



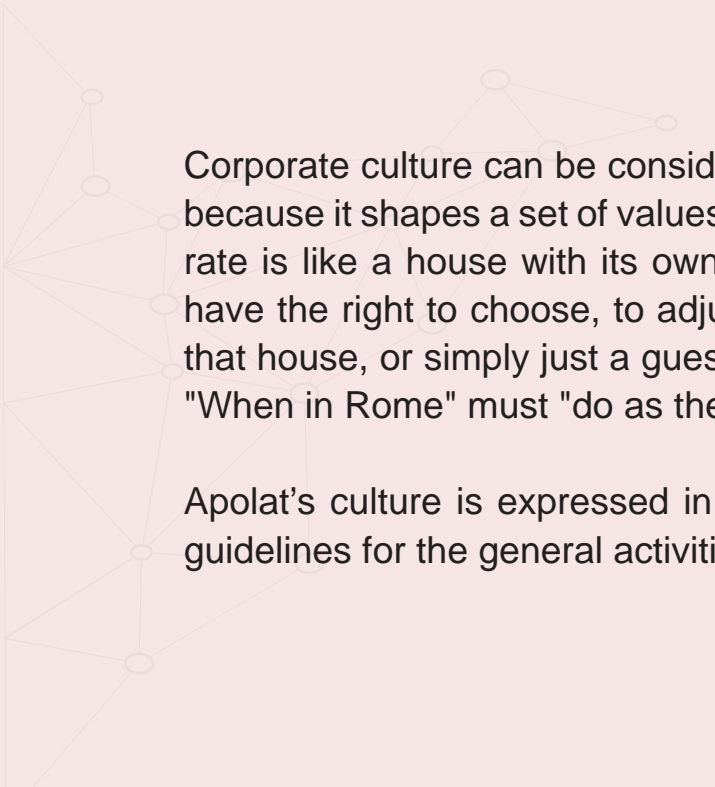
**CORPORATE**

**CULTURE**

**OF**

**APOLAT**

**LEGAL**



Corporate culture can be considered as the backbone of any organization because it shapes a set of values and beliefs in the workplace. Each corporate is like a house with its own regulations and lifestyle, and individuals have the right to choose, to adjust themselves and become a member of that house, or simply just a guest visiting for a moment; Or to put it briefly, "When in Rome" must "do as the Romans do".

Apolat's culture is expressed in the following 5 basic aspects, which are guidelines for the general activities and behavior of personnel:

**TO CLIENT**  
dedication and professionalism.

**01**

**02**

**TO COLLEAGUES**  
solidarity, diversity, support, trust.

**TO THE WORKING ENVIRONMENT**  
open and respect the dissimilarities.

**03**

**04**

**TO WORK**  
focus, determination, ambitious, proactive.

**TO THE COMMUNITY**  
responsible and respect the diversity.

**05**

**In addition to the 5 basic aspects mentioned above, Apolat Legal also has very specific and detailed core cultural values for its "general home":**



**Open environment:** a dynamic workplace, allowing people to freely express their opinions and freely choose the method to work within an open set of rules. In particular, young generations of lawyers and jurists have been joining Apolat more and more. They have different expectations and thoughts than their predecessors, but we respect it.

**Friendly and professional:** we clearly distinguish between fun and work to behave appropriately. Friendliness is cheerful, sociable, enthusiastic and supportive of each other in all situations. Professionalism is compliance with commitments to colleagues, clients and synchronization of working style, demeanor and expertise.

**Sharing and team building:** personnel at the same level are willing to share knowledge and expertise to help each other complete work and develop themselves. Seniors provide dedicated guidance, development orientation and encouragement to contribute ideas and opinions.

**Innovation and creativity:** always ready to invest and try to improve things, not afraid to apply new things to operations to improve performance, dare to deal with failure and gain experience. Encourage employees to create new things in their own way, bringing excitement and motivation to work.

**Humility:** always maintain a humble attitude, respect everyone and know how to listen. Humility here does not mean lack of confidence, but rather the ability to be self-aware and self-critical, putting collective interests above personal interests. When things are going well, humble people understand the team's contributions; When things go wrong, they reflect on themselves and are ready to accept responsibility.

**Honesty and altruism:** Apolat Legal promotes honesty and integrity in internal relationships, with clients and other agencies, organizations and individuals. Do not criticize or make personal attacks when disagreeing with others. Only say things about your co-workers that you would say directly to them.

**Physical and mental health:** encourage each other to take care of their physical health and maintain physical exercise. Listen and share thoughts, feelings and overcome life's pressures, help each person work more effectively, love life and be happier.

**Pursue development and embrace challenges:** each person always strives, embraces challenges, takes advantage of all their abilities to make "Today I am better than I was yesterday". Accept mistakes to learn and gain experience after each stumble. Actively accept additional work that helps the team's development, even though it is outside the scope of the current job. Ready to challenge yourself in new fields.

**Toxic-free and kind:** appropriate behavior and language. Treat colleagues and clients politely, equally and ethically. Toxic-free debate, fair competition, avoid win-lose battles, commenting and sharing ideas openly.

CULTURE  
JOURNAL  
POLITICS

**BECOME  
MORE  
TOGETHER**