7.1 Smart People

"Create value for oneself, Business and society"

Somboon Group Pay attention to employees, who are considered as the most important resource in driving growth for the organization. This would help the company to grow and operate the business with efficiency and continuity. Smart people would be crucial for the business competitiveness following the business philosophy Somboon Triple Bottom Line. Employees development would play a crucial role in resolving various materiality issues especially the development of talent, future skills, as well as the continuity of management (Succession), and last but not least the development of talent as well as developing employee engagement. These are the most important factor for the company to successfully develop her technology and future business growth. This development is also an important basis in responding to the Sustainable Development Goals (SDG) in all areas, especially in education development, in innovation and efficient use of resources and developing good citizenship, which would ensure the good corporate governance implementation with honesty, and transparency.

Smart People Policy

The company is committed to developing her employees as well as caring for the quality of life by creating a culture based on corporate values while pay attention to society, community, environment, with employees, who are smart and good. The company aware of the important in maintaining the competent employees by building a good engagement through human resource management meeting international standards. The company regards the competency development of her employee as crucial for the business in the future. Also, succession and talent are developed to support the business for both present and future.

In a COVID-19 crisis, the Company has decided to take this opportunity to adapt itself digitally supporting employees for their flexibility in their work, so that employees are ready and flexible to the environment in such conditions. The Company keep employees working efficiently Under the business philosophy of "Somboon Tripple Bottom Line" with integrity to "Create value for oneself, Business and society"

Employees who are "good and smart" are essential to a sustainable business. In this crisis, The company encourages employees to be more flexible in their roles. Employees can transfer positions or switch duties. Also, the current technology and innovation play an increasingly important role in the automotive business. The company continues to provide additional training to enhance employees' skills and strengthen the skills and knowledge required in this situation. so that employees have the potential to be ready to drive the organization in the future.

Management guidelines

The Company focus on the management of the organization, including determining the role of employees in the COVID-19 crisis, organizational structure design to support the new normal operation by adjusting the organizational structure to suit the situation with sufficient allocation of employees, while build and drive the capabilities of employees to suit the job. Moreover, performance management and evaluation and compensation system are also important to be developed to suit the new way of work.

The Company has managed the development of employees in changing situations for better efficiency. Due to the inability to integrate various activities as before, the company has organized online learning courses and encourage employees to learn by themselves. In 2020, the training hours are 7.45 hours/person/year in a room (not inclusive of online learning). The Company adjusted the organization of doing good deeds that are more accessible and easier for employees to make a good deed hours more individually serving the need of social distancing and achieve the target 8 hours/person/year.

Smart People Performance 2020

Target 2020	Performance 2020	Performance 2019
Hours of Good Deed on average **8.00** hours / Person / Year	Hours of Good Deed on average **8.00** hours / Person / Year	Hours of Good Deed on average **8.90** hours / Person / Year
Hours of training on average **12.00** hours / person / year	Hours of training on average **7.47** hours / person / year	Hours of training on average **12.00** hours / person / year
Number of Training Courses **52** courses	Number of Training Courses **52** courses	Number of Training Courses **92** courses
Human Resources Development Expenditures **2.5** million baht	Human Resources Development Expenditures **2.5** million baht	Human Resources Development Expenditures **4.2** million baht

7.2 The development of Good People

The Company realizes that creating value for society and the environment is a part of sustainable development. Therefore, various social activities have been going on continuously from the past to the present with social and environmental responsibility, while creating business value, the Company is confident that such goals will be achieved by using the concept of inside-out explosions approach in which employees are supported and promoted to giving back to the society.

The development of Good People Policy

From the policy of sustainable development under "Somboon Triple Bottom Line" The Company focuses on the development of employees to be able to "Create value for oneself, Business and society" The company places great emphasis on developing employees to have good work potential by developing people to be good people to promote the expression of behavior that reflects a moral and ethical behaviors.

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