

# Good Corporate Governance Report

## Summary of The Board of Directors' Performance

### Nomination of Directors, Chief Executive Officer and Senior executives

1. The Recruitment/Appointment of New Directors, Chief Executive Officer, and Senior executives (new directors) is based on the following elements:

- Having qualifications by the legal requirements, relevant regulations, and the Company's Articles of Association.
- Be an eminent person who is skilled, knowledgeable, experienced in various fields and has a specialized field of expertise in the Board Skill Matrix that is beneficial to the performance of duties.
- Considering the stakes or conflicts of interest of the Company.
- Having other qualifications that are necessary and align with the strategies and business operations of the Company.
- Having ethics and moral responsibilities.

In cases of recruiting independent directors, the following criteria will be considered:

- The number of independent directors for the composition of the Board of Directors must be in line with the requirements of the Securities and Exchange Commission (SEC). Having the qualifications of independent directors as defined by the Capital Market Supervisory Board Notification No. Tor Jor. 4/2552 regarding permission requests and the approval of selling newly issued shares (No. 2) or as required by law that will become effective in the future.

2. The Recruitment/Appointment of Directors, Chief Executive Officer, and Senior executives (existing directors-appoint for another term or promote a senior executive) is based on the following elements:

- Previous performance.
- Expressing opinions and providing useful suggestions to the Company.
- Dedicating time and abilities to develop the Company.
- Attending meetings and events of the Company.
- Having ethics and moral responsibilities.
- Be an eminent person who is skilled, knowledgeable, experienced in various fields and has a specialized field of expertise in the Board Skill Matrix that is beneficial to the performance of duties.

### The Recruitment and Appointment Procedures

1. The Nomination and Remuneration Committee considers, recruits, and nominates qualified persons who meet specified criteria as well as considered other qualifications that are in line with the Company's business strategy, prepares a succession plan to replace directors and senior executives who retire by rotation or vacant positions, or as required by the Board of Directors or the law.
2. Check the nomination list to see whether they have qualifications that are in accordance with the legal requirements and related regulations. Contact qualified persons who meet the criteria to ensure that such persons are willing to take the position if they are appointed by the Board of Directors and/or shareholders. Propose a list of people who are the most qualified for the position along with their personal information and supporting documents to the Board of Directors and/or the Shareholders' Meeting to consider the approval.



In 2023, the Company granted shareholders the right to nominate a candidate who is deemed qualified to serve as the company director from January 13, 2023, to February 15, 2023, and disseminated the announcement on the website at [www.tmtsteel.co.th/investor relations/shareholder information/shareholders meeting] However, no shareholders nominated a candidate to be elected as Director.

### Board Skill Matrix of the Board of Directors

The Company established a Board Skill Matrix as a guideline to develop knowledge, expertise, and specialized fields that are essential to the Company by considering suitable and diverse qualifications in terms of education, profession, skill, experience, and expertise as well as specialized fields that are essential to the Board of Directors. There were eleven topics included in the Board Skill Matrix as follows:

Board Skill Matrix

Directors' Name	Steel industry	Accounting and Finance	Economics	Organizational Management	Risk Management and Crisis Management	Business/Marketing Transportation and Distribution	Innovation and Technology	Information Technology & Cyber Security	Information Technology & Cyber Security	Research and Development	Society and the Environment
Mr. Chai Jroongtanapibam		☑	☑	☑	☑	+	+	+		☑	☑
Mr. Soon Tarasansombat	☑		+	☑	+	☑	+			+	☑
Mr. Paisal Tarasansombat	☑	☑	☑	☑	☑	☑	+	+			
Mr. Komsan Tarasansombat	☑	☑	☑	☑	☑	☑				+	
Mr. Somjate Tretamthip	☑	☑	☑	☑	☑	+	+	☑	+	☑	+
Mrs. Ratanavalee Gorsanan		☑	☑	☑	☑	☑	+			☑	☑
Mr. Anake Pinvanichkul		☑	☑	☑	☑	☑	☑	+			+

☑ Current Knowledge and Expertise

⊕ Further Development

In 2023, the Board of Directors reviewed the Board Skill Matrix, which outlines knowledge and expertise in 11 areas. Directors conducted self-assessments to identify areas for improvement. The Board Skill Matrix will serve as curriculum and development for 2024. Details on director development in 2023 can be found in the topic "Directors and Executives Training and Development".

### Director and Management Orientation

In case that new director is appointed, and has never been in the position of any committee or executive of the Company before, said director will be oriented by top management or the corporate secretary for his or her acknowledgment of related code and conduct, corporate profile, nature of business, good corporate governance policy, business ethics, and other important information of the Company.

### Development and Training of Directors and Executives

The Company encouraged and supported directors and senior executives to pursue training in related fields in order to develop their knowledge and abilities. The Company allocated a sufficient budget to use the acquired skills, knowledge, and experience for the continual development of the Company. In 2023, the Company's directors and executives received outsourced training from various institutes as well as in-house training as a result of a training survey as follows:



Name	Position	Course
Mr. Chai Jroongtanapibam	Chairman of the Board Chairman of the Audit Committee Nomination and Remuneration Committee Independent director	<ul style="list-style-type: none"> <li>Climate Change Pricewaterhouse Coopers ABAS Company Limited</li> <li>Securities trading policy for directors, executives, and employees (Review) TMT Steel Public Company Limited</li> <li>Anti-Corruption Policy (Review) TMT Steel Public Company Limited</li> </ul>
Mr. Soon Tarasansombat	Director Nomination and Remuneration Committee	<ul style="list-style-type: none"> <li>Climate Change PricewaterhouseCoopers ABAS Company Limited</li> <li>Securities trading policy for directors, executives, and employees (Review) TMT Steel Public Company Limited</li> <li>Anti-Corruption Policy (Review) TMT Steel Public Company Limited</li> </ul>
Mr. Paisal Tarasansombat	Director Corporate Governance and Sustainability Committee Chief of Executive Director Chief Executive Officer	<ul style="list-style-type: none"> <li>The Board's Role in Mergers and Acquisitions (BMA) Course Thai Institute of Directors Association</li> <li>Climate Change Pricewaterhouse Coopers ABAS Company Limited</li> <li>Business Plan TAS Consulting Partner Company Limited</li> <li>Securities trading policy for directors, executives, and employees (Review) TMT Steel Public Company Limited</li> <li>Anti-Corruption Policy (Review) TMT Steel Public Company Limited</li> </ul>
Mr. Komsan Tarasansombat	Director The Risk Management and Strategy Development Committee Corporate Governance and Sustainability Committee Executive Director Executive Vice President - Operation	<ul style="list-style-type: none"> <li>The Executive Program in Energy Literacy for a Sustainable Future, TEA) Thailand Energy Academy</li> <li>Hot issue for Director: Climate Governance Thai Institute of Directors Association</li> <li>Climate Change Pricewaterhouse Coopers ABAS Company Limited</li> <li>Business Plan TAS Consulting Partner Company Limited</li> <li>Securities trading policy for directors, executives, and employees (Review) TMT Steel Public Company Limited</li> <li>Anti-Corruption Policy (Review) TMT Steel Public Company Limited</li> </ul>

Name	Position	Course
Mr. Somjate Tretarnthip	Director The Risk Management and Strategy Development Committee Nomination and Remuneration Committee Executive Director and Chief Finance Officer Company Secretary	<ul style="list-style-type: none"> <li>• Board Nomination &amp; Compensation Program (BNCP) Thai Institute of Directors Association</li> <li>• Risk Management for CFOs</li> <li>• Thai Listed Companies Association</li> <li>• Green Assets Opportunities for Sustainable Development Thai Listed Companies Association</li> <li>• TLCA CFO Professional Development Program (RPA in Finance and Accounting) Thai Listed Companies Association</li> <li>• TLCA CFO Professional Development Program Thai Listed Companies Association</li> <li>• Fintech (Fintech) Financial Technology Thai Listed Companies Association</li> <li>• Governance System for Fraud Detection Thai Listed Companies Association</li> <li>• PromptBiz system, a tool for managing Trade Payment &amp; Supply Chain (Financial Management Live Seminar) Stock Exchange of Thailand</li> <li>• Climate Change Pricewaterhouse Coopers ABAS Company Limited</li> <li>• Business Plan TAS Consulting Partner Company Limited</li> <li>• Securities trading policy for directors, executives, and employees (Review) TMT Steel Public Company Limited</li> <li>• Anti-Corruption Policy (Review) TMT Steel Public Company Limited</li> </ul>
Mrs. Ratanavalee Gorsanan	Independent Director Chairman of the Corporate Governance and Sustainability Committee Audit Committee Nomination and Remuneration Committee	<ul style="list-style-type: none"> <li>• Seminar : Guide to Sustainable Development Goals for Listed Companies and SDG impact standards United Nations, Thailand, Securities and Exchange Commission and Thai Khu Fah</li> <li>• Climate Change Pricewaterhouse Coopers ABAS Company Limited</li> <li>• Securities trading policy for directors, executives, and employees (Review) TMT Steel Public Company Limited</li> <li>• Anti-Corruption Policy (Review) TMT Steel Public Company Limited</li> </ul>
Mr. Anake Pinvanichkul	Independent Director Chairman of the Nomination and Remuneration Committee Chairman of the Risk Management and Strategy Development Committee Audit Committee	<ul style="list-style-type: none"> <li>• Hot issue for Director: Climate Governance Thai Institute of Directors Association</li> <li>• Climate Change Pricewaterhouse Coopers ABAS Company Limited</li> <li>• Securities trading policy for directors, executives, and employees (Review) TMT Steel Public Company Limited</li> <li>• Anti-Corruption Policy (Review) TMT Steel Public Company Limited</li> </ul>



Name	Position	Course
Mr. Prawas Sontawakul	Corporate Governance and Sustainability Committee Executive Vice President - Human Resources	<ul style="list-style-type: none"> <li>• Corporate Governance for Executives CGE Thai Institute of Directors Association</li> <li>• Financial Statements for Directors Thai Institute of Directors Association</li> <li>• Business Plan - TAS Consulting Partner Company Limited</li> <li>• Securities trading policy for directors, executives, and employees (Review) TMT Steel Public Company Limited</li> <li>• Anti-Corruption Policy (Review) TMT Steel Public Company Limited</li> </ul>
Mrs. Panlapa Tarasansombat	Corporate Governance and Sustainability Committee Executive Vice President - Human Resources	<ul style="list-style-type: none"> <li>• Corporate Governance for Executives CGE Thai Institute of Directors Association</li> <li>• Financial Statements for Directors Thai Institute of Directors Association</li> <li>• Business Plan - TAS Consulting Partner Company Limited</li> <li>• Securities trading policy for directors, executives, and employees (Review) TMT Steel Public Company Limited</li> <li>• Anti-Corruption Policy (Review) TMT Steel Public Company Limited</li> </ul>
Ms. Petrung Measincee	Executive Vice President - Business Strategy & Planning	<ul style="list-style-type: none"> <li>• Business Plan TAS Consulting Partner Company Limited</li> <li>• Securities trading policy for directors, executives, and employees (Review) TMT Steel Public Company Limited</li> <li>• Anti-Corruption Policy (Review) TMT Steel Public Company Limited</li> </ul>
Mr. Somsak Tomorakul	Executive Vice President - Marketing	<ul style="list-style-type: none"> <li>• Business Plan - TAS Consulting Partner Company Limited</li> <li>• Securities trading policy for directors, executives, and employees (Review) TMT Steel Public Company Limited</li> <li>• Anti-Corruption Policy (Review) TMT Steel Public Company Limited</li> </ul>

## Performance Evaluation of the Board of Directors and Chief Executive Officer (CEO)

The Board of Directors reviewed and approved the performance evaluation form for the Board of Directors and individuals as well as the performance evaluation form for the Chief Executive Officer to be appropriate and to be in line with the Company's business strategies in order to achieve effectiveness in the Board of Directors' performance and maximize the benefits of corporate governance.

1. The Board of Directors and subcommittees evaluated their own performance. The assessment covers three main topics:
  1. the structure and qualifications of the Board of Directors and subcommittees
  2. Board and subcommittee meetings
  3. The roles, duties, and responsibilities of the Board of Directors and subcommittees. The evaluation results are as follows:
    - The Board of Directors had an average self-assessment score of **100.00%**, including both the entire board and individual directors. Seven directors conducted the self- assessment.
    - The Audit Committee had an average self-assessment score of **99.44%**, including the entire board and individual directors. Three committee members conducted the self-assessment.
    - The Nomination and Remuneration Committee had an average self-assessment score of **98.28%**, including both the entire board and individual directors. Five directors conducted the self-assessment.



- The Risk Management Committee had an average self-assessment score of **100.00%**, including the entire board and individual directors. Four committee members conducted the self-assessment.
  - The Corporate Governance and Sustainability Committee had an average self-assessment score of **98.00%**, including the entire board and individual directors. Four committee members conducted the self-assessment.
2. The Chief Executive Officer Performance Evaluation Form - the 3 main topics are evaluated as follows;
- Part 1: Corporate Goals
- 1.1 The business results: consider the percentage of EBITDA, sales revenue, or sales volume as set by the target each year.
  - 1.2 The economy, industry, and innovation: consider the production volume against the set target each year and the customer satisfaction percentage.
  - 1.3 Social/Environmental: Consider the percentage of employee satisfaction. Zero complaints from the community/society. The amount of carbon dioxide emissions.
  - 1.4 Good corporate governance: Consider the consistency of business operations and the good corporate governance principles along with the Company's Code of Business Conduct.
- Part 2: Operations: Consider the performance of the Chief Executive Officer against the goals set in each aspect.
- Part 3: The Development of the Chief Executive Officer: Consider the recommendations of the Board of Directors on the issues that the Chief Executive Officer should improve each year.
- In 2023, Directors and the Chief Executive (self-assessment), totaling 7 directors, conducted the performance evaluation of the CEO. The average assessment score of the CEO was **99.68%**.

#### Meeting Attendance of the Board of Directors and Subcommittees

Directors' Name	Meetings in 2023						2023 Annual General Meeting of Shareholders
	Board of Directors	Independent Director	Audit Committee	Nomination and Remuneration Committee	The Risk Management and Strategy Development Committee	Corporate Governance and Sustainability Committee	
	7 Times	1 Time	4Times	2 Times	2 Times	2 Times	
Mr. Chai Jroongtanapibam	7/7	1/1	4/4	2/2	-	-	1/1
Mr. Soon Tarasansombat	6/7	-	-	2/2	-	-	1/1
Mr. Paisal Tarasansombat	7/7	-	-	-	-	2/2	1/1
Mr. Komsan Tarasansombat	7/7	-	-	-	2/2	2/2	1/1
Mr. Somjate Tretamthip	7/7	-	-	2/2	2/2	-	1/1
Mrs. Ratanavalee Gorsanan	7/7	1/1	4/4	2/2	-	2/2	1/1
Mr. Anake Pinvanichkul	7/7	1/1	4/4	2/2	2/2	-	1/1
Mr. Prawas Sontawakul	-	-	-	-	2/2	-	1/1
Mrs. Panlapa Tarasansombat	-	-	-	-	-	2/2	1/1

## Remuneration of directors and management

The Nomination and Remuneration Committee is responsible for prescribing and considering the remuneration of directors and executive committee by comparing with the others in the same industry and conforming to the Company's operating results, including the accountabilities and responsibilities of those directors and executive committee. The allocation of remuneration is detailed below;

### The Board and Other Subcommittee Remuneration

The 2023 Annual General Meeting of Shareholders, held on April 7, 2023, resolved to approve the Board of Directors' remuneration of 7,000,000 Baht and bonuses from operating results in 2022 for the entire Board in the amount of 1,700,000 Baht (a decrease from the previous year of 11,400,000 Baht). The Nomination and Remuneration Committee allocated remuneration to the entire board, which consists of 7 directors. Remuneration was divided into 2 parts: 6,720,000 Baht of remuneration and 280,000 Baht in meeting allowances. The details of remuneration for company directors and subcommittees are as follows:

Name - Surname	Position	Compensation (Baht)	Meeting Allowance (Baht)	Gratuity from Operating Results in 2022 (Baht)	Total (baht)
Mr. Chai Jroongtanapibarn	Chairman of the Board Independent Director Chairman of Audit Committee Nomination and Remuneration Committee	1,360,000	40,000	290,000	1,690,000
Mr. Soon Tarasansombat	Director Chairman of Nomination and Remuneration Committee	1,000,000	40,000	230,000	1,270,000
Mr. Paisal Tarasansombat	Director Corporate Governance and Sustainability Committee	780,000	40,000	230,000	1,050,000
Mr. Komsan Tarasansombat	Director The Risk Management and Strategy Development Committee Corporate Governance and Sustainability Committee	780,000	40,000	230,000	1,050,000
Mr. Somjate Tretamthip	Director Nomination and Remuneration Committee The Risk Management and Strategy Development Committee	780,000	40,000	230,000	1,050,000
Mrs. Ratanavalee Gorsanan	Independent Director Chairman of Corporate Governance and Sustainability Committee Audit Committee Nomination and Remuneration Committee	1,000,000	40,000	240,000	1,280,000
Mr. Anake Pinvanichkul	Independent Director Chairman of The Risk Management and Strategy Development Committee Audit Committee Nomination and Remuneration Committee	1,020,000	40,000	250,000	1,310,000
<b>Total</b>		<b>6,720,000</b>	<b>280,000</b>	<b>1,700,000</b>	<b>8,700,000</b>

Note: Directors and subcommittees in these positions are not entitled to any other benefits besides the above remuneration.



## Monitoring the Compliance of Policies and Corporate Governance Guidelines

The Company placed an emphasis on good corporate governance by establishing relevant policies in the good corporate governance principles and the code of business conduct of the Company as well as promoting the actual practice in order to create confidence in all stakeholder groups.

In 2023, the Company took the following steps to ensure compliance with good corporate governance principles:

### Prevention of Conflicts of Interest

The Board of Directors, in collaboration with the Audit Committee, carefully supervised any transactions that may have had conflicts of interest in order to verify the reasonableness and necessity of the transactions. The Board of Directors ensured that the Company disclosed information related to transactions that may have conflicts of interest for stakeholders and related agencies after such transactions were approved.

In 2023, the Company's directors, executives, and related parties were required to report their stakes to the Company through the Company Secretary by presenting a stakes report to the Audit Committee and the Board of Directors to consider the transactions that may have conflicts of interest. Directors and executives who have a conflict of interest were not permitted to attend the meeting and vote.

However, there were no actions that violated the conflict of interest policy. The details are disclosed in the section "Connected Transactions".

### Insider Trading Protection

The Board of Directors is aware of the importance of protection against insider trading for personal gain. The Company established securities trading policies for directors, executives, and employees. Directors, executives, and the Company's designated persons must comply with the prohibition of insider trading as defined by the Securities and Exchange Act. The Company's directors and executives are required to submit a securities holding report and a report of changes in securities holdings to the Securities and Exchange Commission ("SEC") as required by law. The Company requires directors, executives, and the Company's assigned persons (related parties who know or possess insider information) to sign acknowledgment and obligation to report the securities holding and changes in securities holdings of themselves, their spouses, and their minor children. This must be submitted to the Company Secretary within the timeframe specified from the date of purchase, sale, transfer, or acceptance of the transfer of securities or futures contracts.

In addition, the Company set a blackout period by prohibiting directors, executives, and the Company's designated persons from trading the Company's securities during the following periods:

1. 30 days prior to the disclosure of the quarterly and annual financial statements and 1 business day after the quarterly and annual financial statements have been disclosed to the Stock Exchange of Thailand.
2. 14 days prior to the disclosure of the Board of Directors' resolutions to approve important events that affect the price or value of securities and 1 business day after the resolutions have been disclosed to the Stock Exchange of Thailand.

In addition, the Company set a quiet period to not release the Company's internal information to any other person for 14 days prior to the disclosure of the quarterly and annual financial statements. This included the resolution of the Board of Directors to approve important events that affect the price or value of securities to the Stock Exchange of Thailand.

However, if directors, executives, and employees of the Company use any of the Company's internal information for personal gain and cause damage to the Company, the Company will execute disciplinary action, which may include dismissal or being charged with a criminal offense or civil offense under the Securities and Exchange Act B.E. 2535 and/or relevant notifications of government agencies. In 2023, the Company performed the following actions:



- Notified the blackout period via the Company's email to directors, executives, and individuals listed by the Company 30 days prior to the disclosure of the quarterly and annual financial statements and 1 business day after the disclosure.
- Reported the securities holdings of the Board of Directors, executives, and related persons who acknowledge or possess the internal information to the Company Secretary on a quarterly basis.

However, there were no directors, executives, or employees who had access to inside information that violated the securities trading policy of directors, executives, and employees of the Company.

In 2023, the changes of the Securities Holdings of Directors and Executives are as follows:

Name	Position	Share as of		Changes
		31/12/2565	31/12/2566	increase / (decrease)
Mr. Chai Jroongtanapibarn	Chairman of the Board Chairman of Audit Committee Nomination and Remuneration Committee Independent director	1,045,500	1,045,500	-no changes-
Mr. Soon Tarasansombat	Director Nomination and Remuneration Committee	196,100,000	196,300,000	200,000
Mr. Paisal Tarasansombat	Director/Corporate Governance and Sustainability Committee Chief of Executive Director Chief Executive Officer	106,767,700	106,767,700	-no changes-
Mr. Komsan Tarasansombat	Director Risk Management and Strategy Development Committee Corporate Governance and Sustainability Committee Executive Director Executive Vice President Operations	66,110,150	66,140,150	30,000
Mr. Somjate Tretamthip	Director Nomination and Remuneration Committee Risk Management and Strategy Development Committee Executive Director / Chief Finance Officer Company Secretary	4,000,000	4,000,000	-no changes-
Mrs. Ratanavalee Gorsanan	Independent Director Chairman of the Corporate Governance and Sustainability Committee Audit Committee Nomination and Remuneration Committee	634,000	634,000	-no changes-
Mr. Anake Pinvanichkul	Independent Director Chairman of Nomination and Remuneration Committee Chairman of a Risk Management and Strategy Development Committee Audit Committee	544,000	544,000	-no changes-
Mr. Prawas Sontawakul	Risk Management and Strategy Development Committee Executive Director/Chief Operations Officer	450,000	500,000	50,000



Name	Position	Share as of		Changes
		31/12/2565	31/12/2566	increase / (decrease)
Mrs. Panlapa Tarasansombat	Corporate Governance and Sustainability Committee			
	Executive Vice President - Human Resources	35,621,000	35,621,000	-no changes-
Ms. Petrung Measincee	Executive Vice President			
	- Business Strategy & Planning	3,377,100	3,398,100	21,000
Mr. Somsak Tomorakul	Executive Vice President - Marketing	2,298,362	2,298,362	-no changes-

## Disclosure and Transparency

The Board of Directors has monitored for disclosure the significant information related to the Company's financial information and non-financial information following the regulations of SEC and SET and other related notifications precisely, completely, on time, and transparently for the equity of investors and stakeholders through various channel and procedure such as SET's channel, the Annual Registration Statement, 56-1 One Report, and the Company's website. The Company also appointed the corporate secretary to take the duty and responsibility to provide and preserve such information as stated.

- The Company's financial statement is audited and reviewed by a certified public accountant from PricewaterhouseCoopers ABAS Company Limited who is independent, specialized, and skillful, and is certified by the Securities and Exchange Commission Thailand. The Audit Committee was reported by such an auditor that they were independent, had no difficulties, and had no disagreements with management while they were conducting a review or audit. The Company has disclosed the audit and other fees in the 56-1 One Report. Furthermore, the Audit Committee also appointed EY Corporate Services Limited to plan and audit the internal control to ensure that the Company has proper conduct and control as well as risk management in terms of adequacy and efficiency.
- The Board of Directors prepared a report on the responsibilities for financial statements which was presented along with the auditor's report in the 56-1 One Report of the Company.
- The Board of Directors has monitored the disclosure of directors' roles and duties, management remuneration, and the number of attending the meeting of the Board and other subcommittees as individuals in the Company's 56-1 One Report.
- The Company has set up a Corporate Communication Department to keep in touch with investors, analysts, and government and public sectors. Below are the contact channels;
 

Telephone No. : 02 685 4000 ext. 4003  
 Facsimile No. : 02 670 9093  
 E-mail : ir@tmtsteel.co.th
- The Company held quarterly analyst meetings and participated in the Opportunity Day activity organized by the Stock Exchange of Thailand to clarify the Company's operating results and financial position after disclosing its financial statements to the Stock Exchange of Thailand. In 2023, there were 4 analyst meetings and 1 Opportunity Day activity. The information was disseminated to shareholders and general investors via the website [[www.tmtsteel.co.th/investor-relations/shareholder-information/presentation-documents](http://www.tmtsteel.co.th/investor-relations/shareholder-information/presentation-documents)].

## Anti-Corruption

The Company pays attention to the fight against fraud and corruption and encourages personnel at all levels to be aware of anti-corruption to fight against all forms of corruption. The Board of Directors established an anti-corruption policy and an anti-bribery policy in the Anti-Corruption Policy and Procedures of TMT Steel Public Company Limited for executives and employees at all levels to comply.

This included an assessment of the corporate corruption risk in accordance with the prevention and anti-corruption policy. There was surveillance, prevention, and management to reduce the likelihood of any illegal activity, in addition to systematic monitoring, inspection, and control. At least once a year or its change, the Corporate Governance and Sustainability Committee reports the results to the Board of Directors.

The corporate corruption risk management manual was disseminated on the Company's website at [[www.tmtsteel.co.th/Good corporate governance / Good corporate governance policy / Anti-corruption / Corruption risk management manual](http://www.tmtsteel.co.th/Good%20corporate%20governance/Good%20corporate%20governance%20policy/Anti-corruption/Corruption%20risk%20management%20manual)]

In 2023, the Company demonstrated its commitment to anti-corruption and reported the performance of implementing anti-corruption measures to the Board of Directors through the Governance and Sustainability Committee at Meeting No. 7/2023. The details are as follows:

- Revised anti-corruption policy to be consistent with current business operations and extended to the subsidiary. The details of the policy were published on the website at [[www.tmtsteel.co.th/Good corporate governance/Good corporate governance policy/Anti-corruption policy](http://www.tmtsteel.co.th/Good%20corporate%20governance/Good%20corporate%20governance%20policy/Anti-corruption%20policy)].
- A code of business conduct has been communicated to business partners, contractors, subcontractors, and trade partners to acknowledge and sign their names. Invited business partners and trade partners to participate in the Thai Private Sector Collective Action Coalition Against Corruption (CAC). Currently, there is one business partner, Sahaviriya Steel Industries Public Company Limited, who has been certified as a Member of the Thai Private Sector Coalition Against Corruption (CAC) from December 31, 2023, to December 31, 2026.
- Communicated No Gift Policy for 2023, to suppliers, customers, trade partners, and those involved in business operations through internal and external communication channels. The details were disclosed on the website [[www.tmtsteel.co.th/good corporate governance/ corporate governance policy/anti-corruption/no gift policy](http://www.tmtsteel.co.th/good%20corporate%20governance/corporate%20governance%20policy/anti-corruption/no%20gift%20policy)].
- Communicated and published anti-corruption information, news, and knowledge through a variety of communication channels to employees of all groups and levels.
- Organized online and onsite training and meetings to educate the Company's directors, executives, employees, and subsidiaries on the code of business conduct and anti-corruption policies and practices. This included organizing a comprehension test with the appropriate employees and having them sign for acknowledgment.
- Received certification for renewal of membership of the Thai Private Sector Coalition Against Corruption (CAC) for the 2nd time in 2023. The renewal period is from December 30, 2023 - December 30, 2026. More details are available at [[www.thai-cac.com/who-we-are/our-members](http://www.thai-cac.com/who-we-are/our-members)].



## Whistleblowing and Reporting Complaints

The Company established a whistleblowing process to collect information concerning wrongdoing within the organization in order to prevent, monitor, and investigate any wrongdoing that could damage property, reputation, and individuals. This category included complaints, illegal acts, and signs of corruption.

As a result, the Company established whistleblowing channels for all stakeholders to report wrongdoing within the organization or complaints about the operations, as well as any violation of the Company's Articles of Association, code of business conduct, or anti-corruption policies. Whistleblowers or complainants may submit documents and evidence in support of their allegations via the following channels:

### Whistle Blowing Channels for anonymous or identified whistleblowers.

- Vice President of Human Resources Division  
email: panlapa@tmtsteel.co.th
- Communication and Whistleblowing Working Group  
email: sd@tmtsteel.co.th
- Audit Committee: Mrs. Ratanavalee Consultant  
email: ind\_dir@tmtsteel.co.th
- Company Secretary: Mr. Somjate Tretarnthip  
email: somjate@tmtsteel.co.th

The Company is fair and protects its employees or any whistleblowers who provide clues or evidence of wrongdoing by implementing measures to protect complainants or those who cooperate with fraud reporting. The procedures, measures to protect whistleblowers or complainants, and channels for filing complaints are disclosed on the Company's website at [[www.tmtsteel.co.th/Good corporate governance/Whistleblowing](http://www.tmtsteel.co.th/Good%20corporate%20governance/Whistleblowing)]

In 2023, no reports or complaints were made regarding business operations, regulatory violations, codes of business conduct, or corruption. There were no offenders regarding the issues.