

Charter of the Sustainability Management Team

1. Purpose

The Board of Directors of AddTech Hub Public Company Limited (the “Company”) deems it appropriate to establish the Charter of the Sustainability Management Team to define the composition, duties, and responsibilities and guidelines as assigned by the Board of Directors so that the Sustainability Management Team can supervise as well as give advice and set guidelines for compliance with the principles of good corporate governance of the Company, work together to drive the organization's reduction of greenhouse gas emission, and to be responsible to society and the environment appropriately and transparently to build confidence and credibility among stakeholders.

2. Composition and qualifications of the Sustainability Management Team

1. The Sustainability Management Team must be appointed by the Board of Directors and consists of at least three members.
2. The Sustainability Management Team has a term of office of 3 years and shall be in accordance with the term of office of the Company's directors (In the case that the Sustainability Management Team is also a Company Director). In this regard, the Sustainability Management Team who vacates their position at the expiration of their term may be reappointed by the Company's Board of Directors.
3. In the event that the position of member of the Sustainability Management Team is vacant for other reasons in addition to retirement according to item 2, including retirement from being a director or employee of the Company, resignation or removal by the Board of Directors, the Board of Directors shall appoint persons with required qualifications to be members of the Sustainability Management Team so that the Sustainability Management Team has the number as the Board of Directors deems appropriate. The person appointed as a member of the Sustainability Management Team to replace the member who has resigned from his position will be in office only for the remaining term of the member who has been replaced.

3. Scope of duties

1. Jointly analyze sources of greenhouse gas emissions from various activities of the organization, set goals and find ways to reduce the organization's greenhouse gas emission
2. Jointly propose guidelines for actions to achieve the goals set

3. Monitor and report on the progress of activities to be done, including coordinating with relevant departments in data collection
4. Communicate required training to those involved in the organization
5. Consider and formulate guidelines and recommendations for policies/practices relating to Code of Conduct and Business Ethics according to the good corporate governance principles for the Board of Directors and the Management in order to establish as the organization's rules and regulations to be standardized corporate practice guidelines and for the Company to realize the importance of sustainable business growth under social responsibility and responsibilities towards stakeholders
6. Supervise, consult, evaluate and review policies and practices in accordance with the principles of good corporate governance, business ethics and social responsibility policies to develop and upgrade the corporate governance system of the Company to international standards
7. Perform any other duties as assigned by the Board of Directors

4. Responsibility

The Sustainability Management Team is directly responsible to the Board of Directors according to assigned duties and responsibilities and the Sustainability Management Team retains responsibility for the Company's operations to outsiders.

5. Meeting

1. Arrange a meeting at least once a year by inviting related management, executives, or employees of the Company or those who it deems appropriate to join the meeting to give opinions or submit information documents as deemed relevant or necessary.
2. At every meeting of the Sustainability Management Team, the quorum must consist of not less than half of the total number of members of the Sustainability Management Team currently in office to form a quorum.
3. Members of the Sustainability Management Team who have an interest in any matter to be considered do not vote on that matter.
4. In voting, each member of the Sustainability Management Team has one vote. In reaching a resolution, a majority vote of the Sustainability Management Team members attending the

meeting will be required. If the votes are equal, the Chairman of the Sustainability Management Team shall cast one more vote to be the deciding vote.

6. Reporting

Report the performance of the Sustainability Management Team to the Board of Directors and prepare a report of the Sustainability Management Team to be disclosed in the Company's annual report and signed by the Chairman of the Sustainability Management Team.

7. Review and improvement of the charter

The Sustainability Management Team reviews this Charter annually and will suggest changes as it deems appropriate for the Board of Directors to consider and approve.

This Charter of the Sustainability Management Team will be effective from 6 March 2024 onwards.

- Chirapan Sintunava -

(Mr. Chirapan Sintunava)

The Chairman

AddTech Hub Public Company Limited