

Central Management

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The Securities Authority
www.isa.gov.il

The Tel Aviv Stock Exchange Ltd.
www.tase.co.il

September 5, 2019

Dear Sir or Madam:

Re: Declaration of Labor Dispute at Mataf

An immediate report is hereby given that the Maof (Histadrut) Union declared a labor dispute yesterday, 4.9.2019, pertaining to employees of Mataf Computing and Financial Operation Ltd. ("**Mataf**"), the computing company of the First International Bank of Israel Ltd. ("**the declaration**"). The main issues in dispute pertain to allegations that Mataf has intentions with regard to structural / organizational changes by way of outsourcing of core activity, as well as allegations concerning the conduct vis-à-vis the workers' committee.

In accordance with the declaration, Mataf employees shall be able to take organizational steps as of 22.9.2019 onward.

Sincerely yours,

**Yossi Levy, Executive VP
Head of Resources Division**

**Aviad Biller, Adv.
Secretary of the Bank**