

**Charter of the Sustainability Committee
Siamese Asset Public Company Limited**

1. Purpose

The Sustainability Committee is one of the sub-committees of the board of directors established with the purpose of performing duties in supervising the company's environmental, social and good governance work (ESG) in addition to advising and setting business management guidelines that are clear, transparent and verifiable and consistent with sustainability principles and international standards in order to provide value and sustainability to business and build confidence and pride in the interested parties (stakeholders) of the business.

2. Composition, Qualifications, Appointments, Term in Office and Removal from Office

2.1 Composition

- (1) The Sustainability Committee is made up of at least 6 directors made up of 2 independent directors and 4 executive directors.
- (2) The Sustainability is to choose one independent director to serve as the Chairman of the Sustainability Committee, and a secretary may be appointed to assist in work related to scheduling meetings, preparing meeting agendas, delivering meeting documents and recording meeting reports.

2.2 Qualifications

Sustainability directors are required to be persons with the following qualifications:

- (1) Be persons possessing knowledge, abilities and experience and understanding about the duties and responsibilities of the Sustainability Committee.
- (2) Be moral and ethical persons who can exercise independent judgement.
- (3) Able to devote sufficient time as members of the Sustainability Committee.

2.3 Office

- (1) **Term in Office**

The term in office of the Sustainability Committee follows the term for company directors.

(2) **Removal from Office**

- (a) Removal from position as company director.
 - (b) Lacking in the qualifications in Clause 3.
 - (c) Resignation.
 - (d) Death.
 - (e) A resolution is passed by the board of directors for removal from office.
- (3) Any sustainability director who wishes to resign from his/her position may do so by presenting a resignation form to the Chairman of the Board by at least 1 month in advance.

3. Scope of Powers, Duties and Responsibilities

- (1) Consider and set policies and practice guidelines for developing environmental, social and good governance work (ESG) covering policies and practice guidelines related to business ethics and various measures for the board of directors and Management to set guidelines and practice regulations that are correct and meet standards.
- (2) Supervise, advise, evaluate outcomes and review the policies and practice guidelines in line with good governance principles while having business ethics and undertaking social, environmental and sustainable development responsibilities and raising the standard of corporate governance of the company in line with international standards.
- (3) Perform other duties as assigned by the board of directors that are not assignments to make decisions relating to the company's business operation.
- (4) Report performance to the board of directors.

4. Meetings

- (1) The Sustainability Committee is to hold at least 1 meeting every quarter.
- (2) During each meeting of the Sustainability Committee, at least one half of directors have to be in attendance to form a quorum.

5. Performance Assessments of the Nomination and Remuneration Committee

The Sustainability Committee is to perform a performance assessment at least 1 time annually by self-assessment and reporting assessment results to the board of directors for consideration.

6. Reviews and Improvements of the Charter

The Sustainability Committee is to review this charter annually and make proposals to the board of directors to consider approving revisions (if any).