

No. ETE-68/011

March 24, 2025

Subject: Invitation to the 2025 Annual General Meeting of Shareholders

Attention: The Shareholders

Eastern Technical Engineering Public Company Limited

Enclosures:

1. Copy of minutes of the 2024 Annual General Meeting of Shareholders
2. Annual Report for 2024 (Form 56-1 One Report) in the form of QR Code
3. Profiles of the nominated directors due to retire by rotation proposed for re-election
4. Details of the Independent Directors who can be proxies of the shareholders for the 2025 Annual General Meeting of Shareholders
5. Profiles and experiences of the Company's auditors for 2025
6. The Company's Articles of Association concerning shareholders' meeting
7. Guidelines for attending the E-AGM and voting through OJ E-AGM
8. Acceptance for the invitation to online meeting (E-AGM)
9. Proxy forms (Form A and Form B)
10. Privacy Notice for the 2025 Annual General Meeting of Shareholders

The Meeting of Board of Directors of Eastern Technical Engineering Public Company Limited (the "Company") No.1/2025 held on February 24, 2025 resolved to convene the 2025 Annual General Meeting of Shareholders (the "AGM") on Thursday, April 24, 2025 at 10.00 a.m., **via electronic media format only (E-AGM)**, pursuant to criteria specified in the law relevant to electronics meeting.

With regards to meeting agenda of the 2025 Annual General Meeting of Shareholders, the Company has distributed information via the Company's website to invite the shareholders to propose meeting agenda in advance from October 1, 2024 to December 30, 2024. However, no meeting agenda was proposed to the Company. Therefore, the Company would like to notify the meeting agenda of the 2025 Annual General Meeting of Shareholders which has been approved by the Board of Directors as follows:

Agenda 1: To consider and adopt the Minutes of the 2024 Annual General Meeting of Shareholders held on April 25, 2024

Objectives and Rational: The Company has arranged the 2024 Annual General Meeting of Shareholders on April 25, 2024 of which the minutes of the 2024 Annual General Meeting of Shareholders was prepared and its copy was sent to the Stock Exchange of Thailand within 14 days from the date of the meeting in accordance with the laws. The

details were also publicly disclosed on the Company's website at www.eastern-groups.com for acknowledgement and examination of its accuracy by the shareholders. The details appear in Enclosure No. 1.

Opinion of the Board: Upon consideration, the Board of Directors was of the opinion that the minutes of meeting of the 2024 General Meeting of Shareholders held on April 25, 2024 had been correctly and completely recorded and it should be proposed to the 2025 Annual General Meeting of Shareholders for certification.

Required Vote: This agenda requires affirmative resolution of a majority vote of the total number of votes of shareholders attending and casting votes at the meeting.

Agenda 2: To acknowledge the report on the operating results of the Company for the year 2024

Objective and Rationale: The Company has summarized its operating results for the year 2024 which appeared in the Annual Report for 2024 (Form 56-1 One Report) as detailed in Enclosure No. 2 (in the form of QR Code).

Opinion of the Board: Upon consideration, The Board of Directors deemed appropriate to report the operating results of the Company for the year 2024 to the 2025 Annual General Meeting of Shareholders for acknowledgement.

Required Vote: This agenda is for acknowledgement, so the shareholders' votes are not required.

Agenda 3: To consider and approve the Company's Financial Statements for the year 2024 ended December 31, 2024

Objective and Rationale: In order to comply with the Public Limited Company Act B.E. 2535 and Article 56 of the Company's Articles of Association which specify that the Company has to prepare the Balance Sheet and Statement of Income as of the last day of the fiscal year which must be audited by a certified public accountant, and then propose to the 2025 Annual General Meeting of Shareholders for approval.

Statement of Financial Position, Statement of Comprehensive Income, Statements of Changes in Shareholders' Equity and Statement of Cash Flow for the fiscal year ended December 31, 2024 including the Auditor's Report which had been audited and certified by the auditor of PricewaterhouseCoopers ABAS Limited and had also been reviewed by the Audit Committee are as per detailed in the Annual Report for 2024 (Form 56-1 One Report) in Enclosure No. 2 (in the form of QR Code). Material details of the financial statements of the Company and its subsidiaries for the year ended December 31, 2024 are summarized as follows:

Description	Consolidated Financial Statements (Baht)		Separate Financial Statements (Baht)	
	2024	2023	2024	2023
Total Assets	2,454,690,989	2,446,906,882	2,056,703,265	1,970,973,933
Total Liabilities	1,496,747,418	1,485,059,611	1,059,500,684	1,014,659,378
Shareholders' Equity	957,943,571	961,847,271	997,202,581	956,314,555
Total Revenues	1,409,513,869	1,610,513,162	578,123,760	741,106,628
Net (Loss) Profit*	13,329,343	47,489,083	57,688,026	59,224,735
Earnings per Share	0.02	0.08	0.10	0.11

* Remark: Only for the parent company.

Opinion of the Audit Committee: The Audit Committee has considered and reviewed the financial statements of the Company and its subsidiaries for the year ended December 31, 2024, which have been audited and certified by Miss Nuntika Limviriyalers, a certified public accountant no. 7358 of PricewaterhouseCoopers ABAS Limited, and was of the opinion that the Board of Directors should propose to the 2025 Annual General Meeting of Shareholders for approval.

Opinion of the Board: The Board of Directors was of the opinion that the financial statements of the Company for the year 2024 ended December 31, 2024 which had been audited by PricewaterhouseCoopers ABAS Limited and had been considered by the Audit Committee and the Board of Directors should be proposed to the 2025 Annual General Meeting of Shareholders for approval.

Required Vote: This agenda requires affirmative resolution of a majority vote of the total number of votes of shareholders attending and casting votes at the meeting.

Agenda 4: To consider and approve the allocation of net profit for the year 2024 and omission of dividend payment

Objective and Rationale: In order to comply with the Public Limited Company Act B.E. 2535 and the Company's Articles of Association which specified that the Board of Directors must propose payment or omitting of an annual dividend to the Annual General Meeting of Shareholders for consideration every year. In this regard, the Company has a policy to pay dividend of at least 40 (forty) percent of net profit after income tax of the Company's separate financial statement and after allocation of legal reserve, provided that the rate of dividend payment will depend on investment plans, conditions and restrictions specified in the credit facilities or other relevant agreements (if any), financial positions and operating results or other relevant factors of the Company.

In 2024, the Company's net operating profit for the separate financial statement was Baht 57,688,026. The Company has allocated net profit as legal reserve in the amount of Baht 2,901,320 and omitted to pay dividend

to the shareholders because the Company is necessary to maintain liquidity and prepare the fund as investments for expansion of on-going businesses. Comparison of dividend payments with the previous year are as follows:

Description	2024	2023
1. Net profit, separated financial statements (Baht)	57,688,026	59,224,735
2. Number of shares (Share)	560,000,000	560,000,000
3. Dividend per share (Baht/Share)	-	0.03
4. Total dividend amount (Baht)	-	16,800,000
5. Dividend payout ratio (%)	-	28.37

Opinion of the Board: Upon consideration, the Board of Directors deemed it appropriate to propose to the 2025 Annual General Meeting of Shareholders for consideration and approval of the allocation of net profit for the year 2024 and omission of dividend payment as follows:

- (1) Allocate net profit as legal reserve in the amount of Baht 2,901,320.
- (2) Omit the payment of dividend from the operating results of 2024 to the shareholders because the Company is necessary to maintain liquidity and prepare the funds as investments for expansion of on-going businesses.

Required vote: This Agenda requires affirmative resolution of a majority vote of the total number of votes of shareholders attending and casting votes at the meeting.

Agenda 5: To consider and approve the election of the directors in replacement of those who are retired by rotation for the year 2025

Objective and Rationale: In order to comply with the Public Limited Company Act B.E. 2535 and Article 18 of the Company's Articles of Association which specified that during every annual general meeting of shareholders, at least one-third of directors shall retire. If the number of directors is not a multiple of three, then the number of directors closest to one-third shall retire. The directors who shall retire in the first and the second year after registration of the Company shall be selected by drawing lot, and for subsequent years, the longest serving directors shall be retired. A retired director may be re-appointed.

Three directors who are due to retire by rotation during the 2025 Annual General Meeting of Shareholders are as follows:

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|-----|---------------------------|---|
| (1) | AMC Bureerat Ratanavanich | Independent Director, Vice Chairman, Member of the Audit Committee, Chairman of the Nomination and Remuneration Committee |
| (2) | Mr. Raivin Lekavorrnanan | Director, Chairman of the Executive Committee
(Executive Director) |
| (3) | Miss Varalee Lekhaworanan | Director (Non-executive Director) |

The Company provided an opportunity for the shareholders to nominate qualified person to be elected as the Company's director during the period of October 1, 2024 – December 30, 2024, and nomination criteria and procedures have also been disclosed in the Company's website. However, no shareholder nominated any qualified person to be elected as the Company's director.

Opinion of the Nomination and Remuneration Committee: The Nomination and Remuneration Committee considered that the election process for nomination of the Company's Directors has taken into account their qualifications in various aspects, including appropriateness of qualifications, knowledge, expertise, experiences beneficial to the Company's business operations and performance as the Company's Directors and Committee Members during the past period, as well as qualifications according to the relevant laws and the Company's rules and regulations. Therefore, the meeting of the Nomination and Remuneration Committee (Directors who do not have an interest) considered that it deemed appropriate to propose to the meeting of Board of Directors to approve then further propose to the 2025 Annual General Meeting of Shareholders for approval of the re-appointment of the three directors who are due to retire by rotation, namely, AMC Bureerat Ratanavanich, Mr. Raivin Lekavorrnan and Miss Varalee Lekhaworanan, to be the Company's directors for another term.

Opinion of the Board: Upon consideration, the Board of Directors excluded those have interest in this matter who are due to retire by rotation this year was of the opinion that 3 (three) directors who are due to retire should be proposed to the 2025 Annual General Meeting of Shareholder for re-election as the Company's directors to hold office for another term. The following nominated persons have passed the consideration process specified by the Company and possessed qualifications pursuant to the relevant criteria and suitable for the Company's business operation:

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|-----|---------------------------|---|
| (1) | AMC Bureerat Ratanavanich | Independent Director, Vice Chairman, Member of the Audit Committee, Chairman of the Nomination and Remuneration Committee |
| (2) | Mr. Raivin Lekavorrnan | Director, Chairman of the Executive Committee (Executive Director) |
| (3) | Miss Varalee Lekhaworanan | Director (Non-executive Director) |

The Board of Directors has prudently considered the qualifications and deemed that the three directors are fully qualified, competent, knowledgeable, and possess skills, and experience that shall be beneficial for the Company's operations as previously mentioned.

In addition, for the independent director, who shall be proposed to the shareholders' meeting for election, the Board of Directors considered that such a nominated person is qualified pursuant to the laws relevant to the requirements of the independent director.

Profiles of the directors who are proposed to be re-elected as the Company's directors for another term are summarized in Enclosure No. 3.

Required Vote: This Agenda requires affirmative resolution of a majority vote of the total number of votes of shareholders attending and casting votes at the meeting, whereas the Company proposed the shareholders to cast the vote on an individual basis.

Agenda 6: To consider and approve the remuneration for the Board of Directors and the Sub-Committees for the year 2025

Objective and Rationale: Section 90 of the Public Limited Company Act B.E. 2535 specified that payment of the directors' remuneration shall be in accordance with the resolution of the meeting of shareholders, supported by votes not less than two-thirds of the total votes of shareholders present. In addition, Article 34 of the Company's Article of Association also specified that the Directors are entitled to earn remunerations in the form of salary, rewards, meeting allowances, gratuity, bonuses and other benefits as stipulated in the regulations or considered by the Shareholders' Meeting. The remunerations may be in a fixed amount or based on criteria set in each period with perpetual effectiveness until further notice. In addition, they are also entitled to receive allowances and welfares pursuant to the Company's regulations.

Opinion of the Nomination and Remuneration Committee: The Nomination and Remuneration Committee has considered the remuneration of the Board of Directors and the Sub-Committees by taking into account the appropriateness of duties, in accordance with number of directors, duties and responsibilities of the directors, by comparing with the peer companies in the same industry in the Stock Exchange of Thailand, as well as the operating results and business size of the Company. Therefore, it is deemed appropriate to propose to the Board of Directors to consider and propose to the 2025 Annual General Meeting of Shareholders to fix monthly salary, meeting allowance and yearly remuneration for the year 2025 of the Board of Directors and the Committees shall in the amount not exceeding Baht 4,800,000, which is the same remuneration rate of 2024, with details as follows:

Comparison of Monthly Remuneration of the Directors and the Sub-Committees

Director	Year 2025 (Proposed Year) Baht / Person / Month	Year 2024 Baht / Person / Month
Chairman	50,000	50,000
Independent Director	30,000	30,000
Non-executive Director	20,000	20,000

Remark: 1. The Company considers on payment of monthly remuneration to the Independent Directors and Non-executive Directors whose name appeared in the Company's affidavit only.

2. Other remunerations and benefits.

- In 2025, the Company shall not pay any other remunerations and benefits to the director apart from those mentioned above, which is the same as 2024.

Comparison of Meeting Allowance of the Directors and the Sub-Committees

Description	Year 2025 (Proposed Year) Baht / Meeting Attendance	Year 2024 Baht / Meeting Attendance
● <u>Board of Directors</u>		
Chairman	25,000	25,000
Independent Director	15,000	15,000
Director	10,000	10,000
● <u>Audit Committee</u>		
Chairman	20,000	20,000
Independent Director	15,000	15,000
● <u>Risk Management Committee</u>		
Chairman	15,000	15,000
Independent Director	10,000	10,000
● <u>Nomination and Remuneration Committee</u>		
Chairman	15,000	15,000
Independent Director	10,000	10,000
● <u>Good Corporate Governance and Sustainability Committee</u>		
Chairman	15,000	15,000
Independent Director	10,000	10,000

Remark: The Company shall consider payment of meeting allowance per meeting which has been arranged pursuant to meeting agenda of the Board of Directors and each Committee. In case any director has been invited to attend the meeting from time to time, which is not in the meeting agenda of such director, the meeting allowance will not be paid. In addition, for the meeting agenda of the Committees, the management who already have a fixed monthly salary shall not be entitled to receive the meeting allowance.

Opinion of the Board: Upon consideration, the Board of Directors deemed appropriate to propose to the shareholders' meeting for consideration and approval the remuneration of the Board of Directors and the Sub-Committees for the year 2025 as per opinion of the Nomination and Remuneration Committee which stated that monthly salary, meeting allowance and yearly remuneration should be maintained at the same rate as the year 2024 and the same remuneration structure for the Board of Directors and the Sub-Committees, at total amount not exceeding Baht 4,800,000.

Required Vote: This Agenda requires affirmative resolution of not less than two-thirds of the total number of votes of shareholders attending and casting votes at the meeting.

Agenda 7: To consider and approve the appointment of the external auditor and determination of the auditing fee for the year 2025

Objective and Rationale: In order to comply with Section 120 of the Public Limited Company Act B.E. 2535 and Articles 59 and 60 of the Company's Articles of Association which specified that Annual General Meeting of Shareholders shall appoint the Company's auditor and determine the auditing fee of the Company every year. The former auditor may be re-appointed. In addition, the Notification of Capital Market Supervisory Board Tor Jor. 75/2561 Re: Rules, Conditions and Procedures for Disclosure regarding Financial and Non-financial Information of Securities Issuers (Issue 14), requiring the listed companies to arrange a rotation of the auditor. In the event auditor's review, or audit and express an opinion on the Company's financial statements for 7 fiscal years, whether consecutive or not, the Company will appoint a rotational auditor as the Company's auditor after a period of at least 5 consecutive fiscal years.

Opinion of the Audit Committee: The Audit Committee has considered to propose the appointment of the auditor for the year 2025 for the Board of Directors' consideration, then further propose to the Annual General Meeting of Shareholders for approval by taking into account their expertise, creditability and international auditing standards as well as for purpose of continuance on auditing work, good service rendered and useful recommendations provided to the Group of Companies on continued basis. Therefore, it is deemed appropriated to propose the existing auditor, PricewaterhouseCoopers ABAS Limited, to be the Company's auditor and it is specified that any one of the following auditors is authorized to conduct an audit and express an opinion on the Financial Statements of the Company and its 8 subsidiaries: 1) ETE Management Company Limited, 2) SYN 168 Company Limited, 3) Energy For All Company Limited, 4) ETA Solutions Company Limited, 5) Bio Green Energy 3 Company Limited, 6) ETA Woodchip Company Limited, 7) ETA Management 1 Company Limited, and 8) ETA Professional Company Limited where total auditing fee of the Company and its subsidiaries is fixed at Baht 4,735,000, which excluded non-audit fee.

Name of Auditor	Certified Public Accountant (Thailand) Number	Number of Year Being the Company's Auditor
1. Miss Chalida Kongprajya	10015	-
2. Miss Nuntika Limviriyalers	7358	4 years (2021-2024)
3. Miss Thitinun Wankaew	9432	-
4. Mr. Paiboon Tunkoon	4298	-

**Comparison of the auditor's remuneration of the Group of Companies proposed
for the Year 2025 with the previous year**

Auditor's Remuneration	Year 2025 (Proposed Year) (Baht)	Year 2024 (Baht)
Quarterly auditing fee	1,773,000	1,719,000
Annual auditing fee	2,962,000	2,836,000
Sub-total	4,735,000	4,555,000
Non-audit fee	Nil	Nil
Total	4,735,000	4,555,000

In addition, the proposed auditors of PricewaterhouseCoopers ABAS Limited do not have relationships or interests with the Company, its subsidiaries, management, major shareholders or their related persons, and they are not the shareholders of the Company and its subsidiaries, which would affect the independence of their performance. Therefore, the Audit Committee has the opinion that the Board of Directors should propose to the 2025 Annual General Meeting of Shareholders for approval.

Opinion of the Board: Upon consideration, the Board of Directors deemed it appropriate to propose to the 2025 Annual General Meeting of Shareholders for consideration and approval on appointment of the following 4 auditors of PricewaterhouseCoopers ABAS Limited to be the Company's auditor for the year 2025:

1. Miss Chalida Kongprajya Certified Public Accountant No. 10015, and/or
2. Miss Nuntika Limviriyalers Certified Public Accountant No. 7358, and/or
3. Miss Thitinun Wankaew Certified Public Accountant No. 9432 and/or
4. Mr. Paiboon Tunkoon Certified Public Accountant No. 4298

Profiles and experiences of the Company's auditors are summarized in Enclosure No. 5, in addition, auditing fee for the year 2025 should be fixed at Baht 4,735,000, as proposed.

Required Vote: This Agenda requires affirmative resolution of a majority vote of the total number of votes of shareholders attending and casting votes at the meeting.

Agenda 8: To consider other matters (if any)

Objective and Rationale: To allow the shareholders to raise a question, consult and/or give recommendations to the Board of Directors and/or the management for business operations apart from the meeting agenda proposed for consideration. However, in case the shareholder wishes to consider and cast the vote in other matter apart from those specified in the invitation to the meeting, it must be pursuant to the conditions specified in the Paragraph Two of Section 105 of the Public Limited Company Act B.E. 2535 which specified that "Upon completion of consideration under paragraph one, the shareholders holding shares amounting to not less than one-third of

the total number of sold shares may request the meeting to consider other matters in addition to those specified in the notice of meeting.”

Opinion of the Board: Upon consideration, the Board of Directors deemed appropriate to include this Agenda to allow the shareholders to propose other matters to be considered in the shareholders meeting, apart from the matters proposed by the Board of Directors above.

The Company has publicized the invitation to the 2025 Annual General Meeting of Shareholders including the relevant meeting document as per enclosures including proxy forms in the Company’s website, www.eastern-groups.com, in section Investor Relations for benefit of the shareholders as well as to optimize their rights from this Meeting. In case the shareholder wishes to contact or ask additional question about the 2025 Annual General Meeting of Shareholders or needs the Company to clarify any agenda, please contact or send enquiry in advance to Office of the Investor Relations or Office of the Company Secretary at telephone no. 02 158 2000, or via electronic mail (e-mail) at ir@eastern-groups.com or cs@eastern-groups.com.

The Company realizes the importance of the shareholders’ rights and for maximum benefit and for the shareholders’ best interest, the shareholders are kindly requested to study the Guidelines for attending the AGM and voting through OJ E-AGM as set forth in Enclosure No. 7.

We therefore would like to invite the shareholders to attend the 2025 Annual General Meeting of Shareholders on date and time specified above which will be held **via electronic media (E-AGM) format only**. The Company has arranged for advance registration from **March 24, 2025** onwards.

Sincerely yours,



(Mr. Raivin Lekavorrnanan)
Director and Chief Executive Officer