



Sustainable Business Development Policy

Stecon Group Public Company Limited

The English translation is provided for informational purposes only.

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

Sustainable Business Development Policy

Stecon Group Public Company Limited and its affiliates (the "Company") operate with a commitment to sustainable business development by creating value in the areas of economic, social, environment, and good corporate governance, to support the Company to achieve its vision and mission. Therefore, the Company has established a sustainable business development policy that takes into account good corporate governance, society, the environment, and all groups of stakeholders in accordance with international guideline and as determined by the Securities and Exchange Commission and the Stock Exchange of Thailand as follows.

Economic - The Company's main economic goal is to generate reasonable and continuous operating return or profit by creating growth in existing businesses and seeking new business opportunity.

Good Corporate Governance - The Company attaches great importance to fair, transparent, and auditable business operation in accordance with ethical principle and consideration for the Company's stakeholders, appropriate risk management, developing innovation in order to develop the Company's potential and striving for sustainable and stable growth through good corporate governance policy and related practice in accordance with the guideline set by the Office of the Securities and Exchange Commission and the Stock Exchange of Thailand.

Social - The Company conducts its business with social responsibility. There is international standard of work that reduces the potential impact of operation, taking into account stakeholders such as employees, partners, customers, and the community. In addition, the company also pays attention to safety, occupational health and working environment, taking human rights into consideration human resource development and social assistance in various fields such as education, relief for disaster victims, etc.

Environment - The Company is aware of its operation with consideration for the environment and climate change. The Company has established policy and guidelines, follow-up and development in the field of the environment. It continues with Knowledge and training in performing duty that is provided in accordance with relevant working standard. This includes supporting and promoting environmental protection practice and reducing potential impact on the environment and community from the Company's business operation.

Key Goal for Sustainable Business Development

Stecon Group Public Company Limited and its subsidiaries set the main goal for sustainable business development in line with the Company's sustainable business development policy as following.

1. Climate Change Goal: The Company is part of the drive towards the country's goal of reducing greenhouse gases. 20-25% compared to normal operations and aim for carbon neutrality in 2050.
2. Safety Goal: The number of work-related injuries resulting in lost time is 0.1/1,000,000 working hours (Lost Time Injuries Frequency Rate: LTIFR = 0.1)
3. Personnel Development Goal: Development of knowledge and skill of personnel through seminar and training on average not less than 18 hours/person/year. Engineers and architects must undergo at least 50 training hours per person per year.
4. Good Corporate Governance Goal: The Company has received a Corporate Governance Rating at the level of excellence from the survey on Corporate Governance of listed companies of the Thai Institute of Directors Association

This Sustainable Business Development Policy was approved by the Board of Directors' Meeting No. 5/2025 on December 12th, 2025 and be effective from January 1st, 2026 onwards.

Announced on 12th December 2025

- Vallop Rungkijvorasathien –

(Mr. Vallop Rungkijvorasathien)

Chairman of the Board of Directors
Stecon Group Public Company Limited