

Table showing the number of female employees on maternity leave for 2023

Maternity Leave Statistics:	Bangkok (Persons)	Other Locations <sup>1</sup> (Persons)
Number of employees on maternity leave <sup>2</sup>	58	6
Number of employees eligible for maternity leave with childcare benefits	4	-
Number of employees who took maternity leave	4	-
Number of employees who returned to work after taking maternity leave	4	-
Number of employees who returned to work after maternity leave and were rehired within 12 months	100%	-
Rate of return to work after maternity leave	100%	-

Notes:

1. "Other locations" exclusively denote renewable energy power generation projects situated within Thailand.
2. The eligibility for maternity leave benefits is based on female employees aged 50 years or younger.

### Policy on Employee Development

The Company has a continuous employee development policy aimed at enhancing knowledge, skills, expertise, and job performance of employees at all levels. To achieve this, the Company promotes opportunities for employees to develop knowledge and expertise through on-the-job training and internal training programs. This facilitates the transfer of experiences and provides ongoing business knowledge to employees. Additionally, the Company encourages employees and managers from various departments to participate in relevant training sessions and seminars to further enhance their knowledge related to their respective job functions. This enables employees to improve and enhance the Company's operations. The employee development is divided into two main categories as follows:

#### 1) Development of Core Competencies

Core competency development through mandatory programs is geared towards enriching essential knowledge and skills crucial for ensuring sustainable business operations. This encompasses induction programs for new employees, foundational competency training, leadership competency cultivation, and the nurturing of future-building competencies, among various others.

#### 2) Functional Competency Training

Functional competency training encompasses specialized programs designed for key business domains or Key Business Success Programs aimed at enriching crucial knowledge and expertise vital for achieving business objectives. These programs consist of:

- Development of Common Competencies: Aligned with specific professions including finance, accounting, human resources, law, and information technology.
- Enhancement of Technical Competencies: Tailored to specialized knowledge pertinent to the Company's business operations, such as solar energy, wind energy, hydropower, energy storage systems, and power transmission lines, among others.

Moreover, the Company has deployed technological systems to bolster learning and employee development processes, thereby improving data management efficiency and granting employees seamless access to learning resources and training materials.

## Key Achievements

The Company has partnered with external agencies specializing in training and development to foster employee self-learning through internal and external training initiatives. Additionally, the Company fosters knowledge exchange and assessment, enabling employees to continuously share insights, experiences, lessons learned, and diverse work methodologies on a monthly basis.

The Company sets up Individual Development Plans (IDPs) aimed at fostering learning, knowledge sharing, and assessment as integral performance indicators for the organization.

In 2023, the Company actively pursued training and development endeavors to bolster employee competencies year-round. These efforts encompassed internal staff training sessions and initiatives to motivate employees to participate in external training programs. The Company allocated a total investment of 4 million baht towards training endeavors, with an average of 30 training hours per person annually.

## Employee Retention

The Company is committed to treating employees fairly and respectfully, upholding human rights and preventing gender discrimination by offering equitable compensation, benefits, and suitable incentives. BCPG ensures compliance with legal standards while remaining competitive in the labor market. Compensation is based on performance evaluations, reflecting both short-term and long-term company performance, and is benchmarked against industry standards. Additionally, it maintains a reserve fund to support livelihoods, provides healthcare, and ensures a safe working environment in accordance with regulations. BCPG offers various training programs to enhance employee knowledge and skills, focusing on job-related responsibilities. Employees also have opportunities for skill development in areas of personal interest to foster career advancement.

Moreover, the Company prioritizes the well-being of its employees and their families by providing comprehensive healthcare benefits tailored to various family structures. Its facilities include a fitness center on the 11<sup>th</sup> floor of the M Tower building, dedicated breastfeeding facilities, family assistance funds for situations involving parents, spouses, or children, and flexible working hours to accommodate individual needs.

## Employee Satisfaction Survey

The Company has undertaken an employee satisfaction survey, leveraging the expertise of a globally renowned consulting firm to gauge the level of employee contentment within the organization. The survey methodology adopted is internationally recognized and encompasses the following key areas:

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

## Key Achievements

In 2023, the employee satisfaction survey revealed a 74% satisfaction rate among all employees in Thailand regarding the organization.

## Occupational Health and Safety

The Company places a high priority on occupational health and safety management systems within its operational practices, particularly in overseeing the process of generating renewable energy. Demonstrating a commitment to efficient business management, the Company has adopted the ISO 45001:2018 Occupational Health and Safety Management System to establish internal management protocols. These protocols cover operational procedures, regular reviews, and audits, ensuring the ongoing effectiveness and enhancement of business operations.