



ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

**MR. D.I.Y. HOLDING (THAILAND) PUBLIC COMPANY LIMITED AND ITS
SUBSIDIARIES**

14 November 2025

Version: 03
Approved by the Board: 14 November 2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

MR. D.I.Y. Holding (Thailand) Public Company Limited (the “**Company**”), together with its subsidiaries (the “**Group**”), operates its business in accordance with the principles of corporate governance, transparency and accountability. The Group strives to achieve a balance between business development and the economy, society and the environment, and is committed to being a role model in operating business in accordance with sustainable development principles. The purpose is to optimise its capability in value creation and protection of interests of all stakeholders, as well as to build a sustainable future of the economy, society and environment.

The Group hereby implements this Policy to provide guidelines on various aspects of business operations, in accordance with international standards. The Group will:

1. To comply with the laws and regulations of the country in which the business is operated, and to respect the international guidelines;
2. To uphold a prudent and well-balanced approach that integrates **economic, social, and environmental considerations**, encompassing material issues such as climate change, the efficient and responsible utilization of energy, water, and other natural resources, pollution prevention, and the preservation of biodiversity. These undertakings are intended to advance sustainable long-term growth and to ensure the creation of enduring value for all stakeholders in alignment with the Group’s commitment to responsible and sustainable business practices.
3. To create awareness and encourage active engagement among all stakeholders regarding sustainable management of the Group, along with the compliance with the sustainable guidelines in order to improve and minimise the impact from the operation throughout the value chain, which covers all aspects including the economy, social and environment;
4. To promote the continuous development of strategies and innovations aimed at enhancing energy efficiency and reducing environmental impacts, through the adoption of renewable energy sources—such as solar energy—and other sustainable initiatives within the Group. These efforts are intended to generate long-term value and benefits for the **economy, society, and the environment**, thereby reinforcing the Group’s commitment to sustainable growth and responsible business practices.
5. To disclose the operating results on sustainability to the stakeholders, by providing operation reports with regard to corporate governance, fair competition, business ethics, in accordance with the recognised international standards, with the purpose of constant development.

In this regard, all the Group’s personnel are obliged to support, encourage and comply with this Policy.

This Policy shall be reviewed at least once a year. If there is any proposed modification required to be made to this Policy, it shall escalate to the Board for consideration.

This Policy shall be effective from 14 November 2025 by approval of the Company's Board of Directors' meeting No. 7/2025.

(Mr. Ong Chu Jin Adrian)

Chairman of the Board of Directors

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