



OUR PEOPLE STRATEGY

2020-2023

Building a vibrant institution where ideas can flourish, people can succeed, and success can be nurtured and measured.

BROCHURE





InfraCredit is a small, highly specialised and fast paced guarantor, with an ambitious path set within an exciting and challenging work environment. To successfully achieve our ambitious goal, we have put our People at the heart of our Strategic Business Plan, hence, 'Our People Strategy'. Designed to create the true organisational transformation as envisioned for InfraCredit and deliver growth through people.

As part of the medium to long term strategy of strengthening our human capital to support a sustainable business, there is a compelling premise for developing a People Strategy which is a strategic plan for the attraction, management and development of employees which is aligned to business needs and the strategic direction of InfraCredit.

People strategy to us at InfraCredit is not just a concept, it is at the heart of how our business is run. Our people strategy centres around having the best culture, the performance driven environment, continuous learning and development, consistent development of employee competencies and rewarding performance leveraging on a robust compensation structure.

These pillars of our people strategy are further driven by our core values

Integrity: Consistency and strong moral Principles at the heart of every employee as well as wholeness and undivided goals.

Passion: A strong drive to always deliver At our very best. InfraCredit seeks to consistently drive passion in all areas of activity.

Innovation: In its inception, InfraCredit is itself a product of innovation seeking to to be a catalyst and the most trusted partner in the attraction of long-term capital into infrastructure finance in Nigeria.

Collaboration: A network of effective teams working together efficiently to achieve the Overall strategic goals.

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Pronounced as "iPEAK"

I Our People (each employee, each person) at the Peak of our Strategic Business Plan, growth and achievements.

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The 5 Pillars of our People Strategy: How InfraCredit Creates its people advantage



CULTURE

We are reenforcing our value system (integrity, passion, innovation and collaboration) and aiming to strengthen the same foundational core values and ideology that have led us from inception.

Our core values and ideology have led

us from inception, as such these values will not change, because they define who we are at InfraCredit. We will select and retain our people more on their fit with the core values and purpose, further elevating our Performance Driven culture.



COMPENSATION

We are implementing a reward system and policy that is performance-based and oriented towards recruiting, retaining and motivating people aligned with our organizational goals, culture and strategic direction.

Ensure competitive pay levels and practices within the defined pay market for InfraCredit's pay positioning

amongst pay peers. Implement pay structure reviews to align with preferred market positioning to deliver the appropriate remuneration mix per level. Drive performance culture with employee incentive scheme and institute long-term performance-based reward system that improves alignment of employee and shareholders' interest.



COMPETENCY

We are implementing a process for understanding our strengths as an organization and formulating a recruitment strategy that prioritizes areas where we can make improvements.

At the core of the People Strategy is the

competency framework which will define the knowledge, skills and performance expectations and establish a clear link between individual and organisational performance by developing & strengthening human capital to retain and attract the best talent to support the business growth.

The 5 Pillars of our People Strategy: How InfraCredit Creates its people advantage

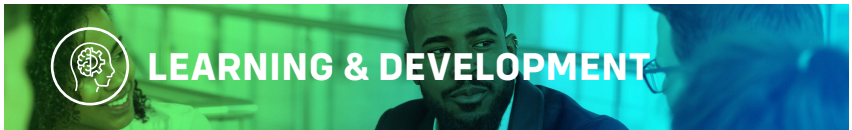


PERFORMANCE

We are developing and implementing an effective system for appraising employee productivity while improving employee performance by outsourcing and utilising the 80/20 rule.

This involves developing and

implementing an effective performance management system, ensuring that organisational values are translated into measurable competencies, behaviours and objectives, and that appraisals are carried out accordingly.



LEARNING & DEVELOPMENT

We are creating and implementing employee development initiatives that emphasise hands-on experience, interactions with other professionals, engagement with new roles and formal study.

The theory goes that 70% of learning happens through hands-on experience, 20% through interactions with others, and 10% through formal study. Unlike

the previous approach, our training and career development plan will be largely driven by experiential learning with 70% on-the-job experience learning and development in role; 20% will include secondment to development partner institutions, expert coaching/mentorship, networking/conferences and 10% through formal training courses/certifications.

To successfully achieve the goals of our People Strategy, senior management is fully dedicated, accountable and responsible for the development, achievement and evaluation of the People Strategy.

Our growth will be led by a strong and unparalleled human capital that is uniquely aligned to the business needs and the strategic direction of InfraCredit.

The InfraCredit Learning and Development Academy



This is a highly planned and detailed internship programme organised by InfraCredit and a designated consultant. The academy seeks to ingrain the required competencies and skills in interns who have been carefully selected based on a track record of excellence. The programme covers trainings, work rotations providing hands on experience among other developmental activities. Some testimonials from the Interns:

"InfraCredit is a fast-paced environment and my experience so far has taught me to challenge myself regularly, go the extra mile to show my diligence and most importantly pursue my passion in Infrastructure."

"InfraCredit is a result-oriented and people-oriented company which serves as a bedrock for me to enhance my knowledge and skills not only in infrastructure finance but other areas of my life. My experience has also taught me how both team collaboration and communication are important to my personal development."

"InfraCredit is an enhancing work environment and my experience so far has taught me to collaborate with my teammates, push myself beyond what I'm used to and seek to learn more about infrastructure"

"InfraCredit is such an insightful place to work and my experience so far has taught me how to communicate effectively amongst people, think out-of-the-box for solutions when faced with a task, how to collaborate with others on projects to achieve better outcomes, how to pay close attention to details when working on a project and broaden my knowledge on the Infrastructural Sector."

"My internship experience in all its entirety is summed up in the lifelong lessons that have and would continually be added to me and the experience amidst my team and every other member of staff considering the top-notch workplace environment that is the aura of InfraCredit."



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