



## NUH ÇİMENTO GROUP SUCCESSION PLAN POLICY

Nuh Çimento Group adopts a strong leadership succession strategy for long-term sustainability and success. This policy aims to effectively fill the company's CEO and General Manager positions, as well as to provide a deputation plan in cases where they are unable to serve in these positions.

### **1. Goals and Vision**

Nuh Çimento Group is focused on sustainable growth, ethical management and inclusive leadership. Our succession policy aims to ensure appropriate leadership structures and capabilities to achieve these goals.

### **2. Identifying Critical Roles**

CEO and General Manager positions are critical to the strategic direction and day-to-day operation of the company. Determining these roles is done by taking into account the company's goals, operational requirements and leadership skills.

### **3. Identification of Potential Successors**

Nuh Çimento Group adopts a continuous monitoring and evaluation process to identify employees with leadership potential. Leadership qualities, job performance, problem-solving abilities, and fit with company culture are important factors considered in identifying potential successors.

### **4. Creating Succession Development Plans**

Customized development plans are prepared for potential successors. These plans may include various components, such as training to develop leadership skills, mentoring programs, opportunities to take part in special projects, and job rotations. These plans are customized, taking into account each potential successor's strengths and areas of development.

### **5. Determination of the Proxy Appointment Committee**

A proxy appointment committee is determined for the CEO and General Manager positions. This committee is kept ready to take action quickly and effectively in emergency situations.

### **6. Appointment of Consultants by Proxy**

In the unlikely event of an unexpected event, the designated approvals and designation will temporarily fill the roles of CEO and General Manager. These consultants are tasked with following emergency plans and ensuring business continuity.



## **7. Business Continuity Ensuring Protocols**

The acting committee effectively implements business continuity protocols. These protocols determine how things will be managed in the event of an unexpected separation and fulfill the requirements of emergency plans.

## **8. Communication and Coordination**

Designated communication channels are used to ensure effective communication and coordination in emergency situations. The task committee manages regular communication and coordination among all relevant stakeholders.

## **9. Continuous Improvement and Evaluation**

The effectiveness of the succession plan is evaluated regularly and updated when necessary. This ensures that the company's response to unexpected separation situations is continually improved.

## **10. Training and Preparation**

Key leaders and acting advisors are regularly trained and briefed to prepare for unexpected separation situations.

This plan provides a framework to enable Nuh Çimento Group to respond quickly and effectively to unexpected departures in the CEO and General Manager positions. Each step is designed to act in line with the company's goals of ensuring business continuity and effectively filling leadership positions.