



G R O U P

# **Goodway Integrated Industries Berhad**

(Company No. 618972-T)  
(Incorporated in Malaysia)

## **Succession Planning Policy**

### **1.0 Introduction**

- 1.1. This policy is intended to address Goodway Integrated Industries Berhad and all subsidiary companies, hereinafter referred to as the Group. Succession planning is a process designed to ensure continuity of leadership for key positions in the Group.

### **2.0 Purpose**

- 2.1. To ensure available replacements for key positions in executive, management, technical, and professional positions in the organisation. This policy covers middle management positions and above in Goodway Integrated Industries Berhad.
- 2.2. The objective of Succession Planning in the Group is to:
- a) Identify high-potential employees capable of rapid advancement to positions of higher responsibility than those they presently occupy.
  - b) Ensure the systematic and long-term development of individuals to replace key job executives as the need arises due to retirement, resignation, unexpected losses, disabilities, death or new business opportunities.
  - c) Provide a continuous flow of talented people to meet the Group's management needs.

### **3.0 Procedures**

- 3.1. The succession planning program will be carried out as follows:
- a) The Human Resource Department will review the Organisation Chart with the CEO during the yearly budget meetings in presence of Head of Business Units.
  - b) The respective HBU will identify key positions that require successive talents based on the strategic business plan and company objectives.
  - c) The HBU will propose suitable candidates based on competency profiles.
  - d) The CEO will approve based on Human Resource Department advice and HBU recommendations.
  - e) After the succession plan has been approved, the HBU will discuss the career path with the individual candidates.
  - f) The CEO will highlight any potential risks or significant changes to the Audit and Risk Management Committee if required.

### **4.0 Review of the policy**

- 4.1. The Policy shall be reviewed from time to time and recommendations made to the Board of Directors of Goodway Integrated Industries Berhad for any amendments deemed appropriate, to ensure that, among others, the Policy remains relevant to the Group's needs, continues to reinforce the strategic objectives of the Group and will reflect changing legal, regulatory and ethical standards.