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SUCCESSION PLANNING POLICY

PURPOSE:

Recognizing that changes in management are inevitable, 247 ALLIANCE LTD. has established a succession plan to provide continuity in leadership and avoid extended and costly vacancies in key positions. 247 ALLIANCE LTD.'s succession plan is designed to identify and prepare candidates for high-level management positions that become vacant due to retirement, resignation, death, or new business opportunities.

POLICY:

It is the policy of 247 ALLIANCE LTD. to assess the leadership needs of the company to ensure the selection of qualified leaders that are diverse and a good fit for the organization's mission and goals and have the necessary skills for the organization.

PROCEDURES:

The Managing Director is responsible for 247 ALLIANCE LTD.'s succession plan. The chairs the Succession Planning Committee, which also includes the Operation Manager, of HR Manager and Finance Manager.

1) Each January, a Succession Planning Committee meeting will be held. At each meeting, each division head will:

- a. Present to the Committee a review of the departmental succession plan.
- b. Identify key positions and incumbents targeted for succession planning. This should include an analysis of planned retirements, potential turnover, etc.
- c. Identify individuals who show the potential needed for progression into the targeted positions and leadership within the company.
- d. Outline the actions taken in the previous six months to prepare identified individuals to assume a greater role of responsibility in the future.

2) By the end of February each year, the Committee will approve targeted candidates.

3) By the end of March each year, the Committee will approve an outline of actions that will be taken in the following six months to prepare individuals to assume a greater role of responsibility in the future.

4) The Managing Director will periodically request updates from senior management on the development process for each targeted candidate.

The Committee establishes a succession plan that identifies critical executive and management positions, forecasts future vacancies in those positions and identifies potential managers who would fill vacancies. Vacancies will be filled from within or, in the event no viable candidate is available, on an "acting" basis while an external recruitment effort is conducted.

Malik Mustafa

Director

05/01/2026

Signed



Review Date: 05/01/2027