Corporate Sustainability Management Policy

Premier Quality Starch Public Company Limited

This Policy was approved by the Board of Directors on 11 August 2023.

Revision No. 1, dated 29 December 2025.

Revision No. 2, dated 11 November 2026.

Corporate Sustainability Management Policy

1. Introduction

The Group is committed to developing the organization toward sustainable growth under an ESG approach, combining business excellence, innovation, clean technology, and the balanced creation of value for all stakeholder groups. This Policy is established as a governance framework for managing sustainability across the entire Group, in alignment with the organization's vision and mission, the law, international standards, the results of the materiality assessment of sustainability, the expectations of stakeholders, and the long-term business growth targets.

2. Objectives of the Policy

2.1 To clearly define the direction and operating framework for the Group's sustainability efforts, in alignment with the corporate strategy.

2.2 To integrate environmental, social, and governance (ESG) considerations into business decisions, operating processes, and the value chain.

2.3 To support the management of sustainability risks, opportunities, and impacts relating to climate change, natural resources, water, biodiversity, pollution and waste, human rights, labor, safety and occupational health, the supply chain, and good corporate governance.

2.4 To lay the foundation for setting targets and indicators and for transparent, verifiable reporting in accordance with the relevant standards.

2.5 To build a corporate culture that prioritizes social and environmental responsibility at every level of operation.

2.6 To support the business's transition to a low-carbon model and its adaptation to climate change, aiming to reduce greenhouse gas emissions in accordance with the plans and targets approved by the Board of Directors, in pursuit of Carbon Neutrality and Net Zero in line with the relevant approaches.

3. Scope of Application

3.1 This Policy applies to:

- 3.1.1 Premier Quality Starch Public Company Limited;
- 3.1.2 Premier Quality Starch (2012) Company Limited;
- 3.1.3 Premier Modified Starch Company Limited;
- 3.1.4 Premier Bio Energy Company Limited;
- 3.1.5 Premier Logix Company Limited.

3.2 It covers the Board of Directors, executives, and employees at all levels, including temporary employees and persons working on behalf of the organization.

3.3 The Group promotes and expects its business partners, contractors, crop aggregators, suppliers, and key business allies to conduct their business in accordance with the principles of the environment, human rights, labor, safety, ethics, and governance set out in this Policy, as appropriate.

4. Key Definitions

To ensure a consistent interpretation of this Policy, the following meanings shall apply:

Sustainability / ESG — conducting business with consideration for impacts and the creation of value across three dimensions, namely the Environment, Society (Social), and Governance, together with economic performance.

Stakeholders — persons or groups of persons who are affected by, or who affect, the Group's operations, such as shareholders, employees, communities surrounding the plants, farmer partners, customers, business partners, government agencies, and financial institutions.

Carbon Footprint of the Organization and of Products (CFO/CFP) — the net quantity of greenhouse gases emitted from the organization's operations or from the life cycle of a product, in accordance with the standards prescribed by the relevant authorities.

Sustainable Development of the Group — the growth of the business on the basis of economic efficiency, environmental stewardship, and responsibility toward society and stakeholders, in a balanced manner over the long term.

Low Carbon Cassava — cassava that is grown, tended, harvested, transported, and processed using approaches and technologies that significantly reduce greenhouse gas emissions across the value chain compared with conventional approaches, taking into account factors relating to fertilizer, agricultural chemicals, land use, transportation, and the efficiency of the production process.

Traceability — the ability to track and verify information back through the chain for cassava and related products, including environmental and social data, from the cassava plot level, the collection points, and the production process at the plant, through to distribution to the customer.

Net Zero — the state in which the Group's net greenhouse gas emissions over a given period have been reduced to a level at which the remaining residual emissions are offset or removed through absorption, consistent with the national Net Zero framework and the Group's long-term targets approved by the Board of Directors.

Material Topics — sustainability issues that the Group considers to have a significant impact on the economy, the environment, and people, including issues of importance to stakeholders' decisions.

The 5Rs Concept — a concept for the sustainable management of waste and the environment, comprising: Refuse — declining the use of materials that create pollution or waste at the source; Reduce — reducing the quantity of raw materials and energy used in the production process; Reuse — reusing materials or packaging without reprocessing; Repair — repairing and maintaining damaged equipment so that it can be used again; and Recycle — separating waste for reprocessing and renewed use; all with the aim of systematically reducing impacts on the environment and communities.

5. Sustainability Operating Framework

The Group establishes its sustainability operating principles under three main dimensions, as follows:

5.1 Environmental Dimension (Environment)

The Group aims to reduce its environmental impact and to use resources efficiently, with emphasis on the following matters:

5.1.1 Managing natural resources, energy, and water efficiently, with regard to the adequacy of water sources and the impact on communities and ecosystems, and promoting the use of renewable and clean energy.

5.1.2 Preventing and reducing pollution, and managing waste and by-products from the production process systematically in accordance with the 5R principle (Refuse, Reduce, Reuse, Repair, and Recycle), including appropriate recovery for beneficial use, with regard to impacts on the environment and communities.

5.1.3 Climate change, Low Carbon Cassava, and the pathway to Net Zero:

5.1.3.1 Measuring, monitoring, and managing greenhouse gas emissions across the value chain — Scope 1, Scope 2, and the Scope 3 emissions material to the business — with consistent boundaries, calculation methods, and base years.

5.1.3.2 Promoting the preparation and continuous development of the carbon footprint of the organization and of products.

5.1.3.3 Developing and expanding the “Low Carbon Cassava” model, from the cassava plot, through collection and transportation, to production at the plant, in order to help reduce greenhouse gas emissions and support farmers' transition to a low-carbon agricultural system.

5.1.3.4 Setting and reviewing short-term, medium-term, and long-term greenhouse gas emission reduction targets, as well as performance and progress against those targets, as appropriate, subject to the approval of the Board of Directors.

5.1.4 Undertaking and supporting projects relating to forest stewardship, biodiversity, and soil and water conservation, by assessing and avoiding, reducing, or restoring potential impacts as appropriate and in accordance with the relevant laws.

5.1.5 Strictly complying with environmental laws, government regulations, and the requirements of the regulatory authorities.

5.1.6 Developing and maintaining a traceability system and information system capable of tracking the sources of raw materials, the production process, and environmental data throughout the cassava chain, from the farmer's plot, through the plant, to the customer.

5.2 Social Dimension (Social)

The Group recognizes its role and responsibility toward employees, farmer partners, communities, and society, and aims to act as follows:

5.2.1 Respecting human rights and international labor principles throughout its operations and the related value chain; not using child labor, forced labor, or discrimination of any kind; complying with labor laws; and providing appropriate complaint mechanisms and protection for good-faith complainants.

5.2.2 Creating a safe and hygienic workplace by promoting safety, occupational health, physical health, mental health, and psychosocial factors at work, as well as a suitable working environment for employees and workers under the Group's control.

5.2.3 Promoting the development of sustainability knowledge and skills among employees, farmer partners, and relevant stakeholders, so that they are prepared to adapt to economic, social, and environmental change.

5.2.4 Building good relationships with communities surrounding the plants and the Group's operating areas by conducting social activities on the basis of listening to needs, participation, and the creation of shared value.

5.2.5 Supporting farmers and agricultural partners to produce sustainably, to be resilient, and to cope with long-term risks, including promoting environmentally friendly agricultural practices.

5.2.6 Supporting and encouraging farmers to participate in the Low Carbon Cassava program and the traceability system, such as collecting data on farm plots, cultivation methods, and yields, in order to improve efficiency, increase income security, and strengthen the capacity to cope with climate change.

5.3 Governance Dimension (Governance)

The Group is committed to good corporate governance, transparency, and responsibility toward stakeholders, and acts as follows:

5.3.1 Complying with the good corporate governance principles of the Stock Exchange and the relevant laws.

5.3.2 Conducting business with honesty and transparency, opposing fraud and corruption in all forms, and promoting compliance with the Group's business code of conduct.

5.3.3 Establishing a clear sustainability governance structure by defining the roles of the Board of Directors, the Sustainability and ESG Development Committee, management, and the relevant units in setting direction, overseeing, monitoring, and reporting in accordance with the approved charters or authority.

5.3.4 Designating a unit or committee responsible for overseeing the Low Carbon Cassava strategy, the traceability system plan, and the Group's Net Zero transition plan, including the regular review of progress and the appropriate allocation of resources.

5.3.5 Maintaining a system for managing ESG risks, opportunities, and impacts that is linked to the Group's risk management system, including matters relating to climate, natural resources, human rights, the supply chain, regulations, and stakeholders, for use in business decision-making.

5.3.6 Providing appropriate channels for complaints and suggestions and for appropriate, accessible whistleblowing, with protection for good-faith complainants, as well as a process for considering and following up on remediation as appropriate.

5.3.7 Integrating relevant ESG matters — in particular the environment, human rights, labor, safety, ethics, and traceability — into the criteria for the selection, assessment, and monitoring of business partners and contractors, according to their level of risk and as appropriate.

6. Integrating Sustainability into Strategy and Operating Processes

6.1 The Group integrates sustainability matters and ESG risks, opportunities, and impacts into the strategic planning, business plans, operating processes, and resource allocation of each unit.

6.2 The Group develops and implements a climate and Net Zero transition plan covering the development of Low Carbon Cassava, improvements in energy and production-process efficiency, the use of renewable energy, and appropriate measures to reduce or remove greenhouse gases.

6.3 The Group promotes the consideration of ESG principles and the traceability system, alongside price and quality factors, in investment decisions, procurement, and the selection of business partners.

6.4 The Group applies the results of its sustainability risk and opportunity assessments in determining appropriate measures, action plans, and resources.

7. Roles and Responsibilities

7.1 The Board of Directors approves the Policy and oversees the direction, targets, and significant sustainability performance, including considering ESG risks and opportunities at appropriate intervals.

7.2 The Sustainability and ESG Development Committee performs its duties in accordance with the charter approved by the Board of Directors, proposing sustainability approaches, strategies, and action plans, and overseeing and monitoring progress and obstacles in operations, and proposing improvement approaches to management.

7.3 Senior executives translate the policy into action plans, indicators, and the necessary resources for each unit, and promote, support, and monitor employees' earnest compliance with the Policy.

7.4 The sustainability unit serves as the central coordinator in driving the Group's ESG action plans, compiling, analyzing, and preparing sustainability performance reports for presentation to management and the Board, and promoting knowledge-sharing and the development of sustainability capabilities for the relevant units.

7.5 Plant managers and unit heads apply the policy as appropriate to the context of their unit and operating area, and oversee operations to ensure consistency with the standards.

7.6 All employees study and comply with this Policy and the related regulations, cooperate in sustainability activities, and report any incidents or risks that may affect the environment, society, and the organization's reputation.

8. Communication, Monitoring, and Reporting

8.1 The Group communicates the Policy thoroughly to employees and publishes the Policy in force to the public or relevant stakeholders through appropriate channels.

8.2 The Group sets ESG indicators, targets, and operating timeframes consistent with its strategy and material sustainability topics, for use in monitoring and evaluation.

8.3 The Group reports its sustainability performance to the Board of Directors and discloses material information to stakeholders through the 56-1 One Report, the sustainability report, the website, or other appropriate channels, with regard to completeness, balance, and the comparability of the information.

8.4 The Group develops its ESG database and data collection processes to be complete, accurate, and consistent, with responsible persons assigned to each data source and with traceability.

9. Review and Revision of the Policy

9.1 This Policy shall be reviewed at least once a year, or whenever there is a significant change in the law, regulations, reporting standards, or corporate strategy.

9.2 Revisions to the Policy shall be proposed through the committee or working group assigned to sustainability for consideration before being submitted to the Board of Directors for approval.

9.3 Upon revision, the most recently approved version shall supersede the previous version.

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

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(Mr.Kris Imsang)

Chairman of the Board of Director

Premier Quality Starch Public Company Limited