

## Employee Care

At Bank CenterCredit, employee care is a core element of our corporate culture. We are committed to upholding labor rights, promoting work-life balance, ensuring a safe and inclusive environment, and supporting the professional growth of every team member.

### *Fair and Transparent Compensation*

The Bank's Remuneration Policy outlines minimum standards for employee compensation in line with legal requirements. The minimum wage is set above the national subsistence level and is reviewed regularly to reflect inflation and changes in the labor market. This ensures a fair and adequate standard of living for all employees.

Working hours are monitored via an electronic timekeeping system, which also records overtime. In accordance with the Bank's Centralized Payroll and Time Management Procedure, all overtime is subject to mandatory payment. Employees may be engaged in overtime work only with their written consent. Overtime is strictly regulated: no more than 12 hours per month and 120 hours per year. Work on weekends and public holidays may not exceed 8 hours.

### *Work-Life Balance*

The Bank encourages employees to take their full annual paid leave of 24 calendar days. In line with labor law, all employees are required to take at least 14 consecutive days of leave annually. Management actively promotes the importance of rest and recovery as key components of employee well-being and productivity.

### *Parental Support*

We provide a supportive environment for expecting and new parents. Female employees are entitled to paid maternity leave: 70 calendar days before childbirth and 56 days after childbirth (or 70 days in case of complications or the birth of two or more children). In addition, unpaid parental leave is available until the child reaches the age of three. This leave may be taken by the mother or father, a single parent, a guardian, or another relative who is the primary caregiver of the child.

In our AIFC branch, fathers are entitled to paid paternity leave following the birth of a child. The minimum duration of this leave is five working days, and it is compensated at the employee's regular daily wage rate.

### *Learning and Development*

Bank CenterCredit invests in the professional development of its staff. A mentorship program supports young professionals in adapting to their roles, acquiring essential skills, and integrating into the corporate culture. In parallel, our Digital Transformation Program offers training in key areas such as Excel, investment analysis, project management, and cybersecurity.

These learning opportunities are available to all categories of staff – full-time, part-time, contract employees, and interns – ensuring equal access to growth and advancement.