This is an English convenience translation of the original Hebrew version. In case of any discrepancy, the binding version is the Hebrew original

Israel Corporation Ltd.

Registrar Number: 520028010

Form 121
Public

Date of Transmission: September 13, 2020
Reference: 2020-01- 091186

To:
The Securities Authority
www.isa.gov.il

To:
The Tel Aviv Stock Exchange
www.tase.co.il

Immediate Report

The Event: **ICL GROUP - New Collective Labor Agreement in Bromine Compounds**

Previous report reference numbers: _______________

Attached is an immediate report Of ICL GROUP – New Collective Labor Agreement in Bromine Compounds.

The Company is not a shell company as defined in the Stock Exchange Regulations

The date when the event first became known to the corporation: September 11, 2020
Time: 14:00

Name of report authorized signatories who are authorized to sign in the name of the corporation:

	Name of the signor	*Position*
1	*Maya Alcheh Kaplan*	*Other* *Vice President, General Counsel and Company's Secretary*
2	*Sagi Kabla*	*CFO*

Name of report authorized signatory and name of authorized signatory electronic signatory: Maya Alcheh-Kaplan
Position: Vice President, General Counsel and Company's Secretary
Signing Date: September 13, 2020

Name of Electronic Reporter: Maya Alcheh-Kaplan. Position: Vice President, General Counsel and Company's Secretary. Address: Aranha 23, Millennium Tower. Tel Aviv 61204. Phone – 03-6844517 Fax: 03-6844587.
E-mail: mayaak@israelcorp.com.

September 11, 2020

New Collective Labor Agreement in Bromine Compounds

Further to item 6.D of the Company's Annual Report for 2019 filed on March 5, 2020, the Company wishes to report, that a new collective labor agreement (the "**CLA**") was signed between the Company's subsidiary, Bromine Compounds Ltd. ("**Bromine Compounds**"), the Bromine Compounds workers' union, the New Israeli General Workers' Federation (Histadrut) and the Negev Regional Workers' Federation, in effect until April 2025.

The Main terms of the CLA include, among other things, salary increases for employees to whom the CLA applies, a retirement plan for permanent employees and a reduction of FTE's. The annual additional cost of implementing the agreement is not material.

Name of the authorized signatory on the report and the authorized electronic reporter: Aya Landman, Adv.
Position: VP, Company Secretary & Global Compliance
Signature Date: September 11, 2020

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