

Profile of directors/persons who are considered to be appointment as directors to replace of those retire by rotation

<b>Name</b>	: <b>Assoc. Prof. Dr. Ekachidd Chungcharoen</b>	
<b>Age</b>	: 61 years old	
<b>Nationality</b>	: Thai	
<b>Position</b>	: Chairman of Board/ Independent Director/ Nomination and Compensation Committee	
<b>Proposed Position</b>	: Independent Director	
<b>First Appointment</b>	: September 12, 2007	
<b>No. of years of Directorship</b>	: 17 years (year 2007-2024)	
<b>No. of years of Directorship (Including</b>	: 20 years upon resolve to the Company's Director	
<b>Ownership in securities issued</b>	: Personally 30,000 shares	
<b>(As December 31, 2023)</b>	Spouse and minor children - None - (representing 0.01% of total issued share)	
<b>Family relationship to the Management or</b>	: None	
<b>Major shareholders of the Company or its'</b>		
<b>subsidiaries</b>		
<b>Education</b>	: - Ph.D. (Management Science) Faculty of Engineering, University of Waterloo - Master of Management Science, Faculty of Engineering, University of Waterloo - Master of Engineering Program in Electrical Engineering of Youngstown State University, USA - Bachelor of Engineering Program in Electrical Engineering (Major in Computer), King Mongkut's Institute of Technology Ladkrabang	
<b>Training Program</b>	: -Training programs of Thai Institute of Directors (IOD) Role of the Chairman Program (RCP) Class 42/2018 Role of the Compensation Committee (RCC) Class 18/2014 Director Accreditation Program (DAP) Class 68/2008 Audit Committee Program (ACP) Class 23/2008	
<b>Experiences</b>	: 2017 – Present Chairman of the Board, Phol Dhanya Plc. 2011 – Present Nomination and Compensation Committee, Phol Dhanya Plc. 2007 - Present Independent Director, Phol Dhanya Plc. 2013 - Present Independent Director /Audit Committee, BJC Heavy Industries Plc. 2019 – Present Director, B&P Agri Products Co.,Ltd. 2005 – Present Associate Professor, Thammasat University 2017 – 2022 Chairman of Nomination and Compensation Committee, Phol Dhanya Plc. 2019 – 2021 Independent Director, Sunshine International Company Limited 2018 – 2022 Independent Director /Audit Committee/ Chairman of Nomination and Compensation Committee, JSP Property Plc. 2014 – 2017 Committee of the Doctoral Program in Business Administration Program, Thammasat University	

2010 – 2017	Director of Master of Business Administration Program, Thammasat University
2007 – 2017	Audit Committee, Phol Dhanya Plc.
2011 – 2013	Independent Director /Audit Committee, BJC Heavy Industries Co., Ltd.
2001 - 2007	Director of Bachelor of Business Administration (BBA) International Program, Thammasat University

**Other directorship position / Other position at present**

- **Subsidiary company** : None
- **Other listed company** : 1 company  
- Independent Director/ Audit Committee, BJC Heavy Industries Plc.
- **Non-listed company** : 1 companies  
- Director, B&P Agri Products Co.,Ltd.
- **Other Organizations that may have conflict of interest to the Company** : None

**Meeting Attendance in 2023**

	Attendance / Total Meeting	%
● Board of Director	9/9	100%
● Nomination and Compensation Committee	4/4	100%
● AGM	1/1	100%

**Additional qualifications for nominated independent directors**

(Having the following interests in the Company, parent company, subsidiaries, affiliates or any legal entities that have conflicts, at present or in the past 2 years)

Relation	Qualification	
1. Being a director that take part in managing day-to-day operation, or being an employee, or advisor who receive a regular salary or fee	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
2. Being a professional service provider (i.e., auditor, lawyer)	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
3. Having the significant business relations that may affect the ability to perform independently	<input type="checkbox"/> Have	<input checked="" type="checkbox"/> None
4. Having family relationship to the directors of the Company	<input type="checkbox"/> Have	<input checked="" type="checkbox"/> None
Criminal offense record during the past ten years	Qualification	
1. Have judged to be a criminal act or criminal prosecution	<input type="checkbox"/> Have	<input checked="" type="checkbox"/> None
2. Have not been found adjudged bankrupt or a receiver is appointed	<input type="checkbox"/> Have	<input checked="" type="checkbox"/> None
3. As the management or control of companies and partnerships that are judged to be bankrupt or insolvent.	<input type="checkbox"/> Have	<input checked="" type="checkbox"/> None

**Have a conflict of interest in any matter to be consider at the Agenda of the 2024 Shareholders’ Meeting:**

- Director who retired by due term its regards as a conflict of interest in the re-election of directors to replace those who are due to retire by rotation

<b>Name</b>	: <b>Mr. Boonchai Suwanvutthiwat</b>	
<b>Age</b>	: 60 years old	
<b>Nationality</b>	: Thai	
<b>Position</b>	: Director	
<b>Proposed Position</b>	: Director	
<b>First Appointment</b>	: Apr 30, 2013	
<b>No. of years of Directorship</b>	: 11 years (year 2013 to 2024)	
<b>No. of years of Directorship (Including the Ownership in securities issued (As December 31, 2023)</b>	: 14 years upon resolve to the Company's Director Personally - None – Spouse and minor children - None –	
<b>Family relationship to the Management or Major shareholders of the Company or its' subsidiaries</b>	: -None-	
<b>Education</b>	: - Bachelor of Arts in Political Science (Major in Public Administration), Ramkhamhaeng University	
<b>Training Program</b>	: Training programs of Thai Institute of Directors (IOD) - Driving Company Success with IT Governance (ITG) class 3/2016 - Successful Formulation and Execution of Strategy (SFE) class 26/2016 - Anti-Corruption: The Practical Guide Program (ACPG) class 21/2015 - Director Certification Program (DCP) Class 155/2012	
<b>Experiences</b>	: 2023 – Present Risk Management and Sustainability Oversight Committee 2018 – Present Director, Phol Palladium Co.,Ltd. 2013 – Present Director, Phol Dhanya Plc. 2014 – 2023 Risk Management Committee 2013 – 2023 Chief Executive Officer, Phol Dhanya Plc. 2014 – 2022 Director, Phol Water Co.,Ltd 2010 – 2017 Executive Director, Phol Dhanya Plc. 2013 - 2016 Director, Pholdhanya (Cambodia) Co., Ltd 2010 – 2012 Senior Director – Central Industrial Zone Department, Phol Dhanya Plc. 2007 – 2010 Director of Sales Department Group 2, Phol Dhanya Plc. 1999 – 2006 Manager – Business Unit, Phol Dhanya Co., Ltd 1992 - 1998 Manager – Sales Department, Phol Dhanya Co., Ltd	

**Other directorship position / Other position at present**

<b>• Subsidiary company</b>	: 1 company Director, Phol Palladium Co.,Ltd.
<b>• Other listed company</b>	: None
<b>• Non-listed company</b>	: None
<b>• Other Organizations that may have conflict of interest to the Company</b>	: None

### Meeting Attendance in 2023

	Attendance / Total Meeting	%
• Board of Director	9/9	100%
• Risk Management Committee	3/3	100%
• Risk Management and Sustainability Oversight Committee	2/2	100%
• AGM	1/1	100%

**Remark:** Resolution of the Board of Directors' Meeting No. 7/2023 on October 18, 2023, appointing the Risk Management and Sustainability Oversight Committee. and to abolish the Risk Management Committee.

### Additional qualifications for nominated independent directors

(Having the following interests in the Company, parent company, subsidiaries, affiliates or any legal entities that have conflicts, at present or in the past 2 years)

Criminal offense record during the past ten years	Qualification	
1. Have judged to be a criminal act or criminal prosecution	<input type="checkbox"/> Have	<input checked="" type="checkbox"/> None
2. Have not been found adjudged bankrupt or a receiver is appointed	<input type="checkbox"/> Have	<input checked="" type="checkbox"/> None
3. As the management or control of companies and partnerships that are judged to be bankrupt or insolvent.	<input type="checkbox"/> Have	<input checked="" type="checkbox"/> None

### Have a conflict of interest in any matter to be consider at the Agenda of the 2023 Shareholders' Meeting:

- Director who retired by due term its regards as a conflict of interest in the re-election of directors to replace those who are due to retire by rotation.

<b>Name</b>	: <b>Mr.Pornsak Chunhajinda</b>	
<b>Age</b>	: 57 years old	
<b>Nationality</b>	: Thai	
<b>Position</b>	: - None -	
<b>Proposed Position</b>	: Director	
<b>First Appointment</b>	: New director is proposed for appointment at the meeting AGM 2024	
<b>No. of years of Directorship</b>	: 3 years upon resolve to the Company's director (April 2027)	
<b>Ownership in securities issued (As December 31, 2023)</b>	: Personally 135,000 shares (representing 0.07% of total issued share) Spouse and minor children 875,646 shares (representing 0.43% of total issued share)	
<b>Family relationship to the Management or Major shareholders of the Company or its' subsidiaries</b>	: - None -	
<b>Education</b>	: - Bachelor of Science (Accounting), Kasetsart University	
<b>Professional affiliations</b>	: - Certified Public Accountant (CPA) No.4237	
<b>Training Program</b>	: - Training programs of Thai Institute of Directors (IOD) Director Certification Program (DCP) Class 227/2016 -Training programs of Thailand Federation of Accounting Professions (TFCA) - Seminar "Sampling in the Auditing" Class 1/65 - Seminar "Update TFRS 9, TFRS 16 Overall" Class 1/65 - Seminar "- The main issues of financial reporting standards for SMEs/NPAEs/PAEs accounts Comparison with the rules of income tax generation" Class 2/65 - Advanced Certificate Course Politics and Governance in Democratic for Executive Class 22 King Prajadhipok's Institute - Chief Financial Officer Certification Program Class 11/2009 by Federation of Accounting Professions	
<b>Experiences</b>	: 2023 - Present Director/Managing Director, Phol Palladium Co.,Ltd. 2022 - Present Vice President Corporate Support/Chief Financial Officer, Phol Dhanya Plc. 2022 – Present Director/Managing Director, Phol Water Co.,Ltd. 2015 - Present Director, BMS Audit Co., Ltd 2007 - Present Director, Nonsi Accounting Co., Ltd 2004 - Present Director, Rak Charoen Co., Ltd 2018- Jul, 2021 Vice President Corporate Support, Phol Dhanya Plc. 2010- Jul, 2021 Chief Financial Officer, Phol Dhanya Plc. 2016 - 2018 Director/Risk Management Committee, Phol Dhanya Plc. 2016 - 2017 Managing Director, Phol Dhanya Plc. 2014 - 2017 Managing Director, Phol Water Co., Ltd. 2010 - 2017 Executive Director, Phol Dhanya Plc. 2009 – 2013 Director, PD Genesis Engineering Co., Ltd	

2007 – 2010 Director of Accounting and Finance Division, Phol Dhanya Plc.  
 1996 - 2006 Managing Director, Nonsi Accounting Co., Ltd

**Other directorship position / Other position at present**

- **Subsidiary company** : 2 Companies  
 Director/Managing Director, Phol Water Co.,Ltd.  
 Director/Managing Director, Phol Palladium Co.,Ltd.
- **Other listed company** : None
- **Non-listed company** : 3 Companies  
 Director, BMS Audit Co., Ltd  
 Director, Nonsi Accounting Co., Ltd  
 Director, Rak Charoen Co., Ltd
- **Other Organizations that may have conflict of interest to the Company** : None
- **Meeting Attendance in 2023** : Is a person nominated for election as a director. At the 2024 Annual General Meeting of Shareholders

**Additional qualifications**

(Having the following interests in the Company, parent company, subsidiaries, affiliates or any legal entities that have conflicts, at present or in the past 2 years)

Criminal offense record during the past ten years	Qualification	
1. Have judged to be a criminal act or criminal prosecution	<input type="checkbox"/> Have	<input checked="" type="checkbox"/> None
2. Have not been found adjudged bankrupt or a receiver is appointed	<input type="checkbox"/> Have	<input checked="" type="checkbox"/> None
3. As the management or control of companies and partnerships that are judged to be bankrupt or insolvent.	<input type="checkbox"/> Have	<input checked="" type="checkbox"/> None

**Have a conflict of interest in any matter to be consider at the Agenda of the 2023 Shareholders’ Meeting:**

The person nominated for appointment as an Director in the meeting Annual General Meeting of Shareholders 2024