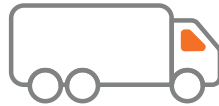
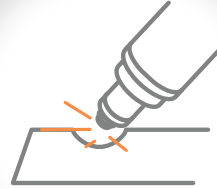


We deliver values  
to steel supply chain ecosystem

**TMT**

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



Annual Registration Statement / Annual Report 2023  
(56-1 One Report)

# Driving Business for Sustainability

## Policy and Sustainability Management Goals

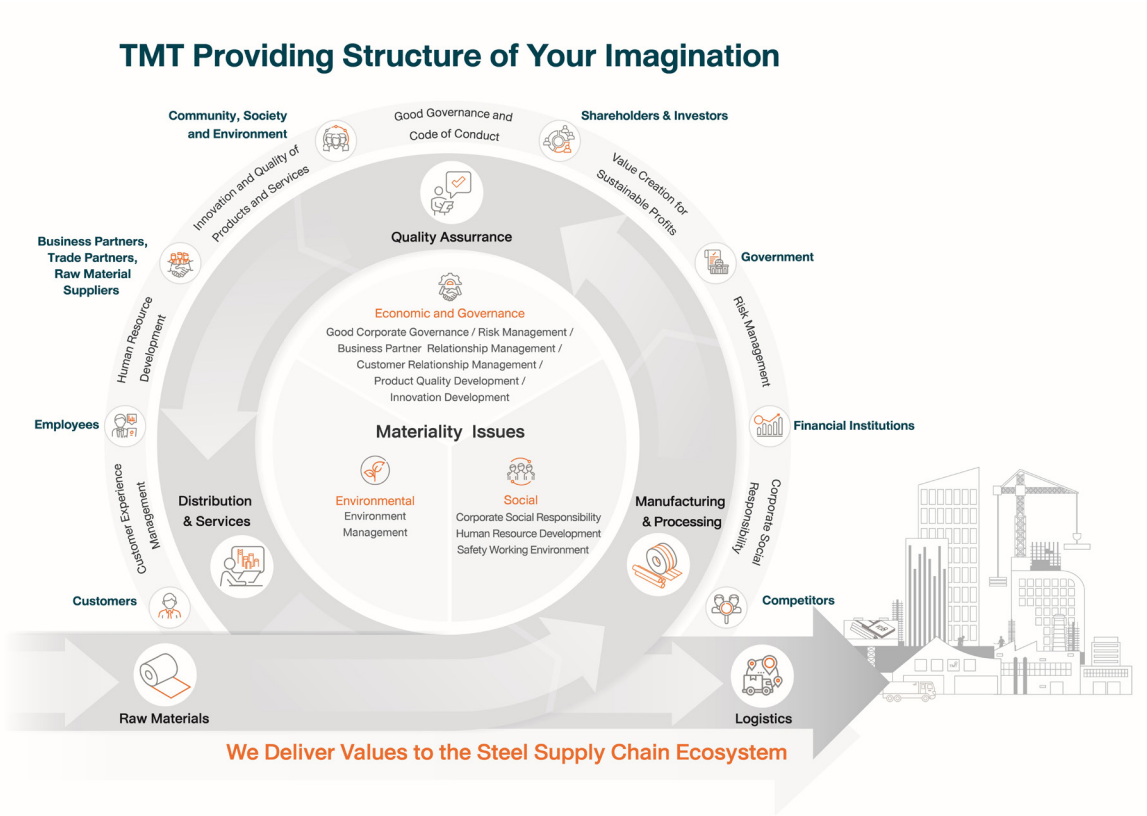
TMT Steel Public Company Limited is committed to conducting business based on sustainable development to create value for all stakeholders by carrying out policies and 4 main principles. These include good corporate governance principles, economic principles, social principles that cover respecting human rights, and environmental principles, as well as operating the business 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 to build confidence among stakeholders and develop the Company toward sustainable growth.

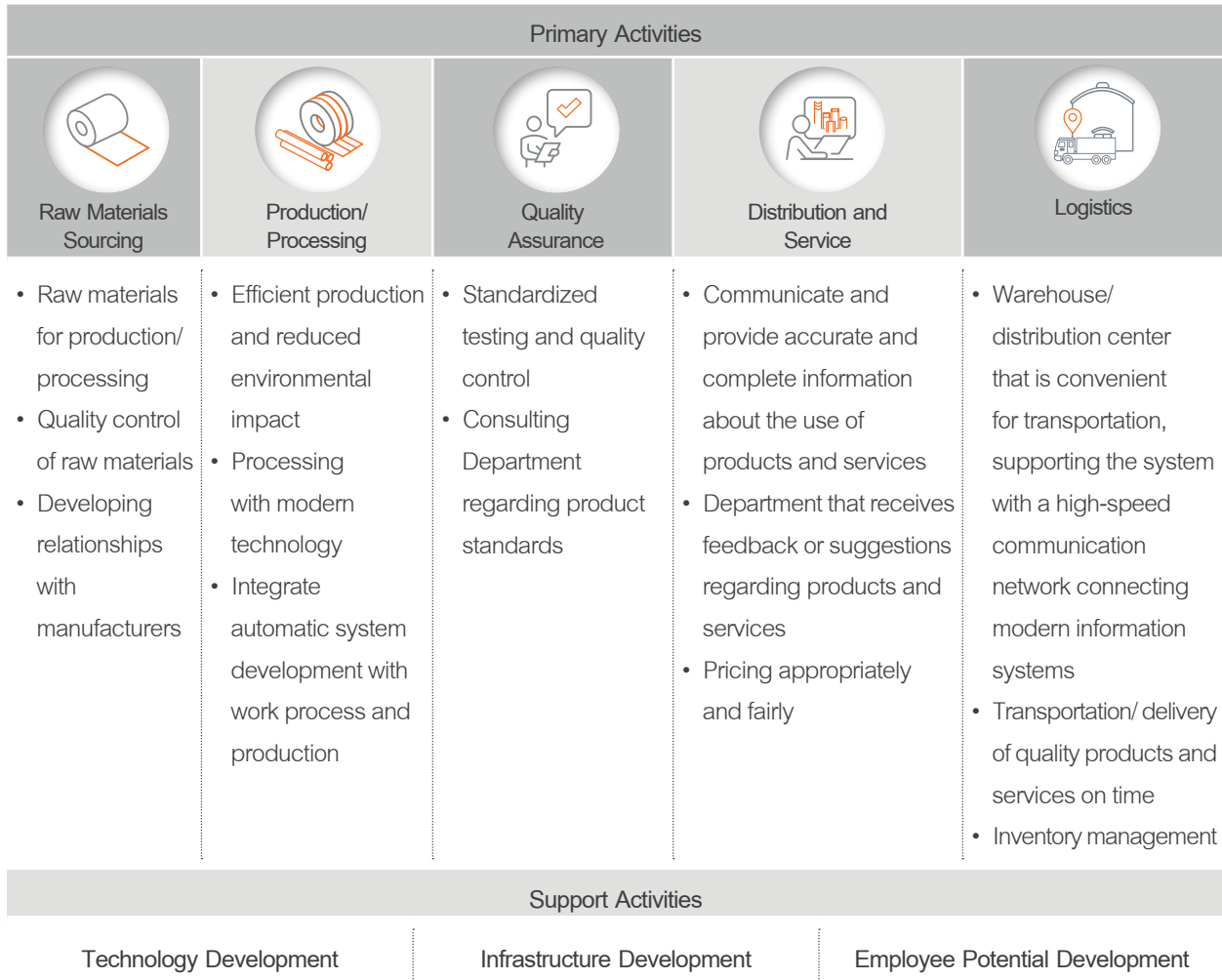
The details of the "Sustainability Policy" are disclosed on the website at [[www.tmtsteel.co.th/sustainability/sustainability-policy](http://www.tmtsteel.co.th/sustainability/sustainability-policy)]

## Managing the Impact on Business Value Chain Stakeholders

### Business Value Chain



“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 following 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 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 taking all stakeholders into account in order for the Company to achieve sustainable growth. The Company has described these details in **Analysis of Materiality 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/ Communication  | Expectations   | Responding to Expectations   |
|---|--|--|--|--|
| Customers<br> | <ul style="list-style-type: none"> <li>Distribution and Service</li> </ul> | <ul style="list-style-type: none"> <li>Customer satisfaction survey once a year</li> <li>Meet regularly with customers throughout the year to be aware of their needs</li> <li>Provide regular visits to factories and production processes throughout the year</li> <li>Train to consistently educate customers throughout the year</li> <li>Communicate to customers via an online channel, Website, Facebook, Line</li> </ul> | <ul style="list-style-type: none"> <li>Quality products and services</li> <li>Complete range of products</li> <li>Correct usage of steel products</li> <li>On-time delivery</li> <li>Steel knowledge, standards, and guidelines for application</li> </ul> | <ul style="list-style-type: none"> <li>Develop innovations in products and services</li> <li>Produce quality products that meet customers' needs</li> <li>Logistics management to have on-time delivery</li> <li>Provide technical and academic consultations by the Technical Service Team</li> <li>Systematic inventory management in order to have products ready to instantly respond to customers' needs</li> <li>Adopt the appropriate digital technology to enhance work efficiency.</li> <li>Organized 10 training sessions on subjects of interest to customers.</li> </ul> |

| Stakeholders   | Relevance to Business Processes   | Engagement/ Communication   | Expectations   | Responding to Expectations  |
|--|---|---|--|---|
| Employees<br>   | <ul style="list-style-type: none"> <li>• Production/ Processing</li> <li>• Quality Inspection</li> <li>• Logistics</li> <li>• Distribution and Service</li> </ul> | <ul style="list-style-type: none"> <li>• Channels to receive suggestions, comments, and complaints through the company's complaint system throughout the year</li> <li>• Survey of corporate values or employee satisfaction once a year</li> <li>• Internal communication channels such as TMT Magazine, email, Line@, Morning Meeting, TouchPoint, and public relations board at least once a month</li> <li>• CEO Message (VDO / E-mail)</li> <li>• Meeting of the Welfare Committee in the workplace 4 times per year</li> <li>• Employee Forum: listen to suggestions and opinions from employee representatives 1 time.</li> <li>• Training Needs Assessment Survey</li> <li>• Employee activities and Health and Safety Projects/Activities</li> </ul> | <ul style="list-style-type: none"> <li>• Career Advancement</li> <li>• Acquiring development of capabilities</li> <li>• Benefits both monetary and non-monetary</li> <li>• Equality without discrimination</li> <li>• Promote and supervise work safety</li> </ul> | <ul style="list-style-type: none"> <li>• Equitable and fair treatment, and respect for human rights</li> <li>• Communicate business Targets and policies via CEO Message / TMT Talk</li> <li>• Performance evaluations 2 times per year</li> <li>• Develop employees to be promoted</li> <li>• Talent Management</li> <li>• Average staff development is 30.33 hours/person</li> <li>• Join the wage survey with the HR Center each year</li> <li>• 9 Projects for employee benefits whether monetary or non-monetary.</li> <li>• Safety Day Project</li> </ul> |
| Business Partners<br>Trade Partners<br>Raw Material Suppliers<br> | <ul style="list-style-type: none"> <li>• Procurement of Raw Materials</li> <li>• Production/ Processing</li> <li>• Logistics</li> </ul>                           | <ul style="list-style-type: none"> <li>• Evaluate trade partners once a year</li> <li>• Meeting online Regularly with partners to have plans for purchase orders throughout the year</li> <li>• Partner development through training programs and knowledge training for partner employees</li> </ul>   | <ul style="list-style-type: none"> <li>• Fair competition without discrimination</li> <li>• Efficient procurement system that is transparent and verifiable</li> <li>• Joint business continuity stability</li> </ul>  | <ul style="list-style-type: none"> <li>• Have policies and practice guidelines regarding procurement</li> <li>• Develop trade partners to have good practice guidelines such as Code of Business Conduct of trade partners and anti-corruption policy</li> <li>• Trained 64 partner employees through the Smart Truck Driver Project</li> </ul>   |

| Stakeholders  | Relevance to Business Processes   | Engagement/ Communication  | Expectations   | Responding to Expectations   |
|---|---|--|--|--|
| Community, Society and the Environment<br> | <ul style="list-style-type: none"> <li>• Production/ Processing</li> <li>• Logistics</li> </ul> | <ul style="list-style-type: none"> <li>• Community visits 4 times per year</li> <li>• Install a solar rooftop generation system of 6.3 MW to generate electricity from renewable energy</li> <li>• Cooperate with the education sector to organize bilateral education and internships</li> <li>• Cooperate to prevent and solve drug problems in the workplace (Mor Yor Sor.)</li> <li>• Environmental management system assessment by external agencies</li> <li>• Greenhouse gas emissions assessment by the Thailand Greenhouse Gas Management Organization (TGO)</li> </ul> | <ul style="list-style-type: none"> <li>• Caring for the environment around the community</li> <li>• Conduct business that does not negatively impact the community</li> <li>• Share useful things to promote a good quality of life for people in the community</li> </ul> | <ul style="list-style-type: none"> <li>• Improve the production process and environmentally friendly work processes by controlling air and noise pollution</li> <li>• Improve the environment inside and outside the factory so it is clean and increase green space</li> <li>• Regularly share and provide knowledge for institutions, departments, and organizations on issues that the company has expertise</li> <li>• Support resources and equipment that is useful such as a steel project for sustainability, etc.</li> <li>• Signing an MOU with educational institutions in bilateral projects.</li> <li>• Coordinate community-based learning such as forest plantation to impart knowledge regarding organic vegetable farming.</li> </ul> |
| Shareholders, Investors, Analysts<br>    | <ul style="list-style-type: none"> <li>• Distribution, and Services</li> </ul>                  | <ul style="list-style-type: none"> <li>• Shareholders' Meeting once a year</li> <li>• Analyst Meeting once a year</li> <li>• Opportunity Day 1 time per year</li> <li>• Provide channels for inquiries through the investor relations website and telephones throughout the year</li> </ul>  | <ul style="list-style-type: none"> <li>• Operating results of the company</li> <li>• Transparency in business operations and good corporate governance</li> </ul>  | <ul style="list-style-type: none"> <li>• Annual Report / 56-1 One Report</li> <li>• Explanation of operating results through the company website and the Stock Exchange of Thailand</li> <li>• Manage the company's operating results under appropriate risk management</li> <li>• Proceed according to the investment plan</li> <li>• CG Score 5 Stars (3rd year)</li> <li>• Received AA-level Rating for SET ESG Ratings after 4 consecutive years for Thailand Sustainability Investment (THSI)</li> <li>• A second-year renewal of CAC certification for 2023.</li> </ul>  |

| Stakeholders  | Relevance to Business Processes  | Engagement/ Communication  | Expectations  | Responding to Expectations   |
|---|--|--|---|--|
| Government Sectors<br>     | <ul style="list-style-type: none"> <li>Product/ Processing</li> <li>Quality Inspection</li> <li>Logistics</li> <li>Distribution and Service</li> </ul> | <ul style="list-style-type: none"> <li>Report business performance and operating results to relevant government agencies at the specified frequency</li> <li>Continuous participation in government activities and projects</li> </ul>   | <ul style="list-style-type: none"> <li>Comply with regulations, laws and policies of regulatory agencies</li> </ul>                                     | <ul style="list-style-type: none"> <li>Report business results and provide information that is true, correct, and complete as stipulated</li> <li>Cooperate and support various projects of government agencies</li> <li>Comply with related laws</li> <li>Certified by MiT (Made in Thailand)</li> <li>Certified Industrial product licenses</li> </ul> |
| Financial Institutions<br> | <ul style="list-style-type: none"> <li>Product/ Processing</li> <li>Quality Inspection</li> <li>Logistics</li> <li>Distribution and Service</li> </ul> | <ul style="list-style-type: none"> <li>Business update meeting 1 time/ quarter</li> <li>Negotiation for terms and conditions</li> <li>Joint seminars 10 times/year</li> </ul>  | <ul style="list-style-type: none"> <li>Operate business as planned and target</li> <li>Paid back as terms and conditions</li> </ul>                     | <ul style="list-style-type: none"> <li>Disclose the Company's performance via the website of the Company and the stock exchange</li> <li>Manage the Company's operating results under appropriate risk management</li> <li>Operate business as Investment Plan</li> </ul>  |
| Competitors<br>           | <ul style="list-style-type: none"> <li>Distribution and Service</li> </ul>   | <ul style="list-style-type: none"> <li>Joint meetings with associations and organizations that are relevant to the business according to the agenda and appropriate opportunities</li> <li>Provide channels to regularly receive suggestions, comments, and complaints through the company complaint system</li> </ul> | <ul style="list-style-type: none"> <li>Company business information</li> <li>Market share</li> <li>Conduct business transparently and fairly</li> </ul> | <ul style="list-style-type: none"> <li>Disclose operating results through the company website and the Stock Exchange of Thailand.</li> <li>Create fair business competition conditions</li> </ul>  |

## Analysis of Materiality Issues

### 1. Identification of Materiality 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.

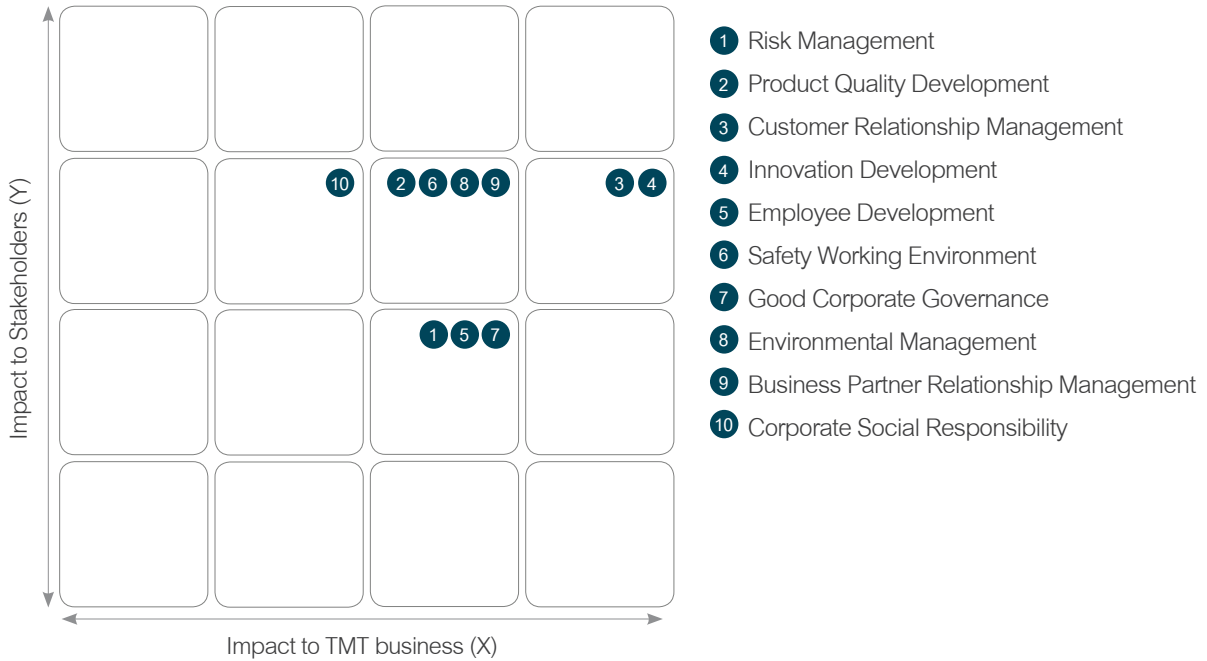
### 2. Prioritization

The Company considered the priority of issues by measuring the importance from the Company's perspective, and 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 manage significant sustainability issues appropriately.

There are materiality issues in 2023 as follows:



As a result of the preparation of materiality issues, the Company categorized the issues and established sustainability operation plans following the strategy which covered the aspects of economic, social, environmental, and stakeholder dimensions as follows:

| Economic Dimension   | Social Dimension  | Environmental Dimension  |
|--|---|--|
|  <ul style="list-style-type: none"> <li>• Good Corporate Governance for Sustainable Business</li> <li>• Risk Management</li> <li>• Innovation and Quality of Products &amp; services</li> <li>• Supplier Relationship Management</li> <li>• Customer Relationship Management</li> </ul> |  <ul style="list-style-type: none"> <li>• Human Resources Management and Human Rights</li> <li>• Human Resources Development</li> <li>• Occupational Health and Safety</li> <li>• Society &amp; Community Development</li> </ul> |  <ul style="list-style-type: none"> <li>• Energy and Resources Management</li> <li>• Green Houses Gas Management</li> </ul> |



# 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 as well as the code of business conduct for partners, contractors, and subcontractors are disseminated on the website at [[www.tmtsteel.co.th/corporate-governance/corporate-governance-policy](http://www.tmtsteel.co.th/corporate-governance/corporate-governance-policy)]

### Goals

- Receive a 5-star rating from the evaluation of good corporate governance by the Thai Institute of Directors Association.
- Receive AAA level rating for SET ESG Rating by 2026 from the Stock Exchange of Thailand.

### 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 Corporate Governance Code 2017 (CG Code) for Listed Companies and review its implementation on a regular basis to ensure that it remains relevant to the business environment.

### 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 2023, 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. Reviewed the good corporate governance principles, code of business conduct, and anti-corruption policy to be consistent with the current business operations and the operations of subsidiaries.
2. Conducted a self-assessment survey to develop an anti-corruption system, assessed corruption risks, provided working papers by a certified public accountant, and requested a second renewal of certification for a member of the Thai Private Sector Coalition Against Corruption (CAC) for the years 2023-2026.

3. Communicated a code of business conduct for business partners, contractors, subcontractors, and trade partners to sign their names for acknowledgment. Encouraged business partners and trade partners to join the Thai Private Sector Collective Action Coalition Against Corruption (CAC). Currently, one of our business partners, Sahaviriya Steel Industries Public Company Limited, has become a member of the Thai Private Sector Collective Action Coalition Against Corruption (CAC) from December 31, 2022, to December 31, 2025.
4. Organized online and onsite training and meetings to educate the Company's directors, executives, employees, and the subsidiary on the code of conduct and anti-corruption policies. Organized a test to assess target employees' comprehension and obtain their signatures for acknowledgment.
5. 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.
6. Complied with the laws governing the Company's business operations across the entire business chain. In 2023, the Company was not prosecuted for non-compliance with the law and there were no complaints against the Company.
7. Reviewed the Company's regulations as well as Articles of Association to be up to date.
8. 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 regarding cyber security, Phase 2 for 2023. The assessment report has already been submitted to the Audit Committee for consideration.
9. 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". The details of the Company are published on the website at [[www.tmtsteel.co.th/corporate-governance](http://www.tmtsteel.co.th/corporate-governance)].

#### Performance

- Achieved a 5-star rating for "Excellent" Corporate Governance Report by the Thai Institute of Directors Association (IOD) for 3 consecutive years.
- Achieved SET ESG Ratings at the AA level after being selected as Thailand Sustainability Investment (2020-2023) by the Stock Exchange of Thailand for 4 consecutive years.
- A renewal of certification as a member of the Thai Private Sector Anti-Corruption Coalition for 2023 (2023-2026) from the Thai Institute of Directors Association (IOD).
- No lawsuits were filed for noncompliance with the law. There were no complaints from internal or external sources concerning the violation of the code of business conduct or the anti-corruption policy. There were no offenders identified for any misconduct.



#### 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/sustainability/organizational-risk-management/risk-management-policy](http://www.tmtsteel.co.th/sustainability/organizational-risk-management/risk-management-policy)].

## 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 2023 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/sustainability/organizational\\_risk\\_management/risk\\_management\\_manual](http://www.tmtsteel.co.th/sustainability/organizational_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 and expand the duties and responsibilities of the Corporate Governance and Sustainability Committee in the structure chart for the duties and responsibilities of risk management.
2. Review and improve the risk map and impact risk assessment criteria, and ensure that the risk dashboard is consistent with current operations.
3. Communicate and announce the implementation of the revised risk management handbook, 2023, to ensure consistency with current business operations.
4. The risk management team implements enterprise risk management in accordance with the risk management and strategy development policy. A performance report shall be submitted to the Chairman of the Sustainable Development Committee and the Board of Directors twice a year through the Risk Management and Strategy Development Committee.
5. The risk owner and risk champion identify, assess, and review enterprise risks, as well as collect risk information, management measures, and evaluation results from responsible departments and submit them to the Risk Management Team twice a year.
6. Conduct a review, identify, and assess enterprise-level risks, prepare a risk matrix, review risk parameters, determine risk appetite and key risk indicators, as well as improve and develop various tools to control and monitor risks on a regular basis, such as Risk Dashboard, Risk Heat Map, etc. This was done to proactively prepare for risk management measures appropriately and in a timely manner. This includes developing risk profiles, risk monitoring and reporting, and conducting systematic enterprise risk management. A summary of risk factors and risk management guidelines are included in Part 1, Risk Management.
7. Establish guidelines and integration risk across departments. Establish guidelines to develop the skills, knowledge, and abilities of any relevant personnel for enterprise risk management.
8. 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.

9. 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.
10. Review and improve the Business Continuity Plan to be consistent with current operations.

#### Performance

- Business was not disrupted.
- There were no complaints or disputes that affected the operations and the business performance.
- All 6 types of enterprise risks are at an acceptable level.
- 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 91%





### Policy

Under the rapid technological change, the Company sees the importance of bringing innovation to develop product quality and create value in both the production and management processes to best meet the different needs of customers to maintain its leadership in the service center business, production, and distribution of steel products to various industries in Thailand. The Company also promotes continuous development of manufacturing innovation from within to increase productivity, reduce working hours, create safety and workplace environment for employees, and mitigate environmental impacts, which are a significant basis of the sustainability operation.

The Company published the policy on the website [[www.tmtsteel.co.th/Sustainability/Sustainability policy/Sustainability policy and practice/Innovation policy](http://www.tmtsteel.co.th/Sustainability/Sustainability%20policy/Sustainability%20policy%20and%20practice/Innovation%20policy)].

### Goals

- Customer satisfaction be higher than 80% or an increase from the previous year.
- Increase production capacity to 1 million tons.
- Continue to use technology to increase efficiency in the operational process every year.
- Continue to see the results from the improvement and development of employees every year.

### Strategy/Operational Plan

- Study to understand customer needs, develop quality and product standards, and provide services to meet the needs and satisfaction of all customer groups.
- Apply various technologies in the manufacturing process to increase production capacity, reducing steps in the manufacturing process and operational processes to be more efficient.
- Evaluate risks and review opportunities for business development or operational processes.
- Promote a corporate culture that encourages continuous learning, improvement, and development. Encourage employees to have creativity and innovation to develop/modify operational processes that can actually be applied to the project.

### Operations

#### 1. Utilized Technology to Increase Efficiency in Operational Processes.

A semi-automatic/automatic information technology system, including equipment installation and modern tools, was utilized in the operational process and certain manufacturing processes to increase efficiency, productivity, and employee safety as well as mitigate the accident risk, waste generation, and energy consumption that may affect the environment to be prepared for automatic production lines in the future. Important projects have been carried out are as follows:

- 1) Installed a Touch Sensor system on the flat steel cutting machine. This increases overall efficiency and cutting accuracy and also improves the quality of the workpiece by 100%.
- 2) Designed and installed the “Transfer Car” system to transport raw materials to Steel tube production machines. This improved the process of moving raw materials. Previously, raw materials would be moved by a forklift to a warehouse and then brought to the Steel tube factory building. The results from the “Transfer Car” in this process are as follows:
  - Eliminate the use of forklifts in this process entirely and use transfer cars instead. This results in energy saving by using the electrical system instead of fuel. The electricity generated from the Solar Rooftop **helps reduce air pollution by 100% (smoke from exhaust pipes)** and reduce greenhouse gas emissions.
  - Mitigate accident risk at work and the possibility of damaging raw materials by 100%
  - Reduce forklift maintenance costs such as repair costs, spare parts, tires, etc.

- Raw materials can be delivered at any time without stopping the production line. Steel tubes can be produced to meet customer needs to have products available for delivery.
  - Employees can work alone using an automated system. Reduce injuries and fatigue from working and driving forklifts for a long time.
  - Comparison of overall work efficiency is as follows:
    - The forklift can deliver 16 tons of raw materials per transportation cycle, which takes 10 minutes, and 3 employees.
    - The Transfer car can deliver 20 tons of raw materials per transportation cycle, which takes 5 minutes and one employee. This improves work efficiency by 100%.
- 3) Designed and installed the "Lifting Basket" system to transfer raw materials, which is a step up from the Coil Rack (as disclosed in the topic of innovation management and product quality development in 2022). It can lift the entire basket full of workpieces and transport them to another building or lift the entire basket to put on the Transfer Car from the warehouse to the Steel tube factory building. This device originated from the ideas of employees contributing to the improvement and development of operational processes. It was developed into practical devices to increase work efficiency. This is a change in the process of moving raw materials from the use of a traditional system that required 3 employees to an automatic system that requires only one employee to control the work using a remote-control system. The "Lifting Basket" lowers the risk of workplace accidents, saves time, and reduces the work procedure from three processes to one process, as well as from three employees to one employee. This increases average work efficiency by more than 50%.
- 4) Utilize information technology to connect existing databases and create functional models for digital systems, developing the Sales Platform system (Version 3) to support work efficiency, reducing the use of paper in the operational process to align with the reduction of greenhouse gas emissions guidelines. This system can also accurately respond to customer needs within the specified time frame.

## 2. Promote a Corporate Culture that Supports Continuous Improvement and Development.

The Company promoted activities to develop new creativity, whether it is a method, a format, a procedure, a device, or an invention. This began with operational process improvement for operational employees at the department level in order to improve work quality, reduce errors, increase the value of work, and raise employee awareness of the importance of work development. This also includes developing personnel to be ready for the change in digital technology. Employees were prepared for changes in digital technology. This is an important factor in promoting sustainable innovation development. The Company provides an adequate budget and encourages departments to initiate projects to improve and develop operational processes for employees at the operational level to supervisory levels. The main operations are as follows:

- 1) Work resulting from employee improvement and development in the maintenance department and production includes 475 ideas.
- 2) Extend the Think Idea project by creating prototype VDO clips for 8 outstanding works with practical applications. These clips can be used to communicate new ideas and methods of working to employees through internal communication channels, stimulating creativity and engaging employees all year round.
- 3) The TMT Innovation project aims to develop technological and digital knowledge and skills for the third consecutive year. The Company encouraged employees to have an Innovative Mindset, be creative to create new things, dare to think, dare to present, and use digital technology to contribute to the development and improvement of operational processes. This can lead to developing Innovation Thinkers and new business innovations from within the organization. The operations are as follows.



- Develop an innovation mindset in employees through a variety of courses, including Business Innovation for Everyone (Online Learning) and the Innovative Thinkers Workshop. This resulted in two batches of 57 employees. 12 Potential Alpha employees were chosen to participate in the third batch of Alpha Bootcamp, where they will learn through project-based training.
- In the second and third batches of Alpha Boot Camp, participants pitched innovative ideas to executives. Six ideas were entered into the Innovation Sandbox experiment to promote the development of innovation skills through hands-on experience, with the goal of using the results to improve and develop work.
- Promote the TMT Innovation Lab Team to develop skills that will drive innovation culture within the organization and give them the opportunity to experiment with innovation skills through 2 actual projects.
- Set up a Digital Clinic to offer advice and develop guidelines for transitioning operational processes to automation and a digital system. This year, employees proposed 2 ideas for development.

### 3. Product Quality and Standard Development

- 1) Developed the pre-processing procedures for steel products, including laser cutting, CNG gas cutting, CNC plasma cutting, shearing, recutting, bending, and band sawing to enhance convenience, reduce workpiece preparation time, and improve customer operational efficiency.
- 2) Certified MiT or Made in Thailand by the Federation of Thai Industries for the third consecutive year. 25 TMT steel products have been certified as manufactured in Thailand, boosting domestic and foreign consumers' confidence in the quality and standards of steel products produced in Thailand. This opens up new opportunities for the future development of sustainable steel products.
- 3) Received a license to produce industrial products certified by the Industrial Standards Institute (TISI), Ministry of Industry. This helps increase customer confidence in quality in accordance with the established standard. In 2023, the Company's products received certification as follows:
  - TIS 2060-2017 hot rolled flat steel for gas tank work, hot rolled thick/thin steel sheets.
  - TIS 2817-2019 cold-formed structural steel coated with metal for general structural work.

#### Performance

- Customer satisfaction with the product was 90%.
- The total capacity utilization was 76.68%.
- Technology was used to improve operational efficiency in 4 areas.
- Enhances employee productivity and creativity 486.



## Business Partner Relationship Management

### 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 to increase cooperation and business competitiveness, as well as meet the needs of all of its stakeholders, with supply chain management.

Details regarding the Company's Practice Guidelines are available at [[www.tmtsteel.co.th/Sustainability/ Development/ Sustainability Practices and Policy](http://www.tmtsteel.co.th/Sustainability/Development/SustainabilityPracticesandPolicy)].

### Goals

- No complaints from third parties.
- 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

- Treated business partners and trade partners fairly and complied with the terms of trade agreements by adhering to human rights principles and providing whistleblowing and feedback channels via the Company's website.
- Established criteria for the selection of trade partners, suppliers, and new service providers to demonstrate compliance with safety, labor and human rights, and environmental rules, policies, and regulations.
- Prepared a guideline for determining payment terms for trade partners, then disseminated and communicated it via the Company's website [[www.tmtsteel.co.th/sustainabilitypracticesandpolicy/ payment practice guidelines for trade partner](http://www.tmtsteel.co.th/sustainabilitypracticesandpolicy/paymentpracticeguidelinesfortradepartner)]. For the year 2023, the company has implemented the aforementioned guidelines with the payment period to the actual average trading partner time is 2 days, which is in line with the company's guidelines, which have been set for no more than 30 days, and there is no case of payments to trading partners being later than the specified guidelines.
- Communicated a code of business conduct for business partners, contractors, subcontractors, and trade partners to sign their names for acknowledgment. Encouraged business partners and trade partners to join the Thai Private Sector Collective Action Coalition Against Corruption (CAC). Currently, one of our business partners, Sahaviriya Steel Industries Public Company Limited, has become a member of the Thai Private Sector Collective Action Coalition Against Corruption (CAC) from December 31, 2022, to December 31, 2025.





- Driven sustainability management for business alliances and trade partners through the integration of quality management system standards (ISO9001), occupational health and safety management system standards (ISO45001), and environmental management system standards (ISO14001). This includes significant issues in the code of business conduct, social responsibility, and respect for human rights. The supplier self-audit and on-site audit of the trade partners were conducted annually to appropriately identify and manage risks in the supply chain.
- 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.
- Continue a Smart Truck Driver Project for the third consecutive year. Provide knowledge to 64 transportation company employees, 7 of whom are new transportation employees who play an important role in delivering products to customers. The Company also emphasizes 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 93.26%
- Obtained raw materials and factors as agreed upon.
- There were no violations of human rights.



#### Customer Relationship Management

#### Policy

The Company aims to be the leading comprehensive steel service center with the vision of "Providing Structure of Your Imagination" and the mission "We Deliver Values to the Steel Ecosystem". The Company prioritizes its service business as a structure for the success of all stakeholders, especially an integral component of our clients' success. In addition to striving for product innovation that meets customer needs, the Company focuses on customer service development to assist customers in maximizing production efficiency and capacity as well as building up their competitiveness for the maximum benefit of their businesses.

## Goals

- Customer satisfaction is higher than 80% or an increase from the previous year.

## Strategies/Operational Plan

- Give advice on solutions, assist in product procurement, and develop new types of services, options, and value for customers under an integrated management system to meet all needs of customers.
- Meet with customers regularly to learn about their needs and to improve the quality of products and services that meet those needs.
- Conduct a customer satisfaction survey and use the results to further improve and develop the service.
- Be open to suggestions, complaints, and requests for additional information regarding the Company's products and services through various channels such as telephone, email, and the website. More information is available at [[www.tmtsteel.co.th/contact-us/contact-us](http://www.tmtsteel.co.th/contact-us/contact-us)].
- Organize regular meetings to communicate and exchange knowledge regarding customer needs. This ensures that all parties involved are informed, understand, and respond to the needs of each customer appropriately and timely.

## Operation

The Company recognizes that customers are the most important contributors to its success and long-term growth. As a result, the Company is committed to meeting the needs of our customers and providing the highest level of customer satisfaction. In addition to implementing the strategy and operational plan in 2023, the Company has carried out activities as follows:

1. Constantly improved and developed customer satisfaction by studying and analyzing survey results in 2022, which indicated that the most important factors for purchasing decisions were product quality and product variety, respectively. Based on the aforementioned factors, the Company further analyzed, prioritized, and interviewed the target customers, and considered taking action in 2023 as follows:
  - Created a pre-process for steel products in various forms, such as laser cutting that can cut both steel pipes and steel sheets, CNC gas cutting, CNC plasma cutting, shearing, re-cutting, bending, and band saw, depending on the type of business to foster convenience, reduce time spent preparing workpieces, and improve efficiency in customer operational processes.
  - Installed a galvanized steel roll forming machine for light structural work with Lip Z section and Lip C channel section, which was completed in the third quarter of 2023. The machine is currently being developed and tested in collaboration with the machine manufacturer to produce high-quality products that meet the needs of customers. It is expected to be completed in the first quarter of 2024.
  - Completed the warehouse construction project of 16,272 square meters in the fourth quarter of 2023. This warehouse can store 6,400 tons of steel tube products and a 136-meter-long product sorting roller system. This reduces the time for product transfer and vehicle pick-up points in the warehouse, resulting in improved time management and faster delivery to customers.



- Received MIT or Made in Thailand certification from the Federation of Thai Industries. There are 25 TMT steel products that have been certified as manufactured in Thailand for 3 consecutive years, boosting domestic and foreign consumers' confidence in the quality and standards of steel products produced in Thailand as well as increasing the potential for future sustainable development of steel products.
  - Attained a license to manufacture certified industrial products by the Industrial Standards Institute (TISI), Ministry of Industry, to increase customer confidence in quality and compliance with established standards.
  - Created new business opportunities by connecting existing databases using information technology, and developed a digital platform to provide services that meet all of the customers' diverse needs, making it easier for customers to conduct business and improving the efficiency of their operational processes. Additional details regarding the Company's products and services can be found at [[www.tmtsteel.co.th/products/services](http://www.tmtsteel.co.th/products/services) and solutions].
2. The average customer satisfaction score for 2023 was 91%. According to the survey, customers are most satisfied with the "salesperson". The salesperson "service with politeness, care, and a willingness to provide services." Purchasing decision factors are product variety, quotations, and product delivery. Suggestions from customers in 2023 will be analyzed and prioritized by the Company for further improvement and development. Relevant departments must work together to achieve the set goals.

#### Performance

- Customer satisfaction score was 91%.



# Social Dimension

## Human Resources and Human Rights Management and Employee Development



### Human Resources and Human Rights Management Policy

#### 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/Sustainability/Sustainability Policy/Human Rights Policy](http://www.tmtsteel.co.th/Sustainability/Sustainability%20Policy/Human%20Rights%20Policy)]

#### 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 2023:

- Developed a human resource information system (HRIS) for employee access to personal data. This is the first phase of development, which will continue until 2024. The goal is to use cloud systems to support operations, allowing employees to access the system from anywhere.



- Recruit employees in accordance with the growth objectives. As of December 31, 2023, the Company had a total of 1,410 employees, an increase of 25 employees, or 1.77% of 2022. The details are as follows.

| Number of Employees | 2021  | 2022  | 2023  |
|---------------------|-------|-------|-------|
| Total of Employees  | 1,311 | 1,386 | 1,410 |

- Analyze the survey results of employee satisfaction and commitment to the organization, using the 2022 results and information from employee conversations to develop and improve human resource operation, analyze, and prioritize to plan and carry out the project or various activities continuously, as follows:

1) Establish short-term and long-term employee remuneration policies. Regarding short-term remuneration, the Company considers recruitment methods, welfare, and benefits that are appropriate and fair for the roles, duties, and responsibilities of employees at each level that align with employee roles, duties, and responsibilities, as well as operating results in comparison to other companies in the same industry group located nearby. In 2023, the Company adjusted the annual employee salary rate by adjusting the wage structure for each work group and considering employee performance for a salary increase. This included increasing daily employee wages above the government-mandated minimum wage rate while prioritizing internal competitiveness and fairness. In addition, incentives for employees in the production line have been adjusted based on skills and responsibilities to be consistent with working conditions to increase motivation for employees. In addition, incentives for employees on the production line have been adjusted based on skills and responsibilities to be consistent with working conditions, resulting in increased employee motivation. As for long-term remuneration, the Company organized a provident fund for employees. Employees can select an investment policy that best suits their personal savings needs, and the Company's contribution rate will increase as employees' length of service increases. Group insurance benefits for employees have increased, including health, life, and accidental insurance to promote employee health and hygiene.

2) Review the leave of absence policy and annual vacation for employees to reduce fatigue from work and allow employees to have a day off to rest and spend time with family by increasing the number of annual vacation days when employees have more years of service under the Company's criteria as an incentive for long-term employees. This includes birthday leave benefits for employees to take a break from work and spend time with their families on special occasions.

3) Each year, the Company provides 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 to boost their morale and spirits. This year, there were 45 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.

- 4) Organized engagement activities to foster positive relationships among employees within the organization, such as Songkran activities, religious activities, Christmas activities, and TMT TAKE OFF TO THE FUTURE activities to promote new corporate values for employee engagement. The Company provided TMT Care Value shirts to employees to wear during activities and organized the Game of TMT Fit & Fun in 2023 to promote corporate values and good health for employees. A walking rally was organized to engage employees from all three branches to run 2.5 and 5 kilometers and conquer 4 organizational values. Additionally, a year-end activity called TMT Day FIT FUN FEST was held to celebrate the 4 Core Values. These events were held at the Company. Blood donation activities have been carried out for six consecutive years, with four blood donation events held each year to allow employees to contribute to society while also promoting employee health.
  - 5) Improved the environment and facilities to promote a good quality of life for employees such as providing an artificial grass football field for the TMT Arena in the dormitory area, adding a roof to the parking lot, carrying our factory forest plantation project to increase/improve the green area and provide more recreational areas as well as installing an automatic coffee machine, renovating men's and women's bathrooms, installing a new drinking water dispenser in the office, adding a walkway to the parking lot, and replacing the dormitory's light bulbs with LED bulbs.
  - 6) Organized massage activities to reduce the risk of Office Syndrome for employees and the rate of sick leave due to disease symptoms by the visually impaired from the Foundation for the Employment Promotion of the Blind (FEPB) to support people with disabilities to work and earn money.
  - 7) Collaborated on a "Quit Smoking and Live a New Life" project with the Environmental Quality Development Association to promote employee health, raise awareness about reducing and quitting smoking, and improve smoking areas for hygiene to avoid secondhand smoke and improve smoking areas to be hygienic and have less of an impact on others. This included providing information about the dangers and penalties of marijuana and kratom plants to employees.
- In 2023, the Company provided monetary and non-monetary programs and welfare to its employees. There was 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.
  - Organized the election of a workplace welfare committee in 2022 as a replacement for 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.
  - Survey of employee satisfaction and commitment to the organization the results of the survey in 2023 were 81% and 86.1% and were communicated through internal communication channels within the company. Including summarizing important issues for executives, managers, supervisors, and welfare committees to know. To jointly determine relevant operational plans in 2024





## Human Rights Practices

The Company is aware of the importance of conducting business in accordance with respect for human rights principles which are a fundamental right and freedom for everyone without discrimination to ensure that the Company's activities and business operations are carried out in accordance with its objectives. There are guidelines in place to help prevent human rights violations against relevant stakeholders. In 2023, the Company's primary actions were as follows:

- Reviewed human rights practice guidelines in all aspects for working groups and relevant parties to conduct in accordance with the principles regarding prevention, respect, and remedy. This was a significant step toward reducing risks from human rights from business operations throughout the value chain, etc. This included reviewing measures, reporting and monitoring procedures and key indicators to reduce risk, and establishing a process for providing remedies if stakeholders' human rights are violated as practice guidelines. The details were published 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)].
- Collaborated with the Company's sustainable development team to assess human rights risks in all aspects, ensuring stakeholder rights issues are addressed in line with business procedures. The Labor and Human Rights Team collaborated with stakeholders to identify potential risks that aligned with human rights for all stakeholder groups. A risk ranking was developed by evaluating human rights risks for various stakeholders, including customers, employees, business partners, trade partners, raw material suppliers, the community, society, and shareholders. Prioritized risks and identified relevant human rights issues for vulnerable groups, including women, children, people with disabilities, alternative genders, outsourced staff, and pregnant women.
- Report a human rights audit, establish mitigation guidelines, and manage issues to reduce risk to an acceptable level. When the risk is extremely high, immediate risk management action is necessary to minimize negative effects. Implemented the risk management plan immediately to reduce the high-risk level to an acceptable level. Managed moderate risks, created an action plan, and monitored it regularly. If the risk level is low, the Company will plan, implement, control, and monitor measures to mitigate the impact. The Company will also conduct a risk assessment process to identify potential issues.
- The Nomination and Remuneration committee recruits employees based on knowledge and abilities that are suitable for the position, taking into account remuneration, potential development, and career advancement without bias based on race, nationality, skin color, gender, language, religion, political views, women, people with disabilities, locality, alternative genders, and senior citizens.
- Reviewed TMT Steel Public Company Limited's privacy policy and communicated it to all employees as well as outsiders by publishing it on the website [[www.tmtsteel.co.th/Investor Relations/Corporate Governance/Related Policies/Privacy Policy](http://www.tmtsteel.co.th/Investor Relations/Corporate Governance/Related Policies/Privacy Policy)]. This included developing continuous knowledge and understanding among employees via multiple channels of communication within the organization to prevent employees from disclosing relevant stakeholder personal data.
- Established internal and external channels for receiving complaints. The Company disclosed the process for protecting whistleblowers or complainants, as well as the whistleblowing channels, on the website [[www.tmtsteel.co.th/investor relations/corporate governance/preventing and combating corruption/receiving clues and complaints](http://www.tmtsteel.co.th/investor relations/corporate governance/preventing and combating corruption/receiving clues and complaints)]. In 2023, the Company received no complaints from employees, subcontractors, or outsiders.

- Communicated measures and best practices to comply with the code of business conduct to employees through various channels.
- Collaborated with the Phra Nakhon Si Ayutthaya Provincial Employment Office to encourage employment for people with disabilities by subcontracting or hiring 7 people with disabilities or their caregivers to do community work to promote their careers and income.
- The Company prohibits copyright and intellectual property infringement. The intellectual property infringement policy protects employees and businesses from violating information and copyright laws as well as the Company's Articles of Association.



## 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 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 2023, employees received an average of 30.33 hours of training per person. This was an increase from 2022 as a result of the improvement in COVID-19. This allowed for normal training to continue. The Company was able to organize 90% of the training according to the annual training plan and the departmental development plans through the following projects and activities:

- Promoted and developed employees in accordance with the New Core Value. Developed employees' potential to align with the Company's future business model through the activity "7.7 TMT TAKE OFF TO THE FUTURE, Heading Towards the Future Together". The Chief Executive Officer (CEO) delivered an opening speech describing the origin and meaning of Core Values. There were also activities for all employees to participate in to develop a better understanding of Core Values through various activities, ensure the implementation of Core Values through the Core Values Insider Workshop course, and expand the results to other employees.
- Promoted E-learning for a total of 43 courses, allowing employees to select courses and set aside time for learning on their own schedules. This included providing additional forms of learning, such as project-based learning, coaching, and on-the-job training (OJT), to employees at all levels of the organization.
- Carried out The TMT Innovation project for a third consecutive year to enhance digital skills and encourage employees to have an innovative mindset, be creative, eager to think, eager to present, and use digital technology to develop and improve work processes. This included developing Innovation Thinkers and new business innovations from within the organization. The operations are as follows:





- 1) Developed employees' innovative mindsets through different training programs such as Business Innovation for Everyone (Online Learning) and Innovative Thinkers Workshop, for two batches of participants for a total of 57 employees. Selected Potential Alpha to participate in the third batch of Alpha Bootcamp through Project-Based Learning for a total of 12 employees.
  - 2) Organized Idea Pitching activities for the second and third batch of participants of Alpha Bootcamp. This included an Idea Pitching activity in which executives were presented with Idea Projects that were developed and learned through innovative thinking processes to put more than 6 ideas to the test for the Innovation Sandbox, promoting the development of innovative skills through practice and the ability to use the results to further improve and develop work.
  - 3) Supported the TMT Innovation Lab Team to create an innovative culture and used their skills to complete two projects.
  - 4) Created a Digital Clinic to offer advice and guidelines for adapting work processes to accommodate automation and digital systems. This year, employees proposed two ideas for development.
- Knowledge Management under TMT Academy offers educational and training courses across all departments. The Company added new courses and improved the original curriculum to be more up-to-date for employee training, especially for new employees, to have the necessary skills and abilities to perform their duties correctly. This included the training of an additional 20 Internal Trainers this year to enhance the efficiency of knowledge training.
  - Created a Leadership Competency for employees at all levels to prepare and develop their potential following the Company's future business model, laid out a road map, and designed courses that will appropriately develop employees at every level.
  - TMT Business Plan and BU Goals Alignment Workshop projects improved knowledge and understanding of new approaches, set corporate goals, department goals, and tangible personal goals in line with the organization's direction through hands-on workshops. Therefore, the BU Initiative was carried out to align with over 40 corporate goals, serving as guidelines for work planning and ensuring practical follow-up.

Furthermore, the Company prioritized performance and career advancement management for employees at all levels as follows:

- Performance Management was developed to be more efficient and in line with the changing direction of the organization. There are two performance evaluations per year, each divided into two sections: the key performance indicators (KPI), accounting for 60% of the evaluation, replacing the core value evaluation with 40% of the competency evaluation. This was viewed as appropriate in light of the organization's transition to the New Core Value, in which the competency evaluation covers the potential results and impact rather than behavioral expressions. There is a clear Corporate KPI 2024 that addresses all four perspectives of BSC in terms of financial, market, and internal which includes learning, and growth dimensions. This will enable the organization to achieve the set goals. The new TMT PMS 2024 process was adjusted to reflect changes in both goal setting and performance evaluation.

- In terms of career advancement and management, the Company established career growth paths for employees at all levels, as well as guidelines for developing employees' capabilities in each position and providing opportunities for career transfers to meet increased abilities. Furthermore, employees who are promoted to the supervisory level or higher will prepare an Individual Development Plan (IDP) with a follow-up and report the results of self-development to executives in a systematic manner. Over the past year, 164 employees have been promoted. One employee was promoted to vice president, 2 senior managers, 2 managers, 3 assistant managers, 9 supervisors, 2 experts, 35 staff, and 110 operational staff. This accounted for 7% of total employees.
- Talent Management was carried out by selecting top performers from all departments as a focus group through the New Gen project, in which an individual development plan (IDP) for a total of 23 people was developed continuously, the results were monitored, and the self-development results were reported to executives. As a result, this focus group acquired knowledge and abilities, which led to career advancement. 48% of employees are in the career advancement process and the employee retention rate reached as high as 92%. The Company will use the results of this focus group for talent management to determine the appropriate talent persona for each BU, as well as recruiting and developing employees appropriately.
- Succession planning for critical positions involves developing a successor profile which serves as a guideline for creating, developing, and recruiting personnel who have the ability and are suitable to be in leadership roles at all levels and in all lines of work. Criteria were established to encourage employees in the focus group to plan their potential development to prepare for future career advancement opportunities. Studying and searching for tools, and activities to evaluate and select successors according to the successor profile for each critical position appropriately and planning potential development for future growth.

## Performance

- An average score for employee engagement with the organization was 86.1%.
- Turnover rate: 15.97%
- There were no labor disputes or human rights violations.
- TMT employees received an average of 30.33 hours of training per year



## Occupational Health and Safety

### Policy

The Company prioritizes regulatory compliance to eliminate workplace hazards, reduce accidents and diseases, and support all employees and stakeholders in developing quality, occupational health, safety, and environmental management systems.

The details are published on the website at [[www.tmtsteel.co.th/sustainability/sustainability-policy/integrated management policy \(IMS\)](http://www.tmtsteel.co.th/sustainability/sustainability-policy/integrated-management-policy-ims)]

### Goals

- Comply with laws and requirements and decrease legal inconsistencies by 10%.
- Decrease injury frequency rate by 20% each year.



## Strategy/Operational Plan

- Comply with all applicable laws, regulations, and requirements of the safety and environmental management system.
- Develop a project to reduce workplace hazards and accidents.
- Promote hygiene and prevent work-related illnesses projects.
- Improve the workplace environment to ensure safety and hygiene.
- Instill safety awareness among employees and relevant parties.
- Monitor the environmental quality of the workplace.

## Operations

### 1. Comply with applicable laws, regulations, and requirements, including safety and environmental management systems.

- Assigned a safety officer professional level in charge of following up on legal information and other related regulations, reviewing and updating them to ensure they are always current, and evaluating compliance with the law twice a year. This reduced legal inconsistency by 15% compared to the previous year.
- Review and conduct emergency and evacuation drills at least once a year. In 2023, there was training on emergency prevention and controls, as follows: 1) 2 fire drills, which were practiced twice. 2) 1 chemical emergency drill 3) 1 flood emergency drill, and 1 gas leak emergency drill.
- In 2023, licensed Practical Nurses provided medical care to employees between the working hours of 8:00 p.m. and 5:00 a.m.
- 
- Evaluate regulatory compliance once every six months, control and take corrective action to improve operations to comply with relevant laws or regulations.
- Review the risk assessment with each new activity or when work methods change and update them annually.
- Developed a process to control and manage temporary and permanent changes in the organization.

### 2. Reduced the risk of workplace hazards and accidents by organizing the following projects:

- The "3D Project" aims to promote workplace safety and reduce accidents for production line employees, while also improving machine maintenance knowledge and maintaining a clean environment. Every month, scores will be evaluated, and prizes will be awarded to groups that achieve 80% or higher. This resulted in no accidents on the production line for nine consecutive months.
- The "Safety Stars" project aims to reduce workplace accidents in production lines and warehouse departments. Safety officers will observe employee's work behaviors. This involves compliance with procedures: wearing PPE and maintaining a good workplace environment. Employees were divided and competed in groups. A group that demonstrates safe working behaviors, a safe workplace environment, and zero workplace accidents will receive a star and share safety methods with their colleagues. This led to zero accidents in four months (June to September 2023).
- Project "Safety Talk": Safety officers conduct the Safety Talk activity by dividing employees into groups of 7-8 people to discuss and exchange ideas about workplace safety, emphasizing how to work safely, and discussing dangerous points at work, including all safety regulations.

### 3. Hygiene Promotion Projects and Workplace Disease Prevention

- Annual Health Checkup Project: The Company arranges for all employees to receive annual health checks and examinations based on risk factors to monitor their health status, prevent occupational diseases, and improve the sanitary conditions of the workplace. In 2023, 1,325 employees, or 91.76% of the employees, received annual health checks.
- The "Quit Smoking and Live a New Life" Project encourages employees to be healthy and to have access to quit-smoking services through collaboration between companies and the Quit Smoking 1600 hotline. 7% of employees involved in the project were able to quit smoking, and another 50% were likely to quit.
- Organized a first aid training course to provide employees with basic knowledge to save lives in the event of an emergency, such as stopping bleeding, performing basic CPR, moving a patient, or assisting epileptic patients.

### 4. Establish and Promote a Culture of Safety for Employees.

The Company has occupational health and safety management in place in accordance with the occupational health and safety management system standard (ISO 45001:2018), to develop and promote employee knowledge of safety behaviors. The Company organized annual safety training for employees, including general knowledge, basic fire drills, annual fire evacuation drills, and specific knowledge in high-risk hazardous work that requires ongoing review. In 2023, the Company organized 3 activities to promote safety behaviors, including:

- 3 Courses on Safety Awareness Training:
  1. Maintenance and Engineering employees participated in a safety awareness training course. There were 6 training sessions and 30 participants.
  2. Provided safety awareness training for supervisors, foremen, and senior foremen in the Production Line and Warehouse Departments. The course included 12 training sessions with 183 participants.
  3. The Hands Injury Awareness course consisted of 8 training sessions for 121 participants.
- Organized a Safety Day activity for employees for all 3 branches (Wang Noi, Sathorn, and Rama 3), with a total of 646 participants.
- Organized training and drills regarding the prevention, control, and suppression of chemical and fire emergency courses. There was a total of 42 participants.
- Organized activities to discuss safety and the supervisor's role and duties with supervisory-level employees in the production, warehouse, and maintenance departments. There was a total of 224 participants.

### 5. Improve the workplace environment.

The Company organized Safety Patrol activities at least once a month, which included walking and surveying the work area to identify potential hazards that could lead to workplace accidents.

- Daytime illumination levels were measured in both the production and office buildings. Daytime met the standard criteria, with average increases of 79.83% and 89.11% over nighttime.



- Hearing conservation measures include:
  1. Training to provide all employees with knowledge of the hearing conservation policy, types of hearing loss, hearing test evaluations, noise control, the use of noise-reducing equipment, and various related laws.
  2. Install a noise map in the production areas in 3 buildings and designate them as noise and hearing monitoring areas.
  3. Check the sound reduction room, cut-off area, and all pipe-forming machines to make sure they are ready to use.
  4. Install a polyurethane sheet on the steel support unit of the LP1 machine to reduce noise when the cutting workpiece is dropped or hit.
- In 2023, bird spikes were installed above the factory's drinking water dispensers to reduce bird droppings in 5 locations. Bird netting was installed around the factory buildings in 5 locations. Pigeons and their droppings were reduced in the area surrounding the water dispenser.
- Improve traffic and safety signs in the factory to ensure the safety of employees, business partners, and customers who interact with the Company.
- Regularly monitor and measure environmental quality in the workplace, including industrial hygiene twice a year. In 2023, heat, light, noise, chemical concentration in the workplace, and drinking water quality met the specified standards.

### Performance

- The Lost Time Injury Frequency Rate (LTIFR) was 6.71 times per million working hours.
- The Injury Frequency Rate (IFR) was 8.76.
- 23 work-related injuries resulting in time off work.
- Zero work-related fatalities.
- 3 projects aim to reduce workplace hazards and accidents.
- 3 projects aimed at the prevention of work-related diseases.
- Industrial hygiene in the workplace met legal standards.



### Engagement and Social/Community Development

#### Policy

The Company prioritizes community engagement by valuing all stakeholders and engaging in relationship-building activities to foster understanding and participation. The Company listens to all stakeholders to ensure that its business activities do not negatively impact the locals, surrounding community, and society so that the Company can effectively respond to the needs and expectations as well as create sustainable value and returns together. The Company published the details of the “Social Responsibility Policy” on the website at [[www.tmtsteel.co.th/Sustainable development/Sustainability policy/Sustainability policy and practices/Social responsibility policy](http://www.tmtsteel.co.th/Sustainable%20development/Sustainability%20policy/Sustainability%20policy%20and%20practices/Social%20responsibility%20policy)].

## Goals

- No complaints from outsiders
- Carry out projects that foster collaboration between the Company and the community annually.

## Strategy/Operational Plan

- Engage with all stakeholders through resources, potential, and TMT expertise for maximum benefits.
- Create a positive experience for all stakeholders by organizing activities or projects that are mutually beneficial.
- Be attentive to the opinions of the surrounding communities through conversations or annual satisfaction surveys.
- Communicate and promote understanding of business practices based on the Company's sustainability development to create value for all stakeholders.

## Operation

Comply with corporate social responsibility policy, focus on community engagement and development, and improve the community's quality of life, whether in economic, social, or environmental dimensions, by prioritizing the community's needs and necessities. The Company promotes and raises awareness among personnel throughout the organization to build good relationships, demonstrates the friendship between the organization and the community through community engagement, and arranges for representatives to consult with the community. Organizes discussions to analyze issues to gather appropriate information from the community, which includes surveying community satisfaction from community representatives. In 2023, the Company received an average of 91% satisfaction ratings from surrounding communities. The survey results were analyzed and prioritized by the Company, and various projects were considered for implementation to promote a good quality of life, create knowledge, and develop the potential of people in the community and society, as well as create value for the Company's products. The Company first looks at nearby communities that are likely to be directly affected by the Company's operations. This includes emphasizing the importance of supporting and promoting a good quality of life for Thai society without discrimination, as well as providing support based on the Company's ability as follows;

### 1. Steel for Sustainability Project

**Project objectives:** Provide steel to benefit communities and society by promoting well-being and a higher quality of life. The Company helps communities build strong, safe, and appropriate steel structures, offers knowledge on steel types for appropriate work, and adds value to its products. The Company has supported steel in the community through the following projects:

- Provided cold-formed structural steel to Rattanaaburi Technical College in Surin Province for the construction of a learning center and as training material for structural steel welding students. Rattanaaburi Technical College is currently preparing a memorandum of understanding (MOU) with the Company to send students for internships in the workplace.
- Provided Structural steel for the Child Development Center at Wat Sukantharam, Bo Talo Subdistrict, Wang Noi District, Phra Nakhon Si Ayutthaya, for construction of an additional roof on the building.



## 2. From School to Steel Factory Project

**Project objectives:** Promote knowledge of steel, steel production/processing process, and career opportunities in the steel industry in collaboration with organizations and institutions. The Company also provides learning spaces for teachers, students, interns, and students in bilateral projects. This promotes the Company's positive image and employer branding. The following educational institutions are interested in cooperating with the Company:

- Designed and fabricated steel models for the "Mini Steel Gallery" that were donated as teaching materials and student learning models to the Faculty of Architecture, Silpakorn University. This project was extended from the previous study visit project when the Faculty of Architecture, Silpakom University visited the TMT Knowledge Center at Wang Noi Distribution Center in Phra Nakhon Si Ayutthaya.



- The Company welcomed groups of teachers and students from the College of Logistics and Supply Chain from Suan Sunandha Rajabhat University, the Faculty of Architecture from Silpakorn University, Rangsit University, and the 1st Army Royal Thai Air Force Base in the central region as well as employment office in Phra Nakhon Si Ayutthaya to visit the building structure of the Knowledge Center, warehouse, TMT steel production and its processing process, and warehouse and logistics management systems to extend the knowledge for instruction and task performance.



- Accepted internship and bilateral students to provide educational opportunities, skills training, and practical experiences to equip students for employment. The Company provided internships to 22 undergraduates and 63 bilateral vocational certificate students. This is a collaboration between the Company and 9 technical colleges. The Company employed 10 graduates from bilateral projects last year. This saves approximately 10,000 Baht on time and costs for employee recruitment.

### 3. TMT Sharing for Sustainability Project

**Project objectives:** Provide a wide range of basic amenities to improve the quality of life of people in the community, including equipment and various tools to support work and income as much as possible.

- Donated 1 automatic arm-mounted blood pressure monitor and 2 computers to Wang Noi Hospital in Phra Nakhon Si Ayutthaya to assist doctors and nurses in providing health services to the community.



- Supported the construction of multi-purpose buildings for the "raised vegetable learning center and organic vegetable farming innovation" project in collaboration with Assumption University for the Yuwapat Rak Thin project for 2023. This will be used as an organic farming learning center to promote sustainable career opportunities for the community by developing the economy from the grassroots level.
- Organized a "Grow Your Own Vegetables" activity to educate nearby communities to grow organic vegetables at the TMT Knowledge Center in Phra Nakhon Si Ayutthaya. This included the Palazzetto Village and the sensory impaired disorders club in Wangnoi district. This activity extended from the project a raised vegetable learning center and organic vegetable farming innovation, that TMT has supported. Speakers from the vegetable farm shared their knowledge to promote sustainable career opportunities in the community.





- Continuously supported the Garbage for Merit project by collaborating with other companies in the area to donate income from garbage sales to the Subdistrict Administrative Organization of Lam Sai District in Wang No to support people with disabilities, senior citizens, and bedridden patients in the community.
- Organized TMT Market, a flea market, to promote income distribution in the community by allowing local shops to sell quality products at the Company without any fees to increase the income of local shops.
- Designed and developed an online catalog called " Excellent OTOP Products from Phra Nakhon Si Ayutthaya" to promote OTOP community products in Phra Nakhon Si Ayutthaya through internal communication channels to promote income for the community by serving as a medium for publicizing and recommending products.
- Support the cardholder from the Children's Foundation and support OTOP products, small square wallets from the Ban Lam Sai Subdistrict community, to be used as gifts and prizes for participating in activities with employees within the company. A total value of 70,000 baht helps foundations and communities to have increased income including helping to promote the product to be more well-known..

#### 4. TMT Green Project

**Project objectives:** Increased green space within the factory to filter air pollution and create a good environment within the Company and surrounding areas, including creating communities' participation and outside agencies by carrying out activities as follows :

- Organized a one-person for one-tree activity to support the factory reforestation project at the factory and distribution center in Wang Noi District, Phra Nakhon Si Ayutthaya to increase green space and create a good environment for the communities surrounding the factory. At 6 years of maturity, the trees will produce 100 tons of CO2 per year. The Company began Phase 1 of the factory reforestation project by planting trees on 20 rai of an 85 rai area in the factory and distribution center, creating green space and a positive environment for surrounding communities. Consultation by the professors from the Faculty of Agricultural Technology, Valaya Alongkom Rajabhat University. The area served as a demonstration plot for forest plantations for local community representatives. This included Lamsai Subdistrict Administrative Organization, Bo Talo Subdistrict Administrative Organization, Wang Noi Hospital, and the Palazzetto Village as well as company representatives participating in this activity. The Company has 1,778 trees, with a total green area of 47 rai or 20.96% of the total area. Details and photos of the Company's activities are available on the website at [[www.tmtsteel.co.th/Sustainable Development/Projects and Activities/2023](http://www.tmtsteel.co.th/Sustainable Development/Projects and Activities/2023)].

## Performance

- There were no complaints from outsiders.
- There were 3 ongoing projects that promote collaboration among the Company, communities, and society. The TMT Green Project will be included as the fourth project. Totally 4 projects, this year.
- The Company received an average satisfaction rating of 91% from the surrounding communities.



# Environmental Dimension

## Cost-Effective Energy and Resources Management

### Greenhouse Gas Management

#### Policy

The Company is committed to promoting energy conservation and efficient utilization of resources as well as pollution control and prevention to reduce environmental impact. The Company also promotes and supports all employees and stakeholders to take part in consistently improving and developing management systems for quality, occupational health, safety, and the environment.

The Company published the policy on its website [[www.tmtsteel.co.th/Investor Relations/Corporate Governance/Related Policies/Integrated Management System Policy: IMS](http://www.tmtsteel.co.th/Investor%20Relations/Corporate%20Governance/Related%20Policies/Integrated%20Management%20System%20Policy%20-%20IMS)].

#### Goals

- Reduce greenhouse gas emissions per unit of production (ton CO<sub>2</sub> eq/ton product) by 20% compared to the base year of 2018 by 2027.
- Reduce water consumption and waste.
- Increase green space.
- Lower electricity consumption.

#### Strategy/Operational Plan

- Evaluate the current electrical consumption, water consumption, fuel consumption, and waste volume.
- Establish operational goals.
- Plan to reduce the consumption of electricity, water, fuel, and waste.
- Execute tasks in accordance with the established objectives.
- Provide a summary of operating results in comparison to goals.
- Evaluate, analyze, and rectify defects.

#### Operation



### Cost-Effective Energy and Resource Management

The Company organized an energy management team to develop guidelines for efficient and sustainable energy management. The environment and safety team were set up to ensure operations aligned with sustainable development. The Environmental Aspect evaluation results demonstrated that the Company's business activities have a significant environmental impact through electricity consumption. As a result, we prioritized conducting business in an environmentally friendly manner by utilizing renewable energy and implementing energy conservation projects as follows:

Phase 2 Solar Rooftop Installation Project, Size: 3.8 MW

**Short-term goals** : Reduce electrical consumption by 2% per year.

**Performance** : The Company installed the second Solar Rooftop Project on 17,055 square meters, generating approximately 3.8 megawatts of electricity. This is expected to reduce electricity consumption by 21.36%, saving 4,469,191.91 kilowatt-hours per year, equivalent to 18,524,051.43 Baht.

In 2023, the Company began generating electricity on a full system since October 2023, reducing electrical consumption by an average of 282,838.39 kilowatt-hours per month, saving approximately 3,394,060.64 Baht per month, or 21.364%. When combined with the first project, it can increase total electricity production by 6.3 megawatts. It is expected to reduce the release of carbon dioxide by approximately 4,500 tons per year. The Company had efficient energy management and maximized the production of electricity from the solar rooftop during the day.

The Company's operations managed energy consumption efficiently, whether maintaining the lighting system or the equipment that controlled electrical systems. As a result, in 2023, the Company's electricity consumption was 19.17 kWh/ton product, decreasing 16.40% from the previous year (2022 = 22.93 kWh/ton product).

| Short-Term Goals                                   | Performance  |
|--|--|
| Decrease electricity consumption by 2% (per year). | The amount of electricity saved was 3,394,060.68 kW-hr/year, equivalent to 21.36%. |

## Water Management

The Company established a water management plan in accordance with the environmental management system ISO 14001: 2015 and complied with applicable environmental laws by increasing water efficiency in the manufacturing process and recycling water for reuse. This included instilling employee awareness of efficient water consumption through internal communication channels and continuing to improve the basic utility system to save more water. The goals and operational plans are as follows:

**Short-term goals** : Reduce water consumption in the manufacturing process by 5% per year through the implementation of the following projects:

1. Reduce the use of tap water in the pipe manufacturing process. The Company uses technology to filter debris for pipe machinery, as well as checking and maintaining the water distribution system throughout the manufacturing process to meet the standards.

**Performance:** The water consumption for pipe manufacturing was 0.40 kg/ton product, a decrease of 0.32 kg/ton from the previous year's consumption of 0.72 kg/ton, or 44.5%. Tap water consumption was 72,077 cubic meters, resulting in 0.0699 cubic meters/ton product. In the previous year, tap water consumption was 76,350 cubic meters, which is equivalent to 0.0812 cubic meters/ton of product. This was a 13.92% decrease compared to the previous year.



## 2. Water Recycling

**Short-term goals :** Wastewater from the dust filtering process of gas-cutting machinery can be reused for 20 cubic meters.

**Performance :** The Company installed a 20-cubic-meter manhole to recycle wastewater released from the manufacturing process of the gas-cutting machinery. In 2023, recycled wastewater released from the manufacturing process of gas-cutting machinery was 18 cubic meters.

| Short-Term Goals   | Performance  |
|--|--|
| Decrease water consumption in the pipe manufacturing process by 5% per year. | Water consumption in the pipe manufacturing process decreased from the previous year by 0.32 kg/ton product or 44.55%. |
| Decrease water consumption by 5% per year.                                   | Tap water consumption decreased from the previous year by 0.0113 m <sup>3</sup> /ton product or 13.92%.                |

## Waste Management

The Company has a garbage and waste management system in place in accordance with relevant laws and regulations to minimize environmental impact, in accordance with the environmental management system ISO 14001: 2015. Waste is divided into two categories: hazardous waste and non-hazardous waste. The Company's waste management procedures are as follows:

### Short-term goals :

- 100% of steel scrap from the manufacturing process which is non-hazardous waste can be recycled or sold.
- Decrease hazardous waste and the amount of industrial waste per weight of pipe manufacturing by 5% annually.
- Increase efficiency in the management of non-hazardous wastes such as plastic, paper, copper, and brass.
- Lower waste management costs.
- Reduce environmental impact by separating waste and reducing hazardous waste disposal through landfills.

### Operation

- The Company used technology to filter debris for pipe machinery.
- Established measures to control the disbursement of consumables materials such as PPE and production aids, ensuring that they are used to their full potential and recycling waste materials before disposal.
- Determined operational waste management standards, communicated with employees, and emphasized the importance of meeting the standards. Assigned a responsible person to monitor and inspect employees to ensure proper waste segregation.
- The Company established a key performance indicator for the production line to reduce the amount of steel scrap from the manufacturing process. Steel scrap is managed systematically. There is a steel scrap separation area to separate steel scrap into various types. A steel scrap compactor was utilized to effectively increase the recycling process.

## Performance

| Short-Term Goals   | Performance   |
|--|---|
| 100% of steel scrap from the manufacturing process can be recycled or sold                               | 100% of the 5,790.87 tons of steel scrap from the manufacturing process was recycled or sold.                         |
| Decrease the amount of industrial waste per weight of pipe manufacturing by 5% annually.                 | The amount of industrial waste per weight of pipe manufacturing increased by 39.81% per year.                         |
| Increase efficiency in the management of non-hazardous wastes such as plastic, paper, copper, and brass. | 10.25 tons of non-hazardous waste such as plastic, paper, copper, and brass were sold to reduce waste disposal costs. |
| Reduce hazardous waste by landfill.  | 96.81% of all hazardous waste was reused or recycled.   |



## Greenhouse Gas Management

**Short-Term Goals :** Reduce the carbon footprint of the organization by 5% compared to 2022.

### Operation

- Solar Rooftop Installation Project, Phase 2, Size: 3.8 MW
- Increase the proportion of hybrid cars in executive vehicles.
- Improve the tractor-trailers that transport goods in the factory. Replace fuel-driven vehicles with electric vehicles to reduce greenhouse gas emissions.
- Request to register 9 CFP products with TGO.
- Be a member of the Thailand Carbon Neutral Network (TCNN), established by TGO.

### Performance Results:

- In 2023, the amount of greenhouse gas emissions (Scope 1&2) per production capacity or Carbon Intensity was 0.0116 tonCO<sub>2</sub>eq/ton, a decrease of 3.33% from 2022.

| Type                             | Greenhouse Gas Emissions Equivalent (tonCO <sub>2</sub> eq) |               | Carbon Intensity (tonCO <sub>2</sub> eq/ton) |               |
|----------------------------------|---|---------------|--|---------------|
|                                  | 2022  | 2023          | 2022   | 2023          |
| Scope 1 Greenhouse Gas Emissions | 1,958   | <b>2,073</b>  |  |               |
| Scope 2 Greenhouse Gas Emissions | 9,295   | <b>9,899</b>  | 0.0120                                       | <b>0.0116</b> |
| <b>Total</b>                     | <b>11,253</b>   | <b>11,972</b> |  |               |



- Comparison table of the total amount of greenhouse gas emissions (tons of carbon dioxide equivalent) over 3 years from 2021-2023.

|  | Unit                  | 2021      | 2022      | 2023             |
|--|-----------------------|-----------|-----------|------------------|
| Quantity of Carbon Footprint of Organization (Scope 1+2+3) | tonCO <sub>2</sub> eq | 1,379,581 | 1,046,140 | <b>1,210,594</b> |
| Scope 1 Greenhouse Gas Emissions                           | tCO <sub>2</sub> e    | 1,908     | 1,958     | <b>2,073</b>     |
| Scope 2 Greenhouse Gas Emissions                           | tCO <sub>2</sub> e    | 8,309     | 9,295     | <b>9,899</b>     |
| Scope 3 Greenhouse Gas Emissions                           | tCO <sub>2</sub> e    | 1,369,364 | 1,034,887 | <b>1,198,622</b> |

In 2023, SGS (Thailand) Company Limited, a data verification agency, verified the Company's greenhouse gas emissions. SGS (Thailand) Company Limited is registered as a carbon footprint verifier with Thailand Greenhouse Gas Management Organization (Public Organization).

**Remark:** Data from 2022 was used to set targets for greenhouse gas emissions.

- The Company organized a project to evaluate Carbon Footprint Products (CFP) by selecting a Product Champion from each product group, which was registered with the TAO. There were a total of 9 products as follows:

| No. | Product  | Unit | Greenhouse Gas Emissions (kgCO <sub>2</sub> eq) |
|-----|--|------|---|
| 1   | 2 mm Black Steel Sheet   | 1 kg | 2.18  |
| 2   | 2.3 mm C-shaped structural steel size 100x50x20 mm                               | 1 kg | 2.21  |
| 3   | 4.5 mm cold-formed structural steel, black round tube type size 4 inches         | 1 kg | 2.21  |
| 4   | 1.2 mm cold-formed structural steel square tube type, size 50x50 mm              | 1 kg | 2.21  |
| 5   | 3.2 mm cold-formed structural steel, flat tube type, size 100x50 mm              | 1 kg | 2.21  |
| 6   | 1.2 mm cold-formed structural steel square tube type galvanized, size 50x50 mm   | 1 kg | 3.07  |
| 7   | 1.2 mm cold-formed structural steel, flat tube type, galvanized, size 2x1 inches | 1 kg | 3.07  |
| 8   | 2.3 mm C-shaped structural steel galvanized, size 100x50x20 mm                   | 1 kg | 3.07  |
| 9   | 2.3 mm color-coated C-shaped structural steel, size 100x50x20 mm                 | 1 kg | 2.29  |

- The Company is a certified member of the Thailand Carbon Neutral Network (TCNN), a pioneer in greenhouse gas management, the Thai-registered organization aims to promote carbon neutrality.

### Green Space

The Company provided green spaces within the factory to filter air pollution and promote a healthy environment for employees and surrounding areas. The Company also created a tree register at the factory.

Over the past year, the Company has organized the "Factory Reforestation Project" in which the Company collaborated with the Faculty of Agricultural Technology of Valaya Alongkorn Rajabhat University to develop areas for reforestation (an extended project from the Agricultural Garden Project) to increase green space on approximately 85 rai of vacant

land at the factory and distribution center in Wang Noi District. This will be divided into 4 phases, 20 rai per phase. The factory reforestation project in Phase 1 resulted in 1,778 trees with a green space of 47 rai, or 20.96% of the total area, to filter air pollution and create a healthy environment.

### Air Pollution Management

Goals : Manage air quality in the workplace and air vent outside the factory to meet legal requirements.

#### Operation

- Installed a Dust Collector air treatment system at the manufacturing process of a hot rolled steel sheet cutting machine.
- Improved the paint sprayer air treatment system's efficiency by switching from a wet scrubber to a venturi booth.
- Installed a large fan in the warehouse to improve ventilation efficiency.

#### Performance

The Company monitored air quality twice a year. The performance in 2023 was as follows:

- The air quality parameters measured in the workplace included total dust, iron dust, iron oxide fume, oil mist, CO, xylene, toluene, acetone, MEK, benzene, and hexane. All measurement results met legal standards.
- Evaluated the quality of the air discharged by the air treatment system. The parameters measured included total dust, SO<sub>2</sub>, NO<sub>x</sub>, copper, CO, xylene, boron, and cresol. All measurement results met legal standards.

### Employee Engagement in Environmental Management

In 2023, the Company organized the following activities and projects to engage employees in environmental management:

- Organized a Safety Day project for employees at three branches which included fun activities and promoted environmental awareness.
- The Company participated in the "Ting to Trash" waste segregation project organized by SEC to establish waste management guidelines from upstream to downstream. This led to data collection, measurement, and disclosure of waste segregation information via the 56-1 One Report. The Company ran a waste segregation campaign at the factory, providing trash cans to separate 2 types of waste which are plastic and glass bottles. This increased waste and recycling management efficiency.
- Organized training to refresh knowledge of the occupational health, safety, and environmental management system (ISO 45001 and 14001 Refresh Training)





## 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.



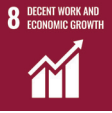



Source: <https://thailand.un.org/th/sdgs/17>





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   |
|--|---|--|---|---|
| 1. No poverty<br> | <ul style="list-style-type: none"> <li>- Human Resource and Human Rights Management</li> <li>- Society/ Community Engagement and Development</li> </ul> | <ul style="list-style-type: none"> <li>- Monetary welfare programs for employees</li> <li>- Friend-Refer</li> <li>- Friends Project</li> <li>- Waste to Merit Project</li> <li>- Support community products to generate income for the community</li> <li>- Promote career and income for people with disabilities in Phra Nakhon Sri Ayutthaya</li> </ul> | <ul style="list-style-type: none"> <li>- Motivate employees</li> <li>- Increase employment channels and reduce the time for recruitment</li> <li>- Build good relationships with the community</li> </ul> | <ul style="list-style-type: none"> <li>- Promote employment</li> <li>- Generate income for community stores</li> <li>- Distribute income from employees to the community</li> </ul> |


| 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   |
|--|---|---|--|---|
| 2. Zero hunger<br>                | <ul style="list-style-type: none"> <li>- Human Resources and Human Rights Management</li> <li>- Society/ Community Engagement and Development</li> </ul>  | <ul style="list-style-type: none"> <li>- Meal allowances and free meals at the Company's cafeteria</li> </ul>   | <ul style="list-style-type: none"> <li>- Motivate Employees</li> <li>- Build good relationships with the community</li> <li>- The community cooperated with the Company's activities</li> </ul>  | <ul style="list-style-type: none"> <li>- 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</li> </ul>                    |
| 3. Good health and well-being<br> | <ul style="list-style-type: none"> <li>- Human Resource and Human Rights Management</li> <li>- Occupational health and safety</li> <li>- Innovation management and product quality development</li> </ul> | <ul style="list-style-type: none"> <li>- Provide annual health check-ups for employee</li> <li>- Organize health and work-related disease prevention projects such as "Quit Smoking and Live a New Life"</li> <li>- 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</li> </ul> | <ul style="list-style-type: none"> <li>- Create bonds with employees</li> <li>- Reduce the sick leave rate for employees</li> <li>- Reduce accidents</li> </ul>  | <ul style="list-style-type: none"> <li>- Employees are in good health and reduce illness</li> <li>- Prevent the spread of contagious diseases</li> </ul>  |
| 4. Quality education<br>        | <ul style="list-style-type: none"> <li>- Employee potential Development</li> <li>- Society/ Community Engagement and Development</li> </ul>   | <ul style="list-style-type: none"> <li>- Continue to organize employee training following the human resource development plan</li> <li>- Dual Vocational Training projects</li> <li>- From School to Steel Factory Project</li> <li>- Scholarship Project for the children of employees</li> </ul>  | <ul style="list-style-type: none"> <li>- More employees have quality knowledge and skills</li> <li>- Increase employment opportunities for students/project-participating students</li> <li>- Build relationships with employees</li> </ul>                                      | <ul style="list-style-type: none"> <li>- Support equal and inclusive education and promote lifelong learning for employees, employees' children, students and teachers</li> </ul>   |
| 5. Gender equality<br>          | <ul style="list-style-type: none"> <li>- Human Resource and Human Rights Management</li> <li>- Employee potential development</li> </ul>  | <ul style="list-style-type: none"> <li>- Human Rights Policy/ Equitable Treatment of Labor and evaluate all aspects of human rights risks</li> <li>- Recruit women to work in suitable positions</li> <li>- Have women work at the management level</li> </ul>  | <ul style="list-style-type: none"> <li>- Have employees who are qualified for the job and position.</li> <li>- Employees fully utilize their potential at work</li> <li>- Build relationships with employees</li> <li>- Foster great relationships with the community</li> </ul> | <ul style="list-style-type: none"> <li>- Promote gender equality and mitigate human rights risks in the business value chain</li> <li>- Develop the role of women to be able to work and earn wages</li> <li>- No discrimination in employment</li> </ul> |

| 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   |
|--|---|---|--|---|
| 6. Clean water and sanitation<br>                 | <ul style="list-style-type: none"> <li>- Energy and resources management</li> <li>- Human Resource and Human Rights Management</li> </ul> | <ul style="list-style-type: none"> <li>- Effectively manage water and wastewater as well as conserve water</li> <li>- Always create water-saving awareness among employees through internal communication channels and using faucets with sensors in the toilet at the Knowledge Center building</li> <li>- Install a water cooler and ice maker in the factory</li> <li>- Evaluate all aspects of human rights risks</li> </ul>  | <ul style="list-style-type: none"> <li>- Encourage employee engagement</li> <li>- Foster great relationships with the community and place importance on the quality of wastewater</li> <li>- Cost efficiency</li> <li>- No complaint reports from outsiders and foster great relationships with the community</li> </ul> | <ul style="list-style-type: none"> <li>- Communities have clean and safe drinking water</li> <li>- Reduce costs for the community</li> </ul>  |
| 7. Affordable and clean energy<br>                | <ul style="list-style-type: none"> <li>- Cost-effective energy and resources management</li> <li>- Greenhouse gas management</li> </ul>   | <ul style="list-style-type: none"> <li>- Installed solar cell system to produce 6.3 megawatts of electricity</li> <li>- Improved the building to use more natural light</li> </ul>  | <ul style="list-style-type: none"> <li>- Reduce the consumption of main energy and use more alternative energy</li> <li>- Electricity saving</li> <li>- Reduce costs for the Company in the long run</li> </ul>  | <ul style="list-style-type: none"> <li>- Reduce greenhouse gas emissions</li> <li>- Increase awareness of alternative energy use</li> </ul>   |
| 8. Decent work and economic growth<br>          | <ul style="list-style-type: none"> <li>- Human Resource and Human Rights Management</li> <li>- Employee potential development</li> </ul>  | <ul style="list-style-type: none"> <li>- Employee promotion</li> <li>- Talent Management / Succession Plan</li> <li>- Compliance with human rights principles</li> <li>- Legal Employment</li> </ul>  | <ul style="list-style-type: none"> <li>- Increase productivity in the production process</li> <li>- Create bonds with employees</li> <li>- Reduce turnover rate</li> </ul>   | <ul style="list-style-type: none"> <li>- Promote effective employment and appropriate positions for women and men</li> <li>- Promote career advancement for employees</li> <li>- Employees and their families have a better quality of life from a stable job and income</li> </ul> |
| 9. Industry, innovation, and infrastructure<br> | <ul style="list-style-type: none"> <li>- Innovation management and product quality development</li> </ul>                                 | <ul style="list-style-type: none"> <li>- Utilize technology with manufacturing process/ semi-automatic or automatic systems</li> <li>- Develop a service business model on a Digital Platform via a subsidiary</li> <li>- Produce STAY FLAT steel sheet with a maximum thickness of 16 millimeters</li> <li>- Started the production of a large steel tube with a 10-inch diameter</li> <li>- Develop a variety of pre-processed steel</li> <li>- Promote development consistency as a corporate culture</li> </ul> | <ul style="list-style-type: none"> <li>- Reduce the occurrence of waste</li> <li>- Increase the quality of products and services</li> <li>- Increase productivity in work processes</li> <li>- Increase customer satisfaction</li> <li>- Create new business opportunities</li> </ul>                                    | <ul style="list-style-type: none"> <li>- Investment in technology and innovation</li> <li>- High-quality steel sheet products</li> <li>- Environmentally friendly production and reduced energy consumption</li> </ul>  |



| 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   |
|---|--|---|--|---|
| 10. Reduce inequality<br>                        | <ul style="list-style-type: none"> <li>- Human Resource and Human Rights Management</li> <li>- Employee potential development</li> <li>- Society/ Community Engagement and Development</li> </ul>        | <ul style="list-style-type: none"> <li>- Human rights policy / Equitable treatment of labor without discrimination</li> <li>- Evaluate all aspects of human rights risks</li> <li>- Employ people with disabilities</li> </ul>  | <ul style="list-style-type: none"> <li>- No prosecution for non-compliance with the law and no labor disputes</li> <li>- Build engagement with employees</li> </ul>  | <ul style="list-style-type: none"> <li>- Promote equality in society</li> </ul>   |
| 11. Sustainable cities and communities<br>       | <ul style="list-style-type: none"> <li>- Society/ Community Engagement and Development</li> </ul>  | <ul style="list-style-type: none"> <li>- Sustainable Steel Project to support steel for public use</li> </ul>   | <ul style="list-style-type: none"> <li>- Create value for TMT's steel products to be well-known in the community</li> <li>- Promote awareness that TMT's steel products have high quality and standards</li> </ul>   | <ul style="list-style-type: none"> <li>- Encourage the community to have steel structure buildings that are strong, safe and suitable</li> <li>- Promote a better quality of life for people in the community</li> <li>- Use the correct type of steel in a safe manner</li> </ul>  |
| 12. Responsible consumption and production<br> | <ul style="list-style-type: none"> <li>- Innovation management and product quality development</li> <li>- Cost-effective energy and resources management</li> <li>- Greenhouse gas management</li> </ul> | <ul style="list-style-type: none"> <li>- Operate following the environmental impact reduction policy</li> <li>- Received ISO 14001:2015 environmental management system certification</li> <li>- Certified MiT or Made in Thailand</li> <li>- Received a license to make industrial TIS products.</li> <li>- Verified by Carbon footprint for the organization.</li> </ul>  | <ul style="list-style-type: none"> <li>- Reduce energy consumption</li> <li>- Reduce the occurrence of waste in the production process</li> <li>- 100% of scrap steel can be sold and recycled</li> <li>- Create added value for the Company's products</li> </ul> | <ul style="list-style-type: none"> <li>- Use resources efficiently</li> <li>- Support the circular economy</li> <li>- 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</li> </ul> |
| 13. Climate action<br>                         | <ul style="list-style-type: none"> <li>- Cost-effective energy and resources management</li> <li>- Greenhouse gas management</li> </ul>  | <ul style="list-style-type: none"> <li>- Carbon Footprint Project to reduce carbon dioxide emissions</li> <li>- Join as a member of Climate Action Initiator</li> <li>- Carry out development projects to reduce carbon dioxide emissions</li> <li>- Produce 6.3 megawatts of solar energy</li> <li>- Water and Waste Management</li> <li>- Increased the green areas by initiating a reforestation project in the factory</li> </ul> | <ul style="list-style-type: none"> <li>- Reduce the consumption of main energy and use more alternative energy</li> <li>- Reduce costs for the Company in the long run</li> </ul>  | <ul style="list-style-type: none"> <li>- Reduce greenhouse gas emissions that cause global warming</li> <li>- Increase awareness of alternative energy use</li> </ul>   |



| 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   |
|---|--|---|---|---|
| 15. Life on land<br>                           | <ul style="list-style-type: none"> <li>- Society/ Community Engagement and Development</li> <li>- Cost-effective energy and resources management</li> <li>- Greenhouse gas management</li> </ul>   | <ul style="list-style-type: none"> <li>- Plant and register trees in the factory</li> <li>- Factory Reforestation Project, phase 1, on 20 rai from the total area of 85 rai</li> </ul>  | <ul style="list-style-type: none"> <li>- Increase green area inside the factory</li> <li>- Engage with remote communities and increase the Company's knowledge regarding forest care and carbon credit information</li> <li>- Utilize empty spaces in the factory</li> </ul>  | <ul style="list-style-type: none"> <li>- Increase green areas</li> <li>- Promote sustainable forest management and resolve deforestation</li> <li>- Support agricultural technology</li> </ul>  |
| 16. Peace and justice, strong institutions<br> | <ul style="list-style-type: none"> <li>- Corporate governance for sustainability</li> <li>- Risk Management</li> <li>- Human Resource and Human Rights Management</li> </ul>   | <ul style="list-style-type: none"> <li>- Comply with the Thai Labor Standards (TLS) for human rights and evaluate all aspects of human rights risks</li> <li>- Privacy policy/ Personal Data Protection</li> <li>- Risk Management Policy</li> <li>- Corporate Anti-Corruption Policy</li> <li>- Participate in drug prevention and solution in the workplace project</li> <li>- Measures and best practices for the Code of Business Conduct</li> <li>- Code of Business Conduct for business partners</li> </ul>  | <ul style="list-style-type: none"> <li>- no prosecution for non-compliance with the law and no labor disputes</li> <li>- Build credibility and transparency in the Company's business</li> <li>- Promote morality and ethics</li> </ul>   | <ul style="list-style-type: none"> <li>- Reduce conflicts</li> <li>- Reduce social problems</li> <li>- Prevention and anti-corruption</li> <li>- Promote morality and ethics</li> </ul>   |
| 17. Partnership for the goal<br>             | <ul style="list-style-type: none"> <li>- Innovation management and product quality development</li> <li>- Society/ Community Engagement and Development</li> <li>- Customer relationship management</li> <li>- Business partner's Relationship management</li> </ul> | <ul style="list-style-type: none"> <li>- Create new business opportunities by establishing Red Rocco Digital Company Limited, a subsidiary, to be an e-commerce service provider</li> <li>- Collaborate land development and factory reforestation project with Valaya Alongkorn Rajabhat University under royal patronage</li> <li>- Have a work plan with the client to offer products and services as desired</li> <li>- Create a new business opportunity by establishing Red Rocco Digital Company Limited, a subsidiary, to operate as an e-commerce service provider.</li> <li>- Collaborate land development and factory reforestation project with Valaya Alongkorn Rajabhat University under royal patronage</li> </ul> | <ul style="list-style-type: none"> <li>- Learn new technologies from foreign partners and specialists in the area of expertise</li> <li>- increase productivity in the production process</li> <li>- Increase the quality of products and services</li> <li>- Increase customer satisfaction</li> <li>- Increase product variety</li> <li>- Create added value for the Company's products</li> <li>- Develop business relationships with customers, business alliances, and trade partners</li> </ul> | <ul style="list-style-type: none"> <li>- Create product variety including large steel pipe products</li> <li>- Support client's business operations to be more effective and efficient</li> <li>- Reduce air pollution by increasing green space</li> </ul> |



This report represents the information from January 1, 2023, to December 31, 2023.

For more information and suggestions, please contact:

**Governance and Sustainability Committee**

**TMT Steel Public Company Limited**

179 Bangkok City Tower, 22<sup>nd</sup> Floor,  
South Sathom Road, Thungmahamek, Sathom  
Bangkok 10120

**Telephone:** 02 685 4000



**Fax:** 02 670 9090-2












**Email:** [sd@tmtsteel.co.th](mailto:sd@tmtsteel.co.th) or [ir@tmtsteel.co.th](mailto:ir@tmtsteel.co.th)

**Website:** [www.tmtsteel.co.th](http://www.tmtsteel.co.th)



## Performance Summary: SET ESG Metrics



| SET ESG   | GRI Standards   | SDGs   | ESG Indicators  | Unit  | 2021          | 2022          | 2023          |
|---|---|--|---|---|---------------|---------------|---------------|
| <b>Environmental Dimension (E)</b>                      |   |  |   |   |               |               |               |
| <b>E1 Environmental Policy and Compliance Standards</b> |   |  |   |   |               |               |               |
| 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 the explanation of mitigation measures | No. of cases                                  | No            | No            | No            |
| <b>E2 Energy Management</b>                             |   |  |   |   |               |               |               |
| E2.1C   | GRI 302   |   | Energy management plan  | Yes/No  | Yes           | Yes           | Yes           |
| E2.2C   |   |  | Energy consumption (electricity/fuel)   | kWh   | 16,621,160.00 | 18,593,648.00 | 19,801,399.20 |
| E2.3C   |   |  | Renewable energy consumption  | kWh   | 2,991,732.97  | 2,973,737.99  | 3,591,134.03  |
| <b>E3 Water Management</b>                              |   |  |   |   |               |               |               |
| E3.1C   | GRI 303   |   | Water management plan   | Yes/No  | Yes           | Yes           | Yes           |
| E3.2C   |   |  | Volume of water consumption   | Cubic meters                                  | 71,222.00     | 76,350.00     | 72,077.00     |
| E3.3R   |   |  | Water use target  | cubic meters / Weight of pipe produced (tons) | Decreased 5%  | Decreased 5%  | Decreased 5%  |
| <b>E4 Waste Management</b>                              |   |  |   |   |               |               |               |
| E4.1C   | GRI 306   | <br> | Waste management plan   | Yes/No  | Yes           | Yes           | Yes           |
| E4.2C   |   |  | Volume of waste generated   |   |               |               |               |
|   |   |  | Volume of waste generated is not dangerous.   | kilograms                                     | 4,802,970.00  | 4,942,340.00  | 5,841,416.00  |
|   |   |  | Volume of waste generated is dangerous.   | kilograms                                     | 544,540.00    | 537,400.00    | 701,520.00    |
| E4.3 R  |   |  | Waste management target   | Kilograms / Weight of pipe produced (tons)    | Decreased 5%  | Decreased 5%  | Decreased 5%  |
| E4.4 R  |   |  | Volume of waste that is reused and/or recycled  |   |               |               |               |
|   |   |  | Volume of waste is not dangerous that is reused and/or recycled   | Kilograms                                     | 4,796,240.00  | 4,930,660.00  | 5,820,736.00  |
|   | Volume of waste is dangerous that is reused and/or recycled | Kilograms  | 358,230.00  | 535,370.00                                    | 699,120.00    |               |               |
| <b>E5 Greenhouse Gas Management</b>                     |   |  |   |   |               |               |               |
| E5.1C   | GRI 305   |   | Greenhouse gas management plan  | Yes/No  | Yes           | Yes           | Yes           |
| E5.2C   |   |  | Scope 1 and 2 greenhouse gas emissions  | tCO <sub>2</sub> e                            | 10,217        | 11,253        | 11,972        |
| 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)  | tCO <sub>2</sub> e                            | 1,379,581     | 1,046,140     | 1,210,594     |

| SET ESG   | GRI Standards | SDGs  | ESG Indicators  | Unit  | 2021                        | 2022           | 2023           |        |       |        |
|---|---------------|---|---|---|-----------------------------|----------------|----------------|--------|-------|--------|
| <b>Social Dimension (S)</b>                                 |               |   |   |   |                             |                |                |        |       |        |
| <b>S1 Human Rights</b>                                      |               |   |   |   |                             |                |                |        |       |        |
| S1.1C   | GRI 412       |    | Human rights policy and guidelines  | Yes/No  | Yes                         | Yes            | Yes            |        |       |        |
| <b>S2 Fair Labor Practices</b>                              |               |   |   |   |                             |                |                |        |       |        |
| <b>Employment</b>   |               |   |   |   |                             |                |                |        |       |        |
| S2.1C   | GRI 401       |    | Total number of employees   | People  | Total                       |                | Total          |        |       |        |
|   |               |   |   |   | 1,311                       |                | 1,386          |        |       |        |
|   |               |   |   |   | Male                        | Female         | Male           | Female | Male  | Female |
|   |               |   |   |   | 918                         | 393            | 987            | 399    | 1,019 | 391    |
| S2.2C   | GRI 405       |    | Number of employees with disabilities and/or elderly employees  | People  | 1                           | 1              | 7*             |        |       |        |
| <b>Employee Compensation</b>                                |               |   |   |   |                             |                |                |        |       |        |
| S2.3C   | GRI 405       |    | Total employee compensation   | Baht  | 535,686,112.85              | 435,484,659.92 | 476,576,926.08 |        |       |        |
| S2.4C   |               |   | <br> | Percentage of employees   | %                           | 52.09%         | 52.38%         | 50.21% |       |        |
| <b>Employee Development</b>                                 |               |   |   |   |                             |                |                |        |       |        |
| S2.6C   | GRI 404       |  | Employee development plans or activities  | Yes/No  | Yes                         | Yes            | Yes            |        |       |        |
| S2.7C   |               |   | Average hours of employee training  | hours/person/year   | 13.86                       | 20.25          | 30.33          |        |       |        |
| <b>Occupational Safety, Health and Environment</b>          |               |   |   |   |                             |                |                |        |       |        |
| 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   | 14.00                       | 15.00          | 23.00          |        |       |        |
| <b>Promoting Employee Relations and Employee Engagement</b> |               |   |   |   |                             |                |                |        |       |        |
| S2.16C  | GRI 402       |  | Employee engagement and retention plan  | Yes/No  | Yes                         | Yes            | Yes            |        |       |        |
| S2.17C  |               |   | Percentage of voluntary employee turnover   | %   | 17.94%                      | 17.16%         | 15.97%         |        |       |        |
| S2.18C  | GRI 407       |   | Number of significant labor disputes, and remediation measures  | No. of cases  | No                          | No             | No             |        |       |        |
| <b>S3 Responsibility to Customers/Consumers</b>             |               |   |   |   |                             |                |                |        |       |        |
| <b>Consumer Rights</b>                                      |               |   |   |   |                             |                |                |        |       |        |
| 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, | No. of incidents/complaints | No             | No             | No     |       |        |

\*Hiring 7 people with disabilities for public benefit







| SET ESG   | GRI Standards | SDGs   | ESG Indicators  | Unit         | 2021 | 2022 | 2023 |
|---|---------------|--|---|--------------|------|------|------|
| <b>S4 Responsibility to Communities/Societies</b> |               |  |   |              |      |      |      |
| S4.1C   | GRI 413       | <br> | 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              | Yes/No       | Yes  | Yes  | Yes  |
| S4.3C   |               |  | Affected by the business  | No. of cases | No   | No   | No   |

## Governance and Economic Dimension (G)

### G1 Policy, Structure and Governance System


#### Board Composition

|        |  |  |   |        |     |     |     |
|--------|--|--|---|--------|-----|-----|-----|
| G1.1C  | GRI 102-18   | <br> | 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   |
|        |  |  | Percentage of female independent directors to all directors | %      | 14% | 14% | 14% |
| G1.6C  |  |  | Independent chairman of the board                           | Yes/No | Yes | Yes | Yes |
| G1.7C  |  |  | Separation of the roles of chairman and CEO                 | Yes/No | Yes | Yes | Yes |
| G1.8C  |  |  | Independent directors in each sub-committee                 | Yes/No | Yes | Yes | Yes |
| G1.9C  | 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   |

#### 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  |




| SET ESG   | GRI Standards | SDGs   | ESG Indicators  | Unit         | 2021       | 2022 | 2023 |
|---|---------------|--|---|--------------|------------|------|------|
| <b>Director and Senior Executive Remuneration</b>                             |               |  |   |              |            |      |      |
| G1.21C  | GRI<br>102-38 |   | Policy and criteria for director remuneration   | Yes/No       | Yes        | 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  |
| <b>Director Development</b>   |               |  |   |              |            |      |      |
| G1.27C  | GRI<br>102-27 |   | Director development policy   | Yes/No       | Yes        | Yes  | Yes  |
| <b>Performance Evaluation of the Board of Directors and Senior Executives</b> |               |  |   |              |            |      |      |
| G1.29C  | GRI<br>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  |
| <b>Business Code of Conduct</b>   |               |  |   |              |            |      |      |
| G1.34C  | GRI<br>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  |
| <b>G2 Sustainability Policy and Strategy</b>                                  |               |  |   |              |            |      |      |
| G2.1C   | GRI<br>102-55 |   | Sustainability policy and targets at the organization level                               | Yes/No       | Yes        | Yes  | Yes  |
| <b>G3 Sustainability Risk Management</b>                                      |               |  |   |              |            |      |      |
| G3.1C   | GRI<br>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       | In process | Yes  | Yes  |
| G3.4C   |               |  | Business continuity plans (BCP)   | Yes/No       | Yes        | Yes  | Yes  |
| <b>G4 Sustainable Supply Chain Management</b>                                 |               |  |   |              |            |      |      |
| G4.1C   | GRI<br>308    |   | Sustainable supply chain management policy and guidelines                                 | Yes/No       | Yes        | Yes  | Yes  |
| G4.2C   | GRI<br>414    | <br> | Sustainable supply chain management plan  | Yes/No       | Yes        | Yes  | Yes  |
| <b>G5 Innovation Development</b>  |               |  |   |              |            |      |      |
| G5.1C   | -             | <br> | 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  |



Providing  
structure  
of your  
imagination

**TMT STEEL PUBLIC COMPANY LIMITED**  
179 Bangkok City Tower 22<sup>nd</sup> Floor,  
South Sathorn Rd., Sathorn, Bangkok 10120

 0 2685 4000

 0 2670 9090-2

 [www.tmtsteel.co.th](http://www.tmtsteel.co.th)