



Personnel Development Policy

The Company recognizes that human resources are valuable human capital and a key driving force in achieving sustainable organizational growth. The Company is therefore committed to promoting the continuous development of its personnel in terms of knowledge, capabilities, skills, and potential in alignment with changes in the social and business environment. The Company seeks to strike a balance between personnel advancement and organizational stability in order to create value for stakeholders and society as a whole.

The Company promotes the development of personnel at all levels through systematic and standardized processes, such as training, seminars, and knowledge-sharing activities, with the aim of fostering positive attitudes, integrity, ethical conduct, and effective collaboration. In addition, the Company supports internal career advancement and maintains a system for regularly monitoring and evaluating employee performance. This enables personnel to achieve stable career growth while serving as an important mechanism for enhancing the Company's competitiveness and driving the organization toward long-term sustainability.

Principles

Personnel development is a key factor in preparing employees for career advancement, enhancing their potential and work capabilities, and enabling them to adapt to changes that may arise. An organization with capable and high-potential personnel is well positioned to achieve rapid growth and develop into a High-Performance Organization (HPO).

Guidelines

1. Personnel development shall be provided comprehensively, equitably, and without discrimination, taking into account the training needs of each individual for their respective position and career advancement.
2. Budgets and personnel development plans shall be allocated to each department to develop employees' knowledge and capabilities in performing their duties and enable them to support the plans and operations of their respective departments.
3. The Company shall encourage and support employees in pursuing opportunities to learn new things, both within and outside the organization, particularly in the areas of technology and innovation, in order to apply such knowledge to improve work processes and enhance work efficiency.
4. The Company shall organize activities that encourage employees to exchange knowledge and share experiences in order to gain different perspectives, apply them to the development of the work under their

responsibility, and promote participation in organizational development toward becoming a learning organization.

5. Approval for employees to attend training shall be granted without discrimination.
6. The Company shall maintain a fair and transparent performance evaluation system that reflects employees' work capabilities and effectiveness, and shall support and provide all employees with opportunities to learn, develop their knowledge and capabilities, and enhance their potential.
7. Employees shall be required to establish an individual development roadmap by preparing an Individual Development Plan (IDP) based on feedback received from their performance evaluations, in order to address areas for development and further enhance their potential.
8. Supervisors shall be responsible for encouraging and supporting employees in developing their knowledge in order to enhance their potential and capabilities.

Approved by the resolution of the Executive Committee at its Meeting No. 2/2026 held on August 31, 2026.

– Signed –

Mr. Wiwat Theekhakhirikul

Chairman of the Board