

HUMAN RESOURCES POLICY

We rely on our human resources as our strongest enabler for achieving strategic goals and managing growth amid the ever-changing rules of competition. Confident that a workplace environment of trust and peace built on respect, understanding, equitable and fair approach goes a long way toward employee satisfaction, engagement and success, we go to great lengths to avoid discrimination at any level of professional relationships.

Our hiring process does not pay any regard to religion, language, race, gender, disability, ethnicity, etc. but considers, on an as-needed basis and in line with the equal opportunity principle, the candidates who

- ✓ Meet the requirements for the role,
- ✓ Seek continuous self-development,
- ✓ Embrace and adopt our corporate values,
- ✓ Respect ethics,
- ✓ Are over 18 years old

In a bid to discover employee development opportunities and fuel career planning, we conduct **performance reviews** based on fair, transparent, tangible and measurable criteria. We value **learning and development** activities designed to boost technical and behavioral competencies, and allocate resources to prepare our employees for their future roles.

In keeping with our corporate vision of globalization coupled with continuous growth and development, we prioritize our internal resources in satisfying our HR needs in all the countries we operate, and we run an effective **career management** process.

Our **wage system** is based on employee performance, financial data and sectoral trends as well as the equal pay for equal work principle.

We have a **recognition system** in place to announce and reward employee achievements in any type of activity that adds value.

Everywhere across our global organization, we respect cultural differences among our human resources and all our stakeholders, and follow IFC performance standards at all levels.