

Director Development Policy

The Company continuously promotes the knowledge and competence of the Board of Directors so that the directors can apply the benefits of the knowledge they have gained in the Company's governance in a modern manner, keep up with situations, increase their professionalism, and create added value for the Company, as well as pushing the organization to international standards.

Development of the Board of Directors

Promoting the knowledge and abilities of the Board of Directors can be executed in many forms as follows:

1. Organize support activities to build knowledge and understanding for new directors or directors appointed during the fiscal year and prepare directors' handbooks and documents for them to adequately know about the company information, relevant regulations, and business information of the Company before performing their duties. The said activities include:
 - 1) Seminar participation
 - 2) Lectures by the Company's senior executives
 - 3) Invitation to external experts to exchange views with the Company's directors
2. Organize and encourage directors to participate in various activities that improve the Board of Directors' knowledge and abilities in terms of new technology and innovation that will be used to develop the Company, including promoting good corporate governance and social responsibility. The Nomination and Remuneration Committee is in charge of introducing various types of activities to help directors expand their knowledge and abilities, such as training, site visits, seminar participation, and visits to see operations of internal departments or external agencies. Activities that enhance knowledge and talents should be regarded in terms of
 - 1) Consistency of the content of activities with the main mission of the Company
 - 2) Time spent on each activity
 - 3) Participation of the Board of Directors or the number of directors participating in each activity

- 4) Their applicability to company transactions, such as business expansion, company strategy, and so on.
3. All directors have at least six hours of self-development per year.

Budget

The Company adequately allocates an annual budget for director development and continuous development.

Review

The Board of Directors continually reviews the Director Development Policy annually and when appropriate. The evaluation results will be reviewed to improve the director development policy and plan to be consistent with the goals and changing business environment.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 28, 2024.

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(Mr. Vikrom Kromadit)
Chairman of the Board of Directors