

Translation of Immediate Report

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Public

Bank Leumi le-Israel B.M.
Registration No. 520018078
Securities of the Corporation are listed on The Tel Aviv Stock Exchange
Abbreviated Name: Leumi
34 Yehuda Halevi Street, Tel Aviv 651316
Phone: 076-8858111, 076-889419; Facsimile: 076-8859732
Electronic Mail: Livnat.EinShay@bll.co.il

27 November 2018
Reference: 2018-01-114174

To: Israel Securities Authority (www.isa.gov.il)
The Tel Aviv Stock Exchange (www.tase.co.il)

Immediate Report

Nature of Event: Collective Agreement – Leumi Card

Reference numbers of previous reports concerning the issue: 2018-01-065103

See attached Annex – isa.pdf Leumi Card – Collective Agreement November 2018

The company is not an envelope company as defined in the Stock Exchange bylaws.

Date and time at which the corporation first became aware of the matter being the subject of the report: 27 November 2018 Time: 09:55.

Note: English translations of Immediate Reports of Bank Leumi are for convenience purposes only. In the case of any discrepancy between the English translation and the Hebrew original, the Hebrew will prevail.

The original Hebrew version is available on the distribution website of the Israel Securities Authority: <http://www.magna.isa.gov.il/>

Name of Electronic Reporter: Livnat Libby Wilder, Position: Secretary of the Bank
34 Yehuda Halevi Street, Tel Aviv 6513616, Phone: 076-8859419, Facsimile: 076-8859732
Electronic Mail: livnat.ein-shay@bll.co.il

27 November 2018

To
Tel Aviv Stock Exchange
Ahuzat Bayit Street 2
Tel Aviv 6525216

To
Israel Securities Authority
Kanfei Nesharim Street 22
Jerusalem 95464

Dear Sir or Madam:

Re: Collective Agreement – Leumi Card

Bank Leumi le-Israel BM (hereafter: "the **Bank**") is pleased to report as follows:

1. On 17 July 2018, the Bank reported that a labor dispute had been declared at its subsidiary – Leumi Card Ltd. (hereafter: "**Leumi Card**"). See the Bank's Immediate Report dated 17 July 2018 (Reference No. 2018-01-065103).
2. On 27 November 2018, Leumi Card arrived at various agreements with the representation of the employees at Leumi Card, concerning a new collective agreement which will apply for a period of 63 months, starting on 1 April 2018. The points of agreement were approved by Leumi Card's board of directors and by the representation of the employees.
3. The collective agreement includes, *inter alia*, points of agreement concerning updates for salaries, bonuses and social benefits. These included an update of the minimum salary, payment of convalescence pay based on seniority, an increase in the employer's payments of pension insurance, continuing education funds and other terms relating to – *inter alia* – employee welfare matters.
4. The agreement also relates to the payment of a special sale bonus with respect to the company's sale to the Warburg Pincus Fund.
5. Some of the information included in this report is forward-looking information as that term is defined in the Securities Law, 5728-1968, and it is based on Leumi Card's estimations concerning the manner in which the agreement will be implemented.

Very sincerely,

Bank Leumi le-Israel BM

By:

Attorney Hanan Friedman

Head of the Strategy and Regulation
Division