

MATRIX IT LTD (מטריקס אי.טי. בע"מ)

Registry Number: 520039413

To:

- Israel Securities Authority (רשות ניירות ערך) - www.isa.gov.il
- Tel Aviv Stock Exchange Ltd. (הבורסה לניירות ערך בת"א בע"מ) - www.tase.co.il

Form Number: T136 (Public) Sent via MAGNA: 12/11/2025 Reference: 2025-01-086350

Immediate report on a transaction with a controlling shareholder or with a director that does not require approval by the general meeting

(According to Regulation 37A(5) of the Securities Regulations (Periodic and Immediate Reports), 2006)

Previous report reference numbers on this subject: __, __, __

- This is a report regarding approval of a transaction in accordance with Regulation 1A of the Companies Regulations (Easements for Transactions with Interested Parties), 2000.
- Date of transaction approval by the Board of Directors: 11/11/2025
- Summary of the main terms of the transaction and a summary of the Board of Directors' and Audit Committee's reasons for approving the transaction.

According to Regulations 1A and 1B(3) of the Companies Regulations (Easements for Transactions with Interested Parties), 2000 (the "Easement Regulations"), the company reports that on November 11, 2025, the company's Board of Directors, after receiving approval from the Compensation Committee that convened earlier this week, approved the payment of annual remuneration and participation remunerations to Mr. Guy Bernstein, Chairman of the Company's Board of Directors, for an additional period of three years beginning November 2025.

The annual remuneration and participation remuneration will be in the amount fixed in the Second and Third Schedules to the Companies Regulations (Rules on Remuneration and Expenses for an External Director), 2000 (the "Remuneration Regulations"), according to the company's ranking under the Remuneration Regulations, as may change from time to time.

The amounts of the annual remuneration and participation remuneration will be paid to the director in accordance with and at the times determined in the Remuneration Regulations.

It is noted that Mr. Bernstein also serves as CEO of Formula Systems (1985) Ltd., the controlling shareholder of the company, and he assigned his right to receive remuneration for his service as a director in the company to Formula Systems (1985) Ltd.

Summary of the Compensation Committee and Board of Directors’ reasoning:

1. The remuneration paid to Mr. Bernstein, who serves as the Chairman of the Board, is identical to that paid to all directors of the company. The remuneration does not exceed the maximum amount allowed to be paid to external directors under the Remuneration Regulations, and it does not exceed the lowest remuneration paid to any director in the company.
2. To the best of the directors' knowledge, generally, the amounts specified in the Remuneration Regulations serve as an accepted benchmark for determining directors' remuneration in public companies in Israel, and considering that the proposed remuneration complies with the Remuneration Regulations and the Easement Regulations, the Board believes the remuneration is reasonable under the circumstances.

4. Main points of the Government Companies Authority’s opinion and main points of the decision of the Ministerial Committee for Privatization or alternative detail for exemption

Explanation: To be filled if this is an unusual transaction of a publicly held company under government control.

5. File attached: ____

Details of the authorized signatories for the corporation:

#	Name	Position
1	Adv. Yifat Gevaul	Other (Head of Legal Department and Company Secretary)

Explanation: According to Regulation 5 of the Periodic and Immediate Reports Regulations (1970), a report submitted under these regulations must be signed by the persons authorized to sign on behalf of the company. ISA staff position on the matter can be found on the ISA website: [Click here](#)

The report was signed by Adv. Yifat Gevaul, Head of the Legal Department and Company Secretary.

General Information:

- Securities of the corporation are listed for trading on the Tel Aviv Stock Exchange.
- Short name: מטריקס (Matrix)
- Address: 3 Atir Yeda St., Kfar Saba, 4464303
- Phone: 09-9598810
- Fax: 09-9598050
- Email: yifatg@matrix.co.il
- Company website: <https://www.matrix-globalservices.com/>

Previous names of reporting entity: Romtec Electronics Ltd.

Electronic Reporting Name: Yifat Gevaul Position: Legal Advisor and Company Secretary

Address: 3 Atir Yeda St., Kfar Saba, 4464303 Phone: 09-9598810 Fax: 09-9598050 Email: yifatg@matrix.co.il