

## **Employment Policy**

### **Objective**

To identify values and ethical standards that is in line with the MTSH's vision and mission.

### **Commitment**

- MTSH will treat its employees fairly in all aspects, regardless of their ethnic group, faith and race. The Company is aware that all employees have their own significant roles and positions.
- Each member of the personnel is required to take active part and play a significant role by increasing output and improving professional productivity, all of which are achievable by establishing a dynamic, harmonious, consistent, synchronous and balanced relationship between MTSH and its employees.
- Giving employees equal opportunities with regard to employment, promotion and at termination of employment.
- MTSH provides equal opportunities to each and every employee in terms of competency and career development. Fair employee career development is promoted and based on individual professional performance, individual potentials, and results of employee performance evaluation as well as attitudes and competence.
- MTSH gives to all employees' equal opportunities to take part in any educational and training programs under the Company's human resource development plan.