

**POLICY ON BOARD RECRUITMENT
OF
NESTLÉ NIGERIA PLC**

Dated the ...22nd day of...May..... 2018

Board Appointment

The appointment of a new Director of the Company commences after the declaration of a vacancy by the Board. It is the responsibility of the Board to determine the required knowledge, skills and experience to be possessed by the potential candidates.

The Board ensures that the candidates are individuals with good character, relevant core competences, entrepreneurial spirit, record of tangible achievements and knowledgeable in board matters. They are required to possess a good sense of accountability, high level of integrity and committed to the task of good corporate governance. The Board also considers the work experience, occupation, current directorships, any real or potential conflict of interest, the likely contributions to the progress of the Company, the ability of such candidates to be good team players, gender, positive public perception, etc.

Thereafter, the curriculum vitae of candidates satisfying the requirements would be sourced and forwarded to the Board for scrutiny, discreet validation of character and informal interaction with the candidates. If the Board is satisfied with the information obtained, the most suitable candidate would be presented to the shareholders for election as a Director or be appointed by the Board as a Director of the Company to fill a casual vacancy, subject to his / her approval by the shareholders at the next Annual General Meeting.

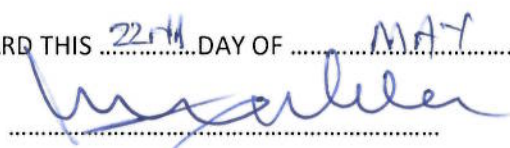
A newly appointed Director of the Company is required to undergo an induction process in order to know the Company, business and duties better. Important corporate documents on the Company's profile, history, values, members of the Board and top management, business principles, production facilities, projects, Creating Shared Value initiatives are made available to new Director(s).

The Directors of the Company participate periodically and where required, at its expense, in relevant continuing education programs in order to update their knowledge and skills and keep them informed of new developments in the Company's business, regulatory and operating environments. The objective of the training, when needed, is to assist them to fully and effectively discharge their duties to the Company.

Evaluation Process

The Board has established a system to undertake a formal and rigorous annual evaluation of its performance, that of its Committees, the Chairman and individual directors. The Board has approved a questionnaire for the annual evaluation on areas such as the ability of the Board to fulfil its general supervisory roles, preparation of members for meetings, participation at meetings, quality of proposals made by members at meetings, performance of each committee, etc. The questionnaire for the annual board evaluation is done online and the summary of results compiled electronically.

APPROVED BY THE BOARD THIS 22nd DAY OF MAY 2018



CHAIRMAN