

Development of Board Members and Senior Executives

The board has a policy to promote and facilitate continuous development and capacity building for directors and executives. This aims to enhance their knowledge and abilities, and to seek understanding of their responsibilities and the ever-changing management approaches. Activities include orientation for new directors, site visits within the company or group, study tours to other organizations, training sessions, seminars, or participating in seminars organized by various agencies such as the Thai Institute of Directors Association, the Stock Exchange of Thailand, the Securities and Exchange Commission, as well as knowledge exchanges among directors, hiring consultants, and organizing Board Retreats.

Currently, five directors have attended IOD's Director Certification Program (DCP) and six have attended its Director Accreditation Program (DAP). One hundred percent of the 10 directors have passed the training course on IOD's directors. In this regard, the Company has continuously provided the Board with useful information, seminars, and training sessions. along with informing the directors of information related to good practices according to the principles of good corporate governance.

Details of participation in the training course organized for directors

Name of Directors	Directors Accreditation Program (DAP) by IOD	Directors Certification Program (DCP) by IOD	Other courses organized by the IOD
1. Mr. Chainoi Puankosoom	63/2550	-	<ul style="list-style-type: none"> ▪ The Role of Chairman in Leading Strategic Risk Oversight (2560) ▪ The Role of the Chairman Program (RCP 33/2557) ▪ Financial Institutions Governance Program (FGP 3/2554)
2. Assoc. Prof. Tithiphan Chuerboonchai	-	๒ 2543	<ul style="list-style-type: none"> ▪ Advanced Audit Committee Program (AACP 32/2562) ▪ Risk Management Program for Corporate Leaders (RCL 17/2562) ▪ Financial Statement for Directors (FSD 40/2562) ▪ Financial Institutions Governance Program (FGP 3/2554) <p>Others;</p> <ul style="list-style-type: none"> ▪ National Director Conference 2022 – Wisdom for Future: Harmonizing the Diverse Boards ▪ Refreshment Training Program “Financial Reporting Cases: A Monitoring Guide for Board
3. Mr. Panote Sirivadhanabhakdi	10/2547	46/2547	<ul style="list-style-type: none"> ▪ Finance for Non-Finance Directors (FND 10/2547)
4. Mr. Chotiphat Bijananda	-	155/2555	<ul style="list-style-type: none"> ▪ Subsidiary Governance Program (SGP 2/2565) ▪ Role of the Chairman Program (RCP 55/2566)
5. Mr. Chatchaval Jiaravanon	71/2551	-	<ul style="list-style-type: none"> ▪ Corporate Governance for Capital Market Intermediaries (CGI 13/2559)
6. Mr. Chai Vinichbutr	64/2550	-	-
7. Mr. Sithichai Chaikriangkrai	26/2546, 2/2549	-	-
8. Mrs. Busaya Mathelin	-	304/2564	<ul style="list-style-type: none"> ▪ National Director Conference 2022 – Wisdom for Future: Harmonizing the Diverse Boards ▪ Refreshment Training Program “Financial Reporting Cases: A Monitoring Guide for Board ▪ National Director Conference 2023 – Delivering “Net Zero” Together
9. Mr. Thanapol Sirithanachai	DAP 10/2547	DCP 39/2547	<ul style="list-style-type: none"> ▪ Audit Committee Program (ACP 39/2555)
10. Mr. Lim Hua Tiong ^[1]	DAP 216/2567	-	-

^[1] Mr. Lim Hua Tiong was appointed as a director in the year 2024.

Details of participation in training courses or seminars that enhance the knowledge of company directors in 2024

Name of Directors	Training/Seminar courses
Assoc. Prof. Tithiphan Chuerboonchai	<ul style="list-style-type: none"> ▪ Seminar: Chairman Forum 1/2023 on "Leadership Amidst Volatility and Distrust" held on 25 October 2023, by the Thai Institute of Directors Association (IOD). ▪ Seminar: SET Sustainability Forum 2/2024 on "Scaling up Synergies and Solutions for Net-Zero" held on 18 June 2024, by the Stock Exchange of Thailand. ▪ Training Course: Director Leadership Certification Program (DLCP 14/2024) by the Thai Institute of Directors Association (IOD). ▪ Training Course: CAC Ethical Leadership Program (ELP 34/2024) on 23-24 March 2024, by the Thai Institute of Directors Association (IOD). ▪ Training Course: ESG in the Boardroom: A Practical Guide for Board (ESG 2/2024) on 20 May 2024, by the Thai Institute of Directors Association (IOD). ▪ Training Course: Best Practices on Disclosure, Reporting, and Significant Transactions for Corporate Secretaries (RFP 14/2024) on 28 June 2024, by the Thai Institute of Directors Association (IOD). ▪ Training Course: Subsidiary Governance Program (SGP 9/2024) on 4 September 2024, by the Thai Institute of Directors Association (IOD).
Mr. Chotiphat Bijananda	<ul style="list-style-type: none"> ▪ Seminar: IOD Hot Issue for Directors on "Empowering Boards: Enhancing Governance, Standards, and Financial Insights, Batch 3/2024" held on 19 September 2024.
Mrs. Busaya Mathelin	<ul style="list-style-type: none"> ▪ Seminar: IOD Chairman Forum 1/2023 on "Leadership Amidst Volatility and Distrust" held on 25 October 2023, organized by the Thai Institute of Directors Association (IOD). ▪ Seminar: IOD Director Briefing 6/2023 on "Sustainability Trends in Business Across Industries" held on 9 November 2023, organized by the Thai Institute of Directors Association (IOD). ▪ Seminar: SET Seminar on "Preventing and Addressing Misconduct of Listed Companies" held on 26 March 2024, organized by the Stock Exchange of Thailand (SET). ▪ Seminar: 25th IOD Anniversary on "Earning Trust in a Skeptical World & How to Stay Ahead of the Future" held on 10 September 2024, organized by the Thai Institute of Directors Association (IOD).
Mr. Lim Hua Tiong	<ul style="list-style-type: none"> ▪ Training Program: Director Accreditation Program (DAP 216/2024) on 1 April 2024, organized by the Thai Institute of Directors Association (IOD). ▪ Seminar: SET Seminar on "Preventing and Addressing Misconduct of Listed Companies," organized by the Stock Exchange of Thailand.
The entire Board of Directors (Total of ten persons)	<ul style="list-style-type: none"> ▪ The Group of Companies' Seminar on Cybersecurity and Climate Transition, 1 October 2024