

# Employee Support Policy – Family Caregivers

## Azrieli Group – A Caregiving Family Member-Friendly Organization

### Background:

Some 1.5 million Israelis provide care and support to a family member coping with illness, disability, or the challenges of aging (“family caregivers”), while simultaneously managing a home and career. Caring for a loved one brings many rewards, but it can also take a toll on the caregiver’s physical and mental health, as well as their financial stability and employment prospects.

### Organizational Approach:

As a leading company committed to the health and well-being of our employees and their families, the Azrieli Group has chosen to take proactive steps to support and assist employees who care for family members. The company has elevated the needs of family caregiver employees on our organizational agenda and established a corporate policy that recognizes, assists, and supports these employees.

### Objectives:

- Promote a supportive work environment for family caregiver employees.
- Provide care and assistance to employees managing temporary or ongoing family caregiving responsibilities, while maintaining organizational standards.
- Equip managers with the tools to recognize the needs of these employees and provide tailored support.

### Eligibility Criteria:

The Group has defined eligibility criteria for benefits available to employees who are family caregivers. These are detailed in an internal charter and include, among others, additional sick days, flexibility in working hours and location, and access to psychological support. In addition, the



Group provides support groups, expert lectures, and phone consultations in partnership with CareGivers Israel.

#### **Implementation of Rights, Benefits, and Support Provided by the Organization:**

The Group has published an internal charter, distributed to all employees, detailing the steps required to exercise the rights and benefits granted by the organization.

#### **Confidentiality:**

The Group is committed to handling all inquiries with full confidentiality.

This policy document was approved in May 2025. It is available to the public on the Group's website and to employees on the internal portal. For any inquiries or concerns, you may contact us through any of our customer service channels online or by phone at 03-6081300.