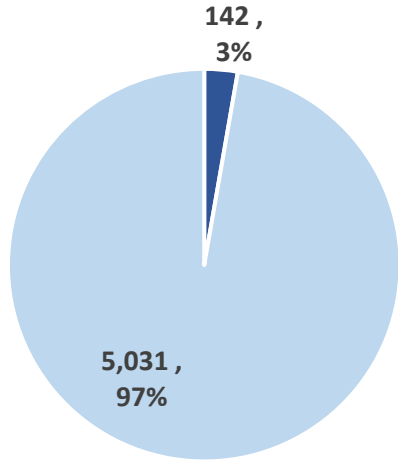


# 2022 LEARNING AND DEVELOPMENT INDEX

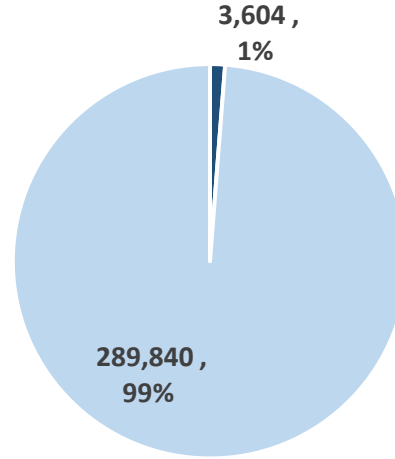
BY STAFF LEVEL

No. of Staff



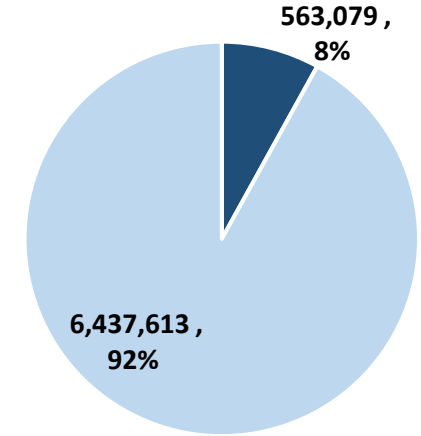
■ Management ■ Staff

Development Man-hours



■ Management ■ Staff

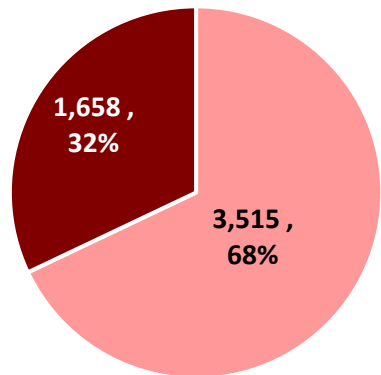
Development Expense (USD)



■ Management ■ Staff

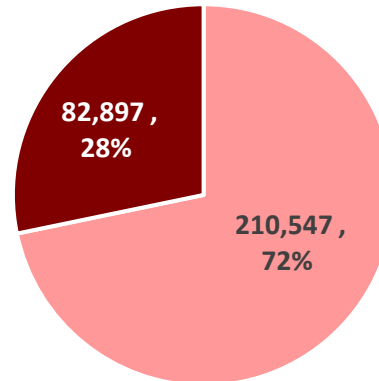
BY GENDER

No. of Staff



■ Male ■ Female

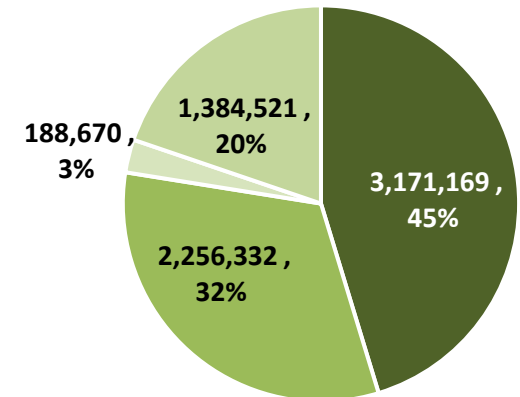
Development Man-hours



■ Male ■ Female

BY DEVELOPMENT TYPE

Development Expense (USD)



■ In-house Training ■ External Training ■ OJT/IDP ■ Scholarship

A photograph of two men in business attire sitting at a round table in a bright, modern office setting. The man on the left is a Black man with short hair, smiling warmly at the camera. The man on the right is a white man with glasses, seen from the side, looking towards the first man. They appear to be in a positive conversation. The background is a blurred office interior with large windows.

# 1. PTTEP Mentorship Programs

- **The Channel of Support**
- **Learning Opportunities & A Way of Developing Talent**
- **Create Healthy Work Culture**

# “PTTEP Mentorship Programs”

(Wisdom Sharing Moment)



Exclusive Mentoring Programs: a **NEW WAY** to learn from Senior Management across functions



## What is about?

- The program is designed to provide **VPs** with a new way to learn from **top managements across functions** through 1:1 conversation.
- VPs will be able to learn from **top managements' vision, knowledge, and experiences**. This will not only enhance their knowledge, but also inspire them to do their best work.



## Key Participants

- VPs as **Mentees**
- EVP/SVPs as **Business Mentors**
- **Leadership Mentors**



## Key Approaches

- **Each VPs has 2 mentors**



1 Mentee



1 Business Mentor



1 Leadership Mentor



1 Biz Mentor



1-3 Mentees



1 Leadership Coach



6 Mentees

# PTTEP Mentorship Programs

is **ONE** of the KEYS to enhance employee engagement as per following result and impacts.

**100%** FTEs' participation

Employee Satisfaction Score	2020	2022
Senior Leadership	60%	62%
Manager	70%	71%

4







# The Channel of Support

Mentoring program provides the necessary platform to help voices be heard. By attending mentoring program, mentees are given further channel of support to deal with challenges, develop and make progress in own career which help significantly in employee engagement.





# Learning Opportunities & A Way of Developing Talent

Mentoring program provides two-way learning opportunity as it keeps mentees and mentors engaged, feeling valued, motivated and willing to listen, especially when both parties gain benefit from the program.

It isn't just the mentees who can learn from the mentors. Mentors often learn a lot from mentoring other people when they share knowledge, skills and experience to help others develop new skills. Being a great mentor also requires skills, especially interpersonal and strategic thinking to solve problems skills.





# Create Healthy Work Culture

Apart from developing skills and knowledge from experienced professional, mentor-mentee relationship can increase motivation and help employees feel more confident in their abilities to handle challenges. Additionally, it provides sense of belonging and supportive work culture.

Promoting mentoring program in PTTEP can be perfect opportunity for leaders to strengthen collaboration and trust among their team member through one-on-one conversation and regular feedback which can lead to an increase in job satisfaction and engagement.



A group of four people (three women and one man) are seated around a table in a meeting room, engaged in a discussion. A semi-transparent dark overlay covers the middle of the image, containing the main title and a list of programs. The background shows a window with blinds and a computer monitor.

## 2. Human Resource Capability (HRC) University Programs

- Business Program
- Digital Program
- Soft Skills



# Our Programs

“HRC University” is the program designed to help PTTEP staff develop the skills and knowledges crucial for future business environment. The program consists of a wide variety of courses which are divided into three clusters: business skills, digital skills, and soft skills.



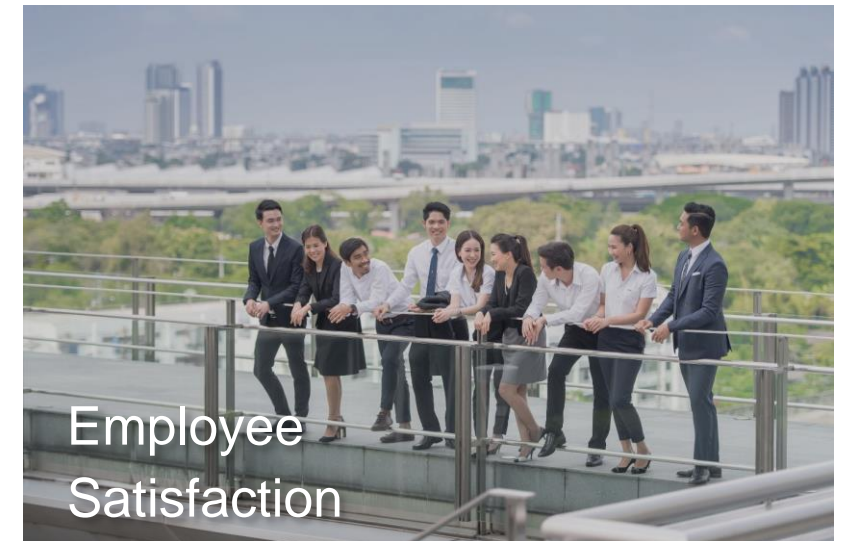
Thanks to the variety of the courses in HRC University Program, it does not only prompt PTTEP staff with knowledge and capabilities required, but also instigates mindset and strengthens EP SPIRIT behaviors, which are the core values of PTTEP. (Please see section, Business program, Digital Program and Soft skills)



Result of the 360° evaluation shows an increase in overall EP SPIRIT score of our staff from 3.61 in 2021 to 3.64 in 2022.

Providing learning opportunity beyond professional development helps fulfilling staff’s individual needs towards both their professional and personal development goals, leading to higher engagement, productivity, and most importantly, creating the learning culture of “learn, unlearn and relearn” which is crucial for catching up with the future skill requirements in rapidly changing world.

The latest Employee Engagement survey result also shows that PTTEP employees’ satisfaction towards Career and Development increases from 64% in 2020 to 67% in 2022



# Business Program

Business courses include Business Model Playbook, Project Management, Foundation of Finance and Accounting, Building Business Transformation, etc.

These courses help staff acquire fundamental business knowledge which is not just theoretical knowledge, but also, practical knowledge with hands-on learning experience that enable them to analyze business impacts more thoroughly and holistically leading to **Performance Excellence** of PTTEP



# Digital Program

Digital courses include Power App, UX/UI Design, Machine Learning, Data and Analytics, Robotics Guru, Coding and Application, etc.

These courses equip PTTEP staff with digital literacy that enables them to use modern technologies and inspires them to **Explore** new way to enhance work efficiency and initiate **Innovation** for the company



# Soft Skills

Soft skills courses include Negotiation & Influence, Coaching & Feedback, Story Telling and Perfect Pitch, Being a New You as High Potential Person, How to Win All Stretch KPIs, Being the Most Admired Person, You are the Great Communicator, etc.

The courses motivate **Passion** for self-development, prompt our staff to strive for **Performance Excellence**, boost up **Trust and Respect** and create **Synergy** among them.