

Personnel Development Policy

---

Central Retail Corporation Public Company Limited

26 March 2019

## Personnel Development Policy

The Company values its human resources as the essential asset for the business operation and the key for organization success. Therefore, the Company has set the following policy and guidelines which focus on the continuous skill and thinking development of its employees in every level in order to increase their working efficiency in all aspects as well as to generate creative thinking and innovations for the Company.

1. The Company shall provide opportunities for personnel to develop expertise from actual working experience under guidance of supervisors of each line of work.
2. The Company shall promote and hold seminars and training, both external and internal, regularly for personnel in each level of the Company.
3. The Company shall conduct assessment on needs and necessity of personnel development need in each level of the Company as well as establishing human resource development plans in accordance with the company development plan.
4. The Company shall hold activities to facilitate intimacy, familiarity, and healthy relationships among management and employees in every position.

This Human Resources Development Policy is effective from 26 March 2019 onwards.

*-Signed-*

(Dr. Prasarn Trairatvorakul)

Chairman

Central Retail Corporation Public Company Limited