

SUSTAINABLE DEVELOPMENT POLICY

SIAM STEEL INTERNATIONAL PUBLIC COMPANY LIMITED

Siam Steel International Public Company Limited, Subsidiaries and Associated Companies (“Group of companies”) realizes the importance of sustainable corporate development (Sustainable Development). In this regard, the Group has established a sustainable development policy based on ESG: Environment, Social and Governance. The Company focuses on developing the organization in various aspects to cover sustainability issues related to the Group’s business operations, both current businesses and businesses that may arise according to both domestic and international strategies. It considers risks and opportunities for improving work at all levels of the organization, takes into account the role of the business’s responsibility towards stakeholders throughout the value chain of all groups of the business, including the impact on society and the environment, and uses various issues to formulate business strategies in accordance with the principles of corporate governance to enable sustainable growth and balance in economics, society and the environment. The operational framework is as follows:

1. Corporate and economic governance

- The Company operates its business with fairness, ethics, transparency, and compliance with relevant laws, promotes free trade competition, opposes corruption, controls business operations in accordance with the principles of good corporate governance, and provides a structure and process for relationships between the Board of Directors, management, shareholders, and employees to create competitiveness, lead to growth, and increase value for the organization and shareholders in the long term, taking into account all stakeholders.
 - Focus on delivering good products and services to maximize customer satisfaction, respond to the needs and expectations of all stakeholders by reviewing key issues in sustainability operations in line with changing situations, assessing the impacts and expectations of all stakeholders throughout the business chain, as well as the impacts of external factors on the organization.
 - Produce products and services responsibly, design products and services that take into account the conservation of resource value, products are safe and environmentally friendly, production processes and raw materials help reduce greenhouse gas emissions, and environmental impacts are assessed throughout the product's life cycle.
 - Support and promote the systematic development of innovation and technology to create differences in products and services, as well as support and cooperate with external agencies or organizations both domestically and internationally in research and innovation development to add value in terms of products, processes and personnel.



2. Social aspect

- Conduct business responsibly and ethically to seriously reduce social impacts, taking into account human rights principles, respecting fundamental rights, non-discrimination, promoting equality, and being committed to and participating in developing the quality of life of all stakeholder groups.
- Treatment of employees gives importance to human rights and treats worker equally and fairly, without discrimination, from the recruitment and employment process, compensation, training and potential development, to personnel promotions. In addition, it supports and promotes safe operations, creates a culture of safety at work, develops a management system for occupational safety, eliminates safety and health risks to ensure that employees are free from accidents and occupational illnesses, and also develops employee engagement with the organization.
- Supplier management has developed guidelines for sustainable supply chain management, from recruiting and selecting business partners to considering procurement, tracking business partner operations based on their code of conduct, operating fairly with all business partners, and jointly promoting the development of partners' potential to enable sustainable growth together.
- Responsibility to customers focus on delivering good and complete products and services to maximize customer satisfaction, from the process of product and service design, procurement, transportation and delivery of goods. Emphasis is placed on managing customer complaints and building good and sustainable relationships with customers.
- Participation in community and social development focuses on developing and improving business processes to reduce negative impacts or increase positive impacts on communities and society, taking care of communities around the factory to create a way of living together happily, participating in discussions to exchange ideas, developing society and a good quality of life for people in society by organizing continuous community assistance and development projects aiming for communities to be able to sustainably rely on themselves.

3. Environmental aspect

- Aware, responsible and considerate of the environmental impact resulting from the organization's business processes, including protection, maintenance and restoration of the environment both within the organization and the community by providing analysis and management of environmental risks, planning management to reduce impacts on the environment, using resources for maximum benefit, promoting employee participation in caring for the environment, natural resources and climate in order to maintain a sustainable ecological balance.
- Give importance to determining guidelines for managing waste, waste and pollution resulting from business processes that may systematically affect the environment, including water, air and noise, and organizing regular environmental quality inspections, as well as processes to stimulate awareness and find solutions to waste and pollution problems in order to create awareness and change consumer behavior.



- Promote energy management systems and energy conservation to ensure that energy risks are controlled, apply innovations to reduce energy use, increase the proportion of renewable energy and clean energy use, support greenhouse gas management approaches, processes to reduce direct and indirect greenhouse gas emissions, and carbon offset processes and carbon credit trading.
- Aim to promote and instill in employees and all stakeholders involved in the organization's business operations knowledge, understanding and a sense of responsibility for caring for and preserving the environment.

To ensure that this Sustainability Development Policy is effectively implemented in practice, the Board of Directors, the management, and all employees across the group of companies are held responsible for supporting, driving, promoting, and complying with the policy in accordance with the established guidelines. Additionally, the Sustainability Development Working Group shall define topic-specific sub-policies to serve as operational frameworks, thereby steering the organization toward tangible, concrete results moving forward.

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(Surapol Kunanantakul)

President

