

Employee Development Programs

Training & Development by race	% of total workforce	FY2022	FY2023	FY 2024
Asian	% of total workforce	99.91	99.91	100
	% of Training	100	100	100
White	% of total workforce	0.09	0.09	0
	% of Training	100	100	0
Black or African American	% of total workforce	0	0	0
	% of Training	0	0	0
Hispanic or Latino	% of total workforce	0	0	0
	% of Training	0	0	0
Indigenous or Native	% of total workforce	0	0	0
	% of Training	0	0	0

Employee Development Programs

Project Name	Objective	Business Benefits
The Smart Supervisor Academy (Operators)	<p>The training program is designed to enhance the potential of Operators within the Refinery and Trading Business Group, with the objective of preparing them for future supervisory roles. The program emphasizes practical application of work development initiatives through the use of Design Thinking methodologies, while also integrating leadership development components. A total of 100 participants took part in the program, with 63 training hours per person. Key training modules include:</p> <ul style="list-style-type: none"> • Team Connectivity • Effective Communication • Ideation and Brainstorming Techniques • Knowledge Sharing Practices • Solution Development • Project Development and Pitching Skills • Technical Knowledge of Process Plants and Equipment 	<ul style="list-style-type: none"> • Prepare future leaders by equipping Operators with the necessary skills and mindset to assume supervisory roles. • Enhance interpersonal and professional competencies, including effective communication, accountability, goal achievement, and the application of structured thinking for work design and development. • Improve operational efficiency through the implementation of development initiatives proposed by program participants. • Generate measurable business impact, with projected benefits valued at 12.5 million Baht.

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Wrong Di 2024	WRONG DI, a Bangchak's Internal Innovation Program has been evolving since it launched in 2023. It focuses on fostering creativity and innovation. WRONG DI provides comprehensive supports and empowers employees to create and develop new idea while fostering collaboration and synergy within organization to enhance business and services. It serves as a catalyst for new business, products, and go to market opportunities, driving sustainable growth and innovaton within Bangchak. In 2024, the program engaged 69 participants, each completing 16 hours of training.	<ul style="list-style-type: none">• Support and empower to generate and develop innovative idea• Foster collaboration and synergy across the organization to enhance business and service• Drive the creation of new business, product and services including go-to-market opportunities• 6 New Projects from this program create potential 67 MB