



Training and Development Policy

Zeaquest Company Limited (Zeaquest or the Company) believes that the most important asset in the Company is our individual employees. Company commits to protect of our employees' wellbeing. Therefore, training and development programs are considered an investment to maintain the Safety, Quality, and Productivity delivered by our employees through the service.

This policy is an integral part of the management process designed to develop all employees into top performers. Training and development play a vital role in helping individuals and the Company to achieve goals.

Company will organize training programs, based on each employee's roles and responsibilities. The trainings must be emphasized to include technical, professional, safety and emergency preparedness, environmental awareness, communication skills, management, and supervisory training.

Roles and responsibilities, standards of performance are regularly assessed to ensure that employees have the necessary skills and knowledge to work efficiently and in compliance with legislation and the Company's requirements.

As a matter of policy, Management will:

- ◆ Budget for training as part of the core business;
- ◆ Maintain a commitment to "employee development" through technical and professional Human Resources development;
- ◆ Hold supervisors accountable for providing training to maintain required job competency for their employees;
- ◆ Resolve any conflict between quantity and quality of training in favor of quality;
- ◆ Balance the desire to "encourage" and develop the individual as a human being with the Company's need for productivity and efficiency.
- ◆ Maintain a training plan which specifies its overall strategy and details steps for implementation.

A handwritten signature in black ink, appearing to read "Songpan Svasdikara".

Songpan Svasdikara
Chief Executive Officer
April 1, 2021

