

JCBNEXT BERHAD (641378-W)
SUCCESSION PLANNING POLICY

A. Introduction and Objectives

This Succession Planning Policy is intended to address the Group's continuity in leadership for all key positions. It aims to ensure that there is a plan to support business continuity should the positions of Chief Executive Officer (CEO) or Key Senior Managers become vacant.

Succession planning is an ongoing process designed to ensure that the Group identifies and develops a ready talent pool of key employees, through mentoring and training, for key senior management positions that become vacant due to retirement, resignation, death or disability and/or new business opportunities.

B. Roles and Responsibilities

1. Both the Board and the CEO have pivotal roles to play in succession planning.
2. The Board is responsible for succession planning for the CEO position. The Board should hire or internally promote the new CEO when the position becomes vacant, and ensure that the new CEO has the required skills to implement the Group's mission and vision.
3. The CEO is responsible for ensuring a succession plan is in place for other key positions in the Group with assistance from the senior management team and selected employees.

C. Succession Planning and Development Process

1. The primary responsibilities of the Board include planning for CEO succession and overseeing the identification and development of executive talents.
2. The Board, with the assistance of the Nomination Committee and working with the CEO and senior management, oversees executive officers development and succession plans for the CEO and other executive officers to provide for continuity in senior management.
3. The Board works with the CEO to plan for CEO succession. . The succession plan covers identification of internal candidates, development plans for internal candidates, and appropriate identification of external candidates, if needed.
4. Similarly, the CEO works with key senior managers to plan for their succession.

5. The Board should review the CEO and key roles succession plan at least annually or more frequently as it deems necessary.
6. Similarly, senior managers should review their succession plan and the development plan of their potential successors at least annually.

D. Key Success Factors

1. The Board, the CEO and senior management support for the succession planning process. This will give all employees an understanding and emphasis on the importance of succession planning to the Company;
2. Adequate time should be provided to the selected employees for development and mentoring; and
3. Review and update the succession plan regularly to ensure the Company has reassessed the hiring needs and determine whether the development progress of the selected candidates.

E. Review

The Succession Planning Policy is to be regularly reviewed by the Board as and when required.