

## **Human Resource Development Policy**



**THAI AUTO TOOLS AND DIE PUBLIC COMPANY LIMITED**  
**(“The Company”) and Subsidiaries (“Group”)**

## Human Resource Development Policy

Thai Auto Tools and Die Public Company Limited (“**the Company**”) and its subsidiaries (collectively referred to as the “**Group**”) recognize the importance of human resource development along with the development of modern and highly efficient production process technology. The Group is committed to creating a learning organization with a world-class management system. Therefore, the Group prioritizes personnel development and promotes a work culture known as “Training for the Trainer” where senior employees teach junior employees, enabling new employees to gain knowledge, develop skills, and gain expertise to quickly support various tasks. In addition, the group also cultivates and encourages all employees to have unity, work as a team, and think critically, with the ability to learn and carry out tasks independently, while exhibiting a sense of responsibility for their duties, society and the environment. The policy is detailed as follows:

1. All personnel who enter the workforce will receive training and recommendations from their supervisors to improve their performance and promote training and development to create opportunities for career growth.
2. All personnel are entitled to equal access to their agency’s annual training and development program and to receive development training as needed to continuously enhance their abilities and work efficiency.
3. The Company encourages and prioritizes the participation of all employees in various activities to foster good relationships between executives and employees in all positions. This fosters unity, teamwork, thinking, action, and ultimately, development of knowledge and skills that enhance work potential.
4. The Company provides personnel development training in the form of both in-house training and public training.

This policy was approved by the Board of Directors Meeting No. 4/2025 on 14 November 2025, effective from 14 November 2025 onwards.

- Dr. Damri Sukhotanang -

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Chairman of the Board of Directors