



Sustainability Committee Charter

United Palm Oil Industry Public Company Limited

1. Objective

The objective is substantial works on sustainability that comprises of legal compliance of corporate governance, social, and environment also including internal and internal standard systems and practices in accordance with sustainable goals and strategies of the Company.

2. Compositions and Qualifications

2.1 The Sustainability Committee comprises at least one of the Company's directors.

2.2 The Chairman of the Sustainability Committee shall possess knowledge, expertise, and understanding in the areas such as risks, sustainability, and good corporate governance.

2.3 The Chairman of the Sustainability Committee is in charge of appointment a working group to lead on duties related to sustainability.

3. Authority and Duties

The Board of Directors appoints the Sustainability Committee to establish goals and oversee business operations to reach aforementioned objectives:

3.1 Hold a meeting to set a goal, policy and strategy, and create a work manual, charter and sustainability management plan covering environmental, social, and governance dimensions, that correspond with the Company's goals and strategies. Regularly conduct an annual review.

3.2 Provide suggestions and support the operation of department within the Company to reach established goals. To achieve that, all executives and employees must work under ISO, RSPO and other sustainability-related standard systems that the Company plans to engage.

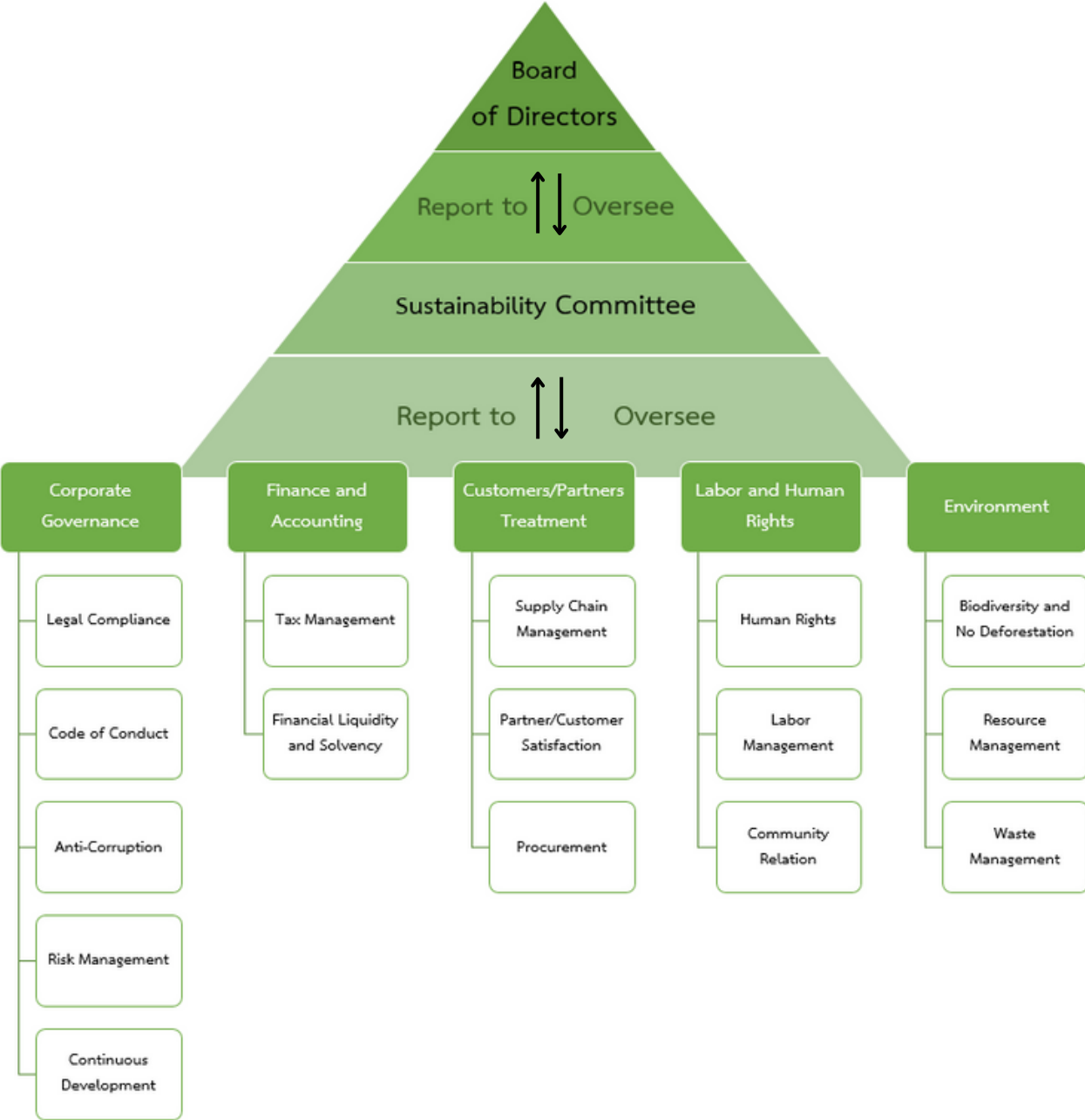
3.3 Oversee and observe the operation of sustainability management and social, community, and environmental responsibility, as well as regularly report to the Chairman the Sustainability Committee.

3.4 Undertake other duties assigned by the Board of Directors.

4. Responsibilities

The Sustainability Committee directly reports to the Board of Directors. Besides, the assigned duties and responsibilities, the Committee is responsible for the operation with 3rd party.

Operational Structure



5. Meeting

The Sustainability Committee shall hold a meeting at least once a year, and every Committee member is required to attend. Minutes of the meeting will be recorded by a secretary.

6. Reporting

The Chairman of the Sustainability Committee shall report and evaluate performance to the Board of Directors by November every year.

This charter shall be effective from August 7, 2023 onwards.

* This charter obtained approval from the Board of Directors' meeting on August 7, 2023.

The chairman of the Sustainability Committee