

This is an English convenience translation from the original Hebrew version. In case of any discrepancy, the binding version is the Hebrew original.

January 1, 2009

To:
The Securities Authority
via MAGNA

To:
The Tel Aviv Stock Exchange Ltd.
via MAGNA

Dear Sir/Madam,

Re: **Immediate Report - Reduction in the Salary of the Chairman, CEO and Officers and in the Directors' Remuneration**

The Company hereby reports as follows:

1. The Chairman of the Board of Directors and CEO of the company, as well as additional Company Officers, have notified the Company of their initiative and decision to forego 10% of the salary they are entitled to (except with regard to allowances and auxiliary benefits) until the end of the year 2009. Additionally, executives of Zim Integrated Shipping Services Ltd. (hereinafter: "**Zim**") (a subsidiary of the Company) have foregone a similar proportion of their salaries.
2. Company Directors, including External Directors, and the Directors of Zim, have notified the Company at their initiative of the decision to forego 10% of the Director's remuneration to which they are entitled, until the end of the year 2009.
3. The said relinquishments were made due to the global financial events and their possible ramifications on the Israeli economy.

Sincerely,

Noga Yatziv