



Convenience translation

In any case of inconsistency, the immediate report in Hebrew shall prevail

Cellcom Israel Ltd. (the "Company")

Immediate report dated December 2, 2025

Subject: **Special Collective Agreement**

The Company updates that on December 1, 2025, a special collective agreement was signed between the Company, Dynamica Communication Chain Stores Ltd. and Golan Telecom Ltd., and the New General Workers' Union – Cellular, Internet, and Hi-tech Workers' Division – and the workers' committee. Under this agreement, among other things, a framework was established for limited-time voluntary employment termination plan, under which, for several weeks eligible employees may request to terminate their employment with the Company under improved conditions, including a severance grant. Such a request is subject to Company approval.

As of now, there is no certainty regarding the number of employees who will utilize this plan and/or the extent of the monetary impact resulting from its implementation, and accordingly, the Company will examine the need for disclosure as required and subject to any law.