

Sustainability Committee Charter

1. Purpose

The Board of Directors has appointed the "Sustainability Committee" to establish the organization's sustainability development policy, including setting guidelines in various areas as a framework for the duties of company directors, executives, and employees, ensuring continuous business development. This aligns with international sustainable development practices that listed companies should follow to enable sustainable growth through efficient operations. This organizational culture helps build confidence among shareholders, investors, and all stakeholders.

2. Composition and Qualifications of the Sustainability Committee

- 2.1 The Sustainability Committee consists of company directors, and/or independent directors, and/or senior executives of the company. The Board of Directors shall consider appointments to ensure a total of not fewer than 5 people.
- 2.2 Directors must possess good knowledge and understanding of sustainability development and devote sufficient time to perform their duties efficiently.
- 2.3 Members should express opinions and report on the performance of assigned duties in a neutral and independent manner when expressing opinions or making decisions.
- 2.4 Guidelines are in place for continuously monitoring changes regarding sustainable development at the international level, facilitating effective development of the company's policies and operations.

3. Term of Office

- 3.1 The Sustainability Committee operates according to the terms of the Company's Board of Directors.
- 3.2 In case the term of office is completed, or there is a reason preventing a member from completing the term, the Company's Board of Directors must appoint a new member within three months to maintain continuity, unless exceptional circumstance prevents it from doing so.
- 3.3 Members will leave their positions immediately upon the expiration of their terms, termination of employment, death, or removal from the company's board of directors.

4. Scope of Duties and Responsibilities

- 4.1 Set, review and improve the organization's sustainability development policy, as well as various policies and practices in line with business changes, regulations, announcements and related laws. To meet international standards.
- 4.2 Set and review the organization's sustainability strategy, including presenting various relevant recommendations to the Board of Directors.
- 4.3 Promote and campaign for cooperation in developing the sustainability of the organization.
- 4.4 Follow up and inspect operations to be in accordance with the plan, and evaluate the progress of the organization's sustainability operations. It covers important matters as follows:
 - 4.4.1 Impact of climate change and carbon footprint management.
 - 4.4.2 Sustainable use of plastics and packaging.
 - 4.4.3 Management to return water back to nature (Water replenishment and management).
 - 4.4.4 Responsible and sustainable procurement process.
 - 4.4.5 Fair treatment and participation of stakeholders with emphasis on diversity, equality, including comprehensive human rights management (Human Rights Due Diligence Process).
 - 4.4.6 Participation in social and community activities.
 - 4.4.7 Evaluate the company's strategy against the principles of sustainable development.
- 4.5 Report performance results to the Board of Directors regularly.
- 4.6 Review, amend the Corporate Sustainability Committee Charter and present to the Board of Directors for approval.
- 4.7 Have authority to invite management or employees of related companies to attend meetings, give opinions or submit documents as deemed relevant or necessary, or appoint working groups to support efficient sustainability work.
- 4.8 Perform any other work as assigned by the Board of Directors.

5. Meeting

5.1 Agenda:

The date, time, place, and meeting agenda are set at least 7 days in advance with sufficient supporting documents. A written meeting report is prepared.

5.2 Number of Meetings:

The Sustainability Committee meets at least twice a year, at most four times a year, or may call additional meetings as necessary.

5.3 Meeting Attendees:

At a meeting, there must be no fewer than half of the total number of Sustainability Committee members present for a quorum. The committee may invite other relevant persons to attend and provide information if the Chairman is not present.

5.4 Voting:

Resolutions must be passed by a majority vote of attending members. Members with an interest in the matter under consideration cannot express opinions or vote. In case of equal votes, the chairman casts the deciding vote.

6. Evaluation of the Performance of the Sustainability Committee

The Sustainability Committee evaluates its performance annually through self-assessment. If problems or obstacles are found that may hinder performance, a report shall be submitted to the Board of Directors.