

The Sustainability Development Committee Charter

Workpoint Entertainment Public Company Limited and Its Subsidiaries

Objective

The Board of Directors has set up a Sustainability Development Committee with the objective of considering and establishing policies with regard to sustainable development to provide a framework for the performance of duties of the Company's directors. The guidelines are to ensure that all of its executives and employees meet international standards while also taking into account uninterrupted business development and creating value for all stakeholders, as well as conducting its business operations under good corporate governance, transparency, fairness, responsibility toward society and the environment, including building confidence among all stakeholders. The Charter was created to define the scope, authority, duties, and ensure efficiency and effectiveness of the Sustainability Development Committee according to the intentions of the Board of Directors.

Section 1: Structure and Term of Office

1.1 The Board of Directors is responsible for selecting and appointing members and Chairman of the Sustainability Development Committee.

1.2 The Sustainability Development Committee will be made up of four Company directors.

1.3 The Sustainability Development Committee members must possess the necessary knowledge, capabilities, experience, and qualifications.

1.4 In the case where the Sustainability Development Committee member is a Company director, his/her term of office shall be in accordance with the period of their tenure as directors of the Company. The Sustainability Development Committee members who vacate their positions at the end of their term may be reappointed as necessary and appropriate. In addition to retiring from office at the end of their terms, members of the Sustainability Development Committee will also vacate their positions upon:

- death
- resignation
- removal from being a director of the Company
- removal from their position by a resolution passed by the Board of Directors.

1.5 In the event that the position of a Sustainability Development Committee member becomes vacant, the remaining Committee members will continue to perform their duties during the interim period until the Board of Directors appoints a new Sustainability Development Committee member to fill the vacant position within the next Board meeting, except in the case of certain necessities that prevent such an appointment.

1.6 A secretariat to the Committee will be determined and appointed by the Sustainability Development Committee.

Section 2: Roles and Responsibilities

2.1 Define, review, and improve the Company's vision, mission, and sustainability strategies, including offering advice related to such matters to the Board of Directors.

2.2 Ensure that the various policies and related guidelines are established and consistent with international standards criteria (including but not limited to health and safety, environment, climate change biodiversity, human rights, policies and rights in the workplace, sustainable supply chains, governance, community, and social responsibility) and cover the entire Company and/or its subsidiaries as appropriate.

2.3 Promote and support the creation of value for stakeholders through the integration of ethics and social and environmental responsibility into the organization's various activities.

2.4 Consider, define, review, and improve on policies, manuals, and guidelines to ensure good corporate governance, business and employees' ethics, in a manner that is consistent with international practices, to present to the Board of Directors for consideration and approval. Additionally, the Committee is also tasked with overseeing compliance with the established policies, manuals, and guidelines regarding good corporate governance, as well as business and employees' ethics.

2.5 Consider, determine, review, and improve policies on social responsibility, community, and environment to present to the Board of Directors for approval, as well as ensure compliance with the aforementioned policies.

2.6 Consider, determine, review, and amend policies on climate change, including managing risks and opportunities arising from climate change, according to international recommendations or standards, to present to the Board of Directors for consideration and approval, as well as supervising and monitoring compliance with such strategies.

Section 3: Meetings

3.1 Meetings of the Sustainability Development Committee shall be held at least twice a year. To be considered as a quorum, such meetings must be attended by not less than half of the members of the Sustainability Development Committee.

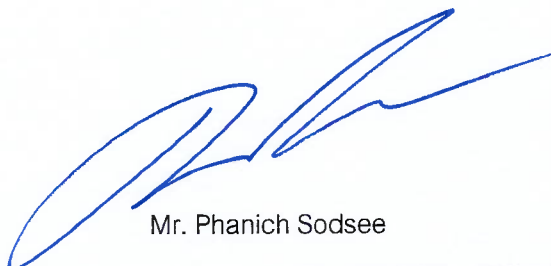
3.2 In the event that the Chairman of the Sustainability Development Committee is unable to perform his/her duties as Chairman of the meeting, he/she will be required to assign a director, or Committee members select one of the attending members to preside as Chairman of the meeting.

3.3 The secretariat of the Sustainability Development Committee is responsible for making the necessary preparations for the meeting, such as sending out meeting invitations and supporting documents to every one of the Committee members at least 7 days in advance, except in cases of urgent necessity, the meeting can be notified by other means and the meeting date can be set earlier than the stated schedule.

3.4 The meeting's resolution is to be determined by a majority vote, whereby each director is entitled to one vote and the majority vote shall be taken as the criterion to reach a resolution. In the case of an equal number of votes, the Chairman of the meeting will be entitled to cast the deciding vote.

Approved by the resolution of the Company's Board of Directors Meeting No. 2/2024 on May 10, 2024, and is to be effective from June 5, 2024 onwards.

Announced on June 5, 2024



Mr. Phanich Sodsee
Chairman of the Corporate Sustainability Committee
Workpoint Entertainment Public Company Limited