

Corporate Governance and Sustainability Committee Charter

of

Pinthong Industrial Park Public Company Limited

1. Objective

Pinthong Industrial Park Public Company Limited and its subsidiaries (the “Company”) recognize the importance of good corporate governance and sustainable development, and have therefore established the Corporate Governance and Sustainability Committee to support the Board of Directors in determining policies and practices relating to corporate governance and sustainability, with a view to enhancing the Company’s corporate governance to be effective, transparent, and continuous.

The Company aims to ensure that its operations are aligned with internationally recognized good corporate governance principles and to promote sustainable growth in environmental, social, and governance dimensions (Environmental, Social and Governance: ESG), in order to create long-term value for the business, employees, and all stakeholders.

2. Composition and Qualifications of the Corporate Governance and Sustainability Committee

2.1 The Corporate Governance and Sustainability Committee shall be appointed by the Board of Directors and shall consist of a Chairman and members totaling not less than three (3) persons, with independent directors comprising more than fifty percent (50%) of the total number of members;

2.2 An independent director shall serve as the Chairman of the Corporate Governance and Sustainability Committee;

2.3 The Chairman of the Corporate Governance and Sustainability Committee shall be appointed by the Board of Directors;

2.4 Members of the Corporate Governance and Sustainability Committee shall possess knowledge, competence, integrity, ethics, and responsibility, and shall be able to devote sufficient time and provide adequate opinions in the performance of their duties, and shall understand their roles, duties, and responsibilities in overseeing corporate governance for sustainability;

2.5 The Corporate Governance and Sustainability Committee shall appoint a Secretary to the Corporate Governance and Sustainability Committee, who shall perform duties by virtue of such position.

3. Term of Office

3.1 Members of the Corporate Governance and Sustainability Committee shall hold office for a term of three (3) years.

3.2 A member of the Corporate Governance and Sustainability Committee shall vacate office upon:

3.2.1 expiration of term;

3.2.2 resignation;

3.2.3 death;

3.2.4 lacking the qualifications for being a member of the Corporate Governance and Sustainability Committee;

3.2.5 removal from being a member of the Corporate Governance and Sustainability Committee;

3.2.6 being sentenced to imprisonment by a final judgment or a lawful order of imprisonment, except for petty offences;

3.2.7 being an incompetent or quasi-incompetent person;

3.2.8 being a bankrupt person;

3.2.9 removal from being a director of the Company;

3.2.10 a resolution of the Board of Directors to vacate office.

3.3 A member of the Corporate Governance and Sustainability Committee may be re-appointed to serve for another term as deemed appropriate by the Board of Directors.

3.4 In the event that a vacancy arises in the Corporate Governance and Sustainability Committee, the Board of Directors shall appoint a person who possesses the qualifications and does not possess any prohibited characteristics to serve as a replacement member. Such replacement member shall hold office only for the remaining term of the member whom he or she replaces.

4. Scope of Authority, Duties and Responsibilities

4.1 Corporate Governance

4.1.1 To consider, evaluate, review, and revise the Company's corporate governance policies and business code of conduct to ensure alignment with applicable laws, regulations, and relevant rules, as appropriate to the current business environment, and to monitor compliance with the Company's corporate governance policy in accordance with standards and best practices of leading organizations at both domestic and international levels;

4.1.2 To oversee and monitor that the Company's operations are conducted in accordance with the corporate governance principles prescribed by the Company and the requirements of regulatory authorities, such as the Office of the Securities and Exchange Commission and the Stock Exchange of Thailand, in order to ensure that the operations are conducted with good governance and in line with best practices;

4.1.3 To oversee compliance with applicable rules and regulations in accordance with the Company's policies and practices, including oversight of whistleblowing channels and complaint handling mechanisms, as well as ensuring effective response measures to such complaints;

4.1.4 To promote a corporate governance culture within the organization and to oversee communication relating to corporate governance and the business code of conduct, so that directors, executives, and employees at all levels understand and comply appropriately.

4.1.5 To oversee the establishment of anti-corruption measures appropriate to the Company's context and ensure their effective implementation, as well as to promote awareness among management, directors, executives, and employees at all levels of the importance of, and strict compliance with, such measures;

4.1.6 To consider appointing an anti-corruption working team to be responsible for and to implement the policies and action plans relating to anti-corruption in an appropriate manner;

4.1.7 To report progress and performance relating to sustainability to the Board of Directors for acknowledgement and/or for consideration and approval on relevant matters, as appropriate;

4.1.8 To consider determining guidelines for the disclosure of corporate governance performance in the Annual Registration Statement/Annual Report (Form 56-1 One Report) and/or the Company's Sustainability Report;

4.1.9 To perform any other duties or undertake any other actions as assigned by the Board of Directors or as deemed necessary to ensure effective corporate governance of the organization and to support the Company in achieving its objectives on a sustainable basis.

4.2 Sustainability

4.2.1 To consider, evaluate, review, and revise the Company's sustainability policies and sustainability action plans (ESG Action Plan) to ensure alignment with the Company's business operations across environmental, social, and governance dimensions (Environmental, Social and Governance: ESG);

4.2.2 To consider and approve the Company's sustainability development strategy, as well as to promote and support the Company's activities to achieve its sustainability objectives, and to monitor and oversee that management incorporates sustainability matters into the formulation of strategies, annual plans, and key performance indicators relating to sustainability;

4.2.3 To oversee the Company's operations in relation to social responsibility, environmental responsibility, and stakeholder management to ensure alignment with good corporate governance principles, including ensuring that appropriate communication channels and stakeholder engagement mechanisms are in place for all stakeholder groups;

4.2.4 To consider, review, and revise the Company's climate change strategy in accordance with national and international practices, and to oversee and monitor the implementation of such climate change strategy.

4.2.5 To consider, evaluate, review, and revise the management of environmental, social, and governance risks and opportunities (ESG Risks), including key issues such as climate change risks and disaster risks that may affect the Company's business operations, and to propose the same to the Board of Directors for the determination of appropriate policies, measures, and management approaches;

4.2.6 To review and revise sustainability practices by benchmarking against international standards and recommendations from assessments conducted by the Stock Exchange of Thailand and relevant authorities, in order to continuously develop and enhance the Company's sustainability standards;

4.2.7 To consider determining guidelines for the disclosure of sustainability performance in the Annual Registration Statement/Annual Report (Form 56-1 One Report) and/or the Company's Sustainability Report;

4.2.8 To consider appointing a Corporate Governance and Sustainability working team and a net-zero greenhouse gas emissions management working team to be responsible for and to implement assigned duties, and to oversee compliance with sustainability policies, strategies, and action plans;

4.2.9 In the performance of its duties, the Corporate Governance and Sustainability Committee may seek professional advice from independent advisors or appoint additional working groups, as deemed necessary and appropriate;

4.2.10 To report progress and performance relating to sustainability to the Board of Directors for acknowledgement and/or for consideration and approval on relevant matters, as appropriate;

4.2.11 To perform any other duties or undertake any other actions as assigned by the Board of Directors or as deemed necessary to ensure effective sustainability management of the organization and to support the Company in achieving its objectives on a sustainable basis.

5. Meetings

5.1 To convene meetings at least once (1) per year and may convene additional meetings as the Chairman of the Corporate Governance and Sustainability Committee deems appropriate.

5.2 A meeting shall require the attendance of not less than one-half of the total number of members of the Corporate Governance and Sustainability Committee to constitute a quorum;

5.3 In the event that the Chairman of the Corporate Governance and Sustainability Committee is absent or unable to perform his or her duties, the members present at the meeting shall elect one member to act as the chairman of the meeting;

5.4 Resolutions of the meeting shall be passed by a majority vote. In the event of a tie, the chairman of the meeting shall have an additional casting vote;

5.5 Executives, employees, or qualified persons may be invited to attend the meeting to provide additional information or opinions.

6. Reporting

The Corporate Governance and Sustainability Committee shall report its performance to the Board of Directors on an annual basis and shall prepare a performance report for disclosure in the Annual Registration Statement/Annual Report (Form 56-1 One Report), which shall be signed and certified by the Chairman of the Corporate Governance and Sustainability Committee.

7. Remuneration

The Nomination and Remuneration Committee shall consider and determine the remuneration of the Chairman and members of the Corporate Governance and Sustainability Committee, and shall seek approval from the Board of Directors for further submission to the Annual General Meeting of Shareholders for approval.

8. Performance Evaluation

The Corporate Governance and Sustainability Committee shall conduct a performance evaluation at least once (1) per year, together with reporting the evaluation results, problems, and obstacles to the Board of Directors for acknowledgement, and shall disclose such evaluation results in the Annual Registration Statement/Annual Report (Form 56-1 One Report).

9. Review of the Charter

The Corporate Governance and Sustainability Committee shall review and assess the adequacy and appropriateness of the Charter on an annual basis to ensure that its contents are aligned with the Company's objectives and corporate governance and sustainability practices, and shall propose the same to the Board of Directors for consideration and approval.

This Corporate Governance and Sustainability Committee Charter shall be effective as from 24 February 2026, as amended (No. 2) and approved by the Board of Directors at its Meeting No. 2/2026 held on 24 February 2026.

- Mr. Prasan Tanprasert -
Chairman of the Board of Directors