

Charter of the Sustainable Development Committee
SCG Decor Public Company Limited

SCG Decor Public Company Limited (the “Company”) is committed to continuously engaging in environmental and social activities to achieve sustainable growth alongside environmental and social stewardship. The Company aims to maintain a balance between environmental and social aspects and to keep pace with sustainable changes. Therefore, the Board of Directors has resolved to establish this Charter of the Sustainable Development Committee to ensure that all members of the Sustainable Development Committee are aware of their duties and responsibilities and perform their duties correctly and completely.

1. Scope of Duties

the Sustainable Development Committee shall have the following duties:

- 1.1 Determine the direction, policies, strategies, and plans for sustainability, covering environmental and social dimensions, and present them to the Board of Directors annually.
- 1.2 Oversee the integration of key sustainability issues (Double Materiality), provide sustainability advice to ensure compliance with sustainability policies and plans, achieve goals, and lead in sustainability.
- 1.3 Review policies, monitor plans, and performance to meet targets, and report results to the Board of Directors after each Sustainable Development Committee meeting.
- 1.4 Approve the disclosure of information to stakeholders and ensure operations are conducted transparently and accurately.
- 1.5 Evaluate the performance of the Sustainable Development Committee and report the evaluation results to the Board of Directors.
- 1.6 Review and recommend any changes to the Charter of the Sustainable Development Committee to the Board of Directors for approval to ensure appropriateness and alignment with changes.

In performing its duties within the scope of authority, the Sustainable Development Committee has the power to summon management, department heads, or relevant employees to provide opinions, attend meetings, or submit necessary documents. Additionally, the Sustainable Development Committee may seek advice from external independent consultants or other professional experts if deemed necessary and appropriate, with the Company bearing all related expenses.

2. Composition of the Sustainable Development Committee

The Sustainable Development Committee shall consist of:

2.1 At least three members of the Board of Directors.

2.2 Members of the Sustainable Development Committee must be appointed by the Board of Directors.

2.3 The Chairman of the Sustainable Development Committee may be appointed by the Board of Directors or the Sustainable Development Committee.

3. Qualifications of the Sustainable Development Committee Members

3.1 Must be a member of the Board of Directors.

3.2 Must have a good understanding of environmental, social, and sustainability issues.

3.3 Must have a broad vision, continuously follow global changes in environmental, social, and sustainability issues, and use this knowledge to improve the Company's overall environmental and social policies.

3.4 Must be able to perform duties, express opinions, and report on assigned tasks independently and dedicate sufficient time to perform duties.

4. Term of position

Members of the Sustainable Development Committee shall serve a term of three years, ending on the date of the Annual General Meeting of Shareholders. Upon the expiration of the term, members may be reappointed. In addition to the expiration of the term, members of the Sustainable Development Committee shall vacate office upon:

1. Resignation

2. Loss of qualifications as a member of the Sustainable Development Committee as per this Charter.

3. Resolution of the Board of Directors to remove the member.

Any member wishing to resign shall submit a written resignation to the Chairman of the Board of Directors, effective from the date the resignation letter reaches the Chairman. In the event that all members of the Sustainable Development Committee vacate office, the outgoing members shall remain in office to continue operations until new members assume their duties. If a position on the Sustainable Development Committee becomes vacant for reasons other than the expiration of the term, the Board of Directors shall appoint a qualified person to fill the vacancy to ensure the Committee has the full number of members as determined by the Board of Directors. The new member shall serve only for the remaining term of the member they replace.

5. Meeting Details

The Sustainable Development Committee shall meet as deemed necessary and appropriate by the Committee or its Chairman, but at least twice a year. The Chairman of the Sustainable Development Committee or the Committee Secretary, as instructed by the Chairman, shall notify members of the Committee at least three days in advance of the meeting date, except in urgent cases where other methods of notification or shorter notice periods may be used. Meetings of the Sustainable Development Committee may be conducted electronically, allowing participants to discuss and express opinions even if they are not in the same location, following the prescribed rules and procedures. The Sustainable Development Committee should hold meetings on various matters within its scope of duties.

6. Quorum

A quorum for meetings of the Sustainable Development Committee shall consist of at least half of the total number of Committee members appointed by the Board of Directors. If the Chairman of the Sustainable Development Committee is absent or unable to perform their duties, the attending members shall elect one member to preside over the meeting. Decisions of the meeting shall be made by a majority vote. Each member of the Sustainable Development Committee shall have one vote. In the event of a tie, the Chairman of the meeting shall have an additional casting vote. Members with a conflict of interest in any matter shall not have the right to vote on that matter. Resolutions of the Sustainable Development Committee may be made without a meeting and shall be valid as if passed at a meeting when all members have signed their approval.

7. Remuneration

Members of the Sustainable Development Committee shall receive remuneration as approved by the shareholders' meeting.

This Charter shall be effective from October 28, 2024.