



Sustainability Policy and Guideline

Starflex Public Company Limited (the “Company”) recognizes the importance of conducting business responsibly and taking into consideration all stakeholder groups, including customers, employees, business partners, society, and communities. The Company is committed to developing its business towards sustainability by integrating and applying the Sufficiency Economy Philosophy and the Sustainable Development Goals (SDGs) as good practices for conducting business. These principles also support the reduction of environmental, social, governance, and economic risks (ESG) throughout all relevant business processes. The Company incorporates these principles into its business strategy, with an emphasis on achieving a balance among business development and growth, good corporate governance, risk management, operational efficiency, and the creation of shared value for the Company's stakeholders.

Accordingly, the Company has established a management framework based on internationally recognized standards, with the following operating policies:

Economic Dimension

1. Promote good corporate governance and conduct business ethically, while respecting rights and demonstrating responsibility towards stakeholders and shareholders, in order to maintain strong business performance, stability, and the Company's financial sustainability.
2. Commit to developing quality products and services to meet customer needs and enhance customer satisfaction, with a focus on effective customer relationship management.
3. Develop quality growth strategies, with emphasis on improving supply chain management efficiency and establishing effective internal management that enables the Company to adapt to various changing circumstances.

Environmental Dimension

1. Manage natural resources and the environment sustainably, with emphasis on the responsible use of natural resources and environmental protection throughout the business process, while applying appropriate technologies to prevent potential environmental impacts arising from business operations.
2. Promote environmental awareness among employees and provide opportunities for employees to participate in environmental management and protection, thereby fostering a culture of participation and enabling employees to collectively demonstrate their commitment and awareness of environmental conservation.

Social Dimension

1. Conduct business with social responsibility through activities implemented efficiently and effectively, contributing to harmonious coexistence within society while creating value for the business together with stakeholders across all sectors, with the objective of improving quality of life.
2. Place importance on employee welfare and development, and strengthen human capital capabilities to support the Company's strategies in various areas.

Sustainability Development Guidelines

To achieve the aforementioned objectives, the Company has established the following guidelines for achieving its sustainability goals:

1. Establish systematic implementation of the Company's Sustainability Policy and Guideline in alignment with internationally recognized sustainability frameworks and principles, such as the Ten Principles of the United Nations Global Compact (UNGC) and the United Nations Sustainable Development Goals (SDGs).
2. Establish a responsible function or organizational unit to drive the implementation of the policy, establish frameworks, directions, and good practices consistent with generally recognized international principles, and manage sustainability matters in a tangible and effective manner throughout the Company.
3. Establish a process for analyzing the Company's material sustainability issues by considering relevant input factors in accordance with the Company's business context.
4. Ensure that the Company's material sustainability issues are translated into practical implementation and establish performance indicators to support the implementation of material sustainability issues at the operational level. This is intended to enable effective monitoring of the Company's sustainability performance and ensure a clear linkage between material sustainability issues and the Company's strategic and business plans.
5. Govern and monitor performance in various areas related to sustainability development in accordance with established policies, manuals, implementation frameworks, guidelines, and action plans.
6. Allocate sufficient resources necessary for operations and promote and support the Company's sustainability development activities to enable the Company to achieve its operational objectives effectively.

7. Report the results of relevant sustainability-related operations to the Board of Directors for regular oversight and monitoring at least once every quarter. The Company shall also disclose its sustainability development performance through a Sustainability Report, the Annual Registration Statement (Form 56-1), the Annual Report, or other appropriate channels.

Effective from 25 February 2026 onwards

Starflex Public Company Limited