

Fair performance assessment and remuneration

The Company has a concrete performance assessment system in place, individual and team performance assessment criteria have been established in line with the Company's short-term and long-term operational plan, which is linked to an appropriate and fair remuneration system. It has been developed and improved in accordance with competitive conditions and changing labor market conditions during each period by using human resource management tools such as the Competency Development System and Key Performance Indicator, for example.

The Company remunerates our employees and personnel appropriately and in line with the company's overall operation based on short-term and long-term considerations, and in accordance with the compensation offered by the same industry. The Company also offer various benefits to enhance the good quality of life. In addition, the Company takes performance assessment results into consideration, analyzes and determines appropriate guidelines for the capability development of employees in various fields.

The Company has a policy on equitable remuneration comparable to other companies in the labor market and focuses on creating stability, long-term career development and career advancement opportunities (Career Path) for employees in all positions. We also have a standardized performance assessment linked to equitable salary increases based on individual performance on an appropriate and fair basis.

In 2024, the Company paid remuneration in the form of monthly salary as follows:

- Salary 1,054,765,282 Baht
- Bonus 95,025,194 Baht

Remuneration of Employees

	Y 2022		Y 2023		Y 2024	
	Male	Female	Male	Female	Male	Female
Remuneration of Employees by Gender (Baht)	697,419,524	228,844,820	700,500,469	238,484,006	880,954,517	288,819,860
Remuneration Ratio (%)	75%	25%	75%	25%	75%	25%
Total Remuneration of Employees (Baht)	926,264,344		938,984,475		1,169,774,377	

Note: The above data pertains to Sino-Thai Engineering and Construction Public Company Limited, a subsidiary of STECON that operates the core business.