

Promotion of employee engagement and retention

The Company believes that employees are the most asset that must be maintained and developed continuously. An employee satisfaction and engagement survey has been conducted to recognize, listen and understand their actual thoughts and feelings in order to find ways to improve and increase satisfaction and continuous engagement with the Company.

The Company annually examines and determines key factors that affect satisfaction and organization engagement, both quantitatively and qualitatively, by collecting data from all projects across the country. The survey results are then used in analyzing and improving organization engagement approach linked to key business outcomes based on 4 main areas of employee engagement survey as follows:

- Job Role, Life Balance, and Organization
- Human Resources Management Policy
- Leadership
- Organization Engagement

Corporate engagement score target	Assessment results
80%	85.50%

The survey reveals positive factors, which are the strength of corporate culture that must be maintained and further enhanced, including good cooperation across all functions for the Company's success; operational personnel contributing to the organization's development and achievement of goals. The company has highly competitive potential. Compared to other companies in the same industry, etc. The parts that need to be developed and improved include reviewing wages and employee benefits, career advancement (Career Path), training development, etc. Satisfaction scores and organizational engagement according to various fields have been reported. A meeting has also been convened to discuss and prepare an action plan in order to increase satisfaction and engagement in each line of work and the overall picture of the organization. The employee satisfaction and engagement survey results have been communicated to personnel throughout the organization through online communication channels within the organization and through the annual corporate policy announcement meeting, where top executives will communicate directly in a form of two-way interaction, ask and answer questions, listen to opinions, and express understanding in depth with personnel at all levels.

In 2024, the number of employees who resigned was 150 people, 9.30%.

Business Group	2023	2024
Stecon Group Public Company Limited		
Number of employees who resigned	-	1
Employee turnover rate	-	30%
Sino-Thai & Construction Public Company Limited		
Number of employees who resigned	157	138
Employee turnover rate	9.53%	9.03%
Wisdom Services Company Limited		
Number of employees who resigned	1	7
Employee turnover rate	5.77%	15.70%
SNT Concrete Solution Company Limited		
Number of employees who resigned	0	0
Employee turnover rate	0%	0%
STECON Power Company Limited		
Number of employees who resigned	-	1
Employee turnover rate	-	26.09%
STECX Ventures Company Limited		
Number of employees who resigned	0	2
Employee turnover rate	0%	15.48%
Sitem ST Engineering and Services Company Limited		
Number of employees who resigned	0	1
Employee turnover rate	0%	21.43%