



Statement on Non-Discrimination, Equal Opportunity and Workplace Diversity

Leumi Group believes in the importance of hiring and retaining diverse human capital, which is reflective of Israeli society's composition, with the understanding that such diversity contributes to equal opportunity in Israeli society – and also expands the horizons of all group's employees, creating a dynamic, productive, challenging, creative and progressive workplace.

The Leumi Group's diversity and equal opportunity policy is reflected in three main areas:

- **Hiring of employees from diverse populations**, with an emphasis on underemployed populations, such as the Arab community, Israelis of Ethiopian origin and ultra-orthodox Jews, by adjusting the criteria for hiring and granting special assistance.
- **Equal gender opportunity**, at the Leumi Group, in all its activity areas, at all levels and in all fields.

Hiring Employees from Diverse Populations

The Administration and Operations Sub-Division in the Human Resources Division in Leumi is responsible for employment diversity and for measuring the issue annually and in an organized fashion. The hiring team in the Subdivision includes a diversity supervisor, whose duty is to promote the recruitment of employees from underemployed populations with the placement agencies, screening centers and units in the Bank. The Recruitment Unit provides personal assistance to candidates, showing great sensitivity, in order to dispel, as far as possible, the stress and fears associated with the process. The diversity supervisor is also in charge of hiring people with disabilities.

Following are the main processes and mechanisms to promote the issue at Leumi:

- **Prioritizing resumes of candidates from target populations.** Nominating a designated diversity officer in the hiring team.
- **Adjustments in screening tests:** candidates from targeted population groups undergo a culture-adapted diagnosis, and a capacity-adapted diagnosis.
- **Flexible threshold requirements:** job requirements are adjusted for candidates from target populations: accordingly, for instance, candidates are recruited from the ultra-orthodox community who present education certificates equivalent to matriculation certificates issued by bodies such as high school Yeshivot and Torah institutions.
- **Face-to-face interviews:** Candidates who received a borderline score at the screening center get a second chance: they are summoned for an interview by the Recruitment Subdivision, in order to examine in-depth their potential suitability to the position and to Leumi and in order to avoid situations in which a suitable candidate is overlooked.

- **Promoting candidates from target sectors with the recruiting business units:** The Recruitment Subdivision contacts recruiting executives in order to promote the candidacy of people from these populations.
- **Pro-actively approaching organizations,** NGOs and placement agencies in order to receive resumes of candidates from target populations, while keeping continuous contact and periodic meetings with NGOs representing these populations.

Information on the actions performed by Leumi in this context can be found in the Report and on the Corporate Social Responsibility website at:

https://www.leumi.co.il/Lobby/corporate_responsibility/35988/.