



Workforce Planning Policy

Principles

Maintaining an adequate and appropriately skilled workforce aligned with each role and its responsibilities is a critical aspect of human resource management. Effective workforce planning enables the organization to meet its objectives promptly and supports the retention of talent within the Company.

Policy Guidelines

1. Analyze workforce requirements by establishing processes and tools that align workforce planning with current and future business needs and workload demands.
2. Monitor, study, and analyze workforce data in comparable industries to understand trends and talent demand within the same sector, and use this information to develop effective planning and strategies that create a competitive advantage.
3. Utilize advanced technologies to forecast workforce needs accurately, ensuring alignment with evolving business strategies and continuous organizational development.

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