



ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

MR. D.I.Y. HOLDING (THAILAND) CO., LTD. AND ITS SUBSIDIARIES

15 August 2023

Version: 01
Approved by the Board: 15 August 2023

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

MR. D.I.Y. Holding (Thailand) Co., Ltd. (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. comply with the laws and regulations of the country in which the business is operated, and to respect the international guidelines;
2. with regard to the operation for the sustainable business growth, will take into account the balance between economy, society and environment, as well as all stakeholders;
3. create awareness 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. support the constant development of strategy and innovation, for the sustainable benefits of the economy, social and environment; and
5. 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 15 August 2023 by approval of the Company's Board of Directors meeting No. 6/2023.



(Mr. Ong Chu Jin Adrian)

Chairman of the Board of Directors
MR. D.I.Y. Holding (Thailand) Co., Ltd.