

# SUCCESSION PLANNING POLICY

Succession planning is an ongoing process designed to ensure that the Group identifies and develops a talent pool of employees through mentoring, training and job rotation for high level management positions that become vacant due to retirement, resignation, death or disability and/or new business opportunities. The Succession Planning Policy is intended to address the Groups' continuity in leadership for key positions, and the Board takes the pivotal role of ensure the fulfilment of the following objectives for succession planning:

- To ensure the Group is prepared with a plan to support operational and service continuity when the positions of Group Chief Executive Officer (**GCEO**), senior management or key managers become vacant.
- To ensure a continued supply of qualified, motivated employees who are prepared for higher roles and responsibilities.
- To align the Group's vision and human resource function that demonstrates an understanding of the requirement to have appropriate employees to achieve strategic plans.
- To develop career paths for employees that will facilitate the Group's ability to recruit and retain top-performing or high talent employees.
- To create an external reputation as an employer that invests in its people, provides opportunities and support for advancement.
- To deliver a message to the Group's employees that they are valuable.
- To develop reliable assessment procedures, and to ensure that these procedures are applied systematically across the Group.

