

## HR STRATEGY

Our HR strategy is following the Mission and Vision of the Company, putting the employees and their continuous development at the core of business excellence, and further enlargement of our innovative robotized systems with special purposes by which we can satisfy the users' requirements and even exceed their expectations.

Our Business and HR strategy focuses on rapid development of the company, coordinating activities in the areas of new knowledge and experience acquisition, development of human resources, business processes, organization and efficient business management system, as well as the relationships with customers and users of our services.

The fundamental value of our Company is the systematic increase of our intellectual capital. Our dynamic growth results in the need for continuous planning and development of human resources. More complex customer demands require additional knowledge and further investment in training and expertise. Therefore, we have been trying to attract, train, and retain professionals of high quality and motivation at all organizational levels.

Attracting highly skilled and educated people and ensuring the professional development of the existing employees we provide a qualitative shift in human resources structure, providing new competencies and ensuring the stable development of the company. Constant investment in the knowledge encourages the employees' creativity, innovation and efficiency in development of robotized systems for special purposes. We have been implementing the lifelong professional development and corporate knowledge management system.

Being aware of how good working environment is important for creativity, innovation and productivity of our employees, we have established an environment of good interpersonal relationships, cultivating the core values of the company, caring about the welfare of all team members, evaluating and rewarding the contributions of individuals and teams in improving the company's operations. We are continuously developing communication within the company and encouraging the information exchange at all levels of organization.

Team work has been especially appreciated being the most acceptable way of solving complex tasks.

To ensure the growth and development of the Company, we are continuously investing in modern technological basis, business processes, organization and business management system. Business processes and organization development have been systematically evaluated and improved, with a clear redistribution of duties and responsibilities of each employee. The modern methods of evaluating process efficiency are supported by a unique IT infrastructure.

The development of the integrated management system and strengthening the role of the middle management we are improving and expanding the Company's management structure. Organization management is based on the criteria of competence and objectivity, and focuses on the fulfillment of the organization objectives.

Each and every individual is essential for the Business strategy realization, and we welcome anyone who can and is willing to contribute to our Vision objectives accomplishment.