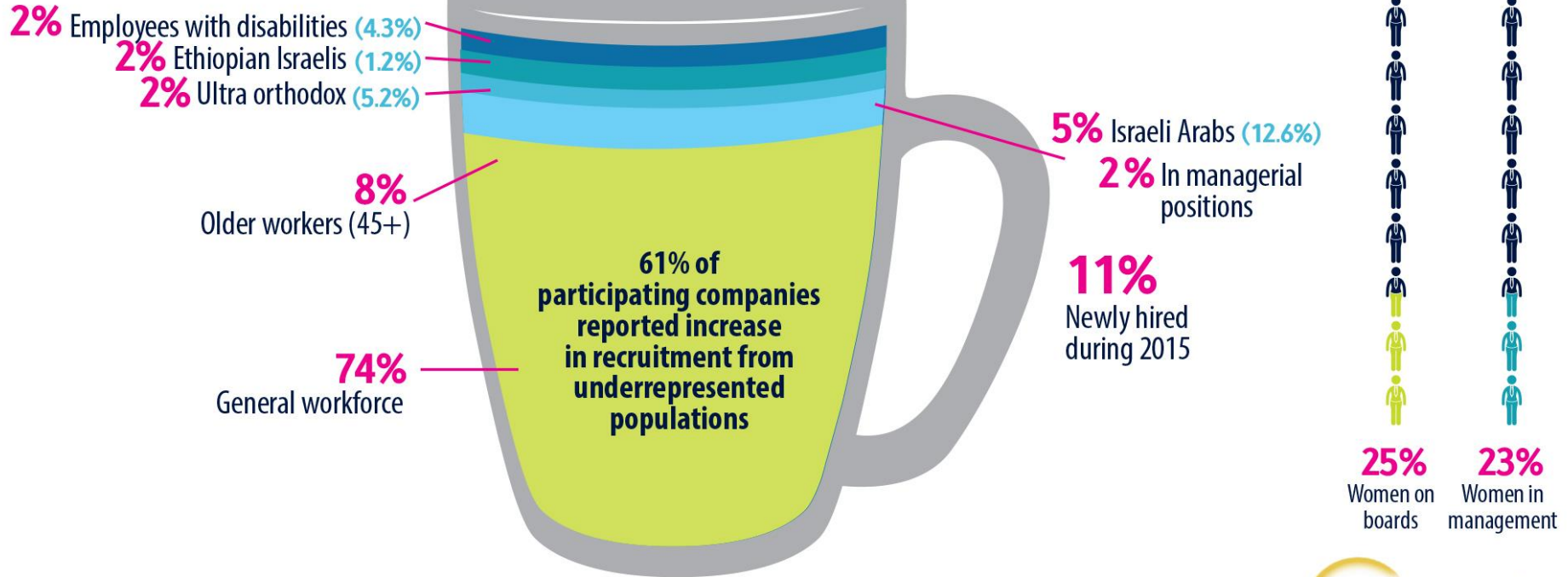


THE MAALA CSR INDEX



An Israeli Story

Diversifying the Workforce



% Participating Companies Data
(%) Percentage out of the workforce in Israel

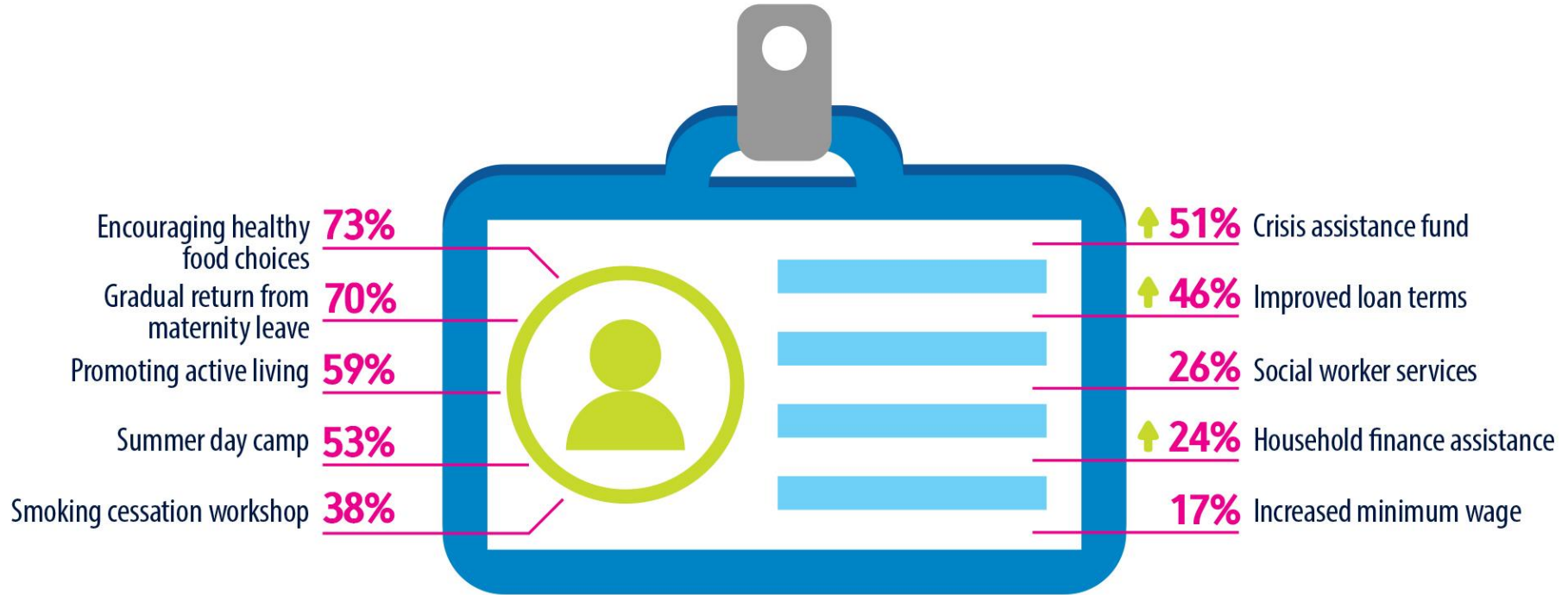
2016 CSR Index performance

2016 maala index
דירוג מעלה

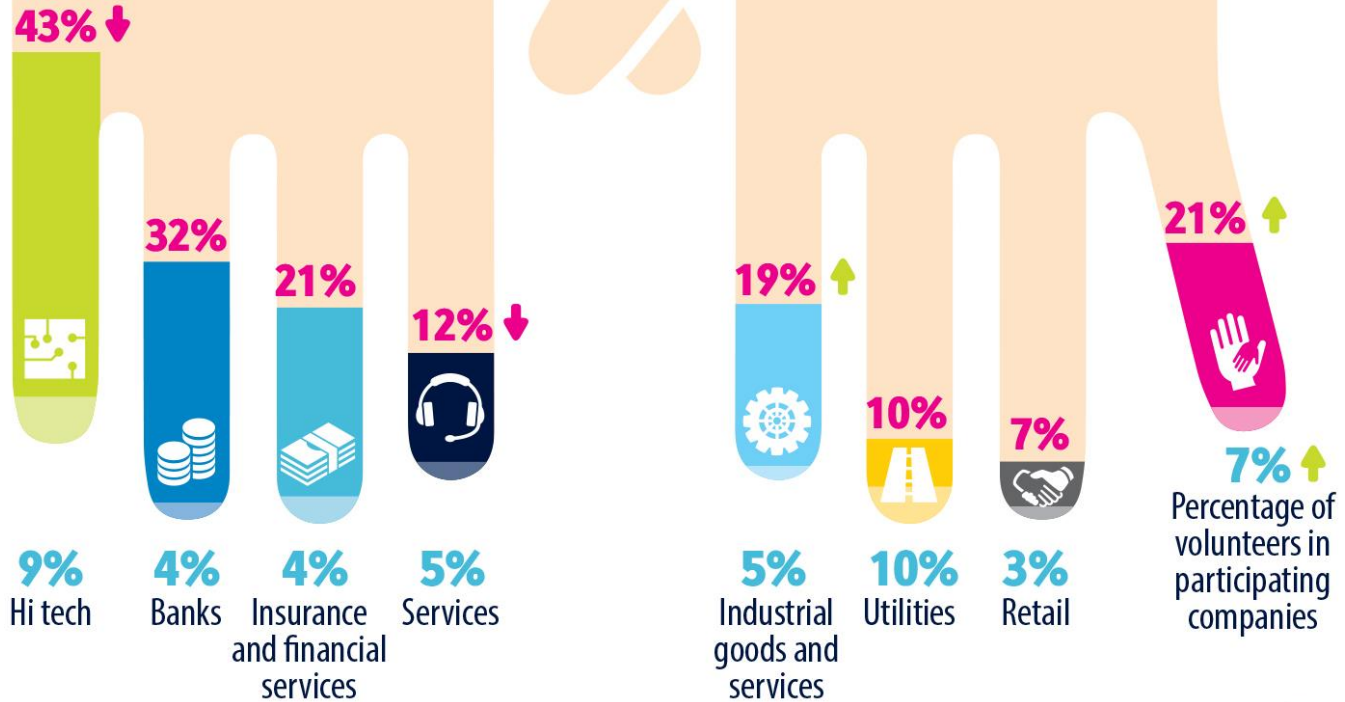
Diversity | Managerial Processes



Promoting health and economic wellbeing of employees | Actions



Volunteering | According to Business Sectors

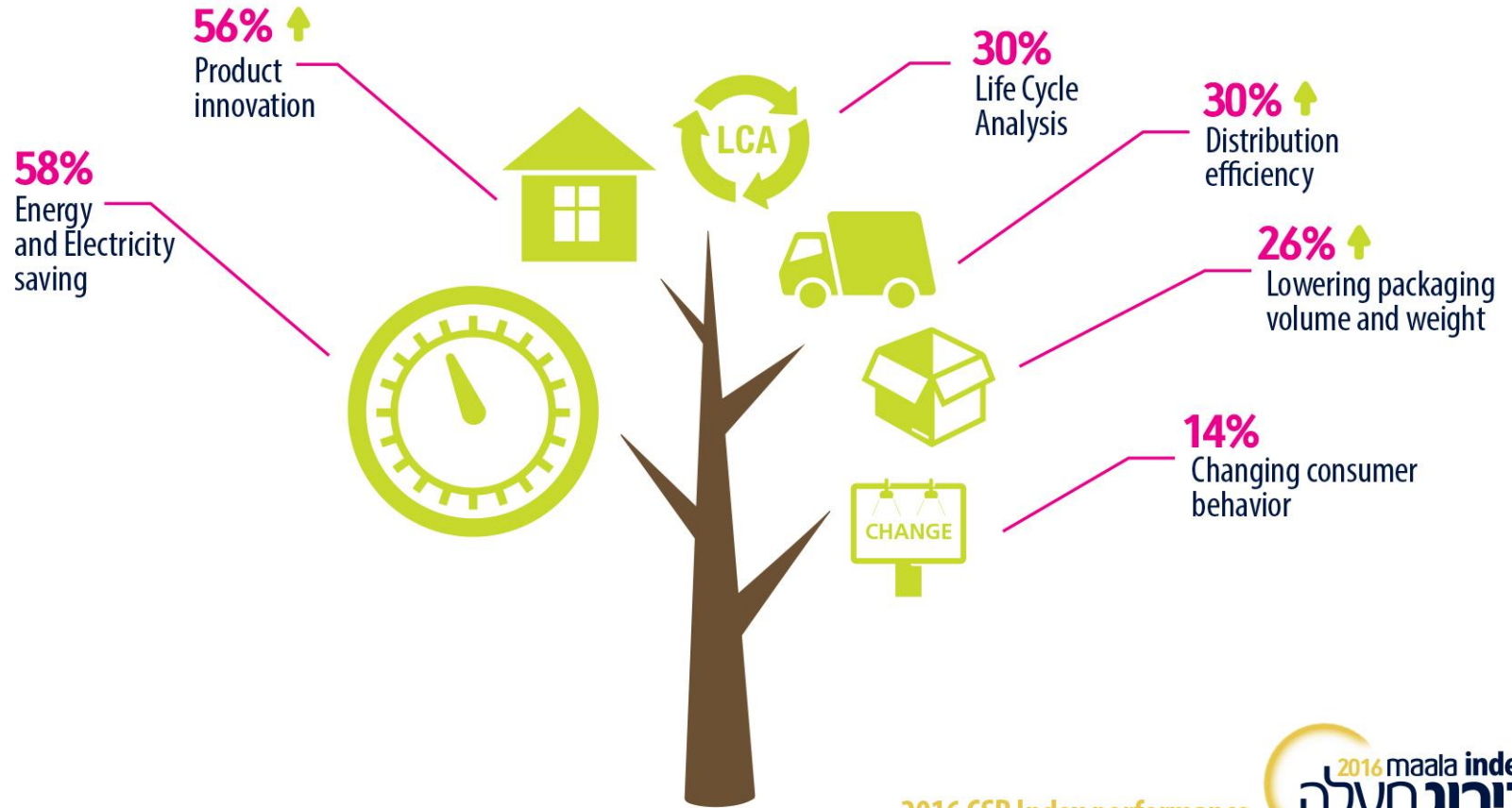


% One time volunteering
% Permanent volunteering

2016 CSR Index performance

2016 maala index
דירוג מעלה

Environmental Management



2016 CSR Index performance

Responsible Procurement | Managerial Processes

Supervision of manpower contractors

80%

Salary inspections

55%

Periodical checks with supplier employees

49%

Terminating relations following a breach/ violation

32%

Previous convictions checkup

Security

Strengthening SME's

63%

CSR criteria in supplier selections

41%

Local procurement

37% ↑

Procurement from minority owned businesses

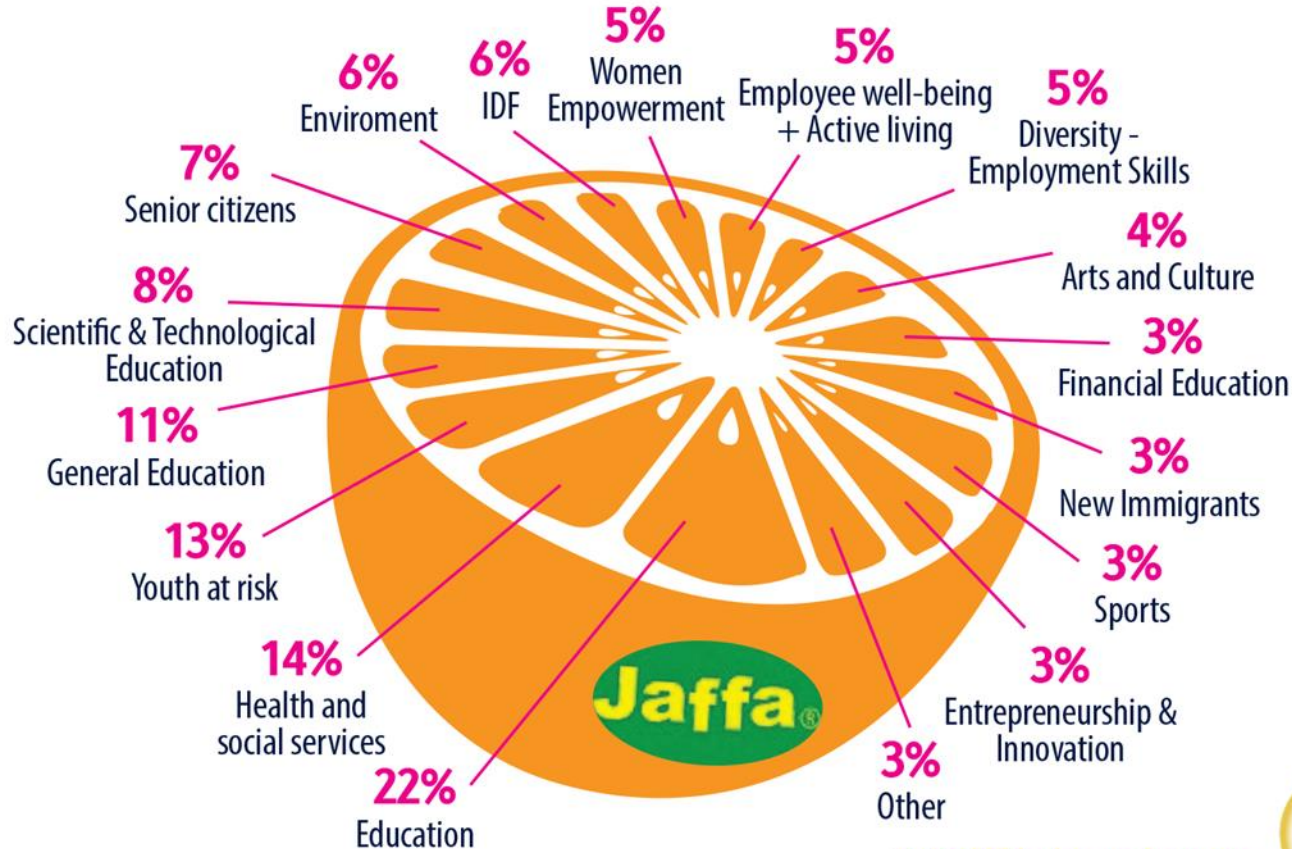
25%

Procurement from SME's

2016 CSR Index performance



Social Investments | Areas



2016 CSR Index performance

Corporate Giving | Israeli Benchmark

1%

Donation of pre-tax profit
by participating companies

0.4%

Donation by the Tel-Aviv
100 Index

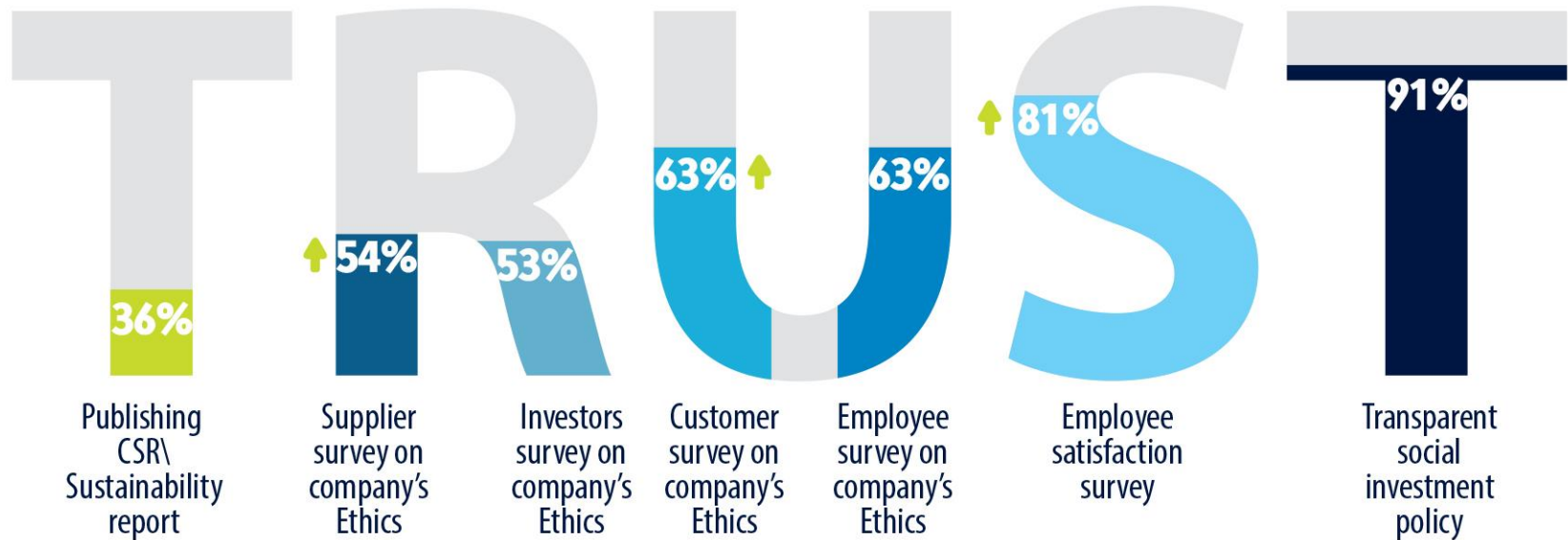
0.2%

Donation by the Tel-Aviv 100
Index excluding participating
companies in the Maala Index



2016 CSR Index performance

Trust Building | Actions and Processes



2016 CSR Index performance