

Talent Management

To systematically identify a right person to be Thaioil group leaders in the future and realize to comprehensively manage including an offer of long-term incentives program

TALENT QUALIFICATION REQUIREMENTS

Basic Criteria

Service Year ≥ 1

Critical Criteria

Performance

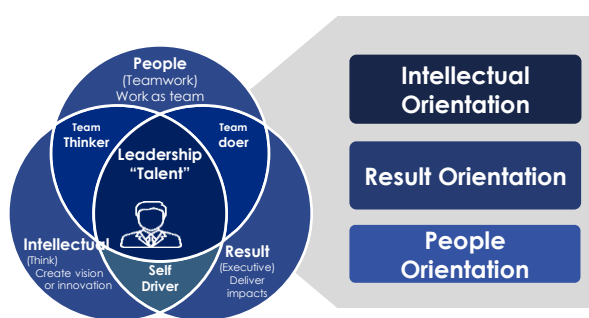
PERFORMANCE LEVEL



Meets performance level in **good** and upwards based on the achievement of corporate KPIs that may include sustainability indicators

Potential

CEP DIMENSION



Meet expectational target of Current Estimated Potential (CEP)

Value Added Criteria

Goodness

GOODNESS BEHAVIOR FREQUENCY

No violation in company rules & regulations and maintain **integrity at all times.**

Aspiration & Engagement

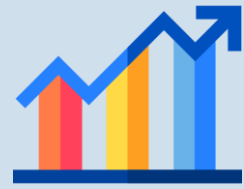
360 DEGREE OBSERVATION

Interested to **work** with the company in **the long term.**

TALENT MANAGEMENT SYSTEM

CAREER MANAGEMENT

Career model are implemented for all positions and special position that develop the **talent accelerate career path** for selected critical development to accelerate career growth.



LEARNING & DEVELOPMENT

Talent development have **multi development program based on Education (10) Exposure (20) Experience (70)** framework

DOMAIN	FUNCTIONAL COMPETENCY	LEADERSHIP COMPETENCY	MOBILITY & INTERNATIONAL EXPERIENCE
	Special Project or Job Assignment	Being Corporate or Cross Functional Task Force	Mobility Academy
	Being Internal Trainer in Critical FC	Leadership Program	Language Development Program
DEVELOPMENT SOLUTIONS	Accelerated FC Development	Accelerated SC Development	Overseas biz Trip, Training and Scholarship
TALENT ACCELERATE CAREER PART DEVELOPMENT			
CDP			

PERFORMANCE & REWARDS

The average talent profile will **indicate the speed of career progression and annual salary increase.**

The cash incentive rewards will be paid to support the talent track, based on talent profiles, and will deviate from the normal salary adjustment.

EMPLOYEE EXPERIENCE

Thaioil **deliver** great experience for talents from mentoring and engagement program.



Invent **recognition culture** to realize talents' contribution"