

DRIVING BUSINESS FOR SUSTAINABILITY

1. SUSTAINABILITY MANAGEMENT POLICIES AND GOALS

Pacific Pipe Public Company Limited is committed to running the business and developing the corporation towards sustainability, with responsibility to the economic, social, and environmental systems to create value with all stakeholders. Therefore, the Company has set Sustainable Development Goals: (SDGs) of the United Nations that are relevant to the organizational context as a direction of operation, as well as strengthen the structure and management system to develop a sustainable organization, by referring to the environment, social, and governance framework (ESG Framework) which is designed for application to drive the organization to create benefits for the country's economy, society, and environment in a balanced and sustainable manner according to international principles.

ESG Framework



Economy

Creates economic growth and stability together with business alliances, business partners, and customers in a sustainable manner.

Society

Conducts business in a socially responsible manner and improves the quality of life of those involved through knowledge and safety.

Environment

Cares for the environment by using natural resources responsibly and generate maximum benefits.

The Company has established a sustainability working group consisting of representatives of various agencies in order to operate the corporate sustainability works of the Company continuously and effectively. This will help achieve success in accordance with the policy and sustainability objectives set by corporation. This will show that the Company is a corporation which conducts its business responsibly and with transparency and fairness, building trust with all groups of stakeholders as well as developing towards sustainable growth. The details are as published on the website at <https://www.pacificpipe.co.th/files/policy/นโยบายด้านความยั่งยืน.pdf>. The operating guidelines are as follows:

1. Determine appropriate corporate sustainability guidelines and plans to be in line with the strategies and corporate policies
2. Supervise and review the corporation's sustainability performance and drive it to take action and create participation in the implementation of various projects under the framework of sustainable development with relevant agencies, both internally and externally.
3. Create a culture of sustainable development and communicate to the directors, executives, employees at all levels, trade partners, and related parties to acknowledge, understand, and aware of sustainable development.
4. Report sustainable development performance results and present to the Executive Risk Management and Sustainability Committee quarterly.
5. Prepare an annual sustainability report and disseminate to all groups of stakeholders for acknowledgment.

Important Achievements in Sustainability

Good Corporate Governance:	Excellent CGR score for the 6 th year
Economy:	Total operating income of 7,490 million Baht
Social Aspect	Customer satisfaction at 88.80%, Zero external complaints, no human rights violation issues
Environmental Aspect:	Reduced electricity usage by 14.85 kilowatt-hours/ton/year. Reduced water usage by 0.09 cubic meters/ton/year

2. STAKEHOLDER IMPACT IN BUSINESS VALUE CHAIN MANAGEMENT

2.1 BUSINESS VALUE CHAIN



The Pacific Pipe Public Company Limited operates its business in accordance with its vision **"Your Partner for Total Solutions"**, which can be defined that **we are committed to driving business growth to improve the industry through quality products and services. This can be achieved through up-to-date innovations and willingness to become a strong partner of stakeholders in all dimensions to drive towards sustainable development together** through the implementation of 5 main activities as follows:

Smart Procurement	<ul style="list-style-type: none"> - Sufficient supply of raw materials for product manufacturing - Control the quality of raw materials to meet standards - Develop relationships with manufacturers
Smart Production	<ul style="list-style-type: none"> - Manufacture products and control their quality to meet standards - Reduce environmental impact - Employ up-to-date production technology
Smart Distribution	<ul style="list-style-type: none"> - Manage warehouses and distribution centers efficiently with up-to-date communication and technology
Smart Delivery	<ul style="list-style-type: none"> - Precise, fast, and accurate shipping process - Reduce the impact of shipping on the environment and communities
Smart Service	<ul style="list-style-type: none"> - Provide honest and accurate product and service information - Receive comments, suggestions, and complaints about products and services - Set reasonable and fair prices

The Company has set guidelines for conducting business to deliver sustainable value to relevant stakeholders in accordance with good corporate governance principles. It also conducts business with ethics in parallel of managing important sustainability issues that takes into account the stakeholder groups according to their roles and impacts, which will lead the Company to grow according to sustainability goals in economic, social, and environmental dimensions in the future.

2.2 STAKEHOLDERS IN THE BUSINESS VALUE CHAIN ANALYSIS

To conduct the Company's operations sustainably, it is essential to gain the cooperation, participation, and support from stakeholders that are affected both positively and negatively from the Company's operations through 5 main activities which cover both internally and externally of the corporation. The Company therefore pays attention to all groups of stakeholders by providing communication channels for listening and exchanging information, both official and unofficial, to assess and respond to expectations appropriately, including using the information to develop or improve work processes in various parts of the Company as well as creating a bond to improve the relationships with stakeholders, which can be summarized as follows:

Stakeholder	Involvement in the value chain process	Expectations	Fulfilling expectations	Participation patterns and frequency
Clients	Smart Service	<ul style="list-style-type: none"> - Products and services are of high quality and standard. - The products are diverse and complete. - Accurate, complete, on-time delivery - Proper implementation and maximum efficiency - Knowledge about the products and various related standards 	<ul style="list-style-type: none"> - Adopting technology and innovation to develop products and services to meet the needs of customers - Produce products and provide quality services - Manage the transportation system to be efficient - Supervise and manage inventory to respond to customer needs promptly. - Provide knowledge and suggestions related to products and services through various activities and channels in an accessible and efficient manner 	<ul style="list-style-type: none"> - Conduct customer satisfaction surveys twice a year - Meet with customers regularly to improve products and services as well as provide useful information to develop the business jointly. - Organize training courses to educate customers continuously throughout the year - Provide opportunities for customers to visit factories and production processes throughout the year - Communicate news and information, listen to suggestions, and receive complaints through the Company's online channels
Employees	Smart Production Smart Distribution Smart Delivery Smart Service	<ul style="list-style-type: none"> - Monetary and non-monetary welfares - Career opportunities, advancement, and compensation - Competence development - Work safety - Equality and non-discrimination treatment 	<ul style="list-style-type: none"> - Promote good working environment, health care, and workplace safety - Fair treatment and respect for human rights - Performance evaluation of 2 times/year and feedback process - Training courses to educate and develop employee skills - Monetary and non-monetary programs and benefits for employees - Communication of business goals, policies, and useful news 	<ul style="list-style-type: none"> - Channels for receiving suggestions, opinions, and complaints through the Company's complaints system throughout the year - Organize surveys on corporate satisfaction and loyalty at least once a year - Ensure that there are both online and offline internal communication channels, including consistent social media throughout the year. - Organize training courses and seminars according to the company's training plan - Formulate CEO Town hall in VDO format quarterly - Organize employee engagement activities as planned throughout the year

Trade partners	Smart Procurement	<ul style="list-style-type: none"> - Joint business development with good and stable operating results consistently - There is a good, transparent, and auditable procurement system - There is equality in conducting business, which is fair and does not discriminate - Receive payments on time and in full 	<ul style="list-style-type: none"> - There are fair policies and practices regarding procurement under the Company's Code of Conduct - An efficient, transparent, and verifiable procurement system - Have an anti-corruption policy in place 	<ul style="list-style-type: none"> - Organize visits to business partners at least once a year - Organize supplier assessment at least once a year - Organize meetings with partners regularly throughout the year to plan purchase orders - Channels for receiving suggestions, opinions, and complaints through the Company's complaints system throughout the year
Communities, society, and environment	Smart Production Smart Delivery	<ul style="list-style-type: none"> - Emphasis on environmental quality preservation - Operate a business that does not cause any impact to the communities - Place importance on complaints and suggestions by the communities fairly and communicate explanation to communities for acknowledgement promptly - Promote participation in activities that are beneficial to community development 	<ul style="list-style-type: none"> - Improve the production process to be environmentally friendly with noise, waste, water, and air pollution controls - Improve the environment of the factory to be clean and safe both internally and externally. - Share the Company's knowledge and specializations for various institutes and departments regularly - Provide resources and various equipment that are beneficial to the communities and society 	<ul style="list-style-type: none"> - Build a network and appoint a Community Relations Working Group to meet with community representatives regularly throughout the year - Participate in transferring business knowledge to community enterprises continuously throughout the year - Provide knowledge to institutions and agencies on a regular basis throughout the year - Cooperate with the education sector and provide continuous knowledge sharing every year - Open channels for suggestions, comments, and complaints throughout the year
Shareholders and investors	Smart Service	<ul style="list-style-type: none"> - Make dividend payments regularly - Continuous and stable business growth - Govern with good corporate governance 	<ul style="list-style-type: none"> - Prepare annual report 'Form 56-1 One Report' - Clarification of business results through the Company and the stock exchange's websites - Manage performance according to strategic plans under appropriate risk management. - Development of channels for accessing complete information for the convenience of investors - Achieved an 'Excellent' rating in Corporate Governance Assessment (5 Star CGR) 	<ul style="list-style-type: none"> - Hold annual general meetings - Open year-long channels for information inquiries through the website, investor relations emails, and call center regularly

Public sector	Smart Production Smart Distribution Smart Delivery Smart Service	<ul style="list-style-type: none"> - Comply with rules, regulations, laws, and policies of relevant regulatory bodies. - Cooperate in providing requested information promptly and accurately. 	<ul style="list-style-type: none"> - Report performance and provide truthful information accurately and promptly - Cooperate and support various projects of government agencies - Strictly comply with the rules, regulations, laws, and policies of relevant regulatory bodies. 	<ul style="list-style-type: none"> - Report business results and performance to relevant government agencies at specified frequencies. - Participate in government activities and projects continuously
Financial institutions	Smart Production Smart Distribution Smart Delivery Smart Service	<ul style="list-style-type: none"> - Operate the business in accordance with the goals or the investment plan - Make loan repayments per the agreed terms and specified time 	<ul style="list-style-type: none"> - Manage the Company's performance under appropriate risk management - Follow the investment plan 	<ul style="list-style-type: none"> - Hold meetings to exchange information and news that are beneficial to business operations regularly throughout the year - Negotiate conditions for using the credit limit according to the appropriate cycle
Competitors	Smart Service	<ul style="list-style-type: none"> - Conduct business with transparency under fair trade and competition 	<ul style="list-style-type: none"> - Conduct business with transparency and fairness under free market competition 	<ul style="list-style-type: none"> - Hold joint meetings between organizations and related associations as appropriate to the occasion - Channels for receiving suggestions, opinions, and complaints through the Company's complaints system throughout the year

Sustainability Key Analysis

Step 1: Identifying sustainability issues

The Company has determined the issues in the analysis into 3 areas, namely economic, environmental, and social aspects. These issues have affected shareholders and they have expectations from the Company's operations.

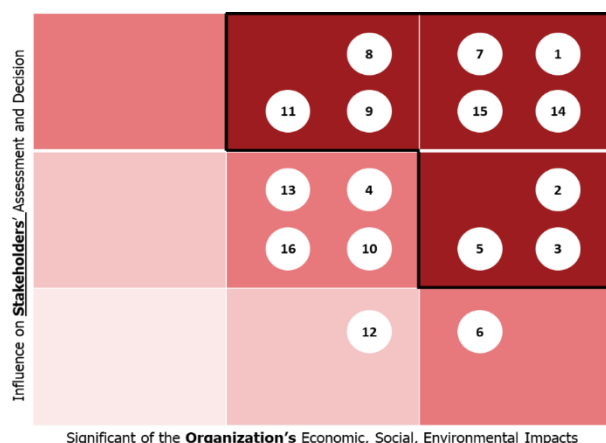
Step 2: Ranking of important issues

The Company shall consider ranking the importance of each issue, which is done by measuring the importance from the Company and external stakeholders' point of views, which takes into account both the positive and negative effects of each issue on the economic, environmental, and social dimensions.

Step 3: Verifying data and reviewing key issues

The sustainability working group has proposed issues in order of importance to report to management for consideration and to be presented in the annual report form 56-1 One Report and disseminate through the company's website. In addition, the Company has also assigned relevant departments and working groups to validate the accuracy and completeness of issues covering economic, environmental, and social dimensions, by reviewing key issues affecting key activities in the Company's value chain regularly every year. These information shall be used for planning policies, strategies, and operational plans including setting sustainability goals.

Assessment Results of Key Sustainability Issues in 2024



- 1. Management for business growth
- 2. Good corporate governance
- 3. Anti-Corruption
- 4. Creating innovations for products
- 5. Improving the quality of products and services
- 6. Customer relationship management
- 7. Developing employee potential
- 8. Caring for employees' health and safety
- 9. Improving the workplace environment
- 10. Respecting human rights
- 11. Participation and development of communities and society
- 12. Employing local labor
- 13. Efficient use of energy
- 14. Greenhouse gas emissions
- 15. Waste management
- 16. Water Management

From the results of the assessment of important sustainability issues in the above table, the Company has grouped various issues in order to plan sustainability management in economic, environmental, and social dimensions for the year 2024 which can be presented in this report as follows:

Sustainability Management in the Economic Dimension	Sustainability Management in the Environmental Dimensions	Sustainability Management in the Social Dimension
<ul style="list-style-type: none"> - Corporate governance towards sustainability - Risk management in business operations - Product quality and service improvements through innovation and technology 	<ul style="list-style-type: none"> - Greenhouse gas management - Garbage, waste and pollution management - Responsible energy and resource management 	<ul style="list-style-type: none"> - Enhancement of human resource potential and human rights - Occupational health and safety at work - Participation in the development of communities and society

3. SUSTAINABILITY MANAGEMENT IN THE ECONOMIC DIMENSION

Corporate Governance Towards Sustainability

Policy

The Company realizes the importance of good corporate governance by adhering to regulatory measures to create sustainable business value. This also includes the management system and control of the Company's internal operations to allow the Company to achieve the goals set for the best interests of shareholders in the long run. The Company acts under the principles and best practices defined by the Securities and Exchange Commission (SEC) along with the good corporate governance principles by the Organization for Economic Co-operation and Development (OECD) which are used as guidelines in determining the principles of good corporate governance of the Company to build confidence among all concerned parties and become the foundation for sustainable growth of a business which has transparency, integrity, accountability, and competitiveness. The details of good corporate governance principles, business ethics, anti-corruption policy are published on the website www.pacificpipe.co.th/TH/investor.html (Corporate Governance topic).

Objectives

- Pass a good corporate governance assessment with an excellent grade (5 stars) by the Thai Institute of Directors Association continuously every year.
- Selected to be on the SET ESG Rating list by the Stock Exchange of Thailand continuously every year.
- Selected as one of the ESG 100 Securities with outstanding performance on environment, society, and governance by Thaipat Institute continuously every year.

Strategy / Action Plan

- Comply with the law, requirements, rules, and regulations related the Company's business operations strictly.
- Review and improve internal audit control processes, rules, regulations, and organizational guidelines to be up-to-date according to the current situation and in accordance with the principles of good corporate governance for listed companies in 2017 (CG Code) at all times.

Operations

1. The Company has reviewed the policies and guidelines for good corporate governance, including other policies and guidelines related to all groups of stakeholders as well as business partners.
2. Conduct audits, review, amend, and improve the Company's rules and regulations in accordance with the law and regulations of various departments that oversees business operations and various activities in the entire business chain of the corporation.
3. Conduct operations as a member of the Thai Private Sector Collective Action Coalition Against Corruption (CAC) and announce the No Gift Policy annually.
4. Apply the principles of good corporate governance for listed companies in 2017 (CG Code) to be adapted to suit the context of the corporation.

Performance Results

- Passed a good corporate governance assessment at an excellent level (5 stars) by the Thai Institute of Directors Association for the 6th year in a row.
- The company has been renewed from the project of CAC or Private Sector Anti-Corruption Coalition of Thailand.



BUSINESS RISK MANAGEMENT

Policy

The board of directors supports and promotes the establishment of an internal risk management system, which is one of the key mechanisms for achieving objectives and adding value to stakeholders. The board has assigned executives and employees in various departments to be risk owners, who have roles, duties, and responsibilities to assess and manage risks responsible to be at acceptable levels by the Company, as well as promote and encourage risk management to be part of corporate culture by raising awareness of the importance of risk management. This can be achieved by providing effective risk management processes in every step, which complies with the framework of risk management structure based on international standards of the Committee of Sponsoring Organization of the Treadway Commission (COSO), which consists of the internal control system (COSO) framework and the Enterprise Risk Management (ERM) framework based on the principles of good corporate governance. This can help the Company increase its chances of success with limited resources effectively and reduce uncertainty in operating results. The Company has published details of the **"Risk Management Policy"** on the website www.pacificpipe.co.th

Objectives

To be able to deliver value through the Company's products and service continuously and with stability.

Strategy / Action Plan

The Company has a systematic risk management approach by appointing an Executive Risk Management and Sustainability Committee. This committee is responsible for overseeing risk management by assessing, monitoring, and reporting key risks to the Board of Directors. In 2024, the Company reviewed and assessed risk factors and established a control plan to mitigate the impact of major risks. These risks can be summarized into five key factors as follows:

1. Strategic risks
2. Operational risks
3. Financial risks
4. Regulatory risks
5. Environmental and social risks

Operations

1. The Company assesses potential risk factors that may arise and impact business operations in various aspects. The details are summarized under the section "Risk Factors Affecting the Company's Operations."
2. The Company implements the risk management process and has summarized the details under the "Risk Management" section, which has been approved by the Executive, Risk management and Sustainability committee. This serves as a guideline for each department to systematically establish and implement their respective risk management procedures in alignment with the corporation's goals. The Company has published such details on the website www.pacificpipe.co.th/files/policy/การบริหารความเสี่ยง.pdf which includes all 8 components as follows:

1. Internal Environment
 2. Objective Setting
 3. Event Identification
 4. Risk Assessment
 5. Control Activities
 6. Risk Response
 7. Monitoring
 8. Information & Communication
3. All departments are required to conduct a risk assessment and risk review annually at least once. The departments shall also be assessed by internal audit to ensure that all departments have been operating in accordance with the policies and working standards.

Performance Results

1. Continuous business operations without interruptions.
2. No complaints or disputes which affect business operations and corporate performance.
3. Delivered products and services with value. The average total customer satisfaction level is 88.8%, a increase of 1.40% from last year. The company has plans to develop products and manage them to meet customer needs.

IMPROVING THE QUALITY OF PRODUCTS AND SERVICES THROUGH INNOVATION AND TECHNOLOGY

Policy

The Company places importance on and is committed to continually developing products and services to meet the needs of all groups of customers with different preferences. This can be achieved by using technology and modern innovations to design the production and business processes to be efficient to increase productivity, reduce waste, time, costs, and safety, as well as reduce environmental impact.

Objectives

- Continuously employ technology to increase efficiency in production processes and services every year.
- The overall customer satisfaction rating is more than 80%.

Strategy / Action Plan

1. Study and understand the needs of each group of customers.
2. Explore the processes in the corporation's value chain to identify gaps in efficiency improvements.
3. Assign responsible persons for each department to assess risks and opportunities. in both business and operational dimensions.
4. Employ technology and innovation to enhance efficiency in the value chain processes.

Operations

The Company has introduced technology to be employed in the production and work processes to increase efficiency and safety and reduce costs in terms of time and expenses. Additionally, technology can help reduce waste that may affect the environment. The Company has taken the following actions:

1. The Business Intelligence (BI) system using Power BI has been developed to transform regular operational data into insightful information that supports decision-making, analysis, and monitoring. This system enables quick, accurate, and highly efficient management decisions. In 2024, the CEO Scorecard Dashboard for Financials was developed to allow executives to effectively monitor financial performance and sales results. This supports strategic decision-making and precise business planning.
2. An online billing system has been developed to improve the efficiency of invoice management, reduce errors from paper-based processes, and decrease the time and cost of operations. The system integrates data with relevant systems, enabling the organization to manage cash flow more efficiently and elevate business standards in the digital era.
3. An e-Document system and online approval process have been installed for document management, expanding the scope from 2021 to include all activities. This increases work efficiency by reducing time, errors, document loss, and paper usage. From 2021 to 2024, a total of 95 online forms have been developed, leading to a reduction of 149 reams of paper, equivalent to saving 6 trees, and reducing carbon footprint by 346,329.60 kgCO₂eq.

Performance Results

- Employ technology to increase efficiency in production processes and services in the year 2024 which includes 3 issues.
- Delivered products and services with value. The average total customer satisfaction is 88.8%.

- From 2021 to 2024, a total of 95 online forms have been developed, leading to a reduction of 149 reams of paper, equivalent to saving 6 trees, and reducing carbon footprint by 346,329.60 kgCO₂eq.

Additionally, the company received an award at the ASA Platform Selected Materials 2024 in the Raw Materials category for its PAP+ steel pipes and also played a key role in providing a strong structural foundation for the Aluminum Grotto, the winner of the Thematic Pavilion of the Year 2024 at Architect '2024."



Reward from ASA



Aluminum Grotto

4. SUSTAINABILITY MANAGEMENT IN ENVIRONMENTAL DIMENSIONS

Policy

As a member of the steel pipe manufacturing industry, which has an impact on the environment through pollution, industrial waste, and the use of natural resources, the Company is committed to managing the environment systematically by applying the ISO 14001: 2015 standard for a sustainable environment in accordance with and responding to the company's energy policies, which the company has announced on the website at www.pacificpipe.co.th/files/policy/นโยบายการอนุรักษ์พลังงาน.pdf

Goals

- By 2027, greenhouse gas emissions per unit of production will be 20% lower than in the baseline year (B.E. 2563).
- Increase green area by 20 percent by 2027
- The amount of electricity per ton consumed decreases every year.
- Water usage is less than 80 cubic meters / person / year
- Control the amount of waste (industrial waste) generated to ensure compliance with the requirements of the industrial waste and underutilized materials management by the amount of industrial waste per ton of production per year steadily decreasing every year.

Strategy / Action Plan

- Evaluate the corporation's current energy usage in order to establish targets for energy reduction and various values.
- Appoint a person to be responsible of planning for energy conservation and reduction, including water and fuel usage.
- Implement the work according to the plan and follow up on it.
- Analyze and amend the action plan by summarizing the performance and comparing it to the objectives.

GREENHOUSE GAS MANAGEMENT

Operations

The Company acknowledges the critical nature of climate change issues. The Company has set rules for greenhouse gas management operations (Carbon Footprint) in a responsible manner in order to contribute to ecosystem protection, mitigate global warming, and repair the natural environment on a continuous basis. Additionally, the Company has encouraged

employees to understand the corporation's and products' carbon footprints and to collect data for the purposes of calculating, monitoring, reporting, and verifying greenhouse gas emissions or reabsorption, resulting in a plan for continuously implementing GHG reduction activities in the corporation and products in accordance with international standards. The Company has designed the following procedure for managing greenhouse emissions in accordance with internationally recognized norms and frameworks, which include the United Nations Sustainable Development Goals:

1. The target of greenhouse gas emissions per unit of production is reduced by 20 percent by 2027 compared to the baseline year (B.E. 2563).
2. Measures
3. In terms of carbon footprint preparation and evaluation, the Company calculates the quantity of greenhouse gas emissions from various operations in the form of carbon dioxide equivalent trees, taking into account the three major components:
 - Part 1 Calculation of carbon footprint (direct emissions) from organizational activities, such as the combustion of corporate machines, car use (owned by the Company), the use of chemicals in wastewater treatment and leaks from processes or activities, etc.
 - Part 2 Calculation of carbon footprint from energy indirect emissions, which is the acquisition of energy for usage in the corporation, such as electric power, thermal power, and steam power, etc.
 - Part 3 Other indirect carbon footprint calculations, employee travel in non-corporate vehicles, trips to on-site seminars, the use of materials, equipment, etc.
4. Enhancements to resource efficiency

Performances

As a result of the Company's attention on greenhouse gas reduction, the total corporate greenhouse gas emissions (CFO) in 2024 were 11,797.01 tons of CO₂eq, a 9.13 % decrease over the 2020 base year (12,982.92 ton of CO₂eq), and the indicators of greenhouse gas emissions from the Company's operations were carbon intensity, expressed as a percentage of greenhouse gas emissions per unit of product generated (kgCO₂ eq/EQ), is used as a proxy for corporate performance in lowering greenhouse gas emissions.

Type 1	2,109.35	tonCO ₂ eq	accounted for 17.88% of all greenhouse gas emissions.
Type 2	7,895.43	tonCO ₂ eq	accounted for 66.93% of all greenhouse gas emissions.
Type 3	1,792.23	tonCO ₂ eq	accounted for 15.19% of all greenhouse gas emissions.

issues	Objectives	Goals	Performances				
			2020	2021	2022	2023	2024
Control or reduce greenhouse gas emissions across the value chain in business processes.	Control or reduce greenhouse gas emissions across the value chain in business processes.	Reduce greenhouse gas emissions by at least 1% over the previous year.	Base year	increase 6.43% from base year	decrease 2.80% from base year	increase 0.89% from base year	decrease 9.13% from base year
Increase natural space through tree planting	Increase the amount of available natural space and oxygen in the air	20% of the total area by 2027	2.00%	2.02%	2.02%	2.02%	2.02%

The company has been certified by the Greenhouse Gas Management Organization under the Carbon Footprint for Organization (CFO) project.



MANAGEMENT OF GARBAGE, WASTE, AND POLLUTION

Operations

The Company is cognizant of the value of waste and garbage management. As a result, the Company works to enhance waste management, particularly the management of industrial waste and underutilized materials, by establishing operating rules based on the three R's: Reduce, Reuse, and Recycle. Segregation of waste enables it to be managed and disposed of more effectively and efficiently, hence minimizing the environmental impact in accordance with the Company's aims.

Performances

issues	Objectives	Goals	Performances				
			2020	2021	2022	2023	2024
Internal waste management of the Company	Reduce the quantity of waste or wasted materials generated throughout the manufacturing process.	Able to separate waste according to work instructions 100%	91.03%	94.06%	94.06%	95.07%	73.56%
		Reduce the amount of sewage or unwanted scrap materials produced by <1% / Tons produced.	(7.12%)	(0.20%)	(0.73%)	-2.85%	4.22%
		Reduce the amount of all waste by <1% / Tons produced	-	-	64.56%	66.74%	15.73%
Environmental control (Audio, PM10)	Control the environment (noise, PM10) in accordance with applicable laws.	Surveillance results pass the criteria as required by law 100%.	100%	100%	100%	100%	100%

RESPONSIBLE ENERGY AND RESOURCE MANAGEMENT

Operations

In its current state, the country is confronted with energy issues, which is a significant problem that has a major impact on the country's society and environment. As a result, the Company has implemented an energy management system and valuable resources to be applied within the corporation in order to contribute to sustainable environmental development. The Company recognizes the importance of energy conservation and it is the responsibility of all employees to work together to manage energy in a sustainable manner. As a result, the Company has devised an energy conservation strategy, which is available on the Company's website at www.pacificpipe.co.th/files/policy/นโยบายการอนุรักษ์พลังงาน.pdf to serve as a guideline for energy operations, promoting energy efficiency and maximizing benefit. Previously, various activities such as public relations campaigns on energy and water conservation, as well as activities to raise awareness of the value of resource use in both online and offline formats, as well as changing, improving, and changing again various energy and resource-related devices, such as changing the light fixture to High Bay LED were undertaken, and the factory is also certified as a Green Factory and modernization of machinery, etc..

Performances

- The company has also been certified under the Green Industry Program at Level 3.



- Received the White Flag with a Green Star for the year 2024, reflecting the company's commitment to conducting business in accordance with corporate governance principles. The company adheres to management standards with transparency and accountability towards the environment, elevating industry standards towards sustainability.



- Performance results in electricity consumption, water usage, and public relations are as follows:

issues	Objectives	Goals	Performances				
			2020	2021	2022	2023	2024
Controlling the Company's electricity consumption	Reducing the quantity of electricity consumed within the Company	Reducing electricity consumption by 2% per product unit (kWh/tons) (compared to 2021 data).	7.51%	30.31%	9.19%	16.85%	21.34%
Water consumption control	Reducing the quantity of water used within the Company	Reducing water usage by 5% (compared to 2021 data)	24.64%	52.87%	42.23%	36.64%	41.16%
Communication of public relations and promotion campaign Environmental energy	Increasing employee understanding and environmental protection inside the corporation.	Public relations communication. campaign to promote energy and environment to be 100% in accordance with the plan	100%	100%	100%	100%	100%

Other Environmental Assessment Results

No.	List	Indicators			Measurement results		
		Parameter	Standard rate	Unit	ALL MEASUREMENT POINTS	Parameter	Standard rate
1	Air pollution from chimneys	Zn	-	-	Do not measure because in 2024 there is no production in this section due to the temporary closure of the factory.		
		TSP	320	mg/m3			
		NO2	690	ppm			
		SO2	700	ppm			
		ZnO	-	mg/m3			
		CO	400	ppm			
2	Light intensity	Opacity value	10	%	349	302	47
		Light intensity	100-500	Lux			
3	Sound	Leq 24 hrs.	70	dB(A)	10	10	0
		noise	10	dB(A)	10	10	0
		Sound 8 hours.	85	dB(A)	31	16	15
		Noise dose	85	dB(A)	24	20	4
4	Heat	Moderate work	32	°C	8	4	4
		Light work	34	°C	37	29	8
5	Chemicals	Ammonia	50	ppm	0	0	0
		Chloride as NH3	35	ppm	0	0	0
		Chloride as Cl2	-	ppm	0	0	0
		Toluene	200	ppm	5	5	0
		Iron Oxide Fume	5	mg/m3	17	17	0
		Oil Mist	5	mg/m3	14	14	0
6	Dust	Total dust	15	mg/m3	31	31	0
		Small dust (2.5 microns)	0.05	mg/m3	0	0	0
		PM10	0.12	mg/m3	0	0	0
		Zinc oxide	5	ppm	4	4	0

5. SUSTAINABILITY MANAGEMENT IN SOCIAL DIMENSIONS

HUMAN RESOURCES EMPOWERMENT AND HUMAN RIGHTS

Policy

The Company places a high value on human resource development since it recognizes that the corporation can grow based on the potential and abilities of its employees. As a result, the Company is committed to continuously developing human resources through various processes and strictly adhering to the principles of human rights in accordance with Thai labor standards set by the Ministry of Labor, including emphasizing fair labor practices without discrimination in terms of employment, compensation, promotion, and development. There is no discrimination based on gender, age, educational institution, religion, ethnicity, color, or physical impairment or disadvantage, and, most significantly, the Company attempts to prevent sexual violations or harassment, as well as infringement of copyright or intellectual property rights. The Company's human rights and employment policies are available on the Company's website at <https://www.pacificpipe.co.th/files/policy/นโยบายด้านสิทธิมนุษยชนและการปฏิบัติต่อแรงงาน.pdf>

Goals

- Assessment of employee engagement with the corporation and employee satisfaction have results of more than 80%
- The turnover rate is less than 10%.
- Employees received development constantly with an average of 25 hours of training per employee in each year.
- There is no labor conflict or human rights abuse

Strategy / Action Plan

- Work under the human rights principles following to Thai labor standards and social responsibility of Thai businesses (UTCC. 8001-2553) of the Ministry of Labor strictly.
- Implement human rights and labor policy to be a guideline in the corporation.
- Provide knowledge and understanding of human rights and human resource development at the executive level.
- Create and promote a good working environment.
- Promote employee potential and skill development for career advancement.
- Create a conscious culture among employees through shared value corporation continuously.

Operations

1. The Company has created implementation guidelines of human resource management operations to set as a standard for all departments to follow and to drive effective personnel management as follows:
 - Structural design based on the appropriateness of administration in relation to the Company's goals and business strategy
 - Fair and effective recruitment and selection of personnel. The process was designed and the method was selected in order to hire employees who has the qualifications and attitudes as the corporation set
 - Organize personnel promotion and development by setting plans for human resource development from the executive level up to the operational level. This is in order to enable progress and promote ethical employees in relation to the goals of the corporation.
 - Fair compensation management with a clear salary structure and in line with the labor market. There are both monetary and non-monetary forms of return. This is achieved by using a fair and transparent performance appraisal system.
 - Encourage employee interaction activities by creating a balance between work and good relationships between the corporation, colleagues, and executives
2. Under the principle of human rights, the Company has a method for recruiting, selecting, and treating employees equitably. The Company has recruited and carefully considered employees in accordance with the corporation's employment policy. The recruitment process is based on qualifications, skills, knowledge, abilities, and a good attitude that is appropriate to the position and shared values of the corporation, as demonstrated by the administration of three types of tests, namely general knowledge, knowledge related to that job function, personality and attitude, and finally an interview by the position's department in collaboration with human resources officers. During the past year, the Company has recruited and considered employing people in accordance with the Company's growth objectives. The Company had 796 employees as of 31 December 2024, with an average age of 37 years and 7 years of employment, with the following details:

Employees	2020	2021	2022	2023	2024
Male	861	679	697	679	617
Female	256	177	179	176	179
Total	1,117	856	876	855	796

The Company does not employ child labor or forced labor. The Company treated labors of all genders, races, religions, and cultures equally. The company accepts one disabled person as an employee of the company and the Company has provided concessions for disabled persons in accordance with the Act on Promotion and Development of the Quality of Life of Disabled Persons B.E. 2550, Section 35, every year. The details of employees are as follows:

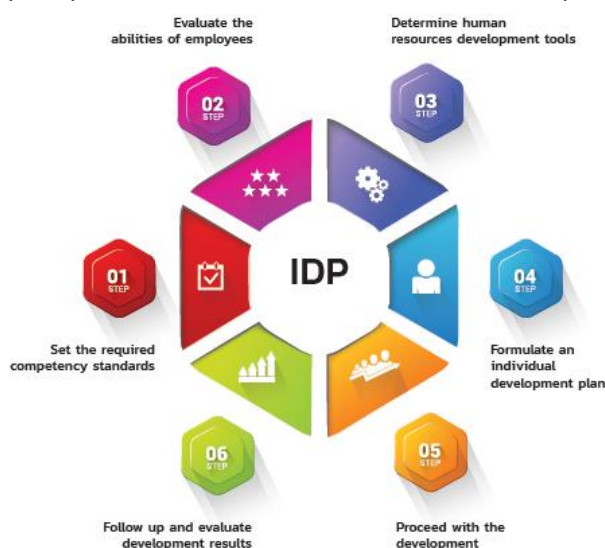
Details	Number of Employees (Person)				Number of Employees (Person)		
	Male	Female	Total		Male	Female	Total
	Full time employee (monthly)				Daily staff		
Bangna Distribution Center	4	5	9		5	0	5
Lat Lum Kaeo Distribution Center	8	8	16		9	0	9
Lumpini Center	144	31	175		109	5	114
Mahachai Center 1	0	0	0		1	1	2
Mahachai Center 2	100	18	118		67	0	67
Mahachai Center 3	62	21	83		67	1	68
Phra Pradaeng Center (Head office)	41	89	130		0	0	0
SJU	359	172	531		258	7	265

Details	Number of Employees (Person)		
	Male	Female	Total
Senior Executive staff	5	2	7
Executive staff	28	14	42
Operational staff	584	163	747
Total	617	179	796

- The purpose of the employee engagement survey and employee satisfaction with the corporation is to research and analyze the data to develop and enhance people management activities. The Company has conducted a survey on the topic by using a questionnaire for all Company employees without collecting personal information in order to obtain the most genuine opinions and suggestions. The HR department will collect and evaluate data in order to provide the executives with a development strategy to improve human resource operations. They have presented the survey results to the Company's personnel in order to demonstrate the Company's sincerity and good intentions.
- The organization has implemented measures to reinforce its shared values and foster a cohesive organizational culture. Specifically, the company has identified six core values and communicated them to employees through the CHANGE initiative, which employs various multimedia formats such as videos, posters, and computer displays. This effort has aimed to increase employee awareness and understanding of the company's values, as well as to demonstrate the alignment between these values and the company's culture. Furthermore, the company has launched an internal online campaign to encourage employees to share their personal experiences and demonstrate how they have applied the company's values in their everyday lives. This campaign has sought to promote consistent behavior and foster a shared sense of purpose across the organization.



- The Company maintains a continuous training program for employees through joint training planning sessions with internal agencies to develop internal training courses and the provision of training courses from external corporations. Additionally, the human resources department has established a framework for consideration and an individual development plan for the highest supervisor of each unit, using the results of the analysis (gap analysis) as data for personnel development through a variety of tools, including training, coaching, on-the-job training, mentors, media training, and activities to close gaps (close gap competency). In 2024, the Company has planned training courses and dispatched employees to participate, totaling an average of 25.38 hours of training per employee per year.



6. The Company has planned a framework and rules to ensure that the potential is utilized effectively to support main operational performance and career progression.
- **Career path planning** is implemented comprehensively and fairly based on job positions. The complexity of tasks and skill levels required for each position are considered and used as a basis for salary structure development.
 - **In terms of promotion system**, after employees have completed the knowledge, skill, and competence development system suited to their positions, the Company will allow employees to apply for promotion tests to ensure employees at all level could be promoted based on the Company's requirements.
 - **Recruitment and succession plans of top executives**: Prior to considering outsiders for the Company's executive positions, internal employees will be considered first, as the Company believes that being an executive requires knowledge, abilities, experience, and a true understanding of the Company's business. They also shall be honest people with excellent ethics. The Company will assign challenging assignments and conduct performance reviews during the recruiting process, as well as compel them to study and complete various duties within the corporation in order to improve leadership abilities and expertise in all areas.
7. The Company has a reward management program that utilizes the remuneration management policy as the primary tool for recruiting and retaining personnel, both in monetary terms and through a variety of non-monetary activities. The monetary remuneration is determined by the employee's well-being as income increases through performance reviews that include key performance indicators (KPIs), and there is a proposal for employees to partake in exams for promotions. For non-monetary remuneration, there will be a component that motivates employees to grow their careers, gain knowledge, and develop skills in responsible work through training activities, both internal and external. There is a suitable atmosphere and basic utilities required for operation, as well as the coordination of employee relations activities to foster a relationship between employees and the Company. Additionally, the Company will assist employees in relieving stress associated with their job responsibilities.

Performances

- The company conducts a relationship survey and assesses employee satisfaction with the corporation. The survey's findings are as follows:

Survey topic	2020	2021	2022	2023	2024
Employee's relationship with the corporation	-	78%	79%	80.49%	78.36%
Employee's satisfaction with the corporation	-	73%	76%	76%	75.78%

The Company will examine the survey data to identify areas for improvement across multiple dimensions as indicated by the survey findings to raise employee engagement and satisfaction and exceed the target by more than 80%.

- Employee turnover rate for in 2024.

Survey topic	2020	2021	2022	2023	2024
Employee turnover rate	27.7%	25.1%	16.67%	15.09%	14.82%

Although the current employee turnover rate has decreased compared to the previous year, it still exceeds the company's target of less than 10%. Therefore, the company needs to implement additional action plans in 2025 to ensure that the employee turnover rate aligns with the company's set target.

- In 2024, employees receive ongoing training to maximize their potential and knowledge.

Survey topic	2020	2021	2022	2023	2024
Training hours (hour / person / year)	9.76	10.74	11.00	18.94	25.38

The Company aims for the average employee training hours of 25 hour / person / year. The Company must formulate a concrete and continuous operational plan in order to achieve the aforementioned goal. In 2024, the Company has trained employees in categories as follows:

1. Development in human resource management training: 17 courses. A total number of 302 people has attended and passed the training courses such as basic employee courses that consist of Corporate Governance, Product Knowledge, Safety, ISO 9001:2015, Corporate Information, PDPA, etc.
2. Developing specific skills, competencies training: 84 courses. A total number of 708 people has attended and passed the training courses such as accounting course, technology course, Management course, products and services course etc.
3. Safety training: 42 courses. A total number of 467 people has attended and passed the training courses such as Primary fire fighting and fire evacuation, Building Safety Awareness with KYT, Foreseeable danger, OSH&E Committee program etc.

- Employees who are promoted are as follows:

<i>Employee promotion details</i>	2020	2021	2022	2023	2024
Management level (person)	2	5	21	7	
Employee level (person)	8	23	19	31	
Operation level (person)	13	90	19	17	
Total	23	118	59	55	
as a percentage of the total number of employees	2.4	13.78	6.68	6.43	

- Throughout 2024, the Company has no labor conflict or human rights abuse.

OCCUPATIONAL HYGIENE AND SAFETY

Policy

The Company places great importance on care management of occupational safety, health, and working environment to ensure that the Company is providing services and carrying out various activities in order to raise the Company's labor standards. This includes the employees' quality of life, better and safer working environment that is not harmful to health both physically and mentally, fair treatment that is in accordance with related laws and regulations. This is a way for the Company to show commitment and comply with the aforementioned objectives continuously. Moreover, the Company is determined to be a manufacturer of quality, safe, and environmentally friendly steel pipes. The details of the safety, health, and environment policy are displayed on the website <https://www.pacificpipe.co.th/files/policy/นโยบายความปลอดภย อาชีวอนามัย และสิ่งแวดลอม.pdf>

Goals

- Conduct business operations in accordance with related laws and regulations
- Injury Frequency Rates (IFR) has been declining every year.
- Safety awareness is continuously promoted every year.

Strategy / Action Plan

1. Compliance with the relevant laws, regulations, requirements, and rules of safety and environmental management.
2. Prevent and reduce the risk of workplace hazards.
3. Build and promote safety awareness for employees.

Operations

1. Compliance with the relevant laws, regulations, requirements, and rules of safety and environmental management.
 - Assess occupational health and environmental management system to follow all applicable safety and environmental laws, regulations, requirements, and regulations annually, or when current or new regulations are implemented.
 - Improve and correct the Company's policies, requirements, regulations, or guidelines in accordance with the above assessment.
2. Prevent and reduce the risk of workplace hazards.
 - Formulate a safety, occupational hygiene, and work environment committee to have a responsibility to develop plans and methods to reduce hazards and occupational health and work environment risks, as well as to control, prevent, and assess risks in accordance with applicable laws, regulations, and requirements.
 - Add lightning and reduce blind corners around the production area and warehouse in order to reduce the risk of hazards caused by insufficient lightning.
 - Adjust traffic landscape, routes, and symbols within the factory area and warehouse according to international standards. This includes painting the traffic line, designing parking area, and installing traffic signs in order to prevent and control the dangers of traffic in the Company's area.
 - Measure work environment. Employ a certified external agency to measure the work environment (light, noise, heat, chemicals) to ensure that the Company's work environment is appropriate according to the law and safe for employees within the corporation.
 - Review and rehearse emergency prevention and suppression plans at least 1 time a year.
3. Create and promote employees to be conscious of workplace safety.

The Company has implemented effective occupational health and safety policy by educating employees in the methods of management system requirements (Awareness Training), the methods of risk assessment (Risk Assessment Training) and the methods of assessing the management system in terms of occupational health and safety (Internal Audit Training). Employees who have passed these trainings will be able to work appropriately and will receive a certificate of a trainee in various courses. The Company also has a process for the occupational hygiene and safety management assessment in order to review and improve continuously.

The Company has been certified by ISO 45001:2018 (Occupational health and safety management systems) from TUV NORD (Thailand) Ltd., which is an occupational health and safety management system standard. The goal is to reduce and control the hazards of employees, including increasing the efficiency of business operations for safety and promoting corporate image of responsibility towards employees and society. In the past year of 2024, the Company has organized various activities in order to create and promote safety awareness as follows:

- Provide training courses on safety, occupational health, and work environment, with a total of 42 courses , with 467 employees attending and passing the training.
- Organize the Zero Accident Reduction Campaign "PAP Safety Campaign" continuously for the 4th year, which is a public relations activity in various forms to get employees involved, creating awareness of the causes of accidents and ways to prevent dangers from an accident.
- Returning home safely and far from danger" project, which is an activity that the Company has continued to cooperate with Thai Health Promotion Foundation. Organize activities before the long holiday such as Songkran Festival and New Year Festival to send employees home safely from travel hazards and intoxication from alcohol and drugs.
- The quality of lighting and noise hazards in every factory are inspected and improved as required by law, and the health of employees in general diseases, vision quality and hearing are continuously checked every year.
- Organize 5S activities to improve working conditions to be orderly, promote safety, increase work efficiency, reduce the risk of accidents that may occur, as well as promote cooperation among employees and instill systematic work discipline.

Performances

- The Company has been certified as a standard for the ISO 45001:2018 (Occupational health and safety management systems) continuously.
- Injury Frequency Rates (IFR) has been declining every year.

Survey topic	2020	2021	2022	2023	2024
Employee Accident Frequency Rate: Injury Frequency Rate -IFR (Number of Victims per working hour 1,000,000 hours)	52.46	39.74	24.14	40.81	40.54

Every year, the Company aims to lower the frequency rate (IFR decreased by at least 20% compared to the previous year). In 2024 the IFR rate is 0.66% decrease than the previous year, according to data. The company has a plan to concretely reduce accidents in every workplace.

Participation in the Development of Communities and Society

Policy

The Company has prioritized the responsibilities to communities and society on a continuous basis, particularly in regard to living together with the communities and society through good communication and participation in activities, with the goal of fostering a positive relationship and understanding between the Company and the communities in order to ensure that the Company's business operations will have no negative consequences, but instead support the communities and society to grow sustainably in accordance with the social responsibility policy. The details are displayed on the website <https://www.pacificpipe.co.th/files/policy/นโยบายด้านความยั่งยืน.pdf>

Goals

- Zero external complaints
- Carry out projects that improve cooperation between the Company, communities, and society continuously every year.

Strategy / Action Plan

- Appoint a community relations committee to define duties and guidelines for effective operations.
- Create connection between the Company, communities, and society by using resources, knowledge, and expertise of the Company to their maximum potential.

Operations

1. Appoint a community relations committee to define duties and guidelines for effective operations in compliance with the code of business ethics as follows:
 - Review sustainable development policy and guidelines for effective community relations by focusing on community development in order to have a better quality life in 3 dimensions: economy, society, and environment.
 - Appoint a working group responsible for community relations in each area to represent the Company in discussing and listening to problems and complaints, collecting data, and analyzing problems systematically in order to achieve effective access to the communities and build relations with relevant stakeholders, which contributes to a quick and effective way to support communities and surrounding society.
 - Arrange a board meeting to consider plans, budgets, as well as related important issues, then present a summary of operating results to the executives quarterly.

2. Promote participation in communities and social development by considering surrounding communities which are close to the Company and can be potentially affected directly by the Company's operations. These include Kobe Community (Suksawat 80), Tha Sai Community (Samut Sakhon), and Samut Sakhon Industrial Estate. Furthermore, the Company prioritizes on supporting and developing a high quality life in Thailand's society without discrimination. The Company also supports as much as it could to help bring communities and society towards sustainable growth. Throughout 2024, the Company has completed the following projects and activities:

2.1. "PAP: Providing Knowledge to Society" Project

- Volunteer Coach Project, which is part of the "SET Social Impact Gym" project for the five year in a row. The project is organized by the Stock Exchange of Thailand with aims to improve social entrepreneurship potential (Social Enterprise: SE). The project also helps promote the growth of social entrepreneurs by providing knowledge, experience, specialization in corporate management, and suggestions by experts to develop business potential of social enterprises. The Company has allocated 1 executives to be coaches for the SET Social Impact Gym 2024 project. The executives have participated throughout the course of the project's 9 weeks period, with a total of 55 hours for Association for Parents of Person with Intelligences Disability of Thailand (APID).
- Shared knowledge through special lectures on construction business management with a special "Business Modeling" topic for the 4th under the FIET Family-Visit Alumni 2024 project, consecutive year to assist students in understanding the perspective of business ownership and knowledge of construction business before entering the labor market. Participating students are from the Department of Industrial Education, Civil Engineering, King Mongkut's University of Technology Thonburi.
- Provide knowledge about steel production, processing, and standards related to both structural steel pipes and steel pipes system to engineers, architects, contractors, as well as construction building designers. This is organized jointly with trading partners, the Engineering Institute of Thailand, Society of Structural Engineers of Thailand, and Siamese Architects. Throughout the year 2024, the Company has held 21 seminars online and offline, with a total of 3,125 participants.

2.2. PAP Project: Providing Happiness to Sustainable Society

- The company, in collaboration with the Central Vocational Education Institute 5, led the Samut Sakhon Technical College team in a social initiative to create stretching areas in public parks. This involved installing exercise equipment for muscle stretching, including a single pull-up bar, a double pull-up bar, a push-up bar, and a muscle stretching bar, across 13 public parks in Bangkok. These parks include Chatuchak Park, Benjakitti Park, Santiphap Park, Saranrom Park, Thung Si Kan Romanee Park, a public park at the Phran Nok-Phutthamonthon Sai 4 overpass intersection with Phutthamonthon Sai 2 Road, Seri Thai Park, Nawamin Phirom Park, Chaloem Phrakiat 7th Cycle Public Park (Bang Bon), Wana Tham Park, Chaloem Phrakiat 80th Anniversary Public Park (Bang Khun Non), Thawee Wanaram Park, and Thawee Kanchanaphisek Park. The project, valued at over 800,000 baht, was successfully completed and officially handed over to the Bangkok Metropolitan Administration.
- Donating unused IT equipment and tools to Samut Prakan Technical College for the third year in a row to benefit education and reduce electronic waste, which is part of developing knowledge and skills and reducing electronic waste at the same time.
- Collaborating with business partners to support the budget for organizing the "Iron Man Mini Marathon" charity event to promote awareness of the benefits of exercise for strong physical and mental health, as well as a good relationship between the company and its partners.

Performance

- Zero external complaints
- Carry out 2 projects which improve cooperation between the Company, communities, and society continuously every year.





SUSTAINABLE DEVELOPMENT GOALS (SDGs)




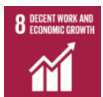



The Company is determined to operate its business to develop sustainability and play a role in driving Thai society and the world community towards Sustainable Development Goals: (SDGs) of the United Nations. Furthermore, the Company is determined to build confidence for all stakeholders that the Company's operations are in line with international goals. In 2024, the Company has organized projects and activities related to sustainability in the dimensions of economy, society, and environment, which are consistent with 15 Sustainable Development Goals goals from a total of 17 goals.







Ref: <https://www.un.or.th/globalgoals/th/the-goals>

A summary of the related operations is as follows:

Sustainable Development Goals (SDGs)	Sustainability issues of the company	Activities / Projects supporting the goals	Benefits to the Company	Social and environmental benefits
1. No Poverty 	<ul style="list-style-type: none"> - Participation in the development of communities and society 	<ul style="list-style-type: none"> - Business Coaching Volunteer Project for the society (Social Enterprise: SE) 	<ul style="list-style-type: none"> - Build a positive relationship with the communities and society - Build a connection of executives participating in the activities 	<ul style="list-style-type: none"> - Promote employment in the communities - Promote income generation for the communities
2. Zero Hunger 	<ul style="list-style-type: none"> - Human resources and human rights services 	<ul style="list-style-type: none"> - Free Rice Welfare Program 	<ul style="list-style-type: none"> - Build relationship with employees - Motivation to work for employees 	<ul style="list-style-type: none"> - Promote a good quality of life provide access to good, nutritious food sufficiently
3. Good Health and Well Being 	<ul style="list-style-type: none"> - Human resources and human rights services - Occupational health and safety 	<ul style="list-style-type: none"> - Care for employees during the COVID-19 crisis - Zero Accident Project - Adjusting the traffic landscape and adding lightning 	<ul style="list-style-type: none"> - Build relationship with employees - Reduce employees' sickness absence - Reduce accidents 	<ul style="list-style-type: none"> - Prevent the spread of COVID-19
4. Quality Education 	<ul style="list-style-type: none"> - Develop employees' potential - Participation in the development of communities and society 	<ul style="list-style-type: none"> - Organize employees' training - "PAP: Providing Knowledge to Society" Project 	<ul style="list-style-type: none"> - The number of employees with quality education, knowledge and skills increases. - Engineers, architects, and contractors have better understanding of the Company's products and standards more. 	<ul style="list-style-type: none"> - Support equal and inclusive education - Promote employee learning - Use steel product correctly, cost-effectively, safety, and reduce waste.

5. Gender Equality 	<ul style="list-style-type: none"> - Human resources and human rights management - Develop employees' potential 	<ul style="list-style-type: none"> - Treat workers equally - Open positions for suitable female candidates - Women in executive positions 	<ul style="list-style-type: none"> - All employees are suitable to the job type and position. - Employees can use their full potential at work. 	<ul style="list-style-type: none"> - Promote gender equality - Develop female roles to be able to work and earn wages from working
6. Clean Water and Sanitation 	<ul style="list-style-type: none"> - Manage energy and resource responsibly 	<ul style="list-style-type: none"> - Campaign for the use of valuable resources responsibly 	<ul style="list-style-type: none"> - Employees realize the value of energy and resources - Reduce the Company's water resources costs 	<ul style="list-style-type: none"> - Conserve water resources
7. Affordable and Clean Energy 	<ul style="list-style-type: none"> - Manage energy and resource responsibly - Greenhouse gas management 	<ul style="list-style-type: none"> - Change to High Bay LED 180 W - Certified Green Factory 	<ul style="list-style-type: none"> - Reduce dependency on primary power sources and turn to natural energy sources instead - Reduce long-term costs for the Company 	<ul style="list-style-type: none"> - Reduce greenhouse gas emissions - Increase awareness of the use of alternative energy
8. Decent Work and Economics Growth 	<ul style="list-style-type: none"> - Human resources and human rights management - Develop employees' potential 	<ul style="list-style-type: none"> - Employee promotion - Legal employment 	<ul style="list-style-type: none"> - Raise efficiency in the production process - Build relationship with employees - Decrease turnover rate 	<ul style="list-style-type: none"> - Promote effective employment and proper work positions for male and female employees - Encourage employees' career advancement
9. Industry, Innovation and Infrastructure 	<ul style="list-style-type: none"> - Develop the quality of products and services through innovation and technology 	<ul style="list-style-type: none"> - Employ technology systems in the production process and services. 	<ul style="list-style-type: none"> - Reduce waste - Increase the quality of products and services - Increase productivity in the work process - Increase customer satisfaction 	<ul style="list-style-type: none"> - Invest in technology and innovation - Reduce industrial waste
10. Reduce Inequality 	<ul style="list-style-type: none"> - Human resources and human rights management - Develop employees' potential 	<ul style="list-style-type: none"> - Treat workers equally. No discrimination 	<ul style="list-style-type: none"> - No legal action taken against for breaking the law, and no labor dispute. - Build relationship with employees 	<ul style="list-style-type: none"> - Promote equality in society
11. Sustainable Cities and Communities 	<ul style="list-style-type: none"> - Participation in the development of communities and society 	<ul style="list-style-type: none"> - "PAP:Providing Knowledge to Society" Project 	<ul style="list-style-type: none"> - Build a positive relationship with the communities and society - Build a positive relationship with the educational institutions 	<ul style="list-style-type: none"> - Support the communities to have strong, safe, suitable steel structure buildings. - Use various types of steels properly
12. Responsible Consumption and Production 	<ul style="list-style-type: none"> - Innovation management and product quality development - Manage energy and resource responsibly 	<ul style="list-style-type: none"> - Production in accordance with the policy to minimize environmental impact. 	<ul style="list-style-type: none"> - Reduce energy consumption - Reduce the waste in the production process 	<ul style="list-style-type: none"> - Use natural resources efficiently - Support a circular economy

	<ul style="list-style-type: none"> - Greenhouse gas management 		<ul style="list-style-type: none"> - Scrap metals can be sold 100% and recycled. 	
13. Climate Action 	<ul style="list-style-type: none"> - Manage energy and resource responsibly - Greenhouse gas management 	<ul style="list-style-type: none"> - Carbon Footprint Project - Campaign for the responsible use of valuable resources 	<ul style="list-style-type: none"> - Reduce long-term costs for the Company 	<ul style="list-style-type: none"> - Reduce greenhouse gas emissions that caused global warming - Increase awareness of the use of energy
15. Life on Land 	<ul style="list-style-type: none"> - Greenhouse gas management 	<ul style="list-style-type: none"> - Adding more green areas 	<ul style="list-style-type: none"> - Employees are conscious of reducing greenhouse gas emissions and conserving the trees 	<ul style="list-style-type: none"> - Adding more green areas - Support sustainable forest management and resolve deforestation
16. Peace and Justice, Strong Institutions 	<ul style="list-style-type: none"> - Corporate governance for sustainability - Human resources and human rights management 	<ul style="list-style-type: none"> - Comply with human rights principles and Thai Labor Standards (TLS) - Anti-corruption policy in the corporation 	<ul style="list-style-type: none"> - No legal action taken against for breaking the law, and no labor dispute. - Develop company's credibility by being transparent and factual 	<ul style="list-style-type: none"> - Reduce conflict - Reduce social problems - Prevent and oppose corruption