

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. - Employees of around 116 participate in the projects. - Quantitative impact of business benefits around 90.5 million baht. |

List of training programs

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

