

# LEADERSHIP & HUMAN CAPITAL DEVELOPMENT

## Target and Performance

### Long term target by 2030:

All employees receive training and development for essential job skills.



**2025 Performance:** Achieved the 2030 target, with **100%** of employees receiving necessary training and skill development.



**100%** employee are trained and developed

- **619** training course organized.
- **94.86%** of employees participated the development program.
- **2,109** employees participated in the leadership development program.
- **46,019** employees or **71.19%** of employees participated in ESG training program.
- **76.13** hours per person per year as the average of employee training hours.
- **892.84** Baht per person per year as the average training cost.

## Opportunities and Challenges

The most valuable asset to any organization is the human resources that drive the business forward. To the Company, they are the delta between reaching set goals and falling short. Taking care of the employees that bridge the gap between available talent and organizational goals in the competitive landscape is key to operational optimization and social value creation.

## Policy and Management Approach

The company prioritizes the human capital development of perspectives and mindsets that foster a professional corporate culture through 3 dimensions of the human resource management approach which are human capital development, leadership development, and talent attraction and retention to ensure effective competencies development and a happy workplace across the organization.