

Minutes of The 2026 Annual General Meeting of Shareholders  
of Phol Dhanya Public Company Limited

The Meeting was convened on Tuesday April 28, 2026 at 2.00p.m.

Live Broadcast at Company's address 1/11 Moo 3 Lamlukka Road, Ladsawai, Lamlukka, Pathumthani 12150

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The Meeting convened at 2.00 pm.

Ms. Kwandao Duangjan, the company secretary, acts as the meeting facilitator and is assigned as the secretary of this meeting to inform the shareholders and the attendees about the 2026 Annual General Meeting of Shareholders (AGM) of Phol Dhanya Public Company Limited. The meeting's held through only electronic media by live broadcast from the head office's meeting room of Phol Dhanya Public Company Limited, located in 1/11 Moo.3 Lumlookka Rd. Ladsawai, Lumlookka, Pathum Thani 12150.

The 2026 Annual General Meeting of Shareholders is arranged through electronic media according to the Emergency Decree on Electronic Meeting B.E. 2563 and Notification of the Ministry of Digital Economy and Society regarding Standards for Maintaining Security of Meeting through Electronic Means as well as other related laws, rules and regulations. The Company arranged the meeting through electronic means with standard system. The e-meeting system, named IR Plus AGM, is developed by Online Asset Co. Ltd and certified and completed the self-assessment as required by Electronic Transactions Development Agency (ETDA). The shareholders can join the meeting through computers, laptops, tablets and mobile phones.

At this meeting, the Company recorded the video and audio as audiovisuals media in compliance with the Personal Data Protection Act B.E. 2562 (2019). The Company shall collect, use and disclose the personal data including still pictures and video recordings from the meetings for the purpose of preparing the meeting minutes and for managing the meeting. The Company shall record the full name of the shareholders and appointed proxies asking the questions for the reference in the meeting minutes to comply with the good corporate governance. The Company informed the details about the Company's record of processing activities specified in enclosure 10 delivered in advance together with the invitation letter of AGM to the shareholders. For further information regarding to the company's personal data protection policy, it is available at the Company website, [www.pdgth.com](http://www.pdgth.com)

For attending the e-AGM, the shareholders who wish to attend the meeting should verify the identity to get the password based on the method specified by the Company. They should comply with the requirements of attending the e-meeting and log in by clicking 'confirmation of registration' button. With this step, the shareholders complete the registration and the shares holders by the shareholders shall be included in the quorum calculation.

The Board of Directors, management team, the company's auditor and legal advisor attending the meeting 9 directors, representing 100% of total directors, and the Chairman of all sub-committees were joining the meeting as follow.

The name of Director attend the meeting at the live broadcasting room:

- |   |   |
|---|---|
| 1. Assoc.Prof.Dr. Ekachidd Chungcharoen | Chairman of the Board, Independent Director,<br>Nomination and Compensation Committee       |
| 2. Mr. Noppadol Dheerabutrvongkul       | Independent Director, Chairman of Audit Committee,<br>Nomination and Compensation Committee |
| 3. Mr. Thanya Wangthamrong              | Director, Risk Management and Sustainability Oversight<br>Committee                         |
| 4. Mr. Pornsak Chunhajinda              | Director  |

The name of Director attend the meeting via online:

- |                                       |   |
|---------------------------------------|---|
| 5. Gen. Chaiwat Satondee              | Independent Director, Chairman of Nomination and Compensation Committee                   |
| 6. Asst.Prof.Dr.Suluck Patharathammas | Chairman of Risk Management and Sustainability Oversight Committee (Experts from outside) |
| 7. Mr. Wisarute Srirojanakul          | Independent Director, Audit Committee   |
| 8. Miss Mathusorn Srikerd             | Independent Director, Audit Committee   |
| 9. Mr. Boonchai Suwanvutthiwat        | Independent Director, Risk Management and Sustainability Oversight Committee              |
| 10. Mr. Apichart Jarutangtrong        | Director, Risk Management and Sustainability Oversight Committee                          |

The name of Executive Management attend the meeting:

- |                            |   |
|----------------------------|---|
| 1. Mr. Thanya Wangthamrong | Chief Executive Officer   |
| 2. Mr. Pornsak Chunhajinda | Vice President Corporate Support, Chief Financial Officer (CFO) |

The Auditor from Dharmniti Auditing Co., Ltd., to attend the meeting via online, to provide clarification on matters relating to the preparation of the financial statements:

1. Mr. Peradate Pongsathiansak
2. Miss Krittaporn Thongtrakun

The Legal from Dheerakupt Law office Co., Ltd., to attend the meeting via online to serve as witnesses in vote counting and ensure that the meeting hosted via electronic media was carried out transparently and complied with the laws and the Company's regulations:

1. Mr. Peerawat Metkriangchai

Assoc.Prof.Dr. Ekachidd Chungcharoen, the Chairman of the Meeting and the Company's representative in welcoming the shareholders attending the meeting and all proxies at the 2026 Annual General Meeting of Shareholders of the Company via electronic device today. The Chairman informed the meeting that the Company is committed to conducting its business in accordance with the principles of good corporate governance. The Company duly distributed the notice of the meeting along with relevant supporting documents in advance, thereby providing shareholders with sufficient time to review the information prior to the meeting, posted via SET Link to Shareholders and the company website from Mar 30, 2026. Regarding the 2025 Annual General Meeting of Shareholders held on April 23, 2025, the Company disclosed the previous minutes of the 2025 AGM on the company website (www.pdgt.com) from May 7, 2025 and also posted via SET Link to Shareholders to review recorded correctly and completely or suggestion for correction by June 7, 2025. However, there were no objection or requested and amendment, the Company considers the minutes of the meeting to have been duly certified by the shareholders.

The Company allowed the minor Shareholders to exercise their rights to put forward the 2026 AGM's agenda and nominate director candidates in advance during October 22, 2025-December 30, 2025 and disclosed the criteria in considering the proposal to submit agenda item and nominated qualified director through SET information system and the company's website. As a result, there was no meeting agenda and nominated director proposed by the shareholders.

However, during the period from 30 Mar 2026 until 27 April 2026, the Company gave an opportunity for shareholders to submit questions in advance of the shareholders' meeting via the company's website and through the channels specified in the enclosures 8 delivered in advance together with the invitation letter, there were no any question from the shareholders to be proposed.

The company set the Record Date on March 5, 2026 to entitle rightful shareholders to attend the 2026 Annual General Meeting of Shareholders, total 4,175 shareholders of 202,500,232 shares.

Details of shareholders attending the meeting (at the commencement of the meeting) as follows:-

Registration	No. of Shareholders (in persons)	No. of shares (Shares)
Present in person	6	37,752,783
Present by proxy	15	45,979,823
Person through electronic means	5	1,882,172
Proxies through electronic means	3	1,520
Total	29	85,616,298

There were a total of 29 shareholders attending the meeting, holding a total of 85,616,298 shares, representing 42.2796% of the total issued and paid-up shares of the company, amounting to 202,500,232 shares. The quorum was thereby constituted according to rules and the Company's Articles Association, which requires that no less than 25 shareholders and proxies are present at the meeting or not less than half of the total number of shareholders. Whichever is less and must have shares in aggregate not less than one-third of the total number of shares paid-up capital of the Company therefore a quorum will be constituted.

In comply with the good corporate governance, the Chairman assigned to the secretary of the meeting, suggested the attendants and explained the procedures and guidelines for voting and vote count during the meeting as well as the instruction how to use the meeting system including the change of screen views during the meeting, submitting the question, turning of the video and microphone, casting the votes and etc.

For security reasons, each user is allowed to log in only one device at a time. If the user logs in another device or browser, the previous login is automatically terminated. The user should not reveal or share the username and password to others.

The meeting shall proceed in accordance with the agenda in the invitation letter, and no additional items will be considered. Information for each agenda item will be presented, and shareholders will be given the opportunity to ask questions prior to voting. After the conclusion of the Q&A session for each agenda item, the voting results will be announced sequentially once the vote counting is completed.

To ensure the meeting is conducted in accordance with good corporate governance principles, the Company's Articles of Association, and the Public Limited Companies Act B.E. 2535, including any subsequent amendments, particularly Section 102 regarding voting at meetings, the Company will explain the procedures for casting and counting votes, as well as the protocol for asking questions or expressing opinions, as follows:

#### **Voting Method**

1. For the voting process, each shareholder is entitled to 1 vote per 1 share. Shareholders can cast votes equivalent to the number of shares they hold. For each agenda item, a shareholder chooses the vote either to approve, to disapprove or to abstain. Only one option may be selected per agenda item and vote spitting is not allowed. However, the restriction does not apply to foreign shareholders who have appointed a custodian in Thailand to hold and manage their shares. The custodian may split the votes to approve, to disapprove or to abstain for each agenda item

2. For the voting of each agenda item, the shareholder or proxy selects the desired agenda and then choose either to approve, disapprove or abstain as per the shareholder's intention. In case of a vote change, the shareholder and proxy must click "confirm" to apply the change. The shareholder or proxy is required to cast the vote only if the shareholder or proxy wishes to disapprove or abstain. If the shareholder or proxy wishes to approve, the shareholder or proxy does not need to cast the vote since the system automatically records the vote as "approve". In the case where the shareholder or proxy represents many accounts, the system shows the list of all represented names and the votes must be submitted separately for each account.

3. When the meeting starts, shareholders or proxies may cast votes in advance on all agenda items through IR Plus AGM application or may cast votes during the consideration of each agenda item. The system will tally the votes of each agenda item once it is closed.

4. In the case where shareholders cast their votes in advance through a proxy with a predetermined voting intention, the system does not allow any changes to the votes.

5. The Company provides 1 minute for voting on each agenda item, except for agenda item 4, which considers the approval of the appointment of a director retiring by rotation. Shareholders shall cast their votes for each individual director and the Company provides 1 minute for voting on the appointment of each director

#### **Vote Counting Criteria**

1. For vote counting, votes must count 1 share as 1 vote in accordance with the Company's Articles of Association, Article no. 43. For regular agenda items, a resolution shall be passed by a majority vote of shareholders or proxies who present and cast their votes. If there are equal votes, the Chairman shall cast another vote, except for agenda item 5, which a resolution shall be passed by not less than two-thirds (2/3) of the total votes cast by shareholders or proxies present in the meeting.

2. For each agenda item, the vote counting shall be based on the number of votes cast by shareholders present the meeting and casting their votes to disapprove and abstain. The votes shall be deducted from the total number for votes cast by all shareholders present at the meeting. The remaining votes shall be considered as votes to approve. The votes of shareholders who have granted proxy to independent directors and other individuals to attend the meeting and cast a vote based on the shareholder's predetermined intention as well as the proxies who complete the pre-record shall be included in the total vote count.

3. For each agenda item, the secretary of the meeting is assigned to announce the voting results to the meeting. The result shall include votes to "approve, disapprove, abstain and any invalid" represented as a percentage based on the number of shares represented required for each agenda item. For each agenda item, the latest number of shares represented at the meeting at that time shall be included in the calculation

4. In case where shareholders or proxy log out the application before the voting of any agenda item is closed, shareholders or proxies shall not be counted as part of the quorum for that agenda item and their votes shall not be included in the vote count for that agenda item and the subsequent items. However, shareholders and proxies shall log in the application to re-attend the meeting and cast the votes on remaining agenda items that are still under consideration.

#### **Vote Casting in each Agenda**

Before casting votes on each agenda item, the Chairman shall provide the opportunity for attendants to ask questions or inquiries related to each agenda item or express their opinions as deemed appropriated.

In case asking the questions or expressing the opinions that are not related to the agenda item under consideration, the questions or opinions shall be asked or expressed during Q&A session. The questions and opinions shall be concise and not be duplicated to allow shareholders have the equal opportunity to ask questions or express opinions and to help manage the meeting within the scheduled timeframe.

There are 2 channels for asking questions and expressing opinions: typing the message in the system or asking through video call. The Company shall allow a 1-minute window for submitting questions for each agenda item, with the following steps

The message shall be submitted by typing questions or opinion through IR Plus AGM application by selecting "question mark" icon, Typing questions or opinions in the system and clicking "send" button. Then, the system shall arrange submissions in chronological order based on the time of submission.

The questions or opinions may be asked or expressed through a video call by selecting "comment" icon to request permission to speak. The system administrator shall contact shareholders or proxies who have submitted a request. shareholders or proxies shall be asked to confirm the participation, turn on camera and microphone and state their full name before asking the questions or expressing opinions, so the Company shall accurately and completely record the information in the meeting minutes. The Company reserves the rights to screen questions as deemed appropriate with an agenda item. In event of a large number of submitted questions, the Company shall summarize answers and disclose in the meeting minutes, which shall be published in the company's website, [www.pdgth.com](http://www.pdgth.com). The Chairman will read questions in chronological order based on the time of submission. The Company reserves the

right to response only questions related to the agenda item under consideration at that time. Any questions that are not related to any agenda items will be addressed after the meeting is concluded.

To comply with the principles of good corporate governance, the Company has arranged for the meeting to be recorded and will publish the recording on the Company's website following the conclusion of this Annual General Meeting, thereby enabling shareholders who were unable to attend, as well as other interested parties, to access and view the proceedings.

In case the shareholders encounter any problem, please follow the guideline for the meeting by electronics method according to the company's requirements, please contact who is the system provider Tel: 02-022 6200 ext.2 ,626 or Line ID: @irplusagm

Then, the Chairman has proceeded the following business agenda meeting in the Notice, as follows:

#### **Agenda 1 To Acknowledge the Company operating results for 2025.**

**The Chairman** addressed to the meeting that the Company has compiled the report on the operating results and key changes in different areas throughout the course of 2025, ending December 31, 2025. The Board of Directors already reviewed and verified the accuracy and sufficiency, deeming appropriate to report to the Annual General Meeting of Shareholders for acknowledgment of the operating results, as well as the management discussion and analysis, with details present in 56-1 One Report 2025 (QR code format), together with the AGM invitation letters sent to shareholders. Since this was an informative agenda, voting was not required.

**The Chairman** assigns Mr. Thanya Wangthamrong as Chief Executive Officer to present the company's financial performance for 2025 to shareholders

**Mr.Thanya Wangthamrong**, Chief Executive Officer, informs the meeting regarding the summary of financial performance as well as the management's discussion and analysis for the fiscal year 2025 as follows.

#### **The summary of key financial performance**

The overall operating results of the Company dating back 5 years ago were presented to demonstrate the overall growth, adaptations, revenue and gross profit. The Company's revenue peaked in 2021 from COVID-19, and has been able to maintain revenue stability at approximately 1,000 million Baht, with continuous growth despite a small increase from the economic landscape that has not been as supportive. In this regard, the key point is the continuous increase in the gross profit margin. In 2025, the Company's gross profit margin was as high as 28.39% - the highest in 5 years. This was the revenue from the usual business landscape, reflecting the effectiveness of cost management and proportion of products with high profitability.

For the revenue contribution breakdown by product categories, the Safety category, now contributing 70%, is likely to increase to 74.30% in the current year, while the Medical category reported a significant growth from 0.50% in 2021 to 4.40% in 2025. This is considered an expansion towards a new product category with promising growth momentum.

In terms of the net profit, 2022 was considered the point of benchmark shift after COVID-19, as seen from consistent improvement. The net profit has been increasing consistently from 5.39% in 2022 to 6.44% in 2025, owing to a healthy gross profit and effective expense management.

For shareholders' returns, the Company's dividend payment policy aligns with the operating results. Over the past 4 years, the Company's dividend never went lower than 0.20 Baht.

In 2025, the Company's revenue from product and service sales totaled 1,016 million Baht, increasing slightly YoY by 0.20%, while the gross profit was 288.61 million Baht, increasing by 29.29 million Baht or 11.29%, mainly from sales of new products and high-gross profit products, as well as the appreciation of the Thai Baht. For the net profit, the Company's earnings before interests and tax (EBIT) was 85.39 million Baht, increasing by 13.40 million Baht or 18.61%, while the net profit was 66.07 million Baht, equivalent to 6.44%, increasing slightly YoY. This is because the income tax was lower than usual in 2024 from the adjustment of the shareholding structure in subsidiaries where

accumulated loss was prevalent. Meanwhile, the income tax in 2025 resumed as usual, so the overall net profit was about the same.

### **Revenue Structure and Details in 2025**

The Company's revenue structure can be classified by product and service categories. The revenue from the Safety category contributes 74%, comprising Safety Personal Protective Equipment (Safety PPE), contributing approximately 63% of total sales, Safety Workplace, contributing 11% and Safety Services, contributing 0.5%. Sales of the Safety PPE category increased by about 5% YoY from product development and introduction of additional products among existing customers, as well as the launch of new models especially safety shoes and gloves, contributing to increased revenue from both existing and new industrial customers. Furthermore, the constant development and addition of online sales and telesales channels has led to an increase in revenue from SMEs and individual customers.

For the CE-Control Environment Product category or clean room products, key customers are in the electronics manufacturing sector. This category contributes 16% of total sales, decreasing by 7% YoY, mainly due to increased competition and customers' changes in the manufacturing process, enabling the use of products with lower specifications and prices. This has led to the decrease in revenue from CE product sales. However, the Company has added new product items, introduced additional products to existing and new customers to compensate for the revenue, coupled with effective cost management, leading to increased gross profit in this category.

The Medical & Healthcare Product category contributed 4.4% of the revenue, increasing by about 21% YoY. The Company has continuously been marketing new products in medical and hospital equipment, as well as healthcare products, for instance, equipment for the operating room, adult diapers and ergonomic equipment. This is a huge market with a promising growth potential. Therefore, the sales growth is higher than other product categories.

The wastewater treatment and environment business contributed 3% of the revenue, decreasing by 47% YoY from a smaller number of design and construction projects compared to the previous year. The Company has adjusted the plan to focus more on the private sector's industrial projects.

The overall operating results in 2025 reported major sources of revenue from a key customer base with continuous purchases, despite the decrease in revenue from bidding and construction projects. But with an effective expansion of the customer base, the Company's revenue and profit growth remained unaffected especially in the core trading business.

For the revenue breakdown by product brands for the trading business in 2025, the Company's revenue portion from Exclusive brands was about 30.59%, Own Brands were 21.77%, and other brands were 47.64%. The revenue contribution from Own Brands products increased by 10.23% in 2025 from continuous launches of new models especially shoes and gloves.

For the revenue breakdown by customer groups for the trading business in 2025, the major source of revenue was from industrial customers, contributing 65.71% of total sales, which was similar to the previous year. Meanwhile, the revenue from the distribution business increased by 4.99%, while revenue from online customers increased by 148.95%. For customers in the hospital and public sector, the majority of them are bidding-based, contributing lower revenue than the previous year.

### **Selling and Administrative Expenses**

The selling and administrative expenses in 2025 were 215.17 million Baht or 21.16% of the total sales, increasing by 10.82% YoY. The amount comprises selling expenses of 110.72 million Baht and administrative expenses of 104.16 million Baht. The selling expenses increased mainly from advertisement and promotional expenses, and marketing and selling fees from online platforms. Administrative expenses increased from compensation, welfare and other employees' benefits, as well as the provision of safety and healthcare products and equipment to hospitals, foundations and educational institutions totaling 3.78 million Baht. Meanwhile, utility expenses decreased from the use of rooftop solar panels.

## Statement of Financial Position

### Assets

The total assets in 2025 were 669.42 million Baht, increasing by 2.80% YoY. Major changes in the Company's assets are cash and cash equivalents that increased by 42.01 million Baht, trade receivables and other current receivables increasing by 6.30 million Baht, while inventory decreased by 26.03 million Baht.

### Liabilities and Shareholders' Equity

The Company's liabilities totaled 255.22 million Baht, which is about the same as the previous year. Current liabilities decreased from lower short-term loans from financial institutes by 43.92 million Baht. Trade payables and other current payables decreased by 12.66 million Baht, while non-current liabilities increased by 47.14 million Baht from the long-term loan from financial institutions increasing by 36.32 million Baht, while liabilities projection for employee benefits increased by 9.25 million Baht.

Shareholders' equity increased from 395 million Baht to 414 million Baht.

## Financial Ratios

In 2025, the Company's gross profitability ratio was 28.39%, increasing YoY, and the return on asset or ROA ratio was 12.93%, increasing in alignment with the improved operating profits. However, the Company's net profit ratio was 6.44% - remaining unchanged from the previous year. The return on equity or ROE ratio was 16.32%, decreasing slightly YoY, and the overall liquidity ratio has improved.

## Company Information and Other Operations

### Sustainability Performance

The Company executes the sustainability operations in accordance with the ESG Framework specified in the 56-1 One Report for 2025. Furthermore, the Company compiled the annual sustainability report 2025 separately and disseminated on the Company's website [www.pdgt.com](http://www.pdgt.com). In 2025, the Company has been rated "A" level for the SET ESG Ratings 2025 for the third consecutive year from the Stock Exchange of Thailand. The Company has also been rated "Excellent" (Excellent CG Scoring) for the 11th consecutive year. Moreover, the Company received the certificate from the Stock Exchange of Thailand for the participation in the "ESG DNA" project that encourages staff members to join the training and establish knowledge and understanding in the operating principles according to the ESG directive and instill the sustainability DNA among staff members. On the environmental aspect, the Company compiled the organizational carbon footprint data in 2025, as guided by the Thailand Greenhouse Gas Management Organization (TGO), and got organizational carbon footprint certified (Carbon Footprint for Organization: CFO). The Company also got certified of the green industry level 2 by the Ministry of Industry.

### Anti-Corruption Operations

In 2025, the Company renewed its membership of the Thai Private Sector Collective Action Against Corruption: CAC for the third consecutive year. In this regard, the Company got certified for CAC membership since 2016, and has been operating the business according to the anti-corruption policy and practices, for instance, reviews, policy compliance monitoring for corruption risks, staff training and information sharing activities to foster awareness. In 2025, no complaints related to corruption were reported.

### Strategic Execution for 2026

The Company has devised the RAPID ORGANIC GROWTH policy focusing on expediting expansion from the core business. The key strategy is 3M: More Penetrate, More Products, More Efficiency.

1. More Penetrate focuses on customer expansion by establishing the operating system with high penetration capability as much as possible, for instance, increasing sales team efficiency using the CRM or tele-sales systems, sales monitoring system as well as omni-channel marketing to allow for product distribution to more medium and small-scale customers.

2. More Products focuses on increasing product items for variety and to match customers' requirements. Products and services proposed should be in the current trends in health and sustainability, for instance, ergonomic products, elderly care products and low carbon footprint products, etc.

3. More Efficiency is to be achieved by incorporating technologies in establishing effective operating systems and saving costs, for instance, the use of sales integration system, inventory management, after-sales service and automation system to increase speed, reduce errors and service costs.

### New Products



New products are critical factors for increased revenue growth, especially new models of safety shoes under the Company's own brand – ROCC, which are lightweight and caters to customers' requirements in the manufacturing sector, especially automotive parts and electronics manufacturing. There are alliance brands – Sketchers Work and Puma Safety targeted at team leaders or engineers who look for different appearances, which can contribute to higher online sales.

For new products in the medical & healthcare category, the focus is on hospitals, such as patient beds, surgical drapes for specific areas and other general healthcare products such as adult diapers and water filtering machines. Besides, the Company also extends the product lines in the energy-saving category such as LED light bulbs, in partnership with OSRAM to jointly market the products in Thailand both in the industrial and commercial sectors, whereby revenue is expected in the second quarter of 2026.

### Growth Plan

The Company articulated the growth plan for the industrial market at about 3%, which is not so substantial and in line with Thailand's rather low industrial production index. In 2025, the Company's growth focused more on the expansion towards the consumer market with new products such as energy-saving items from OSRAM, fashion-style safety shoes, healthcare products, and elderly care products, with increased expansion into online distribution and marketplaces. The growth target was more than 100% as this is a large market. The revenue was not as substantial in the previous year, and so there are several growth opportunities. Furthermore, the Company focuses on increasing the customer base in the government sector and hospitals in order to cater to their needs.

**Mr. Thanya Wangthamrong**, Chief Executive Officer, thanked shareholders attending the meeting.

**The Chairman** allowed opportunities for shareholders to ask questions or offer suggestions. None of the shareholders asked questions or offered suggestions.

Ms. Rossarin Lertrueankaew, a proxy from the Thai Investors Association, stated that from the Company’s operating results, it has been made aware that the ROCC brand was highly successful in the previous year, and contributed positively to the Company’s net profit. She asked about whether the Company has any plan for the launch of other new products under the ROCC brand in the PPE category other than safety shoes and gloves.

Mr. Thanya Wangthamrong explained that ROCC is a safety shoes brand designed by the Company, focusing on producing new models of safety shoes, which contributed significant growth in the previous year. For other new products in the PPE category, the Company will develop the products and market them under the brand Synos.

The Meeting acknowledged the Company’s performance for the year 2025.

**Agenda 2 To consider and approve of the Audited Consolidated Financial Statements of the Company for the financial year end as of 31 December, 2025.**

The Chairman assigns Mr. Noppadol Dheerabutrvingkul as Chairman of Audit Committee to present the the Financial Position, Statement of Comprehensive Income for the fiscal year ended on December 31, 2025 to shareholders

Mr. Noppadol Dheerabutrvingkul informed that the Company’s Board of Directors considered the consolidated statement of financial position of the Company and subsidiaries for the fiscal period ending December 31, 2025, which has been reviewed by the Audit Committee. The financial statements were reviewed by the auditors from Dharmniti Auditing Co., Ltd., whereby the auditors’ comments were unqualified. And hence proposed to the Annual General Meeting of Shareholders to approve of the statement of financial position of the Company and subsidiaries for the fiscal year ending December 31, 2025, with key points for the 2025 statement of financial position as detailed in 56-1 One Report 2025, including the discussion and analysis as appeared in the meeting invitation letter sent to shareholders. The overall operations as summarized by the Chief Executive Officer were already reported to the meeting in Agenda 1.

The Chairman granted an opportunity for the shareholders to ask questions or express any opinions.

Mr. Anurak Boonsawang, a shareholder, asked about the two extraordinary items – payment receipt from the lawsuit fines and tax payable at the normal rate.

Mr. Pornsak Chunhajinda, Chief Financial Officer, stated that there were two extraordinary items, whereby the Company received the fines from the community water supply project in 2024 and 2025 of approximately 7-8 million Baht. For the tax expense in 2025, the Company paid the normal rate and given the organizational restructuring in 2024, the tax expense decreased by about 10 million Baht.

There was no further question raised on this Agenda item. The Chairman proposed that the Shareholders vote by majority votes of the shareholders attending the Meeting and casted their votes.

**Resolution:**

The Meeting approved the Consolidated Financial Statements of the Company for the financial year end of 31 December, 2025 as proposed, resolved with the majority votes of the shareholders attending the Meeting and casted their votes, total of 29 shareholders attended the meeting, totaling 85,616,298 shares as per the following votes:

Resolution	Total Vote (one share=one vote)	% of Vote
Approved	85,616,298	100.0000
Disapproved	0	0.0000
Total	85,616,298	100.0000
Abstained	0	-
All	85,616,298	100.0000

**Agenda 3 To consider and approve dividend payment from the operating results for 2025 and the allocation of net profit as legal reserve.**

The Public Limited Company Act B.E 2535 (revision) section 115 and the articles of association no. 49, in the case where the company still has an accumulated loss, no dividends shall be paid. The company has the dividend payment policy that is to pay dividends to not lower than 40% of total net profit after reserve deduction according to the articles of association and law. Also, the company shall have enough cash flow for dividend payments and there are no other necessary reasons or future projects for business operations and dividend payments has no impact on the company's normal operation according to Board of directors' approval and in accordance with Public Limited Company Act B.E. 2535 (revision) section 116 and the article of association no. 50, it states that the company shall allocate not less than 5% of its annual net profit less the accumulated losses brought forward (if any) to reserve fund until this fund attains an amount not less than 10% of the registered capital.

The resolution of the Board of Directors' Meeting No. 2/2026 held on February 19, 2026, after reviewing the Company's financial position and operating performance, the Company has no accumulated losses and maintains the appropriate level of financial liquidity for business operations. Accordingly, the Company is in position to distribute dividends to shareholders.

**The Chairman** informed that The Board of Directors arrived at a resolution to propose to the meeting to acknowledge the interim dividend payment from the operating results in the first half of the year 2025, and proposed to the meeting to approve the dividend payment for the operating results in 2025, in accordance with the Company's dividend payment policy, the Company's regulations and relevant laws, as well as the allocation of net profit as the reserve capital required by law.

The Board of Directors agreed to propose to the Annual General Meeting of Shareholders 2026 to consider the following:

1.) Consider the approval of the dividend payment from the operating results for the period between January 1, 2025 and December 31, 2025 at the rate of 0.25 Baht per share from the paid up common stocks amounting to 202,500,232 shares, equivalent to the sum not exceeding 50.63 million Baht or 76.63% of the net profit in the consolidated statement of financial position. The mentioned dividend payment is in line with the Company's regulated dividend payment policy.

And it was to be notified to shareholders to acknowledge the interim dividend payment from the Company's operating results in the first 6 months of 2025. The Board of Directors meeting No. 6/2025 on August 13, 2025 agreed to pay the interim dividend payment for the net profit in the first 6 months of 2025 at the rate of 0.10 Baht per share, totaling 20.25 million Baht. The interim dividend payment was made on September 9, 2025.

Therefore, the outstanding dividend payment from the last 6 months of 2025 was at the rate of 0.15 Baht per share, totaling 30.38 million Baht. The Company scheduled the record date to be March 5, 2026, and the dividend will be paid on May 20, 2026. In this regard, the dividend would be paid after the approval was given by the Annual General Meeting of Shareholders 2026. The mentioned dividend was paid from the net profit after the corporate income tax payment at the rate of 20%. Individual common shareholders are eligible to claim the tax credit at the rate of 20/80 of the dividend paid, according to Section 47 Bis of the Revenue Code.

2.) Consider and approve of the partial allocation of the net profit as a legally required reserve in 2025 amounting to 2.31 million Baht or 1.14% of the legally required reserve. The Company's legally required reserve was 20.25 million Baht, equivalent to 10% of the registered capital.

**The Chairman** granted an opportunity for the shareholders to ask questions or express any opinions.

There was no further question raised on this Agenda item. The Chairman proposed that the Shareholders vote by majority votes of the shareholders attending the Meeting and casted their votes.

**Resolution:**

The meeting acknowledged the interim dividend payment at the rate of THB 0.10 per share and approved the allocation of net profit as a legal reserve as well as the dividend payment from the Company’s operating results for the year 2025, as proposed and scheduled on May 20, 2026 with the majority votes of shareholders attending the meeting and casting, total of 29 shareholders attended the meeting, totaling 85,616,298 shares as per the following votes:

Resolution	Total Vote (one share=one vote)	% of Vote
Approved	85,616,298	100.0000
Disapproved	0	0.0000
Total	85,616,298	100.0000
Abstained	0	-
All	85,616,298	100.0000

**Agenda 4 To consider and approve the appointment of directors replacement those retired by rotation**

That following with the good practices guidelines, directors with a conflict of interest in this agenda shall leave the meeting. The directors concerned would be invited to rejoin the meeting upon the conclusion of the discussion of this agenda item.

In accordance with Public Limited Company Act B.E. 2535 (Revision) section 71 and the articles of association no. 20, it states that at every annual ordinary meeting, one-third of committees shall vacate in the proportion. If the number of committees cannot be divided as one-third, the number of committees closet to one-third shall vacate. The committees vacating from the position in the first and second year after the registration of the company shall be selected based on drawing lot. In other years, the committees who have been the position with the longest service years shall be selected. Such committees shall be re-selected or re-appointed for another term.

In 2026 There are 3 (three) directors to retired by their rotation, namely:

1. Mr. Noppadol Dheerabutvongkul Independent Director/ Chairman of Audit Committee/ Nomination and Compensation Committee
2. Miss Mathusorn Srikerd Independent Director/ Audit Committee
3. Mr. Apichart Jarutangtrong Director/ Risk Management and Sustainability Oversight Committee

In accordance the Good Corporate Governance, the Company allowed the minor shareholders to exercise their rights to proposed director candidates for being considered to be elected as directors in advance during October 22, 2025 - December 30, 2025 and disclosed the criteria through SET and the company’s website ([www.pdgth.com](http://www.pdgth.com)). However, there were no anyone to propose the nominated person to the company.

**The Chairman** informed the meeting that The Board of Directors, through consideration of the Nomination and Remuneration Committee, not including directors with potential interests, has selected individuals to assume the director position in replacement of directors whose terms have ended. The individuals nominated have been carefully reviewed based on the director selection criteria and procedures, that they have suitable qualifications as required by law, the Company’s regulations, and relevant criteria. They shall have transparent work history, moral and ethical values, as well as qualifications, skills, experiences and expertise that would contribute maximum benefits for business operations, in alignment with the Company’s strategies. Besides, the Company also considered the diversity of the Board in order to ensure comprehensive perspectives. It was deemed appropriate to propose to the Annual General Meeting of Shareholders 2026 to consider appointing directors whose terms have ended to resume the director positions for another term, a total of 3 individuals as follows:

The directors nominated on this occasion are to perform duties with care, caution and honesty. They are to dedicate time in performing duties to the best of their abilities. The 3 individuals nominated have all the qualifications with no prohibited attributes according to the Public Limited Company Act B.E. 2535 (including amendments) and the

relevant announcements of the Securities and Exchange Commission, in compliance with the rules and laws. They shall not assume director or managerial positions in businesses that may have potential conflicts of interest with the Company's business or that may involve potential competition with the Company. For independent directors re-appointed for the position, they have the qualifications required by law regarding the regulations on independent directors. They serve the independent director position based on the definition governing the independent directors' qualifications, being independent from the management, with no business relationship with the Company in ways that may lead to limitations in independently expressing opinions.

**The Chairman** granted an opportunity for the shareholders to ask questions or express any opinions.

There was no further question raised on this Agenda item. The Chairman proposed that the Shareholders vote by majority votes of the shareholders attending the Meeting and casted their votes.

In accordance with good corporate governance, the Chairman allows shareholders to exercise their discretion in considering the qualifications of each nominated individual for the position of Company's directors and to cast their vote on the appointment of directors on individual basis. Votes are counted by subtracting the disapproving and abstaining votes from the total votes of shareholders present at the meeting and casting their votes. The results for each nominated individual will be announced.

After receiving and checking the voting, details as follows;

The total of shareholder attending the meeting was 29 shareholders have 85,616,298 shares.

**4.1 Mr. Noppadol Dheerabutvongkul Holding the position of independent director for another term.**

Resolution	Total Vote (one share=one vote)	% of Vote
Approved	85,586,178	99.9999
Disapproved	120	0.0001
Total	85,586,298	100.0000
Abstained	30,000	-
All	85,616,298	100.0000

**4.2 Miss Mathusorn Srikerd Holding the position of independent director for another term.**

Resolution	Total Vote (one share=one vote)	% of Vote
Approved	85,616,298	100.0000
Disapproved	0	0.0000
Total	85,616,298	100.0000
Abstained	0	-
All	85,616,298	100.0000

**4.3 Mr. Apichart Jarutangtrong Holding the position of director for another term.**

Resolution	Total Vote (one share=one vote)	% of Vote
Approved	85,616,298	100.0000
Disapproved	0	0.0000
Total	85,616,298	100.0000
Abstained	0	-
All	85,616,298	100.0000

**Resolution:**

The Meeting resolved to approve the re-appointment of 3 directors who are retired by rotation as the Company's directors and independent directors for another term, 1. Mr. Noppadol Dheerabutvongkul (Independent Director) 2. Miss Mathusorn Srikerd (Independent Director) 3. Mr. Apichart Jarutangtrong (Director) with the majority votes of shareholders present at the meeting and casting their votes.

After the voting was completed, the Company's officers invited the 3 directors with a conflict of interest in this agenda item to rejoin the meeting.

## Agenda 5 To consider the remuneration of director for 2026

In accordance with Public Limited Company Act B.E. 2535 (revision) section 90, it states that the company shall not pay the money or give any property to the committees unless it's the compensation in comply with the articles of association. In accordance with the articles of association no 25, it states that the committees shall receive the remunerations of duty. The remunerations are salary, attendance fees, allowances, bonus, pension and other benefits according to the regulations or as considered by the meeting of shareholders in which the number shall be specified or depends on the criteria that are specified with the given periods or effective until there is any further change. Besides, allowances and benefits shall be paid in accordance with the company's regulations.

any paragraph shall not impact on the rights of the company's employees and workers who are appointed to be a director receiving the remuneration and benefits as the company's employees and workers.

**The Chairman** informed the meeting that The Board of Directors, through review by the Nomination and Remuneration Committee, considered the policy, criteria and procedures for proposing the directors' remuneration as specified in the meeting invitation letter.

The consideration of directors' remuneration has been carefully reviewed, taking into account the appropriateness, duties and responsibilities of directors, performance, the Company's operating results, benchmarking with other companies in the industry of similar scale and business nature in order to ensure a remuneration package that is suitable, sufficient and fair, while maintaining independence and keeping quality directors motivated. The package should also align with the Company's objectives and strategies, in accordance with the remuneration criteria and procedures regulated by the Company, and good practices regarding the identification of the remuneration package regulated by the Thai Institute of Directors (IOD) that have been adapted to be in line with the Company. The information from the director remuneration survey by the Thai Institute of Directors is also considered, whereby director and executive profiles of companies listed in the Stock Exchange of Thailand are summarized. Thus, it was deemed appropriate to propose to the Annual General Meeting of Shareholders to approve the remuneration package for the Board of Directors and sub-committees in 2026 at the same rate as in 2025, with the following details.

- 1) Remuneration; monthly compensation and attendance, same as previously in 2025 to be an amount not exceeding of 4 MB., excluding bonus.
- 2) Bonus; 2.5% of yearly dividend payment and shall be allocated in accordance with the established criteria.
- 3) Others: none

Remuneration Details	Monthly fee (month)		Meeting allowance (attendance)	
	Chairman	Director	Chairman	Director
1. Board of Director	25,000	12,000	22,500	15,000
2. Audit Committee	20,000	-	18,000	12,000
3. Nomination and Compensation Committee	15,000	-	18,000	12,000
4. Risk Management and Sustainability Oversight Committee	15,000	-	18,000	12,000
5. Others (if any)	-	-	-	-
6. Bonus from the operating result year 2026	2.5 percent of total dividend payment to shareholders			
7. Bonus from the operating result year 2025	amounts 1.16 MB. (2.5 percent of total dividend payment year 2025)			
8. Total Remuneration 2026 (shall be effective from the date of resolution)	Monthly fee and meeting allowance not exceeding 4 MB./year and Bonus 2.5 percent of total dividend payment to shareholders.			

The Company does not impose any other benefits for directors. In addition to regular compensation meeting allowance and bonus for directors per above mention. However, the Company takes into duties and responsibilities of directors by insuring under the D&O Insurance Policy that covers the liability of directors and executive officers of amounts 100 MB., premium 0.15 MB. for period of 1 year (1 Nov.2025-1 Nov.2026) the 15<sup>th</sup> consecutive year.

Remuneration (monthly fee), specifically for non-executive directors and directors holding more than 1 position, shall be paid at the highest monthly fee, and the meeting allowance shall be paid only to the directors present at the meeting.

The Chairman granted an opportunity for the shareholders to ask questions or express any opinions.

There was no further question raised on this Agenda item. The Chairman proposed the Shareholders casting their vote on this agenda item with the vote of not less than two-third of the total votes casted of the shareholders attending the meeting.

**Resolution:**

The Meeting approved the director's remuneration for the year 2026, totaling not exceeding Baht 4 million and Bonus 2.5% of total dividend payment to shareholders and acknowledged the directors' bonus year 2025 as proposed in all respects with the vote of not less than two-third of the total votes casted of the shareholders attending the meeting, as per following vote:

The total of shareholder attending the meeting was 29 shareholders have 85,616,298 shares.

Resolution	Total Vote (one share=one vote)	% of Vote
Approved	85,616,298	100.0000
Disapproved	0	0.0000
Void	0	0.0000
Abstained	0	0.0000
All	85,616,298	100.0000

**Agenda 6 To consider the appointment of the auditor and determine their remuneration for year 2026**

The Chairman invited and delegated Mr.Noppadol Dhreerabutrongsakul, the Chairman of the Audit Committee, to present the details pertaining to this agenda.

Mr.Noppadol Dheerabutrongsakul inform the meeting that section 120 of the Public Limited Companies Act. B.E.2535 (including its amendment) required that each annual general meeting of shareholders appoints an auditor and fixed their remuneration year to year.

The Board of Directors, through approval of the Audit Committee, has selected the auditors for 2026, considering their expertise and experience that contribute positively to the business, suitable audit fees as well as the auditors' independence. It was agreed that Dharmniti Auditing Co., Ltd. has been selected as the Company's auditor in 2026 for the second consecutive year, whereby the auditor has been approved of by the Securities and Exchange Commission. It was proposed to the shareholders to approve the auditor appointment for the fiscal period ending December 31, 2026, Dharmniti Auditing Co., Ltd., and that one of the following auditors is to review, verify and express opinions on the Company's statement of financial position. The names are as follows:

Auditor's Name	Certificate Public Account Number	Period for being the Company's auditor
1. Mr. Peradate Pongsathiansak	4572	1
2. Miss Soraya Tintasuwan	8568	1
3. Mr. Vorakorn Sangpo	14409	-
4. Mr. Suwat Maneekanoksakul	8134	-

In this regard, the auditors' profiles are available in Attachment 3 that was distributed together with the meeting invitation letter.

In case where one of the auditors was unable to perform duties, Dharmniti Auditing Co., Ltd. shall allocate other auditors in the same office to verify, review and express opinions on the Company's statement of financial position as a replacement. In this regard, the auditor signing the verification shall not have any relationships or interests in the Company, subsidiaries, executives, major shareholders or any involvements with the mentioned individuals.

The auditing fees for the Company (including subsidiaries) are 1,430,000 Baht, increasing by 30,000 Baht of 2.14% YoY, with no other service fees (non-audit service) other than auditing fees. Subsidiaries use the same auditor as the Company, despite the fact that subsidiaries' auditors overseas are not under the same audit company. The Board of Directors will make sure that the statement of financial position is prepared within the designated timeline.

**The Chairman** granted an opportunity for the shareholders to ask questions or express any opinions.

There was no further question raised on this Agenda item. The Chairman has proposed the Meeting to approve by majority votes of the shareholders attending the Meeting and casted their votes.

**Resolution:**

The Meeting approved the appointment of the Company's auditor and determined the audit fees for the fiscal year 2026, as proposed in all respects, with the majority votes of the shareholders present at the Meeting and casting their votes, as per the following results:

The total of 29 shareholders attended the meeting, totaling 85,616,298 shares as per the following votes:

Resolution	Total Vote (one share=one vote)	% of Vote
Approved	85,616,298	100.0000
Disapproved	0	0.0000
Total	85,616,298	100.0000
Abstained	0	-
All	85,616,298	100.0000

**Agenda 7 Others Business (if any)**

**The Chairman** informed the meeting that the agenda proposed for consideration as specified by the Company in the Invitation to the 2026 Annual General Meeting of Shareholders has been considered.

In proposing other agendas other than those specified in the invitation letter under Section 105 paragraph 2 of the Public Limited Companies Act B.E.2535 (including revision) stipulated that when the meeting has considered the agenda according to the agenda set in the notice of the meeting Shareholders holding shares in aggregate not less than one-third of the total number of shares paid-up capital may request the meeting to consider others matter than those specified in the notice calling for the meeting.

The Company would prepare the minutes of the Annual General Meeting of Shareholders for the year 2026 within 14 days from the date of this Meeting, which would be posted on the Company's website: [www.pdgth.com](http://www.pdgth.com) respectively. The shareholders who would like to propose suggestion and amendment of minutes of shareholders meeting, please inform the Company Secretary at address: [cs@pdgth.com](mailto:cs@pdgth.com) within 30 days after the dissemination, if the company does not receive a proposal to amend the said minutes of the meeting, it is considered that the Minutes of the Meeting of Shareholders have been approved by the shareholders.

**The Chairman** allowed opportunities for shareholders to ask questions or offer additional suggestions.

**Mr. Anurak Boonsawang**, a shareholder, asked with regards to the current global war situation, what is the Company's growth target this year.

**Mr. Thanya Wangthamrong**, Chief Executive Officer, answered that the Company aimed for 3% growth in the industrial sector. However, the Company planned to generate growth in other market with lower revenue such as consumer or healthcare groups, where 30% growth has been anticipated.

**Mr. Anurak Boonsawang**, a shareholder, asked whether the Company has any new products that will contribute to future growth.

**Mr. Thanya Wangthamrong**, Chief Executive Officer, answered that the Company has 2 directions regarding fostering growth for new products; expanding products and expanding customer base. The Company's existing customer base is in the industrial sector, and the Company has expanded to healthcare customers, hospitals, public sector and

online platforms. Therefore, new products have been added to serve these customers such as adult diapers, catering to public sector and hospital customers such as medical equipment, surgical drapes, beds, and most recently OSRAM energy-saving light bulbs.

**Mr. Anurak Boonsawang**, a shareholder, asked about the extent of positive and negative impact from the war situation on the Company so far.

**Mr. Thanya Wangthamrong**, Chief Executive Officer, answered that from the war situation, the Company focuses on managing operations for maximum effectiveness. The impact can be both positive and negative, as customers have higher demand for products leading to higher orders and sales, while the Company has to manage the activities throughout the chain, as recent imports have higher costs. Hence, they have to be managed so that customers can have the products at reasonable prices, including supplier management to ensure product availability, as well as the operating system that allows for fast responses and effective cost management.

**Mr. Anurak Boonsawang**, a shareholder, asked whether the Company would join the Stock Exchange of Thailand's Jump+ project.

**Mr. Thanya Wangthamrong**, Chief Executive Officer, answered that the Stock Exchange of Thailand's Jump+ project is an interesting project that supports future growth for the Company. However, currently there are certain qualifications that do not match with the criteria, so it is not yet possible to join.

**Assoc. Prof. Yongyoot Jaiboon**, a shareholder, asked about the forest fire and PM 2.5 issues in the north, and whether the Company has relevant products that suit the purpose such as masks, gloves, DIY equipment for positive pressure environment, or even the standard positive pressure room set-up.

**Mr. Thanya Wangthamrong**, Chief Executive Officer, answered that products that cater to these issues are PPE products such as masks, gloves, whereby the Company has sufficient inventory to support the demand. However, sales of these products are still lower than before. Currently, we do not have equipment for positive pressure rooms for sales.

**The Chairman** thanked the shareholder for the suggestion. At present, the Company organizes the meeting through online platform, which allows shareholders to communicate effectively with the Company's directors and management. Nonetheless, the Company will take this suggestion into consideration as one of the options for organizing future meetings as appropriate.

As well as giving the shareholders an opportunity to ask more question, if there is no more additional questions, expressed the sincere thankful to the shareholders to attending the Meeting,

The Meeting was adjourned at 3.42 pm.

*Ekachidd Chungcharoen*

Signed.....Chairman to the Meeting

(Assoc.Prof. Ekachidd Chungcharoen, Ph.D.)

Chairman of the Board

*Kwandao Duangjan*

Signed.....Minutes Recorder

( Ms. Kwandao Duangjan)

Company Secretary