Compensation Committee Charter

1. Composition of the Committee

1. The Company’s Board of Directors shall appoint from among its members a Compensation Committee, whose number of members shall not be fewer than three (3). All external directors shall be members of the Compensation Committee and shall constitute a majority of its members. One of such external directors shall serve as Chairperson of the Committee. The remaining members of the Compensation Committee, who are not external directors, shall be directors who are qualified to serve on an audit committee in accordance with Sections 115(b) and 115(c) of the Companies Law. The rules applicable to the Audit Committee with respect to presence at deliberations shall apply to deliberations of the Compensation Committee.

2. Authorities and Responsibilities

1. To recommend to the Board of Directors the remuneration policy for officers, and once every three (3) years to recommend approval of the continued validity of such policy.

2. To recommend to the Board of Directors updates to the remuneration policy from time to time and to review the implementation thereof.

3. To decide whether to approve the terms of office and employment of controlling shareholders, or their relatives, directors, and officers.

4. To decide whether to exempt approval of the terms of office and employment of a candidate for the position of Chief Executive Officer from the requirement of approval by the General Meeting. This authority applies only with respect to a Chief Executive Officer who is not a relative of a controlling shareholder and where neither he nor his relative, nor any corporation controlled by him, had any affiliation with the Company or with a controlling shareholder thereof during the two years preceding the appointment, as detailed in Section 240(b) of the Companies Law; and where the Committee has found that submitting the engagement for approval by the General Meeting would frustrate the engagement with him.

5. The Committee shall act in accordance with and subject to the provisions of applicable law.

Note: This document is dated July 9, 2026, and is an English translation of an internal Hebrew-language procedure. In the event of any discrepancy between this translation and the original Hebrew version, the Hebrew version shall prevail. This charter is provided for informational purposes only and does not constitute legal advice.