

## Fostering a culture of Risk Management

Stecon Group Public Company Limited recognizes the importance of risk management. Therefore, the Company promotes a risk management culture for building understanding, awareness, and responsibility sharing where every executive and employee owns risks by recognizing personal and organizational work risks. Moreover, the Company provides instruction via internal and external training and seminars on the topic of risk management for directors, management, and employees.

In 2024, the Company had the following training related to risk management:

1. The company's directors and executives participated in the Business and Legal for Directors and Executives training course organized by the Thai Institute of Directors (IOD). The course covered topics such as M&A, Joint Venture – Dispute Risks in M&A, and Mitigating ESG Litigation Risks. The participants were as follows:
  - Directors of Stecon Group Public Company Limited: 12 participants.
  - Executives of Stecon Group Public Company Limited and its subsidiaries: 35 participants.
  - Employees of Stecon Group Public Company Limited and its subsidiaries: 7 participants.
2. An internal training session was organized to provide knowledge on risk management and conduct a workshop to analyze operational risks for Sino-Thai Engineering Public Company Limited. The participants were as follows:
  - Executives of Sino-Thai Engineering Public Company Limited: 25 participants
  - Employees of Sino-Thai Engineering Public Company Limited: 50 participants

