

## Number of Female Employees with Maternity Leave in 2022

| Number of Female Employees and Maternity Leave   | Bangkok | Others |
|--|---------|--------|
| employees  | 48      | 4      |
| Employees who applied for maternity leave  | 2       | 0      |
| Employees who returned to work after maternity leave   | 2       | 0      |
| Employees who returned to work after maternity leave and were employed for another 12 months | 1       | 0      |
| Percentage of returning to work after maternity leave  | 100%    | -      |
| Percentage of employment retention after maternity leave                                     | 100%    | -      |

Remarks :

1. The number of female employees entitled to maternity leave was defined as any female employees age under 50.
2. "Others" means renewables power plants located in Thailand only.
3. Information from January to December 2022.

## Human Resource Development Policy

BCPG Group commands a policy on continuing training of its personnel to enhance their knowledge, skills and expertise as well as performance efficiency of all employees. Employees are encouraged to develop their knowledge and skills through on-the-job training. Internal training on knowledge and experience-sharing is also regularly organized. Executives and employees from different business functions will be sent to attend training and seminars related to their work so that they may apply the knowledge to improve the Company's operations.

### Guidelines for Personnel Development Management

BCPG Group has formulated training plans for personnel development, which fall into two categories:

#### 1. Core Competency

The development of core competency (mandatory program) is to enhance knowledge and basic skills necessary for sustainable business operations, such as the induction program, foundation competency, leadership competency, and future building competency.

#### 2. Functional Competency

The development of specific competency in relation to business (key business success program) is to enhance specific knowledge and skills essential to business success, which cover:

- Common competency such as finance, accounting, human resources, law, and IT
- Technical competency in relation to business operations, such as solar, wind and hydro power, energy storage systems, and transmission lines.

In addition, the Group applies technology systems which support the learning process and personnel development via its internal IT system to increase the efficiency of information management and provide ready access for employees to information on learning and training.

## Human Resource Development Performance

The Group has engaged third-party providers with vast experience and expertise in specific fields to conduct training for employees to encourage them to develop their knowledge through internal and external training. It arranged monthly knowledge management sessions, a knowledge test to encourage knowledge and experience-sharing, lessons learned and tips and tricks among employees.

The Group has set individual development plans (IDPs) and knowledge-sharing as one of the corporate KPIs.

In 2022 the Group organized training throughout the year. The training for 2022 included an in-house training and public training, with a total training investment of Baht 3.2 million and average training hours per person of 34 hours/year.

### Guidelines for Personnel Retention

BCPG Group has set guidelines for fair treatment of employees with respect for human right and without gender discrimination through appropriate and fair compensation, welfare and other benefits which are not less than those stipulated by the law and competitive in the labor market, based on performance assessment and the corporation's performance, both in the short term and long term, comparable to the market of the same industry.

In addition, BCPG Group has established a provident fund and ensured sound occupational health and a safe work environment of acceptable standard. Training is organized to enhance knowledge of employees and develop their potential and knowledge under competency-based training as well as other training of their interests to further their career paths and development.

Moreover, BCPG Group recognizes the importance of and promotes the family institution by establishing and managing various medical welfare schemes for employees, which cover their family members, providing a fitness center on Floor 11, M-Tower Building, a private room for breast-feeding facility, and compensation for the death of parents or children. Employees can choose flexible work hours or work from home to reduce Covid-19 risk for themselves and their family members.

### Employee Satisfaction Survey

BCPG Group has prepared an employee engagement survey by engaging an international third-party consultant to manage the survey on employee satisfaction, design questionnaires, and conduct the assessment. The design of assessment guidelines must follow acceptable methods of an international standard. Criteria for the survey fall into five levels in six topics:

1. Performance Management
2. Career Development
3. Engagement and Well-being
4. Collaboration
5. Communication
6. Rewards and Recognition.

Results of the survey for 2022 was 72% among local employees.