Charter of the Sustainability and ESG Committee

Premier Quality Starch Public Company Limited

This Charter was approved by the Board of Directors on 15 May 2023.

Revision No. 1, dated 30 January 2025.

Revision No. 2, dated 14 August 2025.

Revision No. 3, dated 11 November 2026.

Charter of the Sustainability and ESG Committee

1. Objectives

The Sustainability and ESG Development Committee is responsible for overseeing, reviewing, and making recommendations to the Board of Directors on the policies, strategies, targets, risks, opportunities, impacts, and disclosure of information relating to sustainability and ESG, so that such matters are integrated into the Company's business direction, risk management, investment decisions, and operations throughout its value chain. This is intended to support stable and responsible growth with respect to the environment, society, and governance.

2. Structure, Composition, and Appointment

2.1 The Sustainability and ESG Development Committee shall comprise directors of the Company who possess the qualifications prescribed by the Capital Market Supervisory Board and the Company's corporate governance policy, and who are appointed with the approval of the Board of Directors.

2.2 The Sustainability and ESG Development Committee shall consist of no fewer than three members appointed by the Board of Directors, and may comprise directors of the Company, independent directors, senior executives, or external experts, as appropriate.

2.3 The Sustainability and ESG Development Committee shall have at least one member with knowledge or experience in sustainability, ESG, risk management, the environment, society, or governance, and shall encourage its members to continuously develop relevant knowledge.

2.4 The Sustainability and ESG Development Committee shall consider and approve the appointment of the Secretary to the Committee.

2.5 The Secretary to the Sustainability and ESG Development Committee shall be responsible for preparing the agenda and meeting documents, preparing the minutes of meetings, following up on resolutions and the directives of the Committee, and coordinating reporting to the Board of Directors.

3. Term of Office

3.1 Members of the Sustainability and ESG Development Committee shall hold office for a term corresponding to their term as directors, with each member of the Sustainability and ESG Development Committee serving a term of three years. A member who retires upon completion of the term may be reappointed. In addition to retirement upon completion of the term, a member of the Sustainability and ESG Development Committee shall vacate office upon:

1) death;
2) resignation;
3) lacking the qualifications to be a member of the Sustainability and ESG Development Committee under this Charter or under the relevant criteria, or a resolution of the Board of Directors to remove the member from office.

3.2 In the event that the entire Sustainability and ESG Development Committee vacates office, the Committee members who have vacated office shall remain in office on an acting basis to continue the work until the new Sustainability and ESG Development Committee takes office. In the event that a position on the Sustainability and ESG Development Committee becomes vacant for a reason other than retirement upon completion of the term, the Board of Directors shall appoint a person with complete qualifications as a member of the Sustainability and

ESG Development Committee to fill the vacancy within 90 days, so that the Committee has the number of members determined by the Board of Directors.

4. Authority, Duties, and Responsibilities

To achieve the above objectives, the Sustainability and ESG Development Committee has the following duties and responsibilities:

1. **4.1 Policy, Strategy, and Material Sustainability and ESG Matters**
   - 4.1.1 To consider, review, and propose sustainability and ESG policies, operating frameworks, and strategies to the Board of Directors for approval.
   - 4.1.2 To ensure that material sustainability and ESG matters are integrated into the corporate strategy, business plans, investments, risk management, and resource allocation, taking into account stakeholders and the value chain.
   - 4.1.3 To promote the Company's operations in support of national ESG goals and the Sustainable Development Goals (SDGs).
   - 4.1.4 To review the materiality assessment process for sustainability, the identification of and engagement with stakeholders, the assessment results, and the application of those results in determining the Company's strategy, risks, targets, and disclosures.
   - 4.1.5 To approve short-term, medium-term, and long-term sustainability and ESG targets, as well as the necessary action plans and resources, for proposal to the Board of Directors, as appropriate.
2. **4.2 Governance, Risk, and Legal Compliance**
   - 4.2.1 To oversee and monitor that the Company conducts its business with transparency, fairness, ethics, and accountability, and in compliance with the law, regulations, policies, and the principles of good corporate governance.
   - 4.2.2 To review material ESG risks, opportunities, and impacts, and to ensure their integration into the enterprise risk management process, including the determination of control measures, prevention plans, remedial plans, and the monitoring of results.
   - 4.2.3 To oversee and monitor matters relating to climate change, greenhouse gas emissions, energy, water, biodiversity, pollution, waste, and resource use that are material to the Company and its value chain.
   - 4.2.4 To oversee and monitor matters relating to human rights, labor, occupational health and safety, communities, the supply chain, and customer responsibility that are material to the Company and its value chain.
   - 4.2.5 To provide recommendations to management on determining measures to prevent, mitigate, remediate, or remedy material ESG impacts, and to monitor the progress of such measures.
3. **4.3 Performance Evaluation**
   - 4.3.1 To review sustainability and ESG indicators and targets, taking into account the baseline, the data boundary, the target value, the timeframe, actual performance, trends, gaps against targets, and corrective and improvement measures, as well as readiness for relevant ESG assessments.

4.3.2 To regularly monitor performance against ESG policies, targets, and action plans, and to provide opinions or recommendations to the Board of Directors upon identifying risks, gaps, or performance that does not meet the targets.

4.3.3 To consider reports of material ESG events or complaints, such as serious accidents, environmental incidents, human rights complaints, non-compliance with the law, or events that may affect the Company's reputation and its stakeholders, and to report them to the Board of Directors without delay.

4. **4.4 Stakeholders, Human Rights, Supply Chain, and Customer Responsibility**

4.4.1 To ensure that the Company has a systematic process to identify and engage with stakeholders, discloses the material matters received, and applies the results in managing the Company's impacts, risks, and opportunities.

4.4.2 To ensure that the Company has mechanisms for receiving complaints, protecting complainants, investigating the facts, and providing appropriate remediation for matters relating to ethics, human rights, labor, safety, the environment, and communities.

4.4.3 To ensure that the Company develops sustainability practices in its supply chain, the selection and assessment of business partners, the communication of ESG requirements, and the monitoring or development of business partners according to their level of risk.

4.4.4 To ensure that the Company has regard to product and customer responsibility, including quality, safety, compliance with requirements, the accurate communication of information, and the handling of customer complaints.

4.4.5 To foster a corporate culture committed to ethics, responsibility, and good governance.

5. **4.5 Sustainability Disclosure and ESG Data Quality Control**

4.5.1 To review and make recommendations on sustainability disclosures to ensure they are complete, accurate, balanced, reliable, and reflective of actual performance, with reference to the reporting standards or frameworks adopted by the Company that are internationally recognized, such as the GRI Standards and the IFRS Sustainability Disclosure Standards, as well as the relevant ESG assessment criteria.

4.5.2 To ensure that an appropriate ESG data quality control system is in place, covering the data boundary, calculation methods, responsible persons, supporting evidence, accuracy reviews, data corrections, and consideration of external assurance of the data, as appropriate.

4.5.3 To monitor relevant trends, standards, and assessment criteria in sustainability, and to recommend the development of the Company's practices to suit its business context and the expectations of stakeholders.

5. Meetings

5.1 The Sustainability and ESG Development Committee shall meet at least once per quarter, no fewer than seven days before the meeting of the Board of Directors. To call a meeting of the Sustainability and ESG Development Committee, the Chairman of the Committee or the Secretary to the Committee shall send the notice of meeting to the members no fewer than seven days before the meeting date, except in cases of urgent necessity,

in which case the meeting may be notified by other means or scheduled earlier in order to protect the rights or interests of the Company. At each meeting, there shall be follow-up on resolutions, directives, risks, significant events, performance against targets, and the progress of ESG action plans, as appropriate.

5.2 Meetings of the Sustainability and ESG Development Committee may be held via electronic media, provided that they comply with the criteria, procedures, and information security standards prescribed by law.

5.3 Minutes of the meetings shall be prepared, together with a register for following up on resolutions or directives, specifying the responsible persons, the completion deadlines, and the status of progress.

6. Quorum

6.1 At a meeting of the Sustainability and ESG Development Committee, no fewer than one-half of the total number of Committee members appointed by the Board of Directors must be present to constitute a quorum. In the event that the Chairman of the Sustainability and ESG Development Committee is not present at the meeting or is unable to perform their duties, the members present shall elect one among themselves to act as chairman of the meeting.

6.2 A decision of the meeting shall be made by a majority vote, with each member of the Sustainability and ESG Development Committee having one vote; provided that a member who has an interest in any matter shall not be entitled to vote on that matter. In the event of an equality of votes, the chairman of the meeting shall have an additional casting vote.

7. Reporting

7.1 The Sustainability and ESG Development Committee shall prepare the following reports:

1) A report to the Board of Directors at least once per quarter, or whenever there is a significant matter, covering performance against targets, ESG risks and opportunities, significant events, material complaints, the status of remediation, and matters requiring the consideration of the Board of Directors.
2) A review of and recommendations on the Company's disclosures and sustainability report before publication through appropriate channels, as well as a proposal to disclose, on an annual basis, the role, composition, number of meetings, and performance of the Sustainability and ESG Development Committee.

8. Access to Information and Advice

8.1 The Sustainability and ESG Development Committee may invite management or any relevant person of the Company to provide opinions, attend meetings, or provide relevant information.

8.2 The Sustainability and ESG Development Committee may seek independent advice or opinions from advisers or external professionals as necessary, with such costs to be borne by the Company.

9. Annual Evaluation and Development

9.1 The Sustainability and ESG Development Committee shall evaluate its own performance at least once a year, taking into account the completeness of its composition, meeting attendance, the quality of its oversight, progress against resolutions, and the effectiveness of its operations, and shall report the results and its recommendations to the Board of Directors.

9.2 The Committee shall promote the development of its members' capabilities through training in ESG and sustainability.

10. Review of the Charter

10.1 The Sustainability and ESG Development Committee shall review this Charter at least once a year, or whenever there is a significant change in the law, standards, practices, business circumstances, or governance structure, and shall propose it to the Board of Directors for approval.

This Charter was approved by the Board of Directors on 11 November 2026.

-signed-

(Mr.Kris Imsang)

Chairman of the Board of Director

Premier Quality Starch Public Company Limited