

innovate, digitize, progress

Charter of Values



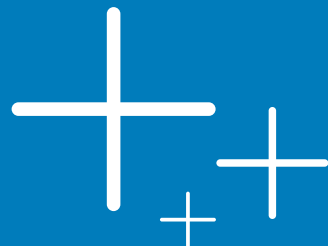
**KEPLER
TECHNOLOGIES**

Our Values, positioning and guiding principles

Explore more through our website: www.kepler-technologies.com

AGENDA

Our Values.....	3
Our Positioning.....	4
Our Guiding Principles.....	5
As entrepreneur.....	5
As employer.....	6
As a social enterprise.....	7
Conclusion.....	8



Well-being at work and personal fulfillment are essential to driving motivation and fully embodying the values of Kepler Technologies.

Well Being

We believe in solidarity. Whether in professional, social, or societal circles, every community thrives when its members support one another.

Solidarity

Ambition

Without ambition, we stagnate. Movement is vital to both human and entrepreneurial life. The individual ambitions of each team member power Kepler Technologies forward.

Client Satisfaction

The client is at the heart of everything we do. We owe our growth to our clients and prioritize authentic relationships where they feel genuinely supported and valued.

Our Values



**KEPLER
TECHNOLOGIES**

Honesty

Honesty with oneself and integrity with others are imperative and non-negotiable. Trust can only thrive where transparency lives.

Respect

Respect is non-negotiable. It is not a personal preference or a belief—it is a fundamental right and a core value within our company.

Responsability

We trust in commitment and accountability. At Kepler Technologies, we believe that “trust costs less than control”

Our Positioning

Founded in 2009 in Algeria and backed by a major European group, Kepler Technologies is a FinTech company offering world-class digital solutions and services to African financial institutions aiming to transform their operations and client engagement.



Our Guiding Principles

As Entrepreneurs

- At Kepler Technologies, we are committed to delivering excellence through trusted, mutually beneficial partnerships.
- We conduct our work with integrity and responsibility, operating in an entrepreneurial environment where compliance with laws and ethical governance are integral to our practices.





Our Guiding Principles

As an Employer

- Our people are our greatest asset. We are committed to fostering a workplace that values every team member.
- Human capital management is a strategic priority, and we deploy the tools and resources necessary to ensure a fulfilling employee experience.
- We nurture a calm and open-minded work environment, reinforcing our culture of openness and well-being, which is essential to personal and professional growth.
- This harmony is only possible through shared commitment to Kepler Technologies' core values.



**KEPLER
TECHNOLOGIES**



Our Guiding Principles

As a Responsible Corporate Citizen

- We actively contribute to local progress by creating intellectual and intangible value for our clients using local talent.
- Our approach is deeply ethical, and we strive to be a model actor in this regard.
- We actively seek and support partners who share our values—in business, in people, in community, and in sustainability.

Conclusion

The values shared by Kepler Technologies with its employees, clients, and community form a moral contract that governs all our commitments.

Our culture of knowledge-sharing, responsible and collaborative projects, and high-value contributions reflects a true team spirit—in service of the client, the employee, and society as a whole.