



Corporate Social Responsibility Policy

Starflex Public Company Limited (the “Company”) is committed to conducting its business with Corporate Social Responsibility (CSR), with a strong emphasis on operating its business with due care and consideration for stakeholders, the economy, society, and the environment, based on integrity, ethics, and business ethics. The Company believes that conducting business with social responsibility will create benefits for society while supporting the sustainable growth of the Company. Accordingly, the Company has established this Corporate Social Responsibility Policy, consisting of the following eight areas:

1. Fair Business Practices

The Company conducts its business with integrity, fairness, and ethical principles, with due regard to compliance with applicable laws and regulations, and does not engage in any conduct that obstructs fair competition. The Company also respects the intellectual property rights of others and requires its personnel to comply with laws and requirements relating to intellectual property rights, such as the lawful use of properly licensed computer software.

In addition, the Company places importance on conducting its business in accordance with good corporate governance principles to support sustainable stability, with an emphasis on maintaining good relationships with all customers and business partners, as well as ensuring product quality standards and timely delivery in accordance with agreed schedules.

2. Anti-Corruption

The Company conducts its business based on transparency and ethical principles, adheres to good corporate governance principles, and complies with applicable laws relating to the prevention and suppression of corruption. The Company has established a policy requiring directors, executives, and employees not to engage in corruption, whether directly or indirectly, including offering, promising, requesting, demanding, or accepting benefits, providing benefits, inducing others to engage in unlawful acts, breaching trust, or engaging in any other form of corrupt conduct for personal benefit or the benefit of others. The policy is documented in writing and communicated to the Company’s employees and executives so that they are aware of and adhere to it as a common standard of practice.

3. Respect for Human Rights

The Company supports and respects the protection of human rights by treating all relevant stakeholders, including employees, communities, and surrounding society, with respect for human dignity and with due regard to equality and equal freedom. The Company does not violate fundamental rights or discriminate on the basis of race, nationality, religion, language, skin colour, gender, age, education, physical condition, or social status. The Company also takes measures to ensure that its business does not become involved in human rights violations, such as child labour and sexual harassment. Furthermore, the Company respects the privacy rights of all employees and does not disclose their personal information, including medical records, family records, and salary information, to unauthorized persons, except where disclosure is required by law. The Company regularly monitors its operations to prevent its business from being directly or indirectly involved in human rights violations. The Company also provides channels through which employees may submit complaints or report suspected misconduct and corruption within the Company.

4. Fair Labour Practices

The Company recognizes the importance of labour and all employees involved in its business operations and regards every employee as an important factor in increasing business value, strengthening competitiveness, and supporting the Company's sustainable growth in the future.

The Company has established the following policies and practices:

- 4.1 Respect employees' rights in accordance with human rights principles and comply with applicable labour laws.
- 4.2 Establish fair recruitment processes and employment conditions, including remuneration and performance-based consideration for compensation adjustments and recognition of employee performance, based on fair performance evaluation processes.
- 4.3 Promote personnel development by providing training, seminars, and development programs, as well as supporting employees to participate in relevant academic seminars and training programs to enhance their knowledge, capabilities, and potential. The Company also promotes positive attitudes, integrity, ethical conduct, and teamwork among its personnel.
- 4.4 Provide employee welfare benefits as required by law, such as social security, as well as additional benefits beyond legal requirements, such as health insurance, life and accident insurance, and various forms of financial assistance, including educational loans, scholarships for employees' children, long-service awards, and funeral assistance.

- 4.5 Provide annual health check-ups for personnel at all levels of the Company, taking into consideration risk factors based on each individual's level, age, gender, and working environment.
- 4.6 Ensure that employees can perform their duties safely and maintain good occupational health and hygiene in the workplace by implementing measures to prevent accidents and promoting employees' safety awareness. The Company also provides training and promotes good hygiene practices and a clean and sanitary workplace in accordance with occupational health and safety principles.
- 4.7 Provide employees with opportunities to express their opinions or submit complaints concerning unfair treatment, inequality, disparities, or welfare matters, while providing protection to employees in accordance with applicable laws.

5. Responsibility to Customers

The Company focuses on producing products that are of high quality, safe, and compliant with packaging standards in order to achieve the highest level of customer satisfaction. The Company ensures transparency in handling customer complaints and makes efforts to address any deficiencies that may arise, with an emphasis on maintaining sustainable relationships with customers. The Company also establishes performance indicators covering its relevant areas of operations, with customer satisfaction and legal compliance serving as key considerations.

6. Environmental Protection

The Company places importance on social responsibility in protecting the environment and natural resources. The Company operates and controls its production processes in strict compliance with applicable laws and regulations relating to the conservation of natural resources and environmental protection, based on the following practices:

- 6.1 Design, develop, and improve production processes, machinery, and equipment to control and/or reduce pollution in a systematic manner, covering wastewater, dust, gases, and various types of waste.
- 6.2 Assign responsible personnel to oversee production processes, machinery, and equipment to ensure that environmental impacts do not exceed applicable standards, while ensuring that natural resources and energy are utilized in the most efficient and beneficial manner.
- 6.3 Commit to reducing the generation of waste and cooperate in the proper disposal of waste through appropriate and standardized methods.

- 6.4 Conduct risk and impact assessments relating to the environment, health, and safety prior to making investments in or entering into joint ventures with any business, while conducting operations based on a systematic approach that takes into consideration the environment, society, and communities.
- 6.5 Implement practices for the conservation of natural resources and the environment and prevent adverse impacts on ecosystems.

7. Community and Social Development

The Company recognizes its responsibility towards communities and society and participates in community development by promoting and supporting activities in areas such as education, religion, sports, family, and health, with the aim of strengthening communities and promoting sustainable social development.

8. Innovation and Dissemination of Innovation Arising from Socially and Environmentally Responsible Operations and Stakeholder Responsibility

The Company supports innovation at both the organizational process level and the inter-organizational collaboration level. Innovation refers to doing things in new ways and may also involve changes in thinking and production processes to create additional value. The objective of innovation is to bring about positive changes that improve existing practices and increase productivity, thereby maximizing benefits to society.

As countries around the world increasingly recognize the environmental problems caused by plastic waste, Thailand has likewise placed greater emphasis on this issue. Although Thailand has not yet established a concrete policy specifically addressing plastic waste management, the Office of Natural Resources and Environmental Policy and Planning (ONEP), Ministry of Natural Resources and Environment, has developed environmental quality management plans that promote the reduction or discontinuation of the use of foam containers, plastic bags, and other materials that are difficult to decompose, as well as the development of bioplastics and other environmentally friendly materials that can be reused.

To support the efficient reuse of bioplastics and in response to trends in environmentally responsible plastic packaging, the Company has developed new raw material formulations and technologies, including:

- Development of Organic Biodegradable film formulations that can be decomposed by microorganisms in the environment under suitable conditions;

- Development of film formulations that facilitate recycling through molecular orientation using Machine Direction Orientation (MDO) and Biaxial Orientation technologies; and
- Development of plastic pellet and resin formulations using recycled materials that can be blended with virgin plastic pellets and resins.

Effective from 25 February 2026 onwards

Starflex Public Company Limited