

management. This aimed to instill a sense of hazard awareness among employees to avoid risks independently. A total of 78 employees across three batches participated in these training sessions, ensuring comprehensive participation among the workforce.

Training course on "Occupational Health, Safety, and Environmental Protection in the Workplace" in 2023

No.	Date	Training Course	Number of classes	Number of participants
1	18-19 July 2023	Managerial Workplace Safety Officer	1	28
2	14-15 September 2023	Managerial Workplace Safety Officer	1	30
3	19-20 October 2023	Supervisory Workplace Safety Officer	1	20
รวม			3	78

4. Progress phase: to foster employees' growth alongside the organization, the company advances from conducting 360-degree assessments in core competencies, leadership competencies, and potential. The company develops Individual Career Development Plans to allow employees to outline their career growth needs in alignment with the organization, identify their strengths and weaknesses, and specify development plans for the short, medium, and long term. These development plans prioritize employees' needs (Employee Centric) and involve collaboration between the company, supervisors, and employees. The company intends to expand the use of this tool to employees at all levels in the future.

Succession planning within the company is conducted for all positions from the CEO down two levels, recognizing the importance of developing and preparing the next generation to keep pace with the expansion of the business, which constantly requires new skills and knowledge. This process also allows the company to understand the overall readiness and potential of individuals in this group for appropriate management going forward, ensuring the company is prepared for sustainable growth. The steps of the process are as follows:

1. Communicate to all current holders of positions, from the CEO to all executives, the importance of succession planning, the processes, and various assessment tools involved.
2. This involves reviewing the scope of work for positions, required qualifications, skills, and knowledge necessary for successful task completion, followed by evaluating executives under their command based on core competencies, leadership abilities, future potential, and readiness for higher positions as per the expected standards.
3. Based on the assessment results, create an Individual Career Development Plan for each employee, centering on their needs (Employee-Centric) to foster engagement and convey the value the company aims to provide.

The entire process is conducted annually to keep pace with and adapt to business changes, by preparing internal personnel for growth, enabling employees to review their own career development plans every year as well.

For the position of CEO, qualifications and skills capable of addressing future challenges are identified, which include understanding of human resources and organizational management, business acumen, and customer relations.

Employee Illness and Injury

Workplace safety is essential for business operations. The development and learning management department has conducted training courses on "Workplace Safety" to educate about safe work practices, causes of accidents, unsafe acts, unsafe work conditions, and preventive measures against accidents, including addressing potential hazards at each step and finding solutions. Additionally, the course "Executive-level Workplace Safety

Officer" serves as a guideline for safety operations, offering knowledge and understanding to apply in conjunction with the organization's safety policies effectively and beneficially. In 2023, there were no incidents of employees being injured or claiming from the injury fund during work.

Training and development program in 2023

No.	Date	Courses	Participants
1	23 June 2023	Risk Management to Prevent Fraud	2
2	4 July 2023	Delving into Foreign Payment Taxes	1
3	13 July 2023	In-depth on TFRS for NPAEs: Accounting and Taxation for Accounting Professionals	2
4	27 July 2023	Assets and Liabilities: Reviewing Items in Financial Statements	3
5	29 August 2023	Deep Dive into Financial Statement Analysis	3
6	30 August 2023	Summary of Key Accounting Principles Accountants Must Know	3
7	16 June- 31 July 2023	TQM Alpha: Professional Development Program for Corporate Secretaries	1
8	5-28 September 2023	Professional Development Program for Investor Relations	1
9	27-28 September 2023	Level 1 Residential and Small Commercial Air Conditioning Technician	1
10	12 September 2023	Cyber Security Insurance: Sealing Breaches from Attacks and Business Risk Mitigation	3
11	15 December 2023	Insurance for Business Damage Protection	1
Total			30

Summary of the 2023 Training and Personnel Development Program

No.	Date	Courses	Participants
1	19 January 2023	Effective Sales Presentation Skills, Class 1	29
2	20 January 2023	Thank Yourself for Being Born in This World (Self Esteem & Self Confidence)	14
3	21 January 2023	Ethics and Corporate Governance at Work (Code of Conduct), Class 1	40
4	26 January 2023	Introduction to Insurance and Life Insurance Business, Class 1	32
5	27 January 2023	Peer Teaching Project_Financial and Whole Life Plan	100
6	11,25,26,27 January 2023	Peer Teaching Project_Auto Parts Insurance (EW) Workshop, Class 1 - 4	165
7	1 February 2023	Peer Teaching Project_Auto Parts Insurance (EW) Workshop, Class 5	55
8	8 February 2023	Peer Teaching Project_Auto Parts Insurance (EW) Workshop, Class 6	33
9	15 February 2023	Peer Teaching Project_Auto Parts Insurance (EW) Workshop, Class 7	30
10	15 February 2023	Effective Sales Presentation Skills, Class 2	28
11	21 February 2023	Sustainable Anti-Corruption Strategies in Organizations, Class 1	48
12	22 February 2023	Peer Teaching Project_Auto Parts Insurance (EW) Workshop, Class 8	35
13	15 March 2023	Effective Sales Presentation Skills, Class 3	27
14	22 March 2023	Teaching and Counseling Skills for Supervisors	31
15	23 March 2023	Financial and Debt Management for Salaried Employees, Class 1	55
16	4 April 2023	Insurance Knowledge and Personal Data Protection Law (PDPA)	34
17	19 April 2023	Effective Sales Presentation Skills, Class 4	29
18	19 April 2023	Peer Teaching Project_Auto Parts Insurance (EW) Workshop, Class 9	36
19	21 April 2023	Introduction to Insurance and Life Insurance Business, Class 2	30
20	28 April 2023	Peer Teaching Project_Auto Parts Insurance (EW) Workshop, Class 10	50
21	10 May 2023	Peer Teaching Project_Auto Parts Insurance (EW) Workshop, Class 11	46
22	12 May 2023	Effective Leadership Skills Development, Class 1	23
23	16 May 2023	Personal Data Protection Act (PDPA), Class 1	80
24	16 May 2023	Ethics and Corporate Governance at Work (Code of Conduct), Class 2	33
25	17 May 2023	Peer Teaching Project_Auto Parts Insurance (EW) Workshop, Class 12	40
26	24 May 2023	Effective Sales Presentation Skills, Class 5	31
27	14 June 2023	Peer Teaching Project_Auto Parts Insurance (EW) Workshop, Class 13	50
28	15 June 2023	Peer Teaching Project_Auto Parts Insurance (EW) Workshop, Class 14	45
29	15 June 2023	Sustainable Anti-Corruption Strategies in Organizations, Class 2	46
30	16 June 2023	Conquering Office Syndrome (OFFICE SYNDROME)	52
31	21 June 2023	Effective Sales Presentation Skills, Class 6	32
32	24 June 2023	Risk and Insurance Management for New Era Executives, Class 1	68
33	28 June 2023	Peer Teaching Project_Auto Parts Insurance (EW) Workshop, Class 15	30