

Sustainability Committee Charter



Sikarin Public Company Limited

Sustainability Committee Charter

The Company's Sustainability Committee recognizes the importance of corporate sustainability management. In order to develop and improve operations to be more efficient and adapt to meet challenges in a timely manner. It is based on the principles of good governance in order for the business to grow steadily and sustainably and to determine strategies, directions, policies and regulations of Environmental, Social and Governance (ESG) performance or sustainability and social responsibility. The Company has created a Sustainability Committee Charter as a practice guideline for the Board of Directors and Executives of the organization. To use in governing in the same direction let the business have good operating results in the long term, trustworthy for shareholders and people around you. For the benefit of creating sustainable business value that meets the expectations of the business sector, investors, as well as the capital market and society as a whole.

1. Objective

- 1.1. To frame the sustainability policy and strategy of the Group according to the framework of good corporate governance, adhering to operational excellence. Emphasis on good service quality with the highest safety standards and in accordance with international standards. To deliver value according to stakeholder expectations.
- 1.2. To supervise and supervise the business to operate in accordance with the principles of good corporate governance and the regulations of Office of the Securities and Exchange Commission.
- 1.3. To supervise the implementation of sustainability policies to suit the context of each company. Taking into account every stakeholder in operations is important.
- 1.4. To follow up on operations so that operations are consistent and in the same direction to create sustainable growth for the entire group of companies.
- 1.5. To supervise the reporting and dissemination of information that is complete, transparent and in accordance with international standards.

2. Composition and properties

- 2.1. The Sustainability Committee is appointed by the Board of Directors.
- 2.2. The Sustainability Committee consists of the following Sustainability Committee members:
 - 2.2.1. The Executive Chairman is the Chairman of the Sustainability Committee.
 - 2.2.2. Managing Director is an ex officio member of the Sustainability Committee.
 - 2.2.3. Deputy Managing Director is a member of the Sustainability Committee by position .
- 2.3. Company secretary or any person assigned to the position Being the secretary of the Sustainability Committee.

- 2.4. Other attendees may be invited to the meeting to clarify details of related work at the discretion of the Sustainability Committee.

3. Term of office and retirement from office

- 3.1. The Sustainability Committee members shall hold office for a term of 3 years from the date of appointment. Directors who hold office until their term expires may be nominated and reappointed.
- 3.2. During the tenure of the Sustainability Committee member If a Sustainability Committee member vacates his position before the end of his term of office for any reason. The Board of Directors shall consider appointing a Sustainability Committee member to fill the vacant position and the appointed Sustainability Committee member shall hold the position for the remaining period of the Sustainability Committee member who vacates the position he replaces. Except that the term of office of the Sustainability Committee member is not more than 90 days remaining, the Board of Directors may consider not appointing a Sustainability Committee member to fill the vacant position.
- 3.3. During the tenure of the Sustainability Committee If there is a vacancy in the Sustainability Committee under (3.2.), the person who replaces the said person will be the Sustainability Committee member in the position for the remaining term of the Sustainability Committee member who vacates the position.
- 3.4. The Sustainability Committee member shall vacate his position in the following cases.
 - 3.4.1. When the term of office of the Sustainability Committee is completed according to item 3.1 .
 - 3.4.2. Upon retirement from the position of President and CEO or managing director of a subsidiary company or the company's management team
 - 3.4.3. When the Board of Directors resolves to vacate the position
 - 3.4.4. Die or resign

4. Meeting

- 4.1. The Sustainability Committee meets at least once a year.
- 4.2. The secretary must deliver meeting documents to the Sustainability Committee at least 5 working days before the meeting.
- 4.3. Meeting topic must at least consist of
 - 4.3.1. Endorsement of previous Sustainability Committee meeting agenda
 - 4.3.2. Report on monitoring performance according to comments from the previous meeting.
 - 4.3.3. Report on progress of the annual sustainability strategy plan
 - 4.3.4. Report on other issues related to sustainability as assigned by the Board of Directors.

5. Quorum

At the meeting of the Sustainability Committee, not less than three quarters of the total number of Sustainability Directors appointed by the Board of Directors must be present. The Secretary of the Sustainability Committee must participate in every meeting. In the event that the Chairman of the Sustainability Committee is not present at the meeting or is unable to perform his duties. The sustainability committee members attending the meeting will elect one sustainability committee member to chair the meeting. The decision of the meeting shall be made by a majority vote. One Sustainability Committee member has one voting vote. Except that the Sustainability Committee members who have an interest in any matter do not have the right to vote on that matter. If the votes are equal, the chairman of the meeting shall cast an additional vote as the deciding vote.

6. Reporting

The Sustainability Committee is responsible to the Board of Directors. The Sustainability Committee must submit activity reports to the Board of Directors for acknowledgment as follows:

- 6.1. Summarizing operating results by preparing an agenda to present to the Board of Directors twice a year.
- 6.2. Other reports assigned by the Board of Directors

7. Power and duty responsibility

- 7.1. Draft sustainability goals and project plans to present to the board for approval.
- 7.2. Study, collect work processes and analyze them to integrate work processes in line with the organization's sustainability goals.
- 7.3. Set the framework for the Group's sustainability policy and related management systems to be accepted by the community and society.
- 7.4. Determine the scope of sustainability reporting
- 7.5. Set strategies and set policies, goals, key organizational indicators and sustainability budgets. Taking into account opinions and impacts that will occur on stakeholders.
- 7.6. Determine important issues that affect the Company's business operations. To take appropriate care of stakeholders towards sustainable development.
- 7.7. Supervise operations to be consistent with the principles of good corporate governance and regulations of the Securities and Exchange Commission.
- 7.8. Appoint a working group to carry out operations in accordance with the Group's sustainability policy.
- 7.9. Drive operations, develop operating processes, provide advice and support operations for sustainability to meet goals.
- 7.10. Follow up on the actions of the working group appointed to carry out work and be consistent in the same direction.

- 7.11. Monitor and evaluate the efficiency of sustainability operations to develop the company's operating processes to cover economic, social and environmental dimensions.
- 7.12. Create awareness and participation of employees and promote organizational culture to create sustainable development.
- 7.13. Perform any other duties assigned by the Board of Directors.

This Sustainability Committee Charter is effective from 16 January 2025 onwards by the resolution of the Board of Directors at the meeting No. 1/2025 on 15 January 2025


.....

Mr. Seni Chittakasem
Chairman