

Employee employment and Employee benefits

Employee employment

The company upholds a policy of fair employment aligned with principles of human rights respect, valuing diversity, and non-discrimination. It does not impose unfair employment restrictions based on gender, race, religion, or nationality. The company also emphasizes workplace equality by providing opportunities for persons with disabilities to work in suitable positions,

In 2024, the Company and its subsidiary companies had 1,610 full-time employees as follows:

- 1,167 male employees
- 443 female employees

The company employs both Thai and international workers across various roles, including management and labor positions, ensuring lawful employment practices and equal treatment regarding wages and benefits for all employees. Forced labor, illegal migrant labor, and child labor are strictly prohibited.

Sino-Thai Engineering and Construction Public Company Limited (STEC), a subsidiary of STECON that operates the core business, in accordance with the Persons with Disabilities' Quality of Life Promotion and Development Act B.E. 2550 (2007).

In addition, the Company recognizes the importance of quality-of-life improvement for all employees so that they will have the opportunity to show their ability, have professional development, have a job and income, and become self-reliant. We

adhere to the Persons with Disabilities Empowerment Act, B.E. 2007, and accept persons with disabilities through many channels, including direct application, the announcement of job vacancies through the Department of Employment, Ministry of Labor,

Ministry of Social Development and Human Security, Yuwa Prasart Waitayopatham Hospital.

In 2024, the company complies with the Persons with Disabilities Quality of Life Promotion and Development Act B.E. 2550 (2007). The number of persons with disabilities the company is required to employ in 2024 is 124, as follows:

1. Section 33: The company has employed 54 persons with disabilities, consisting of 39 males and 15 females.

2. Section 35

2.1 Granting concession and organizing product and service selling. The Company has provided 55 stores in the department.

2.2 Providing financial support to King Mongkut's University of Technology Thonburi for the training costs of 5 persons with disabilities.

2.3 Hiring 6 persons with disabilities as contractors

3. Section 34: Contributing funds to the fund for promoting equality for persons with disabilities, totaling 4 persons.

In addition, the company promotes employment opportunities for new graduates by participating in job fairs at educational institutions and hiring locally for various projects in appropriate roles.

In 2024, the Company opened the opportunity for 53 students to intern with the company, who were students from various universities, such as Kasetsart University, Khon Kaen University, Chiang Mai University, Prince of Songkla University, King Mongkut's University of Technology Thonburi, etc. The company participated in the Job Fair / Job Expo organized by Kasetsart University, Khon Kaen University, Chiang Mai University, Prince of Songkla University to open the opportunity for new graduates and those interested in applying for jobs with the company in suitable positions

Employee benefits

The Company has offered benefits as prescribed by law, including social security fund and workmen's compensation fund, and additional benefits to upgrade the quality of life and boost morale for employees such as a provident fund, which the Company regards as an important policy to encourage employees to have financial security after retirement, and promote money saving habit. The Company have established a registered provident fund in the name of Sino-Thai Group Provident Fund, and an alternative provident fund (Employees' Choices), which promotes money saving and investment based on each employee's intent, whereby fund members can adjust their investment style any time in order to ensure flexibility and adjust money saving or investment corresponding to economic conditions during each period of time. The return on investment is disclosed to employees on a regular basis. Furthermore, The Company offers life insurance, health insurance, uniforms and clothing suitable to the nature of work. The Company offers emergency loans, funeral assistance fund, a fitness center, and the educational fund for employees' children at all levels from elementary to tertiary levels. The Company have cooperated with commercial banks to offer loan options with a special interest rate for employees who want housing loans. The Company also extend appreciation awards for continuous and long service to employees at all levels.

For our employees, the Company arranges accommodation and a shuttle service to and from their living quarters to the Company, drinking water is also provided. Toilets are arranged sufficiently for the number of employees. The Company also provide a Muslim prayer room, department nurse, and daily childcare facility for employees who do not have a carer for their children during the day, for example. The Company has considered improving benefits continually in accordance with current economic and social conditions.

In 2024, there were 1,551 employees who voluntarily subscribed as members of the provident fund out of a total of 1,610 full-time employees, representing 96.34%. The Company has paid contributions to the provident fund in the amount of 32,927,130 Baht

| Business Group | Number of employees | Provident Fund | | Contribution to Provident Fund (Baht) |
|---|---------------------|--------------------|------------------------|---------------------------------------|
| | | Attending (people) | Not attending (people) | |
| Stecon Group Public Company Limited | 5 | 1 | 4 | 16,500 |
| Sino-Thai & Construction Public Company Limited | 1,504 | 1,455 | 49 | 30,578,136 |
| Wisdom Services Company Limited | 45 | 44 | 1 | 872,478 |
| SNT Concrete Solution Company Limited | 29 | 29 | - | 509,176 |
| STECON Power Company Limited | 5 | 5 | - | 189,540 |
| STECX Ventures Company Limited | 13 | 13 | - | 203,100 |
| Sitem ST Engineering and Services Company Limited | 9 | 4 | 5 | 558,200 |

The Company continues to place importance on recommending or proposing options for general workplace privileges by holding Workplace Welfare Committee elections every two years to represent employees at meetings and consult with the Employer regarding welfare management or improvements for employees to promote good relationships and understanding between the employer and employees. By providing opportunities and listening to and exchanging opinions and recommendations, we promote happy work appropriate for the organization's environment and changes in economic conditions at each time along with enabling the employer and employees to seek guidelines and solutions together in addition to building employee morale to working happily, which will affect the employer's productivity and business success in another way. Meetings and consultations with the Workplace Welfare Committee are held at least once every three months or when necessary and appropriate.