



The Sustainability Committee is a part of good corporate governance involving concept of the corporate sustainable development, focusing on conducting business that places an importance on 3 main responsibilities i.e., the Environment, Social, and Governance (ESG). Environment is a criterion that takes into account the Company's responsibility for the environment. Social is an indicator to measure how the Company manages relationships and communicate with employees, business partners, customers, and other stakeholders. Governance is an indicator referred to a relationship structure and practice to foster transparency, verifiable management and take into account stakeholders. The Board of Directors has thus resolved to adopt this Charter of the Sustainability Committee so that every member of the Committee is aware of his/her duties and responsibilities and performs them correctly and completely.

1. Scope of Duties

The duties of the Sustainability Committee are as follows:

- 1.1 To consider and set goals, policies, strategies, and action plans on sustainability that in line with the Company's business operations in the economic, social, and environmental dimension;
- 1.2 To identify key sustainability issues (Materiality) and give opinions to the Board of Directors regarding the sustainability development policy that is consistent with the Company's good corporate governance guidelines and propose to the Board of Directors for approval;
- 1.3 To monitor and supervise the management to take sustainability issues as part of the strategy formulation and annual plans as well as indicators of the Company's sustainability performance;
- 1.4 To supervise the disclosure of information regarding the Company's sustainability report to comply with relevant regulations;
- 1.5 To supervise the Company's operations with responsibility towards the economy, society, environment, and all stakeholders;
- 1.6 To take care of any matters assigned by the Board of Directors.

To fulfill its duties under its scope of authority, the Sustainability Committee is authorized to call for and order the management, department heads, or employees concerned to present opinions, attend meetings, or submit necessary documents. In addition, the Committee may seek independent opinion from professional consultants as deemed necessary and appropriate, at the Company's expense.

2. Composition of the Sustainability Committee

The compositions of the Sustainability Committee are as follows:

- 2.1 The Sustainability Committee must consist of not less than 3 members, at least one member of which must be the Company's director.
- 2.2 The members of the Sustainability Committee must be appointed by the Board of Directors.
- 2.3 The Sustainability Committee is to select one of its members to be the Chairman of the Sustainability Committee.
- 2.4 The Chairman of the Sustainability Committee must be the Company's director.

3. Qualifications of the Sustainability Committee

- 3.1 The members must be fully qualified and not prohibited by a Public Limited Companies Act, the Securities and Exchange Act and other related laws.



3.2 The members must have knowledge, ability, professional expertise in business of the Company, experience and understanding of duties and responsibilities of the Sustainability Committee including knowledge of corporate governance.

3.3 The members must be able to devote sufficient time to perform his/her duties.

4. Terms of Office

The term of office of the members of the Sustainability Committee is 3 years each, ending at the annual general meeting of shareholders. Nevertheless, a retiring member is eligible for re-appointment.

Apart from the vacancy upon the expiration as aforementioned, a member of the Sustainability Committee shall vacate office when:

- 1) he/she resigns;
- 2) the Board of Directors passes a resolution removing him/her from office;
- 3) he/she is no longer qualified for the office of the Sustainability Committee as specified in this Charter.

If a member of the Sustainability Committee wishes to resign, he/she should give notice of resignation to the Chairman of the Company's Board of Directors or the Company Secretary by giving at least 30 days' notice to the Company, in order for the Board of Directors to consider appointing the person who is fully qualified to replace the resigning member.

In case of vacancies of all members in the Sustainability Committee, the said Sustainability Committee may perform any act in the name of the Sustainability Committee only in matters necessary until a new Sustainability Committee takes over the duties.

In case of a vacancy in the Sustainability Committee for reason other than expiration of the term of office, the Board of Directors shall appoint another member, who is fully qualified to replace the resigning member so that the number of members of the Sustainability Committee remains in full as the Board of Directors had stipulated. The replacement member shall hold office only for the remaining term of the member whom he/she replaces.

5. Meetings

5.1 Meetings of the Sustainability Committee are to be called whenever the Committee or the Chairman of the Committee sees fit. Nevertheless, there shall be at least 1 meeting per year.

5.2 In calling a meeting of the Sustainability Committee, the Chairman shall serve a written notice calling for such meeting to members of the Sustainability Committee not less than 7 days prior to the date of the meeting. Where it is necessary or urgent, the meeting may be called by other methods and an earlier meeting date may be choosing.

5.3 The Chairman of the Sustainability Committee may convene a special meeting upon request by a member of the Sustainability Committee or the Chairman of the Board to consider any essential and necessary agenda.

5.4 The Sustainability Committee should hold meetings to discuss matters within its scope of duties.

6. Quorum

6.1 At a meeting of the Sustainability Committee should hold meetings to discuss matters within its scope of duties. Committee, at least half the number of the members of the Sustainability Committee who should be independent director,



must be present to constitute a quorum. The Chairman of the Sustainability Committee shall preside over the meeting.

6.2 In case the Chairman is absent or unable to perform his/her duty, the Sustainability Committee shall appoint a member to perform the duty on behalf of the Chairman.

6.3 The Sustainability Committee may invite the management, professional experts, or lawyers to participate in a meeting as deemed necessary and appropriate.

7. Voting

7.1 The Sustainability Committee's resolution shall be passed by the majority votes of the Committee members who attend the meeting and cast their votes.

7.2 Each member of the Sustainability Committee is entitled to one vote; in the event of tie vote, the Chairman of the meeting shall have a casting vote.

7.3 The member of the Sustainability Committee who has a conflict of interest in any matter shall not be entitled to vote on such matter.

8. Performance Evaluation

The Sustainability committee shall, on a yearly basis, perform self-evaluation and report to the Board of Directors the evaluation result and performance difficulties, which may prevent the Sustainability Committee from achieving the objectives.

9. Remuneration

None

This Charter shall be effective from 24 February 2023.

Announced on 24 February 2023

A handwritten signature in blue ink, appearing to read 'Thira Wipuchanin'.

(Mr. Thira Wipuchanin)
Chairman of the Board of Directors