



Human Resource Management Policy

The English translation is provided for informational purposes only.

In the case of a discrepancy, the Thai version will be effective

Human Resource Management Policy

Stecon Group Public Company Limited and its subsidiaries

The Company has a human resource management policy that focuses on encouraging personnel at all levels to work under the knowledge and ability of each individual to their full potential. There is no discrimination by treating all employees fairly, regardless of origin, race, religion, gender, or any other status that is not related to the performance of the job. The company has a recruitment system, develop personnel, and administer wage and remuneration in a fair, equitable, and appropriate manner. Welfare is provided in accordance with the provisions of the law, and additional welfare is provided to enhance the quality of life, and boost morale and encouragement for employees

1. Personnel Planning

The Company has a manpower plan to have qualified personnel who are consistent with the workload, as well as to strengthen the Company's ability to drive mission in order to achieve both current and future goal.

2. Recruitment and Selection of Personnel

The Company has a process to recruit and select knowledgeable, talented and qualified personnel to join the Company through direct recruitment through various forms of public relations channels such as print media, and the Internet. Participation in the labor market of both the government sector including the Department of Employment and the labor market organized by the university. Recruitment from leading educational institutions and vocational colleges across the country. It also has academic knowledge tests and competency-based interviews are conducted with a focus on recruiting and selecting personnel with knowledge, ability, vision, good attitude, teamwork skills, and creativity in accordance with the nature of the job and the responsibility of each position, regardless of gender, race, religion, or disability in any way.

3. Equal and fair employment/dismissal

The company is committed to a fair and equitable employment policy in strict adherence to human rights principles, fostering diversity and ensuring a non-discriminatory workplace. Employment opportunities are free from unjust restrictions based on gender, race, religion, or nationality.

Furthermore, the company is committed to promoting workplace equality by providing opportunities for persons with disabilities to work in suitable positions, in accordance with the Persons with Disabilities Empowerment Act B.E. 2550 (2007), and no child labor is employed. The company employs both Thai and foreign workers across various job levels, from supervisory roles to labor positions, ensuring compliance with legal employment standards.

All employees, regardless of nationality, receive equal treatment in terms of compensation and benefits. The company strictly prohibits forced labor, illegal migrant labor, and child labor.

In addition, the company provides employment opportunities for fresh graduates in suitable positions by participating in job fairs of various educational institutions and offering local employment for various projects in suitable positions.

4. Performance Evaluation and Remuneration Management

The company determines employee compensation appropriately by considering job positions, knowledge, skills, and work experience, while also benchmarking against industry compensation standards. This approach aims to motivate employees, enhance job satisfaction, foster organizational commitment, attract high-quality talent, strengthen the company's competitiveness, and improve employees' overall quality of life.

The Company has a concrete performance evaluation system. The performance criteria for individuals and teams are determined in accordance with the Company's operational plan, linked to a fair and appropriate compensation system. The Company has developed and improved in line with the competitive condition and changing labor market condition from time to time by using human resource management tool such as the Competency Development System and Key Performance Indicator. The company provides fair and appropriate compensation to employees, aligned with the company's performance, considering both short-term and long-term perspectives. This approach is consistent with compensation practices within the same industry. In addition, various benefits are offered to enhance quality of life. In addition, the Company also uses the performance evaluation result to consider, analyze and determine appropriate guideline for developing employee potential in various aspects.

5. Employee Welfare

The Company provides welfare for employees as follows.

- Welfare as required by law including the Social Security fund and the Workmen's Compensation fund.
- An additional welfare at the company to enhance the quality of life and boost morale and encouragement for employees, such as provident fund. The Company considers an important policy to encourage employees to have financial security for retirement, and strengthen the discipline of saving money by establishing a provident fund. This supports the need for saving and promotes investment according to the need of each employee. Fund members can adjust their investment style at any time to create flexibility and adjust their savings or investments to suit the economic condition in each period, and investment returns are consistently disclosed to employees. In addition, there are life insurance, health insurance, appropriate uniforms and attire according to the nature of the work performed. There is an emergency loan fund, funeral assistance, a gym center grant, and provides scholarships to the children of employees of all grades from primary to tertiary education. In addition, the Company has established cooperation with commercial

banks as an alternative to preferential interest loans for those who need housing loans. The award is given to honor and thank employees at all levels for their continuous and long-term work with the company. However, the Company has continuously considered improving various welfare to be in line with the current economic and social condition.

6. Learning and Personnel Development Policy

The Company has a goal of learning and developing personnel through training and development of personnel and employees at all levels to meet the needs of each type of work. This is so that personnel have the knowledge, ability, skill, and expertise in their work in order to be able to perform their work effectively in accordance with the organization's business plan for now and the future competition in a sustainable 3 dimension manner including

- Organizational Development
- Development of the Board of Directors and Executives
- Individual and group employee development

7. Employee Engagement and Retention

The Company believes that employees are considered the most valuable assets that must be maintained and continuously improved. Employee satisfaction and engagement surveys are recognized, listen, understand ideas, and feedback to find ways to improve and continuously enhance satisfaction and engagement with the company. The Company conducts a survey on employee satisfaction and engagement every year and uses the results to prepare an operational development plan to increase the level of employee satisfaction and engagement.

This Human Resource Management Policy was approved by the Board of Directors Meeting No. 2/2025 on March 14th, 2025 and be effective from March 14th, 2025 onwards.

Announced on 14th March 2025

- *Vallop Rungkijvorasathien* -
(Mr. Vallop Rungkijvorasathien)

Chairman of the Board of Directors
Stecon Group Public Company Limited