

A Declaration on Employment

Leumi Group employs employees in Israel and worldwide, and they are a major contributor to its success. The group assigns great importance to the welfare, satisfaction, as well as the professional and personal development of its employees. Accordingly, the group acts to promote and maintain transparency, fairness, equal opportunities, and employee diversity, and to ensure avoiding any offensive employment, harassment, and bullying; to encourage and promote excellence and innovation among its employees, to share and discuss with the employees, and to care for their health and welfare.

No Discrimination

The Leumi Group stands against any type of discrimination and discriminatory behavior in the organization for any reason whatsoever. We have a zero-tolerance policy towards any violation of applicable law or the instructions of the company in this matter. The group makes decisions about employees and job applicants, hiring them and promoting them, based upon consideration of the merits of the matter in terms of performance and qualifications, and without discrimination based on race, color, religion, sex, sexual inclination, personal status, nationality, disability, ethnicity or age. The group further acts to generate employment opportunities for employees of all ethnicities and religions and for workers with disabilities. The Leumi Group operates pursuant to applicable law when it comes to employment. The group does not employ minors.

Equal Pay

The Leumi Group acts with full fairness and transparency concerning the terms of employment of its employees. The wage terms on all levels are determined based on professional consideration of the merits of the matter and are anchored in wage agreements. The group remunerates its employees objectively according to their performance.

Zero Tolerance Policy Towards Sexual Harassment

The Leumi Group employs a high rate of women on all levels and integrates them in key positions. The Leumi Group views very seriously any sexual harassment and bullying at the workplace and attaches great importance to preventing them. Sexual harassment at the workplace is strictly prohibited, violates the policy of Leumi Bank, and is a serious disciplinary offense. Leumi appointed a senior advocate as head of sexual harassment prevention at the bank, to prevent any such offenses, and to create a fair workplace environment, that is respectable and pleasant, that promotes equality and mutual respect. That person is the address to which complaints in this matter are submitted.

Leumi Bank regards bullying at the workplace as a matter that should not happen at any workplace and the bank in particular, and it is taking measures to prevent such cases. If such incidents occur, the bank handles them with the utmost severity and makes sure that they do not recur.

The bank maintains an open and respectful discussion between executives, employees, and their colleagues, and the working ambiance at the bank is open and tolerant and does not usually allow the recurrence of such cases.

An employee who feels that they were bullied may complain about it in several ways: Contacting one of the reporting channels by telephone, Email, or letter, personally identifiable or anonymously, and complaining about the case and the bullying agent. The reporting channels are the public and employee contact center, contacting the head of HR of the employee directly, while bypassing the direct supervisor, or by contacting the employee representation office at the bank. The employee representation office has a strong and significant position that is known to all employees of the organization. The representation of employees is distributed according to geographical location and every employee knows who is their local employee representative and they may contact that person as well and complain about being bullied.

Terms of employment

The Leumi Group acknowledges the importance of a work-home balance and allows its employees to combine a professional career and family life successfully.

The terms of employment alongside the organizational culture of Leumi provide a supportive environment to every employee who implements practices towards that goal, the work-home balance.

The Leumi Group believes that a fair, transparent, and inclusive relationship with the representation of the employees contributes to promoting the bank's and the group's business as well as to employee satisfaction. Since its establishment, the representation of the employees acted on their behalf with the bank's management; any employee may contact the representation office at any time in any matter and discuss the matter with it. Significant organizational changes take place in coordination and consultation with the representation office of the employees.

The working relationship between the bank's management and the represented employees is based upon a set of collective bargaining agreements and other agreements that formed over the years, including *ad-hoc* agreements between the bank's management the the representation office of the employees.

Leumi Pulse surveys are circulated in the bank in the framework of an investigation of the effectiveness. Those surveys are short and focused and allow obtaining a complete picture of the current state of affairs, quickly and continuously, about the notions and conceptions that the employees have - concerning major aspects of the organizational culture, the implementation of the vision, and the core values, the cultural processes derived from them, the leadership in Leumi and the connectedness of the employees. Intrinsic and built-in mechanisms for discussion between the employees and the management were established, to promote an open discussion with the employees and to allow them to express their positions, needs, and ideas to

the management as well as learn about what is happening in the field and getting to know the employees.

Leumi Bank believes that recruitment diversity is important, and accordingly acts to promote employment from a variety of populations in Israeli society, including people with disabilities.

Some of the actions of the bank in promoting the employment of people with disabilities:

Prioritizing CVs of applicants with disabilities to certain positions. Contacting those applicants before contacting other applicants.

- Personal advice to people with disabilities, the recruitment wing provides personal advice and handling with great care to give the applicants the best feeling while looking for a job and to help them let go of any anxiety or apprehension that they may have.
- Relaxations in the screening tests - more time in intellectual tests, an exemption from screening tests in appropriate cases.
- Cooperation with various bodies that specialize in this matter - the bank is in ongoing contact with a variety of associations and placement companies that aid in the employment of people with disabilities.
- Training for executives and employees on diversity and a multi-cultural workplace environment.

Leumi Bank acknowledges the importance of the core conventions of the International Labor Organization and the rights of employees such as the UN Global Compact and implements the provisions of local applicable law.

More information about the actions taken by Leumi in this context may be found in the corporate social responsibility report and on the website at the address [/35988/responsibility_corporate/Lobby/il.co.leumi.www://https](https://www.leumi.co.il/Lobby/responsibility_corporate/)