



Corporate Social Responsibility (CSR) Policy
Tata Steel (Thailand) Public Company Limited Group

Tata Steel (Thailand) Public Company Limited holds a leading market share position in the Steel Long Products industry and is a key supplier for the construction and infrastructure growth of Thailand. The company is focused on building long-term relationships with stakeholders based on trust and care. Accordingly, Tata Steel (Thailand) and its subsidiary are committed to strengthen Corporate Social Responsibility. The Company's CSR objective is "to improve the quality of life of the communities we serve through long term value creation for all stakeholders", which is in alignment with the Tata Core Value, "Responsibility".

Towards this objective, the Company shall provide necessary resources for activities to improve and sustain a healthy and prosperous environment. The Company may also utilize its products and services as suitable for its CSR activities. The Company shall influence its employees and partners in fostering a sense of social commitment for their stakeholders.

CSR Focus Areas

We aim at improving the quality of life of communities by focusing the CSR activities as follows:

1. Promoting Local Tradition, Culture, and Education
2. Promoting Health, Safety, Environment Conservation and Natural Resource Restoration
3. Promote Diversity, Equity, and Inclusion
4. Promote Livelihood and Skill Development

The focus areas for CSR developmental activities within 5 Kilometers radius of the company's plant or office (the Company may support initiatives in other provinces across the country from time to time including Non-Profit Organizations, University Student Camps, Natural Disaster victims). While it will be ensured that all communities benefit from the CSR activities, the focus will be on those groups that are socially under privileged and economically marginalized, also directly impacted by the operations of the Company.

Approach

The Company's CSR will be based on 4 guiding principles as follows:

1. Impact

All CSR initiatives will have KPIs to measure impacts on target groups. For high impact projects, the assessments and feedback will be a key input for redesign and/or rollout of further initiatives.

2. Partnerships

The Company will forge collaborations with business partners, other Tata companies in Thailand and like-minded corporate organizations, government agencies and private organization, educational institutes, community-based organizations, Customers, Business Partners and other Stakeholders based on well-defined selection criteria. Partners will bring in complementary resources, expertise and influence which would be leveraged to force multiply the company's CSR initiatives.

TATA STEEL (THAILAND)

บริษัท ทาตา สตีล (ประเทศไทย) จำกัด (มหาชน) Tata Steel (Thailand) Public Company Limited

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3. Volunteerism

The Company is committed to providing opportunities to its employees to engage in volunteering activities that will be beneficial to the communities in which they live and work, and at the same time, support Tata Steel (Thailand)'s CSR efforts. This will deepen local community connect and leverage in-house skills in addressing social challenges.

4. Communication

The Company will have a two-way communication channel, to map the stakeholders' demands, expectations and aspirations. Their feedback and satisfaction levels can be obtained and assessed for the purpose of design and improvement of initiatives for our further CSR projects.

The activities will be implemented by the CSR units within the organization through cooperation with government agencies and organizations supported by the Company based on good selection criteria.

Governance

- Corporate Social Responsibility and Sustainability Committee of the Board will govern and review the CSR policy of the Company from time to time. Any changes, if necessary, will be considered by the Corporate Social Responsibility and Sustainability Committee and approved by the Board of Directors. The Corporate Social Responsibility and Sustainability Committee will recommend the Annual Business Plan for CSR to the Board for its approval.
- This CSR Policy has been reviewed by the Corporate Social Responsibility and Sustainability Committee of the Board during 2024 and approved by the Board of Directors in October 2024.

Dated November 20, 2024

Tata Steel (Thailand) Public Company Limited

(Tarun Daga)

President and Chief Executive Officer

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