

Human Resource Management and Succession Planning Policy

The Company recognizes its human resources as one of its most valuable assets, essential to driving business excellence. To foster a high-performance culture, we identify and reward exceptional performers through various recognition programs, encouraging innovation, teamwork, and leadership. This approach creates a conducive environment, motivating employees to strive for better performance. Comprehensive succession planning is another critical aspect of our human resource management strategy. We identify key positions critical to business operations and develop succession plans, which are regularly reviewed and updated by the HR & Remuneration Committee. This ensures continuity and minimizes disruption, with prioritized placement of selected candidates into key roles.

To prepare future leaders, we provide ongoing development support through Individual Development Plans (IDPs) tailored to critical exposures. This includes strategic assignments, special projects, training, and coaching by professional experts, as well as mentorship programs and leadership development initiatives. Employees identified for succession benefit from regular feedback, coaching, exposure to diverse business functions, networking opportunities and career progression guidance.

The HR & Remuneration Committee oversees succession planning and talent development, reviewing and approving IDPs, monitoring progress and providing guidance to ensure alignment with business objectives. By investing in our people and planning for the future, we ensure business continuity, foster a culture of growth and development, attract and retain top talent, and drive long-term success and sustainability.