

Nomination guidelines and Method to nominate directors' position.

The Board of Directors agreed with nomination guidelines recommended by the Remuneration Nomination and Corporate Governance Committee to consider based on maximum benefit of the Company's business. In year 2026, there are 3 retiring director by rotation who are re-elected as the Directors for another term. The directors have qualified as specified in the Public Company Limited Act B.E. 2535 (as amended in B.E. 2544), have knowledge, abilities, and experience in the Company's business. Besides, their different expertise can help improve the Company. As such, all of them shall be elect to serve as directors of the Company.

The name lists of retiring directors by rotation in year 2026.

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|----------------|---------------|----------------------|
| 1. Dr. Somchai | Harnhirun | Independent director |
| 2. Mr. Kanin | Lekapojpanich | Executive Director |
| 3. Mr. Surin | Wanpensakul | Independent director |

**Curricula vitae of directors who are retired
by rotation and nomination as directors for another term.**



Dr. Somchai Harnhirun

Age: 70 years

Proposed Position: Independent director.

Tenure: 3 years (from April 11th, 2023, to the date of 2026 Annual General Meeting of Shareholder)

Number of Meeting Attendance in Year 2025:

- PAP Board of Directors: 6/6 time (100%)
- Audit Committee: 6/6 time (100%)
- Shareholder Meeting: 1/1 time (100%)

Number of Shares includes spouse and minor children: -None- (As of December 31st, 2025)

Family Relationship among Director and Management: -None-

Education Qualifications:

- Doctor of D. (Economics), Concordia University, Canada
- Master of Master of Economics, Queen's University, Canada
- Master of M.A. (Industrial Economics), National Institute of Development Administration
- Bachelor of Economics Program, Thammasat University

Training from IOD:

- Strategic Board Master Class (SBM 14/2024)
- Hot Issue for Directors: Climate Governance 4-2023
- Director Accreditation Program (DAP 79/2009)

Work Experience in the past 5 years:

- | | |
|-------------|--|
| 2022 – 2025 | Independent director and Chairman of Nomination and Compensation Committee, Synnex (Thailand) Public Company Limited |
| 2019 – 2024 | Senator |

Current Director Position in Other Organization:

In listed companies:

- | | |
|---------------------|--|
| April 2022 –Present | Independent director and Chairman of Nomination and Compensation Committee, T.K.S. Technologies Public Company Limited |
| 2023 – Present | Independent director, Audit Committee and Nomination Compensation Committee, Delta Electronics (Thailand) Public Company Limited |
| 2023 – Present | Independent director and Audit and Corporate Governance Committee, Somboon Advance Technology Public Company Limited |
| 2023 – Present | Independent director, Interhides Public Company Limited |

In non-listed companies: -None-

In listed companies or other organizations that may cause any conflict of interest to PAP: -None-

Criminal offence record during the past 10 years:

1. Never been sentenced by a judgment in criminal offence.
2. Never been sentenced by a judgment to be bankrupt or insolvent.
3. Never been sentenced by a judgment as management or authorized person in the bankrupt or insolvent company.

**Curricula vitae of directors who are retired
by rotation and nomination as directors for another term.**



Mr. Kanin Lekapojpanich

Age: 35 years

Proposed Position: Executive Director

Tenure: 3 years (from April 11th, 2023, to the date of 2026 Annual General Meeting of Shareholder)

Number of Meeting Attendance in Year 2025:

- PAP Board of Directors: 6/6 time (100%)
- Executive, Risk Management and Sustainability Committee: 14/14 (100%)
- Shareholder Meeting: 1/1 time (100%)

Number of Shares includes spouse and minor children: -None- (As of December 31st, 2025)

Family Relationship among Director and Management: -None-

Education Qualifications:

- Master/Bachelor of Electrical and Electronic Engineering, Imperial College London

Training from IOD:

- Director Accreditation Program (DAP 212/2023)

Work Experience in the past 5 years:

2024 – Present	Chief Operating Officer, Pacific Pipe Public Company Limited
2022 –2024	Acting Chief Operating Officer, Pacific Pipe Public Company Limited
2021 – 2022	Business Development Manager, Pacific Pipe Public Company Limited
2020 – 2021	Continuous Improvement Manager, Pacific Pipe Public Company Limited

Current Director Position in Other Organization:

In listed companies: -None-

In non-listed companies:

Director, Bang Bo Asset Co., Ltd.

Director, Lat Lum Kaeo Asset Co., Ltd.

In listed companies or other organizations that may cause any conflict of interest to PAP: -None-

Criminal offence record during the past 10 years:

1. Never been sentenced by a judgment in criminal offence.
2. Never been sentenced by a judgment to be bankrupt or insolvent.
3. Never been sentenced by a judgment as management or authorized person in the bankrupt or insolvent company.

Curriculum vitae of the person nominated for appointment as a director.**Mr. Surin Wanpensakul****Age:** 62 years**Proposed Position:** Independent director.**Tenure:** -None-**Number of Meeting Attendance in Year 2024:** -None-**Number of Shares includes spouse and minor children:** -None- (As of December 31st, 2025)**Family Relationship among Director and Management:** -None-**Education Qualifications:**

- Master of Business Administration, Faculty of Commerce and Accountancy, Chulalongkorn University
- Bachelor of Accounting, Faculty of Commerce and Accountancy, Thammasat University

Training from IOD:

- Director Accreditation Program (DAP 1/2003)

Work Experience in the past 5 years:

- 2025 – Present Advisor to the Board of Directors, Taweewat Products Group Co., Ltd.
- 2024 – Present Director, One Mind Foods Co., Ltd.
- 2017 – Present Advisor to the Board of Directors, T.P. Drug Laboratories (1969) Group Co., Ltd.
- 2021 – 2024 Chief Financial Officer, Thrive Marketing Co., Ltd.
- 2013 – 2024 Chief Financial Officer, Taweewat Products Co., Ltd.

Current Director Position in Other Organization:In listed companies: -None-In non-listed companies: Director, One Mind Foods Co., Ltd.In listed companies or other organizations that may cause any conflict of interest to PAP: -None-**Criminal offence record during the past 10 years:**

1. Never been sentenced by a judgment in criminal offence.
2. Never been sentenced by a judgment to be bankrupt or insolvent.
3. Never been sentenced by a judgment as management or authorized person in the bankrupt or insolvent company.