



Environmental Policy

Starflex Public Company Limited (the “Company”) is committed to conducting its business in an environmentally responsible manner to support sustainable development. The Company places emphasis on the continuous development and improvement of its production processes and environmental management, as well as its responsibility toward communities and society both within and outside the organization. In order to enhance its ability to control pollution arising from the Company's activities, the Company has established this Environmental Policy to provide guidelines for conducting its business in accordance with its commitment to taking into consideration environmental, social, governance, and economic (ESG) issues, with the objective of reducing environmental impacts and supporting sustainable development.

Definitions

The Company means Starflex Public Company Limited.

Company Personnel means directors, executives, and employees of the Company.

Environmental Issues means issues affecting the environment arising from human activities that are related to the Company's business operations, including Climate Change, Air Pollution, Waste and Pollution, and Water Management.

Climate Change means changes in global or regional climate patterns, primarily resulting from increased levels of carbon dioxide in the atmosphere arising from the use of fuels and energy.

Air Pollution means the release or generation of substances or matters that are harmful or hazardous to the air.

Waste and Pollution means substances or conditions that make the environment hazardous or undesirable for living organisms.

Water Management means the efficient management of water used in business operations in order to reduce the risks associated with water scarcity.

Guidelines for Implementing the Environmental Policy

- (1) Strictly comply with all applicable environmental laws, requirements, and standards.
- (2) Incorporate environmental issues as one of the factors in assessing business risks, management and operational activities, as well as activities and other forms of support, in order to reduce both direct and indirect adverse environmental impacts.
- (3) Commit to preventing and reducing the environmental impacts of products and production processes by adopting recognized best practices and the best available technologies.

- (4) Develop, improve, and drive environmental management processes to mitigate adverse environmental impacts, reduce waste and pollution, and promote the optimal utilization of natural resources.
- (5) Raise awareness among Company personnel regarding environmental management in order to foster awareness and encourage collective participation in managing environmental impacts and conserving the environment.
- (6) Study and implement the principles of the BCG Model, which is a concept aimed at achieving a balance between economic growth and sustainable environmental development, comprising:
 - **B: Bio-economy** — emphasizing the efficient utilization of resources while maintaining environmental balance, through the use of technology to enhance the efficiency of production of innovative and high-value products and services.
 - **C: Circular Economy** — emphasizing efficient resource utilization through three key approaches: maximizing the utilization of products throughout their life cycle (Reuse, Refurbish, Sharing); processing materials for reuse (Recycle, Upcycle); and designing products and production processes to minimize waste generation (Zero-Waste).
 - **G: Green Economy** — emphasizing the sustainable reduction of impacts on the planet, particularly environmental impacts.
- (7) Study and implement approaches to help reduce problems or impacts arising from climate change caused by the Company's energy consumption and other activities associated with the Company, both directly and indirectly, such as reducing energy consumption across all activities, promoting awareness of economical electricity and water consumption, and reducing paper consumption.
- (8) Regularly communicate the Policy and its performance results to relevant internal and external stakeholders, monitor and evaluate performance against the Policy, and systematically and continuously develop and improve environmental management.
- (9) Provide knowledge and raise awareness among communities and society regarding environmental responsibility through activities that promote the reduction of impacts arising from environmental issues.
- (10) Support projects or activities that promote the reduction of environmental impacts in collaboration with government agencies, the private sector, and business partners.
- (11) Support the procurement of environmentally friendly products and services.
- (12) Establish contingency plans to respond to emergencies arising from business operations that may have environmental impacts and ensure that such emergencies can be addressed effectively.

Roles and Responsibilities

(1) Board of Directors

- 1.1 Consider and approve, as well as review, the Environmental Policy within a scope covering all business activities and stakeholders throughout the value chain.
- 1.2 Oversee business operations to ensure compliance with applicable environmental laws, regulations, policies, rules, and standards.

(2) Corporate Governance and Sustainability Development Committee

- 2.1 Establish environmental objectives, targets, and performance indicators.
- 2.2 Establish standards, criteria, and operating procedures appropriate to the business context and consistent with the Environmental Policy.
- 2.3 Promote and support business operations in compliance with the Policy, as well as applicable environmental laws and standards.
- 2.4 Regularly review the Environmental Policy to ensure alignment with applicable environmental laws and standards.

(3) Management

- 3.1 Establish an appropriate organizational structure with clearly defined roles and responsibilities to oversee and control operations in compliance with applicable laws, regulations, policies, and environmental standards.
- 3.2 Assess environmental risks relating to air, water, noise, and waste, including impacts arising from the use of resources and energy in various activities.
- 3.3 Communicate the Policy to Company personnel to ensure proper understanding and compliance.
- 3.4 Establish channels for reporting information and submitting complaints concerning environmental violations for all stakeholder groups, including measures to protect whistleblowers, complainants, and information reporters.
- 3.5 Monitor, oversee, and control operations to ensure compliance with applicable laws, policies, regulations, and environmental standards, and study approaches for improving operations.

(4) Environmental Responsible Units or Personnel

- 4.1 Establish action plans and targets consistent with the Policy, drive implementation toward the established targets, and ensure alignment with the business context.
- 4.2 Support and coordinate among relevant departments in driving the implementation of the Environmental Policy.

- 4.3 Provide advice and guidance to Company personnel on implementing the Policy in order to promote knowledge, understanding, and continuous stakeholder engagement throughout the value chain.
- 4.4 Organize training, public relations activities, and communications to raise awareness and promote consciousness regarding the conservation of natural resources and the environment among stakeholders throughout the value chain.
- 4.5 Raise awareness of channels for receiving opinions, suggestions, and complaints from Company personnel and stakeholders, and use such information to improve the Company's environmental management more effectively.
- 4.6 Collect and communicate all environmental information to the public, Company personnel, and stakeholders through appropriate channels.

(5) Employees

- 5.1 Learn, understand, and properly comply with applicable laws, regulations, policies, and standards.
- 5.2 Participate in training and activities relating to environmental matters.
- 5.3 Upon identifying any violation or conduct that may constitute a violation, report the information or submit a complaint through the whistleblowing channels in accordance with the Company's Whistleblowing and Complaint Policy.

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

Starflex Public Company Limited