

Invitation to the 2025 Annual General Meeting of Shareholders

Pinthong Industrial Park Public Company Limited

No. IR.PIN 002/2025

March 21, 2025

Subject: Invitation to the 2025 Annual General Meeting of Shareholders via electronic media (E-Meeting)

To Shareholders

- Enclosures
1. 2024 Annual Report (From 56-1 One Report)
 2. Profile of the nominated candidates for the election of the Directors in replacement of those to be retired by rotation
 3. Company's Articles of Association concerning the shareholders' meeting
 4. Rules for attending the shareholders' meeting via electronic media (E-Meeting)
 5. Acceptance Form for Attending the Meeting via Electronic Media
 6. Proxy Form
 7. Profiles of the Independent Directors proposed by the Company to act as Proxy for Shareholders
 8. Form for Submission of Questions in advance of the 2025 Annual General Meeting of Shareholders
 9. Contact Information
 10. Privacy Notice for the Annual General Meeting of Shareholders

The Board of Directors of Pinthong Industrial Park Public Company Limited has resolved to convene the 2025 Annual General Meeting of Shareholders on April 24, 2025 at 2:00 P.M. via electronic media (E-Meeting) only to consider various matters according to the meeting agenda together with the opinions of the Board of Directors as follows:

Agenda 1 Acknowledgment of the Company's operating results for the year December 31, 2024.

Purpose and Reason The Company has summarized the operating results of the Company for the year 2024 which appears in the Annual Report 2024 (56-1 One Report) for the shareholders to acknowledge with details as in Enclosure 1.

Board's Opinion Shareholders should be aware of the Company's operating results. Therefore, agreed to propose to the shareholders' meeting to the acknowledgment of the Company's operating results for the year 2024.

Votes for Approval It is an agenda for acknowledgment therefore no voting.

Agenda 2 To consider and approve the financial statements for the fiscal year ended December 31, 2024.

Purpose and Reason To comply with the law, the Company, therefore, has to prepare the annual financial statements ending December 31, 2024 which have been audited by the auditors before proposing them to the shareholders' meeting for approval.

The Statements of Financial Position

Unit: Million Baht

	Consolidated	Company Only
Total Assets	8,796.02	8,804.45
Total Liabilities	4,061.80	4,051.69
Shareholders equities	4,734.21	4,752.76
Total Revenues	4,263.84	4,258.27
Total Expenses	2,401.03	2,387.07
Net Profit	1,733.73	1,742.78
Earnings per Share (Baht)	1.49	1.50

Board's Opinion Such financial statements have been certified by an authorized auditor and were approved by the Audit Committee and the Board of Directors to propose to the shareholders' meeting for consideration and approval of the financial statements for the fiscal year ending December 31, 2024.

Votes for Approval A majority vote of the shareholders who attend the meeting and have the right to vote. If the votes are equal, the chairman of the meeting shall have the casting vote.

Agenda 3 To consider and approve the allocation of profits for the payment of annual cash dividends for the year 2024.

Purpose and Reason According to the company's policy to pay dividends to shareholders at a rate of not less than 50 percent of the net profit of the Company's financial statements after tax deduction and statutory reserves and other reserves each year (if any), such dividend payments are subject to change.

This depends on the operating results, financial status, liquidity, business expansion, the need for working capital future investment and business expansion plans. Also, the market conditions, suitability and other factors related to the operations and management of the company under the condition that the Company must have enough cash to run the business. and such actions must be of the greatest benefit to the shareholders.

This time, it is proposed to the shareholders' meeting to consider the dividend payment for the year 2024 at the rate of THB 0.76 per share for the number of shares 1,160,000,000 shares, totaling THB 881,600,000 million. The comparative ratio to the dividend payment derived from the separate financial statement is equivalent to 50.59%, which complies with the Company's dividend payment policy.

The Record Date for the shareholders' right to receive the dividend shall be on May 9, 2025 and the dividend payment shall be paid on May 23, 2025.

In this regard, the Company has allocated a complete legal reserve amounting to 10% of the registered capital. Therefore, no further allocation is required.

Board's Opinion Agreed to propose to the shareholders' meeting to consider and approve as follows.

1. To approve the dividend payment from 2024 in cash the Company's operating performance from January 1, 2024 - December 31, 2024, at THB 0.76 per share in the approximate amount of THB 881,600,000 million, which will be paid from the BOI promotion as the dividend rate paid compared to net profit according to the separate financial statements is equal to 50.59%.
2. The company has allocated the legal reserve fund completely. Therefore, there is no need to allocate legal reserves.

3. Comparison of dividend payment

	2023	2024
Net Profit for the year on separate financial statements (Million Baht)	1,355	1,734
Shares (Million Shares)	1,160	1,160
Dividend (Baht/Share)	0.59	0.76
Total Dividend approximately (Million Baht)	684.40	881.60
Proportion of Dividend from net profit on separate financial statements	50.51	50.59

Remark : The payout ratio is in accordance with the Company's dividend payment policy.

Votes for Approval A majority vote of the shareholders who attend the meeting and have the right to vote. If the votes are equal, the chairman of the meeting shall have the casting vote.

Agenda 4

To consider and approve the appointment of directors to replace those due to retire by rotation.

Purpose and Reason To comply with the Company's Articles of Association, Chapter 3, Article 15, concerning every annual general meeting 1 in 3 directors shall retire from the board which currently there are 9 directors in total. Therefore, the 3 directors who must retire by rotation to be presented to the Annual General Meeting of Shareholders for the year 2025 are:

1. Mr. Prasan Tanprasert Chairman of the Board, Independent Director
2. Mr. Pira Patamavorakulchai Director, Chief Executive Officer and Company's founder
3. Mr. Suchin Rianviriyakij Director

The Nomination and Remuneration Committee (excluding directors with conflicts of interest) considered and selected suitable persons to be nominated as directors to replace those who retired by rotation considering the suitability knowledge and expertise of the Board of Directors. Moreover, it should be including a variety of experiences in related businesses and agree to propose to the Board of Directors to consider and appoint all 3 directors who retired by a rotation back to the position of Independent Directors and the Board of Directors for another term.

Therefore, the meeting of the board of directors considered Mr. Prasan Tanprasert Mr. Pira Patamavorakulchai and Mr. Suchin Rianviriyakij to serve as directors of the company for another term, as the Nomination and Remuneration Committee proposed. They are considered persons

with qualifications, knowledge, expertise, independence in expressing opinions and valuable insights beneficial to the company's operations.

In addition, the Nomination and Remuneration Committee has considered that Mr. Prasan Thanprasert an Independent Director, who is able to express opinions independently and in accordance with relevant rules and regulations.

In this regard, the Company would like to inform that as given the opportunity for shareholders to propose agenda items and names of persons to be considered as directors of the Company for the 2025 Annual General Meeting of Shareholders in advance according to the criteria set by the Company From October 1, 2024 to December 27, 2024, there was no shareholder nominating any person to be considered for election as a director.

Board's Opinion The Board of Directors which does not include directors with conflicts of interest discussed in accordance with the guidelines for recruitment criteria that have been defined. and agreed with the Nomination and Remuneration Committee's proposal. It was deemed that all 3 nominated persons had passed the screening and selection process of the Nomination and Remuneration Committee and the Board of Directors with prudence and prudence that he has knowledge and expertise from many professions has leadership is a person with morals and ethics. Also, they have a transparent work history, the ability to express opinions independently and in accordance with relevant rules and regulations. If they are former directors, they must perform their duties well as directors.

The Board of Directors has considered Mr. Prasan Tanprasert qualified to be Independent Directors and be able to give opinions freely in accordance with relevant rules and regulations. The biographies of the 3 nominated persons are according to Enclosure 2.

Therefore, the Board of Directors does not include interested directors. It was deemed appropriate to propose to the Annual General Meeting of Shareholders for the year 2025 to consider and approve the re-appointment of all 3 directors who retired by rotation for another term.

Votes for Approval A majority vote of the shareholders who attend the meeting and have the right to vote. If the votes are equal, the Chairman of the meeting shall have the casting vote.

Agenda 5	To consider and approve the payment of directors' remuneration and directors' bonuses for the year 2025.
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Purpose and Reason According to the Company's Articles of Association, Section 3, Article 16, directors are entitled to receive remuneration from the Company in the form of rewards, meeting allowances, gratuities, bonuses or other forms of benefits. According to the Articles of Association may be approved by the shareholders' meeting, which may be fixed in a fixed amount or set as a rule and may be stipulated from time to time or shall remain in effect indefinitely until there is a change and in addition to receiving allowances and welfare according to company regulations.

The provision in the first paragraph does not affect the rights of the employees or employees of the company who was elected as a director to receive remuneration and benefits as an employee or employee of the Company.

The Nomination and Remuneration Committee has determined the remuneration in accordance with the performance of work and the responsibilities of the Board of Directors are as follows:

1. **Meeting Allowance** Pay per time only when attending a meeting.

Unit: Baht

Position	Meeting Allowance per Time	
	2024	2025
Board of Directors		
1. Chairman of the Board of Directors	20,000	20,000
2. Director	10,000	10,000
Audit Committee		
1. Chairman of the Audit Committee	20,000	20,000
2. Member of the Audit Committee	10,000	10,000
Nomination and Remuneration Committee		
1. Chairman of the Nomination and Remuneration Committee	15,000	15,000
2. Member of the Nomination and Remuneration Committee	10,000	10,000

2. **Gratuity (Bonus)** Gratuity for the Chairman of the Board of Directors and the Chairman of the Audit Committee and the Board of Directors pay once per year The payment is not more than THB 4,000,000 million less the amount of the meeting allowance paid in that year. By authorizing Mr. Pira Patamavorakulchai and/or the person assigned to consider the allocation of the gratuity of each director who will receive.
3. **Other Special Benefits**

Year 2024	– None –
Year 2025	– None –

Board's Opinion The Board of Directors has considered with the approval of the Nomination and Remuneration Committee. Therefore, it was resolved to propose to the shareholders' meeting to consider and approve the payment of directors' remuneration and director's bonus for the year 2025 in the amount of not more than THB 4,000,000 million. The said remuneration and meeting allowance shall be effective until another shareholders' meeting resolves to change it in the future.

Votes for Approval Not less than two-thirds of the total number of votes of shareholders attending the meeting.

Agenda 6 To consider and approve the appointment of the auditor and the determination of the auditor's remuneration for the year 2025.

Purpose and Reason To comply with the Public Limited Companies Act, 1992, Section 120, which determines the Annual General Meeting of Shareholders to consider appointing an auditor and the Company's annual audit fee. In addition, the announcement of the Capital Market Supervisory Board has determined that listed companies must organize the rotation of auditors if the former auditor has performed the duty of reviewing or auditing and expressing opinions on the Company's financial statements for 7 consecutive accounting periods. A new auditor can be appointed from the same auditing office as the previous auditor; however, the Company may appoint an auditor who has retired from performing duties due to auditor rotation as the Company's auditor. After a period of at least 5 accounting years has elapsed from the date that such auditor has retired from the performance of duties.

The Audit Committee has considered and selected EY Office Company Limited as the auditor for the company and its subsidiaries for the fiscal year 2025. Due to skills, knowledge of accounting standards, reasonable audit fee, and well-working performance. Due to the fact that the company

has become a listed company on the Stock Exchange of Thailand on November 9, 2021, no auditor has performed the duty of reviewing and giving opinions on the Company's financial statements for 7 consecutive accounting periods, which is in accordance with the rules for the rotation of auditors of the Securities and Exchange Commission (SEC). Therefore, the Company has agreed to select the former auditor from EY Office Company Limited should be used for the continuity of the auditor's work for the preparation of financial statements to be in accordance with the international standard and to support future investment expansion, The Audit Committee considered that EY Office Company Limited is capable of auditing with accuracy and quality, able to perform examinations with standardized speed, and give suggestions to the company independently. Moreover, the auditor has no relationship and/or has no conflict of interest with the Company, the management, major shareholders, or those related to the auditor in a manner that will affect the independence of duties in any way.

Board's Opinion The Board of Directors has considered with the approval of the Audit Committee. It was resolved to propose to the shareholders' meeting to consider and approve the appointment of the auditors of EY Office Limited for the year 2025 as follows:

1. Mr. Termphong Opanoaphan Certified Public Account 4501 and/or
2. Mrs. Poonnard Paocharoen Certified Public Account 5238 and/or
3. Mrs. Kunlapee Piyawannasuth Certified Public Account 6137

By fixing the auditors' fee for 2025 in an amount of not more than THB 2,700,000 million, an increase from the year 2024 by THB 10,000, representing 0.37%. Due to the subsidiary having an increase in accounting entries.

Company audit fee comparison table.

List	Year 2024 (Baht)	Year 2025 (Baht)	Comparison of Year 2024 & 2025	
			Amount	%
The fees for auditing and reviewing financial statements.				
1. The Company (Audit Fee)	2,000,000	2,100,000	100,000	5.0
2. The fees for auditing in Investment Promotion Certificate (BOI)	190,000	-	(190,000)	(100)
3. The Subsidiaries (Audit Fee)	500,000	600,000	100,000	20.0
Other Service Fees (Non-Audit Fee)	None	None	-	-
Total	2,690,000	2,700,000	10,000	0.37

Votes for Approval A majority vote of the shareholders who attend the meeting and have the right to vote. If the votes are equal, the Chairman of the meeting shall have the casting vote.

Agenda 7 Others (if any)

Invite shareholders to attend the 2025 Annual General Meeting of Shareholders on April 24, 2025 at 2:00 P.M. via electronic media (E-Meeting) only (The company does not provide a room for the Meeting). The Company asks the shareholders to send the request form and other related documents to the office of the company secretary, Pinthong Industrial Park Public Company Limited, No. 1009 Rama 3 Road. Chongnonsee, Yannawa, Bangkok 10120 for the office to receive and inspect by April 21, 2025, After the Company has reviewed the request form and has approved your request registered shareholders or proxies will receive an email informing their username and password for registering to attend the meeting via electronic media (E-Meeting) on April 24, 2025, which will enable the system to start registering for the meeting from 13:00 P.M. onwards.

For any shareholder wishing to appoint another person to attend the meeting and vote on his/her behalf in this meeting, please complete and sign the Proxy Form A. or Form B. or Form C. (Form C. is only used in the case of shareholders who are foreign investors and appoint a custodian in Thailand to be a shared depository and keeper). Enclosure 6 can be downloaded from www.pinthongindustrial.com by choosing only one of the options listed, please submit a request and related documents to attend the meeting (E-Meeting).

The proxy form and the required documents must be sent to the Company in advance by post. For the Company to receive it by April 21, 2025, the Company has prepared a duty stamp for the closure of the proxy form for convenience to the shareholders.

In this regard, shareholders or proxies can study the details of documents proving their rights to attend the meeting. Proxy method attending the Meeting (E-Meeting) and Voting vote counting and notifying the result of the vote counting. For the shareholders' meeting via electronic media, please refer to Enclosure 4, including details of the procedure for submitting the Request to Attend the Meeting (E-Meeting) and the use of the meeting system via electronic media as in Enclosure 4. In addition, shareholders may authorize Independent Directors of the Company to attend the meeting and vote on your behalf as well. The list of independent directors who are not due to retire by rotation in the 2025 Annual General Meeting of Shareholders is as follows:

- 1) Pol.Gen. Udom Raksiltham
- 2) Dr. Surin Tanticharoenkiat

Information of independent directors nominated by the Company as proxies from shareholders appears in Enclosure 7.

In this regard, for convenience shareholders or proxies can submit questions in advance (Advance Question Form, Enclosure 8) prior to the shareholders' meeting to the Company by April 21, 2025, along with other documents by mail. The Company will collect questions and answer questions at the Meeting regarding the voting agenda. For other questions and suggestions, the Company will summarize the clarifications attached to the minutes of the shareholders' meeting which will be disseminated through the SET's information dissemination system and the Company's website within 14 days from the completion of the meeting.

The company would like to thank all shareholders very much for their understanding and sincerely hope to receive cooperation from all of you as well as in the past.

Yours sincerely,

(Ms. Chutimon Liumpapangkul)

The Company Secretary

By order of the Board of Directors

The Company Secretary 038-348-009