

YÜNSA HUMAN RESOURCES

KEY MANAGEMENT

SUCCESSION POLICY

Identification of Key Management Positions:

At regular human resources planning meetings, critical positions and the talents and competencies that will carry our company forward are identified. The performances of potential employees are monitored and their continuous development is supported, thus preparing them for their possible future roles.

Succession Plans:

Succession plans for our key management positions are created by our Human Resources Department and potential employees are placed according to these plans. In this way, candidates for management positions are trained and situations that may disrupt the management of the company in case of possible management changes are prevented. In cases where it is foreseen that changes in management positions may cause disruptions in the management of the company, internal candidates in the succession plans are prioritized in determining the new managers to be assigned.

Training and Development Activities:

After career plans are made in line with the knowledge, skills and competencies of individuals, the coaching and trainings needed by our employees to develop these competencies and prepare them for future leadership development roles are planned. Our succession planning is supported by periodic job rotations.

Performance Management:

All Yünsa employees who possess the capabilities for managerial roles are included in our Succession Plan evaluation. Their development over time is monitored through regular feedbacks.

Knowledge Transfer Process:

The important knowledge, skills and experiences that will be needed by the people selected as successors are recorded and stored in our ERP program. Our knowledge transfer process is also supported by regular one-on-one interviews.

Continuous Evaluation Process:

Our succession planning is regularly reviewed and improved to respond to changing business needs, talent availability and new leadership requirements.