



VGI Public CO., LTD.
Human Resource Development FY2023/24

Employee Development Programs FY2023/24

VGI: Strengthen Our People's Power from Within

VGI is committed to developing employees' potential, adaptability and mindset that are supportive, appropriate and conducive to the creation of a happy organisation alongside business success. The Company therefore organised the "Strengthen Our People's Power from Within" training course for employees to learn and understand humans' true selves, starting with themselves, and able to correctly apply and change through various steps and methods from experts. The indicate that 73% % of employees with top level of engagement, satisfaction, wellbeing, or employee net promoter score which is higher than 70% target. 0.06 % of FTEs participated in the training programme



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Empathic Communication

Good communication denotes that the interlocutor is able to communicate confidently, trustfully and unleash their full potential, as well as self-observation and empathy skills, recognising sincerity in communication, creating a workplace that is safe with mutual understanding, which leads to empathy and the desire to help one another. As a result, VGI organised the “Empathic Communication” training course for all employees in accordance with the core competency of collaboration in order to create good relationships among employees, enabling them to work happily and care for one another’s feelings amidst a friendly atmosphere stemming from compatible communication. This training promotes a happy work environment and good relationships among employees, which enable employees to work happily, therefore reducing the turnover rate and improving work quality. The indicate that 73% % of employees with top level of engagement, satisfaction, wellbeing, or employee net promoter score which is higher than 70% target. Although, turnover rate increased in FY2023, it is acknowledged that the training programme has contributed to help with employee retention. 0.16 % of FTEs participated in the training programme



Long Term Incentives at VGI: Spirit Club Programme

The Spirit Club Programme or “Nu Duan Chuan Ka Yan” is an incentive programme that promotes good corporate culture by incentivising employees at all levels for their corporate behaviour and their loyalty / services (which includes the CEO, senior executives, other named executive officers and business unit managers) to contribute to the development of the Company.

The accumulation of the work year could turn into more monetary value as employees will get more cash the longer they work at a company. The program provides rewards for employees with a long year of service through increasing multipliers of points each year, loyalty rewards for their good corporate behaviour. Employees start with a multiplier of 1.0 and will increase to 1.2 after 2 years of service and more after 3 years. This means employees are able to receive more score if they have a longer office term.

Relation to Long term Incentives

The Spirit Club Programme awards employees specific amount of points per year for showing good behaviour in reducing electricity consumption contributing to the overall ESG contribution such as Energy Reduction and also efficiency use of resources such as paper and photocopying which contributes to the Efficiency. Other good behaviour includes having good employee discipline and role model for other employees.

Relation to Promoting Risk Culture

The Spirit Club Programme awards employees specific amount of points per year for showing good behaviour in innovating ideas that can enhance VGI's work efficiency and can contribute to increasing revenue and reducing costs. This includes innovating ideas to reduce risk such as safety risk from occurring in the company which can reduce costs for damage and also improve work efficiency whilst taken into consideration of safety risks. Employees also get points for being appointed to safety committee.