

Policy on the Development of Directors, Executives, and Employees

Takuni Group Public Company Limited and its subsidiaries (“the Company”) regard human resources as valuable for sustainable organizational growth. The Company has established a policy for the development of directors, executives, and employees to enhance the capabilities of personnel in all departments, increasing their knowledge and skills, advancing in their careers, and promoting workplace happiness. The policy is outlined as follows:

Development of Directors and Executives

The Company promotes and facilitates training and knowledge for those involved in the corporate governance system, including company directors, audit committee members, subcommittee members, executives, and the company secretary. This ensures they stay informed about current situations and continuously improve their operations through internal training or external institutions.

For training courses, the Company will consider relevance to the duties and responsibilities of each position, in line with the Company's business operations, and in compliance with the regulations of the Securities and Exchange Commission of Thailand and related government agencies.

In cases of changes in directors or the appointment of new directors, or others involved in the governance system, the management and/or human resources department will provide beneficial documents and information for their duties. This includes introducing the company's business nature and operational guidelines to the new directors or personnel in those positions.

Employee Development

The Company emphasizes the development of employees' knowledge and skills by providing equal and consistent opportunities through annual training plans and ongoing personnel development policies at all levels. This includes academic knowledge, personality development, and fostering a positive attitude to meet job requirements, prepare for higher responsibilities in the future, and advance in their career paths.

The Company supports training and seminars, both internally and externally, that are relevant to each job position. The human resources department prepares an annual training plan to ensure continuous development and keeps records of training hours for monitoring and evaluating the quality and quantity of training, which is disclosed in the Company’s annual report.

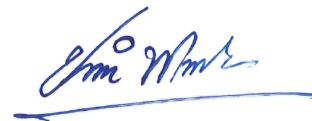
- **Internal Training:**

The human resources department organizes training necessary for the Company's business operations and personnel in each department, set as annual training plans and courses. External experts may be invited to provide additional knowledge and skills required for current and future job performance.

- **External Training**

External training provides opportunities for employees to receive training from reputable organizations, ensuring they stay up-to-date with changing situations. This enhances the knowledge and skills necessary for their current and future job performance. The selection of external training considers the ethics, effectiveness of the training organization, and the benefits gained. Additionally, the Company has established a performance evaluation system and job review process aligned with business plans to develop a potential development system for personnel.

The Company outlines training and development plans for various departments to align with organizational development plans. These plans are based on surveys of departmental needs and requirements to enhance each department's efficiency.



(Dr. Chatchai Payuhanaveechai)
Chairman of the Board of Directors

Approved by the Company's Board of Directors Meeting No. 2/2567
on February 27, 2024