

## Stakeholders Analysis

Sino-Thai Engineering and Construction Public Company Limited (STEC), a subsidiary of STECON that operates the core business, has determined and analyzed stakeholders by collecting information from all departments/divisions of the Company, including information from the Company's construction projects gathered through the Community Relations section, which is responsible for communicating and building good relationship with community around the Company's construction site area in order to recognize the requirements and information of each stakeholder group.

Stakeholder	Expectations	Related Policies and Procedures	Stakeholder Engagement Channel
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>- High return with appropriate risk.</li> <li>- Transparency and Accountability in business operations.</li> <li>- Shareholders' Rights.</li> <li>- Equitable Treatment of Shareholders.</li> <li>- Information Disclosure and Accessibility to Corporate information.</li> <li>- Providing a channel for stakeholders to communicate any concerns or suggestions.</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with Good Corporate Governance Policy.</li> <li>- Compliance with risk management policy</li> </ul>	<ul style="list-style-type: none"> <li>- Annual General Meeting (AGM)</li> <li>- Analyst Meeting</li> <li>- Annual report (56-1 One Report)</li> <li>- Website STEC: <a href="http://www.stecon.co.th">www.stecon.co.th</a></li> <li>- Website STECON: <a href="http://www.stecongroup.co.th">www.stecongroup.co.th</a></li> <li>- E-Mail STEC: <a href="mailto:information@stecon.co.th">information@stecon.co.th</a></li> <li>- E-Mail STECON: <a href="mailto:information@stecongroup.co.th">information@stecongroup.co.th</a></li> <li>- Tel : 02-610-4900</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>- The international standard quality of service and work that can meet the customer requirements and at fair price.</li> <li>- On-time delivery.</li> <li>- Disclosure of relevant information for</li> </ul>	<ul style="list-style-type: none"> <li>- Continuous development of Company' s potential in employees, equipment &amp;tools, innovations, and business process in order to meet all customers' requirements and become a leading</li> </ul>	<ul style="list-style-type: none"> <li>- Meeting with customer ( Project Owner)</li> <li>- Website STEC: <a href="http://www.stecon.co.th">www.stecon.co.th</a></li> <li>- Website STECON: <a href="http://www.stecongroup.co.th">www.stecongroup.co.th</a></li> <li>- E-Mail STEC: <a href="mailto:information@stecon.co.th">information@stecon.co.th</a></li> </ul>

	<p>customers with accuracy, adequacy and appropriately.</p> <ul style="list-style-type: none"> <li>- Providing fairness of contract making between the Company and customers.</li> <li>- Keeping customers' information confidentially.</li> </ul>	<p>Engineering and Construction firm.</p> <ul style="list-style-type: none"> <li>- Compliance with Good Corporate Governance Policy and Code of Conduct.</li> </ul>	<ul style="list-style-type: none"> <li>- E-Mail STECON: <a href="mailto:information@stecongroup.co.th">information@stecongroup.co.th</a></li> <li>- Tel : 02-610-4900</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>- Job security and career path.</li> <li>- Providing fair and appropriate compensation and welfare.</li> <li>- Safety at work.</li> <li>- Good working environment.</li> <li>- Providing a channel for employees to communicate any concerns or suggestions.</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with Good Corporate Governance Policy and Code of Conduct.</li> <li>- Human resources development including defining career path.</li> <li>- Raising safety awareness and defining the safety policy, procedures, trainings, measurement &amp; evaluation, and development in safety procedures.</li> <li>- Occupational Health, Safety, and Environmental Policy.</li> <li>- Whistleblowing and Whistleblower Protection Measures.</li> <li>- Promoting employee engagement and retention</li> </ul>	<ul style="list-style-type: none"> <li>- Management and employee meeting</li> <li>- Organize small group meetings.</li> <li>- Communicate through email/social media</li> </ul>
<b>Partners</b>	<ul style="list-style-type: none"> <li>- Transparency in Partners Selection Process.</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with Good Corporate Governance</li> </ul>	<ul style="list-style-type: none"> <li>- Meetings with Partners</li> <li>- Website STEC: <a href="http://www.stecon.co.th">www.stecon.co.th</a></li> </ul>

	<ul style="list-style-type: none"> <li>- Disclosure information for partners with accuracy, adequacy and appropriately.</li> <li>- Providing fairness of contract making between the Company and partners.</li> <li>- Keeping partners' information confidentially.</li> <li>- Providing a channel for partners to communicate any concerns or suggestions.</li> </ul>	<ul style="list-style-type: none"> <li>Policy and Code of Conduct.</li> <li>- Compliance with policies and guidelines for selecting suppliers.</li> <li>- Establish a Supplier Code of Conduct for business partners.</li> <li>- Compliance with Anti-Bribery and Anti-Corruption Policy.</li> <li>- Compliance with contracts between partners and the Company.</li> <li>- Compliance with the policy to promote the potential and ability of partners.</li> <li>- Whistleblowing and Whistleblower Protection Measures.</li> </ul>	<ul style="list-style-type: none"> <li>- Website STECON: <a href="http://www.stecongroup.co.th">www.stecongroup.co.th</a></li> <li>- E-Mail STEC: <a href="mailto:information@stecon.co.th">information@stecon.co.th</a></li> <li>- E-Mail STECON: <a href="mailto:information@stecongroup.co.th">information@stecongroup.co.th</a></li> <li>- Tel: 02-610-4900</li> </ul>
<b>Creditors</b>	<ul style="list-style-type: none"> <li>- Transparency and accountability in business operations.</li> <li>- Disclosure information for creditors with accuracy, adequacy and appropriately.</li> <li>- Providing fairness of contract making between the Company and creditors.</li> <li>- Compliance with contracts between the Company and creditors.</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with Good Corporate Governance Policy and Code of Conduct.</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>- Meetings with Creditors</li> <li>- Website STEC: <a href="http://www.stecon.co.th">www.stecon.co.th</a></li> <li>- Website STECON: <a href="http://www.stecongroup.co.th">www.stecongroup.co.th</a></li> <li>- Tel: 02-610-4900</li> </ul>

<b>Competitors</b>	<ul style="list-style-type: none"> <li>- Refusing to act any form that restricts competitors' right.</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with Good Corporate Governance Policy and Code of Conduct.</li> </ul>	<ul style="list-style-type: none"> <li>- Website STEC: <a href="http://www.stecon.co.th">www.stecon.co.th</a></li> <li>- Website STECON: <a href="http://www.stecongroup.co.th">www.stecongroup.co.th</a></li> <li>- Tel: 02-610-4900</li> </ul>
<b>Government Organizations</b>	<ul style="list-style-type: none"> <li>- Abide by laws and regulations of business operations.</li> <li>- Transparency in business operations.</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with Good Corporate Governance Policy and Code of Conduct.</li> <li>- Compliance with Anti-Bribery and Anti-Corruption Policy.</li> </ul>	<ul style="list-style-type: none"> <li>- Meetings with Government Organizations</li> <li>- Website STEC: <a href="http://www.stecon.co.th">www.stecon.co.th</a></li> <li>- Website STECON: <a href="http://www.stecongroup.co.th">www.stecongroup.co.th</a></li> <li>- Tel: 02-610-4900</li> </ul>
<b>Community and Society</b>	<ul style="list-style-type: none"> <li>- Business Operation that has the least impact on the lives of people in the community or commuters.</li> <li>- Business Operation with environmental concerns.</li> <li>- Supporting community activities.</li> <li>- Providing a channel for claimers to communicate any concerns or suggestions.</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with Good Corporate Governance Policy and Code of Conduct.</li> <li>- Compliance with the policy of participation in community and social development related to business.</li> <li>- Compliance with Occupational Safety, Health, and Environment Policy</li> <li>- Whistleblowing and whistleblower Protection Measures.</li> <li>- Community and social participation.</li> </ul>	<ul style="list-style-type: none"> <li>- Community development projects</li> <li>- Filing complaints Tel: 02-610-4900</li> <li>- Visiting communities onsite</li> <li>- Website STEC: <a href="http://www.stecon.co.th">www.stecon.co.th</a></li> <li>- Website STECON: <a href="http://www.stecongroup.co.th">www.stecongroup.co.th</a></li> <li>- Corporate Communication Section</li> </ul>
<b>Investors/ Analysts/ Securities Companies</b>	<ul style="list-style-type: none"> <li>- Accurate, appropriate, and sufficient disclosure</li> <li>- Transparency in operations</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with corporate governance and business ethics</li> <li>- Policies on insider trading</li> </ul>	<ul style="list-style-type: none"> <li>- Quarterly analyst meetings</li> <li>- Company website STEC: <a href="http://www.stecon.co.th">www.stecon.co.th</a></li> </ul>

	<ul style="list-style-type: none"><li>- Equal access to information</li></ul>	<ul style="list-style-type: none"><li>- Policies on information disclosure</li></ul>	<ul style="list-style-type: none"><li>- Company website STECON: <a href="http://www.stecongroup.co.th">www.stecongroup.co.th</a></li><li>- Tel: 02-610-4900</li><li>- E-mail: <a href="mailto:IR@stecongroup.co.th">IR@stecongroup.co.th</a></li><li>- Investor Relations Department</li></ul>
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