

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

Name	: General Chaiwat Satondee	
Age	: 71 years old	
Nationality	: Thai	
Position	: Independent Director/ Chairman of Nomination and Compensation Committee	
Proposed Position	: Independent Director	
First Appointment	: Appointment as Director date: October 12, 2015 Appointment as Independent Director date: February 19, 2021	
No. of years of Directorship	: 10 years (year 2015-2025)	
No. of years of Independent Directorship	: 4 years (year 2015-2025)	
No. of years of Independent Directorship (Including the no. of years reappointed to serve another term.)	: 7 years upon resolve to the Company's Director	
The Company's securities holding (As December 31, 2024)	: Personally 248,250 shares Spouse and minor children - None - (representing 0.12% of total issued share)	
Family relationship to the Management or Major shareholders of the Company or its' subsidiaries	: None	
Education	: - Bachelor of Science, Chulachomklao Royal Military Academy - Command and General Staff College Class 65 - National Defense College Class 2007	
Training Program	: -Training programs of Thai Institute of Directors (IOD) Nomination Director Event 1/2017 "Nomination Committee Best Practice Guideline" Director Certification Program (DCP) Class 216/2016	
Experiences	: 2022– Present Chairman of Nomination and Compensation Committee, Phol Dhanya Plc. 2007 - Present Independent Director, Phol Dhanya Plc. 2017 - Present Chairman of the Board, Phol Entech Co.,Ltd 2019 – Present Advisor, The Thai-Myanmar Culture and Economic Cooperation Association 2019 – Present Advisor, Thailand Inter-Parliamentarians Friendship Group (Thailand - Myanmar). 2017 – 2022 Nomination and Compensation Committee, Phol Dhanya Plc. 2015 – 2022 Director, Phol Dhanya Plc. 2015 – 2019 Advisor to Board of Security and Military Affairs, The National legislative Assembly 2011 – 2013 2012 – 2014 Director General of War Veteran Organization of Thailand 2008 Deputy Director of Defence Industry and Energy Centre	

2007	Chief of Military Affairs Co-ordinations Officers of the National Security Council
2003	Chief of Staff in The Joint Security Council in Aceh Monitoring Mission in Indonesia
1998-2001	Defense Attach to The Royal Thai Embassy in Yangon
1991-1994	Assistance Army Attach to The Royal Thai Embassy in Beijing

Other directorship position / Other position at present

- **Subsidiary company** : 1 company
- Chairman of the Board, Phol Entech Co.,Ltd
- **Other listed company** : None
- **Non-listed company** : 2 company
- Advisor, The Thai-Myanmar Culture and Economic Cooperation Association
Advisor, Thailand Inter
-Parliamentarians Friendship Group (Thailand - Myanmar)
- **Other Organizations that may have conflict of interest to the Company** : None

Meeting Attendance in 2024

	Attendance / Total Meeting	%
● Board of Director	8/8	100%
● Nomination and Compensation Committee	2/2	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 2025 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

Name	: Mr. Thanya Wangthamrong	
Age	: 45 years old	
Nationality	: Thai	
Position	: Director	
Proposed Position	: Director	
First Appointment	: Apr 30, 2013	
No. of years of Directorship	: 12 years (year 2013 to 2025)	
No. of years of Independent Directorship (Including the no. of years reappointed to serve another term.)	: 15 years upon resolve to the Company's Director	
The Company's securities holding (As December 31, 2024)	: Personally 7.48% (15,147,433 Shares) Spouse and minor children : 2.61% (5,280,000 Shares)	
Family relationship to the Management or Major shareholders of the Company or its' subsidiaries	: Mr.Chavalit Wangthamrong's son	
Education	: - Master of Business Administration (International), Thammasat University - Bachelor of Architecture, Chulalongkorn University	
Training Program	: Training programs of Thai Institute of Directors (IOD) - Director Certification Program (DCP) Class180/2013 - SET Sustainability Forum 2/2023 by SET (Jun 2023) - IR IN ACTION Class 4 Course in 2567 by SET. - CFO's Orientation for New IPOs Course in 2565 by SET. - Trends, Directions of M&A, Key Considerations, and Strategies for Successful M&A" in 2021, organized by TLCA.	
Experiences	: 2024 – Present Chief Executive Officer, Phol Dhanya Plc. 2023 – Present Risk Management and Sustainability Oversight Committee 2013 – Present Director, Phol Dhanya Plc. 2011 – Present Director, Spirit Gems Co., Ltd. 2022-2024 Director, Phol Water Co.,Ltd. 2024 Director, Phol Palladium Co.,Ltd. 2018-2023 Vice President Marketing and Sales , Phol Dhanya Plc. 2011 – 2022 Acting Chief Financial Officer, Phol Dhanya Plc. 2013 – 2023 Director, Guzz Media Co., Ltd 2006 – 2019 Director, Phol Water Co.,Ltd 2010 – 2017 Executive Director/ Chief Marketing Officer/, Phol Dhanya Plc. 2011 – 2017 Director, Wilsiri Intertrade Co, Ltd. 2006 – 2017 Director, PDF Supply Co., Ltd 2015 Chief Information Technology Officer, Phol Dhanya Plc. 2014 Director, Environment Business Division, Phol Dhanya Plc. 2009 – 2010 Manager, Marketing Division, Phol Dhanya Plc. 2007-2009 Manager, Marketing Communication Department Phol Dhanya Co.,Ltd.	

Other directorship position / Other position at present

- **Subsidiary company** : None
- **Other listed company** : None
- **Non-listed company** : 1 company
Director, Spirit Gems Co., Ltd.
- **Other Organizations that may have conflict of interest to the Company** : None

Meeting Attendance in 2024

	Attendance / Total Meeting	%
● Board of Director	8/8	100%
● Risk Management and Sustainability Oversight 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)

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 2025 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.

Name	: Mr. Wisarute Sirojanakul	
Age	: 45 years old	
Nationality	: Thai	
Position	: Independent Director/Audit Committee	
Proposed Position	: Independent Director	
First Appointment	: September 17, 2021	
No. of years of Independent Directorship	: 10 years (year 2015-2025)	
Ownership in securities issued (As December 31, 2024)	: Personally - None – Spouse and minor children - None –	
Family relationship to the Management or Major shareholders of the Company or its' subsidiaries	: - None -	
Education	: - M.B.A. (Finance), Auburn University, U.S.A - B.E. (Chemical), Chulalongkorn University	
Training Program	: - Training programs of Thai Institute of Directors (IOD) Director Accreditation Program (DAP) Class 188/2021 Agriculture & Cooperatives Executive Program (ACE) Class 3/2023 Executive Program for Financial Planning Certification, University of Georgia, U.S.A Director Certification Program (DCP) Class 357/2024	
Experiences	: 2024 - Present Audit Committee, Phol Dhanya Plc. 2021 - Present Independent Director, Phol Dhanya Plc. 2023 – Present Director, Phuket Deep SEA Port Co., Ltd 2022 - Present Director, Thai Agro Service Co., Ltd. 2022 - Present Chief Financial Officer, Winvestment Co., Ltd. 2021 - Present Director, AGRI GATE Co., Ltd. 2021 - Present Director, Thai Agro Fresh Co., Ltd. 2020 - Present Director, Fresh Commerce Co.,Ltd. 2019 - Present Senior Director, Thai Agro Exchange Co., Ltd. (TalaadThai) 2018 - 2021 Deputy Chief Financial Officer, Winvestment Co., Ltd. 2017 – 2018 Head of Business Incubation , Beacon Venture Capital Co.,Ltd. 2009 – 2016 First Vice President, Kasikornbank Plc.	
Other directorship position / Other position at present		
• Subsidiary company	: None	
• Other listed company	: None	
• Non-listed company	: 7 Companies Director, Phuket Deep SEA Port Co., Ltd Director, Thai Agro Service Co., Ltd. Chief Financial Officer, Winvestment Co., Ltd. Director, AGRI GATE Co., Ltd. Director, Thai Agro Fresh Co., Ltd. Director, Fresh Commerce Co.,Ltd. Senior Director, Thai Agro Exchange Co., Ltd. (TalaadThai)	

- **Other Organizations that may have conflict** : None
of interest to the Compan

- **Meeting Attendance in 2024**

	Attendance / Total Meeting	%
• Board of Director	8/8	100%
• Audit Committee	5/5	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 2025 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