



บริษัท ทีเอ็มที สตีล จำกัด (มหาชน)
TMT STEEL PUBLIC COMPANY LIMITED



Annual Registration Statement / Annual Report 2022
(56-1 One Report)

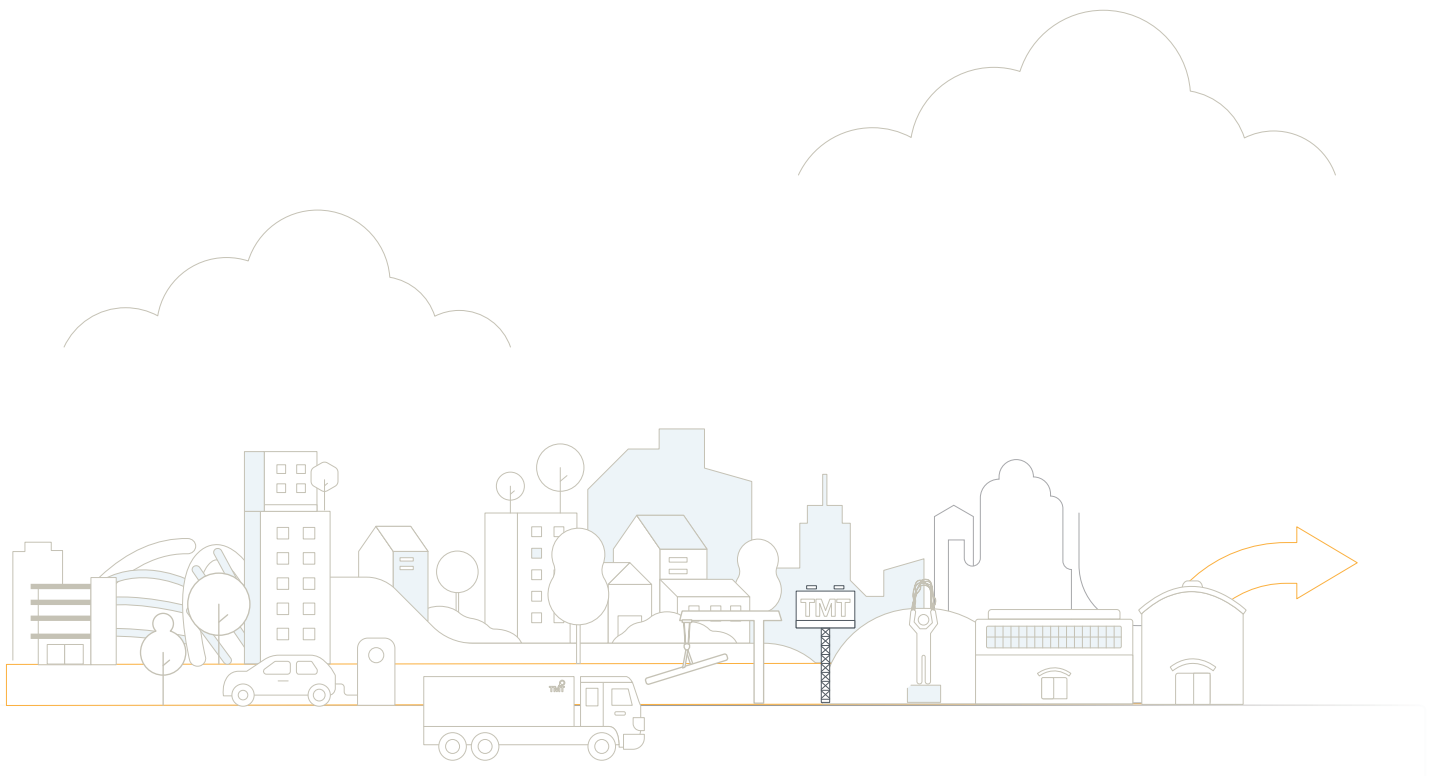
Driving Business for Sustainability

Policy and Sustainability Management Goals

TMT Steel Public Company Limited is committed to conducting business on the basis of sustainable development in order to create value for all stakeholders by carrying out policies and 4 main principles. These include good corporate governance principles, economic principles, social principles that cover respecting human rights, and environmental principles, as well as operating the business in order to create value for every stakeholder, committing to support and be a part of the 17 Sustainable Development Goals (SDGs) of the United Nations by 2027. This ensures that the Company's business operations are in a consistent direction with the international goals and creates benefits for all stakeholders.

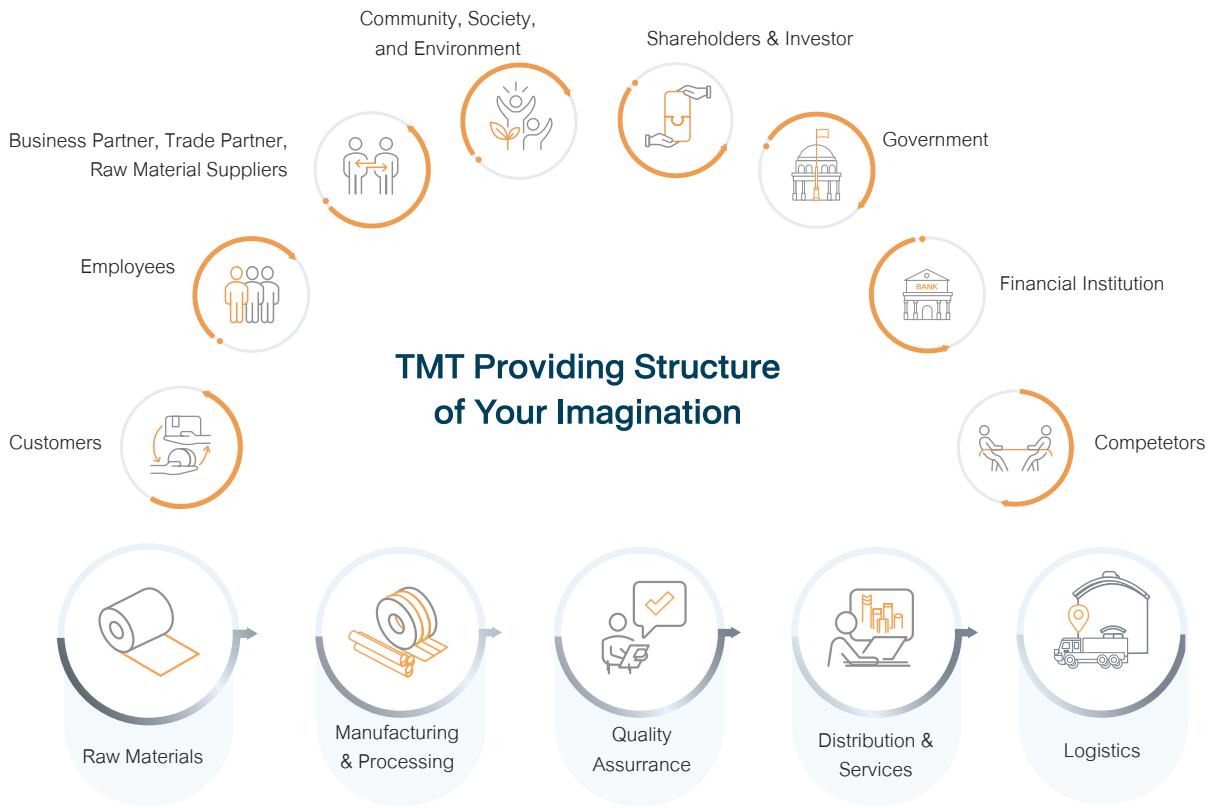
The Company established a Corporate Governance and Sustainability Committee by aiming to be an efficient mechanism for the Board of Directors to supervise sustainable development, review and communicate the policy and practice guidelines through the subcommittee and sustainable development working group of the Company in all 7 aspects, namely 1) Corporate Governance, 2) Economic and Risk Management, 3) Social and Community Development, 4) Environment and Safety, 5) Labor and Human Rights, 6) Innovation and Technology Development, and 7) Communication and Whistleblowing. This includes corporate governance, economy, society and community development, the environment and safety, labor and human rights, innovation and technology development, and communication & whistleblowing report so that TMT is an organization that operates its business with responsibility, transparency, and fairness in order to build confidence among stakeholders and develop the Company toward sustainable growth.

The details of the “Sustainability Policy” are disclosed on the website at [[www.tmtsteel.co.th / investor-relations / other policies / sustainability policy](http://www.tmtsteel.co.th / investor-relations / other-policies / sustainability-policy)]

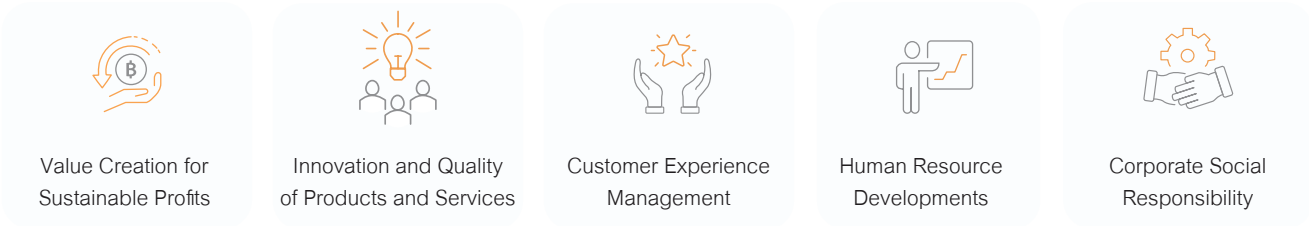


Managing the Impact on Business Value Chain Stakeholders

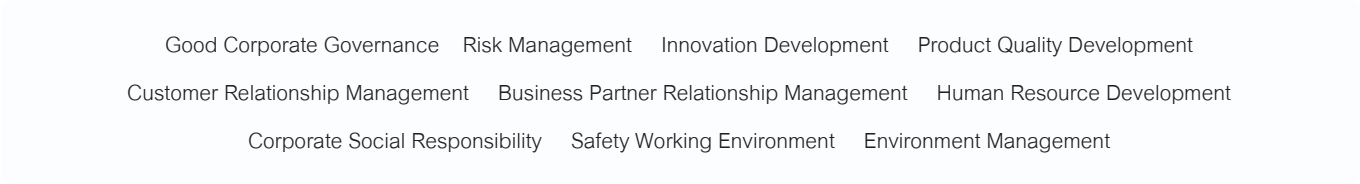
Business Value Chain



Enterprise Risk Management

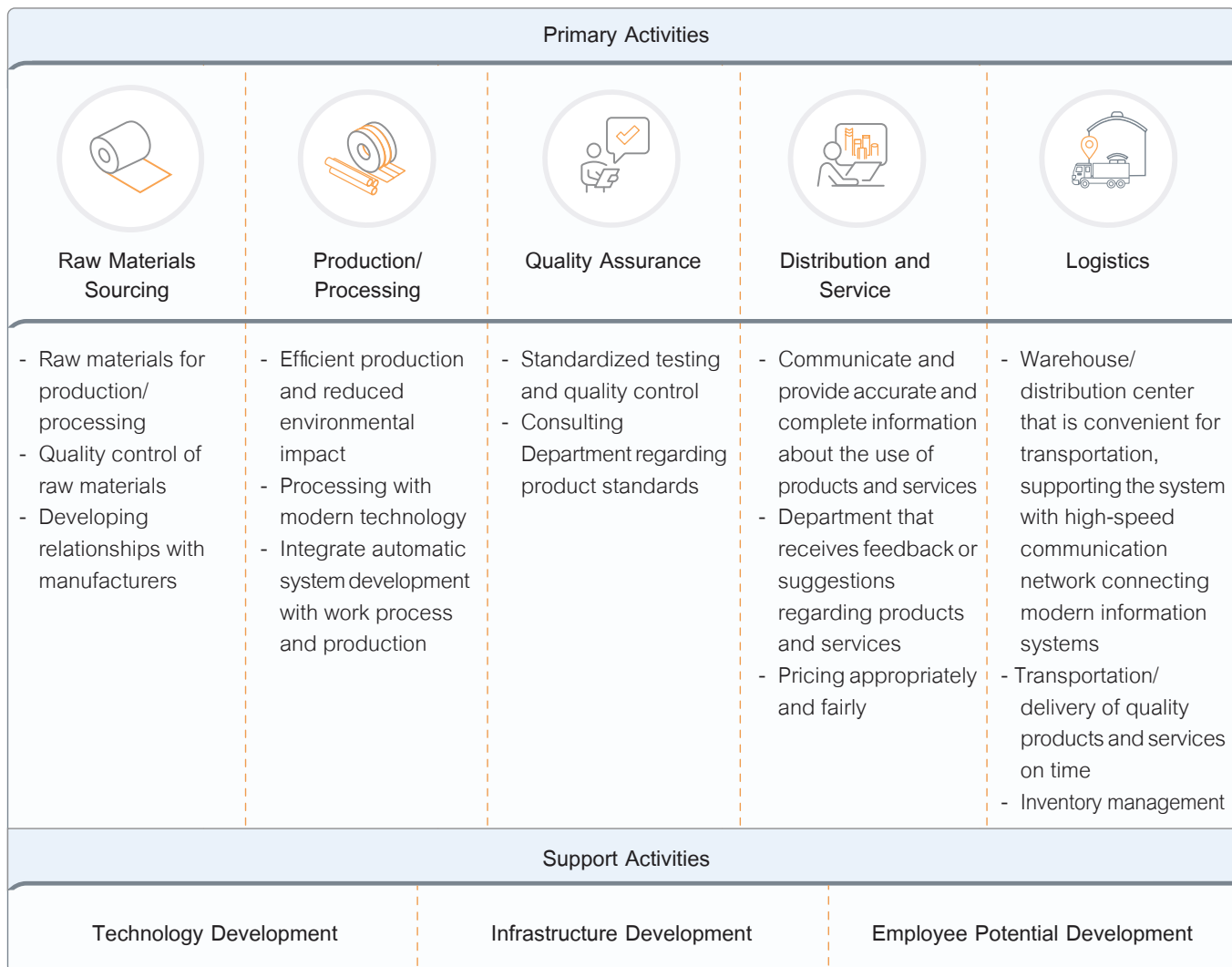


Good Governance and Code of Conduct

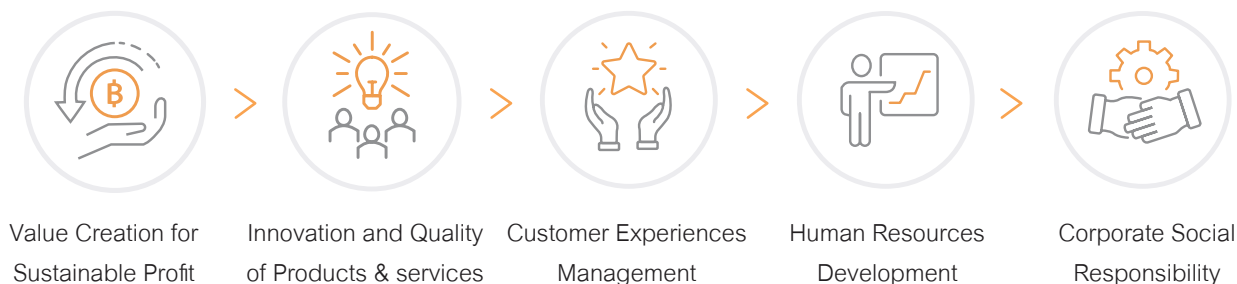


With the vision, "Providing Structure of your Imagination", TMT is a comprehensive steel service provider that meets every possible expectation of all stakeholders by providing counsel and advice, helping with product sourcing and new services, as well as creating a wide range of options to add value to the

business cooperation process under an integrated management system that serves all needs. This consists of 5 main activities which are linked together in accordance with the overall business operation context. They are as follows:



The Company established 5 aspects of business operation principles to manage risk appropriately and comply with good governance principles and the business code of conduct in order to ensure that the Company's business processes deliver sustainable value to all stakeholders. These include :





This goes together with managing sustainability issues that cover economic, social and environmental dimensions, and take all stakeholders into account in order for the Company to achieve sustainable growth. The Company has described these details in Analysis of Significant Sustainability Issues.



Analysis of Business Value Chain Stakeholders




The Company analyzed and identified the major stakeholders from the Company's business operations beginning with raw material sourcing, production and processing, quality checks, distribution and service, to storage

and delivery. All activities are important to the Company's business operations and are relevant to all stakeholders. Therefore, the Company incorporated the interests of stakeholders into its plans and sustainability issues. This included providing communication methods by establishing channels for feedback and suggestions, whether formal or informal, as well as promoting participation with all stakeholders in order to respond effectively to the needs and expectations, and continue to create value and sustainable returns so that the Company can respond effectively to the needs and expectations. Participation with stakeholders can be summed up as follows :

Stakeholders	Relevance to Business Processes	Engagement/ Frequency	Expectations	Responding to Expectations
 Customers	<ul style="list-style-type: none"> Distribution and Service 	<ul style="list-style-type: none"> Customer satisfaction survey once a year Meet regularly with customers through the year to be aware of their needs Provide regular visits to factories and production processes throughout the year Train to consistently educate customers throughout the year Communicate to customers via an online channel, Website, Facebook, Line 	<ul style="list-style-type: none"> Quality products and services Complete range of products Correct usage of steel products On-time delivery Steel knowledge, standards and guideline for application 	<ul style="list-style-type: none"> Develop innovations in products and services Produce quality products that meet customers' needs Logistics management to have on-time delivery Provide technical and academic consultations by the Technical Service Team Systematic inventory management in order to have products ready to instantly respond to customers' needs Adopt the appropriate digital technology to enhance work efficiency.

Stakeholders	Relevance to Business Processes	Engagement/ Frequency	Expectations	Responding to Expectations
 <p>Employees</p>	<ul style="list-style-type: none"> • Production/ Processing • Quality Inspection • Logistics • Distribution and Service 	<ul style="list-style-type: none"> • Channels to receive suggestions, comments and complaints through the company's complaint system throughout the year • Survey of corporate values or employee satisfaction once a year • Internal communication channels such as TMT Magazine, email, Line@, Touch Point and public relations board at least once a month • CEO Message (VDO/E-mail) • Meeting of Welfare Committee in the workplace 4 times per year • Employee Forum : listen to suggestions and opinions from employee representative 1 time. • Training seminars according to the company's training plan • E-Learning 178 courses • TMT Talk & Knowledge Sharing 5 times/year 	<ul style="list-style-type: none"> • Career Advancement • Acquiring development of capabilities • Benefits both monetary and non-monetary • Equality without discrimination • Promote and supervise work safety 	<ul style="list-style-type: none"> • Equitable and fair treatment, and respect for human rights • Communicate business Targets and policies via CEO Message / TMT Talk • Performance evaluations 2 times per year • Develop employees to be promoted • Talent Management • Average staff development is 20.25 hours/person • Join the wage survey with the HR Center each year • 9 Projects for employee benefits whether monetary or non-monetary.

Stakeholders	Relevance to Business Processes	Engagement/ Frequency	Expectations	Responding to Expectations
 <p>Business Partners, Trade Partners, Raw Material Suppliers</p>	<ul style="list-style-type: none"> • Procurement of Raw Materials • Production/ Processing • Logistics 	<ul style="list-style-type: none"> • Evaluate trade partners once a year • Meeting online Regularly with partners to have plans for purchase orders throughout the year • Partner development through training programs and knowledge training for partner employees 	<ul style="list-style-type: none"> • Fair competition without discrimination • Efficient procurement system that is transparent and verifiable • Joint business continuity stability 	<ul style="list-style-type: none"> • Have policies and practice guidelines regarding procurement • Develop trade partners to have good practice guidelines such as Code of Business Conduct of trade partners and anti-corruption policy • Trained 37 partner employees through the Smart Truck Driver Project
 <p>Community, Society and the Environment</p>	<ul style="list-style-type: none"> • Production/ Processing • Logistics 	<ul style="list-style-type: none"> • Community visits 4 times per year • Install a solar rooftop generation system of 2.5 MW to generate electricity from renewable energy • Cooperate with the education sector to organize bilateral education and internships • Cooperate to prevent and solve drug problems in the workplace (Mor Yor Sor.) • Environmental management system assessment by external agencies • Greenhouse gas emissions assessment by the Thailand Greenhouse Gas Management Organization (TGO) 	<ul style="list-style-type: none"> • Caring for the environment around the community • Conduct business that does not negatively impact the community • Share useful thing to promote a good quality of life for people in the community 	<ul style="list-style-type: none"> • Improve the production process and environmentally friendly work processes by controlling air and noise pollution • Improve the environment inside and outside the factory so it is clean and increase green space • Regularly share and provide knowledge for institutions, departments, and organizations on issues that the company has expertise • Support resources and equipment that is useful such as a steel project for sustainability, etc. • Signing an MOU with educational institutions in bilateral projects.

Stakeholders	Relevance to Business Processes	Engagement/ Frequency	Expectations	Responding to Expectations
 Shareholders, Investors, Analysts	<ul style="list-style-type: none"> • Distribution, and Services 	<ul style="list-style-type: none"> • Shareholders' Meeting once a year • Analyst Meeting once a year • Opportunity Day 1 time per year • Provide channels for inquiries through the investor relations website and telephones throughout the year 	<ul style="list-style-type: none"> • Operating results of the company • Transparency in business operations and good corporate governance 	<ul style="list-style-type: none"> • Annual Report / 56-1 One Report • Explanation of operating results through the company website and the Stock Exchange of Thailand • Manage the company's operating results under appropriate risk management • Proceed according to the investment plan • CG Score 5 Stars (2nd year) • Listed in the ESG100 group of companies (7th year) • Listed in SET THSI (3rd year)
 Government Sectors	<ul style="list-style-type: none"> • Product/ Processing • Quality Inspection • Logistics • Distribution and Service 	<ul style="list-style-type: none"> • Report business performance and operating results to relevant government agencies at the specified frequency • Continuous participation in government activities and projects 	<ul style="list-style-type: none"> • Comply with regulations, laws and policies of regulatory agencies 	<ul style="list-style-type: none"> • Report business results and provide information that is true, correct, and complete as stipulated • Cooperate and support various projects of government agencies • Comply with related the laws • Certified by MiT (Made in Thailand) • Certified Industrial product licenses
 Financial Institution	<ul style="list-style-type: none"> • Product/ Processing • Quality Inspection • Logistics • Distribution and Service 	<ul style="list-style-type: none"> • Business update meeting 1 time / quarter • Negotiation for terms and conditions • Joint seminars 4 times/year 	<ul style="list-style-type: none"> • Operate business as plan and target • Paid back as terms and conditions 	<ul style="list-style-type: none"> • Disclose the Company's performance via the website of the Company and the stock exchange • Manage the Company's operating results under appropriate risk management • Operate business as Investment Plan

Stakeholders	Relevance to Business Processes	Engagement/ Frequency	Expectations	Responding to Expectations
 Competitors	<ul style="list-style-type: none"> Distribution and Service 	<ul style="list-style-type: none"> Joint meetings with associations and organizations that are relevant to the business according to the agenda and appropriate opportunities Provide channels to regularly receive suggestions, comments, and complaints through the company complaint system 	<ul style="list-style-type: none"> Company business information Market share Conduct business transparently and fairly 	<ul style="list-style-type: none"> Disclose operating results through the company website and the Stock Exchange of Thailand. Create fair business competition conditions

Analysis of Significant Sustainability Issues

1. Identification Significant Issues

This was considered from the analysis of external factors, challenges in the steel industry, and sustainability issues that were significant or had an impact on stakeholders and businesses (economy, society, environment). This included analysis of internal factors which were weaknesses, strengths, risk factors, and the business performance of the Company.

2. Prioritization

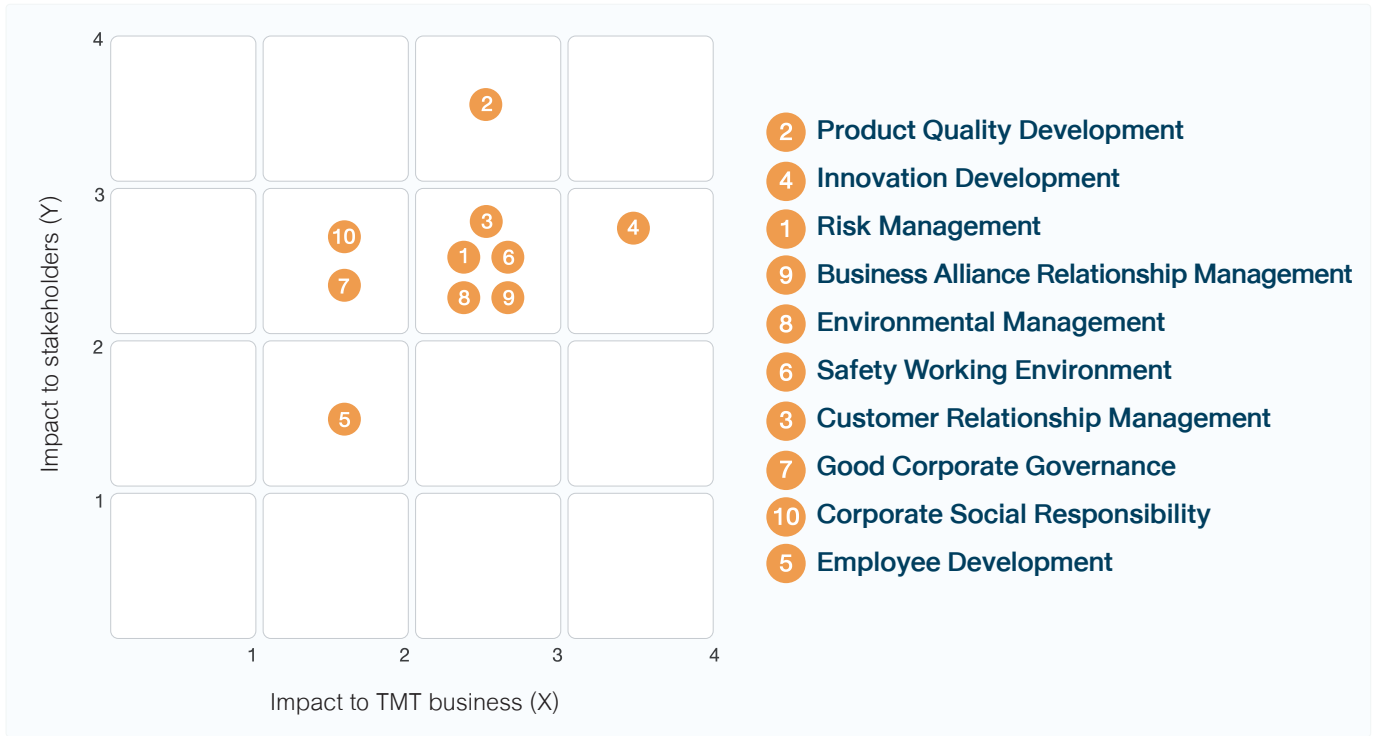
The Company considered the priority of issues by measuring the importance from the Company's perspective, external stakeholders, both in terms of opportunities and the impact each issue had on the economy, society and the environment.

3. Verification Issues

The Sustainability Subcommittee and Working Group proposed issues raised from prioritization and a reporting framework to the Board of Directors for approval after it had been approved by the Corporate Governance and Sustainability Committee in order to be disclosed in the 56-1 One Report and disseminated on the Company's website. In addition, the Company assigned the relevant departments, subcommittees and working groups to review the accuracy and completeness of significant issues in order to cover all aspects, whether in the economic, social, or environmental dimension. The Company's annual significant issues are analyzed through business value chain stakeholders. The results will be used to formulate policies, strategies/operational plans, and goals in order to appropriately manage significant sustainability issues.

There are materiality issues in 2022 as follow;

Materiality 2022



As a result of the preparation of significant issues, the Company categorized the significant issues and established sustainability operation plans to be in accordance with the strategy which covered the aspects of economic, social, environmental, and stakeholder dimensions as follows:



Economic Dimension



Corporate Governance for Sustainability

Policy

The Board of Directors realized the importance of the Company's good corporate governance by adhering to moral and ethical principles as a guideline in conducting business. The Company established various policies in order to perform duties with responsibility, caution, honesty, anti-corruption, and uphold virtues. This included products and service development that focus on value creation and added long-term value to the business and is equally responsible to all stakeholders. This will enable the Company to progress, have sustainable growth and gain trust from shareholders, investors and all stakeholders. The details of Good Corporate Governance Principles, Code of Business Conduct, Measures and best practice guidelines for code of business conduct also Code of business conduct for partners, contractors and subcontractors are disseminated on the website at [www.tmtsteel.co.th / investor relations / corporate governance / principles of good corporate governance and code of business conduct]

Goals

- Receive 5 stars rating from the evaluation of good corporate governance by the Thai Institute of Directors Association.
- Be consecutively selected to be on the sustainability stocks list or Thailand Sustainability Investment (THSI) by the Stock Exchange of Thailand every year.
- Be consecutively selected to be one of the ESG100 securities groups with outstanding performance in environmental, social and governance by Thaipat Institute every year.

Strategies/Operational Plans

- Comply with the laws governing the Company's business operations and the entire business chain.
- Improve the internal control processes, regulations and the Company's Articles of Association to be consistent with the situation at all times.
- Apply the good corporate governance principles for listed companies in 2017 (CG Code).

Operations

The Governance and Sustainability Committee was appointed to be an effective mechanism for the Board of Directors to supervise and oversee the Company so that it operates in accordance with good corporate governance guidelines and builds confidence, trust, and value for stakeholders in order to create sustainability and stability for the business. In 2022, the Corporate Governance and Sustainability Committee assigned a Corporate Governance working group to review and take action on various matters and then report to the Board of Directors and the Audit Committee to acknowledge after it was approved by the Corporate Governance and Sustainability Committee. This is as follows:

1. Implemented a corporate governance policy, a code of business conduct, best practice guidelines for a code of business conduct, an Anti-Corruption policy, a securities trading policy, and other related policies to cover all stakeholders. This included business partners, consultants and business agents through effective channels of communication.
2. Complied with the laws governing the Company's business operations across the entire business chain. In 2022, the Company was not prosecuted for non-compliance with the law and there were no complaints against the Company.
3. Reviewed the Company's regulations as well as Articles of Association to be up to date.
4. Reviewed the internal control system. The Audit Committee considered and appointed EY Corporate Services Company Limited to be responsible for planning, auditing and reviewing the Audit Committee-approved plans. In 2022, EY Corporate Services Company Limited reviewed the internal control system, submitted the review report and reported to the Audit Committee for consideration.
5. Appropriately applied the good corporate governance principles for listed companies in 2017 (CG Code) with the business context. The Company explained the details of the business operations in "Part 2: Corporate Governance".

Operations

- Received an "excellent" or five-star rating for corporate governance for the second consecutive year.
- Selected to be on the Sustainability stocks list or Thailand Sustainability Investment (THSI) in 2022 for the third consecutive year.

- Selected as 1 of the ESG 100 listed companies from Thaipat Institute, as an organization with outstanding performance on environment, social and governance ESG for the 7th consecutive year.



Risk Management

Policy

TMT Steel Public Company Limited realized the importance of risk management. We believe that risk management is one of the processes that will help the Company develop business strategies to achieve its objectives and goals. A good risk management and control system will help reduce obstacles or any unexpected events that might arise, and prevent damage to corporate resources. It also helps to increase the adaptation ability to the changing business environment effectively, build confidence, and create value for all stakeholders as well as creating business opportunities to drive the organization to sustainable growth. The details of the "Risk Management Policy and Corporate Strategy Development" are published on the website at [www.tmtsteel.co.th / investor relations / other policies / risk management policy and corporate strategy development.]

Goals

- To be a stable and consistent product provider.
- Deliver the value of products and services.

Strategies/Operational Plans

The Risk Management and Strategic Development Committee reviewed the risk management policy and considered the approval of the 2022 revised version of the Enterprise Risk Management Manual to be used as an operational procedure guideline, for communication, and efficient work process development under appropriately controlled risk. The Enterprise Risk Management Manual covers principles, strategies, and risk management frameworks as well as the structure, roles, and responsibilities of stakeholders as well as the risk management process which was developed based on the international standards of enterprise risk management by the Committee of Sponsoring Organizations of the Tread way Commission (COSO) (2017 Enterprise Risk Management – Integrated Framework). There are 6 components

of enterprise risks, namely: 1. Strategic Risk 2. Operational Risk 3. Financial Risk 4. Compliance Risk 5. ESG Risk and 6. Emerging Risk. The details regarding the Risk Management Manual are disseminated on the website [www.tmtsteel.co.th / investor relations / corporate governance / risk management / risk management manual].

Operations

1. Determine the structure, roles, and responsibilities in enterprise risk management. The Company appointed Mr. Prawas Sontawakul Chief Operating Officer, to be the chairman of the Sustainable Development Subcommittee, holding the highest operational level position responsible for risk management in order to ensure compliance with the specified risk management policy.

2. Set up a Risk Management Team to be responsible for enterprise risk management in accordance with the risk management policy, develop the corporate strategy, and report the performance to the Chairman of the Sustainable Development Subcommittee and the Board of Directors through the Risk Management and Corporate Strategy Development Committee, twice a year.

3. Determine Risk Owner and Risk Champion to represent the department by identifying, assessing, and reviewing corporate risks. This includes gathering risk information, risk management measures, and the risk assessment results of the responsible party and submitting them to the Risk Management Working Group.

4. Establish a process for risk identification and evaluation of enterprise risks. Prepare a Risk Matrix, Risk Parameter, Risk Appetite, and Key Risk Indicator: KRI, as well as the development of various tools to control and monitor risks, such as the Risk Dashboard and Risk Heat Map, etc., in order to develop proactive risk management measures that are appropriate and timely. Prepare Risk Profiles, Risk Monitoring & Reporting, and systematic enterprise risk management. The risk factors and operational guidelines for risk management are summarized in Part 1, under the topic "Risk Management."

5. Establish guidelines and integration risk across departments. Establish guidelines to develop skills, knowledge, and abilities of any relevant personnel for enterprise risk management.

6. Cultivate risk awareness among employees at all levels, foster a risk management culture that can effectively manage risks in the same direction throughout the organization, and develop shared values to achieve the organization's goals.

7. Improve internal and external risk communication and cross-departmental risk management knowledge sharing as well as maintaining regular communication with those involved in risk management.

Performance

- Business was not disrupted.
- There were no complaints or disputes that affected the operations and the business performance.
- Delivered value of products and services to customers continually. There was stability and consistency in services, the availability of goods, as well as product quality and standards. The customers were satisfied with the products and services of TMT. The average rate of satisfaction for all aspects was equal to 89%.



Innovation Management and Product Quality Development

Policy

Under the rapid technological change, the Company is aware of the importance of bringing innovation to improve the quality of products and create value in the production process and management in order to best meet the different needs of customers and maintain leadership in the service center business and the distribution of steel products to various industries in Thailand. This also fosters the continual development of process innovation from within in order to increase productivity, reduce work time, create a safe work environment for employees, and reduce the environmental impact. This is an important foundation for sustainable growth.

The Company disseminated the policy on the website [[www.tmtsteel.co.th/Investor Relations / Corporate Governance / other policy / Innovation policy](http://www.tmtsteel.co.th/InvestorRelations/CorporateGovernance/otherpolicy/Innovationpolicy)].

Goals

- Customer satisfaction percentage for products is higher than 80%.
- Production capacity increased to 1 million tons.

- Use technology to increase efficiency in the work process every year.

- There are results due to the improvement and development of employees every year.

Strategies/Operational Plans

- Study and understand customer needs to improve quality, product standards, and services to meet the needs and satisfaction of all customer groups.

- Utilize various technologies in the production process to increase productivity, reduce production procedures, and make work processes more efficient.

- Evaluate, review risks and opportunities to develop the business and the work processes.

- Promote a work culture that encourages learning, constant improvement, and development. Encourage employees to be creative in order to develop/modify work processes and successfully implement the project.

Operations

1. Use technology to improve efficiency in work process development

The Company implemented semi-automatic and automatic systems, information technology systems, and installed modern equipment and tools for the work and as part of the production process in order to increase efficiency, productivity, and safety at work as well as reducing hazardous risk, waste, and energy consumption that may affect the environment in order to be prepared for the automatic production line in the future. The following important projects are being implemented:

1. Expanded the Development of Auto Feed Shearing Version 2, in conjunction with the Auto Vacuum Lifting system at the flat steel cutting machine. Compared to the prototype and the first version, this automated system will replace 29% and 17% of the laborers exposed to risk from moving steel sheets and feeding cuts respectively. It also eliminates 100% of risks from accidents which increases the overall efficiency, cutting precision, and quality of workpieces.

2. Completed the installation of the second Stretcher Leveling machine and added equipment to increase the production line's efficiency in order to produce STAY FLAT steel with a maximum thickness of 16 millimeters. This was an

improvement over the first machine, which produced a thickness of 9 millimeters. Therefore, the Company became a manufacturer of special flat steel sheets under the trademark of  TMT is the first and only company in Thailand that produces steel with thicknesses ranging from 1 to 16 millimeters and has a total production capacity of 300,000 tons per year in order to meet the needs of customers to their greatest advantage, increase productivity, reduce work time, and decrease customer business losses.

3. Designed and installed a Coil Rack for the storage, movement, and preparation of slitting coils, which was the raw material used to manufacture steel tube and C-shaped steel structures. This reduces the amount of time employees spend lifting raw materials with a crane. After the installation of the equipment, the number of lifting cycles decreased from 3 times per 20 tons of raw materials to only 1 time per 20 tons of raw materials. This reduced the time for bringing raw materials into the production process from 30 minutes to 5 minutes. Employees can access information about coil racks and slitting coils in the warehouse by searching from the application which the employee has created and developed. It also reduces the risk of accidents by 100% and increases the storage space for raw materials from 4,000 tons to 8,000 tons from horizontal to vertical storage, due to the Coil Rack's ability to stack two layers.

4. Enhanced the effectiveness of customer service through the implementation of information technology systems such as GD FINDI Phase 2-Enhancement and the CRM Enhancement system, which have been continuously developed in conjunction with modern transportation management processes, and the integration of the information technology system with the work process. In 2022, 89% of customers were satisfied with TMT's services.

5. Signed a Memorandum of Understanding (MOU) with Fire One One Company Limited to study and research the feasibility of developing a digital business model through the TMT Digital Business Project in order to develop business innovation and integrate technology into business operations. The duration of the study and research is 1 year. It started on October 12, 2022, and ends on October 12, 2023.

2. Promote a work culture that supports continuous improvement and development.

The Company promoted creative development activities,

whether they were methods, models, sequences, procedures, or devices. This started from work process improvement for the operating staff to the departmental level in order to improve existing procedures, reduce errors, and help increase quality or add value to the work responsibilities. This also instilled an awareness of continuous development which is an important factor for sustainable innovation development as well as developing employees to be ready for digital technology change. The Company supported different departments to create development projects from the work processes of employees, beginning at the operational level to the supervisor level. Over the past year, employees were able to create and extend the following results:

1) Results from work improvement and development by factory staff 333 tasks.

2) The projects and activities that promote creativity and employee engagement include the Think Idea Project season 3. There were 22 competitive ideas from employees.

3) The TMT Innovation project continued for a second year to develop technological and digital knowledge and skills. This allowed employees to have an Innovation Mindset so that they could be creative with new ideas, dare to think, present ideas, and utilize digital technology to develop and improve work processes. This included fostering the internal development of Innovation thinkers and new business innovations. The following actions were taken:

- Developed employees to have an Innovation Mindset through an online learning program that is called Business Innovation for Everyone Program and Alpha Bootcamp.

- Encouraged the TMT Innovation Lab Team to develop the skills necessary to promote an innovation culture within the organization and to apply those skills to one project of actual work. This included giving suggestions for improvement from various departments. There was a total of 3

- Organized a Digital Clinic to provide advice and develop guidelines for automating and digitizing the work process. In the past year, 1 development idea was proposed by employees.

- Organized presentations to pitch ideas to executives for the Sand Box experiment. In the past year, 3 pitching ideas were proposed so that the Alpha Bootcamp group could develop their innovation skills through practice and use the results to improve their work.

3. Development of Product Quality and Standards

1. Developed custom-designed steel cutting services with a 5-axis 3D Laser Cutting Machine for cutting steel tubes that require precision and high quality. This machine can cut and punch in accordance with desired patterns with high precision in the same process so that customers can use them immediately.

2. Certify for MIT or Made in Thailand certification from the Federation of Thai Industries. TMT's 25 steel products have been certified and registered as manufactured in Thailand for the second consecutive year. This helps to increase customer confidence domestically and internationally in the quality and standards of steel products produced in Thailand. This also increases the opportunity for sustainable steel product development in the future.

3. Obtain a license to manufacture industrial products certified by the Thai Industrial Standards Institute (TISI) of the Ministry of Industry. This helps to increase customer confidence in quality that meets the specified standards. The details are as follows:

- TIS 50-2561 cold-rolled flat steel, galvanized by hot dip method, coil sheets, strip sheets, cutting sheets, and corrugated sheets.
- TIS 1499-2563 Hot rolled flat steel for welded structures.
- TIS 1501-2552 Hot rolled flat carbon steel for mechanical structures.
- TIS.1884-2542 Hot rolled high-strength steel coils, strips, thick sheets, thin sheets, with improved forming properties for automotive body structures.

Performance

- The customer satisfaction rate with the product was 89%.
- Total capacity utilization was 74.37%
- Utilized technology to increase work process efficiency in 5 issues.
- 358 works resulted from improvements, developments, and extending the creativity of employees.



Relationship Management with Business Partners

Policy

The Company sustainably manages its supply chain to earn the trust of its stakeholders, create value, effectively increase competitiveness, and mitigate business risk. This includes social and environmental risks as well as supply chain governance. As a result, the Company places a significant emphasis on treating its business partners and trade partners fairly for the development and maintenance of good relationships. This includes supporting and encouraging business partners and all trade partners to conduct business while taking social and environmental responsibilities and good corporate governance into consideration. The Company studied and integrated sustainability issues and supply chain into management in order to increase cooperation and business competitiveness, as well as meet the needs of all of its stakeholders, with supply chain management.

Goals

- No complaints from outsiders.
- Obtain raw materials and factors as agreed upon.

Strategies/Operational Plans

- Define roles, duties, and responsibilities within the organization's supply chain management.
- Establish processes/procedures/methods/guidelines that integrate sustainability issues with management.
- Engage with business partners and trade partners to communicate the Company's expectations and intentions regarding sustainability management, as well as to discover ways to increase potential, competitiveness, and cooperation.

Operations

- Treat business partners and trade partners fairly and comply with the terms of trade agreements by adhering to human rights principles and providing whistleblowing and feedback channels via the Company's website.
- Establish criteria for the selection of trade partners, suppliers, and new service providers in order to demonstrate compliance with safety, labor and human rights, and environmental rules, policies, and regulations.

- Prepare a guideline for determining payment terms for trade partners, then disseminate and communicate it via the Company's website [www.tmtsteel.co.th / investor relations / corporate governance / related policies / guidelines for determining the payment period for business partners].

- Disseminate and communicate the Company's Code of Business Conduct to business partners via the Company's website. This includes communicating anti-corruption and no-gift policies as well as inviting business partners to take part in the Thai Private Sector Collective Action Coalition Against Corruption (CAC). Details are disseminated at [www.tmtsteel.co.th / investor relations / corporate governance / code of business conduct / code of business conduct for partners, contractors, and subcontractors]

- Drive business partner management and trade partners with sustainability by incorporating Quality Management Systems (ISO9001), Occupational Health and Safety Management Systems (ISO45001), and Environmental Management Systems (ISO14001 including significant code of conduct, social responsibilities and human rights through annual supplier self-audits to properly identify and manage supply chain risk.

- Build good relationships by visiting and studying the factories of business partners and main trade partners. This includes inviting them to visit the Company's factory and holding regular meetings to discuss needs, expectations, and guidelines for cooperation, as well as continuously improving the quality of raw materials together.

- The Smart Truck Driver project was carried out for the second consecutive year. In 2022, 37 partner truck drivers were trained as they are essential to delivering products to customers. The Company also places an emphasis on training company's truck drivers in product delivery, best practices, and safety consciousness. The Smart Truck Driver Project increased work productivity and business collaboration for sustainability as follows:

- The customer receives products on time.
- The trucks are in good condition and ready to be used.
- Drivers are responsible and comply with traffic regulations.
- Reduce the risk of road accidents which protects both lives and property.

- Drivers are pleased with their development, stable careers, and incomes.

- Trade partners' revenue grows steadily with the Company.

Performance

- The Company did not receive any complaints from outsiders.
- The evaluation results from business partners had a total average score of 91.49%
- Obtained raw materials and factors as agreed upon.
- There were no violations of human rights.



Customer Relationship Management

Policy

Over the past years, the Company has never stopped committing to modern technology and qualified personnel development in order to be ready to meet all customer needs with a variety of services. This included being a center for all types of steel distribution with a large warehouse, industrial steel processing, a manufacturer of cold-formed structural steel for construction and adding value to products to meet all customer needs with the service of experienced and professional employees.

Goals

- A customer satisfaction rating higher than 80% or an increase from the previous year.

Strategies/Operational Plans

- Provide suggestions to solve problems, help with product sourcing, create new services, and invent various options for customers. This includes adding value to the product under an integrated management system to meet customer needs in all aspects.
- Visit customers regularly to understand their needs and develop quality products and services that meet the needs of customers.
- Survey customer satisfaction and use the results to improve and develop better services.
- Be open to suggestions and complaints via the Company's website [www.tmtsteel.co.th / contact us] and multiple channels of communication. More information is

available at [www.tmtsteel.co.th/investor relations/corporate governance/prevention and anti-corruption/whistleblowing and complaint].

- Arrange regular meetings within the Company to communicate and exchange information regarding the needs of customers so that all parties involved are informed, understand the needs of customers, and are able to respond to the needs of each customer appropriately, accurately, and timely.

Operations

The Company recognizes and highly appreciates customers for its success and sustainable growth. The Company strives to respond to customer needs in order to create maximum customer satisfaction. In addition to the implementation of the aforementioned strategies and plans, including a channel to receive feedback through the Company's website at [www.tmtsteel.co.th] the Company implemented the following activities in 2022:

1. Improve and develop customer satisfaction from the 2021's survey results found that the factor that most impacted purchase decisions was "product quality". The Company analyzed and prioritized the survey results, interviewed additional target customers and considered the following actions in 2022 :

- Install a second Stretcher Leveling machine and add equipment to enhance the efficiency of the production line in order to increase the production capacity of STAY FLAT steel which totals 300,000 tons/year that covers a thickness of 1 – 16 millimeters to meet the needs of customers, especially in terms of high-quality steel so that customers receive the greatest benefit, increase productivity, reduce work time, and minimize the loss to the customer's business.

- Develop custom-designed steel cutting services with a 5-axis 3D Laser Cutting Machine for cutting steel tube that require precision and high quality. This machine can cut and punch in accordance with desired patterns with high precision in the same process so that customers can use them immediately.

- Apply for MiT or Made in Thailand certification from the Federation of Thai Industries. TMT's 25 steel products have been certified as manufactured in Thailand for the second consecutive year. This helps to increase customer confidence domestically and internationally in the quality and standards of

steel products produced in Thailand. This also increases the opportunity for sustainable steel product development in the future.

- Obtain a license to manufacture industrial products certified by the Thai Industrial Standards Institute (TISI) of the Ministry of Industry. This helps to increase customer confidence in quality that meets the specified standards. The details are as follows:

1. TIS 50-2561 cold-rolled flat steel, galvanized by hot dip method, coil sheets, strip sheets, cutting sheets, and corrugated sheets.

2. TIS 1499-2563 Hot rolled flat steel for welded structures.

3. TIS 1501-2552 Hot rolled flat carbon steel for mechanical structures.

4. TIS.1884-2542 Hot rolled high-strength steel coils, strips, thick sheets, thin sheets, with improved forming properties for automotive body structures.

- Utilize information technology to link and collect existing databases in order to analyze the business needs of customers. This includes finding new alternatives for customers to facilitate the business operations and work process of customers to be simpler and more efficient.

2. Factory for visiting and meetings for customers. Due to the COVID-19 pandemic, the Company has been concerned about its customers' safety and good hygiene. Therefore, the Company established standards for working with customers to prevent the spread of COVID-19. This included improving work styles, communication, and customer meetings via online systems to provide convenience for customers through another channel.

3. In 2022, the average score on the satisfaction survey was 89%. The result indicates that customers were most satisfied with the statement "TMT's products meet the required standards". Factors that influence purchase decisions are product quality, delivery, price, service, and product variety, respectively. The feedback received from customers in 2022 will be analyzed and prioritized to make improvements and development. The relevant departments share responsibility for achieving the set goals.

Performance

- The average customer satisfaction rating was 89%

Social Dimension

Human Resources and Human Rights Management and Employee Development



Human Resources and Human Rights Management Policy

The Company recognizes that employees are highly valuable human resources. Therefore, the Company values all employees with equality and fairness and is also committed to the development of personnel at all levels so that they have knowledge, experience, and expertise to strive for mutual success, building trust with customers and all stakeholders by creating a corporate culture of creativity and promoting a safe working environment. This includes the management of appropriate remuneration and welfare that is comparable with industries of the same nature as well as emphasizing the respect of human rights for all business value chain stakeholders.

The Company disseminated the policy on the website [[www.tmtsteel.co.th/investor relations / corporate governance / related policies / human rights policy](http://www.tmtsteel.co.th/investor-relations/corporate-governance/related-policies/human-rights-policy).]

Goals

- An average score of 80% or higher for employee engagement
- A turnover rate of less than 10%.
- TMT employees receive training for an average of 20 hours of training/person/year.
- No labor disputes and no human rights violations.

Strategies/Operational Plans

- Comply with human rights principles in accordance with the Thai labor standards and Thai business's social responsibility (TLS 8001-2010).
 - Create and promote a good work environment.
 - Study and analyze the needs of employees which includes analyzing the need for employee development.
 - Promote a work culture that encourages learning, continuous improvement and development.
 - Promote and develop employees to have career advancement and use their full potential.

Human Resource Management Operations

The Company places importance on employee care and development by adhering to the compliance of human rights policies, Thai labor standards, social responsibility of Thai Business (TLS 8001-2553), the business code of conduct, and related policies to ensure that the Company's business operations are able to achieve the objectives and corporate values, as well as build credibility and strengthen relationships with employees and all other stakeholders. The Company took the following significant actions in 2022:

1. Developed online recruitment methods that included 1) online job applications that made it easier for applicants to apply for jobs by scanning a QR Code. The Company was able to collect data to consider job vacancies and manpower quickly 2) Video Conference interviews utilizing the Microsoft Team System to facilitate convenience for job candidates, save time, and save travel costs. This allowed the Company to interview more candidates.

2. Carried out the Friend-Refer-Friends Project for the 12th consecutive year in order to increase Recruitment channels and opportunities for suitable candidates during job openings. The Company rewards employees who recommend qualified friends or acquaintances to apply for jobs and successfully complete probation. 54 employees were hired through the Friend-Refer-Friends Project.

3. Signed a Memorandum of Understanding on the cooperation in Bilateral Projects with Rattanaaburi Technical College in Surin as an additional institute for the Company's bilateral project, bringing the total to 9 institutions, in order to provide opportunities for second-year vocational diploma students to gain professional experience in the workplace. This year, 69 students from 7 institutions expressed interest and participated in the bilateral internship program.

4. Successfully recruited employees in accordance with the organization's growth objectives. As of December 31, 2022, the Company had a total of 1,386 employees, an increase of 75 employees which represented a 5.72% increase from 2021. The details are as follows:

		2563	2564	2565
Number of Employees	People	1,268	1,311	1,386

5. Studied and analyzed the survey results of employee satisfaction and engagement by taking the 2021 survey results to develop and improve human resource operations. This included collecting, analyzing, and prioritizing information from employee discussions for project implementation or activities that are achievable or plan to proceed continuously as follows:

1) Determined both short-term and long-term employee remuneration policies. In regards to short-term remuneration, the Company considered employment methods, remuneration, welfare, and benefits to be appropriate and fair for the roles, duties, responsibilities, and employee potential at each level along with the Company's performance. This was compared to companies in the same industry located in close proximity. In 2022, the Company increased the annual wage rate for employees by adjusting the wage structure in each workgroup and using the employee performance for the wage annual increase calculation. This included adjusting daily wages to be higher than the government-mandated minimum wage by considering competitiveness and internal fairness along with the adjustment of bonus rates for employees in the production department who use different skills and perform different tasks in order to align with working conditions and create motivation. In regards to long-term remuneration, the Company established a provident fund for employees and increased group insurance coverage benefits for health, life, and accidental insurance coverage for the benefit of employees' health and hygiene.

2) Provided an additional shuttle bus on the Wang Noi - Saraburi route to facilitate employees who commute and live along the route.

3) Provided financial assistance to employees whose current residences were affected by the 2022 flood in Phra Nakhon Si Ayutthaya and neighboring provinces. This totaled 28 employees for a total of 140,000 Baht.

4) Each year, the Company provided an educational scholarship program for the children of TMT employees to support and encourage employees in the target group to be willing to strive for good performance. This was used as a criterion to grant scholarships to children of employees in order to boost their morale and spirits. This year, there were 47 applicants, and 20 of them met the criteria. This scholarship was categorized into 3 levels as follows:

- Elementary Level: 1,500 Baht per scholarship. There were 10 recipients of scholarships. This scholarship

totaled 15,000 Baht.

- Middle School Level: 3,000 Baht per scholarship. There were 5 recipients of scholarships. This scholarship totaled 15,000 Baht.

- High School Level: 3,000 Baht per scholarship. There were 5 recipients of scholarships. This scholarship totaled 15,000 Baht.

5) Care for employees during the COVID-19 pandemic by raising awareness in various aspects through education and regular communication. This included the management of a suitable and safe working environment including the establishment of policies and operating plans to systematically supervise and manage employees, allowing employees to work from home by taking into account safety when traveling to work. In addition, the Company collaborated with Wang Noi Hospital to encourage employees to receive 3 vaccination boosters.

6) Organized activities to promote participation and good relationships with employees within the organization, such as Songkran activities, Labor Day activities, and Ignite Talk activities to spark the idea of working in the modern world, as well as 30th-anniversary celebration activities along with TMT Day and online TMT Talk activity on the topic "Then Now and to the Future" by the CEO, CFO, and COO. On the occasion of the 30th anniversary, the Company gave commemorative 30-year TMT jackets as a souvenir to all employees. Generation XYZ Talk activities were also held to exchange views for different age groups in order to create an understanding of working together. Blood donation activity has been carried out for 5 consecutive years by organizing blood donation activities an average of 4 times a year to provide opportunities for employees to assist society and promote good health for employees.

7) Improved the work environment and amenities to promote a good quality of life for employees such as renovating rooms and replacing new furniture in the staff dormitories. This included adjusting the stadium inside the dormitory, providing hot water bottles, water coolers in the factory, and ice machines, as well as improving relaxation corners and installing additional televisions, etc.

8) Organized massage activities to reduce the risk of Office Syndrome for employees and reduced the rate of sick leave due to the symptoms by visually impaired people from the Foundation for the Promotion of Careers for the Blind

in an effort to encourage people with disabilities to have careers and earn their own income.

6. In 2022, the Company provided monetary and non-monetary programs and welfare to its employees. There were a total of 9 projects aimed at fostering motivation, morale, and encouragement as well as providing TMT employees with a good quality of life and excellent working conditions.

7. Organized the election of a workplace welfare committee in 2022 as a replacement of the previous committee that completed the term. Meetings were held quarterly. This included organizing employee discussion activities to provide employees with opportunities to offer opinions and suggestions that will be beneficial to the organization's overall improvement and development. This will be forwarded to all parties involved for consideration. The Company pays attention to every issue raised by employees at all levels.

8. Surveyed employee satisfaction and engagement with the organization. The survey results in 2022 were 83.50%. The result was communicated through the Company's internal communication channels. A summary of significant issues was proposed to executives, managers, supervisors, and the welfare committee for acknowledgment in order to formulate relevant operational plans in 2023.

Human Rights Actions

The Company is aware of operating a business in accordance with the respect to human rights principles which is a fundamental right of freedom and human equality without discrimination in order to ensure that the Company's activities and business operations are carried out according to the objectives. There are guidelines that prevent human rights violations against relevant stakeholders. In 2022, the Company took the following significant actions:

1. Reviewed human rights policy by specifying the treatment of business value chain stakeholders which covered the most important issues of non-discrimination, equality, fairness, and not using child labor or forced labor. This was communicated to all employees and disseminated on the Company's website [www.tmtsteel.co.th / investor relations / corporate governance / related policies / human rights policy].

2. Considered employment according to knowledge and ability that is suitable for the position through the Recruitment and Selection Committee. This included considering

remuneration, potential development opportunities, and career advancement equally, without discrimination based on race, nationality, skin color, gender, language, religion, political opinion, female gender, disabilities, local people, LGBT groups, and the elderly.

3. Reviewed the privacy policy of TMT Steel Public Company Limited and informed all employees and external parties and disseminated the information on the website [www.tmtsteel.co.th / Investor Relations / Corporate Governance / Related Policies / Privacy Policy]. This also included the continuous creation of employee knowledge and understanding through various communication channels within the organization in order to prevent employees from breaching the personal information of those involved.

4. Provided channels to receive both internal and external complaints. The Company disclosed the protection measures for whistleblowers or complainants and complaint channels on the website at [www.tmtsteel.co.th / investor relations / corporate governance / prevention and anti-corruption / receiving clues and complaints]. In 2022, the Company did not receive any complaints from employees, subcontractors of the Company, or external parties.

5. Communicated measures and best practices in the Code of Conduct compliance to employees for acknowledgment via various communication channels.

6. Improved the 2022 supplier/subcontractor assessment form (Supplier Self Audit) and set criteria to select business partners, vendors, and new service providers. Significant environmental issues, labor and human rights, and business code of conduct were evaluated to ensure that the Company conducts a comprehensive assessment of ESG risks.

7. Promoted the employment of people with disabilities in accordance with the Promotion and Development of the Quality of Life of Persons with Disabilities Act of 2007 by employing 1 full-time hearing-impaired employee. The Company also collaborated with the Phra Nakhon Si Ayutthaya Provincial Employment Office to hire people with disabilities or their caregivers for subcontracting or contracting services to do community-beneficial work in order to promote careers and income for 2 people with disabilities who domicile in Phra Nakhon Si Ayutthaya.

8. The Company does not support the violation of intellectual or copyright property. There is a policy regarding

the infringement of intellectual property rights to prevent employees and the Company from violating information technology law and copyright infringement as well as regulations related to the Company's operations.



Employee Development

Every employee is valued by the Company, and the appropriate development plans have been prepared for employees at all levels. TMT Knowledge Center is a learning and development center for employees. The employee development plan was designed and developed by the Company based on the corporate goals and strategies. The Company also surveyed the needs for employee training and development by interviewing executives in each department, analyzing job positions, performance appraisals, and individual development plans, and also implementing the development in accordance with the plan. This included developing a work environment and culture that promotes creativity and a work culture that encourages creativity through ongoing knowledge-promoting activities for employees.

In 2022, employees received an average of 20.25 hours of training per person. This was an increase from 2021 as a result of the improvement in COVID-19. This allowed for normal training to continue. The Company was able to organize 80% of the training according to the annual training plan and the departmental development plans through the following projects and activities:

- TMT Talk activity on the topic, "Then Now and to the Future" on the occasion of the Company's 30th-anniversary celebration. The Chief Executive Officer (CEO), Chief Financial Officer (CFO), and Chief Operating Officer (COO) discussed and exchanged ideas about the rapid change in working styles. This included the growth of TMT over the past 3 decades, raising employees' awareness of the Company's current and future vision, goals, and strategies. The Company also reinforced confidence for employees to grow alongside TMT. This was an online activity in order to reach employees at all levels.
- Promote online learning by utilizing an e-learning system and an online platform. There were a total of 95 courses from which employees could select and allocate their time to learn on their own. Other forms of learning, such as Project-Based Learning, Coaching, On the Job Training (OJT),

etc., were made available to employees at all levels in the organization.

- The TMT Innovation project continued for 2 consecutive years to develop technological and digital skills and knowledge, enabling employees to have an Innovation Mindset, be creative in new things, dare to think, dare to present, and use digital technology to contribute to the development and improvement of work processes. This included the internal development of Innovation Thinkers and new business innovations. The operations are as follows:

- 1) Developed employees to have Innovation Mindset through the Ignite Talk activity on the topic "New World, Now and Next" and Business Innovation for Everyone (Online Learning), Innovative Thinkers Workshop, and Alpha Bootcamp.

- 2) Promoted the TMT Innovation Lab Team to develop an innovation culture within the organization and to apply innovation skills to the project. This included providing suggestions for improving the work of various departments for a total of 3 jobs.

- 3) Organized a Digital Clinic to provide guidance and developed guidelines for automating and digitizing the work process. 1 idea was approved for development.

- 4) Organized an Idea Pitching for executives' presentation. In the past year, 3 ideas were proposed to the Alpha Bootcamp group to develop their innovation skills through practice and to use the results for work improvement.

- TMT Academy's Knowledge Management. There are learning and training courses that cover every department. New courses have been added, and the original course has been improved to stay updated. The knowledge was passed on to employees, particularly new employees so that they would have the necessary knowledge, skills, and ability to perform their assigned tasks correctly.

- Reviewed the corporate core values and prepared the Leadership Competency of employees at all levels in order to prepare and develop the employee potential in accordance with the Company's future business model.

- The Change Network Capability Building Project was organized to develop and train 35 supervisory-level employees from each department to be Change Leaders in order to encourage the application of knowledge. The evaluation results of this course indicated that the Change Leaders had an average understanding of knowledge and their understanding after

training was 86.36%. 6 pilot projects under human resources (HR) were created which would lead to further development plans in 2023.

In addition, the Company placed importance on performance management and career management of employees at all levels. The operations are as follows:

- Require employees to set annual goals and key performance indicators (KPIs) with their supervisors in accordance with the Company's goals and strategies. This will lead to the performance evaluation twice a year. The evaluation criteria were clear and the evaluation was divided into two parts: 60% KPIs and 40% core value compliance. The results of the evaluation will be used to determine annual remuneration and as a guide to the development of employee potential. The evaluation results and annual remuneration were notified to all employees through their supervisors in order to encourage employees to improve their performance and their career advancement.

- Career Management, the Company created career paths for employees at all levels. There are guidelines for developing employees' competence in each position, as well as opportunities for career rotation to meet increased capabilities. Furthermore, employees promoted to the supervisor level and above are required to develop an Individual Development Plan (IDP), follow up, and systematically report the self-development results to executives for acknowledgment. Over the past year, 158 employees were promoted from within. 13 employees were promoted to the management level, 13 to the supervisor level, 31 to the staff level, and 101 to the operational level. This accounted for 11.30% of the total employees.

- Talent Management was accomplished by selecting high-performing employees from across all departments to be in the Focus Group via the New Gen Project to create an individual development plan (IDP). 25 employees were trained, followed up continuously, and reported self-improvement to the executives systematically. Therefore, this focus group was knowledgeable and competent, which resulted in 40% career advancement. In addition to their confidence and contentment with the organization, the focus group has a retention rate of 100%. The results from this focus group will be used to plan the next group of talent management for the Company's next generation.

- Establish a succession plan for significant positions by creating a Successor Profile that will serve as a guideline for building, developing, and recruiting personnel who are prepared and qualified to serve as leaders at all levels and in every field. The criteria were established for target employees to jointly develop self-potential development plans in order to prepare for future career advancement.

Performance

- The evaluation rate of employee engagement was 83.50%.
- The turnover rate was 17.16%.
- TMT employees were continually developed with an average of 20.25 hours/person/year of training.
- There were no cases of labor disputes or human rights violations.



Occupational Health and Safety

Policy

The Company is committed to developing a safety management system to be in compliance with any laws and related regulations in order to prevent and reduce occupational hazards with the cooperation of all our employees. The details of the "Occupational Health and Safety Policy" are disclosed on the website at [www.tmtsteel.co.th / investor relations / corporate governance / others policies / occupational health and safety policy.]

Goals

- Compliance with laws and related regulations.
- Reduce the Injury Frequency Rate: (IFR) of employees every year.

Strategy/Operational Plans

- Comply with relevant laws, rules, and regulations of the safety and environmental management system.
- Reduce workplace hazards
- Improve the Work Environment
- Build and promote safety awareness among employees.

Operations

1. Comply with any relevant laws, rules, and regulations, including the requirements of the safety and environmental management system.

- Assess regulatory compliance with any related laws and requirements every 6 months.
- Control and take corrective actions to improve operations in accordance with the applicable laws or regulations.

2. Reduce Workplace Hazards

- Review risk assessment whenever there is a new activity or changes to the working methods and annually revise them so they are up to date.
- Establish plans and methods to eliminate hazards and reduce occupational health and safety risks using a "hierarchy of control".
- Provide controlling and planning procedures for both temporary and permanent organizational changes.
- Provide a process to control and plan changes that occur within the organization, whether temporary or permanent.
- Regularly review and conduct emergency response plans at least once per year.
- Construct a Safety Interlock System and Sensor Systems on the fence and machine guarding to increase safety.
- Monitor industrial hygiene and the environment.

3. Build and Promote Safety Awareness among Employees.

The Company has occupational health and safety management in accordance with the requirements of the Occupational Health and Safety Management System Standards (ISO 45001:2018) in order to develop and promote knowledge regarding a safe workplace to employees. Over the past year, the Company organized various activities to promote the following safety behaviors:

1. Organize the training course "Workers Who Use Liquefied Petroleum Gas" for target employees. There were 3 groups of employees that attended this training course, for a total of 13 employees. This was equivalent to 100% of the target group.

2. Organize "TMT Zero Accidents" to promote safe work practices among all employees and reduce work-related accidents. Employees were divided into 6 groups, namely, Production 1, Production 2, Production 3, Warehouse 1, Warehouse 2, Engineering and Maintenance, and the last group was Support/Office. Security officers will monitor employees' safe work practices in a variety of areas and give points. Employees or supervisors in the area will be informed immediately if unsafe behavior is observed. At the end of each month, the Safe Work Practices Score will be calculated. If a group's score is higher than 70 points or there are no work-related accidents, they will receive a lunch coupon (valued at 50 Baht/person/month).

4. Improve the Work Environment

1) Improve the Work Environment and Comply with Lighting Standards

The 2021 lighting measurement results in the factory and production department (E) found that the daytime lighting measurement results met the standard of 69.64% but were only 25% at nighttime. Therefore, the area was improved by replacing 150W LED light bulbs with 200W LED light bulbs and fluorescent light bulbs with LED light bulbs in the warehouse area. In 2022, the daytime lighting measurement results surpassed the benchmark, increasing to 71.74% during the daytime and 56.04% at nighttime.

2) Anti Bird Idea Project

To promote a safe working environment, good hygiene, and reduce the risk of disease carried by pigeons to employees, the Anti Bird Idea Project was established to allow interested employees to participate in the project and submit ideas or inventions that could aid in reducing the number of pigeons (without killing the birds). The selected ideas or inventions will be implemented for 1 week. After the devices were installed, the number of pigeons and pigeon droppings decreased significantly because there was no place for the birds to stand. However, the anti-bird devices may be unable to eliminate all pigeons. Therefore, other measures must be considered to use alongside this device as well.

3) Hearing Conservation Project

There are a total of 4 buildings in the production areas and in warehouses where noise levels in working areas exceed 85 dB(A). The results of operations are as follows:

- Provided training to educate all employees in the mentioned areas on the Company's Hearing Conservation Policy, ears and hearing, types of hearing loss, hearing tests, evaluation and noise control, as well as hearing protection equipment and related laws.

- Prepared and installed a noise map in the production area and warehouses for a total of 4 buildings and designated these areas as noise monitoring and hearing monitoring areas.

5. COVID-19 Preventative Measures

1) The Company strictly complies with the epidemic control and prevention measures in accordance with the guidelines of the Ministry of Health's Department of Disease Control. The Company created and disseminated an epidemic control and prevention plan on the Company's website at [www.tmtsteel.co.th / investor relations / corporate governance / risk management / control and prevention of tmt's covid-19.]

2) There are inspection and monitoring measures to prevent and control the spread of COVID-19. Every employee was required to follow the following procedures:

- Check employee travel history to prevent outbreaks within the Company and screen employees on a regular basis by surveying employee's risk data.
- Always provide useful information to employees during the COVID-19 pandemic.
- Provide and arrange vaccinations for employees. All employees received COVID-19 vaccine boosters.
- Require random testing to proactively look for people infected with Covid-19 by randomly checking 40 employees with an ATK test every Monday.

3) Screen all external visitors by requiring them to submit a COVID-19 risk assessment form before visiting the factory or working in the factory area. A preliminary screening test with an ATK test kit is also required.

4) Provide hand sanitizer gel in every building and office. In addition, disinfectant sprayers for material surfaces were required to be used on a regular basis when cleaning the common areas.

Performance

- The Company was certified with ISO 45001: 2018 for the Surveillance round from SGS (Thailand) Company Limited

in July 2022. No inconsistencies were found in the evaluation results.

- Injury Frequency Rate (IFR) in 2022 was 5.96, a decrease from 2021 by 32.50%.
- There were 15 incidents or work-related injuries where employees had to take leave of absence.
- There were no employees who died as a result of operations.
- There were 3 workplace improvement projects.
- Developed and promoted employee safety awareness with 2 projects.



Society/Community Engagement and Development

The Company is aware of its coexistence with the community and society as well as giving importance to all stakeholders. The Company learns to develop and live in harmony with the community by engaging in activities that build understanding as well as promoting community and social engagement. This ensures that the Company's business activities do not have an impact or cause distress to normal lifestyles and the surrounding community so that the Company can meet the needs and expectations as well as mutually create sustainable value and returns. Details of the "Corporate Social Responsibility" are disclosed on the website at [www.tmtsteel.co.th / investor-relations / relatedpolicies / corporatesocialresponsibilitypolicy.]

Goals

- There were no external complaints.
- Continue to implement projects that create cooperation between the Company and society every year.

Strategies/Operation Plans

- Engage with all stakeholders by making the best use of TMT's resources, potential, and expertise.
- Create positive experiences for all stakeholders through the collaboration of beneficial activities or projects.
- Communicate and promote understanding of business operations based on sustainable development in order to create value with all stakeholders.

Operations

The Company complied with social responsibility policy, focusing on community engagement and development to promote a good quality of life for the community, whether economically, socially, or environmentally, by prioritizing the community's needs and necessities. Additionally, the Company promotes and raises awareness among all employees throughout the organization in order to create good relationships and demonstrates friendship with the community through collaboration with the community, assigning representatives to consult with the community on a variety of issues from conservation to problem analysis, in order to gather accurate information from the community. This included a satisfaction survey of surrounding communities from community representatives. In 2022, the Company received an average satisfaction assessment score of 80% from surrounding communities. The results were analyzed, prioritized, and considered alongside various projects with the goal of promoting a good quality of life, creating knowledge, developing the potential of individuals in the community and society, and adding value to the Company's products. Priority will be given to nearby communities that are likely to be directly impacted by the



Visited the area to speak with community representatives.

Company's operations. The Company places a high value on assisting and promoting a good quality of living for Thai society without discriminating and fully supports the community in every way possible. The following projects were undertaken over the last year:

1. Steel for Sustainability Project

Project Objectives : Provide support for steel for the benefit of the community and society as well as promote a higher standard of living and quality of life. Encourage the community to have steel structure buildings that are strong, safe, and appropriate as well as having the necessary knowledge to use steel for the appropriate types of work and add value to the Company's products. The Company supported steel to the community as follows:

- Donated cold-formed structural steel to the Yomana Tham Thamma School in order to construct a roof over the yard that holds school activities. This provides indoor activity space for students.
- Designed and installed steel handrails for students with special needs at the Ayutthaya Provincial Special Education Center to use when getting up or sitting down during bathroom routines.



2. From School to the Steel Factory Project

Project Objectives : Promote understanding of steel, steel production/processing, and working in the steel industry. The Company collaborates with a variety of organizations and institutions, which includes providing support for learning spaces for teachers, students, interns, and students in bilateral projects and helps to promote the Company's image to create employer branding. Several educational institutions are interested in collaborating with the Company as follows:

- Teachers and students from the Faculty of Science majoring in Industrial Chemistry at King Mongkut's Institute of Technology Ladkrabang and the Faculty of Engineering majoring in Industrial Engineering at Khon Kaen University visited the Company to see the production and fabrication of steel products, storage, and the laboratory room.

- Promote research and develop the experiences of teachers and students through the "Reforestation in Factory Project" in collaboration with the Faculty of Agricultural Technology at Valaya Alongkorn Rajabhat University, under royal patronage, by signing a memorandum of understanding for the Reforestation Project in order to increase the green area on the vacant land of approximately 85 rai at the factory and the distribution center in Wang Noi District, as well as supporting the research on the Reforestation Project to be published as academic presentation. This project gives the Company advantages as follows: 1) increases green area at the factory 2) creates a healthy environment for the factory's surrounding communities 3) reduces future carbon taxes and 4) when trees reach the age of six years, they will be able to reduce 100 tons of carbon dioxide annually.



- Signed a memorandum of understanding with Rattanaaburi Technical College in Surin. In this project, students are trained to work at the Company's manufacturing and distribution center in Wang Noi in order to improve their experience, develop their practical skills, and create qualified personnel for Thailand's industry.

- Created educational opportunities and promoted vocational skills training so that the students are ready for the real work environment. The Company accepts student interns

and bilateral students. There were 18 undergraduate students participating in the Company's internship and 69 bilateral students at the high vocational level. This is a collaboration between the Company and a total of 19 technical colleges. Last year, the Company recruited 15 employees from the bilateral programs who graduated and applied for work at the factory. This helps the Company reduce the amount of time and the cost of recruitment by approximately 15,000 Baht.

- Participated in the preparation of the Occupational Standard and Professional Qualifications in the steel production and fabrication industry phase 2 for the Professional Qualification of Steel Pipe Quality Controller and Maintenance Technician Project by co-establishing a representative from certified institutes and serving as an examiner for the Institute of Professional Qualifications (Public Organization) in order to promote professional standards in the workplace.

3. TMT : Sharing for Sustainability Project

Objectives: Provide fundamental assistance in various fields for the quality of life for people in the community. This includes equipment and various tools and also encourages people in the community to have an income by providing appropriate support which the Company can offer as follows:

- Donated 1 laser printer to Damrongtham Center, Wang Noi, Phra Nakhon Si Ayutthaya to support the officials in providing services to the community.

- Provided consumer goods and drinking water to 180 families affected by flooding in Moo 6, Ban Kum, Bang Ban, Phra Nakhon Si Ayutthaya.

- Continuously supported the waste-to-merit project. The Company collaborated with other companies in the area to donate income from the sale of waste to Lam Sai Subdistrict Administrative Organization, Wang Noi District, in order to help disadvantaged groups, the elderly, and bedridden patients in the area.

- Designed and created an online catalog called "Amazing OTOP Products of Phra Nakhon Si Ayutthaya" to promote the community's OTOP products in Phra Nakhon Si Ayutthaya through the Company's internal communication channels and generated income for the community by introducing products.

- Supported products in the community in order to generate income for the community by co-designing and ordering small coin purse from OTOP products in the Ban Lam Sai community and square-shaped card holders with birthday cards from the Children's Foundation as a reward for participation in the Company's activities and birthday gifts for employees.

Performance

- There were no external complaints.
- Conducted 3 projects that created cooperation between the Company and society each year. These projects have been carried out continually.
- The Company received an average satisfaction score of 80% from the surrounding communities.



Environmental Dimensions

- **Efficient Energy and Resource Management**
- **Greenhouse Gas Management**

Policy

The Company is committed to environmental management by reducing emissions and energy consumption of natural resources for a sustainable environment. The Company disseminated the policy on the website at [www.tmtsteel.co.th/investor relations/corporate governance/others policy/environmental policy]

Goals

- Reduce greenhouse gas emissions per unit of production (ton CO₂eq/ton product) by 20% compared to the base year (2018) by 2027.
- Received ISO 14001:2015 Certification
- Reduce water and waste
- Increase of Green Areas
- Reduce electric energy consumption by 0.54%.

Strategy/Operational Plans

- Assess electricity consumption, water consumption, and fuel consumption.
- Set operational goals.
- Plan to control/reduce electricity consumption, reduce water consumption, and fuel consumption.
- Implement the plans.
- Compare performance and goals.
- Review, analyze and resolve mistakes.

Operations



Efficient energy and resource management

The Company appointed an energy management working group to create efficient and sustainable energy management guidelines. In addition, an environment and safety working group was organized to manage the business in accordance with the environmental and safety dimensions relevant to sustainable development. The results of the

Environmental Aspect assessment helped the Company to be aware of the business activities that significantly affect the environment which is electricity consumption. The Company focused on operating business in an environmentally friendly way by using renewable energy as follows:

1. Installation of Air Compressor For Steel Tube Production Line

Goal : Reduce electricity consumption by 0.54% and save electricity by 107,633 kWh/year which is equivalent to 401,985 Baht/year.

Performance : 13 air compressors were installed at the steel tube production line in factory D, F, G, and P. This can reduce electricity consumption by 107,633 kWh/year and save approximately 446,120 Baht/year.

In 2022, the Company's electricity consumption amounted to 18,593,648 kWh, an increase of 3.03% compared to the previous year. This was due to the expansion of production capacity and the installation of 3 new machines that required electricity. The new machines began operation in the third quarter of 2022. However, the Company has efficient energy management, a good lighting system, and electrical control system equipment that is regularly maintained as well as the Solar Rooftop Project 2. When this is combined with Solar Rooftop Project 1, the total production capacity will increase to 6.282 megawatts in order to meet future demand. The Company will continue to organize energy conservation projects annually.

2. Water and Waste Management

Goal : The Company set a short-term goal to reduce water and waste in the production process by 5% per year, compared to the previous year, by implementing the following projects in the steel tube production line, which are the Company's main products as follow:

Performance : The Company installed a mill-scale scrap filtration system at the tube-production machine in order to increase the value of the water use cycle and filter the sludge from the water. In 2022, the production process of the tube-production machine with water consumption (oil sludge) was 0.72 kg/ton of production (produced tube weight (ton)), a decrease of 20.88% from 2021 (0.91 cubic meter/ton of production). The amount of iron sludge contaminated with oil was 0.77 kg/ton of production, a decrease of 1.28% from 2021 (0.78 cubic meters/ton of production).

In 2022, the Company consumed 76,350 cubic meters or 186.10 liters/person/day of tap water. This was an increase from 2021 which was 71,222 cubic meters or 183.53 liters/person/day. Since the Company has continuously expanded its production capacity every year, the number of employees and new machines have increased. The majority percentage of tap water consumption is employees' daily consumption, followed by the production process. However, the Company continues to be rigorous in maintaining and inspecting the condition of the water distribution system throughout the production process in order to consistently meet the standards. Every parameter regarding the wastewater discharged from the factory is in accordance with the quality standards as defined by the law. Moreover, this includes raising employee awareness of the importance of using water resources wisely through internal communication channels as well as upgrading the office buildings and Knowledge Center's faucets to a sensor-based system.

3. Garbage, Waste, and Pollution Management

Establish standard procedures for industrial waste and unused material management. Industrial waste and unused materials are classified into two categories which are hazardous and non-hazardous waste. Both types can be classified as waste that can be sold and waste that cannot be sold. In addition, scrap steel from production is classified as a non-hazardous waste in which 100% of it can be recycled or sold. The Company set the KPI of the production department to reduce the amount of scrap steel from the production process. There is a systematic scrap steel management in which there is an area to separate the scrap steel into different types. A scrap metal compactor is used to increase efficiency in recycling scrap steel.

4. ISO 14001:2015 Project

Goal : Create an environmental management system that meets international standards.

Performance : In 2022, the Company implemented an environmental management project (ISO 14001:2015) beginning in June 2022 by defining corporate environmental issues, assessing environmental risks and opportunities as well as environmental management planning. As a result, the Company

received ISO 14001:2015 certification on November 15, 2022, from both NAC and UKAS, and was audited by SGS (Thailand) Company Limited.



Greenhouse Gas Management

Goal :

- The short-term goal is to reduce the organization's carbon footprint by 5% per year, and the long-term goal is to reduce the organization's carbon footprint by 20% by 2027.
- Assess the greenhouse gas emissions from the activities of the organization.
- Determine the causes of significant greenhouse gas emissions and find a solution to reduce the amount of greenhouse gas.

Performance :

The Company's greenhouse gas emissions from corporate activities amounted to 1,046,140 tonCO₂eq. Scope 3 emissions, indirect greenhouse gas emissions, are the highest greenhouse gas emissions which include the purchase of raw materials and services from fuel and energy-related activities, upstream and downstream transportation and distribution, and the use of outsourced personnel or agencies to conduct the Company's primary business activities. When only Scope 3 emissions were calculated, the greenhouse gas emissions equaled 1,034,887 tonCO₂eq, which accounted for 98.92% of all the greenhouse gas emissions.

In 2022, the Company increased its proportion of recycled steel raw material purchases, resulting in a decrease in greenhouse gas emissions to 333,441 tonCO₂eq or 24.17% in greenhouse gas emissions compared to 2021. Therefore, the Company has achieved its goal to have a 20% greenhouse gas emissions reduction by 2027. The Company is also committed to reducing the production of greenhouse gas emissions. The goal is to continue reducing greenhouse gas emissions by 5% per year in order to eventually reach Net Zero goals

Comparison of total greenhouse gas emissions (tonnes of carbon dioxide equivalent) for the 3 years between 2020-2022.

greenhouse gas emissions	Unit	2563	2564 ⁽²⁾	2565
Scope 1,2,3 Corporate Carbon Footprint	on CO2eq	10,577.01	1,379,581.00	1,046,140.00
Scope 1 Emissions	on CO2eq	1,972.46	1,908.00	1,958.00
Scope 2 Emissions	on CO2eq	8,568.33	8,309.00	9,295.00
Scope 3 Emissions	on CO2eq	36.22	1,369,364.00	1,034,887.00

In 2022, the Company's greenhouse gas emission data was validated and verified by ECEE Company Limited, which is a registered company for the Verification of Carbon Footprint for Organizations by Greenhouse Gas Management Organization (Public Organization).

Remarks :

⁽¹⁾ In 2021, the Thailand Greenhouse Gas Management Organization (TGO) required the Company to conduct an additional evaluation of the significance of Scope 3: indirect greenhouse gas emissions. The Company used 2021 data as the base year for calculating its greenhouse gas emissions target.

⁽²⁾ Because the data used in the 2021 annual report was evaluated prior to validation and verification. Therefore, the Company updated the information after being validated and verified as of August 23, 2022."

Increase of Green Areas

Increase green areas inside the factory to filter out air pollution and create a good environment, both within the Company and nearby areas. The Company registered trees in the factory area. In the previous year, there were 1,068 trees which represented 27 rai or 13.35% of the total area that filter air pollution and create a good environment.

The Company collaborated with the Faculty of Agricultural Technology, Valaya Alongkorn Rajabhat University under royal patronage and signed a Memorandum of Understanding for the Reforestation Project to increase the green area on approximately 85 rai of vacant land that will not be developed within the next 5-10 years. The operation began in November 2022, with the expected benefits as follows:

- Increase green areas within the factory
- Create a good environment for the surrounding community
- Help reduce future carbon taxes

- When the tree is 6 years old, it can absorb carbon dioxide (CO2) equivalent to 100 tonnes of carbon/year

Performance

- Reduce electricity consumption from the Energy Conservation Project by 107,633 kilowatt-hours/year and save electricity costs by approximately 401,985 Baht/year
- Reduce water consumption from the mill scale waste filtration system installation project at the tube production machine, which saves 0.72 kg/ton product or 20.88% less water compared to 2021.
- The amount of greenhouse gas emissions decreased by 24.17% or 333,441 tonCO2eq compared to 2021.
- There are no wastewaters that require treatment before being discharged in the production of steel tube.
- Manage garbage, waste, and pollution in accordance with industrial waste and unused materials management standards.

Sustainable Development Goals (SDGs)

The Company is committed to supporting and taking part in the United Nations Sustainable Development Goals (SDGs) to ensure that the Company conducts business in accordance with international goals and creates benefits for all stakeholders. The performance of the Company in 2022 was consistent with 16 Sustainable Development Goals. The Company is in the process of studying and developing operational guidelines to support Goal 14: Life Below Water, and is striving to achieve all 17 goals in the future.



Source : <https://thailand.un.org/th/sdgs/17>

The operations can be summarized as follows :

Sustainable Development Goals (SDGs)	The Company's Sustainability Issues	Activities/ Projects that Support the Goal	Benefits to the Company	Benefits to Society and the Environment
<p>1 No Poverty</p> 	<ul style="list-style-type: none"> Human Resource and Human Rights Management Society/ Community Engagement and Development 	<ul style="list-style-type: none"> Monetary welfare programs for employees Friend-Refer- Friends Project Waste to Merit Project Support community products to generate income for the community 	<ul style="list-style-type: none"> Motivate employees Increase employment channels and reduce the time for recruitment Build good relationships with the community 	<ul style="list-style-type: none"> Promote employment Generate income for community stores Distribute income from employees to the community
<p>2 Zero Hunger</p> 	<ul style="list-style-type: none"> Human Resources and Human Rights Management Society/ Community Engagement and Development 	<ul style="list-style-type: none"> Meal allowances and free meals at the Company's cafeteria Provide consumer goods and drinking water to flood victims in Moo 6 Ban Kum, Bang Ban District, Phra Nakhon Si Ayutthaya 	<ul style="list-style-type: none"> Motivate Employees Build good relationships with the community The community cooperated with the Company's activities 	<ul style="list-style-type: none"> Promote quality of living for people in the community to have access to adequate food by giving food boxes purchased from stores in the community for COVID-19 patients in Bangkok

Sustainable Development Goals (SDGs)	The Company's Sustainability Issues	Activities/ Projects that Support the Goal	Benefits to the Company	Benefits to Society and the Environment
3 Good Health and Well Being 	<ul style="list-style-type: none"> Human Resource and Human Rights Management Occupational health and safety Innovation management and product quality development 	<ul style="list-style-type: none"> Care for employees during the COVID-19 pandemic Provide COVID-19 vaccination boosters for employees and subcontractors Apply semi-automatic systems and information technology systems, Install modern equipment and tools to be used in work processes and certain production processes in order to increase work safety 	<ul style="list-style-type: none"> Create bonds with employees Reduce the sick leave rate for employees Reduce accidents 	<ul style="list-style-type: none"> Employees are in good health and reduce illness Prevent the spread of COVID-19 Reduce the spread of influenza to people nearby
4 Quality Education 	<ul style="list-style-type: none"> Employee potential Development Society/ Community Engagement and Development 	<ul style="list-style-type: none"> Employee Training Program Dual Vocational Training projects From School to Steel Factory Project Scholarship Project for the children of employees 	<ul style="list-style-type: none"> More employees have quality knowledge and skills Increase employment opportunities for students/ project participating students Build relationships with employees 	<ul style="list-style-type: none"> Support equal and inclusive education and promote lifelong learning for employees, employees' children, students and teachers
5 Gender Equality 	<ul style="list-style-type: none"> Human Resource and Human Rights Management Employee potential development 	<ul style="list-style-type: none"> Human Rights Policy/ Equitable Treatment of Labor Recruit women to work in suitable positions Have women work at the management level 	<ul style="list-style-type: none"> Have employees who are qualified for the job and position. Employees fully utilize their potential at work Build relationships with employees 	<ul style="list-style-type: none"> Promote gender equality Develop the role of women to be able to work and earn wages No discrimination in employment
6 Clean Water and Sanitation 	<ul style="list-style-type: none"> Energy and resources management Human Resource and Human Rights Management 	<ul style="list-style-type: none"> Effectively manage water and wastewater as well as conserves water Always create water-saving awareness among employees through internal communication channels and using faucets with sensors in the toilet at the Knowledge Center building Install a water cooler and ice maker in the factory 	<ul style="list-style-type: none"> encourage employee engagement Build good relationships with the community 	<ul style="list-style-type: none"> Communities have clean and safe drinking water Reduce costs for the community

Sustainable Development Goals (SDGs)	The Company's Sustainability Issues	Activities/ Projects that Support the Goal	Benefits to the Company	Benefits to Society and the Environment
7 Affordable and Clean Energy 	<ul style="list-style-type: none"> • Cost-effective energy and resources management • Greenhouse gas management 	<ul style="list-style-type: none"> • Initiated the installation of a solar rooftop project 2 • Improved the building to use more natural light 	<ul style="list-style-type: none"> • Reduce the consumption of main energy and use more alternative energy • Reduce costs for the Company in the long run 	<ul style="list-style-type: none"> • Reduce greenhouse gas emissions • Increase awareness of alternative energy use
8 Decent Work and Economic Growth 	<ul style="list-style-type: none"> • Human Resource and Human Rights Management • Employee potential development 	<ul style="list-style-type: none"> • Employee promotion • Talent Management/ Succession Plan • Compliance with human rights principles • Legal Employment 	<ul style="list-style-type: none"> • Increase productivity in the production process • Create bonds with employees • Reduce turnover rate 	<ul style="list-style-type: none"> • Promote effective employment and appropriate positions for women and men • Promote career advancement for employees • Employees and their families have a better quality of life from a stable job and income
9 Industry, innovation and infrastructure 	<ul style="list-style-type: none"> • Innovation management and product quality development 	<ul style="list-style-type: none"> • Utilized technology in the semi-automatic and automatic systems in the production process • Optimize the effectiveness of production lines to be able to produce STAY FLAT steel with a maximum range of thickness up to 16 millimeters • Develop new products such as Carbon Steel Pressure Pipe • Promote a culture of continuous work improvement 	<ul style="list-style-type: none"> • Reduce the occurrence of waste • Increase the quality of products and services • Increase productivity in work processes • Increase customer satisfaction 	<ul style="list-style-type: none"> • Investment in technology and innovation • High-quality steel sheet products • Environmentally-friendly production and reduce energy consumption
10 Reduce Inequality 	<ul style="list-style-type: none"> • Human Resource and Human Rights Management • Employee potential development • Society/ Community Engagement and Development 	<ul style="list-style-type: none"> • Human rights policy /Equitable treatment of labor without discrimination • Employ people with disabilities 	<ul style="list-style-type: none"> • No prosecution for non-compliance with the law and no labor disputes • Build engagement with employees 	<ul style="list-style-type: none"> • Promote equality in society

Sustainable Development Goals (SDGs)	The Company's Sustainability Issues	Activities/ Projects that Support the Goal	Benefits to the Company	Benefits to Society and the Environment
11 Sustainable Cities and Communities 	<ul style="list-style-type: none"> Society/Community Engagement and Development 	<ul style="list-style-type: none"> Sustainable Steel Project to support steel for public use 	<ul style="list-style-type: none"> Create value for TMT's steel products to be well-known in the community Promote awareness that TMT's steel products have high quality and standards 	<ul style="list-style-type: none"> Encourage the community to have steel structure buildings that are strong, safe and suitable Promote a better quality of life for people in the community Use the correct type of steel in a safe manner
12 Responsible Consumption and Production 	<ul style="list-style-type: none"> Innovation management and product quality development Cost-effective energy and resources management Greenhouse gas management 	<ul style="list-style-type: none"> Operate in accordance with the environmental impact reduction policy Received ISO 14001:2015 environmental management system certification Certified MiT or Made in Thailand Received a license to make industrial TIS products. Verified by Carbon footprint for organization 	<ul style="list-style-type: none"> Reduce energy consumption Reduce the occurrence of waste in the production process 100% of scrap steel can be sold and recycled Create added value for the Company's products 	<ul style="list-style-type: none"> Use resources efficiently Support the circular economy Create consumer confidence domestically and internationally regarding the quality and standards of steel products manufactured in Thailand and increase future sustainable development of steel products
13 Climate Action 	<ul style="list-style-type: none"> Cost-effective energy and resources management Greenhouse gas management 	<ul style="list-style-type: none"> Carbon Footprint Project to reduce carbon dioxide emissions Initiated the installation of a solar rooftop, project 2 Water management Increased the green areas by initiating a reforestation project in the factory 	<ul style="list-style-type: none"> Reduce the consumption of main energy and use more alternative energy Reduce costs for the Company in the long run 	<ul style="list-style-type: none"> Reduce greenhouse gas emissions that cause global warming Increase awareness of alternative energy use
15 Life on Land 	<ul style="list-style-type: none"> Society/Community Engagement and Development Cost-effective energy and resources management Greenhouse gas management 	<ul style="list-style-type: none"> Plant and register trees in the factory Study and plan a reforestation project in the factory 	<ul style="list-style-type: none"> Increase green area inside the factory Engage with remote communities and increase the Company's knowledge regarding forest care and carbon credit information Utilize empty spaces in the factory 	<ul style="list-style-type: none"> Increase green areas Promote sustainable forest management and resolve deforestation Support agricultural technology

Sustainable Development Goals (SDGs)	The Company's Sustainability Issues	Activities/ Projects that Support the Goal	Benefits to the Company	Benefits to Society and the Environment
16 Peace and Justice, Strong Institutions 	<ul style="list-style-type: none"> • Corporate governance for sustainability • Risk Management • Human Resource and Human Rights Management 	<ul style="list-style-type: none"> • Comply with the Thai Labor Standards (TLS) for human rights • Privacy policy/ Personal Data Protection • Risk Management Policy • Corporate Anti-Corruption Policy • Participate in drug prevention and solution in the workplace project • Measures and best practices for the Code of Business Conduct • Code of Business Conduct for business partners 	<ul style="list-style-type: none"> • no prosecution for non-compliance with the law and no labor disputes • Build credibility and transparency in the Company's business • Promote morality and ethics 	<ul style="list-style-type: none"> • Reduce conflicts • Reduce social problems • Prevention and anti-corruption • Promote morality and ethics
17 Partnership for the Goal 	<ul style="list-style-type: none"> • Innovation management and product quality development • Society/ Community Engagement and Development • Customer relationship management • Business partner's Relationship management 	<ul style="list-style-type: none"> • Further develop and expand advanced production innovation of the second stretcher leveling machine from the United States to develop Stay Flat products to have a variety of thicknesses and increase overall production capacity • Have a work plan with the client in order to offer products and services as desired • Signed a Memorandum of Understanding with Fire One One Company Limited to study and research the feasibility of developing a digital business model through the TMT Digital Business project • Signed a Memorandum of Understanding in cooperation on the reforestation project in the factory with Valaya Alongkorn Rajabhat University under royal patronage • Smart Truck Driver Project 	<ul style="list-style-type: none"> • Learn new technologies from foreign partners and specialists • increase productivity in the production process • Increase quality of products and services • Increase customer satisfaction • Create added value for the Company's products • Develop business partnerships with customers, business partners, and trade partners 	<ul style="list-style-type: none"> • Enhance the quality of steel sheet products in Thailand • Help customers' businesses to have more success from using quality products

This report represents the information from January 1, 2022, to December 31, 2022.

For more information and suggestions, please contact:

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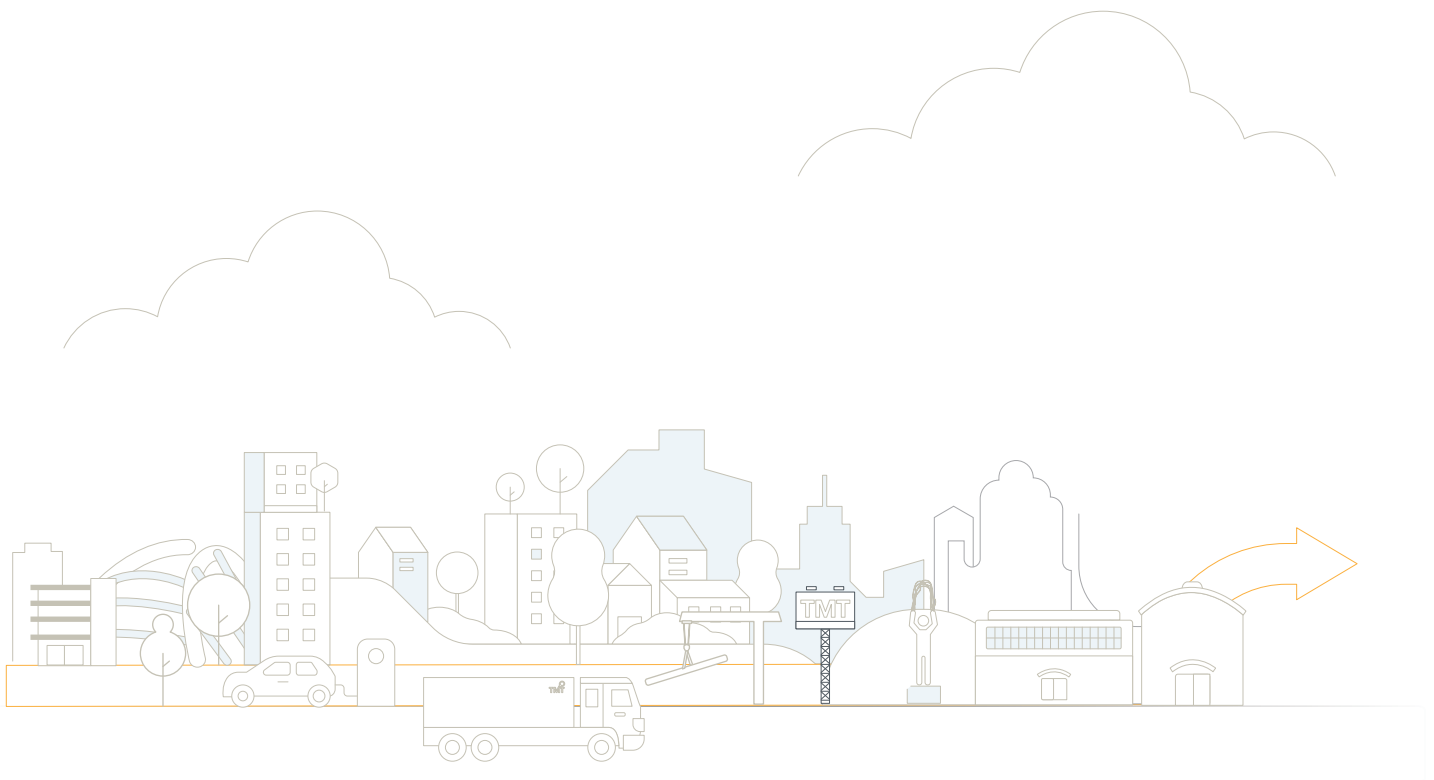
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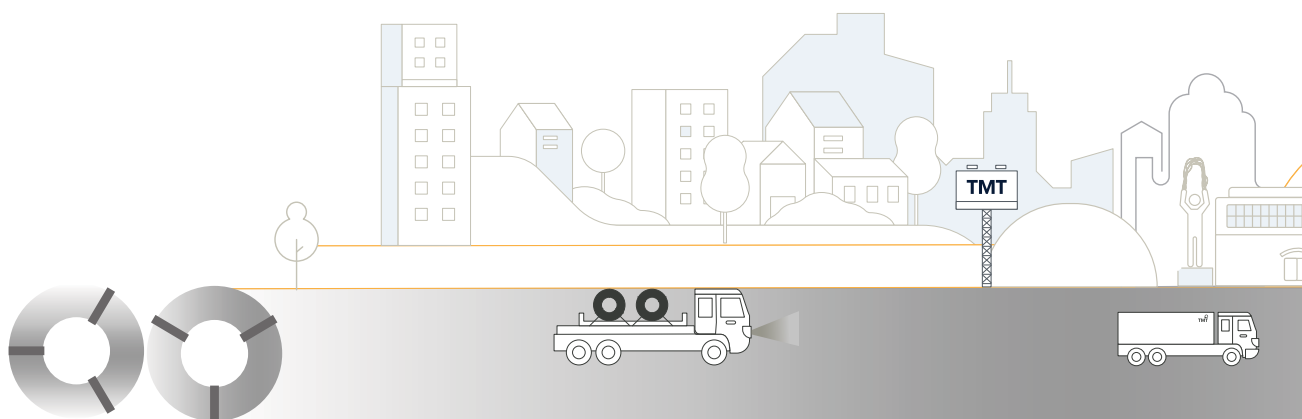


ตารางสรุปผลการดำเนินงานตาม SET ESG Metrics

SET ESG	GRI Standards	SDGs	ESG Indicators	Unit	2020	2021	2022			
Environmental Dimension (E)										
E1 Environmental Policy and Compliance Standards										
E1.1C	GRI 103	-	Environmental management policy and guidelines	Yes/No	Yes	Yes	Yes			
E1.2C			Number of cases or incidents of legal violations or negative environmental impacts, with explanation of mitigation measures	No. of cases	No	No	No			
E2 Energy Management										
E2.1C	GRI 302		Energy management plan	Yes/No	Yes	Yes	Yes			
E2.2C			Energy consumption (electricity/fuel)	kWh	17,140,080.00	16,621,160.00	18,593,648.00			
E2.3C			Renewable energy consumption	kWh	3,074,926.68	2,991,732.97	2,973,737.99			
E3 Water Management										
E3.1C	GRI 303		Water management plan	Yes/No	Yes	Yes	Yes			
E3.2C			Volume of water consumption	Cubic meters	80,629	71,222	76,350			
E4 Waste Management										
E4.1C	GRI 306	 	Waste management plan	Yes/No	Yes	Yes	Yes			
E4.2C			Volume of waste generated	kilograms	5,834,730.00	4,802,970.00	4,942,340.00			
E5 Greenhouse Gas Management										
E5.1C	GRI 305		Greenhouse gas management plan	Yes/No	Yes	Yes	Yes			
E5.2C			Scope 1 and 2 greenhouse gas emissions	tonCO2eq	10,540.79	10,217.00	11,253.00			
E5.3C			External verification of greenhouse gas emissions data	Yes/No	Yes	Yes	Yes			
E5.5R			Total greenhouse gas emissions (Scopes 1, 2 and 3)	tonCO2eq	10,547.01	1,379,581	1,046,140.00			
Social Dimension (S)										
S1 Human Rights										
S1.1C	GRI 412		Human rights policy and guidelines	Yes/No	Yes	Yes	Yes			
S2 Fair Labor Practices										
Employment										
S2.1C	GRI 401		Total number of employees	People	Total 1,268		Total 1,311		Total 1,386	
					Male	Female	Male	Female	Male	Female
					879	389	918	393	987	399
S2.2C	GRI 405		Number of employees with disabilities and/or elderly employees	People	1		1		1	
Employee Compensation										
S2.3C	GRI 405	  	Total employee compensation	Baht	409,573,125.98	535,686,112.85	435,484,659.92			
S2.4C			Percentage of employees enrolled in provident funds	%	54.02%	52.09%	52.38%			
Employee Development										
S2.6C	GRI 404		Employee development plans or activities	Yes/No	Yes	Yes	Yes			
S2.7C			Average hours of employee training	hours/person/year	17	13.86	20.25			

SET ESG	GRI Standards	SDGs	ESG Indicators	Unit	2020	2021	2022
Occupational Safety, Health and Environment							
S2.12C	GRI 403		Occupational safety, health and environment improvement plans or activities	Yes/No	Yes	Yes	Yes
S2.13C			Number of incidents or injuries leading to lost work time	No. of incidents /injuries	4	14	15
Promoting Employee Relations and Employee Engagement							
S2.16C	GRI 402		Employee engagement and retention plan	Yes/No	Yes	Yes	Yes
S2.17C	GRI 407		Percentage of voluntary employee turnover	%	17.41%	17.94%	17.16%
S2.18C	407		Number of significant labor disputes, and remediation measures	No. of cases	No	No	No
S3 Responsibility to Customers/Consumers							
Consumer Rights							
S3.1C	GRI 102-43		Consumer data protection policy and guidelines	Yes/No	Yes	Yes	Yes
S3.2C			Number of incidents of consumer data breaches, and remediation measures	No. of incidents	No	No	No
S3.3C	GRI 418		Number of incidents or complaints relating to consumer rights violations, and remediation measures	No. of incidents/ complaints	No	No	No
S4 Responsibility to Communities/Societies							
S4.1C	GRI 413		Policy on developing and engaging with communities/ societies affected by the business	Yes/No	Yes	Yes	Yes
S4.2C			Plans to support the development and engagement of communities/societies affected by the business	Yes/No	Yes	Yes	Yes
S4.3C			Number of conflicts with communities/societies, and remediation measures	No. of cases	No	No	No
Governance and Economic Dimension (G)							
G1 Policy, Structure and Governance System							
Board Composition							
G1.1C	GRI 102-18	 	Profiles of individual directors	Yes/No	Yes	Yes	Yes
G1.2C			Number of board members	People	7	7	7
G1.3C			Number of independent directors	People	3	3	3
			Percentage of male directors to female directors	%	86%	86%	86%
G1.4C			Number of non-executive directors	People	4	4	4
G1.5C			Number of female directors	People	1	1	1
G1.6C			Percentage of female independent directors to all directors	%	14%	14%	14%
G1.7C			Independent chairman of the board	Yes/No	Yes	Yes	Yes
G1.8C			Separation of the roles of chairman and CEO	Yes/No	Yes	Yes	Yes
G1.9C			Independent directors in each sub-committee	Yes/No	Yes	Yes	Yes
G1.10C	Independent chairman of each sub-committee	Yes/No	Yes	Yes	Yes		
G1.10C	Number of years of tenure for individual directors	Yes/No	Yes	Yes	Yes		
Board Roles and Responsibilities							
G1.11C	GRI 102-26		Number of board meetings	No. of meetings	7	7	7
G1.12C			Board performance	Yes/No	Yes	Yes	Yes
G1.13C			Number of audit committee meetings	No. of meetings	4	4	4
G1.14C			Audit committee performance	Yes/No	Yes	Yes	Yes
G1.15C			Number of sub-committee meetings	No. of meetings	2-4	2-4	2-4
G1.16C			Performance of each sub-committee	Yes/No	Yes	Yes	Yes


SET ESG	GRI Standards	SDGs	ESG Indicators	Unit	2020	2021	2022
Director Recruitment							
G1.18C	GRI 102-24		Policy and criteria for recruiting directors with qualifications that align with organizational strategy	Yes/No	Yes	Yes	Yes
G1.19C			Analysis of directors' skills and experience according to business needs (board skill matrix)	Yes/No	Yes	Yes	Yes
G1.20C			Profiles of newly appointed directors	Yes/No	No	No	No
Director and Senior Executive Remuneration							
G1.21C	GRI 102-38		Goal 8 Policy and criteria for director remuneration	Yes/No	No	Yes	Yes
G1.23C			Other non-financial compensation for directors	Yes/No	No	No	No
G1.24C			Policy and criteria for senior executive remuneration	Yes/No	Yes	Yes	Yes
Director Development							
G1.27C	GRI 102-27		Director development policy	Yes/No	Yes	Yes	Yes
Performance Evaluation of the Board of Directors and Senior Executives							
G1.29C	GRI 102-28		Criteria for evaluating board performance	Yes/No	Yes	Yes	Yes
G1.30C			Board performance results by committee	Yes/No	Yes	Yes	Yes
G1.31C			Board performance results by each sub-committee	Yes/No	Yes	Yes	Yes
Business Code of Conduct							
G1.34C	GRI 102-17		Code of conduct	Yes/No	Yes	Yes	Yes
G1.35C			Anti-corruption policy and guidelines	Yes/No	Yes	Yes	Yes
G1.36C			Number of code of conduct violations or incidents of corruption, and remediation measures	No. of cases	No	No	No
G1.37C			Grievance and whistleblowing policy and guidelines	Yes/No	Yes	Yes	Yes
G2 Sustainability Policy and Strategy							
G2.1C	GRI 102-55		Sustainability policy and targets at the organization level	Yes/No	Yes	Yes	Yes
G3 Sustainability Risk Management							
G3.1C	GRI 102-15		Sustainability risk management policy and guidelines	Yes/No	Yes	Yes	Yes
G3.2C			ESG risks and opportunities	Yes/No	Yes	Yes	Yes
G3.3C			Emerging risks	Yes/No	No	In process	Yes
G3.4C			Business continuity plans (BCP)	Yes/No	Yes	Yes	Yes
G4 Sustainable Supply Chain Management							
G4.1C	GRI 308		Sustainable supply chain management policy and guidelines	Yes/No	No	Yes	Yes
G4.2C	GRI 414		Sustainable supply chain management plan	Yes/No	Yes	Yes	Yes
G5 Innovation Development							
G5.1C	-		Innovation development policy and guidelines at the organization level	Yes/No	Yes	Yes	Yes
G5.2C	-		Process to develop and promote an innovation culture	Yes/No	Yes	Yes	Yes
G5.4R	-		Benefits received from innovation development	Yes/No	Yes	Yes	Yes



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