

# SUCCESSION PLANNING

## OUR MISSION

*“Establishing a robust framework for Succession Planning activities, driving business continuity and long-term sustainability. We are committed to identify and nurture potential successors who will lead our organization into the future”*

## REFERENCE CULTURE VALUE



**INTEGRITY**



**OWNERSHIP**



**CARING**

We build and feed the pipeline of future leaders, ensuring a pool of talented executives able to succeed in critical roles. To do so, we operate with **INTEGRITY** ensuring business continuity and sustainability through the identification of successors for all Executive positions supported through a dedicated development offer.

## KEY FACT



**“In 2023 the Group Succession Planning process covered until the GEC-1 orga level, counting 117 positions with ~97% of coverage (~250 identified successors)”**