



OUR HUMAN RESOURCES MANAGEMENT POLICY

At Cenergo LLC, in line with our human resources vision, we are committed to fostering a structure that is respectful of human rights, inclusive, innovative, aligned with the digital age, trustworthy, fair, transparent, and continuously evolving. This commitment extends to all our employees and stakeholders across every region and sector in which we operate.

To achieve these objectives, we commit to implementing the following principles:

- Providing a fair and equitable working environment for all employees;
- Promoting and supporting workforce diversity, and ensuring a non-discriminatory approach in doing so;
- Creating equal opportunities for all employees under our inclusivity policy, regardless of gender, nationality, race, or religion;
- Evaluating candidates during the recruitment process based on the principle of equal opportunity, and hiring talented and high-potential individuals into the organization;
- Prohibiting child labor at all Cenergo LLC operations and facilities, and conducting necessary audits throughout the company's entire supply chain to ensure compliance;
- Offering equal and fair opportunities in career development, compensation, promotion, assignment, benefits, and training for all employees;
- Regularly evaluating employees' competencies and performance using effective and objective assessment systems, and providing constructive feedback;
- Enhancing employees' personal and professional skills, developing leadership competencies, and cultivating the leaders of the future in line with our training strategies;
- Managing employment and labor relations in compliance with all applicable national and international labor laws and regulations;
- Building, updating, and promoting a strong corporate culture by considering employee feedback, industry dynamics, and global standards;
- Conducting regular motivation and engagement initiatives to improve productivity in line with the company's quantitative goals and to foster a healthy working environment;
- Ensuring a fair and transparent evaluation of cultural fit for newly recruited employees, and implementing onboarding programs that facilitate their smooth integration into their roles, teams, and the organization;
- Developing and monitoring flexible and adaptive HR policies that are open to change and continuous improvement;
- Designing and maintaining modern, digitalized HR management systems, with automated processes to ensure efficiency and continuity;
- Sustaining the company's presence with the vision of becoming and remaining an "Employer of Choice";
- Establishing, strengthening, and supporting strong, trust-based relationships between employees and Cenergo LLC management;
- Building the necessary infrastructure to ensure that all stakeholders and subcontractors fully comply with Cenergo LLC's HR policies, procedures, and guidelines.