



Announcement

MR. D.I.Y. Holding (Thailand) Public Company Limited

Announcement No. MRDIY 2026 B001

Subject: Appointment of the Sustainability Development Working Committee

Objective

MR. D.I.Y. Holding (Thailand) Public Company Limited (the “Company”), together with its subsidiaries (collectively referred to as the “Group”), is committed to driving the Group’s business operations toward sustainability. The Group strives to promote economic development that delivers shared value to stakeholders, society, and the environment, under a robust structure and mechanisms of good corporate governance, thereby strengthening its capacity for sustainable growth and serving as a role model for organizations operating in line with sustainability principles.

To ensure that the Group’s sustainability initiatives are implemented effectively, consistently, and in alignment with the Company’s sustainability policy, the Company hereby appoints the Sustainability Development Working Committee, comprising the following members:

1	Titanan Sun	Chairperson
2	Pichamon Kujaphun	Member
3	Bundit Kasicheewin	Member
4	Katawat Polpeuch	Member
5	Intharasuwan Punjanakkakorn	Member
6	Suphod Tangcharoenpatagit	Member
7	Siramon Namfang	Member
8	Natcha Kietsuranon	Member
9	Piyakun Na-iam	Member
10	Suparee Jayapoom	Member and Secretary

Responsibilities

Environmental Dimension

1. Promote strict compliance with environmental laws and regulations, and ensure regular audits and continuous monitoring to support environmental operations in accordance with applicable legal requirements and relevant standards.
2. Encourage and manage effective environmental management practices to reduce environmental impacts, covering energy consumption, water usage, waste and pollution management, as well as greenhouse gas emissions.
3. Monitor and assess risks and opportunities arising from climate change, and promote measures to strengthen the Group's climate resilience.
4. Promote biodiversity and ecosystem conservation within the Company's operational areas and surrounding communities.
5. Raise environmental awareness and foster environmental responsibility among employees and stakeholders.

Social Dimension

1. Promote social impact management across the Group's business operations, covering employee treatment, respect for and compliance with human rights principles, customer responsibility, supplier management, and community and social development
2. Promote the implementation of occupational health and safety measures to ensure a safe and healthy working environment for employees at all levels.
3. Develop and enhance employee potential by promoting diversity, equity, and inclusion (DE&I) across the organization.
4. Support and participate in social and community development activities on a continuous and sustainable basis.

Good Corporate Governance Dimension

1. Promote business operations in accordance with the principles of good governance and the Group's Code of Business Ethics.
2. Support accurate, transparent, and internationally aligned disclosure of sustainability information.
3. Promote anti-corruption and anti-bribery measures, and ensure strict compliance with the Group's policies and business ethics.
4. Strengthen effective and efficient risk management and internal control systems to address ESG-related and climate-related risks. including the analysis of opportunities arising from such risks
5. Support the roles of the Board of Directors and senior management in overseeing sustainability performance to ensure alignment with the Company's sustainability goals and strategies.

6. Encourage business partners and stakeholders to operate with integrity, transparency, and in compliance with relevant laws and regulations.

Other Responsibilities

1. Provide recommendations to management on the efficient allocation and management of resources, in alignment with the sustainability action plan, in order to achieve the defined objectives and targets.
2. Monitor and report sustainability performance to senior management and the Board of Directors on a regular basis.
3. Consider the appropriateness of sustainability disclosure and communication, to reflect good corporate governance and social responsibility, including the selection of suitable communication channels.
4. Promote awareness and understanding among employees of the Group regarding their roles, duties, and responsibilities in supporting the organization's progress toward sustainability, and promote employee participation and engagement.

Sustainability Coordination Function

To support the effectiveness and alignment of sustainability initiatives across all dimensions with relevant standards and requirements, the Investor Relations and Corporate Sustainability Department shall act as the Sustainability Coordination Function and assume the following responsibilities:

1. Provide advice, recommendations, and technical information regarding sustainability practices and indicators to each working team, ensuring alignment with applicable standards and guidelines.
2. Communicate and disseminate information, activities, news, and progress related to the Company's sustainability initiatives to both internal and external stakeholders through the Company's communication channels.
3. Monitor emerging trends, regulations, and sustainability standards to recommend appropriate improvements to the Group's practices in alignment with international best practices.

Effective Date

This announcement shall take effect from 25th January 2026 onwards.

Issued on 25th January 2026



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(Mr. Chin Guangui)

Chief Executive Officer

MR. D.I.Y. Holding (Thailand) Public Company Limited