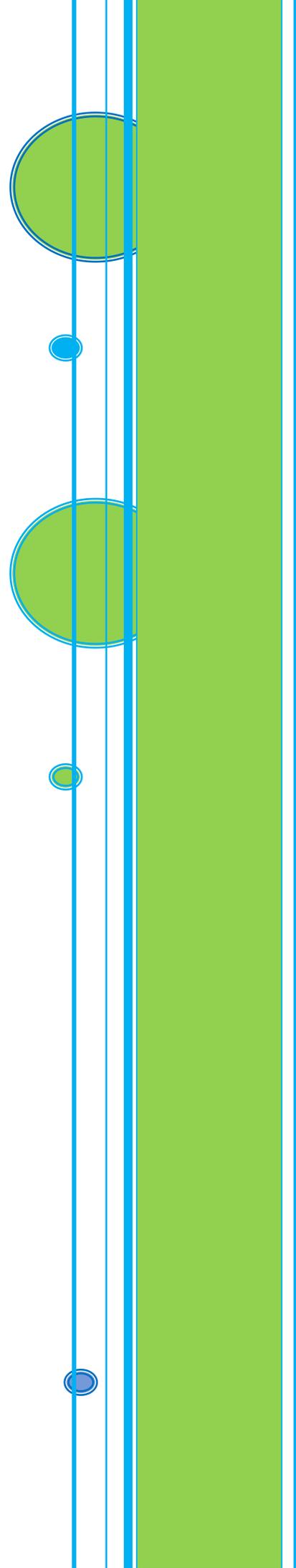




**Double Ceremony for the Signing of the
Eneo Cameroon Collective Bargaining
Agreement and the Award of Labour
Medals of Honour
Douala, 27, October 2022**

GM SPEECH



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Speech by the General Manager of Eneo Cameroon

**Your Excellency, the Minister of Labour and Social
Security ;**

The Governor of the Littoral Region

**The Chairperson of the Joint Committee for the
negotiation of the Collective Bargaining Agreement;**

Representatives of the Trade Unions;

**Ladies and Gentlemen, in your respective ranks and
grades;**

Dear Colleagues;

There is a wise saying that there is no real wealth without
People.

Indeed, we have placed our trust in the men and women
of Eneo. That is why we are gathered here today.

It is with great pleasure that I share this special and
historic moment in our company, with distinguished
guests and you, our colleagues.

Improving the working conditions of our employees is a priority for us at Eneo. You can understand why we have included today's double ceremony in this year's agenda.

I would like to salute all the actors who made this possible:

- The Government, through the Minister of Labour and Social Security and his collaborators;
- Staff representatives, the Human Resources Department and all other Eneo actors.

The new Collective Bargaining Agreement that we are signing today is part of a set of actions put in place to respond favourably to the legitimate expectations of Workers.

This Agreement comes to change the framework that has been in force for 17 years.

Eneo has always paid attention to the concerns of employees. The survey system that was introduced several years ago is the main leverage in this process of improving their satisfaction.

This year, for example, 80% of employees are satisfied with the following aspects:

- Boosting the internal labour market through the dissemination of job opportunities;
- The performance management system;
- Living together through teamwork and acceptance of each other.
- Availability of information and knowledge of work procedures;

- Clarity of roles and responsibilities;
- Passion for the work we do, as it is rewarding and important for the company and for our country;
- Training as a lever for improving professional practices;
- Pride and satisfaction of staff in working for and belonging to Eneo. It is clear that if there is an opportunity to work elsewhere, under the same working and salary conditions, Eneo remains the best option for Workers.

In addition to this progress, areas for improvement have also been identified. We are going to work on them in the coming years.

These include the career management system, time taken to process requests and complaints, remuneration policy, and finally the popularisation of Human Resources Management processes and procedures.

With the implementation of our new Collective Bargaining Agreement, 67% of these points of improvement will be resolved. Other actions will be defined and implemented to further close the gap.

What does our new Collective Bargaining Agreement actually offer?

This new negotiated agreement confers remarkable new benefits to workers, while adjusting some previously vested benefits. It should also allow for greater control of labour-related disputes, and thus promote an even healthier working climate.

I would like to mention some of the innovations in this new Collective Bargaining Agreement.

First : The new job classification and remuneration system

It will bring more equity and give more opportunities for career development.

Jobs will be classified in two main branches: Management and Expertise.

Several possibilities for career development will be offered to the Worker:

- Within the job classification, through the acquisition of new or higher skill;
- Within a job or occupational family;
- To other jobs or occupational families.

The remuneration system will depend on the Worker's mastery of the position and his performance.

Changes in the Worker's remuneration will be based:

- Either by moving from one qualification level to another;
- or by promotion, in particular by moving from a lower classification to a higher classification.

This new system, which is intended to be equitable, is well adapted to the sector of activity of our company.

It breaks with the previous negative practices of "Mercato" which contributed to the deterioration of the social climate.

Similarly, a new job classification scale is available in the revised Collective Bargaining Agreement, with effect from January 2023.

The normal evolution through incremental positions and seniority will remain in place.

Second : Upward revision of certain bonuses and allowances

- a. The rate applicable for the calculation of retirement benefits, or end-of-career benefit for Workers with more than 25 years of experience in the company. Effective date: January 2023;
- b. The food allowance for all categories of Workers concerned. Effective date: January 2023;

- c. The granting of the vehicle maintenance allowance is no longer conditional on the actual ownership of a vehicle. Those Workers concerned by this benefit and who did not benefit from it, will henceforth receive it. Effective date: November 2022.

Third: Labour-Related Aspects

- a. Increase in the number of days of special leave granted to workers, particularly in situations of misfortune and during labour awards:
 - Death of the Worker's spouse or direct descendant: Five days instead of three;
 - Death of a direct ascendant, a brother or a sister: Three days instead of Two;
 - Death of the Worker's father-in-law or mother-in-law: Two days instead of One;
 - Labour Awards: Two days, instead of One; Death of the Worker's father-in-law, mother-in-law: Two days, instead of One.

The benefits shall take effect immediately. All those decorated today will receive two days leave.

- b. The provision of suitable transport for the movement of staff in the event of the death of a colleague. Effective date: immediate.

- c. The extension to two years for medical care given to the family of a deceased worker or retired person. Effective date: immediate.
- d. Increase in the amount granted for end-of-year gifts to workers' children. Effective date: November 2022.
- e. Increase in the daily mission allowance, for each of the defined brackets. Effective date: January 2023.
- f. Standardization of the compensation system for non-occupational illnesses for all staff. The system adopted is that applied to workers hired before 2005. Effective date: January 2023.
- g. Extension of the granting of the retirement category to all Workers, regardless of their date of employment in the company. Effective date: January 2022 (in particular, for Workers who were notified in 2022 of their retirement).
- h. Finally, we all suffered from the unexpected Covid-19 pandemic. We now recognise telework as a way of working, according to the internal modalities to be defined by the Employer.

Fourth : Salaries

- a. A In the light of the results of a survey conducted by the company, corrections have been made to the discrepancies identified with a view to improving the salary positioning of jobs.
The implementation of these adjustments will take effect, retroactively, as from 1st January 2022. Any arrears will be paid in the month of November, which is about to begin.

- b. The current salary scale dates from January 2019. Joint meetings with Workers' Representatives are ongoing, with a view to approving a new reference category basic-salary scale that will take into account the current inflation in Cameroon.

Ladies and Gentlemen, Dear Colleagues

The implementation of the innovations in our new Collective Bargaining Agreement will give rise to substantial transformations.

In fact, I urge the Human Resources Department to work on this with rigour.

Furthermore, I am appealing to Workers to be patient and forgiving during the coming months of its implementation.

It is recommended that you report all your concerns and possible complaints to the Human Resources Department.

Another major task will be to update the internal memos and procedures on Personnel Management. We will make sure that this is done.

Your Excellency, distinguished guests, fellow colleagues,

Regarding the labour medals, it is well known that the last ceremony at Eneo was in 2012.

The budgetary impact of the delay in decorating the Workers, and the current difficult financial context of the company, obliges the Top Management to award medals only to 500 Workers for a start.

A committee was set up to determine the list of 500 recipients for the October 2022 edition.

This committee was mainly made up of staff representatives, union leaders and some company managers. The criteria that guided the selection were: the age of the ministerial decree to award medal to the recipients and a ratio of 80% active to 20% inactive.

According to the internal provisions, the recipient workers will receive the following bonuses in their October salary.

The next edition is planned for 2023, and will depend largely on the financial situation of the company.

We congratulate all of the recipient colleagues.

The company is committed to increasing the number of acts of recognition for those workers who perform tirelessly.

Many of you have benefited from bonuses, salary increases and promotions during the month of October.

At the same time, a Performance Improvement Plan has been put in place to support those who did not perform well.

Ladies and Gentlemen,

I cannot conclude my speech without addressing the workers' representatives, whom I have listened to with great attention just now. I thank you for your good intentions and your proposals. We are going to discuss them in greater depth around a table.

Social dialogue is a reality at Eneo. A new Collective Bargaining Agreement is the most successful symbol of the triumph of social dialogue. The doors of Top Management are always open to you.

I wish everyone a very happy celebration.

