

The brief profiles of the directors due to retire by rotation and to be nominated for re-election



Name : Mrs. Apaporn Kosolkul
Current Position : Chairman of the Board / Member of the Audit Committee / Member of the Remuneration and Nomination Committee and Independent Director

Proposed Position : Non-Executive Director
Age : 64 years old
Nationality : Thai
Education : Bachelor of Humanities and Social Sciences, Prince of Songkla University
Training attended with regard to roles and responsibilities of corporate directors :
- Capital Market Leader Program, Class 19, Capital Market Academy
- The Executive Program in Energy Literacy for a Sustainable Future, Class 7, Thailand Energy Academy
- Director Accreditation Program (DAP) Class 133/ 2017
- Poom Palung Pandin Program, Class 2
Ultra Wealth course, Class 2
Possession of DOD shares : 0.02%
Present Position in Listed Company : N/A
Present Position in a None-Listed Companies :
2023 – Present Honorary Advisor, Phum Phalang Phaendin Association
2023 – Present Advisor of Corporate Communications Executive, The Mall Group Company Limited
2022 - Present Advisor of Public Relations Marketing, KS Chemical (Thailand) Company Limited
2022 – Present: Chairman of the Board, DOD Biotech Public Company Limited
2022 – Present: Advisory, The Thai Dairy Industry Company Limited
2017 - Present Business owner, A La Place Khao Yai
2015 - Present Marketing Advisor, Pioneer Logistics Company Limited
2015 – Present: Member of the Audit Committee, Member of the Remuneration and Nomination Committee, and Independent Director, DOD Biotech Public Company Limited
2015 – Present Columnist (Pseudonym : Somchaba), Thairath Newspaper
2012 – Present Columnist (Pseudonym : Supergirl), Thairath Newspaper
2011 – Present Business Owner Spirit Art 2011 Company Limited
1996 – Present Columnist (Pseudonym : Seeka Ang), Thairath Newspaper

Work Experiences	:	2021 - 2023	Advisor to the Committee on Driving the Draft Act on the Prevention of Recidivism of Violent Offenders, Ministry of Justice
		2021-2023	Audit Committee, Nominating and Compensation Committee, and Independent Director, CMO Public Company Limited
		1988-1996	Assistant Head of News, Political News Rewrite, Thairath Newspaper
		1983-1987	Reporter, Royal Government House, Ministry of the Royal Household, and Special Reporter, Front Page News, Thairath Newspaper
Present Position in a similar establishment to the company for potential conflict of interests	:	- None -	
Appointment Date as Company Director	:	24 December 2015	
Directorship Positions in the Company	:	1 st Term: 24 December 2015 – 22 February 2018 2 nd Term: 23 February 2018 – 23 April 2020 3 rd Term: 24 April 2020 – 29 April 2021 4 th Term: 29 April 2021 – 18 April 2023 5 th Term: 19 April 2023 – Present (Total: 10 years, 2 months)	
Other Positions in the Company	-	- Audit Committee: 24 December 2015 – Present (10 years, 2 months) - Nomination and Remuneration Committee: 24 December 2015 – Present (10 years, 2 months)	
Meeting Attendance in 2025	:	2025 Annual General Meeting of Shareholders (AGM) 1/1 meetings (100%) Board of Directors Meeting 11/11 meetings (100%) Audit Committee Meeting 4/4 meetings (100%) Nomination and Remuneration Committee Meeting 3/3 meetings (100%)	

Key Achievements in 2025

1. **Approval of the Strategic Plan for Production Process Automation**
Reviewed and approved the capital expenditure (CAPEX) for AI-integrated machinery and automated systems. This initiative aims to enhance competitive advantages, reduce long-term production costs, and provide a sustainable solution to the skilled labor shortage.
2. **Enhancing Governance and Internal Control via Digital Technology**
As a member of the Audit Committee, I spearheaded the implementation of a digital auditing system. This enhances the accuracy of real-time financial monitoring and risk assessment, effectively reducing the potential for corporate errors and fraud.

3. Restructuring Compensation and Succession Planning for Sustainability

As a member of the Nomination and Remuneration Committee, I oversaw the development of a comprehensive Executive Succession Plan and updated the compensation structure to align with Sustainability and Profitability Key Performance Indicators (KPIs).

4. Proactive Risk Management Amidst Economic Volatility

Supervised a holistic risk assessment, focusing particularly on foreign procurement risks and currency fluctuations. I also established a robust hedging strategy to maintain the company's financial stability.

5. Promoting Corporate Governance and Stakeholder Value Creation

Emphasized operations based on Good Corporate Governance principles by promoting transparent disclosure and cost-effective budget management to build trust among investors and business partners.



Name : Mr. Pongtep Thithapand

Current Position : Member of the Audit Committee /
 Member of the Remuneration and Nomination Committee and
 Independent Director

Proposed Position : Non-Executive Director

Age : 67 years old

Nationality : Thai

Education : - Master of Arts in Economic Laws Program (M.A.), Chulalongkorn University
 - Master's degree in Master of Public Administration, National Institute of Development Administration
 - Bachelor of Laws, Ramkhamhaeng University

Training attended with regard to roles and responsibilities of corporate directors : Diploma, The National Defence Course Class, Class 54, National Defence College
 Director Certification Program (DCP) Class 125/2009

Possession of DOD shares : – None –

Present Position in Listed Company : – None –

Present Positions in Non-Listed Companies : – None –

Work Experience : 2013 – 2024 Member of the Corporate Governance Committee, Gunkul Engineering Public Company Limited
 2022 – 2023 Director, Sahacogen (Chonburi) Public Company Limited.
 2019 – 2020 Director, PTT Natural Gas Distribution Co., Ltd.
 2015 – 2017 Director, Total Industrial Services Company Limited
 2010 – 2015 Director, PTT LNG Company Limited (Subsidiary of PTT)

Positions in Competing or Related Businesses (Potential Conflicts of Interest) : – None –

Appointment Date as Company Director : December 24, 2015

Independent Director 1st time : 1st Term: December 24, 2015 – March 22, 2017
 2nd Term: March 22, 2017 – April 23, 2020
 3rd Term: April 24, 2020 – April 18, 2023
 4th Term: April 19, 2023 – Present (10 years, 2 months)

Meeting Attendance in 2025	:	Board of Directors: 11/11 meetings (100%)
Other Positions in the Company	:	- Audit Committee: December 24, 2015 – Present (10 years 2 months) - Nomination and Remuneration Committee: December 24, 2015 – Present (10 years 2 months)
Meeting Attendance in 2025 of other Positions in the Company	:	2025 Annual General Meeting of Shareholders (AGM): 1/1 meetings (100%) Board of Directors Meetings: 11/11 meetings (100%) Audit Committee Meetings: 4/4 meetings (100%) Nomination and Remuneration Committee Meetings: 3/3 meetings (100%)

Key Achievements in 2025

- 1. Strategic Investment Approval for Production Capacity Enhancement**
Reviewed and approved the budget for Advanced Automation machinery to improve production efficiency, reduce waste, and support the expansion of the new customer base. The initiative is projected to increase production capacity by 20–30% within the next fiscal year.
- 2. Financial Integrity and Transparency Oversight**
As a member of the Audit Committee, I performed quarterly and annual reviews of financial statements in collaboration with external auditors. This ensures that financial reporting complies with accounting standards and provides full, transparent disclosure to all stakeholders.
- 3. Foundation of Enterprise Risk Management (ERM)**
Developed and reviewed the Risk Management Framework, focusing on supply chain risks and energy cost volatility. I also established mitigation measures to minimize potential impacts on the company's net profit.
- 4. Compensation Structure Development and Succession Planning**
As a member of the Nomination and Remuneration Committee, I conducted a review of the compensation structure to ensure it is reasonable and aligned with performance (Performance-based Pay). Additionally, I oversaw the Succession Plan for senior executives to ensure business continuity.
- 5. Driving Sustainable Growth (ESG Framework)**
Promoted Good Corporate Governance by integrating Environmental and Social (E&S) concepts into the procurement of energy-efficient machinery and sustainability risk management. This initiative enhances the corporate image and improves access to lower-cost financing.

Additional Qualification for independent director (As stipulated by the Notification of the Capital Market Supervisory Board No. TorJor. 39/2016)

Type of relationship

- Not having kind relationship including spouse of child of other directors, of an executive, major shareholder, controlling person, or person to be nominated as director, executive or controlling person of the Company or its subsidiary.
- Not being a director appointed as representative of the Board of Directors, major shareholder or shareholder who is related to a major shareholder of the Company

Having the following relationship with the Company, its parent company, subsidiary company, associate company, same-level subsidiary company, major shareholder or controlling person at present or during the past 2 years

- Not taking part in the management and/or being an employee, staff member, advisor who receives a regular salary or is a controlling person as stipulated in Independent Director Qualification.
- Not being professional services provider, e.g., auditor, partner of an audit firm, legal advisor, financial advisor.
- Not having significant business relation and neither is nor has ever been a significant shareholder or controlling person in a manner that may interfere with his/her independent judgment.

Qualification of Directors

- The qualifications are complete as specified by the company/laws /relevant regulations* and are suitable for the company's business operations.
- The committee has reviewed and determined that the proposed individual for independent director position possesses qualifications in accordance with the relevant laws and requirements regarding independent directors.

***Laws /Relevant Regulations:**

- Public Limited Companies Act, B.E. 2535, section 68
- The Securities and Exchange Act B.E.2535, section 89/3 and the Notification of the Securities and Exchange Commission No. KorJor. 3/2017 regarding the Lack of Trustworthiness of Directors and Managing Directors
- Articles of Association, the Corporate Governance Principles as disclosed in the PTT 56-1 One Report