Criteria for Shareholders to Propose Agenda and Nominate Candidate to be Elected as Director for the 2027 Annual General Meeting of Sikarin Public Company Limited

Objective

Sikarin Public Company Limited (the "Company") realizes the importance of shareholders and the practice of good corporate governance. The Company therefore gives the opportunity for shareholders to participate in proposing an issue which is deemed important and appropriate for incorporation as an agenda in the Company's annual general meeting ("AGM"), and to be able to propose a candidate with appropriate knowledge, abilities and qualifications to be considered for the position of the Company's director. The issue should be proposed in advance before the AGM is held so that the Board of Directors will have sufficient time to consider and prepare to incorporate such proposed issue as an agenda in the AGM.

ทCriteria for Shareholders to Propose Agenda and Nominate Candidate to be Elected as Director of the Company

1. **Qualification of the Shareholders**
   1.1 The shareholders who wish to propose the agenda and/or nominate Director shall be shareholder of the Company holding minimum shares of 5% of total paid up share capital either by one or several shareholders combined
   1.2 Shareholder(s) must have held those shares continuously for at least 12 months by the date the shareholders propose the item on the agenda and/or nominate candidate to be elected as Director

2. **Submitting the agenda proposal form, form for nominating individuals to be considered for positions as Company directors at the general meeting of shareholders and related supporting documents**
   2.1 Shareholders must submit the original form for proposing agenda items for the AGM that has been signed by the shareholders together with the following documents and evidence for consideration.
      2.1.1 Evidence of shareholding of all shareholders who jointly propose the agenda, including a certificate from a securities company or evidence from the Stock Exchange of Thailand ("SET) or Thailand Securities Depository Company Limited ("TSD") or the custodian showing the number of shares held or a copy of the share certificate with a signed certified true copy.
      2.1.2 Documentary evidence of all shareholders who jointly propose the agenda, including:

1) In case of personal shareholder.

- Copy of national ID card or government official ID card or passport (in the case of foreigners) with a signed certified true copy.
- If a shareholder has changed their title, name, or surname, the copy of evidence of those changes must be enclosed and certified true copy.
- If there are several shareholders collectively proposing the agenda, all shareholders must fill in Form to Propose Agenda to the Annual General Meeting and/or Form to Nominate Director and affix their signatures and enclose the evidences of shareholding and identification of each of them. In this regard, all shareholders shall jointly appoint one of the shareholders as their contact person with the Company and fill in the contact person's name in the Form. Any contact from the Company to such contact person shall be deemed that such is a contact with all shareholders.

2) In case of juristic person

- A copy of the certificate of incorporation issued within 1 month (in the case of a foreigner) certified as correct by an authorized person of that juristic person, with a certified true copy.
- A copy of the national ID card or government official ID card or passport (in the case of a foreigner) of the authorized signatory who has signed this proposal form, with a certified true copy.

2.1.3 Consent form of candidate to be considered for the position of the Company's director as provided by the company on the website and related documents including but not limited to evidence of education, training, work experience and shareholding (only for agenda proposing a candidate to be considered for the position of Company's director)

2.2 The Shareholders must send document which are correct and complete according to no. 2.1 by registered mail by 16 February 2027

Executive Office
Sikarin Public Company Limited
976 Lasalle Road, Bangna-Tai Sub-district, Bangna District, Bangkok 10260

3. Conditions for proposing agenda for shareholders' meeting

Part 1 General Agenda

Specify the agenda item, along with details and reasons.

3.1 The Shareholder, fully qualified as in criteria above hereof, shall fill out the Form to Propose Agenda to the Annual General Meeting and Form to Nominate Director, with other complete supplementary documents as required by the Company, indicating whether it is the matter proposed for information, for approval or for consideration, as the case may be

3.2 For an efficient meeting, the Company reserves the right not to include the following a proposal as the meeting agenda.

1. A Proposal that is about normal business operation and allegation made by shareholders which do not present reasonable cause to suspect the abnormality of the said business operation.
2. A proposal that is beyond the control of the Company.
3. A proposal that the shareholder (s) has already proposed in the Shareholders' Meeting during the past 1 years and received supporting votes of less than ten percent of the total number of the voting rights, unless the fact pertaining in the resubmission has significantly changed from that of the previous the Shareholders' Meeting.
4. A Proposal that is not beneficial to the Company's operation
5. A Proposal that proposed by shareholder who are not qualified, unable to provide complete and correct information and evidence, or not able to propose at the time set forth.
6. A Proposal that is in favor of a specific person or group.
7. A proposal that relates to a routine matter or is within the management authority of the Board of Directors except those matters having a significant negative impact on the shareholder in genera
8. A Proposal that conflicts with the law, rules and regulations of any government agency, or any regulatory or does not comply with the company's objective, the article of association, the shareholders resolution, and the good corporate governance of the Company.
9. A Proposal, as stipulated by laws, for consideration at AGM, which has been pursued regularly by the Company

4. <u>Nomination of persons to be considered for positions as directors of the Company.</u>

Part 2 Agenda for nominating persons to be considered for positions as directors of the Company

1) Specify details of the person nominated for consideration to serve as a director of the Company, using the prescribed form.

2) Persons who are nominated for consideration to become directors of the Company must have all the qualifications and not have any prohibited qualifications according to the criteria set by

- Securities and Exchange Commission Office
- Stock Exchange of Thailand
- Public Company Act
- Securities and Exchange Act,
- Company regulations
- Other relevant acts.

Qualifications and Prohibitions of the person being nominated as Director

a) Having the qualifications and none of any prohibited characteristics according to the Public Company Act, Securities and Exchange Act, other relevant acts, and Good Corporate Governance Policy of the Company.
b) Being knowledgeable, capable, honest, good integrity and carry out the business ethically
c) Having sufficient time to devote his (her) knowledge and capabilities for the Company
d) Should not serve too many board positions.

5. Period and Channel for submitting proposals

The Shareholder who possesses qualification according to the criteria no.2 must submit the form of Proposing Agenda and Nominating Director to the Board or may submit the proposal unofficially through Company Secretary's email address at ir.sikarin@sikarin.com before sending the original to the Board. In this regard, the original with the shareholder's signature must delivered to the Company between 19 November 2026 until 16 February 2027 via registered mail to the following address:

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6. Consideration of the incorporation of the proposed agenda as an AGM agenda

a. Consideration of the proposed agenda as an AGM agenda

The Audit Committee will consider the incorporation of the proposed issue as an AGM agenda before proposing to the Board of Directors for consideration. The decision of the Board of Directors on such matter is deemed final.

b. Consideration of the proposed candidate to be considered for the position of the Company's director

The Nomination and Remuneration Committee will consider the qualification of the candidate before proposing to the Board of Directors for consideration. The decision of the Board of Directors on such matter is deemed final.

The Company reserves the right to consider the proposals which are complete with comprehensive supporting documents and are in accordance with the above criteria. The proposed issues must be beneficial to the Company and overall shareholders and in accordance with related rules and regulations.

In case that the Board of Directors has the resolution not to include such proposal as an AGM agenda or not to propose the proposed candidate to be considered for the position of the Company's director, the Board must have adequate reasons and notify the shareholders who proposed the agenda or the candidate accordingly.