



## Corporate Social Responsibility Report 2022

The social responsibility plan for 2022 has been introduced and approved based on the company's belief in its role in providing all capabilities to be an important tributary of sustainable development. Much of the company's social role has been deployed towards the employees, as the human element is the backbone in this.

In this regard, the following things have been achieved within the Social Responsibility Plan for 2022:

- An updated version of the personnel system has been adopted and implemented that includes salary scales and additional benefits for employees in line with what is common in the local market. In addition to granting incentives to distinguished employees in the company and creating a spirit of competition and perseverance for everyone.
- The vacant positions to be registered on the Capital Markets Authority register have been covered by current employees who are eligible for these positions, allowing employees in general to develop and be promoted at all levels.
- Qualifying and training programs were provided to employees during the year, some of which are related to the regulations issued by the regulatory authorities and some of which are related to the nature of work in the company, through methods of lectures and workshops.
- The company continued to communicate during 2022 with charities, educational and training bodies and public benefit institutions. Unfortunately, we did not reach any arrangement with those parties, and we hope that we will arrange something in this regard soon.

Head of Investors Affairs Unit

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