

Mizrahi Tefahot Bank Ltd.'s Immediate Reports are published in Hebrew on the Israel Securities Authority and the Tel Aviv Stock Exchange websites. The English version is prepared for convenience purposes only. The only binding version of the Immediate Reports is the Hebrew version. In the event of any discrepancy or inconsistency between the Hebrew version and the translation to English, the Hebrew version shall prevail and supersede, for all purposes and in all respects.

MIZRAHI TEFAHOT BANK LTD
No. with the Registrar of Companies: 520000522

To	<u>Israel Securities Authority</u>	To	<u>Tel Aviv Stock Exchange Ltd</u>	T053 (Public)	Date of transmission: March 25, 2021
	www.isa.gov.il		www.tase.co.il		Ref: 2021-01-045756

Immediate Report of an Event or Matter which Deviates from the Corporation's Ordinary Course of Business

Regulation 36 of the Securities Regulations (Immediate and Periodic Reports), 5730-1970.

Issue results must be reported under T20 and not under this form.

Bond rating or corporation rating reports must be submitted through Form T125

Report on: A report whose submission was delayed

Nature of the Event: *Union Bank – Employee Retirement Agreement*

1. Reportunionemployeesretirementagreement isa.pdf
2. Date and time at which the corporation first learned of the event:
© March 25, 2021 at 12:00

Report delayed per Regulation 36(b):
3. If the report was delayed, the reason due to which its submission was delayed:
4. On _____ at _____ the report embargo was removed
5. The company is a shell company, as defined in the TASE Rules and Regulations.

Details of the signatories authorized to sign on behalf of the corporation

	Signatory's Name	Position
1	<i>Nissan Levi</i>	<i>Other</i>

		<i>Head of the Human Capital, Resources and Operation Division</i>
2	<i>Meno Aviv</i>	<i>Other Chief Accountant</i>

Explanation: According to Regulation 5 of the Securities (Periodic and Immediate Reports) Regulations, 5730-1970, a report filed under these regulations shall be signed by those authorized to sign on behalf of the corporation. The position of the senior staff on the matter (in Hebrew) can be found on the ISA's website: [Click here](#)

The reference numbers of previous documents on the subject (reference does not constitute incorporation by reference):

2021-01-029385

Securities of a Corporation Listed for Trading on the Tel Aviv Stock Exchange Form structure revision date: March 3, 2021
 Abbreviated Name: Mizrahi Tefahot
 Address: 7 Jabotinsky Street, Ramat Gan, 52520 Tel:03-7559720 Fax:03-7559923
 E-mail: mangment@umtb.co.il Company website: https://www.mizrahi-tefahot.co.il

Previous name of the reporting entity: United Mizrahi Bank Ltd

Name of the person reporting electronically: Horvitz Ofer	Position: Bank Secretary	Name of Employing Company: Mizrahi Tefahot Bank Ltd
Address: 7 Jabotinsky Street, Ramat Gan, 52520	Tel: 03-7559207	Fax: 03-7559913
		E-mail: management@umtb.co.il



March 25, 2021

To
The Securities Authority

To
The Tel Aviv Stock Exchange

Dear Sir or Madam,

Re: Retirement Plan for the Employees of Union Bank of Israel Ltd

Further to the contents of Section a.19 of Note 22 (employees' rights) in the financial report for December 31, 2020 (reference no. 2021-01-029385), Mizrahi Tefahot Bank Ltd (hereinafter: the "**Bank**") hereby reports the following:

On March 25, 2021, a special collective agreement was signed between Union Bank of Israel Ltd, a subsidiary fully owned by the Bank and its two subsidiaries (jointly, "**Union**"); and between the General Organization of Workers in Israel/the Maof Organization/the Bank and Credit Card Company Employees Division; and the Union employees' organization and Union's organization of managers and authorized signatories (the "**Agreement**").

The Agreement resolves the retirement terms of 340 employees among Union's permanent employees, certain temporary employees who meet the Agreement's terms and certain other employees of the subsidiaries (the "**Retiring Employees**"), who will end their employment following Union's merger with and into the Bank (the "**Retirement Plan**").

Per the Retirement Plan, the Retiring Employees will be allowed to retire from Union under a specific timeframe. The benefits that will be offered to the Retiring Employees, depending on their age and seniority, include a bridging pension or increased compensation at a rate that may reach up to 200% beyond the sums accumulated for them in compensation funds, retirement bonuses and additional benefits relevant to specific employee groups. Employee retirement under the plan will be gradual and stretch across the period until the end of 2022, according to the rules, periods and dates established in the Agreement.

The cost of the Retirement Plan (beyond the actuary provisions in connection with the retirement terms, as included regularly in the financial reports) amounts to a total of approx. ILS 400 million (ILS 263 million after taxes). It should be noted that this cost, which will be included in Union's financial reports, was included in the calculation of the Bank's capital adequacy ratio for September 30, 2020; and in accordance with the approval of the Supervisor of Banks shall be attributed directly to the deferred credit balance recorded by the Bank following Union's purchase, and shall not be recorded as an expense. As such, no effect on profit and loss and the capital adequacy ratio is expected to appear in the Bank's consolidated financial reports for March 31, 2021.

Respectfully,
Mizrahi Tefahot Bank Ltd

By:

Nissan Levi, Head of the Human Capital, Resources and Operation Division
Meno Aviv, Chief Accountant