

SUCCESSION PLANNING POLICY EURO-MED LABORATORIES PHIL., INC.

All businesses lose good people. Therefore, the Board with the help of Human Resources Department adopted succession planning program for Senior Management, Officers and employees. It ensures businesses are well-positioned to continue growing and performing, minimizing the impact of losing key talent and leaders.

Through the succession planning process, employees develop their knowledge, skills, and abilities and prepare them for promotion into more challenging roles in the organization.

The Board, with the assistance of the Corporate Governance and Nomination Committee and the Company's Human Resources Dept., has adopted a professional development program for employees, officers and senior management. The Company has put in place a program to determine the skills necessary for particular positions in the Company and identifies key talents for purposes of succession. It has adopted a master plan for the corporate structuring, recruitment, performance assessment, compensation management, and career development all geared to improving the key competencies of employees, officers and senior management.

With careful planning and preparation, the Corporation can manage the ongoing changes that occur regularly when key employees leave an organization.

Effective succession planning supports organizational stability and sustainability by ensuring there is an established process to meet staffing requirements. Boards and executive directors can demonstrate leadership by having the strategies and processes in place to ensure that these transitions occur smoothly, with little disruption to the Corporation.