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: December 3, 2024
Reference: 2024-01- 621442

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

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

Immediate Report

The Event: New Labor Agreement Signed in Dead Sea Works

Attached is an immediate report of ICL Group - New Labor Agreement Signed in Dead Sea Works

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: December 3, 2024
Time: 09:20

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: December 3, 2024

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.

December 3, 2024

New Labor Agreement Signed in Dead Sea Works

ICL hereby announces, that a new collective labor agreement (the "Agreement") has been signed between Dead Sea Works Ltd. and the Dead Sea Works Workers Council, the General Organization of Workers in Israel (the Histadrut), and the Histadrut's Negev District branch. The Agreement, retroactively effective from October 2022 and extending through the end of 2027, includes an option allowing the Histadrut and the Dead Sea Works Workers Council to extend the term of the Agreement through the end of 2028.

In the fourth quarter of 2024, the Company expects to book an expense in the amount of about $8 million mainly due to the signing bonus associated with the Agreement. According to the Company's estimation, the additional annual cost of implementing the Agreement is not expected to be material.

For additional information regarding employee benefits in ICL, see Note 16 of the Company's Annual Statement on Form 20-F for the year ended December 31, 2023, which was filed with the U.S. Securities and Exchange Commission on March 14, 2024.

Name of the authorized signatory on the report and name of authorized electronic reporter: Aya Landman, Adv.
Position: VP, Chief Compliance Officer & Corporate Secretary
Signature Date: December 3, 2024

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