Supalai Public Company Limited
Policy on Employee Development

Supalai Public Company Limited attaches importance to the development of personnel as it always recognizes that the employees are valuable assets of the organization. It, therefore, aims to develop the employees' knowledge and ability in accordance with its strategy and operational guidelines in order to have a sustainable growth along with the organization. Such policy also covers the operations of the subsidiaries and associated companies as approved by the resolution of the Board of Directors' meeting No. 1/2018 held on 9 January 2018 with the following details:

1. The Company shall promote and develop all employees to have knowledge and ability to their maximum so as to meet the expectation of the Company in operating business, and also for them to grow along with the Company through the Competency-Based Development System.
2. The employees will be given the opportunity to learn and be developed in terms of management and teamwork skills as well as specific professional skills.
3. The Company provides both In-House and Outside Training necessary for all employees and specific individuals on a continual basis by the determination of an annual training plan to enhance the employees' potential.
4. The Company encourages employees to be creative through various forms of activities in order for them to fully demonstrate their potentials to be successful in their career.
5. The Company is committed to developing the employees to be good persons and talent.
6. The Company organizes various kinds of activities to create unity within the Company including campaigns to promote and instill the sense of responsibility.
7. The Company has granted suitable and sufficient budget for the development of employees at all levels.

Please be informed for your acknowledgement.

Notified on this 9th day of January 2018

Prateep Tangmatitham
(Dr.Prateep Tangmatitham)
Chief Executive Officer