

Employee Development Programs

Training & Development by race	% of total workforce	FY2021	FY2022	FY 2023
Asian	% of total workforce	99.91	99.91	99.91
	% of Training	100	100	100
White	% of total workforce	0.09	0.09	0.09
	% of Training	100	100	100
Black or African American	% of total workforce	0.0	0.0	0.0
	% of Training	0.0	0.0	0.0
Hispanic or Latino	% of total workforce	0.0	0.0	0.0
	% of Training	0.0	0.0	0.0
Indigenous or Native	% of total workforce	0.0	0.0	0.0
	% of Training	0.0	0.0	0.0

Employee Development Programs

Project Name	Objective	Business Benefits
RFBG Senior Columbus (Engineers)	<p>To support RFBG's strategy in developing new businesses and niche products, we have organized the development of a group of Senior Engineers through relevant courses. These courses aim to enhance their knowledge and understanding, leading to innovative thinking through the Focus Analysis Success Transform+ (FAST+) program. The courses include:</p> <ul style="list-style-type: none"> - A Critical Review of Renewable Resources: Bio Refinery - Refinery Scheduling and Logistics - Fundamentals of Hydrotreating - Hydrocarbon Economics and Upgrading - Awareness of Process Safety in Design - Financial Statement Analysis 	<ul style="list-style-type: none"> - Enhance knowledge and understanding to support new strategies. - Raise awareness in designing and improving production processes safely. - Enhance knowledge and understanding of financial statement analysis. - Foster cross-functional collaboration among employees from different departments. - Employees of around 180 participate in the projects. - Quantitative impact of business benefits around 315 million baht.



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Project Name	Objective	Business Benefits
Process Simulator Program (Operators)	<p>RFBG provides practical training courses for Operators to develop expertise in production control, improve efficiency, solve production process issues, and design Improvement Programs through the Focus Analysis Success Transform+ (FAST+) project. The courses include:</p> <ul style="list-style-type: none"> - Simulation Standard Process Models for all Units - Process Troubleshooting Skills - Case Study Practices - Process Optimization 	<ul style="list-style-type: none"> - To enable operators to practice controlling production processes through various simulated scenarios. - To improve efficiency and create benefits from process improvement projects.

List of training programs

<p>Safety</p> <p>Awareness of Process Safety In design</p> 	<p>Performance Improvement</p> <p>Hydrocarbon Economics and Upgrading</p> 	<p>QHSE & Sustainability</p> <p>A Critical Overview of Renewable Resources</p> 	<p>Process Technology</p> <p>Fundamentals of Hydrotreating</p> 	<p>Logistic</p> <p>Refinery Scheduling & Logistic</p> 	<p>Financial</p> <p>Financial Statement Analysis</p> 
<p>DOT & Case Study Practice</p> 	<p>Simulator / Virtual field operator</p> 	<p>Troubleshooting Skill</p> 	<p>Process Optimization</p> 		

