SUCCESSION PLANNING

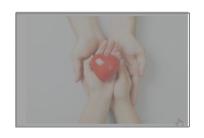
OUR MISSION

"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)"



