

Training course on "Occupational Health, Safety, and Environmental Protection in the Workplace" in 2024

No.	Date	Training Course	Number of participants
1	11-12 July 2024	Managerial Workplace Safety Officer	30
2	12-13 September 2024	Managerial Workplace Safety Officer	24
3	8-9 August 2024	Supervisory Workplace Safety Officer	25
4	24-25 October 2024	Supervisory Workplace Safety Officer	25
Total			104

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 2024, there were no incidents of employees being injured or claiming from the injury fund during work.