



HY GROUP CO., LTD. (Head Office)
709/23 Soi Onnut 7, Sukhumvit 77 Road

Onnut, Suanluang, Bangkok 10250, Thailand

ENVIRONMENTAL RESPONSIBILITY POLICY

Effective Date: 1 January 2026

1. PURPOSE

1.1 This policy defines the Company's commitment to reducing the environmental impact of its operations.

2. CONTEXT

2.1 The Company is an office-based digital services provider. Its environmental footprint consists mainly of energy use, electronic equipment, business travel, and cloud computing services.

3. ENERGY AND EMISSIONS

3.1 The Company takes measures to reduce energy consumption, including the use of energy-efficient equipment and responsible air-conditioning and lighting practices.

3.2 Remote and hybrid working arrangements are supported, reducing commuting-related emissions.

3.3 Cloud infrastructure is preferentially hosted with providers that have public renewable energy or carbon-neutrality commitments.

3.4 Business travel is planned to avoid unnecessary trips; online meetings are the default.

4. RESOURCES AND WASTE

4.1 The Company operates paperless by default. Documents are created, signed, and stored digitally.

4.2 Electronic equipment is used for its full serviceable life and reused where possible.

4.3 End-of-life electronic equipment is disposed of through appropriate recycling channels.

4.4 Single-use plastics are minimized in the office, and water is used responsibly.

5. BIODIVERSITY

5.1 The Company's operations have no direct significant impact on biodiversity.

5.2 The Company avoids activities that harm biodiversity and considers environmental impact in its procurement decisions.

6. CONTINUOUS IMPROVEMENT

6.1 This policy is reviewed annually.

6.2 Employees are encouraged to propose measures that reduce the Company's environmental impact.

Approved by:

Umi Meder

Managing Director

Signature: _____