

PERSONNEL DEVELOPMENT POLICY AND SUCCESSION PLAN

Since the beginning of a business venture, Sri Trang Group (the "Company") has always recognized the instrumentality of its personnel/employees who are indispensable for a sustainable business success. Being mindful of that, the Company has put into effect a personnel development policy and a succession plan (collectively the "Plan and Policy") to be implemented by the Human Resource Department. The Plan and Policy will play an instrumental role in skill development, common and specific knowledge building, and social and environmental awareness raising as follows.

1. Personnel Development Plan

The Company undertakes to initiate the career development plan and the individual development plan tailored made to suit each employee's job responsibility, in addition to work skill enhancement programs embodying topics such as leadership, risk management, anti-corruption in a workplace, and the Green Rubber Industry. To realize this ambitious goal, the Company has steadfastly made use of advanced information technology to facilitate the employee learning and training through a variety of platforms including online training, video learning, self-learning, on-the-Job training, and constantly adopted new technologies for personnel development.

2. Succession Plan for a Group Manager Level and above

The succession plan for pivotal positions is a key to personnel preparedness and career path planning for the management-level employees. It also plays a vital role for the prevention of critical job and key position shortages which might affect the organization in the future.

Successor Selection Criteria

1) Job performance appraisal

This criterion is based on the selected employees' job performance in the past and present.

2) Potential appraisal

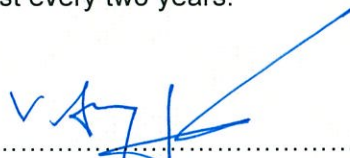
This criterion is largely based on relevant qualities including leadership competency, attitude, and behavior to determine whether they are in alignment with the Company's core value, all of which are crucial for their new positions in the future.

The employees who meet the successor selection criteria will be considered as 'High Potential Talent' to be properly groomed for elevation to the leadership role in the future. The employees who are on the successor list will be given priority when the Company considers the candidates to fill the vacant management position when the occasion arises. Only if in the absence of qualified successor in the successor list will the Company consider outside candidates. The successor list will be reviewed and updated by the Company every two years

Periodic Review

The Company will review and, if necessary, revise the Plan and Policy to ensure it is sufficiently in alignment with its business direction at least every two years.

2nd review on June 13, 2025


(Dr. Viyavood Sincharoenkul)
Chairman

First approved by the Board of Directors' Meeting No. 6/2021
on September 20, 2021



