



Quarterly update in second quarter of 2026

JUMP+ Plan

Year 2026 - 2028



VAROPAKORN PUBLIC COMPANY LIMITED

(VARO)

at 30 June 2026

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VAROPAKORN PUBLIC COMPANY LIMITED

SET	CG Report :
Industrials / Industrial Materials & Machinery	SET ESG Ratings: -
	Anti-Corruption Certification (CAC): -

Business Type

The Company engages in the business of aluminium manufacturing and distribution of semi-finished sheets & coils for sale to other manufacturers who could reproduce them further or use them as components for other products. The company is certified under ISO 9001: 2015, ISO 14001: 2015

Financial Statement				
Year	2025	2024	2023	2022
Income Statement (MB)				
Revenues	2,800.04	3,028.84	2,524.35	3,762.83
Expenses	2,689.18	2,843.68	2,580.72	3,785.21
Net Profit	69.46	130.43	-108.51	-58.79
Balance Sheet (MB)				
Assets	2,188.13	2,506.31	2,099.06	2,336.32
Liabilities	1,185.03	1,604.35	1,327.52	1,457.86
Shareholders' Equity	1,003.10	901.96	771.53	878.46
Cash Flow (MB)				
Operating	273.35	10.59	64.89	392.56
Investing	-18.94	-38.85	-47.64	-45.16
Financing	-298.29	99.18	-60.82	-312.66
Financial Ratio				
EPS (Baht)	0.70	1.31	-1.09	-0.59
GP Margin (%)	6.75	8.19	1.40	2.57
NP Margin (%)	2.48	4.31	-4.30	-1.56
D/E Ratio (Times)	1.18	1.78	1.72	1.66
ROE (%)	7.29	15.59	-13.15	-7.09
ROA (%)	4.72	8.04	-2.54	-0.86

JUMP+ Plan			
Business Plan			
Target in 2028			
Net Profit	200-250 Million Baht		
Strategic Plan	Growth	Profitability & Efficiency	Stability
1. Strategic Plan 1 : Driving revenue growth through global market expansion	✓		
2. Strategic Plan 2 : Install additional machinery to expand production capacity for products with strong demand in international markets.	✓		
3. Strategic Plan 3 : Secure additional working capital to support increased production.			✓
4. Strategic Plan 4 : Optimize machinery utilization to improve production effectiveness.		✓	
Governance Plan			
1. Enhancing anti-corruption and fraud prevention efforts			
2. Enhancing the prevention of insider information			
3. Formulation of a succession plan for the CEO, executive management, and critical roles			
Climate Action Plan			
1. Greenhouse gas inventory (GHG) plan			
2. Decarbonization			

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Quarterly update

Section 1

Business Plan

Quarterly update : Section 1 Business Plan

Target in 2028

Title	Target	Actual Result	
	2028	2025	6M/2026
Net Profit (Million Baht)	200-250	69.46	149.10

Progress description

For the first six months of 2026, the Company reported sales revenue of Baht 1,498.6 million, a decrease of 8.2% from Baht 1,631.7 million in the same period of the previous year. However, it generated a gross profit of Baht 168.3 million, an increase of 86.9% from Baht 90 million, and a net profit of Baht 149.1 million, an increase of 129.4% from Baht 65 million in the same period of the previous year.

Growth plan/Increase business value

Strategic Plan 1 : Driving revenue growth through global market expansion

- 1. Drive revenue growth from existing key accounts.
- 2. Expand the customer base while enhancing production capacity.

Targets

• Corporate Financial Targets

Title	Target			Actual Result	
	2026	2027	2028	2025	6M/2026
Revenue Growth (%) YoY Growth Rate	12.17	11.75	13.21	-7.55	-6.79

Progress description

In Q2/2026, the Company continued to face market volatility and aluminum raw material prices due to geopolitical conflicts, as well as fluctuations in exchange rates and global benchmark raw material prices. Consequently, the volume of purchase demand and sales revenue remained below target.

Strategic Initiative

Strategic Initiative : Increase sales revenue in India and Europe

Status ● On track

Year	Expected Outcomes	Actual Result
2026	1,981 MB	Export revenue for the first 6 months amounted to 908 million baht, representing 45.84% of the target of 1,981 million baht. It is anticipated that export volume in the latter 6 months will meet

Year	Expected Outcomes	Actual Result
		the established target.

Strategic Plan 2 : Install additional machinery to expand production capacity for products with strong demand in international markets.

To align with production processes and increased production volumes in response to demand from international customers.

Targets

- Corporate Financial Targets

Title	Target			Actual Result	
	2026	2027	2028	2025	6M/2026
Net Profit Growth (%) YoY Growth Rate	108.33	40.00	28.57	-46.75	129.42

Progress description

The aforementioned performance reflects that the improvement in performance in 2026 is primarily attributable to an increase in gross profit margin, cost management, management of the spread between selling prices and raw material costs, as well as the impact of exchange rates and derivative instruments, rather than solely by sales volume growth.

Strategic Initiative

Strategic Initiative : Align production planning with export targets, while broadening the customer base and diversifying the product portfolio.

Status ● On track

Year	Expected Outcomes	Actual Result
2026	The company is expected to generate a net profit of THB 125 million.	For the first six months of 2026, the Company reported sales revenue of Baht 1,498.6 million, a decrease of 8.2% from Baht 1,631.7 million in the same period of the previous year. However, it generated a gross profit of Baht 168.3 million, an increase of 86.9% from Baht 90 million, and a net profit of Baht 149.1 million, an increase of 129.4% from Baht 65 million in the same period of the previous year.

Strategic Plan 3 : Secure additional working capital to support increased production.

Additional financing is required to support higher raw material procurement volumes in line with increased production.

Targets

• Corporate Financial Targets

Title	Target			Actual Result	
	2026	2027	2028	2025	6M/2026
Shareholders' Equity (MILLION BAHT)	1,128	1,303	1,528	1003.10	1152.20

Progress description

Shareholders' equity as of June 30, 2026, amounted to 1,152.2 million Baht, an increase from 1,003.1 million Baht as of year-end 2025, or approximately 14.9%. This increase was primarily driven by the accumulated earnings from the current period's operating results.

Strategic Initiative

Strategic Initiative : “Drive sales growth while ensuring deliveries to customers are completed in accordance with the plan.”

Status ● On track

Year	Expected Outcomes	Actual Result
2026	• This is expected to drive international sales to THB 1,981 million	Export revenue for the first 6 months totaled 908 million Baht, representing 45.84% of the 1,981 million Baht target.

Strategic Plan 4 : Optimize machinery utilization to improve production effectiveness.

Ensure machinery operates in accordance with the established production plan.

Targets

• Corporate Financial Targets

Title	Target			Actual Result	
	2026	2027	2028	2025	6M/2026
Gross Profit Margin (%)	7.57	8.46	9.58	6.75	11.30

Progress description

Gross profit margin increased to approximately 11.3% from 5.5% in the same period of the previous year, while net profit margin increased to approximately 10% from 4%. This increase in profit was attributable to a decrease in the cost of goods sold relative to revenue, improved management of sales price and raw material cost differentials, a reduction in financial costs, as well as the impact of foreign exchange gains/losses and derivative instruments.

Strategic Initiative

Strategic Initiative : Develop operational plans to ensure that the Overall Equipment Effectiveness (OEE) of each machine is maintained at or above the established target.

Status ● On track

Year	Expected Outcomes	Actual Result
2026	Maintain Overall Equipment Effectiveness (OEE) at or above 73%.	Overhauls have been implemented to enhance machine efficiency. However, some products are more challenging to produce according to customer requirements than others. Furthermore, preventive maintenance (PM) for some machines has not been completed as planned. Consequently, the overall equipment effectiveness (OEE) has not met the target in the first six months.

Quarterly update
Section 2
Governance Plan

Quarterly update : Section 2 Governance Plan

Accountability and Transparency Governance

Enhancing anti-corruption and fraud prevention efforts

The company has a written anti-bribery and anti-corruption policy approved by the Board of Directors, with plans to train employees, establish whistleblowing channels, and have regular follow-up by internal auditors.

Targets

Revise the anti-corruption policy to cover all company activities and obtain board approval.

Title	Target			Actual Result	
	2026	2027	2028	Before Project Participation	6M/2026
The company has established an anti-corruption policy and practices.	In Progress	Success	Success	In Progress	In Progress
An anti-corruption and anti-bribery policy has been developed to comprehensively cover the organization's business operations,formally approved by the Board of Directors,and supported by clear and practical implementation guidelines	In Progress	Success	Success	In Progress	In Progress
The company conducts regular monitoring and evaluation of compliance with its anti-corruption and anti-bribery policy and procedures. Audit results are reported by internal auditors to the Board of Directors at least annually. In the event of any violations,corrective actions and preventive measures are clearly defined to prevent recurrence	In Progress	Success	Success	Not Started	In Progress
The company conducts an annual review of its anti-corruption and anti-bribery policy and practices with the Board of Directors	In Progress	Success	Success	Not Started	In Progress
Achieve CAC certification from the Thai Institute of Directors (Thai IOD)	In the process of applying for certification.	Certified	Certified	Signatory	In the process of applying for certification.
Evaluation of adherence to ISO 37003 standards: Fraud control management systems	Not Started	In Progress	Success	-	Not Started

Progress description

- The company has a written anti-corruption and bribery policy, which has been approved by the Board of Directors and is currently in effect.
- The company is in the process of reviewing and improving related policies and practices to cover business activities, departments, and stakeholders, including defining roles, responsibilities, and operational procedures more clearly.
- The company has established channels for receiving complaints and whistleblowing, as well as guidelines for maintaining confidentiality and protecting whistleblowers, which are currently under review regarding the procedures for receiving reports, investigation, reporting results, and monitoring corrective actions.
- The company is in the process of developing a communication and training plan on anti-corruption and bribery for directors, executives, and employees, to build knowledge and understanding of policies, practices, and whistleblowing channels.
- The company has established a framework for monitoring and evaluating policy compliance, by requiring the internal audit unit to report results to the relevant committee at least once a year, along with defining corrective and preventive measures in cases where deficiencies are found.
- The company is preparing documents and evidence for submission to obtain certification from the Thai Private Sector Collective Action Against Corruption (CAC), including the application of the ISO 37003 framework as appropriate.

Strategic Initiative

The company has revised its anti-corruption policy; provided training for employees and management; expanded whistleblowing channels and standard operating procedures (SOPs) for investigations; and prepared documents for CAC certification. The company has systematically implemented the ISO 37003 anti-corruption framework and will conduct an internal audit or independent external assessment of its compliance with this framework by 2028.

Strategic Initiative : The company has a written anti-bribery and anti-corruption policy approved by the Board of Directors, with plans to train employees, establish whistleblowing channels, and have regular follow-up by internal auditors.

Status ● On track

Year	Expected Outcomes	Actual Result
2026	• The final policy has been approved by the company's Board of Directors.	• The company has an anti-corruption and bribery policy that has been approved by the Board of Directors and is currently in effect. • The company is in the process of reviewing and improving relevant policies and practices to cover business activities, along with clearly defining roles, responsibilities, operational procedures, and control measures. • The company is in the process of developing communication and training plans, as well as reviewing whistleblowing channels, investigation procedures, follow-up actions, and reporting to relevant committees. • The company is in the process of preparing documents and evidence for submission to obtain certification from the Private Sector Collective Action Coalition Against Corruption (CAC).

Remark : Key Performance Indicators (KPIs): • Percentage of employees who have completed training; Number of fraud incidents detected and closed; Status of CAC certification applications.

Enhancing the prevention of insider information

The company will establish a clear and written Insider Information Policy and guidelines, along with a monitoring and reporting system, to the Board of Directors at least once a year to ensure transparency and prevent misconduct that may affect investors.

Targets

Review, develop, and implement an internal information security policy, Provide training for staff and management, Monitor and verify compliance with the policy and report to the board, Submit clear reports on policy compliance and corrective/preventive measures to avoid recurrence.

Title	Target			Actual Result	
	2026	2027	2028	Before Project Participation	6M/2026
The company has established a policy and procedures to prevent the misuse of insider information.	In Progress	Success	Success	In Progress	In Progress
A Board-approved written policy on insider information prevention has been clearly defined and implemented	In Progress	Success	Success	In Progress	In Progress
A structured process is implemented to regularly monitor and review compliance with the insider trading prevention policy,with audits conducted at least annually.	In Progress	Success	Success	Not Started	In Progress
The implementation of the insider information prevention policy is reviewed and reported to the Board of Directors at least annually. If any violations are detected,corrective actions and preventive measures are clearly outlined to prevent recurrence	In Progress	Success	Success	In Progress	In Progress
Internally disclose,on a per-transaction basis,the list of individuals who have access to inside information regarding any transaction that may affect the company’s stock price and investor decisions.	In Progress	Success	Success	-	In Progress

Progress description

- The company has policies and practices regarding the prevention of insider trading and the use of company securities, which are currently in effect.
- The company is in the process of reviewing and updating its policies and practices on insider information governance to clearly define the scope, criteria, responsible parties, and control measures in accordance with relevant regulations.
- The company is in the process of defining and reviewing an expanded list of individuals who have access to insider information, as well as guidelines for restricting access, maintaining confidentiality, and retaining relevant evidence.
- The company is in the process of developing a communication and training plan for directors, executives, and employees to foster understanding of their confidentiality obligations, blackout periods for securities trading, and restrictions on the use or disclosure of insider information.
- The company is in the process of establishing reporting channels, monitoring processes, and guidelines for action in cases where non-compliant use of insider information is detected or suspected.
- The company mandates the monitoring and reporting of policy compliance to the relevant committees at least once a year, along with the establishment of appropriate corrective and preventive measures.

Strategic Initiative

The implementation depends on the involvement of legal and corporate governance departments, as well as the allocation of budgets for training and internal audits.

Strategic Initiative : Internal data management plan.

Status ● On track

Year	Expected Outcomes	Actual Result
2026	• Review and revise policies and procedures, and provide training for employees and management.	• The company is currently reviewing its policies and practices regarding the governance of internal data usage to establish criteria, responsible parties, and controls for data usage in accordance with relevant requirements. • The company is in the process of developing a communication and training plan for employees and executives, as well as establishing reporting channels and monitoring guidelines for instances of internal data usage that may not comply with requirements.

Remark : KPIs: % of employees and managers who have completed training ≥95%; Number of reports to the board ≥1 time/year; No cases of insider trading detected.

Governance of Risk and Management Compliance

Formulation of a succession plan for the CEO, executive management, and critical roles

The Company has implemented a structured succession planning process for critical roles, with clearly identified internal successors, Individual Development Plans (IDPs) are formulated, and successors’ readiness is evaluated through on-the-job assignments and practical exposure.

Targets

The Company has established a succession plan for the CEO/Managing Director and other critical roles, identifying internal successors and implementing Individual Development Plans (IDPs) to support leadership continuity.”

Title	Target			Actual Result	
	2026	2027	2028	Before Project Participation	6M/2026
The company has established a succession plan for the President & CEO,senior executives,and key position holders.	In Progress	In Progress	Success	Not Started	In Progress
Risk assessment and identification of critical roles to categorize and prioritize positions requiring succession plans.	In Progress	Success	Success	Not Started	In Progress
Define core qualifications and competencies by regularly reviewing and updating job descriptions to ensure clarity and relevance,and specifying essential competencies for each position.	In Progress	Success	Success	Not Started	In Progress
Identification and assessment of high-potential employees for future key roles.	In Progress	Success	Success	Not Started	In Progress
Development of Individual Development Plans	In Progress	Success	Success	Not Started	In Progress
Monitor IDP progress and evaluate the overall effectiveness of the succession plan,ensuring key role incumbents participate in and complete essential training and skill development.	In Progress	In Progress	Success	Not Started	In Progress
Effectively communicate the value of the succession plan to employees and encourage a culture of continuous learning across the company.	In Progress	Success	Success	Not Started	In Progress
Engage an expert to evaluate Human Capital ROI (HCROI),measuring the financial value generated by a company's workforce relative to investments in employee development	Not Started	In Progress	Success	-	Currently recruiting experts

Remark : Approval from the selection committee is required; successor development takes 12–36 months.

Progress description

- The Company already has an approved and implemented succession planning policy. Currently, this policy is under review and revision to cover the Managing Director, executives, and critical positions across both management and specialist/ operational lines. The revised policy has been drafted and is awaiting approval from the authorized personnel. Concurrently, the Company has developed an operational process framework, criteria for assessing position criticality, and supporting operational forms.
- Currently, the Company is in the process of evaluating the criticality of positions according to the organizational structure, reviewing Job Descriptions, and defining the necessary Success Profiles and Competencies for each critical position. These will serve as criteria for selecting and assessing potential candidates within the organization.
- After the list of critical positions has been approved, the Company will proceed with nominating and evaluating 2–3 successors per position, along with assessing their readiness levels and developing an Individual Development Plan (IDP) for a period of 12–36 months. This will utilize the 70-20-10 development approach, including assigning key projects, job rotation, coaching/mentoring, and acting assignments as appropriate.
- For follow-up, the Company mandates quarterly progress tracking of IDPs and an annual review of successor readiness at least once a year. Evaluation results and individual data will be treated as confidential and access will be restricted.

Strategic Initiative

Identify critical roles; establish a talent pool; develop Individual Development Plans (IDPs); implement job rotation and acting assignments; and conduct annual readiness assessments

Strategic Initiative : Identification of critical roles and successor candidates.” “Development and implementation of Individual Development Plans (IDPs).” “Implementation of job rotation and acting assignments.” “Annual review and reporting to the Board of Directors

Status ● On track

Year	Expected Outcomes	Actual Result
2026	• Identification of critical roles and their respective internal successors.” • Specify Individual Development Plan (IDP) details for identified key successors.”	• The company is currently evaluating and prioritizing positions based on criticality criteria to establish a Critical Roles Register for submission to the relevant committee for consideration and approval. • The company has established criteria and forms for the nomination, selection, and evaluation of internal successors, with 2–3 successors designated per position, following the approval of the list of critical positions. • The company has developed a framework and forms for the Individual Development Plan (IDP) with a duration of 12–36 months, in accordance with the 70-20-10 development approach. Individual IDPs will be prepared after successors have passed evaluation and received approval.

Quarterly update
Section 3
Climate Plan

Quarterly update : Section 3 Climate Plan

Greenhouse gas inventory (GHG) plan

The Company has published a Greenhouse Gas (GHG) emissions report

URL Link to the Document : Year of the Report 2026
<https://www.set.or.th/th/market/product/stock/quote/VARO/company-profile/information>



The Company recognizes the importance of climate change, which has long-term impacts on the environment, economy, and society. The Company is therefore committed to conducting its business in accordance with sustainable development principles, with a focus on reducing greenhouse gas emissions alongside efficient and environmentally friendly resource utilization. The Company has established greenhouse gas management practices in compliance with relevant requirements, while promoting the participation of employees and stakeholders throughout the value chain. A Carbon Footprint Committee has also been appointed to oversee, supervise, monitor, and continuously improve greenhouse gas reduction initiatives. In addition, the Company systematically collects data on activities related to greenhouse gas emissions, covering energy consumption, fuel usage, and other relevant activities. This supports effective monitoring, verification, reporting, and validation processes, ensuring accuracy and transparency, and enabling efficient planning for emission reductions.

The Company is committed to continuously reducing greenhouse gas emissions across all scopes, including direct emissions (Category 1), indirect emissions from energy consumption (Category 2), and other indirect emissions throughout the value chain (Categories 3–6). This is supported by certification under ISO 14064-1 by an internationally recognized verification body, in alignment with environmentally sustainable business operations in the long term.

Targets

Title	Target			Actual Result
	2026	2027	2028	6M/2026
GHG inventory report, GHG verification and disclosure (specific to Scope 1 and Scope 2 emissions)	Success	Success	Success	In Progress
Prepare, verify, and disclose greenhouse gas emissions (Categories 3–6).	Success	Success	Success	The company is currently in the process of collecting and compiling relevant data, which will cover the reporting period from 1 January 2026 to 31 December 2026.

Progress description

The Company has prepared, verified, and disclosed its Greenhouse Gas (GHG) emissions inventory for Scope 1 and Scope 2, as well as Scope 3-6, in accordance with the requirements of ISO 14064-1 for the year 2026. Currently, the Company is in the process of collecting relevant data covering the period from January 1 to December 31, 2026. The collected information will be used for the preparation of the GHG emissions report and subsequent verification in compliance with the requirements of the standard.

Strategic Initiative

Prepare annual greenhouse gas emissions reports and obtain certification under ISO 14064-1 from an accredited verification body in accordance with international standards.

Strategic Initiative 1 : Prepare annual greenhouse gas emissions reports and obtain certification under ISO 14064-1 from an accredited verification body in accordance with international standards.

Status ● On track

Year	Expected Outcomes	Actual Result
2026	Annual greenhouse gas emissions report, with certification under ISO 14064-1 obtained from an internationally accredited verification body.	The company is currently in the process of collecting and compiling relevant data, which will cover the reporting period from 1 January 2026 to 31 December 2026.

Strategic Initiative 2 : Implement standard software to manage data used for greenhouse gas calculations in order to support the preparation of the annual greenhouse gas inventory.

Status ● On track

Year	Expected Outcomes	Actual Result
2026	- Develop data collection and data management systems by establishing a structured data collection plan for greenhouse gas calculations, along with selecting appropriate software to enhance efficiency, accuracy, and data reliability for verification purposes. - Select appropriate software to enhance efficiency, accuracy, and the reliability of data. - Provide training to the working team to ensure proper understanding of software usage, enabling accurate data entry. - Pilot the use of software for verification purposes (with Microsoft Excel as a backup data system) in preparation for ISO 14064-1 certification.	The Company is currently evaluating and selecting an appropriate software solution for the collection, storage, and management of greenhouse gas data. Various systems from multiple service providers are being reviewed and assessed to identify the most effective solution. The selected system is expected to enhance the accuracy, completeness, and reliability of data, while also supporting efficient verification processes in compliance with the requirements of ISO 14064-1.

Decarbonization

The Company recognizes the importance of climate change, a global issue that has long-term impacts on the environment, economy, and quality of life. The Company is therefore committed to conducting its business in accordance with sustainable development principles, with a focus on reducing greenhouse gas emissions alongside efficient and environmentally friendly resource utilization. The Company has established a systematic approach to greenhouse gas management and promotes the participation of employees and stakeholders throughout the value chain to collectively reduce climate impacts.

The Company has set a target to reduce greenhouse gas emission intensity Carbon Intensity (TonCO2eq/Tons/Year) by 5% per year compared to the base year of 2024.

2026: 5% reduction

2027: 5% reduction

2028: 5% reduction

Total reduction of 15% over three years.

The primary factors contributing to the Company’s greenhouse gas emissions are electricity and fuel consumption. The Company therefore emphasizes improving energy efficiency to maximize utilization, reduce emissions, and support long-term sustainable development.

Targets

Title	GHG emissions in the base year (tCO ₂ e)	Target for reducing GHG emissions compared with the base year (tCO ₂ e)			Actual Greenhouse Gas Emission (tCO ₂ e)
	2024	2026	2027	2028	6M/2026
Greenhouse gas emission reduction volume	1.21	1.15	1.08	1.02	In progress

Remark : Direct emissions (Category 1) and indirect emissions from energy consumption (Category 2). From 2026 to 2028, the Company targets a total reduction in carbon intensity of 15%.

Progress description

The company has implemented a number of initiatives to improve energy efficiency and reduce the consumption of primary fuels, particularly natural gas and electricity. These initiatives include improvements to the molten metal discharge system, optimization of the Gas Main Burner at the HF4 holding furnace, and increasing the melt rate of the MF1 and MF4 melting furnaces to better control natural gas consumption and the air-to-fuel ratio. Other measures include replacing gasoline-powered lawn mowers with electric models and changing the fuel type used in executive vehicles from E91/E95 gasoline to E20. The company is currently monitoring and collecting performance data to evaluate energy savings and greenhouse gas (GHG) emission reductions resulting from these initiatives. Based on preliminary assessments, these measures are expected to reduce greenhouse gas emissions by at least 5% by 2026.

Strategic Initiative

Strategic Initiative : Improve energy efficiency within the factory, such as reducing the temperature of the melting furnace, optimizing continuous annealing systems, Include maintain machinery performance at optimal efficiency.

Status ● On track

Year	Expected Outcomes	Actual Result
2026	Reduce energy consumption 5%	The company is currently in the process of collecting and compiling relevant data, which will cover the reporting period from 1 January 2026 to 31 December 2026.

Remark : Improve greenhouse gas management and performance. Direct emissions (Category 1) and indirect emissions from energy consumption (Category 2).

Quarterly update
Attachment

Quarterly update : Attachment

JUMP+ Plan

URL Link to the Document : https://jumpplusmedia-setlink.setgroup.or.th/planSubmission/VARO0_JUMP%2B_Plan_Year_2026-2028_EN.pdf

