

HUMAN RESOURCE POLICY

1. Statement

The Human Resource Policy outlines KEC International Ltd.'s commitment to creating a workplace that supports excellence, growth, and employee well-being, guided by globally aligned HR practices.

2. Scope

This policy is applicable to **all employees across locations and business units** of KEC International Ltd., and serves as the foundation for all HR practices, initiatives, and decisions.

3. Objective

To establish an overarching HR framework that enables employees to perform at their best, grow meaningfully, and experience workplace happiness, while contributing to the company's long-term success.

4. Guiding Principles Overview

The Company aims for the best in class policies, processes and practices which helps it to create a conducive work environment where employees can perform at their best potential and grow without compromising on factors that contribute to their happiness.

- Provide a safe and respectful work environment for its employees; both physically and mentally and instill a 'family like' culture contributing to a cordial and friendly workplace.
- Commitment to fostering and nurturing a culture of diversity and inclusion at the workplace and ensuring equal opportunities based on meritocracy to all its employees and potential employees.
- Aim to create an empowering and enabling work environment through a framework which puts employees' happiness first and serves as a guiding light for policies, processes, and workplace initiatives.
- Promote amongst the employees the Culture of work-life balance and personal well-being, as well as rejuvenation.
- Ensure personal growth of employees through Constructive Feedback and Progressive Career Prospects.
- Provide Self-directed Learning and Development Opportunities to the employees through various initiatives.
- Encourage an environment of innovation and outperformance amongst employees.

Regards,

Somraj Roy

Chief Human Resources Officer