

ENVIRONMENTAL MANAGEMENT POLICY

MR. D.I.Y. HOLDING (THAILAND) PUBLIC COMPANY LIMITED AND ITS SUBSIDIARIES

7 August 2026

Version: 1

Approved by the Board of Directors' Meeting: 7 August 2026

ENVIRONMENTAL MANAGEMENT POLICY

MR. D.I.Y. Holding (Thailand) Public Company Limited (the “**Company**”), together with its subsidiaries (the “**Group**”), recognizes the importance of appropriate environmental management under the Group’s Environmental, Social and Governance (ESG) Policy framework. The Group is committed to enhancing operational efficiency, reducing environmental impacts, and conducting its business in compliance with applicable laws, rules, regulations, and relevant international standards.

SCOPE

This Environmental Management Policy applies to the Group’s business operations and serves as a framework to encourage relevant suppliers and business partners to support and conduct their operations in line with this Policy in order to reduce environmental impacts throughout the Group’s value chain

1. ROLES, DUTIES AND RESPONSIBILITIES

1.1 BOARD OF DIRECTORS

The Board of Directors is responsible for overseeing and approving the Group’s environmental policy and direction, and for monitoring environmental performance and material environmental risks, to ensure that the Group’s operations are aligned with its business strategy and sustainability objectives.

1.2 CORPORATE GOVERNANCE AND SUSTAINABILITY COMMITTEE

The Corporate Governance and Sustainability Committee is responsible for reviewing the Group’s environmental policy, targets, strategies, and action plans, monitoring and assessing performance, and providing appropriate recommendations to the Board on environmental matters.

1.3 SUSTAINABILITY DEVELOPMENT WORKING COMMITTEE

The Sustainability Development Working Committee is responsible for driving and coordinating the Group’s environmental management to ensure alignment with the established policy, targets, and action plans, including collecting relevant data, monitoring performance, proposing improvement measures, and reporting progress to the management and relevant committees, as appropriate.

2. GUIDELINES

2.1 The Group shall comply with the laws and regulations of the countries in which it operates, and remain committed to improving operational efficiency in line with relevant international standards.

2.2 CLIMATE CHANGE MANAGEMENT

2.2.1 The Group shall improve energy efficiency across its stores, distribution centers, offices, and related operations in order to reduce energy consumption and greenhouse gas emissions.

2.2.2 The Group shall support the application of innovation, technology, and appropriate approaches to enhance energy efficiency and reduce environmental impacts, including the use of renewable energy sources, such as solar energy.

2.2.3 The Group shall monitor, assess, and disclose the Group’s energy consumption and greenhouse gas emissions in order to support environmental management and continuous performance improvement.

2.3 EFFICIENT RESOURCE MANAGEMENT

- 2.3.1 The Group shall manage water use efficiently by promoting prudent water use, reducing unnecessary water consumption, and monitoring water use from its business operations.
- 2.3.2 The Group shall promote the efficient and responsible use of materials and other natural resources by reducing unnecessary use and loss, and by supporting the selection of materials that help reduce environmental impacts, as appropriate to the nature of its business operations.
- 2.3.3 The Group shall promote the use of packaging and materials that help reduce environmental impacts arising from its business operations.
- 2.3.4 The Group shall promote the offering of environmentally friendly products in order to support responsible consumption and align with its sustainable business approach.

2.4 WASTE MANAGEMENT

- 2.4.1 The Group shall reduce waste generation from its operations by promoting the efficient use of materials, reducing unnecessary use, and minimizing losses arising from work processes.
- 2.4.2 Group shall promote waste segregation by category and manage waste generated from its operations properly in compliance with applicable laws, regulations, and relevant requirements.
- 2.4.3 The Group shall support waste management in accordance with the 3Rs principles, namely reduce, reuse, and recovery or recycling, in order to reduce the volume of waste requiring disposal and improve resource efficiency.
- 2.4.4 The Group shall reduce the use of single-use materials or packaging within the scope that it can manage, and support the selection of alternatives that help reduce environmental impacts.
- 2.4.5 The Group shall continuously monitor, assess, and review its waste management practices in order to improve operational efficiency and reduce environmental impacts.

2.5 BIODIVERSITY CONSERVATION

- 2.5.1 The Group shall take biodiversity and ecosystem conservation into account in its business operations by seeking to avoid and reduce potential impacts arising from its operations, resource use, and related activities.
- 2.5.2 The Group shall manage impacts on biodiversity in accordance with the principles of avoidance, minimization, restoration, and other relevant approaches in an appropriate sequence (Mitigation Hierarchy), in order to support the avoidance of biodiversity loss (No Net Loss) and promote long-term positive outcomes for nature (Net Positive Impact), in accordance with the nature and scope of its business operations.
- 2.5.3 The Group shall avoid deforestation arising from the selection, development, and use of sites for stores, offices, distribution centers, and related operations, within the scope that it can determine or control.
- 2.5.4 The Group shall avoid operations in areas adjacent to important biodiversity conservation areas, such as UNESCO World Heritage sites, protected areas classified under the International Union for Conservation of Nature

(IUCN) Categories I-IV, or other areas of high biodiversity importance to livelihoods and ecosystems.

- 2.5.5 The Group shall collaborate with government agencies, local authorities, communities, and relevant stakeholders in implementing projects to promote, conserve, restore, and enhance biodiversity in surrounding areas.

3. ENFORCEMENT AND MANAGEMENT

- 3.1 The Group shall promote environmental knowledge, understanding, and awareness among employees, suppliers, and relevant stakeholders through communication, education, or training, as appropriate
- 3.2 The Group shall promote stakeholder participation through consultation and feedback from relevant internal and external stakeholders to support the development, review, and implementation of the Group's environmental policy.
- 3.3 The Group shall promote the continuous improvement of environmental performance by setting targets, objectives, action plans, and relevant projects, together with monitoring and assessing performance against the targets set.
- 3.4 The Group shall disclose environmental targets, quantitative indicators, and relevant performance data through the 56-1 One Report (Annual Report) and the Company's website.

4. REVIEW OF 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 7 August 2026 by approval of the Board of Directors' Meeting No. 3/2026.

(Mr. Ong Chu Jin Adrian)

Chairman of the Board of Directors

MR. D.I.Y. Holding (Thailand) Public Company Limited