



Climate Change Policy

Starflex Public Company Limited (the “Company”) recognizes and places importance on global climate change resulting from various human activities. Climate change is a significant global agenda that is likely to have material impacts on the economy, society, and the environment. The Company has therefore established guidelines to protect, prevent, mitigate, and adapt to potential impacts associated with climate change and global warming, as follows:

- (1) Establish short-term and long-term greenhouse gas (GHG) emission reduction targets and collaborate with business partners and strategic partners throughout the value chain, from production through transportation and distribution, in order to reduce GHG emissions across the value chain.
- (2) Control, prevent, and reduce environmental impacts through sustainable resource utilization based on the principles of Eco-Efficiency, while preserving biodiversity and ecosystems. Emphasis shall be placed on pollution prevention at source, improving energy efficiency, mitigating and adapting to the impacts of climate change, increasing the proportion of renewable and clean energy use, and moving toward a low-carbon society. The Company shall continuously monitor its performance to assess the effectiveness of implementation.
- (3) Promote and encourage all departments to improve energy efficiency and implement activities related to business operations, while promoting the responsible and efficient use of natural resources to achieve maximum efficiency. The Company shall also develop innovations and new measures to reduce overall energy consumption.
- (4) Study, analyze, and assess risks arising from climate change and develop mitigation plans to address potential impacts and manage such risks.
- (5) Communicate with Company personnel to enhance knowledge and understanding, raise awareness, and encourage participation in reducing GHG emissions arising from business operations, while promoting the exchange of relevant knowledge at all levels.
- (6) Prepare business continuity plans in the event of natural disasters to ensure business continuity and minimize potential impacts on business operations.
- (7) Disclose climate change performance through internationally recognized sustainability indices, benchmarked against established targets, in order to communicate the Company's progress to stakeholders.

- (8) Cooperate with external organizations, including government agencies, the private sector, educational institutions, communities, and other relevant organizations, to jointly address climate change issues at the national and global levels.

Climate Change Management Structure

To ensure that the implementation of the Climate Change Policy and climate change management are carried out in accordance with the established policy, the Company has established a climate change management structure comprising the Board of Directors, sub-committees, and senior management, which jointly drive climate change governance-related initiatives and ensure their continuous implementation in accordance with established plans, thereby supporting sustainable management.

The respective roles and responsibilities are as follows:

Governance Level	Roles and Responsibilities
Board of Directors	The Board of Directors is responsible for overseeing and monitoring the management of risks and opportunities that may arise from climate change. This includes establishing measures to address such risks and an appropriate framework and approach for the Company, as well as preparing the Company to fully support the transition toward a low-carbon direction and sustainably mitigate the impacts of climate change.
Risk Management Committee	The Risk Management Committee is responsible for monitoring and reviewing regulations relating to climate change to ensure that the Company can respond appropriately to changes, including through energy efficiency, the adoption of alternative energy, and the establishment of GHG emission reduction targets, thereby supporting effective climate change management.
Corporate Governance and Sustainability Development Committee	The Corporate Governance and Sustainability Development Committee is the Company's principal body responsible for climate change management. It establishes the Company's objectives, policies, and action plans for Sustainable Development (SD), covering environmental, social, governance and economic (ESG) matters and the creation of long-term value for stakeholders. The Committee is also responsible for communicating and reporting relevant matters to the Board of Directors.

Governance Level	Roles and Responsibilities
Chief Executive Officer (CEO)	The CEO provides advice, guidance, and support to ensure the Company's climate change management and sustainability development initiatives are continuously implemented in alignment with the Company's operating policies, strategies, and allocated budgets. The CEO is also responsible for establishing supporting plans and controls to ensure the achievement of the Company's short-term and long-term targets.

Net Zero and Climate Action

The Company has established a target to move toward Net Zero GHG Emissions in accordance with its implementation plan, which focuses on the following key areas:

1. Efficiency-Driven Production

Improve operational efficiency, reduce the consumption of resources and energy, and reduce GHG emissions, including the reduction of other waste generated from production processes.

2. Responsible Product Development

Focus on investment toward a low-carbon business and manage the Company's product portfolio from upstream manufacturers through the calculation of GHG emissions, with the objective of continuously reducing the long-term GHG emissions associated with the overall production process and its contribution to climate change.

3. Renewable Energy – Solar Rooftop

Utilize solar rooftop systems as an alternative to fossil fuel-based energy. Solar energy does not require fuel costs and is a clean energy source that does not generate air pollution during electricity generation. It also contributes to reducing global warming and lowering peak electricity demand during daytime hours.

The Company expects that the policies and initiatives it has established and implemented will contribute to mitigating climate change impacts on the Company, communities, and society as a whole.

This Policy shall be effective from **25 February 2026 onwards**.

Starflex Public Company Limited