

Talent Attraction and Retention



| Performance Data | FY2020 | FY2021 | FY2022 | FY2023 |
|-------------------------------------------------------------|--------|--------|--------|--------|
| Parental leave | | | | |
| • Paid Parental leave for the primary caregiver (weeks) | 16 | 16 | 16 | 16 |
| • Paid Parental leave for the non-primary caregiver (weeks) | 2 | 2 | 2 | 2 |
| • Breast-feeding room | ✓ | ✓ | ✓ | ✓ |

Flexible Working Hours

The company recognizes the importance of enhancing work efficiency by increasing flexibility for employees to manage their time during work and private time. Bangchak has launched a flexible working hours scheme for daytime employees to encourage job productivity and quality of life in working-personal time management. There is a set of core work times, a lunchtime break, and flexible start and finish times. Employees can select when to start and finish work to facilitate managing their work time and personal time.

Hybrid Workplace Policy

The company continues to support a hybrid workplace policy for employees whose work styles are suitable for working from home. Thus, employees are instructed to go into the office only as required and appropriate to promote greater employee work-life balance, as well as greater flexibility in their personal lives.

Metrics in Employees' Engagement Surveys

In tracking Employee metric, the following aspects are addressed in Employee Engagement Questionnaires

Job Satisfaction metric refers to questionnaires as follows;

- Bangchak has been a part of motivating me to do excellent work.
- Bangchak has been a part of motivating me to do excellent work beyond performing normal duties.

Purpose metric refers to a questionnaire as follows;

- Executives provide a clear direction for Bangchak's future operations.

Happiness metric refers to a questionnaire as follows;

- I am proud to be part of Bangchak.

Stress metric refers to 12 open-end questions, which top 5 of which were chosen to be concern issues for improvement in order to relieve employees' stress.

- 12 Aspects of open-end questionnaires: Pay & Benefit, Performance Management, Work Process, Work environment, Communication, Career Development, Empowerment, Manager, Co-worker, Policies & Direction, Diversity & Inclusion, Others

