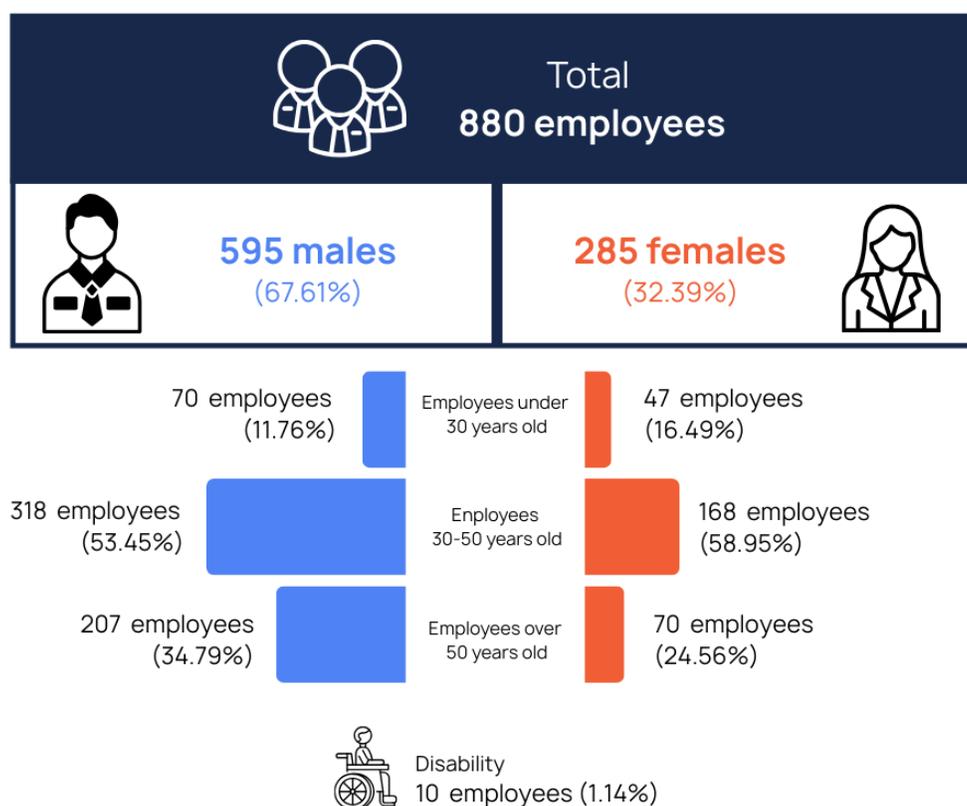


Our Employees

Indicator	Target year	2025 performance
Employee engagement score above 80%	Annual	80.66
Average training hours of 7 hours/person/year	Annual	7.14

2025 Performance



Corporate Culture Inclusion

The Company organized workshop activities with employees to jointly establish the corporate belief culture "FAST" as a guideline for working together on a foundation where everyone becomes part of the Company. Employees participated from the brainstorming process to design the corporate belief culture through promoting beliefs via communication and role modeling for all employees.



FAST Workshop activities to jointly establish the "FAST" corporate belief culture and communication

Our Employees

The Company surveys cost of living data in each area where operations are conducted and reviews employee compensation rates to ensure alignment with and sufficiency for maintaining a quality standard of living.



Ratio of average remuneration of female employees to male employees

$$\frac{\text{♀}}{\text{♂}} = 0.72$$

Promoting Inclusion and Quality of Life

The Company conducts employee engagement surveys to gather feedback on organizational development from all employees across 8 areas:

1. Overall happiness measurement
2. Opinions on job responsibilities
3. Opinions on work environment
4. Opinions on leadership
5. Opinions on organizational culture
6. Opinions on remuneration and benefits
7. Opinions on career opportunities and advancement within the organization

8. Opinions on work-life balance

The Company analyzed survey results and feedback to design activities and programs promoting employee relationships and quality of life as follows:

Employee Quality of Life Welfare Programs

- **Birthday Leave** – To demonstrate that every employee is important to the Company, an additional day off is provided during the employee's birthday month, allowing employees more time to care for themselves and their families. This promotes quality of life through work-life balance. In 2025, 43.64% of all employees utilized their birthday leave benefit.
- **Relaxing Station** - The Company provides massage services where employees can use the service for 30 minutes to help reduce work-related stress. This also supports persons with disabilities through the selection of massage services from blind staff from the Foundation for the Employment Promotion of the Blind.



- **Mind Healing Station** – In response to the increasing trend of mental health issues, the Company provides educational activities on mental health monitoring

and self-care approaches. Additionally, employees can access counseling services through the OOCA application to ensure both mental and physical health are strong together.



เครียดหรือไม่? Burn Out หรือเปล่า?

ทุกเรื่องราวมีทางออก เชิญชวนทุกท่านหันมาดูแลสุขภาพใจไปกับโครงการ "สถานีใจ"

ขอเชิญเข้าร่วมฟังบรรยายหัวข้อ "การดูแลสุขภาพใจ"

- Session 1: เข้าใจภาวะความเครียด และ Burn Out (ภาวะหมดไฟ)
- Session 2: การสังเกต และช่วยเหลือผู้อื่น
- Session 3: เทคนิคการจัดการความเครียด และป้องกัน Burn Out

ประวัติดัชชากร

กิจกรรม

- แบบประเมินภาวะหมดไฟ
- ฝึกปฏิบัติการลดผ่อนคลายความเครียด

OOCA บรรยายโดย

สิริพร เอมอ่อน
นักจิตวิทยาคลินิกชำนาญการ
ผู้เชี่ยวชาญในโครงการดูแลสุขภาพจิตด้วยเทคโนโลยี OOCA

ประวัติการทำงาน

- 13 มีนาคม 2568
- 13.30 - 17.00 น.
- ห้องรวมชั้น 8

การปรึกษาแบบใหม่กับ แอปพลิเคชัน **OOCA (อูก้า)**

ให้ทุกคนได้วิถีไกลคอลกับผู้เชี่ยวชาญ
ทั้งจิตแพทย์ และนักจิตวิทยา

ฟรี!
สำหรับพนักงาน
ทุกท่าน

OOCA ปรึกษาเรื่องอะไรได้บ้าง

- วิกฤตกิจวน เครียด ซึมเศร้า
- ปัญหาความสัมพันธ์ คู่รัก
- ปัญหาในการเลี้ยงลูก
- ปัญหาในการเลือกลูก
- ลูกมีพฤติกรรมผิดปกติ

ปรึกษาได้ ตลอด 24 ชั่วโมง
เรื่องของเราให้เรารับฟัง

คุณเป็นจิตแพทย์
ที่ปรึกษา
ที่เห็นก็ได้
เมื่อไหร่ก็ได้

ข้อมูลเป็น
ความลับ

ไม่เสียเวลา
เดินทาง
คุยได้ทันที

Download the app



Employee and Family Support Programs

- **Employee Children's Scholarships** – The Company prioritizes on developing the quality of life of employees and their families, recognizing that education is a crucial foundation for long-term human resource development. The employee children's scholarship program is a welfare benefit that reflects the organization's

care and support, helping to reduce educational expenses, enhance learning opportunities, and provide stability for employee families, leading to engagement, pride, and motivation to work with the organization sustainably. The Company provided scholarships to 87 employee children, with total THB 309,600.



- **Flood Relief Assistance** - The Company recognizes the impact of flood situations on the livelihoods of employees, families, and surrounding communities, and therefore places importance on providing timely and appropriate assistance to affected persons. Flood relief assistance reflects the organization's care, compassion, and social responsibility to alleviate hardship, boost morale, and stand together during difficult times, which forms the foundation for sustainable cooperation and engagement.

In 2025, 821 employees participated in the engagement survey (representing 93.30% of all employees) across 8 topics. The top 3 highest-rated topics were:

Rank 1: Opinions on compensation and benefits

Rank 2: Opinions on work-life balance

Rank 3: Opinions on job responsibilities

The engagement survey results indicate that the top 3 highest-scoring topics clearly reflect employee confidence and satisfaction with the organization. Employees have positive views on compensation and benefits received, demonstrating recognition of fairness and organizational care, coupled with the recognition for maintaining work-life balance, which enhances quality of life and reduces work stress. Additionally, employees understand and are satisfied with their roles, duties, and job responsibilities, reflecting clarity in work assignments and alignment with personnel capabilities. All these factors form an important foundation for creating engagement, dedication, and readiness to work with the organization continuously over the long term.

The Company has incorporated employee feedback and suggestions to improve and develop activities and programs for 2026.

Capability Enhancement and Career Advancement

In 2025, the Company designed and developed an annual training plan aligned with Company strategy, responding to work quality enhancement and promoting employee career advancement opportunities. A total of 114 training courses were conducted, comprising 54 internal courses and 60 external courses, with 374 employees participating (42.5% of all employees). Employees completed an average of 7.14 training hours per person per year.

Course type	Number of courses	Hours/person	Target (person)	Completed (person)
Mandatory	21 courses	3	114 people	114 people
Career Development	89 courses	3.5	190 people	190 people
Management Development	2 courses	0.4	25 people	25 people
Project Development	2 courses	0.24	45 people	45 people

*Data includes both internal and external training (employee count based on 1 person per 1 course completed)

Example of the Training Program

The organization places importance on systematic and continuous human resource development to enhance employee capabilities and competencies in alignment with organizational direction, safety standards, professional expertise, and management capabilities, coupled with sustainable project development. The following are 2 training program examples:

1. Mandatory Course (Core Competency) “Crane Operator Training and Review”



Training Date: March 19, 2025

Participants: 30 people

This mandatory training course was organized to ensure employees involved in crane operation and control have correct knowledge, understanding, and skills in accordance with legal requirements and workplace safety standards.

The training content covers both theoretical and practical reviews for 4 types of crane-related personnel: Crane Operator, Signal Person, Rigger, and Crane Supervisor. This training enhances capabilities for correct and safe operation of heavy machinery, reducing risks that may arise from work processes.

Training participants demonstrated significantly increased safety awareness and can perform work confidently in compliance with relevant requirements, helping reduce accident risks and losses from heavy machinery operations, supporting full compliance with occupational

health and safety laws and regulations, and strengthening the organization's safety management system effectiveness.

2. Management Development Course (Managerial Competency) “High-Performance Leaders & Problem Solving”



Training Date: November 17, 2025

Participants: 25 people

This course is an important component of the Supervisory Development Program (SDP), designed to build high-performance leadership and systematic problem-solving skills for management-level personnel.

The training focuses on building critical skills in effective leadership, strategic decision-making, and team management under challenging operational situations. Participants developed analytical thinking frameworks and problem-solving approaches essential for driving teams to achieve organizational goals more effectively.

This program aligns with Company strategy by creating a strong leadership development approach to support sustainable organizational growth. Investment in developing supervisor-level personnel capabilities addresses key management challenges while promoting a high-performance, adaptable organizational culture suited to changing industry conditions. The program systematically selects and develops employees with leadership potential, providing clear career advancement paths from team leader to manager positions, which strengthens both employee career development and organizational capacity for future expansion.