

LOGAN

龙光集团

Training and Development

Value employees

We strive to put people first and promote an “Active, Diverse, Open” talent policy. We believe that employees are the key to maintaining our competitive advantage and they are valuable assets in the Company’s development. We are committed to creating a fair and respectful working environment for all our employees. We hope our employees are happy working for us, and we provide competitive salaries and benefits based on our employees’ duties and responsibilities, individual and business performance, as well as the job market and economic situation. We monitor the turnover rate to identify and handle any possible issues that may arise.

Recruitment, Training and Development

We are committed to identifying, recruiting, nurturing and retaining proficient and professional talents, for flexibly coping various business climates and amid fierce competition. To this end, we have made solid efforts to ensure we recruit and cultivate suitable talents, and support them in achieving their career goals. To nurture new talents, we provide training programs and internship opportunities to graduates and students. We provide employees with a series of training and development programs, including on-the-job training, coaching and training, classroom and online teaching. Newly recruited employees participate in induction training, which includes business orientation to familiarize themselves with the Group’s operations. The Logan Management School is Logan’s internal training institution that designs and offers

learning and development courses for the Group's employees who show outstanding potential. Logan Group also enrolls members of management in business administration and executive courses at well-respected institutions. All operating entities and employees of the Group can participate in employee development plans in the organization.

We will review this policy every year.