

Policy for Human Resource Management Policy & Succession Planning

The Company is committed to build the better organizational culture that is shaped by empowered employees who demonstrate a deep belief in the Company's Vision and Values.

Human Resource (H.R.) Management Policy

H. R. Management Policy is integral part of the Company's business strategy. The Company fosters leadership, individual accountability and team work. The main Objectives of the Company's H. R. Management policy are based on the following:

- I. Selection of the right person, with the right experience, at the right time, offering right compensation.
- II. Developing Management philosophy and practices to promote and encourage motivation and retention of the best employees.
- III. Encouraging and supporting concept of team-working and team-building techniques.
- IV. Recognizing and rewarding employees' contribution to the Company.
- V. Making all reasonable efforts to achieve a high quality of work- life-balance.

Succession Planning

The Company believes in pro-active approach towards Succession Planning. The Company recruits employees, develops their knowledge, skills, abilities and prepares them for advancement and promotion into more challenging roles. Succession Planning ensures that employees are constantly developed to fill each needed role. The Company looks for people who exemplify continuous improvement when it is spotting Successors for future.