

 INTEGRATED MANAGEMENT SYSTEM	PROCEDURE	Department	HROD
	SUCCESSION PLANNING AND MANAGEMENT	Doc No.	HROD-P-10
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ANNEX A

CRITICAL ROLES AND SUCCESSOR CHART

TOP MANAGEMENT

CRITICAL ROLE	READY NOW	READY WITHIN THE YEAR	READY WITHIN STRATEGIC PERIOD
PRESIDENT/CEO	GENERAL MANAGER/COO		
GENERAL MANAGER/COO	EVP-BUSINESS SUPPORT/CFO		
EVP-BUSINESS SUPPORT/CFO	AVP-FINANCE		
SVP-LEGAL SERVICES & COMPLIANCE OFFICER	SR. LEGAL COUNSEL		
VP-LOGISTICS			LOGISTICS MANAGER
VP-SALES AND MARKETING			REGIONAL SALES MANAGER
TRANSFORMATION DIRECTOR			PRODUCTION MANAGER
AVP-FINANCE			SR. FINANCE MANAGER
AVP-HROD			HROD MANAGER
INVESTOR RELATIONS OFFICER	COMPLIANCE OFFICER		

SR. MANAGEMENT

CRITICAL ROLE	CURRENT CANDIDATE (READY NOW)	FUTURE CANDIDATE (1-3 YEARS)	FUTURE POTENTIAL (3-5 YEARS)
SR. SUPPORT MANUFACTURING MANAGER		PRODUCTION MANAGER	
PRQD MANAGER			CHIEF CHEMIST
CLINKER PRODUCTION MANAGER		CEMENT MILL SUPEINTENDENT	
CEMENT PRODUCTION MANAGER		CLINKER SUPEINTENDENT	
MECHANICAL MANAGER		MECHANICAL SUPERINTENDENT	
ELECTRICAL MANAGER		ELECTRICAL SUPERINTENDENT	
CENW MANAGER		CONSTRUCTION MANAGER	
LOGISTICS MANAGER		LOGISTICS SUPERINTENDENT	
PROCESS CONTROL MANAGER		SR. PROCESS CONTROL SUPERINTENDENT	
PROCUREMENT MANAGER		STRATEGIC SOURCING HEAD	
CIA MANAGER			SR. INTENAL AUDIT OFFICER
SR. FINANCE MANAGER		ACCOUNTING MANAGER	

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