



MINUTES OF THE 2026

ANNUAL GENERAL MEETING OF SHAREHOLDERS

On Tuesday, April 28, 2026 at 2:00 p.m.

(Translation)

**Minutes of the 2026 Annual General Meeting of Shareholders  
PAE (Thailand) Public Company Limited**

|                             |   |  |
|-----------------------------|---|--|
| Meeting date                | : | Tuesday, April 28, 2026 at 2:00 p.m.   |
| Meeting format              | : | Through electronic media (E-Meeting)<br>According to the Emergency Decree on Electronic Meeting<br>B.E. 2563 (2020)  |
| Chairman                    | : | Mr. Chinchai Leenabunjong, Chairman of the Board   |
| Secretary's meeting         | : | Mr. Uthai Klangpimai, 2nd Vice Chairman of the Board<br>and Executive Director   |
| The Right to attend         | : | Number of shareholders as of April 8, 2026 (Book Closing Date)<br>The total number of shareholders is 8,256 persons,<br>Including the total number of shares 6,642,299,396 shares.   |
| Commencement of the Meeting | : | A total of 28 shareholders and proxies attended the meeting,<br>totaling 3,360,654,900 shares, representing 50.59% of the<br>total shares which constitute a quorum in accordance with<br>the Company's Articles of Association. |
| Agenda 1-4                  | : | A total of 28 shareholders and proxies attended the meeting,<br>totaling 3,360,654,900 shares, representing 50.59% of the<br>total shares which constitute a quorum in accordance with<br>the Company's Articles of Association. |
| Agenda 5-7                  | : | A total of 29 shareholders and proxies attended the meeting,<br>totaling 3,491,054,900 shares, representing 52.56% of the<br>total shares which constitute a quorum in accordance with<br>the Company's Articles of Association. |

**Before the meeting begins**

Miss. Nipaporn Luekong, acting as the facilitator of this meeting, welcomed all shareholders to attend the 2026 Annual General Meeting of Shareholders of PAE (Thailand) Public Company Limited and gave a statement. The meeting learned that there were 28 shareholders attending the meeting in person by electronic means (E-AGM) and by receiving proxies, including the total number of shares. 3,360,654,900 shares, accounting for 50.59 percent of the total number of shares sold in the company. A quorum was formed in accordance with Article 38 of the Company's regulations, including recommendations to the Company's Board of Directors and executives as follows:

**The name of directors who attended the meeting were as follows:**

- |    |               |               |  |
|----|---------------|---------------|--|
| 1. | Mr. Uthai     | Klangpimai    | Vice Chairman of the Board of Directors No. 2<br>Executive Director and Company Secretary                              |
| 2. | Mr. Thitiporn | Kaveevityavej | Chairman of the Audit Committee,<br>Independent Directors<br>And Chairman of the Nomination and Remuneration Committee |
| 3. | Miss. Panadda | Boonprakob    | Company Director, Executive Director<br>Nomination and Remuneration Committee<br>and Chief Financial Officer           |

**The name of directors who attended the meeting via E-Meeting were as follows:**

- |    |                   |                  |   |
|----|-------------------|------------------|---|
| 1. | Mr. Chinchai      | Leenabunjong     | Chairman of the Board, Executive Chairman<br>and Chief Executive Officer            |
| 2. | Mr. Nirun         | Hengboriboonpong | Audit Committee, Nomination and Remuneration Committee<br>and Independent Directors |
| 3. | Mr. Kitti         | Atinun           | Audit Committee and Independent Directors   |
| 4. | Miss. Laphassarin | Kraiwongwanitrun | Company Director, Executive Director<br>and Deputy Chief Executive Officer          |

**Names of committee members unable to attend the meeting due to pressing commitments.**

- |    |           |             |   |
|----|-----------|-------------|---|
| 1. | Mr. Anond | Lekasthapon | Vice Chairman of the Board of Directors No. 1 |
|----|-----------|-------------|---|

Therefore, the proportion of directors attending this shareholders' meeting is 7 members, representing 87.50% of the total number of directors.

**The Company's auditors attended the meeting via the E-Meeting system as follows:**

- |    |               |           |                            |
|----|---------------|-----------|----------------------------|
| 1. | Miss. Kultida | Pasurakul | ANS Audit Company Limited. |
|----|---------------|-----------|----------------------------|

Mr. Chinchai Leenabunjong, Chairman of the Board of Directors presided over the meeting and delivered the opening remarks at the 2026 Annual General Meeting of Shareholders of PAE (Thailand) Public Company Limited, which was held via electronic conferencing or E-Meeting, according to the Emergency Decree on Electronic Meeting B.E. 2563 (2020) which the company has complied with the rules stipulated in the law relating to electronic conferencing and welcomed the shareholders attending the meeting and appointed Ms. Nipaporn Luekong, the moderator to proceed the meeting and the voting procedures for electronic conferencing (E-Meeting), as follows:

The moderator introduced preliminary information about the capital of the company for the shareholders as follows:

- Total Registered Capital of           1,660,574,849   Baht
- The Paid-up Capital of                1,660,574,849   Baht

And informed the shareholders that the company was conducted in accordance with the principles of good corporate governance with equitable treatment of shareholders, as follows:

1. Provide an opportunity to shareholders (could not attend the meeting) can give proxy to independent director
2. Provide an opportunity to shareholders to raise advance questions to the company.

There were no shareholders who sent questions to the company in advance.

At the same time, informed the shareholders about the voting procedures as follows:

- 1) Rule for voting in this meeting follows through Article 40 of Articles of Association of the Company as counting for one share equal one vote.
- 2) When shareholders want to vote, switch from E-meeting to the main page in the Browser and press the E-voting button. A new window will then appear, as shown in the slide, for shareholders to vote in voting at the meeting, it must be done openly. In which shareholders who register to attend the meeting via electronic media E-Meeting can vote to agree, disagree or abstain from voting on each agenda. By the vote counting method, the company will count the votes of shareholders who registered to attend the meeting through the electronic media E-Meeting by pressing the voting button of every shareholder. By pressing one of the buttons to agree, disagree or abstain from voting. You can do this from the time the meeting operator notifies you to vote on that agenda. After the meeting operator informed them to vote, shareholders had 1 minute to vote after the agenda was closed. If the shareholder or proxy does not press the voting button, the system will assume that the shareholder or proxy has approved the company's proposal and cannot change the vote.
- 3) In the case of a shareholder appointing a proxy to the Independent Directors, it shall be deemed to be as specified by the shareholder in the proxy letter.
- 4) If shareholders or proxies have questions, please send them by typing a message. By clicking on the Q&A menu and typing a message in the message box and pressing Enter to send a message. If shareholders have any problems during the electronic meeting, please contact the OJ International Company Limited team at telephone number 02-079-1811.
- 5) For questions related to the agenda, the company secretary will collect questions both received before the meeting and during the meeting for submission to the Board of Directors for answering.
- 6) The minutes of the meeting shall be published on the Company's website within 14 days from the date of the meeting.

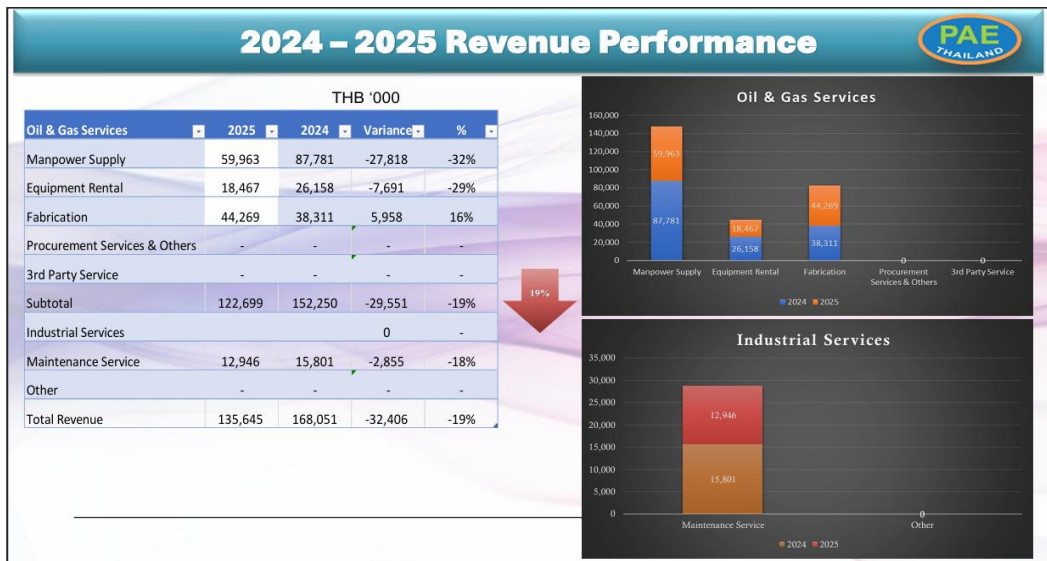
After that, the moderator has already explained the voting procedures, proposed to the shareholders to proceed the meeting in accordance with the agenda items as follows:

**Agenda 1**

To acknowledge the Company's operation for the year 2025.

Miss. Panadda Boonprakob, Company Director, Executive committee and Chief Financial Officer reported to the meeting that the Company has summarized the report of the Board of Directors and the Company's performance in the year 2025, which appears in the Annual Report 2025 (56-1 One Report) as delivered to shareholders with the invitation letter to the Annual General Meeting of Shareholders 2025 in advance.

In addition, the Company would like to report on the overall operating performance for the year 2025. The Company's revenue was derived from 2 business segment, Oil & Gas which remains the Company's core business, and the industrial Service business.



For the Oil & Gas business segment, the Company provides services relating to Manpower Supply, Fabrication, and Equipment Rental. The Industrial Service segment involves the provision of Maintenance Services to leading industrial manufacturing plants.

In 2025, the Company generated revenue of 59.96 million Baht from Manpower Supply services, 18.47 million Baht from Equipment Rental, 44.27 million Baht from Fabrication services, and 12.95 million Baht from Maintenance Services. The Company's total revenue for 2025 amounted to 135.64 million Baht, representing a decrease of 32.40 million Baht, or 19%, compared to 2024. This decline was primarily attributable to the absence of long-term contracts with business partners, resulting in inconsistent revenue from the Manpower Supply and Equipment Rental businesses. In addition, the service rate per unit decreased as the Company was no longer acting as the main contractor for PTT Exploration and Production Public Company Limited (PTTEP).

Nevertheless, the Company has continued operations as a subcontractor for other customer groups, including Experteam, Unithai, Tantawan, and Thai Nippon, among others. Based on surveys of offshore drilling platforms in the Gulf of Thailand, the current concession and production sharing contract structure is approximately divided as follows: around 70% operated


by PTT Exploration and Production Public Company Limited (PTTEP), approximately 20% by Chevron, and the remaining 10% by other operators. The major offshore fields principally comprise the G1 and G2 projects.

At present, market demand for skilled offshore personnel remains high, and the Company continues to supply manpower to customer groups engaged in projects with PTT Exploration and Production Public Company Limited (PTTEP). As a result, in 2025 the Company deployed a total of 624 personnel. Furthermore, it is anticipated that additional offshore drilling platforms will be expanded in the Gulf of Thailand during 2026. The Company remains well prepared to support such expansion through the provision of manpower and the rental of equipment and tools required for offshore operations. Details are illustrated in the figure below.

### Summary of manpower supply

| Row Labels         | January   | February  | March     | April     | May       | June      | July      | August    | September | October   | November  | December  | Grand Total |
|--------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|
| Experteam          | 19        | 19        | 17        | 84        | 41        | 12        | 26        | 25        | 16        | 15        | 38        | 48        | 360         |
| KobChock           |           | 2         |           |           |           | 6         |           | 1         |           |           |           |           | 9           |
| MMSVS              | 4         | 1         | 3         |           |           |           |           |           |           |           |           |           | 8           |
| Tantawan           | 9         | 6         | 6         | 4         | 1         | 2         | 2         | 1         | 7         | 4         | 16        | 12        | 70          |
| Thai Nippon        | 3         |           | 17        | 2         |           | 5         | 4         | 13        | 21        | 11        | 4         | 2         | 82          |
| Unithai            | 1         | 11        | 2         | 1         | 7         | 19        | 5         | 24        |           | 4         | 4         | 1         | 79          |
| KCE                |           |           |           |           | 1         |           |           |           |           |           |           |           | 1           |
| EST                |           |           |           |           |           |           |           |           | 12        |           | 1         | 2         | 15          |
| <b>Grand Total</b> | <b>36</b> | <b>39</b> | <b>45</b> | <b>91</b> | <b>50</b> | <b>44</b> | <b>37</b> | <b>64</b> | <b>56</b> | <b>34</b> | <b>63</b> | <b>65</b> | <b>624</b>  |

For the Company's 2026 forecast, total revenue is projected to reach THB 184.24 million, comprising Offshore business revenue of 128.91 million Baht from Manpower Supply services and 21.11 million Baht from Equipment Rental services, while revenue from Onshore and Fabrication services is projected at 34.23 million Baht. Details are summarized in the table below.



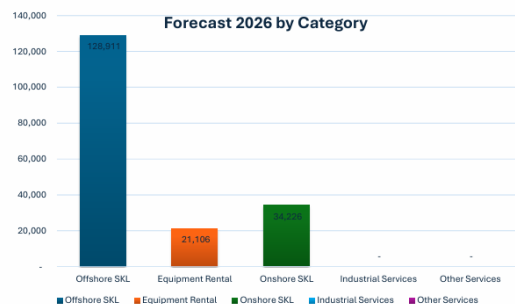
## Potential Project and Forecast 2026

**Forecast 2026 Share**

■ Offshore SKL ■ Equipment Rental ■ Onshore SKL ■ Industrial Services ■ Other Services

**รายได้ 2026**  
**Offshore 70%**  
**Equipment + Onshore 30%**

| Category            | YTD 2025       | Forecast 2026  |
|---------------------|----------------|----------------|
| Offshore SKL        | 59,963         | 128,911        |
| Equipment Rental    | 18,467         | 21,106         |
| Onshore SKL         | 44,269         | 34,226         |
| Industrial Services | 12,946         | -              |
| Other Services      | -              | -              |
| <b>TOTAL</b>        | <b>135,645</b> | <b>184,243</b> |



Mr. Chinchai Leenabunjong, Chairman of the meeting asked the shareholders if they had any questions. As there were no shareholders asking questions, the meeting was requested to acknowledge the Company's operating results for the year 2025.

**Resolution**

The meeting has acknowledged the Company's operation for the year 2025.

**Agenda 2**

To consider and approve the financial statements for the year ended December 31, 2025.

Miss Panadda Boonprakob, Company Director, Executive committee and Chief Financial Officer reported to the meeting that The Board of Directors has published details of the financial statements for the year ended December 31, 2025, which consist of: Statement of financial position, statement of comprehensive income and statement of changes in shareholders' equity ending on December 31, 2025 that has been audited and certified by a certified public accountant of the office of ANS Audit Company Limited. Company Limited and has been approved by the Audit Committee and entered in the 2025 Annual Report (56-1 One Report) which has been sent to shareholders for consideration in advance in the form of a QR Code along with the invitation letter to the General Meeting of Shareholders for the year 2026 for consideration. Summary of important points in the financial statements as follows:

**Comparative consolidated financial statements (partial) of the Company**

(Unit : Million Bath)

| Transaction                                     | 2025     | 2024     | Increase   | Percentage |
|---|----------|----------|------------|------------|
|   |          |          | (Decrease) |            |
| Total assets                                    | 171.23   | 205.94   | (34.71)    | 16.85%     |
| Total Liabilities                               | 304.73   | 236.51   | 68.22      | 28.85%     |
| Shareholders' equity (losses exceeding capital) | (133.50) | (30.57)  | (102.93)   | 336.71%    |
| Revenue from services                           | 135.65   | 168.05   | (32.40)    | 19.28%     |
| Total revenue                                   | 140.08   | 175.22   | (35.14)    | 20.05%     |
| Total expenses                                  | (243.01) | (183.61) | (59.39)    | 32.35%     |
| Profit (loss) Annually                          | (102.93) | (8.40)   | (94.53)    | 1,125.91%  |
| Profit (loss) Company only                      | (101.88) | (6.19)   | (95.69)    | 1,546.89%  |
| Profit (loss) per Share (Baht)                  | (0.0153) | (0.0009) | (0.0144)   | 1,546.89%  |

**Consolidated statement of financial position as of December 31, 2024, the company has:**

- The total assets amounted to 171.23 million Baht, representing a decrease of 34.71 million Baht or 16.85% compared to 205.94 million Baht in 2024. In 2025, the Group recorded current assets of 80 million Baht and non-current assets of 91.24 million Baht, with the asset composition primarily consisting of cash and cash equivalents of 35.45 million Baht, or 20.12% of total assets. Additionally, trade and other receivables, including contract assets, totaled 31.99 million Baht or 18.68%, while investment properties accounted for 59.05 million Baht or 34.49%. The remaining assets included property, plant, and equipment of 5.50 million Baht, representing 5.55%, and withholding income tax along with other non-current assets totaling 22.69 million Baht, or 13.25% of total assets.

- **The Group's total** liabilities amounted to 304.73 million Baht, representing an increase of 68.22 million Baht or 28.85% compared to 236.51 million Baht in 2024. For the year 2025, the Group recorded current liabilities of 278.65 million Baht and non-current liabilities of 26.08 million Baht. The majority of these liabilities comprised trade and other payables, including contract liabilities, totaling 75.94 million Baht or 24.92% of total liabilities, and defaulted debts from a subsidiary amounting to 155.25 million Baht or 50.95% of total liabilities. Furthermore, employee benefit obligations accounted for 25.30 million Baht or 8.30%, while other current liabilities totaled 48.24 million Baht (consisting of 42.65 million Baht from the subsidiary and 5.59 million Baht from the parent company), representing 15.83% of total liabilities.
- **The Group's total** equity was reported at a deficit of 133.50 million Baht, comprising equity attributable to the parent company of 87.16 million Baht and a non-controlling interest deficit of 46.34 million Baht. This represents a significant decrease of 102.93 million Baht or 336.71% compared to 2024, which recorded a deficit of 30.57 million Baht. The net loss for 2025 primarily resulted from the parent company's recognition of a liability to the Islamic Bank, following the bank's payment as a guarantor to Kijksompong Co., Ltd., amounting to 92.17 million Baht or 89.55% of the total net loss for the year. Additionally, the Group recorded a net loss before non-operating income and expenses of 9.45 million Baht. Regarding financial ratios, the consolidated Debt-to-Equity (D/E) ratio stood at negative 2.28, while the separate financial statement showed 13.81. The total liabilities to total assets ratio was 1.78 for the consolidated statement and 0.93 for the separate financial statement.

**Income statement for the year ending 31 December 2025, the company has :**

- **Service income** totaled 135.65 million Baht, representing a decrease of 32.40 million Baht or 19.28% from 168.05 million Baht in the previous year. The majority of the revenue was derived from the Oil & Gas industrial services segment, amounting to 122.70 million Baht or 90.45% of total revenue (compared to 152.25 million Baht or 90.60% in 2024). Additionally, revenue from manpower management services for electrical equipment maintenance contributed 12.95 million Baht, or 9.55% of total revenue. The overall decline in revenue was primarily driven by the expiration of a major contract for manpower and equipment supply at the Erawan field with PTTEP, resulting in a 29.55% revenue drop in the Oil & Gas business and a 2.85% decrease in the manpower management services segment.
- **Cost of services** amounted to 115.02 million Baht, representing 84.79% of service revenue. The cost-to-revenue ratio decreased by 15.77% compared to the previous year (2024: cost of sales and services totaled 136.56 million Baht, or 81.26% of service revenue). This reduction in service costs is primarily aligned with the decline in core revenue. Furthermore, the Company has maintained a strict cost management and expense control policy, which has enhanced the efficiency of direct project management budgets.

- **Selling and administrative (S&A)** expenses totaled 31.64 million Baht, representing 23.32% of total service revenue. This reflects a decrease of 1.34 million Baht or 4.06% from the previous year, where S&A expenses were 32.88 million Baht or 19.63% of service revenue in 2024. This reduction is a direct result of the Company's stringent expense management and control policies aimed at maximizing efficiency, which have led to a continuous decline in overall operating expenditure.
- **Finance costs** amounted to 2.61 million Baht, representing a decrease of 0.81 million Baht or 23.60% from the previous year. This total comprises 0.29 million Baht from the parent company and 2.32 million Baht from the subsidiary. The reduction in finance costs is primarily due to the repayment of loans to financial institutions, which consequently lowered the Company's interest expense obligations.
- **Regarding the overall performance**, the Group reported a net loss of 102.93 million Baht for the year 2025, representing a significant increase in loss by 94.53 million Baht compared to a net loss of 8.40 million Baht in the previous year. Consequently, the net loss margin for 2025 rose to 75.88%, an increase of 70.88% from the 5.00% net loss margin recorded in 2024. This expanded loss was primarily driven by the parent company's recognition of a liability to the Islamic Bank, stemming from the bank's payment as a guarantor to the counterparty, Kijksompong Co., Ltd., in the amount of 92.17 million Baht, which accounts for 89.55% of the total net loss for the year.

The Group's overall performance and profitability for 2025 declined compared to the previous year, with a gross profit of 20.63 million Baht, or a gross profit margin of 15.21%. This represents a 3.53% decrease from 2024, which recorded a gross profit of 31.49 million Baht or 18.74% of total revenue. Currently, the Group's core operations are centered on offshore oil and gas industrial services and manpower management for industrial electrical equipment maintenance. The decline in performance was primarily due to the expiration of a major contract with the concessionaire of the G1/61 (Erawan) offshore block in the Gulf of Thailand during the first quarter of 2024. Nevertheless, the Company continues to maintain the trust of various other clients for manpower supply services and the rental of specialized tools and equipment within the oil and gas sector. This is attributed to the Company's readiness in terms of highly skilled personnel and a comprehensive suite of equipment available for immediate deployment, ensuring ongoing demand from a diverse client base.

The Board of Directors has resolved to propose that the 2026 Annual General Meeting of Shareholders consider and approve the Company's financial statements for the fiscal year ended December 31, 2025. The Board is of the opinion that these financial statements are accurate, complete, and sufficient in accordance with Generally Accepted Accounting Principles (GAAP). Furthermore, they have been duly reviewed and endorsed by the Audit Committee and the Board of Directors and have been audited and expressed an opinion upon by the Authorized Auditor. Accordingly, the Board hereby presents the financial statements for the fiscal year ended December 31, 2025, to the Annual General Meeting of Shareholders for formal approval.

Mr. chinchai Leenabunjong, the Chairman of the meeting inquired if there were any questions from the shareholders. As no further questions were raised, the Chairman requested the meeting to consider and approve the financial statements for the fiscal year ended December 31, 2025.

**Resolution** The meeting considered the matter and unanimously resolved to approve the financial statements for the fiscal year ended December 31, 2025, with the following vote results:

| Resolution   | Number of Votes | Percentage of shares |
|--|-----------------|----------------------|
| Approved   | 3,360,654,900   | 100.0000             |
| Disapproval  | 0               | 0.0000               |
| Abstention   | 0               | 0.0000               |
| Number of shareholders attending the meeting and having the right to vote on the agenda 3,360,654,900 votes. |                 |                      |

**Agenda 3** To consider and approve the cessation of allocation of legal reserve funds. and refrain from paying dividends for the year 2025.

Ms. Panadda Boonprakob, Director, Executive Director, and Chief Financial Officer (CFO), informed the meeting that under Section 116 of the Public Limited Companies Act B.E. 2535 (1992) and Articles 46 and 47 of the Company's Articles of Association, the Company is required to allocate at least 5% of its annual net profit to a reserve fund, less the accumulated loss brought forward (if any), until the reserve fund reaches no less than 10% of the registered capital.

Furthermore, the Company maintains a dividend policy of paying no less than 40% of the net profit from its separate financial statements after taxes, or as deemed appropriate. This is subject to the absence of other necessary circumstances and provided that such dividend payment does not significantly impact the Company's normal business operations, or unless the Company has other designated investment projects.

However, for the fiscal year 2025, the Company reported a net loss of 69.46 million Baht in its separate financial statements. Consequently, the Board of Directors proposes to omit the dividend payment for the 2025 operating results, covering the period from January 1, 2025, to December 31, 2025, and to waive the allocation of the annual net profit to the legal reserve.

Mr. Chinchai Leenabunjong, the Chairman of the meeting asked the shareholders if there were any questions. As no questions were raised by the shareholders, the Chairman requested the meeting to consider and cast their votes on this agenda item

**Resolution**

The meeting considered the matter and unanimously resolved to approve the omission of the dividend payment for the 2025 operating results, covering the period from January 1, 2025, to December 31, 2025, as well as the waiver of the legal reserve allocation, with the following vote results:

| Resolution   | Number of Votes | Percentage of shares |
|--|-----------------|----------------------|
| Approved   | 3,360,654,900   | 100.0000             |
| Disapproval  | 0               | 0.0000               |
| Abstention   | 0               | 0.0000               |
| Number of shareholders attending the meeting and having the right to vote on the agenda 3,360,654,900 votes. |                 |                      |

**Agenda 4**

To consider the approval the re-appointment of the Company's Director in place of the director who are retired by rotation.

Mr. Thitiporn Kaweewitayavech, Chairman of the Audit Committee, Independent Director, and Chairman of the Nomination and Remuneration Committee, informed the meeting that in accordance with Section 71 of the Public Limited Companies Act B.E. 2535 (1992) and Article 24 of the Company's Articles of Association, at every Annual General Meeting, one-third of the directors shall retire from office. If the number of directors is not a multiple of three, then the number nearest to one-third shall retire. Directors who retire by rotation are eligible for re-election.

For the 2026 Annual General Meeting of Shareholders, the following three directors are scheduled to retire by rotation:

1. Mr. Uthai Klangpimai Company Director
2. Miss Laphassarin Kraiwongwanitrungrung Company Director
3. Miss Panadda Boonprakob Company Director

The Board of Directors, excluding those with a conflict of interest in this matter, has thoroughly reviewed the qualifications of the candidates to ensure they are well-suited to the Company's business operations. The evaluation considered their educational backgrounds, extensive experience, diverse professional expertise, leadership qualities, and broad vision, as well as their integrity, ethical standards, and positive attitude toward the organization. Throughout

their previous terms, these directors have demonstrated exceptional performance and provided valuable strategic guidance to the Company. Furthermore, they meet all the criteria stipulated under Section 68 of the Public Limited Companies Act B.E. 2535 (1992), relevant regulations, and the Company's Articles of Association. Accordingly, the Board proposes that the Annual General Meeting of Shareholders approve the re-election of the three retiring directors to serve for another term.

Details regarding the profiles, shareholding proportions, educational backgrounds, and professional experience of the aforementioned directors have been distributed to the shareholders for prior consideration, enclosed with the Notice of the 2026 Annual General Meeting of Shareholders.

Please be informed that regarding the nomination process for the director positions, the Company did not provide an opportunity for shareholders to propose candidates prior to the meeting for appointment. Additionally, the Company would like to notify the meeting that none of the three directors proposed for re-election hold directorships in other companies that operate businesses of a similar nature or are in competition with the Company.

Mr. Chinchai Leenabunjong, the Chairman of the meeting inquired if there were any questions from the shareholders. As no further questions were raised, the Chairman proposed that the meeting consider the election of the three directors, whereby shareholders could cast their votes for each director individually as follows:

#### Resolution

The meeting considered the matter and resolved to re-elect all three directors to serve for another term. The voting results for each director, conducted on an individual basis, are as follows:

4.1 The shareholders' meeting, after due consideration, unanimously resolved to approve the reappointment of Mr. Uthai Klangpimai as a director for another term, with the following vote results:

| Resolution   | Number of Votes | Percentage of shares |
|--|-----------------|----------------------|
| Approved   | 3,360,654,900   | 100.0000             |
| Disapproval  | 0               | 0.0000               |
| Abstention   | 0               | 0.0000               |
| Number of shareholders attending the meeting and having the right to vote on the agenda 3,360,654,900 votes. |                 |                      |

4.2 The shareholders' meeting, after due consideration, unanimously resolved to approve the reappointment of Miss Laphassarin Kraiwongwanitrungr as a director for another term, with the following vote results:

| Resolution   | Number of Votes | Percentage of shares |
|--|-----------------|----------------------|
| Approved   | 3,360,654,900   | 100.0000             |
| Disapproval  | 0               | 0.0000               |
| Abstention   | 0               | 0.0000               |
| Number of shareholders attending the meeting and having the right to vote on the agenda 3,360,654,900 votes. |                 |                      |

4.3 The shareholders' meeting, after due consideration, unanimously resolved to approve the reappointment of Miss Panadda Boonprakob as a director for another term, with the following vote results:

| Resolution   | Number of Votes | Percentage of shares |
|--|-----------------|----------------------|
| Approved   | 3,360,654,900   | 100.0000             |
| Disapproval  | 0               | 0.0000               |
| Abstention   | 0               | 0.0000               |
| Number of shareholders attending the meeting and having the right to vote on the agenda 3,360,654,900 votes. |                 |                      |

The Board of Directors for the year 2026 consists of 8 members with the following names:

- 1) Mr. Chinchai Leenabunjong Chairman of the Board, Executive Chairman and Chief Executive Officer
- 2) Mr. Anond Lekasthapon Vice Chairman of the Board of Directors No. 1
- 3) Mr. Uthai Klangpimai Vice Chairman of the Board of Directors No. 2  
Executive Director and Company Secretary
- 4) Mr. Thitiporn Kaveevityavej Chairman of the Audit Committee,  
Independent Directors  
And Chairman of the Remuneration Committee
- 5) Mr. Nirun Hengboriboonpong Audit Committee, Remuneration Committee  
and Independent Directors
- 6) Mr. Kitti Atinun Audit Committee and Independent Director
- 7) Ms. Laphassarin Kraiwongwanitrungrong Company Director, Executive Director  
and Deputy Chief Executive Officer
- 8) Ms. Panadda Boonprakob Company Director, Executive Director  
Remuneration Committee and Chief Financial Officer

#### Agenda 5

To consider and approve the determination of directors' remuneration for the year 2026.

Miss. Panadda Boonprakob, Company Director, Executive committee and Chief Financial Officer informed to the meeting that the remuneration of the Company's directors approved by the Annual General Meeting of Shareholders for the year 2025 was 500,000 baht, for the year 2025 the company paid remuneration to directors in the amount of 122,000 baht.

By this company had summarized the paying amount to Board of Directors of year 2025 as in enclosure No.1 in the title of Shareholding Structure and Management as the subject of remuneration for Executive Directors.

For the year 2026, the Board of Directors approved as proposed by the Compensation Committee by agreeing to determine the directors' remuneration for the year 2025 in the amount of 500,000 baht, excluding the remuneration or welfare that the Company's directors receive as employees or employees of the company, which determines the payment on a case-by-case basis by carefully screening various suitability and comparing references from the same industry and economic conditions, including the suitability of the number of the Board of Directors, with details of payment as follows:

1. **Meeting allowance (for each attendance)**

- Chairman of the Board will receive a meeting allowance of 20,000 baht per time, for those who receive a regular salary of the company or affiliates will receive a meeting allowance of 15,000 baht per time.
- Company Director, Nomination and Remuneration Committee will receive a meeting allowance of 10,000 baht per time, for those who receive a regular salary of the company or affiliates will receive a meeting allowance of 3,000 baht per time.
- Chairman of the Nomination Remuneration Committee will receive a meeting allowance of 15,000 baht per time, for those who receive a regular salary of the company or affiliates will receive a meeting allowance of 10,000 baht per time.
- Chairman of the Audit Committee will receive a meeting allowance of 15,000 baht per meeting.
- Audit Committee will receive a meeting allowance of 10,000 baht per meeting.
- Executive Chairman will receive a meeting allowance of 10,000 baht per time, however, for those who receive a regular salary of the company, or its affiliates will not receive a meeting allowance.
- Executive Director will receive a meeting allowance of 5,000 baht per time, however, for those who receive a regular salary of the Company, or its affiliates will not receive a meeting allowance.

2. **Other compensation and benefits**

The company has no policies on payment other compensation and benefits apart from compensation as directors or employee of company, no give out shares, debenture or other securities to Director and Executives

By this, this shall be effective from January 1, 2026 onwards until the resolution is made to change otherwise.

Mr. Chinchai Leenabunjong, Chairman of the meeting inquired if any shareholders had further questions. As no questions were raised, the meeting was requested to consider and approve the directors' remuneration for the year 2026 at the rates mentioned above.

**Resolution**

The shareholders' meeting, after due consideration, unanimously resolved to determine the directors' remuneration for the year 2026 in the amount of 500,000 baht, payable on a per-meeting basis at the aforementioned rate and effective from January 1, 2026 onwards until there is a resolution to change otherwise. The voting results were as follows:

| Resolution   | Number of Votes | Percentage of shares |
|--|-----------------|----------------------|
| Approved   | 3,491,054,900   | 100.0000             |
| Disapproval  | 0               | 0.0000               |
| Abstention   | 0               | 0.0000               |
| Number of shareholders attending the meeting and having the right to vote on the agenda 3,491,054,900 votes. |                 |                      |

Agenda 6

To consider and approve the appointment of the auditor and the determination of remuneration for the auditor for 2026.

Mr. Thitiporn Kaveevityavej, Chairman of the Audit Committee, Chairman of the Remuneration Committee and Independent Directors , informed the meeting that, has informed the meeting that According to the Public Limited Company Act BC 2535 Code Section 120 , the Annual General Meeting Shareholders shall appoint the Company's auditor and fix the auditor's fee. The new auditor can be re- appointed and the Company's Article of Association No.38 indicates that the auditor must not be a director, employee or holds any position in the Company.

For 2026, the Audit Committee has selected the auditor of ANS Audit Company Limited ("ANS Audit"), the same auditor, as follows:

| <u>Name – Surname</u>  |              | <u>Certified Public Account No.</u> |
|--|--------------|-------------------------------------|
| (1) Mr. Atipong  | Atipongsakul | 3500                                |
| <i>(Never signed company's financial statement) and/or</i>   |              |                                     |
| (2) Mr. Vichai   | Ruchitanont  | 4054                                |
| <i>(Never signed company's financial statement) and/or</i>   |              |                                     |
| (3) Mr. Sathien  | Vongsnan     | 3495                                |
| <i>(Never signed company's financial statement) and/or</i>   |              |                                     |
| (4) Miss. Kultida  | Pasurskul    | 5946                                |
| <i>(As the signatory on the company's financial statements for the years 2025 , a total of 1 years) and/or</i> |              |                                     |
| (5) Mr. Yuttapong  | Chuamuanpan  | 9445                                |
| <i>(Never signed company's financial statement) and/or</i>   |              |                                     |
| (6) Miss. Jiraporn   | Atikarun     | 12642                               |
| <i>(Never signed company's financial statement)</i>  |              |                                     |

From ANS AUDIT COMPANY LIMITED, as the company's auditors for year 2026 (2th Year) who is expert, has generally accepted audit standards, is independent, has good working standards, has sufficient support team, and is fully qualified in accordance with the Company's regulations, and the requirements of the Securities and Exchange Commission and proposes to approve the audit fee for the year 2026 in the amount of 500,000.-baht, which remains unchanged from the year 2025. This amount excludes other service fees (non-audit fees). The total audit fee for the Company and its four subsidiaries for the year 2026 amounts to 600,000 Baht.

| Details             | Audit Fee (Baht)  |                   |
|---------------------|-------------------|-------------------|
|                     | Amount Year 2026  | Amount Year 2025  |
| Yearly Auditor Fees | 500,000. -        | 500,000. -        |
| <b>Total</b>        | <b>500,000. -</b> | <b>500,000. -</b> |

The authorized auditors for the Company and its subsidiaries shall be any of the individuals mentioned above or other authorized auditors on behalf of ANS Audit Co., Ltd. This is to ensure that the financial statement preparation and auditing process will be completed within the required timeframe.

By this, even though auditor of company and its subsidiaries is auditor and belongs to same office, Audit committee and Board of Directors believe that auditors can prepare the financial statements of the Company and its subsidiaries within the time frame. The auditors will have a meeting with the management to plan the audit and determine the course of the audit in advance.

Mr. Chinchai Leenabunjong, Chairman of the meeting inquired if any shareholders had further questions. As no questions were raised, the meeting was requested to consider and approve the appointment of the auditors and the determination of the audit fee for the year 2026

#### Resolution

The shareholders' meeting unanimously approved the appointment of the auditor as follows:

| <u>Name – Surname</u> |              | <u>Certified Public Account No.</u> |
|-----------------------|--------------|-------------------------------------|
| (1) Mr. Atipong       | Atipongsakul | 3500 and/or                         |
| (2) Mr. Vichai        | Ruchitanont  | 4054 and/or                         |
| (3) Mr. Sathien       | Vongsnan     | 3495 and/or                         |
| (4) Miss. Kultida     | Pasurskul    | 5946 and/or                         |
| (5) Mr. Yuttapong     | Chuamuanpan  | 9445 and/or                         |
| (6) Miss. Jiraporn    | Atikarun     | 12642                               |

From ANS Audit Company Limited to Holds Company's auditor of year 2026 and approved the auditors' fee for the year 2026 in the amount of Baht 500,000 with the following voting result:

| Resolution   | Number of Votes | Percentage of shares |
|--|-----------------|----------------------|
| Approved   | 3,491,054,900   | 100.0000             |
| Disapproval  | 0               | 0.0000               |
| Abstention   | 0               | 0.0000               |
| Number of shareholders attending the meeting and having the right to vote on the agenda 3,491,054,900 votes. |                 |                      |

Agenda 7 Consider other matters (if any)

Mr. Chinchai Leenabunjong, the Chair of the meeting, asked the shareholders if there were any further questions. As no shareholder raised any additional questions, the Chair announced that all agenda items set forth in the notice of the shareholders' meeting have been duly considered and concluded.

On behalf of the Board of Directors and management, I would like to extend our heartfelt thanks to all shareholders for taking the time to attend the 2026 Annual General Meeting of Shareholders. Your cooperation and participation have been a vital source of encouragement and support in driving the Company's development and progress. I now declare the meeting closed. Thank you.

The meeting was adjourned at 15.02 p.m.

-Chinchai Leenabunjong-  
(Mr. Chinchai Leenabunjong)  
Chairman of the Meeting

- Certified Correct-

-Laphassarin Kraiwongwanitrueng-  
(Miss Laphassarin Kraiwongwanitrueng)  
Company Director

-Uthai Klangpimai-  
(Mr. Uthai Klangpimai)  
Company Director

Tel : 02-322-0222 Email: info@pae.co.th

1146/110-113 Eakpailin Tower Fl8., Moo.5, Srinakarin Rd, Samrong Nuea, Mueang Samut

Prakan, Samut Prakan. 10270

[www.pae.co.th](http://www.pae.co.th)