

**Translation from Hebrew. The binding version is in the Hebrew.**

Form 121 Public  
January 15<sup>th</sup>, 2009  
Reference: 2009-01-014019

The Securities Authority  
www.isa.gov.il

The Tel Aviv Stock Exchange Ltd.  
www.tase.co.il

Immediate Report

Subject of the Report: Waiver of Salary by Officers and Directors

1. We would like to report that the CEO and President of ICL, the CEO and Presidents of ICL's segments and subsidiaries as well as the VP's of ICL and its subsidiaries have agreed to waive 10% (ten percent) of their salary (with the exception of social and other benefits) for the year 2009 as a personal example and as a contribution to the group's saving and efficiency efforts.

At the meeting of Board of Directors of the Company held on January 14th, 2009, all of the directors, at their initiative, joined this move by waiving 10 % (ten percent) of their director's remuneration for the year 2009.

2. The date and time at which the Company became aware of the event or subject:  
January 14<sup>th</sup>, 2009 at 17:00.

Reference of former documents in this regard (referring does not constitute incorporation by reference):

Former name of reporting entity:

Form structure updated 31/12/2008

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Name of Electronic Reporter: Aner Berger. Position: General Counsel and Company Secretary.

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