

Report of the Nomination Committee

The Nomination Committee shall have the duty to undertake the task of identifying, evaluating, selecting, and proposing appropriate candidates to the Board of Directors for approval before further proposing to the Annual General Meeting of Shareholders to elect as directors according to the Company's Articles of Association.

Those who have been nominated as directors must possess all the minimum qualifications required by law, including relevant knowledge, capabilities, and relevant experience, as well as integrity, ethics, and honesty. They must also be able to dedicate sufficient time to the Company and must not have any prohibited profiles, such as being an undischarged bankrupt or having been imprisoned for an offence involving dishonesty. For independent directors, they must meet the independence requirements as prescribed. In addition, nominees must have qualifications aligned with the Company's business strategies and possess various skills that enhance the overall strength of the Board (e.g. accounting and finance, sales and marketing, legal, or sustainable business management, etc.).

Board Diversity Policy

Objective	Indicator	Actual Performance
1. Number of independent directors	At least one-third of the total number of directors, but not less than three persons	4 persons
2. Directors with knowledge and expertise in the Company's business	At least 3 persons	4 persons
3. Number of female directors	At least 1 person	2 persons

Board Skills Matrix

Knowledge / Experience	Mr. Thira Wipuchanin	Mr. Poomkiet Chotchaicharin	Assoc. Prof. Preecha Jarungdanan, Ph.D.	Mr. Banchong Chittchang	Dr. Lackson a Leelayouthayotin, Ph.D.	Datuk Simon Shim Kong Yip	Mr. Whang Shang Ying	Ms. Piyaithida Sukchan	Mr. Ampol Simarajana	Number of director with Knowledge/experience
Knowledge and experience in vegetable oil business	●	●	●	●	●	●	●	●	●	9
Vision, mission, policy, strategic planning of the organisation	●	●	●	●	●	●	●	●	●	9
Commodity Trading		●						●		2
Expertise in domestic and/or international trading and marketing		●		●	●		●	●		5
Knowledge and experience in reviewing the credibility of financial statement, Accounting, Finance, Economics	●	●	●	●	●	●	●	●	●	9
Risk Management and work management in normal situation	●	●	●	●	●	●	●	●	●	9
ESG Management		●		●	●		●	●		5
Knowledge of Engineering				●					●	2
Knowledge of Digital Transformation		●		●	●			●		4
Knowledge of Legal						●	●			2

New Director Recruitment

For new director recruitment, the Nomination Committee sources qualified candidates from major channels such as professional search firms or Director Pools, as well as receiving nominations from stakeholders (e.g. shareholders and executives).

Succession Plan for Chief Executive Officer (CEO) or top Executive

The Company has a well-established succession plan for top Executive. The Nomination Committee is responsible for proposing qualified candidates to the Board of Directors for appointment as the CEO or top Executive in the event of an emergency or the CEO or top Executive's retirement. The Committee reports progress and summarises the implementation of the CEO or top executive succession plan to the Board at least once a year, or whenever there are significant changes. The recruitment process is clearly defined, transparent and complied with good corporate governance principles.

In addition, the Company assigns the following persons to take charge and act on behalf in case the top Executive is unable to function, namely,

1. Vice President – Account and Finance to act and make decision regarding the finance and accounting of the Company;
2. Company Secretary to act and make decision in other matters of the Company.

In 2025, the Nomination Committee has fulfilled and executed its duties and responsibilities in compliance with the Stock Exchange of Thailand's regulations and other activities assigned by the Board. The Committee held 3 meetings within the year, with the attendance of each member shown as below:-

Name	Position	Service Term	Attendance / Total Meetings
(1) Datuk SHIM KONG YIP, SIMON	Chairman of the Nomination Committee	2023-2026	2/3
(2) Assoc. Prof. Preecha Jarungidanan, Ph.D.	Independent Director	2023-2026	3/3
(3) Mr. Banchong Chittchang	Independent Director	2023-2026	3/3
(4) Dr. Lackana Leelayouthayotin, Ph.D.	Independent Director	2023-2026	3/3
(5) Mr. Whang Shang Ying	Executive Director	2023-2026	3/3

The substantive agenda of the meetings were as follows:

1) Considered the nomination and selection of qualified and suitable person as replacement for the Board of Directors who retired by rotation

The Company earlier announced through the SET that in following good corporate governance practice, and to ensure the equitable treatment of shareholders' rights, during 8 November 2024 until 31 January 2025, the Company invited the shareholders to propose matters to be included on the agenda, as well as propose qualified candidate to be nominated as the Company's director ahead of the Annual General Meeting of Shareholders No.1/2025, according to such criteria and guidelines set out by the Company and published on the Company's website. No such proposal was received from the shareholders.

In 2025, the Nomination Committee proposed the Board the re-election of Dr. Lackana Leelayouthayotin, Ms. Piyathida Sukchan and Mr. Ampol Simarojana to serve as Directors for another term, including to continue their services on sub-committees.

2) Considered the renewal of the Remuneration Committee and the Risk Management Committee for another term

3) Assessed its own performance (Self-Assessment) and report the findings to the Board for acknowledgment as a whole and on individual basis

4) Reported their duties to the Board of Directors

Self-Assessment of Nomination Committee in 2025 : 91.25% (2024 : 90%)

Remuneration of Nomination Committee in 2025 : 126,765 Baht (2024 : 120,725)

Datuk SHIM KONG YIP, SIMON
Chairman of the Nomination Committee