

## **Training and development**

### **Policy on Knowledge and Skill Development**

Siamgas and Petrochemicals Public Company Limited and its subsidiaries ("the Company") recognize the vital role of employees in business operations and organizational growth. In line with its vision to enable a life of "well-being and happiness" for all, the Company continuously enhances employee knowledge, skills, and competencies to ensure efficient performance. The SGP Training Center is responsible for employee skill development and updating training programs to align with current business demands. The development framework includes:

1. **Core Value-Based Training:** Ensuring employees understand organizational principles, concepts, and culture to achieve goals and align with the Company's vision.
2. **Onboarding Program:** Providing essential knowledge and operational standards for new employees to ensure accurate, safe, and compliant work practices.
3. **Specialized Knowledge Training:** Enhancing specific skills such as service standards and station manager preparation courses to improve performance and efficiency.
4. **Management and Leadership Development:** Preparing employees for leadership roles through courses like Problem Solving and Decision Making and Improving Leadership Skills.
5. **Operational Efficiency Activities:** Conducting hands-on programs to improve work management and drive continuous development.

The Company tailors its capacity-building efforts to meet the specific needs of different positions, dividing its approach into two distinct groups: Management Group and Employee Group, with development strategies as follows:

#### **1) Management Group (Managers and Above)**

Focus on developing managerial potential to prepare future leaders for organizational growth. Managers undergo evaluations to assess their leadership and operational capabilities, which inform tailored development plans.

#### **2) Employee Group (Department Managers and Below)**

Support employee skill enhancement to meet the needs of the oil, LPG, and future business expansions. Training includes workshops, rotational assignments along career paths, and opportunities to gain expertise through new roles, fostering growth through experience.