



December 23, 2015

Immediate Report

Early retirement of employees

On December 22, 2015, the Board of Directors of the Company approved a budget of approximately NIS 103 million for the early retirement of approximately 78 employees in 2016 through early retirement and severance pay tracks in accordance with the terms of the December 2006 collective agreement as amended in December 2010.

The Company's Board also approved an additional budget of NIS 12.5 million for 2015 (in addition to a budget of NIS 30 million which was previously approved for the early retirement of employees in 2015).

In light of the foregoing, the Company is expected to record a provision in its 2015 financial statements in the amount of approximately NIS 115.5 million.

The above information constitutes a translation of the Immediate Report published by the Company. The Hebrew version was submitted by the Company to the relevant authorities pursuant to Israeli law, and represents the binding version and the only one having legal effect. This translation was prepared for convenience purposes only.