

**Profile and Work Experience of
the Nominated Directors to Replace of Those Who Retire by Rotation**
(Material for Agenda Item 4)

Name Mr. Stephen Tirador Briones

Position Independent Director and Chairman of the Audit Committee

Type of Director Nominated for Election Independent Director

Age 59 Years

First Appointment Date 13 August 2025

Address No. 123 Suntowers Building B, 10th Floor, Vibhavadi-Rangsit Road, Chom Phon, Chatuchak, Bangkok 10900 Thailand



Shareholding in the Company as of 31 December 2025

Owns -None-
Spouse/Minor child -None-

Education

- Master of Business Administration in Finance and International Business, Columbia Business School, United States of America
- Bachelor of Arts (East Asian, Focus: Southeast Asia and Japan), Columbia College, United States of America

Certification from the Thai Institute of Directors Association (IOD)

- Director Certification Program (DCP), Class 326/2022
- Director Accreditation Program (DAP), Class 108/2014

Other Training

-None-

Work Experience

Position held in other Listed Companies in the Stock Exchange of Thailand (1 company)

Present Director, Member of the Nomination and Remuneration Committee, and Chairman of the Risk Oversight Committee, Thai Credit Bank Public Company Limited

Position held in other Companies/Organizations

Present Director and Chairman of the Risk Oversight Committee, VNB Holding Company Limited

Experience

2024 – 2025 Chief Country Representative Officer, Natixis Corporate & Investment Banking (Thailand) (under group BPCE)

2021 – 2024 Chief Executive Officer, Fenway Ventures Company Limited

Name Mr. Chairath Sivapornpan

Position Director, Member of the Executive Committee, Member of the Risk Management Committee, Member of the Corporate Governance and Sustainable Development Committee and Member of the Nomination and Remuneration Committee
(Authorized Director)

Type of Director Director

Nominated for Election

Age 43 Years

First Appointment Date 13 August 2025

Address No. 123 Suntowers Building B, 10th Floor, Vibhavadi-Rangsit Road,
Chom Phon, Chatuchak, Bangkok 10900 Thailand



Shareholding in the Company as of 31 December 2025

Owns -None-
Spouse/Minor child -None-

Education

- Master of Business Administration – Finance, University of Illinois – Urbana Champaign, United States of America
- Bachelor of Economics, Thammasat University

Certification from the Thai Institute of Directors Association (IOD)

- Director Certification Program (DCP 331/2023)
- Director Accreditation Program (DAP 184/2021)
- Company Secretary Program (CSP 101/2019)

Other Training

- Anti-Corruption: Trust Building Through Transparency and ESG Risks Oversight: Key Mechanism for Strengthening Corporate Defenses Seminar in 2025
- ESG/Sustainability and Accountants, by Singha Estate Public Limited Company
- Continuing Development Courses in Accounting and Finance in 2024
 - Guidelines for Enhancing the Quality of Financial Reports of Listed Companies, Thai Listed Companies Association
 - Economic Update for CFO, Thai Listed Companies Association
 - Tax Governance, Thai Listed Companies Association
 - Accounting Standards Related to the Issuance of ESG Securities, Thai Listed Companies Association
- Top Executive Program in Commerce and Trade Class of 15/2023, by University of the Thai Chamber of Commerce (UTCC)
- Financial Advisor Refresher Course 2020 by Association of Thai Securities Companies
- RE-CU CEO Class of 5, RE-CU Management Unit
- Strategic CFO Class of 6/2018, The Stock Exchange of Thailand

Work Experience

Position held in other Listed Companies in the Stock Exchange of Thailand (1 company)

Present Director, Member of the Executive Committee, Member of the Risk Management Committee, Member of the Corporate Governance and Sustainable Development Committee and Chief Executive Officer, Singha Estate Public Company Limited

Position held in other Companies/Organizations

Present 54 directorships in the subsidiaries and associated companies of the Company and Singha Estate Public Company Limited

Experience

2021 – 2025 Chief Financial Officer, Singha Estate Public Company Limited
 2021 – 2023 Company Secretary, Singha Estate Public Company Limited
 2019 – 2021 Chief Financial Officer and Company Secretary, S Hotels and Resorts Public Company Limited
 2018 – 2019 Senior Vice President – Corporate Finance, Singha Estate Public Company Limited
 2011 – 2018 First Vice President – Capital Market and Investor Relations, B.Grimm Power Public Company Limited

Criteria and procedure for nomination : Considered and reviewed by the Nomination and Remuneration Committee and the Board of Directors as detailed in Enclosure 3

Position in other companies that compete with/related to the Company/business which may cause the conflict of interest to the Company : -None-

Family Relationship with other Directors and Executives : -None-

Lawsuits in the 10 Preceding Years : -None-

Meeting Attendance in the Year 2025

Meeting Attendance	No. of meetings attended/ Total meetings held	Percentage (%)
Board of Directors' Meeting	2/2	100
Non-executive Director's Meeting	1/1	100
Risk Management Committee's Meeting	1/1	100
Nomination and Remuneration Committee's Meeting	2/2	100
Corporate Governance and Sustainable Development Committee's Meeting	2/2	100
Executive Committee's Meeting	12/12	100

Remark:

The Board of Directors' Meeting No. 4/2025 held on August 13, 2025, resolved to appoint Mr. Chairath Sivapornpan as a director in replace of Mrs. Thitima Rungkwansiroj, as Member of the Risk Management Committee, Nomination and Remuneration Committee, and Corporate Governance and Sustainable Development Committee, effective from 13 August 2025 onwards. Therefore, the number of meetings to attend in 2025 were as follows: (1) 2 Board of Directors meetings; (2) 1 Risk Management Committee meeting; (3) 2 Nomination and Remuneration Committee meetings; (4) 2 Corporate Governance and Sustainable Development Committee meetings; and (5) 12 Executive Committee meetings, including the Non-executive Director's Meeting, Mr. Chairath fully attended all the meetings.

Name Mr. Michael David Marshall

Position Director, Member of the Executive Committee, Member of the Risk Management Committee, Member of the Corporate Governance and Sustainable Development Committee and Chief Executive Officer (Authorized Director)

Type of Director Director

Nominated for Election

Age 63 Years

First Appointment Date 16 November 2023



Address No. 123 Suntowers Building B, 10th Floor, Vibhavadi-Rangsit Road, Chom Phon, Chatuchak, Bangkok 10900 Thailand

Shareholding in the Company as of 31 December 2025

Owns -None-
Spouse/Minor child -None-

Education

- Post Graduate Diploma in Marketing, Chartered Institute of Marketing, United Kingdom
- Bachelor of Business Studies & Marketing, University of Wolverhampton, United Kingdom

Certification from the Thai Institute of Directors Association (IOD)

- Director Certification Program (DCP 196/2014)

Other Training

- Anti-Corruption: Trust Building Through Transparency and ESG Risks Oversight: Key Mechanism for Strengthening Corporate Defenses Seminar presented by Second Lieutenant Sivaraks Phinicharomna, during 8 May 2025
- C-Level Assessment and Development Programme - DDI
- Situational Leadership II
- Covey 7-Habits of Highly Effective People
- Academe Management/Leadership Development Programme
- Emergents Training Programme
- David Ulrich Leadership Code
- SIGMA Presentation Skills & Management Assessment Programme
- Creative Circle Advertising Development Programme
- IHG Management Development Programme
- Mercuri Advanced Sales Training & Negotiation Skills
- MHA Sales Training, I, II, III
- TSA ESS 1, 2, 3

Work Experience

Position held in other Listed Companies in the Stock Exchange of Thailand (1 company)

Present Member of Executive Committee, Singha Estate Public Company Limited

Position held in other Companies/Organizations

Present 31 directorships in the Company's subsidiaries and associated companies

Experience

2014 – 2023 Chief Commercial Officer, Hotel Group - Minor International Public Company Limited

Criteria and procedure for nomination : Considered and reviewed by the Nomination and Remuneration Committee and the Board of Directors as detailed in Enclosure 3

Position in other companies that compete with/related to the Company/business which may cause the conflict of interest to the Company : -None-

Family Relationship with other Directors and Executives : -None-

Lawsuits in the 10 Preceding Years : -None-

Meeting Attendance in the Year 2025

Meeting Attendance	No. of meetings attended/ Total meetings held	Percentage (%)
Board of Directors' Meeting	6/6	100
Risk Management Committee's Meeting	5/5	100
Corporate Governance and Sustainable Development Committee's Meeting	4/4	100
Executive Committee's Meeting	12/12	100
Annual General Meeting of Shareholders	1/1	100