

LENTA LIMITED

POLICY ON THE EMPLOYMENT OF FORMER EMPLOYEES OF THE EXTERNAL AUDITOR

1. INTRODUCTION

- 1.1 The Audit Committee has adopted the following policy regarding the employment of former employees of the Company's external auditor.
- 1.2 For purposes of this policy, the 'audit team' means any partner, director, manager, staff, reviewing actuary, or reviewing tax professional associated with the Company's external auditor who works on any aspect of the annual audit of the Company's consolidated financial statements in any jurisdiction in which the Group's operations are located.
- 1.3 For the purposes of this policy, 'employee of the Company's external auditor' will include any person regularly providing professional services on behalf of the independent auditor, regardless of whether that person is legally an employee of such firm – for example, if the external auditor is a partnership, a partner would be deemed an 'employee of the Company's independent auditor'.

2. POLICY

- 2.1 No former member of the audit team may be hired into a financial reporting oversight role within the Company for a period of two years following their association with the audit. A financial oversight role is any position that has direct responsibility for overseeing those who prepare the Company's financial statements.
- 2.2 No former employee of the Company's external auditor may be named a director of any significant operating company within the Group for two years after the termination of their employment with the Company's external auditor.
- 2.3 No former employee of the Company's external auditor may join the senior management team of the Group without the approval of the Chairman of the Audit Committee.
- 2.4 Each year, the Company Secretary shall report to the Audit Committee on the profile of former employees of the external auditor employed by the Group in the preceding year.