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SUCCESSION POLICY



1.0 PURPOSE

This Succession Policy aims to ensure the sustainability of strategic management and operations of Naturel Holding and its publicly traded subsidiaries by systematically and strategically identifying and developing suitable leadership candidates for key positions and appointing successors in the event of unexpected vacancies in these roles.

2.0 SCOPE

This policy applies to Naturel Holding and all its publicly traded subsidiaries (the Company). It covers key personnel and all employees whose roles have a significant strategic impact on the Company's operations.

3.0 RESPONSIBILITIES

- Board of Directors-Corporate Governance Committee: Approves and monitors senior management succession plans.
- Executive Board/ CEO: Identifies critical positions, reviews potential successors, and implements development plans.
- Human Resources Department: Coordinates the succession planning process, prepares development programs, and monitors performance.
- Department Managers: Evaluate talent within their teams, identify employees who require development, and provide support accordingly.

3.0 PRINCIPLES

As part of our commitment to Environmental, Social, and Governance (ESG) principles, the Company integrates succession planning into its Human Resources strategy to ensure long-term sustainability, resilience, and ethical leadership continuity. The objectives of this integration include:

- Minimizing leadership gaps
- Preserving corporate memory and institutional knowledge
- Developing and retaining the talent pool
- Fostering internal promotions
- Ensuring organizational stability

4.0 IMPLEMENTATION

The implementation of the Succession Policy consists of the following stages:

- Identification of Critical Positions: Roles that are strategically important and whose vacancy would pose a risk to the Company are identified.
- Talent Assessment: Candidates are selected based on performance, potential, and leadership qualities.
- Development Planning: Individual development plans are prepared for candidates. (Mentoring, training, job rotation, etc.)

Prepared by:	Controlled by:	Approved by:
QUALITY MANAGEMENT	BOARD of DIRECTORS	CHIEF EXECUTIVE OFFICER
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- Monitoring and Updating: Succession plans are reviewed and updated at least once a year.

When suitable internal candidates are available, the Company is committed to promoting internally to key positions while maintaining diversity principles.

The Company actively identifies and develops an internal talent pool for critical roles.

It focuses on promoting diversity, equity, and inclusion, enhancing ESG-related competencies, and aligning leadership capabilities with corporate sustainability goals.

Through training, mentoring, job rotation, and transparent performance evaluations, the Company aims to develop future leaders who embrace corporate values, offer innovative solutions in sustainable practices, and ensure accountability to stakeholders and society.

The Company supports employees' career and leadership development, equipping them with the skills necessary to be ready for promotion to critical positions.

Individual talent assessments and succession plans for key personnel are reviewed annually. These serve as a foundation for identifying development needs and selecting successor candidates.

4.0 ENFORCEMENT and REVIEW

This policy becomes effective on the date of publication. It is reviewed annually by the Corporate Governance Committee and updated as necessary. Compliance with the policy is audited at least once a year as part of internal audit activities.

5.0 REVISION HISTORY

Revision No	Rev. Date	Rev. Titles	Explanations
0.0	21.09.2022	--	Initial release
0.1	30.09.2025	5.0	Implementation title has been updated.

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