

Employee development on individual and team level

The Company considers employee development as our main policy in continually developing employee capability to widen the vision for efficient work performance. The Company has surveyed the needs for training in all departments and has made consideration by analyzing skills and knowledge required for work, using a variety of development methods, including training and seminars related to management in order to increase learning and self-development perspectives, organization of workshop activities to increase professional skills and expertise based on job positions, promotion for reduction of unnecessary processes in order to have clear, fast and accurate work process. The Company has organized more than 50 training courses covering all positions each year. Each course has been designed by qualified speakers both internally and externally. Training courses and seminars with external agencies such as the Council of Engineers, the Safety Promotion Association, etc. are also available with the objective of ensuring connection and consistency with the functional competency of each position. Training for the year 2024 includes:

- Sustainability by ESG and Risk Management
- Training courses on workplace safety, such as crane operation, material rigging, and signal person training for crane operators.
- Hazard identification and risk assessment in occupational health and safety.
- Primavera P6 for project planning and management in engineering.
- Geotechnical engineering knowledge and its applications.
- Various systems for Smart Buildings and system integration.
- Design and installation of electrical systems for high-rise buildings.
- Surveying knowledge
- Concrete engineering knowledge.
- Low carbon building calculation techniques, complete analysis of the entire cycle
- Change Handling by Growth Mindset & R.Q. (Resilience)
- Various knowledge in architectural work such as hardware installation, ceiling installation, painting, etc.
- Group bonding activities, etc.

For the training of employees in courses related to engineering and architecture, the company has applied for certification of a training unit (Professional Development Unit – PDU) with both the Engineering Council and the Architects Council, as the company has been certified as a parent organization to collect training units for employees who have received training in each course, which can be used for further professional advancement.

The Company has established a skill development and training Center on an area of 30 rai in Nonthaburi Province to purpose of educating training labor skills, increasing skills, and preparing before starting work for Thai workers and foreign workers in various fields such as construction workers, plasterers, carpenters, steel technicians, electricians, etc., under the certification of the department of skill development. Including training to upgrade the skills of workers to have more skills, to comply with government labor skill standards, the training and skill development center imports and trains foreign workers according to the memorandum of understanding between the government and neighboring countries.

In 2024, the Company targeted to offer training to employees for 10 hours/person/year.

Employee Training in 2024

Training	No. of Employee (person)	Average No. of training hours of employees (hours/person/year)	Expenses for training and development (Baht)
Staff	2,835	14.38	18,744,154.44



The Company also encourages employees to learn by themselves. The Company has publicized various training courses on online channels for employees to be informed and register for training by themselves, which will help employees gain additional knowledge. In addition, they can count training units to be used for career advancement. This is a confirmation of the company's commitment in both quantity and quality for the construction industry in Thailand.