

Criteria and Procedures for the Nomination of Directors

1. Board of Directors' Oversight Role

The Board of Directors oversees the nomination and appointment process of directors to ensure compliance with good corporate governance principles, under the principles of transparency, fairness, appropriateness, and accountability to shareholders. The Board has delegated the responsibility for conducting the nomination process to the Nomination and Remuneration Committee ("NRC"), while the Board retains the responsibility to review, oversee, and make final decisions.

2. Nomination Process, Criteria, and Board Skill Matrix

The NRC has set clear criteria and processes for nomination to select qualified candidates based on their knowledge, expertise, skills, experience, and understanding of the Company's business, as well as their ability to perform their duties with due care, integrity, and independence of judgment. Nominees must possess all required qualifications and must not have any prohibited characteristics as prescribed by law.

In the case of independent directors, candidates must meet the qualifications for independent directors as required by relevant regulatory authorities. Furthermore, the Company use the Board Skill Matrix as a tool to support its consideration, ensuring that the Board's composition is appropriate, balanced, and aligned with the Company's business operations.

3. Board Consideration and Shareholder Approval

Nominees will be presented to the Board of Directors for careful, prudent, and independent consideration on an individual basis. Directors with conflicts of interest will not participate in the consideration and will abstain from voting. Subsequently, the Board will propose the nominees to the shareholders' meeting for individual appointment, with adequate and transparent disclosure of information to support shareholders' decision-making.

Profiles of Directors Retiring by Rotation and Proposed for Re-election for Another Term

Name-Surname	Mr. Dan Sornmani			
Type of Director	Independent director			
Current Position	Independent director / Member of the Audit Committee			
Nominated Position	Independent director			
Age	61 years			
Education	Bachelor of Marketing, University of Canberra			
Years of directorship	3 years 5 months (appointed on 9 November 2022)			
Attending Meeting	- Board of Director's meeting 4/5 times - Audit Committee's meeting 3/4 times			
Shareholding in the Company (%) ¹	100,000 shares (0.03 % of total shares)			
Position of director or executive in other companies which might incur conflict of interest or which is a competitor against the Company	Does not hold any directorship or executive position in such entities.			
Family Relationship between Director and Executives	None			
Work Experience and Position held in other companies or organizations				
<ul style="list-style-type: none"> Listed Company (3 company) 	2025 - Present	Director	Thai Parcels Public Company Limited	
	2022 - Present	Independent director / Member of the Audit Committee	Euro Creations Public Company Limited	
	2021 - Present	Independent director / Member of the Audit Committee /	Proud Real Estate Public Company Limited	

Member of the Risk
Management Committee

- Non-Listed Company
(16 company)

2025 - Present	Director	Pattara Mongkol Company Limited
2025 - Present	Director	Chalernmpat Company Limited
2025 - Present	Director	Chalernmpat 30 Company Limited
2025 - Present	Director	Chalernmpat Corporation Company Limited
2025 - Present	Director	Chalernmpat Holding Company Limited
2025 - Present	Director	Chalernmpat Transport Company Limited
2025 - Present	Director	P & C Travel Company Limited
2025 - Present	Director	First Transport Company Limited
2025 - Present	Director	SIT Consultant Company Limited
2025 - Present	Director	First Tourism Services Company Limited
2025 - Present	Director	First Autoparts and Services Company Limited
2025 - Present	Director	Transport SPV1 Company Limited
2025 - Present	Director	Transport SPV2 Company Limited
2024 - Present	Director	Crystal Football Club Company Limited
2023 - Present	Director	Vira Company Limited
2015 - Present	Director	Brandology (Thailand) Company Limited

¹ Information as per the shareholder registry on 12 March 2026.

Profiles of Directors Retiring by Rotation and Proposed for Re-election for Another Term

Name-Surname	Mr. Surachet Amornrattanavej			
Type of Director	Executive director			
Current Position	Director / Executive director			
Nominated Position	Executive director			
Age	36 years			
Education	Bachelor of Business Administration, International College, Mahidol University			
Years of directorship	3 years 1 month (appointed on 10 March 2023)			
Attending Meeting	- Board of Director's meeting 4/5 times - Executive Committee's meeting 9/12 times			
Shareholding in the Company (%) ¹	10,328,500 shares (3.39 % of total shares)			
Position of director or executive in other companies which might incur conflict of interest or which is a competitor against the Company	Does not hold any directorship or executive position in such entities.			
Family Relationship between Director and Executives	The son of Mr. Suradej Amornrattanavej, who is a shareholder and older brother of Mrs. Amarat Gambir, who is a director, executive, and shareholder			
Work Experience and Position held in other companies or organizations				
• Listed Company (1 company)	2023 - Present	Director / Executive director	Euro Creations Public Company Limited	
• Non-Listed Company (3 company)	2024 - Present	Director	KK Khao Yai Real Estate Company Limited	
	2021 - Present	Director	S & A Holding 2021 Company Limited	
	2015 - Present	Director	Sky Residence Company Limited	

¹ Information as per the shareholder registry on 12 March 2026.