

BEINLEUMI

Annex to the CSR report 2016

The company announces that the English version of the CSR report for 2016 is lacking certain important information on the company's ESG performance. Please consider this annex to be an integral part of our CSR report for 2016. All the data presented in this chapter is aligned with the financial year and is true to the date of 31.12.16.

Chapter "Managing the Group's Human Capital", pages 54-57

1. Employee turnover

	2014	2015	2016
Employee turnover, %	11.1%	11 %	8.5%

2. Employee Unionized

	2014	2015	2016
Employees under collective agreement, %	92.3%	86.7%	86.6%

3. Employee average age

	2014	2015	2016
Employee Average Age	44.5	45.7	45.9

4. Temporary Employees

	2014	2015	2016
Number of Temporary Employees	472	527	426

5. Minorities in Workforce

	2014	2015	2016
Employees from under-employed population ¹ , %	12%	12%	8.4%

Chapter "Corporate governance", pages 78 – 81

6. Board Duration (Years)

Regulation limits the term of independent director to a maximum of 3 terms, 3 years each. For other members of the Board – the term is not limited.

In 2018 the Board approved a policy that limits the term of the Chairman of the Board to a maximum of 12 years.

¹ The Arab and ultra-Orthodox sectors, Ethiopian Israelis, people with disabilities

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7. % of Independent Directors – 61,5%

8. Information on the Committees:

2016	Audit Committee	Compensation Committee	Nomination Committee
Size of the committee	6	Till 12.07.2016 – 6 After 13.07.2016 – 5	6
Independent Chairperson of the committee	Yes	Yes	No
Number of Independent Directors on the committee	4	4	4
% of Independent Directors on the committee	67%	Till 12.07.2016 - 67% After 13.07.2016 – 80%	67%
Number of meetings of the committee	24	9	4

2015	Audit Committee	Compensation Committee	Nomination Committee
Size of the committee	Till 15.07.15 – 5 After 16.07.15 - 6	Till 08.05.15 – 5 After 09.05.15 - 6	Till 08.05.15 – 5 After 09.05.15 - 6
Independent Chairperson of the committee	Yes	Yes	No
Number of Independent Directors on the committee	4	4	3
% of Independent Directors on the committee	Till 15.07.15 – 80% After 16.07.15 – 67%	Till 08.05.15 – 80% After 09.05.15 – 67%	Till 08.05.15 – 60% After 09.05.15 – 50%
Number of meetings of the committee	28	3	4

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2014	Audit Committee	Compensation Committee	Nomination Committee
Size of the committee	Till 31.03.14 - 6 After 01.04.14 - 5	5	Till 31.03.14 - 6 After 01.04.14 - 5
Independent Chairperson of the committee	Yes	Yes	No
Number of Independent Directors on the committee	4	4	3
% of Independent Directors on the committee	Till 31.03.14 - 67% After 01.04.14 - 80%	80%	Till 31.03.14 - 50% After 01.04.14 - 60%
Number of meetings of the committee	28	7	3

Chapter "Managing environmental aspects of the Group's activity", pages 103 -109

1. The FIBI Group's carbon footprint in 2014-2016 (in tons CO2eq)

	2014	2015	2016
Scope 1	4,284	3,099	3,107
Scope 2	17,204	13,667	10,598
Total	21,488	16,766	13,705

2. FIBI Total energy consumption

	2014	2015	2016
Total energy consumption, GJ	151,595	142,103	125,947

3. FIBI Fuel Used - Oil/Diesel

	2014	2015	2016
Total fuel used, liters	1,833,000	1,326,000	1,174,000

Date 18.7.18

Signature 
Ms. Shavit Asiskovich - HR Executive Manager

This Annex is assured by Good Vision a member of the GRI GOLD community.

Date 19.7.18
Signature Ivri Verbin, CEO



