



Convenience translation

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

**Cellcom Israel Ltd. (the "Company")**

Immediate report dated January 7, 2026

Subject: **Special Collective Agreement - Update**

Following the immediate report published by the Company on 2.12.2025, regarding a special collective agreement entered into by the Company ("**the Agreement**"), in which, among other things, a framework for a voluntary, time-limited termination was agreed upon, the Company updates that as of this date, the Company has approved the retirement of 77 employees, under improved terms including retirement grants at an aggregate cost to the Company of approximately NIS 12 million (before tax), the majority of which will be recorded in the Company's financial statements for the fourth quarter of 2025. The annual savings resulting from the retirement of these employees is estimated at approximately NIS 18 million (before tax)