



DEI policy

This document reviews the highlights of Azrieli Group's DEI policy, and specifically promotion of groups underrepresented in the workplace, gender diversity and equality, age and geographic diversity and equal rights for persons with disabilities.

Introduction:

Azrieli Group understands the importance of honoring, valuing and encouraging the differences between us. We therefore make considerable efforts to ensure that all of our employees, tenants and customers feel represented and included. At Azrieli we will continue to encourage a caring and inclusive society by promoting values of diversity, equality, inclusion, fairness and belonging.

For us, diversity, inclusion and equality represent fundamental principles on which we build our organizational culture. We believe that fostering diversity and equality creates an enabling space, brings employees together and contributes to better relationships within the Group. A diverse workplace enriches our decision-making, contributes to creativity and innovation, thus also generating joint value for all of our stakeholders.

Azrieli Group promises to invest long-term efforts to ensure these fundamental principles are implemented. We strive to engender values of inclusion and encouragement of different opinions in all of the Group's departments.

At Azrieli Group we believe that diversity and inclusion are not only important values but also a key factor in business success. We are therefore committed to implementing a comprehensive process for the promotion of diversity and inclusion in all aspects of the organization and the drafting of a policy document. This process is managed in collaboration with an outside consultant, DEI expert Dr. Galit Desheh. At present, the HR Department, together with Dr. Galit Desheh, is putting together the Group's DEI organizational strategy, and will be in charge of developing and implementing the work plans and monitoring their progress. The Group has appointed the VP HR, a member of the Group's management, to execute the plan and ensure it is implemented and communicated to the Group's employees.

Promotion of underrepresented groups:

Diversity in the workplace creates opportunities for recruiting high-quality human capital from various sources, consequently encouraging a rich work environment with high potential for innovation and creativity. We understand how important it is to provide job opportunities to underrepresented groups and to create an inclusive and respectful work environment. Azrieli Group strives to offer equal employment opportunities for the growth and success of groups which are inadequately represented in the job market in Israel, including the Arab sector, the ultra-orthodox sector, the LGBT community, persons over 45, persons of Ethiopian descent and persons with disabilities.



We are committed to enabling every employee to express themselves and to promoting individuality, without the Group requiring employees to hide their differences or entirely assimilate into the Group. We also commit never to discriminate against a person who is qualified for a job on the basis of religion, gender, age, ethnicity, disability of any type, sexual orientation or other characteristics, either in the hiring process, terms of employment, promotions, training or professional development, dismissal and severance pay, or in benefits and payments given to employees on retirement, pursuant to law.

Gender equality:

Azrieli Group places emphasis on and proactively ensures promotion of women and gender equality in pay. We are committed to posting an equal pay report annually, and to the absence of any gender pay gaps at the Group. We will always strive to promote equality in the workplace and in the terms of employment, and to operate in the provision of all of our services in a manner that promotes gender equality for our customers. Our efforts include endeavoring to achieve a gender balance in the composition of the Company's management and board, with a focus on gender balance in leadership.

It is important to note that the Group respects Israel's diverse family units.

Age diversity:

Azrieli Group prioritizes diversity and works to recruit and retain employees of various ages, viewing this as a means to promote effective networking and business resilience.

Geographic diversity:

Azrieli Group's properties span the length and breadth of Israel, and so too our employees. We place importance on employing workers from all corners of the country.

Equal rights for persons with disabilities:

We make every effort to employ persons with disabilities among our employees, out of a sense of social responsibility and belief in their ability to play a significant role and contribute to the Group and the economy. We believe that giving equal opportunities to people with disabilities in the job market is fundamental to human dignity and social equality, and we therefore endeavor to promote adequate representation of persons with disabilities at a rate of 3% of all of the Group's employees. We are committed, as an employer, to making the necessary accommodations for employees with disabilities, such as adapting hiring tests, workstations, aids, etc., to facilitate their performance and integration into the workplace in as optimal and equal a manner as



possible, according to law. (Further information on the subject may be found in the Group' accessibility policy).

We strive to encourage an inclusive organizational culture and to foster values of responsibility, tolerance and mutual support among all of the Group's employees. We also strive to contribute to encouragement of an inclusive and diverse culture in Israeli society, and therefore promote initiatives for the integration of persons with disabilities also in our marketing and advertising.

The Group's DEI targets:

- Promotion of recruitment of employees from diverse populations to make up around 5% of the Group's total workforce by 2026.
- Promotion of managerial actions for the development of a multicultural and inclusive work environment that encourages a sense of belonging.
- Promotion of effective fostering of values of diversity and inclusion among all of the Group's employees and management, through manager and employee training on diversity and a multicultural work environment.
- Representation of diverse populations in the Group's marketing.
- Development and promotion of a multidimensional diversity strategy that includes clear targets and metrics, and the drafting of a policy document.
- Leading moves for the implementation of DEI plans in all of the Group's departments ensuring ongoing communication with all of the employees on the subject.

This policy document was approved by senior management on year 2024. This document is available to the general public on the Group's website and to the Group's employees on our intranet. Contact us with any request or claim through any one of the customer service channels [online](#) or by calling 03-6081300.