



INTERNAL MEMO

TO: NWTL GROUP
FROM: YOLANDE SAESARIA GUI – NWTL GM/ DIRECTOR
SUBJECT: INTERNAL ANNOUNCEMENT – CHANGES IN MY ROLE
DATE: 16TH OCTOBER 2023

Dear NWTL Family,

In the last couple of weeks there has been some great changes to our NWTL Organizational Management Chart. Those of you in the Head Office would have seen this first hand. I write this letter to share with you some news ;

After almost 20 incredible years holding various positions in NWTL HQ , most recently as the General Manager of NWTL, I have made the decision to step back from my day-to-day operational responsibilities. While this change may seem significant, it marks the beginning of a new and exciting chapter for both me and our company. Effective 17th December 2023 I will be transitioning to the role of Director at NWTL, a change recently reflected in our new Organizational Chart.

This transition has been carefully planned and executed in collaboration with our exceptional leadership team. I am pleased to announce that Gavin Thompson, who has shown remarkable dedication and expertise in his role since joining us recently, will be stepping in to oversee all departments that were under my purview. I have full confidence in Gavin's capabilities, and I am certain that he will lead our teams to even greater heights. I ask that you extend your full support to Gavin during this transition, and I believe you will find his leadership style to be both inspiring and effective.

While my role is changing, my commitment to NWTL remains steadfast. In my capacity as Director, I will continue to serve the company in strategic and advisory roles, and I am thrilled to announce that I will also be continuing on the role of Chairwoman of our Corporate Social Responsibility (CSR) . This presents a unique opportunity for me to focus



on initiatives that are close to my heart, and I am eager to work with all of you to advance our CSR efforts and make a meaningful impact in our communities.

I want to assure you that this transition does not mean I am stepping away from our NWTL family. I am still here for all of you. My door, whether physical or virtual, will always be open for any guidance or advice you may need. I am genuinely excited to continue to work with each of you and see our organization thrive under the capable leadership of Gavin and Boss Jim here at NWTL.

Thank you for your unwavering support and dedication over the years. I look forward to this new chapter in our journey and am confident that our future holds boundless opportunities for success and growth.

Please feel free to reach out to me if you have any questions or would like to discuss this further. I am here to support and guide you through this transition.

Warm regards,

A handwritten signature in black ink, appearing to read "Yolande Saesaria Gui", is positioned above the printed name.

Yolande Saesaria Gui

Director (NWTL) and Chairwoman of NWTL CSR

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