Links
Local Communities			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	17-20	Community Contribution Policy
GRI 413: Local Communities 2016	413-1 Operations with Local Community Engagement, Impact Assessments, and Development Programs	17-20	
	413-2 Operations with Significant Actual and Potential Negative Impacts on Local Communities	No	Chapter A in the 2025 Financial Report: Description of the Corporation's Business
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	414-1 New Suppliers That Were Screened Using Social Criteria	55-56	
Supplier Social Assessment 2016	414-1 New Suppliers That Were Screened Using Social Criteria	55-56	
Public Policy 2016	414-1 New Suppliers That Were Screened Using Social Criteria	55-56	

GRI Performance Data Tables

GHG emissions

Bezeq Company (tCO₂e)

	2022	2023	2024	2025	GRI Indicator 2021
Scope 1	18,217	19,007	20,745	19,578	305-1 305-2 305-3 305-5
Scope 2	54,589	53,875	57,957	56,278	
Total	72,806	72,882	78,702	75,856	
% change compared with last year (Scope 1+2 only)		0.1%	8.0%	-3.6%	
% change compared with last year (Scope 1+2 only)		0.1%	8.1%	4.2%	

yes (tCO₂e)

	2022	2023	2024	2025	% Change	GRI Indicator 2021
Scope 1	1,656	1,560	1,567	1,401	-10.6%	305-1 305-2 305-5
Scope 2	3,930	3,675	3,934	3,193	-18.8%	
Total	5,586	5,235	5,502	4,594	-16.5%	

Pelephone (tCO₂e)

	2022	2023	2024	2025	% Change	GRI Indicator 2021
Scope 1	2,754	2,485	2,456	2,323	-5.4%	305-1 305-2 305-5
Scope 2	24,272	28,513	26,261	24,138	-8.1%	
Total	27,026	30,998	28,718	26,461	-7.9%	

Bezeq International TECH (tCO2e)

	2022	2023	2024	2025	% Change	GRI Indicator 2021
Scope 1	1,563	1,744	1,737	1,905	9.7%	305-1 305-2 305-5
Scope 2	20,604	23,424	26,192	26,477	1.1%	
Total	22,167	25,168	27,929	28,382	1.6%	

Greenhouse gas emissions across the Bezeq Group (tCO2e)

Year	Scope	Emissions per Scope	Total	(Change (Scope 1 + 2 only %	GRI Indicator 2021
2022	Scope 1	24,190	127,585		305-1 305-2 305-5
	Scope 2	103,395			
2023	Scope 1	24,796	134,283	5.25%	
	Scope 2	109,487			
2024	Scope 1	26,505	254,777	4.89%	
	Scope 2	114,344			
	*Scope 3	113,928			
2025	Scope 1	25,207	135,293	-3.94%	
	Scope 2	110,086			
	*Scope 3	-			

*Note: Scope 3 emissions for 2025 have not yet been calculated. 2025 Scope 3 emissions will be calculated later in 2026.

Due to an update in the calculation methodologies for Scope 3 emissions, 2024 is defined as the base year and will serve as the reference point for comparison in future years. For the calculation of categories 1, 2, and 11, data provided by the organization's suppliers as well as accepted average data were used. The percentage of products included in the calculation out of the Bezeq Group's total product procurement is approximately 65% (based on an expenditure estimate).

GHG Emissions Intensity

Greenhouse gas (GHG) emissions intensity (tCO₂e/Revenue): Tonnes of tCO₂e per million NIS

	Scope 1				Scope 2				Scope 1 + 2				GRI Indicator 2021
	2023	2024	2025	% Change '24-'25	2023	2024	2025	% Change '24-'25	2023	2024	2025	% Change '24-'25	
Bezeq	5.05	5.46	4.97	-9%	14.32	15.26	14.28	-6%	19.37	20.72	19.25	-7%	305-4
yes	1.19	1.24	1.08	-13%	2.81	3.11	2.46	-21%	4.00	4.35	3.53	-19%	
Pelephone	1.26	1.22	1.11	-9%	14.42	12.99	11.54	-11%	15.68	14.21	12.65	-11%	
Bezeq International TECH	1.82	1.85	1.99	7%	24.4	27.9	27.6	-1%	26.24	29.78	29.63	-0%	
Total	3.10	3.30	3.04	-8%	13.67	14.25	13.28	-7%	16.77	17.56	16.32	-7%	

Note: In the reporting year, the methodology for calculating emissions intensity was updated so that the revenue denominator reflects core revenue for each year. To maintain consistency and comparability between reporting periods, data from previous years were also updated; therefore, changes occurred in the reported intensity values for the Group, Bezeq, and Bezeq International.

Energy Intensity (kWh/Revenue): kWh per NIS

	2022	2023	2024	2025	% Change 2024-2025	GRI Indicator 2021
Bezeq	0.034	0.039	0.039	0.037	-6%	302-3
yes	0.007	0.006	0.007	0.007	-8%	
Pelephone	0.026	0.031	0.031	0.031	1%	
Bezeq International TECH	0.042	0.059	0.066	0.065	-1%	
Total	0.031	0.034	0.035	0.034	-3%	

Note: In the reporting year, the methodology for calculating emissions intensity was updated so that the revenue denominator reflects core revenue for each year. To maintain consistency and comparability between reporting periods, data from previous years were also updated; therefore, changes occurred in the reported intensity values for the Group, Bezeq, and Bezeq International.

Energy Consumption

Electricity Consumption (kWh)

	2023	2024	2025	% Change 2024-2025	GRI Indicator 2021
Bezeq	148,090,772	149,471,397	146,229,983	-2.17%	302-1 302-4
yes	7,815,933	9,301,345	8,810,726	-5.27%	
Pelephone	60,649,424	62,083,706	64,846,235	4.45%	
Bezeq International TECH	56,878,985	61,919,259	62,592,559	1.09%	
Total	273,435,114	282,775,707	282,479,503	-0.1%	

Fuel Consumption (Liters)

		yes	Pelephone	Bezeq International TECH	Bezeq	Group Total	% Change 2024-2025	GRI Indicator 2021
2023	Motor gasoline	601,000	966,855	596,053	5,223,495	7,387,403		302-1 302-4
	Diesel	58,000	84,070	11,000	1,961,670	2,114,740		
2024	Motor gasoline	597,050	968,880	579,128	5,629,744	7,774,802		
	Diesel	62,600	69,900	15,000	1,914,179	2,061,679		
2025	Motor gasoline	532,023	937,491	483,363	5,614,844	7,567,721	-2.66%	
	Diesel	57,400	48,181	17,445	1,631,421	1,754,447	-14.90%	

Private Vehicle Fleet - Bezeq Company

	Motor gasoline	Diesel	Hybrid	Electric	Total Private Fleet	GRI Indicator 2021
2023	442	291	1,795	72	2,600	302-4
2024	1,153	321	1,106	247	2,827	
2025	1,508	490	610	294	2,902	

Note: During 2025, data cleansing and verification were performed for the vehicle fleet reporting; accordingly, the 2024 gasoline vehicle data was updated to fully reflect the scope of the fleet. 2025 data are reported in accordance with this same updated methodology. Between 2023 and 2024, a regulatory change occurred in Israel, under which some vehicles previously classified as hybrid were reclassified as gasoline vehicles. Accordingly, the decrease in the number of hybrid vehicles between these years primarily reflects a change in classification rather than a substantive change in the fleet composition during those years.

Private Vehicle Fleet - yes

	Motor gasoline	Diesel	Hybrid	Electric	Total Private Fleet	GRI Indicator 2021
2023	51	13	247	-	311	302-4
2024	82	17	207	2	308	
2025	110	15	152	11	288	

Private Vehicle Fleet - Pelephone

	Motor gasoline	Diesel	Hybrid	Electric	Total Private Fleet	GRI Indicator 2021
2023	263	27	154	1	445	302-4
2024	292	22	123	15	452	
2025	237	14	162	28	441	

Private Vehicle Fleet - Bezeq International TECH

	Motor gasoline	Diesel	Hybrid	Electric	Total Private Fleet	GRI Indicator 2021
2023	135	-	208	-	343	302-4
2024	103	-	202	-	305	
2025	79	-	245	-	324	

Percentage of Electric and Hybrid Vehicles in the total Vehicle Fleet

	yes	Pelephone	Bezeq International TECH	Bezeq	Total	GRI Indicator 2021
2023	72%	35%	61%	72%	67%	302-4
2024	48%	31%	66%	48%	49%	
2025	57%	43%	76%	31%	38%	

Note: During 2025, data cleansing and verification were performed for the vehicle fleet reporting; accordingly, the 2024 gasoline vehicle data was updated to fully reflect the scope of the fleet. 2025 data are reported in accordance with this same updated methodology. Between 2023 and 2024, a regulatory change occurred in Israel, under which some vehicles previously classified as hybrid were reclassified as gasoline vehicles. Accordingly, the decrease in the number of hybrid vehicles between those years primarily reflects a change in classification rather than a substantive change in the fleet composition during those years.

Water

Water Consumption (m³)

	Bezeq	yes	Pelephone	Bezeq International TECH	Total	% Change 2024-2025	GRI Indicator 2021
2023	42,567	4,091	5,983	13,254	65,895	-3%	303-3
2024	39,130	5,430	7,543	3,428	55,531		
2025	37,701	6,059	7,231	2,777	53,768		

Waste

Waste - Bezeq Company (tonnes)

	Mixed Waste for Landfill	Hazardous Waste for Treatment (Lead-Acid Batteries)	Electronic Waste for Recycling	Plastic & Nylon for Recycling	Paper & Cardboard for Recycling	Packaging Waste for Recycling	GRI Indicator 2021
2023	78	167	181	0.3	70	-	306-3 306-4 306-5
2024	87	152	152	6	66	-	
2025	89	111	266	5	78	5	

Waste - Pelephone (tonnes)

	Packaging Waste for Recycling	Electronic Waste Disposal	Wood Pallet Disposal	Plastic recycling	Batteries for Landfill	Cardboard for Recycling	GRI Indicator 2021
2023	68	47	40	23	3	18	306-3 306-4 306-5
2024	71	57	34	9	9	23	
2025	73	64	10	5	1	21	

Waste - yes (tonnes)

Packaging Waste for Recycling		Electronic Waste Disposal	Plastic recycling	Batteries for Landfill	Cardboard for Recycling	Paper Recycling	GRI Indicator 2021
2023	General waste	23	289	0.20	1	9	
	Industrial waste	26					
2024	General waste	28	564	0.18	1	17	1
	Industrial waste	34					
2025	General waste	8	640	-	-	18	1
	Industrial waste	15					

Waste - yes (tonnes)

Packaging Waste for Recycling		Cardboard for Recycling	Electronic Waste Disposal	Waste directed to Landfill	GRI Indicator 2021
2023	9	9	8	36	
2024	8	5	6	21	34
2025	7	4	7	27	39

Products refurbished or sold for recycling/reuse

	Bezeq	yes	Pelephone			
	Product Recycling – Bezeq Tech (tonnes)	Product Refurbishment (# of units)	Sale of Surplus Equipment (# of units)	Product Refurbishment (# of units)	Sale of Surplus Equipment (# of units)	
2023	117	689,713	66,000	3,311	9,550	
2024	119	374,677	140,000	4,255	10,386	
2025	112	149,341	40,000	12,180	17,900	
				186%	72%	
				12,765		

Headcount

Number of Employees at Bezeq Group (Total employees, workers and managers, part-time and full-time, not including external workers)

	2023	2024	2025	GRI Indicator 2021
Bezeq	5,432	5,425	5,286	2-7
yes	1,155	1106	959	
Pelephone	1,684	1,672	1,602	
Bezeq International TECH	703	597	532	
Total	8,974	8,800	8,379	

Employees Covered by Collective Bargaining Agreements

	2023		2024		2025		GRI Indicator 2021
	Number	Percentage of total employees in Bezeq Group	Number	Percentage of total employees in Bezeq Group	Number	Percentage of total employees in Bezeq Group	
Bezeq	5,052	93.0%	5,034	93%	4,906	93%	2-30
yes	904	83.3%	873	83.3%	794	83%	
Pelephone	1,579	93.7%	1,565	93.6%	1,492	93%	
Bezeq International TECH	663	94.0%	560	94%	496	93%	
Total	8,198		8,032		7,688	92%	

Parental Leave 2025

	Bezeq		yes		Pelephone		Bezeq International TECH		GRI Indicator 2021
	Women	Men	Women	Men	Women	Men	Women	Men	
Went on parental leave	99	2	36	1	68	1	11	0	401-3
Returned from parental leave	96	1	9	1	39	2	4	0	
Remained at work 12 months after returning from parental leave	47	1	4	1	12	2			

Number of Women & Men Employees at Bezeq Company

	2023			2024			2025			GRI Indicator 2021
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Managers	353	605	958	370	637	1,007	367	642	1,009	2-7 405-1
Employees	3,001	1,473	4,474	1,442	2,976	4,418	1,437	2,840	4,277	
Permanent Employees	3,606	1,826	5,432	1,812	3,613	5,425	1,804	3,482	5,286	
Total	3,606	1,826	5,432	1,812	3,613	5,425	1,804	3,482	5,286	

Percentage of Women in Management Positions at Bezeq Company

2025				
	Women	Men	Total	% Women
Management Levels	354	599	953	37%
Senior Management	13	43	56	23%

Age Distribution of Employees & Managers at Bezeq Company

2025					GRI Indicator 2021
Age	Women	Men	Total	Average Age	
up to 29	434	568	1,002	43	2-7 405-1
30-34	163	356	519		
35-44	362	766	1,128		
45-54	563	897	1,460		
55-66	280	870	1,150		
67-74	2	25	27		
75+	-	-	0		
Total	1,804	3,482	5,286		

Note: As of 2025, Bezeq began reporting the age distribution in a more detailed manner. In previous reports, the age distribution for prior years can be seen in a concise format.

Number of Women & Men Employees at yes

	2023			2024			2025			GRI Indicator 2021
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Managers	78	91	169	79	100	179	72	96	168	2-7 405-1
Employees	455	531	986	431	496	927	366	425	791	
Total	533	622	1,155	510	596	1,106	438	521	959	

Percentage of Women in Management Positions at yes

	2025			
	Women	Men	Total	% Women
Management Levels	72	96	168	43%
Senior Management	11	9	20	55%
Top 10% of salary earners in the company	37	59	96	39%

Age Distribution of Employees & Managers at yes

Age	2023				2024				2025				GRI Indicator 2021
	Women	Men	Total	Average Age	Women	Men	Total	Average Age	Women	Men	Total	Average Age	
Until 30 (including)	183	196	379	35.96	187	181	368	36.9	141	164	305	37.2	2-7 405-1
31-50 (including)	295	340	635		269	330	599		247	282	529		
51 and up	55	86	141		54	85	139		50	75	125		
Total	533	622	1,155		510	596	1,106		438	521	959		

Number of Women & Men Employees at Telephone

	2023			2024			2025			GRI Indicator 2021
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Managers	150	204	354	156	201	357	149	201	350	2-7 405-1
Employees	660	672	1,332	631	684	1,315	593	659	1,252	
Total	810	876	1,684	787	885	1,672	742	860	1,602	

Percentage of Women in Management Positions at Pelephone

2025				
	Women	Men	Total	% Women
Management Levels	135	175	310	44%
Senior Management	14	26	40	35%
Top 10% of salary earners in the company	40	120	160	25%

Age Distribution of Employees & Managers at Pelephone

	2023				2024				2025				GRI Indicator 2021
	Women	Men	Total	Average Age	Women	Men	Total	Average Age	Women	Men	Total	Average Age	
Until 30 (including)	208	174	382	39.5	201	195	396	40	183	186	369	41	405-1
31-50 (including)	530	507	1,037		497	474	971		465	448	913		
51 and up	70	195	265		89	216	305		94	226	320		
Total	808	876	1,684		787	885	1,672		742	860	1,602		

Number of Women & Men Employees at Bezeq International TECH

	2023			2024			2025			GRI Indicator 2021
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Managers	44	73	117	42	67	109	38	64	102	2-7 405-1
Employees	213	373	586	178	310	488	161	269	430	
Total	257	446	703	220	377	597	199	333	532	

Age Distribution of Employees & Managers at Bezeq International TECH

	2023				2024				2025				GRI Indicator 2021
	Women	Men	Total	Average Age	Women	Men	Total	Average Age	Women	Men	Total	Average Age	
Until 30 (including)	42	73	115	41	28	47	75	42	26	31	57	43	405-1
31-50 (including)	184	277	461		158	227	385		139	207	346		
51 and up	31	96	127		34	103	137		34	95	129		
Total	257	446	703		220	377	597		199	333	532		

Employment Type

Employment Type at Bezeq Company	2022			2023			2025			GRI Indicator 2021
	Men	Women	Total	Men	Women	Total	Men	Women	Total	
Number of external workers (holding professional positions)	331	354	685	266	278	544	231	225	456	2-7, 2-8
Number of external workers who were hired internally	345	201	546	162	242	404	127	148	275	
Number of full-time employees	1,494	3,430	4,924	3,446	1,435	4,881	3,369	1,542	4,911	
Number of part-time employees	468	206	674	160	391	551	113	262	375	
Total number (full-time + part-time)	1,962	3,636	5,598	3,606	1,826	5,432	3,482	1,804	5,286	
Number of employees covered by collective bargaining agreements	5,217			5,049			3,262	1,644	4,906	2-30
Percentage of employees covered by collective bargaining agreements	93%			93%			94%	91%	93%	

Employment Type at yes	2023			2024			2025			GRI Indicator 2021
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Number of external workers (holding professional positions)	30	29	59	27	28	55	30	29	59	2-7, 2-8
Percentage of external workers (holding professional positions)	6%	5%	5%	5%	5%	5%	6%	7%	6%	
Number of external workers hired internally	11	13	24	3	6	9	9	9	18	
Rate of external workers hired internally	37%	45%	41%	11%	21%	16%	30%	31%	31%	
Number of full-time employees	533	622	1,155	510	596	1,106	521	438	959	
Rate of full-time employees	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Number of part-time employees	0	0	0	0	0	0	0	0	0	
Percentage of part-time employees	0%	0%	0%	0%	0%	0	0%	0%	0%	
Number of employees covered by collective bargaining agreements	533	622	1,155	510	596	1,106	426	368	794	
Percentage of employees covered by collective bargaining agreements	100%	100%	100%	100%	100%	100%	82%	84%	83%	

Employment Type at Pelephone

	2023			2024			2025			GRI Indicator 2021
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Number of external workers (holding professional positions)	17	30	47	20	32	52	38	26	64	2-7, 2-8
Rate of external workers (holding professional positions)	2%	3%	3%	3%	4%	3%	4%	4%	4%	
Number of external workers hired internally	1	4	5	7	9	16	3	0	3	
Rate of external workers hired internally	6%	13%	11%	35%	28%	31%	8%	0%	5%	
Number of full-time employees	455	641	1,096	463	629	1092	621	446	1,067	
Rate of full-time employees	56%	73%	65%	59%	71%	65%	72%	60%	67%	
Number of part-time employees	353	235	588	324	256	580	239	296	535	
Rate of part-time employees	44%	27%	35%	41%	29%	35%	28%	40%	33%	
Total number (Full-time + Part-time)	808	876	1,684	787	885	1,672	860	742	1,602	
Number of employees covered by collective bargaining agreements							804	688	1,492	
Percentage of employees covered by collective bargaining agreements							93%	93%	93%	

Employment Type at Bezeq International TECH

	2023			2024			2025			GRI Indicator 2021
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
Number of external workers (holding professional positions)	0	0	0	-	-	0	-	-	0	2-7, 2-8
Rate of external workers (holding professional positions)	0	0	0	0%	0%	0%	0%	0%	0%	
Number of external workers hired internally	0	0	0	-	-	0	-	-	0	
Rate of external workers hired internally	0	0	0	0%	0%	0%	0%	0%	0%	
Number of full-time employees	273	441	714	206	370	576	191	330	521	
Rate of full-time employees	80%	80%	80%	35%	62%	96%	36%	62%	98%	
Number of part-time employees	80	113	193	14	7	21	8	3	11	
Rate of part-time employees	20%	20%	20%	2%	1%	1%	2%	1%	2%	
Total number (full-time + part-time)	353	554	907	220	377	597	199	333	532	
Total employees (full-time + part-time)	40%	60%	100%	37%	63%	100%	37%	63%	100%	

Employee Tenure at Bezeq Company

	2023		2024		2025		GRI Indicator 2021
	Total	Average Tenure	Total	Average Tenure	Total	Average Tenure	
Up to 5 years (inclusive)	1,940	15.4	1306	15.4	1,904	13.9	405-1 2-7
6-10 years (inclusive)	434		493		488		
11-20 years (inclusive)	943		863		869		
21 years and above	2,115		2058		2,025		
Total	5,432		4720		5,286		

Employee Tenure at yes

	2023				2024				2025				GRI Indicator 2021
	Women	Men	Total	Average Tenure	Women	Men	Total	Average Tenure	Women	Men	Total	Average Tenure	
Up to 5 years (inclusive)	287	322	609	6.5	280	315	595	7.1	232	269	501	7.5	405-1 2-7
6-10 years (inclusive)	121	102	223		109	89	198		90	79	169		
11-20 years (inclusive)	95	154	249		91	145	236		84	125	209		
21 years and above	30	44	74		30	47	77		32	48	80		
Total	533	622	1,155							438	521		

Employee Tenure

Employee Tenure at Pelephone

	2023				2024				2025				GRI Indicator 2021
	Women	Men	Total	Average Tenure	Women	Men	Total	Average Tenure	Women	Men	Total	Average Tenure	
Up to 5 years (inclusive)	265	285	550	11.6	271	307	578	11.9	249	298	547	12.5	405-1 2-7
6-10 years (inclusive)	145	115	260		119	105	224		100	87	187		
11-20 years (inclusive)	284	267	551		272	250	522		262	232	494		
21 years and above	114	209	323		125	223	348		131	243	374		
Total	808	876	1,684		787	885	1672		742	860	1,602		

Employee Tenure at Bezeq International TECH

	2023				2024				2025				GRI Indicator 2021
	Women	Men	Total	Average Tenure	Women	Men	Total	Average Tenure	Women	Men	Total	Average Tenure	
Up to 5 years (inclusive)	84	164	248	10.5	65	109	174	13.8	55	89	144	11.9	405-1 2-7
6-10 years (inclusive)	50	101	151		40	56	96		39	93	132		
11-20 years (inclusive)	93	119	212		32	96	128		68	95	163		
21 years and above	30	62	92		83	116	199		37	56	93		
Total	257	446	703		220	377	597		199	333	532		

Employee Turnover at Bezeq Company

	2023				2024				2025				GRI Indicator SRS
	Men	Women	Total	Turnover rate (employees and managers)	Men	Women	Total	Turnover rate (employees and managers)	Men	Women	Total	Turnover rate (employees and managers)	
Newly hired employees	494	306	800	21%	574	429	1003	19%	424	472	896	20%	401-1
Employees whose employment has ended	516	420	936		553	422	975		534	475	1,009		
Newly hired managers	6	8	14		5	6	11		6	3	9		
Managers whose employment has ended	16	26	42		16	21	37		31	19	50		

Employee Turnover

Employee Turnover at yes

Age group		2023			2024			2025			GRI Indicator 2021
		Employees and managers hired	Employees and managers whose employment has ended (fired/resigned/retired)	Turnover rate (employees and managers)	Employees and managers hired	Employees and managers whose employment has ended (fired/resigned/retired)	Turnover rate (employees and managers)	Employees and managers hired	Employees and managers whose employment has ended (fired/resigned/retired)	Turnover rate (employees and managers)	401-1
Men	Up to 30 (inclusive)	249	209	58%	218	238	56%	169	163	53%	
	31-50 (inclusive)	73	75		66	71		53	89		
	Over 51	3	11		4	6		10	16		
Total Men		325	295		288	315		232	268		
Women	Up to 30 (inclusive)	261	220		239	242		161	182		
	31-50 (inclusive)	56	88		47	64		37	53		
	Over 51	3	9		5	7		5	10		
Total Women		320	317		291	313		203	245		
Total up to 30 (inclusive)		510	429		457	480		330	345		
Total 31-50 (inclusive)		129	163		113	135		90	142		
Total 51 and above		6	20	9	13	15	26				
Total		645	612	579	628	435	513				

Employee Turnover at Pelephone

Age group		2023			2024			2025			GRI Indicator 2021
		Employees and managers hired	Employees and managers whose employment has ended (fired/resigned/retired)	Turnover rate (employees and managers)	Employees and managers hired	Employees and managers whose employment has ended (fired/resigned/retired)	Turnover rate (employees and managers)	Employees and managers hired	Employees and managers whose employment has ended (fired/resigned/retired)	Turnover rate (employees and managers)	401-1
Men	Up to 30 (inclusive)	216	192	32%	293	246	36%	274	270	40%	
	31-50 (inclusive)	47	57		48	69		70	81		
	Over 51	6	5		1	8		2	3		
Total Men		269	254		342	323		346	354		
Women	Up to 30 (inclusive)	214	197		212	194		205	203		
	31-50 (inclusive)	49	76		51	81		46	72		
	Over 51	3	5		5	5		1	10		
Total Women		266	278		268	280		252	285		
Total up to 30 (inclusive)		430	389		505	440		479	473		
Total 31-50 (inclusive)		96	133		99	150		116	153		
Total 51 and above		9	10		6	13		3	13		
Total		535	532		610	603		598	639		

Employee Turnover at Bezeq International TECH

Age group		2023			2024			2025			GRI Indicator 2021
		Employees and managers hired	Employees and managers whose employment has ended (fired/resigned/retired)	Turnover rate (employees and managers)	Employees and managers hired	Employees and managers whose employment has ended (fired/resigned/retired)	Turnover rate (employees and managers)	Employees and managers hired	Employees and managers whose employment has ended (fired/resigned/retired)	Turnover rate (employees and managers)	401-1
Men	Up to 30 (inclusive)	29	41	31%	6	24	18%	13	17	20%	
	31-50 (inclusive)	17	63		3	39		11	29		
	Over 51	5	14		5	14		1	22		
Total Men		51	118		14	77		25	68		
Women	Up to 30 (inclusive)	16	28		4	15		8	6		
	31-50 (inclusive)	13	66		5	23		8	25		
	Over 51	2	8		1	4		0	6		
Total Women		31	102		10	42		16	37		
Total up to 30 (inclusive)		45	69		10	39		21	23		
Total 31-50 (inclusive)		30	129		8	62		19	54		
Total 51 and above		7	22		6	18		1	28		
Total		82	220		24	119		41	105		

Diversity & Inclusion

Diversity & Inclusion at Bezeq Group

אנשים עם מוגבלויות (מבוסס על הצהרות העובדים בלבד)								GRI Indicator 2021
	2023		2024		2025			
	Number	Percentage of total employees in the company	Number	Percentage of total employees in the company	Number	Percentage of total employees in the company	Percentage of management ranks	405-1
Bezeq	255	4.7%	247	4.6%	242	4.6%	3.4%	
yes	20	0.4%	21	1.9%	21	2.2%	0.0%	
Pelephone	68	4.0%	70	4.0%	67	4.2%	5.0%	
Bezeq International TECH	18	2.6%	17	2.9%	17	3.2%	0.0%	
Bezeq Group Total	361	4.0%	355	4.0%	347	4.1%	0.6%	

Ethiopian Descent								GRI Indicator 2021
	2023		2024		2025			
	Number	Percentage of total employees in the company	Number	Percentage of total employees in the company	Number	Percentage of total employees in the company	Percentage of management ranks	405-1
Bezeq	54	1.0%	100	1.8%	114	2.2%	0.6%	
yes	19	1.6%	18	1.6%	12	1.3%	0.0%	
Pelephone	21	1.0%	22	1.0%	24	1.5%	0.0%	
Bezeq International TECH	10	1.4%	0	0.0%	0	0.0%	0.0%	
Bezeq Group Total	104	1.2%	140	1.6%	150	1.8%	0.1%	

Diversity & Inclusion at Bezeq Group

Haredi Society								GRI Indicator 2021
	2023		2024		2025			
	Number	Percentage of total employees in the company	Number	Percentage of total employees in the company	Number	Percentage of total employees in the company	Percentage of management ranks	405-1
Bezeq	81	1.5%	275	5.1%	284	5.4%	0.4%	
yes	8	0.7%	11	1.0%	7	0.7%	0.0%	
Pelephone	107	6.0%	101	6.0%	99	6.2%	1.4%	
Bezeq International TECH	10	1.4%	0	0.0%	0	0.0%	0.0%	
Bezeq Group Total	206	2.3%	387	4.4%	390	4.7%	0.1%	
Arab Society								GRI Indicator 2021
	2023		2024		2025			
	Number	Percentage of total employees in the company	Number	Percentage of total employees in the company	Number	Percentage of total employees in the company	Percentage of management ranks	405-1
Bezeq	451	8%	451	8%	475	9.0%	1.5%	
yes	158	15%	133	12%	107	11.2%	3.7%	
Pelephone	41	2%	52	3%	51	3.2%	0.9%	
Bezeq International TECH	21	3%	0	0	0	0.0%	0.0%	
Bezeq Group Total	671	7.5%	636	7.2%	633	7.6%	0.3%	

Total percentage of diverse populations in the Bezeq Group out of all employees

2023	15%
2024	17%
2025	?

Training, Feedback, and Evaluation

Employee Development & Training - general training hours at Bezeq Group

	2023				2024				2025				GRI Indicator 2021	
	Bezeq	yes	Pelephone	Bezeq International TECH	Bezeq	yes	Pelephone	Bezeq International TECH	Bezeq	yes	Pelephone	Bezeq International TECH		Total
Number of employees trained	5,454	870	323	885	5,425	2,932	387	1,758	5,295	1,515	333	1,631	8,774	404-1
Average general training hours	47.4 employees 25.2 managers	10.4	8.9	8	36.36 employees 21 managers	11.5	11.73	8	30.5	8.3	10	6	22	

Segmentation of Group Training Types

Training Type	Number of Hours	Relative Quantity
Ethics	995	1%
Safety	13,871	8%
Cyber / Information Security	1,055	1%
Professional Development	146,980	87%
Personal Development	5,900	3%
Total hours	168,801	

Feedback & Training at Bezeq Company

		2023	2024	2025	GRI Indicator 2021
		Total	Total	Total	
Percentage of employees who received feedback during the year	Managers	94%	96%	749	404-3
	Employees			4875	
	General %			96%	

Note: Following an update to the reporting methodology, for 2025, the numbers of managers and employees were reported in addition to the overall percentage at Bezeq.

Training, Feedback, and Evaluation

Digital & In-person Learning Hours on Ethics at Bezeq Company

Activity Type	Method	2024		2025	
		Participants	Total hours	Participants	Total hours
Orientation days for new employees	In person	178	23	40	5
Basic courses	Digital	825	107	757	98
Manager Development Program	In person	80	160	41	82
Refreshing knowledge for the entire company	Digital	645	117	-	-
Refreshing knowledge for the entire company	Digital	4726	186	4729	251
Total		6454	593	5567	437

Note: In 2025, an ethical climate survey was conducted for all company employees in addition to the hours of learning on ethics.

Feedback & Evaluation at yes

		2023		2024		2025	GRI Indicator 2021
		Men	Women	Men	Women	Total	
Percentage of employees who received feedback during the year	Managers	83%	90%	88%	87%	99%	404-3
	Employees	80%	77%	89%	89%	99%	
	General percentage	81%	80%	88%	89%	99%	
	Branches	70%	67%	86%	82%	100%	
	HQ	92%	88%	92%	94%	98%	

Note: Following an update to the reporting methodology, for 2025 the percentages were reported without separation by gender.

Feedback & Evaluation at Pelephone

		2023		2024		2025	GRI Indicator 2021
		Men	Women	Men	Women	Total	
Percentage of employees who received feedback during the year	Managers	92%	92%	100%	96%	98%	404-3
	Employees	73%	74%	92%	90%	99%	
	General percentage					99%	

Note: Following an update to the reporting methodology, for 2025 the percentages were reported without separation by gender.

Feedback & Evaluation at Bezeq International TECH

		2023		2024		2025		GRI Indicator 2021
		Men	Women	Men	Women	Men	Women	
Percentage of employees who received feedback during the year	Managers	51%	49%	64%	37%	63%	37%	404-3
	Employees	63%	37%	65%	35%	63%	37%	
	General percentage	61%	39%					

Percentage of feedback recipients out of all employees in the Group

2024	2025
91%	94%

Health & Safety

Number of field inspections for technicians, crews, and contractor employees

	Bezeq	Pele- phone	yes	Bezeq International TECH	GRI Indicator 2021
2023	375	5	57	160	403-1
2024	336	3	70	23	
2025	511	6	64	0	

Notes: At Bezeq International TECH, following the change in business focus, only a few technicians remained, which led to a decrease in the number of field audits. At Bezeq, there were also 1,235 audits of direct managers.

Employee absence due to work-related accidents at Bezeq Company

	Number of accidents	Work-related safety incidents	Road safety incidents	Total days of absence	Average days of absence	Lost work days as a result of an accident, on average per employee	Number of accidents per 100 thousand working hours	GRI Indicator 2021
2023	184	23	47	4,406	24	0.79	1.62	403-9 403-10
2024	186	15	73	5,120	27.5	0.94	1.66	
2025	194	14	74	7,186	36.9	1.34	1.76	

Note: The increase in total days of absence in 2025 stems primarily from a specific rise in the number of severe injuries (resulting in over 150 days of absence) within the framework of sports events and leagues offered by the company, rather than from direct work factors. In light of this, in 2026 the company plans to expand safety training and guidelines for employees participating in sports activities, with the goal of reducing the scope of injuries.

Employee absence due to work-related accidents at Pelephone

	Number of accidents	Work-related safety incidents	Road safety incidents	Total days of absence	Average days of absence	Lost work days as a result of an accident, on average per employee	Number of accidents per 100 thousand working hours	GRI Indicator 2021
2023	29	9	20	778	26.8	0.46	0.90	403-9 403-10
2024	31	2	18	705	22.7	2.30	0.74	
2025	49	10	21	868	17.7	3.40	1.40	

Employee absence due to work-related accidents at yes

	Number of accidents	Work-related safety incidents	Road safety incidents	Total days of absence	Average days of absence	Lost work days as a result of an accident, on average per employee	Number of accidents per 100 thousand working hours	GRI Indicator 2021
2023	23	23	23	196	8.5	12.4	2.2	403-9 403-10
2024	23	24	17	306	13.3	15.2	1.9	
2025	32	32	20	897	28.0	3.6	1.4	

Employee absence due to work-related accidents at Bezeq International TECH

	Number of accidents	Work-related safety incidents	Road safety incidents	Total days of absence	Average days of absence	Lost work days as a result of an accident, on average per employee	Number of accidents per 100 thousand working hours	GRI Indicator 2021
2023	16	7	9	965	60.3	1.27	0.99	403-9 403-10
2024	9	2	6	68	7.6	0.27	0.67	
2025	9	2	7	233	25.9	0.92	0.76	

Note: The increase in total lost workdays in 2025 stems primarily from two road accident injuries involving two employees, rather than from direct work factors.

Occupational Health & Safety Data for Bezeq Group

	Bezeq			Pelephone			yes			Bezeq International TECH			GRI Indicator 2021
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	
Safety incidents (including "near misses"), including road accidents	184	186	194	9	23	10	20	24	32	16	9	9	403-9 403-10
Road accidents during the commute to/from work or during business travel		73	74	20	18	21	22	17	20	8	6	7	
Lost workdays resulting from accidents	4,406	5,120	7,186	778	705	868	196	523	897	644	68	231	
Total sick days utilized	59,348	1,358	1,623	14,994	14,128	-	46	9,119	-	6,996	19	86	
Sick leave rate as a percentage of total working days	0.42%	-	-	0.17%	0.05%	-	0.01%	3.31%	-	3.56%	0.01%	0.06%	

Safety Training

	Bezeq			Pelephone			yes			Bezeq International TECH			GRI Indicator 2021
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	
Percentage of employees who completed the online safety training module	NA	75%	61%	95%	87%	95%	91%	93%	92%	92%	93%	72%	403-5
In-person employee training	1,664	2,001	1,330	240	268	275	27	208	27	4	5	5	
Online employee training	2,001	1,773	1,885	1,600	1,514	1,534	633	799	759	108	86	113	
Number of technicians who completed training (via the PALA system)	1,650	2,026	4,060	-	-	-	167	163	142	-	-	-	
Number of contractors who completed training	35	41	57	-	-	-	-	12	10	0	25	20	
Emergency Preparedness Training – Annual Number of Defense and Evacuation Drills	3	-	-	-	4	2	-	4	11	5	9	18	

Note: At Bezeq, in lieu of scheduled emergency drills, “live” defense activity took place due to nationwide rocket fire throughout 2024 and 2025.

SASB tables

Topic	Accounting Metric	Standard	Response
Data Privacy & Security	Approach to identifying and managing data security risks	Internet Media & Services	52-54
Network Reliability & Resilience / Service Availability	Service availability targets and performance (e.g., uptime/availability)	Telecommunication Services	10, 14
Customer Welfare / Transparent Information	Policies/practices to prevent deceptive marketing, misinformation, or harmful content distribution (if applicable)	Telecommunication Services	34, 44
Emergency Services & Public Safety	Measures to maintain service during emergencies and disasters (business continuity; backup power; redundancy)		31
Energy Management	Total energy consumed; % renewable (or equivalent required energy breakdown)	Telecommunication Services	64-66
GHG Emissions	Scope 1 emissions	Telecommunication Services	64-66
GHG Emissions	Scope 2 emissions	Telecommunication Services	64-66
Employee Health & Safety	TRIR (employees; contractors if tracked)	Telecommunication Services	87-89
Employee Inclusion & Development	Workforce diversity metrics (as reported) and policies/practices promoting equal opportunity	Telecommunication Services	25-26, 83-84
E-waste	E-waste generated and disposition (reused/recycled)	Telecommunication Services	69-71

Limited Assurance Report

Independent Limited Assurance Report to the users/readers of Bezeq Group Ltd. 2025 ESG Report.

Conclusion

We have performed a limited assurance engagement on the specific topics in Bezeq Group Ltd.'s (further referred to as "Bezeq" or "the group") 2025 ESG Report (further referred to as "the report" or "the ESG report").

Below is the list of specific data for which limited assurance was performed:

Subject Matter	Units	2025
Scope 1 Greenhouse Gas (GHG) emissions	tCO2e	25,207
Scope 2 Greenhouse Gas (GHG) emissions	tCO2e	110,086

Further information and details, including the scope, content, assumptions, and estimates determined by the group regarding the specific topics included in the process, can be found in the relevant chapters of Bezeq's ESG Report.

Based on the procedures performed and evidence obtained, nothing has come to our attention to indicate that the specific topics, as mentioned in the table below, in Bezeq's 2025 ESG report are not presented, in all material respects, in accordance with the group's reporting criteria.

Basis for conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under this standard are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other

Assurance or Related Services Engagements, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities of Bezeq

The group's management is responsible for (A) designing, implementing and maintaining internal control relevant to the preparation of the report such that it is free from material misstatement, whether due to fraud or error; (B) selecting or developing suitable criteria for preparing the report and appropriately referring to or describing the criteria used; (C) preparing/fairly stating/properly calculating the report in accordance with the relevant criteria.

Responsibilities of KPMG Somekh Chaikin

We are responsible for (A) planning and performing the engagement to obtain limited assurance about whether the report is free from material misstatement, whether due to fraud or error; (B) forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; (C) reporting our conclusion to the users/readers of Bezeq's ESG report.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the specific topics, which is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the specific topics and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- ✓ examination of the specific topics in the report, for the purpose of performing a limited assurance.
- ✓ conducting interviews with the professional stakeholders in the group, who are responsible for providing the information required for preparing the report, in order to gain an understanding of the specific topics.
- ✓ comparing the information regarding the specific topics presented in the report to corresponding information in the relevant sources, to determine whether all material information from these sources has been included in the report.
- ✓ where relevant, conducting interviews regarding the calculation, aggregation and methods used to collect and report material information and the specific topics in the report.

As part of the limited assurance process, we reviewed the final version of the report to ensure it reflects our findings.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our limited assurance report is made solely to Bezeq Group Ltd. and in accordance with the terms of our engagement. Our work has been performed in order to enable us to provide limited assurance to the group regarding the specified parts we have been engaged to examine in this limited assurance report and for no other purpose or in any other context. We do not accept or assume responsibility to anyone other than Bezeq in connection with our work, for this limited assurance report, or for the conclusions we have reached.