

Sustainability Policy



Super Turtle Public Company Limited

19 March 2026

Sustainability Policy

Super Turtle Public Company Limited (the “**Company**”) is committed to operate its business in a manner that create value, and drives growth—key foundations that support its the ultimate goal of achieving long-term corporate sustainability for the benefits of the stakeholders across the Company's value chain. In this regard, the Company emphasizes the importance of conducting business with social responsibility, upholding good corporate governance, prompting sustained economic growth, and protecting the environment. Accordingly, the Company hereby establishes the Sustainability Policy as a framework for the Company's operation in accordance with the sustainable development principles, as follows:

1. Scope

This Sustainability Policy is applied in the Company’s business operations, aiming to drive concrete implementation in alignment with the established policies, as well as to communicate and foster engagement with all stakeholders, in order to enhance the Company’s sustainable development.

2. Principles

The Company operates and manages its business fairly, transparently and auditably. In accordance with good corporate governance principles and business ethics, including anti-corruption guidelines as well as compliance with the laws and regulations.

3. Sustainability Framework

Economics

- 1) Prioritize conducting business with transparency in accordance with good corporate governance principles, business ethics, including compliance with applicable laws and regulations of the competent authorities;
- 2) Commit to continuously improving business operation, promoting, and developing new technology to delivering high quality products and services to the market to strengthen competitiveness and create the sustainable value for the society and community; and
- 3) Support and encourage the business alliances, customers, business partners, and other stakeholders throughout the value chain to comply with sustainable development guidelines.

Social

- 1) Commit to contributing to society and enhancing the quality of life of communities by leveraging the Company’s knowledge, expertise, and experience; and
- 2) Treat employees equally and equitably, with respect for human rights, in matters relating to employment, determination of remuneration and welfare, and the development of knowledge and professional skills.

Environmental

- 1) Prioritize environmentally responsible operations to reduce the potential impact of the Company’s activities on the environment, including the efficient use of energy and resources, mitigation of climate change impacts, and minimization of waste and
- 2) Continuously promote and support the projects concerning energy conservation and reduction of environmental impact.

The Company will implement this Sustainable Development Policy as a practical framework for its operations and will encourage its directors, executives, and employees to adhere to and comply with the policy, supporting the sustainable development of the organization, society, and the environment.

4. Reporting and Disclosure

The Company will disclose its Sustainability Policy in the Form 56-1 One report under the Business Driven for Sustainability section and on the Company's website.

This policy is effective from 19 March 2026 onwards.