

## SUCCESSION PLAN

### 1. GENERAL PROVISIONS

1.1. This Succession plan (“**Policy**”) of Central Express CVS JSC (the “**Company**”) aims to determine replacement of executive officers in order to ensure ongoing operation of the Company and to protect stakeholders’ rights when sudden and unplanned absence of executive officers.

#### 1.2. **Scope**

This Policy shall be complied by the authorized officials and executive officers of the Company and its subsidiaries.

#### 1.3. **Review and Amendments**

Nomination Committee (“**NC**”) of the Board of Directors of the Company (the “**Board**”) shall review this Policy regularly and submit necessary changes or amendment to the Board for approval. Any changes or amendments shall enter into force upon approval by the Board. NC shall monitor implementation of this Policy and the Board shall evaluate effectiveness of this Policy.

### 2. POLICY

2.1. This Policy shall be implemented through skill development plan for employees to be nominated to the executive officials which will be developed, implemented and evaluated by NC.

2.2. NC shall determine requirements for nominated candidates for executive positions and evaluation criteria for skills, knowledge, education and experience. NC shall determine and recommend candidates suitable for executive officials from human resources of the Company and external sources.

2.3. NC shall provide recommendation on renomination or termination of executive officials based on performance evaluation.

2.4. NC and Chief Executive Officer shall conduct research ever year in order to determine suitable candidates in advance for predictable vacant positions or to be retired positions.