



Kontrolmatik Teknoloji Enerji ve Mühendislik A.Ş.

Succession Policy

Purpose

The purpose of the succession policy is to determine the critical positions and potential successors for these positions while preparing these successors by training and experience to step into their new roles when necessary.

With the determination of critical and key positions and establishing a succession policy for these positions, it is ensured that the company operation and decision-making process does not disrupt the sustainability of the company in planned or unexpected sudden managerial changes, the level of quality is not hindered and that the company organization is not dependent on one employee.

Scope

The succession policy covers the Board Members, executives and key positions that are deemed critical.

Application

With regard to the determined key positions and executive level that are deemed critical, a systematic process is applied to meet the personnel needs in the short, medium and long term with high-performing and high-potential employees in the company and to identify, assess and develop these employees.

Selection and appointment decisions are taken by the Board of Directors among candidates that the committee consists of the HR manager, relevant unit manager, Deputy General Manager and General Manager may recommend; in order for the committee to make fast and accurate selections, the committee may receive services from recruitment consulting firms. In this matter, it is important to determine the basic criteria for any key executive and/or intermediate leader and to evaluate potential candidates on a regular basis. The committee acts by taking into account the potential sudden loss of more than one senior executive.

Succession efforts are made in line with the business process below:

- Key roles are determined for succession or replacement planning.
- The necessary competencies and motivation profile necessary to assume these roles are identified.
- Talent pools that may potentially fill these key roles and demonstrate high performance are determined.
- Internal and external training sessions are organized to develop employees, especially through the right experiences to make sure they are ready for promotion to key roles.
- For key roles, determination of the candidate who is deemed most suitable for the role and the corporate culture among the candidates selected primarily within the company,
- If there are no potential successors within the company or the successor candidates are not deemed adequate, service is procured from recruitment consultancy firms, and the candidates determined by the relevant firm are submitted to the Board of Directors upon being assessed by the committee.
- If the request is granted, the recruitment is made.
- If the request is not granted, a successor candidate is determined and the necessary training process is initiated.