

## Human Capital Development Policy and Succession Plan

### Human Capital Development

Sri Trang Gloves (Thailand) Public Company Limited (the ‘Company’) has a policy to promote career development for employees and hired workers with the aim to encourage career planning of employees and hired workers, learning and assessing their aptitude and interests including competency while creating opportunities and setting goals for their future both short-term and long-term.

To ensure that the employees and hired workers can achieve their targeted growth, the Company puts in place an Employee Competency Assessment to allow each of the employees and hired workers to be aware of gaps in their competency by checking against the expected competency and the Employee Competency Model set by the Company. Then the relevant employees and hired workers can use assessment results in creating a self-development plan.

Career Planning of the employees and hired workers forms part of the annual assessment where supervisors, employees and hired workers will talk about their Career Planning and annual achievements, career goal and self-development plan of employees and hired workers will be determined/ reviewed at the beginning of the year.

### Succession Plan

The Company requires employees at the executive level to also prepare their Career Planning. The employees at the executive level means the employees in the executive level under the definition of the Notification of the Securities and Exchange Commission No. Kor.Chor. 17/2551 Re: Determination of Definition in Notifications relating to Issuance and Offer for Sale of Securities including any amendments thereto and the employees performing duties in a critical position of the Company. This procedure is called ‘Succession Management’ and comprises two main procedures:

1) **Determination or nomination of successor** will be carried out on the basis of an assessment of two key factors:

1. Performance; and
2. Potential taking into consideration leadership competency and behaviours that are in line with the core value of the organisation

Candidate with high potential talent will pass the assessment and will receive appropriate development programmes in preparation for the promotion as the Company’s future leader. The Company’s employees will take priority in the consideration. Only when the Company cannot identify successor from within the organisation can it recruit outsider candidates.

2) **Review and conclusion of succession slate**

All critical positions will have at least one successor who will be determined. The determination will be made for those candidates who have similar qualifications or who have the required qualifications for the position and those who are ready for the immediate succession and/or those who will be ready in the next one to two years.

**3) Development Plan**

The Company provides that there will be career development plan and individual development plan comprised of development of leadership, change of work, position and responsibility as well as special project assignment. The purpose of the plan is to ensure that the successors have the readiness to succeed the imposed position. Succession plan and succession slate will be reviewed annually.

The Human Capital Development Policy and Succession Plan was considered and approved by the Board of Directors' meeting No. 4/2021, which was held on 12 May 2021. The policy shall come into force as from 12 May 2021.



( Prof.Dr. Weerakorn Ongsakul )  
Chairman of the Board of Directors  
Sri Trang Gloves (Thailand) Public Company Limited