



**Minutes of the 2025 Annual General Meeting of Shareholders**  
**Eastern Technical Engineering Public Company Limited**

Eastern Technical Engineering Public Company Limited (the “Company”) arranged the 2025 Annual General Meeting of Shareholders on Thursday, April 24, 2025 at 10.00 a.m. by a method of electronic meeting (E-AGM) in accordance with the Emergency Decree on Electronic Meetings B.E. 2563 (2020).

**Directors attending the Meeting**

1. Dr. Pongsak Semson	Independent Director, Chairman of the Board of Directors, and Chairman of the Audit Committee
2. ACM Bureerat Ratanavanich	Independent Director, Vice Chairman of the Board of Directors, Member of the Audit Committee, and Chairman of the Nomination and Remuneration Committee
3. Miss Jirayong Anuman-rajadhon	Independent Director, Member of the Audit Committee, Member of the Nomination and Remuneration Committee, and Member of the Risk Management Committee
4. Mr. Raivin Lekavorranan	Director, Chairman of the Executive Committee, Chief Executive Officer, and Acting Chief Financial Officer
5. Miss Chutika Suttikanjanangkul	Director, Member of the Nomination and Remuneration Committee, Member of the Risk Management Committee, Member of the Good Corporate Governance and Sustainability Committee, and Member of the Executive Committee
6. Miss Prapai Pimpa	Director, Member of the Risk Management Committee, Member of the Good Corporate Governance and Sustainability Committee, and Member of the Executive Committee
7. Miss Kannatha Tanunvarunkorn	Director, Member of the Risk Management Committee, Member of the Good Corporate Governance and Sustainability Committee, and Member of the Executive Committee
8. Miss Varalee Lekhaworanan	Director

**Director attending the Meeting through electronic means (E-AGM)**

1. Asst. Prof. Dr. Siridech Kumsuprom,	Independent Director, Chairman of Risk Management Committee, and Chairman of Good Corporate Governance and Sustainability Committee.
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**Director who was absent from the Meeting**

- Nil -

(Ratio of directors presenting in this Meeting representing for 100.00 percent of the Company’s total directors.)

**Auditors attending the Meeting**

PricewaterhouseCoopers ABAS Ltd.

1. Miss Nuntika Limviriyalers	Certified Public Accountant (Thailand) No. 7358
2. Miss Chalida Kongprajya	Certified Public Accountant (Thailand) No. 10015
3. Miss Nilawan Chanwong	

**Legal Advisor attending the Meeting**

Chanharut Consulting Group Co., Ltd.

1. Mr. Sanya Chanharut	The voting inspector
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**Management attending the Meeting**

1. Miss Kanlaya Thanyajaroen	Company Secretary
2. Mr. Nattapol Chuahirun	Senior Officer, Legal Department

**Representative from Thai Investors Association**

1. Miss Sasinipa Kaicharoen	Shareholders' Right Protection Volunteer
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**E-AGM registration and voting system provider**

OJ International Co., Ltd.

**The Meeting commenced at 10.00 a.m.**

Mr. Bundit Pratumta, who has been assigned to be the master of ceremony (MC), welcomed all Shareholders to the 2025 Annual General Meeting of Shareholders of Eastern Technical Engineering Public Company Limited arranged pursuant to Section 98 of the Public Limited Company Act B.E. 2535 and Article 36 of the Company's Articles of Association which specified that Annual General Meeting of Shareholders shall be arranged within 4 months after the end of each fiscal year of the Company. The meeting of the Company's Board of Directors No. 1/2025 held on February 24, 2025 resolved to convene the 2025 Annual General Meeting of Shareholders on April 24, 2025 at 10.00 a.m. via electronic media (E-AGM), pursuant to criteria specified in the law relevant to electronics meeting. This meeting was arranged through live broadcasting from the meeting room of Eastern Technical Engineering Public Company Limited, Bangkok Office, No. 88 Soi Yothin Pattana, Klong Chan, Bangkapi, Bangkok as notified in the invitation notice to the 2025 Annual General Meeting of Shareholders via 3 channels as follows:

1. Sending invitation notice to all shareholders via postal services,
2. Publication in the newspaper,
3. Dissemination in the Company's website.

After that the MC introduced the members of the Board of Directors, the management, the auditors, and the legal advisor of the Company to the Meeting. He also informed that as of the meeting commencement time, there were 9 shareholders attended the meeting in person, representing 158,392,626 shares and 25 persons by proxies, representing 191,652,755 shares, or totally 34 persons, representing 350,045,381 shares out of 560,000,000 shares of the Company which was equivalent to 62.5081 percent of the total issued shares of the Company, thus constituted a quorum pursuant to the law and the Company's Articles of Association.

Before proceeding to the meeting agenda, in order to smoothen the Meeting and pursuant to good corporate governance principles, the MC informed the Meeting about regulations, voting and vote counting procedures with details as follows:

As this meeting has been conducted via electronic means (E-AGM), so no ballot has been printed and provided to the meeting participants. Therefore, the shareholders and the proxy shall cast the vote in each agenda as follows:

1. The Chairman of the Meeting will conduct the meeting and consider agenda in order as specified in the invitation notice consecutively, without alternating agenda during the Meeting.
2. The Company uses OJ E-AGM system for registration and counting the votes. In order to vote, the shareholder will use E-Voting Menu Bar to cast the vote in each agenda within the specified time (1 minute).
3. To cast vote in any agenda, each shareholder will have voting right equal to the number of shares held where one share equals one vote.
4. The shareholder can cast the vote only for the followings: "Approve", "Disapprove" or "Abstain" in each agenda. Shareholders shall not split the number of shares to split the votes. No vote is required for agenda for acknowledgement.
  - After pressing Vote, system will pop-up message to ask whether to confirm the vote or not, please press OK to confirm the vote.
  - In case the shareholders wish to change the vote, they can do so by press the Vote once again. However, if the voting has been closed, the shareholders can no longer vote or change the vote.
5. Counting and casting vote for resolution
  - 5.1 Result of the vote will be announced after the Chairman of the Meeting or MC requests the shareholders cast the vote in each agenda. Votes counted are from accumulation of votes of the shareholders who attend the meeting in person and the proxy who has been granted the right to vote via E-Voting system, including from the proxy voted in advance through the proxy.
  - 5.2 In case of tie vote, the Chairman of the Meeting shall have a casting vote.
6. For making inquiry and express opinion during the Meeting or before voting in each agenda, the Chairman of the Meeting will provide opportunity to allow the shareholder or proxy to express any opinion or ask any question relevant to such agenda as appropriate.

The shareholder can ask question relevant to such agenda by 2 following means:

- By typing message (question):
  - 1) Go to Q&A Menu in Zoom Program to type message
  - 2) Press Enter to send message to the system
- By Conversation:
  - 1) Go to Participant Menu at the bottom, and press Raise Hand Menu to identify yourself and wait for approval from the Chairman of the Meeting.
  - 2) After the MC calls out the shareholder's name, the officer will turn on the microphone to allow for making enquiry, then such shareholder has to press Unmute and turn on his/her microphone.
  - 3) In case the shareholder cannot speak through microphone (within 1 minute), please type question via Q&A, so that the MC can read the questions to the Meeting instead.

6.1 Before commencement to raise a question each time, both via chat or conversation, the participant is requested to notify name- surname and inform that he/she attends the Meeting in person or by proxy, for benefit on correct and complete record of minutes of meeting.

6.2 The Company opens opportunity for the shareholder or the participant to ask question in each agenda. In case no one asks any question within 1 minute, the Company will further proceed the Meeting.

- In case the shareholder or the participant wishes to additional ask question or express opinion, he/ she can type question via Q&A channel, then the MC will read the questions later. The Chairman of the Meeting will consider sequence of questions of the shareholder or the participant who has not asked the question or expressed opinion before.

6.3 In case the shareholder or the participant has question or opinion apart from the agenda under consideration, please do so in Agenda 8: To consider other matters.

6.4 The Company provided an opportunity for the shareholders to send a question, propose agenda and nominate qualified person to be elected as the Company's director for the year 2025 in advance before the meeting during the period of October 1, 2024 – December 30, 2024. The Company has disseminated such information via the Company's website and the SET's news system. However, no shareholder sent any question, proposed agenda or nominated any qualified person to be elected as the Company's director at all.

For the 2025 Annual General Meeting of Shareholders, there are 7 agenda, as per details in the meeting invitation sent to the shareholders in advance of the Meeting, so they will have time to study details of the agenda. Vote counting for meeting agenda of the 2025 Annual General Meeting of Shareholders is divided into 3 types as follows:

- Agenda which requires affirmative resolution of **a majority vote** of the shareholders attending and casting votes at the Meeting, i.e., agenda 1, agenda 3, agenda 4, agenda 5 and agenda 7.

In agenda 1, agenda 3, agenda 4 and agenda 7, only “Approve” and “Disapprove” votes of the shareholders who attend the Meeting and cast the vote will be used as basis for vote counting.

Agenda 5 is consideration and approval of the election of the directors in replacement of those who are retired by rotation for the year 2025, the shareholder will consider and approve the election of each director individually.

In this case, only votes of the shareholders who attend the Meeting and cast the votes as “Approve” and “Disapprove” will be counted as basis for vote counting.

- Agenda 2 is the report on the operating results of the Company for the year 2024, which is for acknowledgement, so resolution from the shareholder is not required.
- Agenda which requires the resolution of not less than two-thirds of the total number of votes of shareholders attending and casting votes at the meeting is agenda 6 which is to consider and approve the remuneration for the Board of Directors and the Sub-Committees for the year 2025. In this case, all votes of the shareholders who attend the Meeting as “Approve” and “Disapprove” will be counted as basis for vote counting.

For transparency and compliance with good governance principle, the Company invited Mr.Sanya Chantharut, Legal Advisor from Chantharut Consulting Group Co., Ltd., to be the vote inspector and witness on counting the votes.

The Company also recorded video of this meeting to disseminate on the Company’s website. In this regard, the shareholders have been protected pursuant to the Personal Data Protection Policy as specified on the Company’s website.

After that, the MC invited the Chairman to declare the Meeting open and conduct the Meeting pursuant to sequence of the meeting agenda.

Dr. Pongsak Semson, the Chairman, who presided over the meeting (Chairman of the Meeting), welcomed all shareholders to the 2025 Annual General Meeting of Shareholders of Eastern Technical Engineering Public Company Limited, then assigned the MC to conduct the meeting pursuant to the meeting agenda as follows:

**Agenda 1 To consider and adopt the Minutes of the 2024 Annual General Meeting of Shareholders**

The Chairman proposed the shareholders’ meeting to certify the Minutes of the 2024 Annual General Meeting of Shareholders, which was held on April 25, 2024 of which its copy has been sent to the shareholders together with the meeting invitation as per Enclosure No.1.

The Chairman opened the opportunity to the shareholders to make an inquiry or comment.

No inquiry or comment was raised, so the Chairman asked the Meeting to consider the proposed matter and cast the vote for this agenda.

This agenda requires affirmative resolution of a majority vote of the total number of votes of shareholders attending and casting votes at the Meeting.

**Resolution** After consideration, the Meeting resolved to certify the Minutes of the 2024 Annual General Meeting of Shareholders as per proposed, by unanimous vote of the shareholders who attend the meeting and cast their votes as follows:

Approved	350,045,381	Votes	or equivalent to	100.0000	Percent
Disapproved	0	Vote	or equivalent to	0.0000	Percent
Abstained	0	Vote	or equivalent to	0.0000	Percent
Void Ballot	0	Vote			

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

The Chairman informed the shareholders' meeting about the operating results of the Company for the year 2024 of which the Board of Directors has considered and deemed appropriated to report to the shareholders, as per details appeared in the 2024 Annual Report (Form 56-1 One Report) which has been sent to all shareholders in advance together with the meeting invitation (in form of QR Code). After that the development on anti-corruption has been reported to the meeting for acknowledgement as follows:

- **Development on Anti-Corruption in 2024**

The Company adhered to business operations with transparency and ethics under the good corporate governance policy as well as encouraged the executives and employees at all levels to perform the works of all forms in accordance with the anti- corruption measures. Throughout the past periods, the Company still adhered to business operations with transparency and ethics under the good corporate governance policy. The directors, executives and employees of the Company have been supervised to strictly perform duties and with responsibilities according to the framework and criteria of the anti-corruption policy. Whistle-blowing channel has been provided and penalty procedures, monitoring and prevention system have been specified to ensure the efficiency of the anti- corruption policy of the Company constantly and on continued basis. In 2024, no issue on corruption offence has been found.

- **Development of Business Operations Sustainably**

The Company places importance to sustainable development under the principle of taking into account the economic, social and environmental impacts throughout the supply chain. Risk assessment and impacts on business operations have been continuously monitored to lead to sustainable business growth. As for the corporate governance, the Company has constantly updated the Company's corporate governance practices to make them in line with the 2017 Good Corporate Governance Principles for Listed Companies or the CG Code of the Office of the SEC, as well as enhancing the Company's sustainability operations to achieve concrete development and progress. As a result, the Company received an Excellent CG Scoring or 5-star rating from the Corporate Governance Report for Thai Listed Companies in 2024 for the third consecutive year with an average score of 107 percent, an increase from an average score of 105

percent in 2023. The Company also received the 2024 Sustainability Disclosure Recognition Award, a reward granted to the organizations which disclosed information on sustainability for benefit of their stakeholders, from the Thaipat Institute for the fifth consecutive year. These rewards reflected that the Company placed importance and determination to elevate the corporate governance standards continually as well as demonstrated the intention to operate business by adhering to the principles of good corporate governance for sustainable development according to the principles of corporate governance along with business operation to ensure the sustainable growth of the organization.

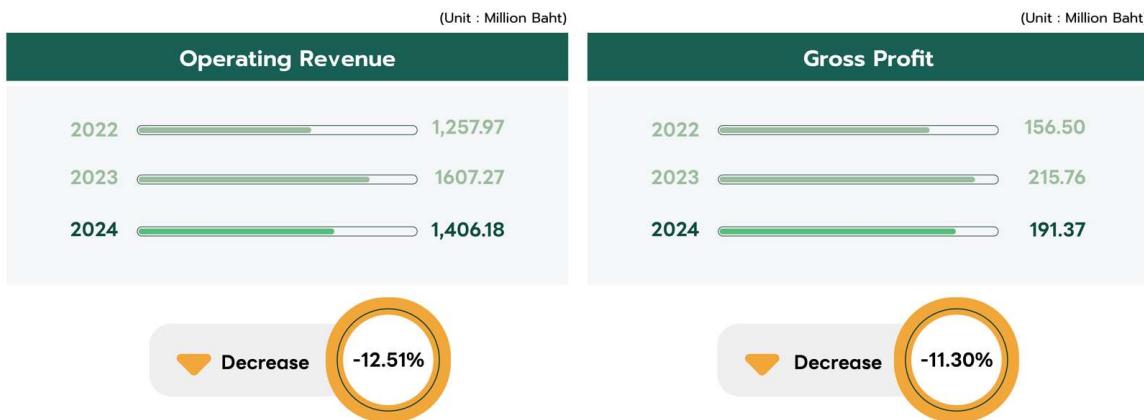
After that the Chairman assigned Mr. Raivin Lekavorranan, Chief Executive Officer, to present the operating results of the Company in 2024 for the shareholders' acknowledgement.

Mr. Raivin Lekavorranan, Chief Executive Officer, welcomed the shareholders and assigned Miss Prapai Pimpa, Director and Director of Accounting and Finance, to present the report on operating results for the year 2024 of the Company for the shareholders' acknowledgement, which could be summarized as follows:

- **Operating Results of the Consolidated Financial Statements**

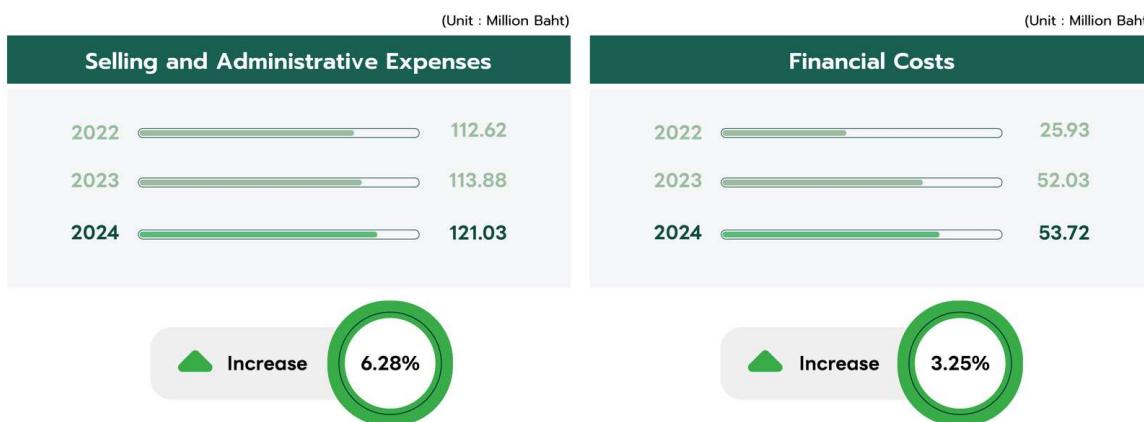
Unit: Million Baht	Operating Results of the Consolidated Financial Statements			
	2024	2023	Change	% Change
<b>Total revenues</b>	<b>1,409.15</b>	<b>1,610.51</b>	<b>- 201.36</b>	<b>-12.50%</b>
<b>Net profit</b>	<b>13.10</b>	<b>46.73</b>	<b>- 33.63</b>	<b>-71.97%</b>
<b>Earnings per share (Baht)</b>	<b>0.02</b>	<b>0.08</b>	<b>- 0.06</b>	<b>-75.00%</b>

According to the operating results of the consolidated financial statements of the Company and its subsidiaries, total revenues for the year 2024 ended December 31, 2024 amounted to Baht 1,409.15 million, decreasing by Baht 201.36 million or 12.50 percent compared with the same period of last year which has total revenues of Baht 1,610.51 million. Net profit in 2024 was Baht 13.10 million, decreasing by Baht 33.63 million or 71.97 percent compared with the last year which was at Baht 46.73 million. Earnings per share in 2024 amounted to Baht 0.02, decreasing by Baht 0.06 or 75.00 percent compared with the previous which has earnings per share of Baht 0.08.



- **Revenues**

Total revenues of the Company and its subsidiaries for the year ended December 31, 2024 amounted to Baht 1,406.18 million, decreasing by 12.51 percent compared with same period of last year which had total revenues of Baht 1,607.27 million with main reason was due to the decreased revenue in 2024 from the Engineering Service Business. Consequently, gross profit for the year amounted to Baht 191.37 million, decreasing by 11.30 percent compared with the same period of last year.



- **Selling and administrative expenses**

Selling and administrative expenses for the year ended December 31, 2024 amounted to Baht 121.03 million, increasing by 6.28 percent when compared with the same period of last year which was Baht 113.88 million because in 2024, credit losses expected to occur from long-overdue of the private sector receivables were recorded.

- **Financial Costs**

Financial cost for the year ended December 31, 2024 amounted to Baht 53.72 million, increasing by 3.25 percent compared with the same period of last year which was Baht 52.03 million due to the loans for investment in electricity generation business from renewable energy for the solar power generation systems

installed at base stations and telecommunication towers to sell electricity to True Move H Universal Communication Company Limited.

- Profitability Ratios



Based on the abovementioned operating results of the consolidated financial statements of the Company and its subsidiaries for the year ended December 31, 2024, gross profit margin was 13.61 percent, increased by 1.42 percent when compared with the previous year. Earnings before interest and tax was 5.20 percent, decreased by 20.25 percent when compared with the previous year, and net profit margin was 0.93 percent, decreased by 67.93 percent when compared with the previous year, consequently return on equity (ROE) in 2024 was 1.39 percent, decreased by 72.69 percent when compared with the previous year.

- Financial Position of the Consolidated Financial Statements

Unit : Million Baht	Financial Position of the Consolidated Financial Statements			
	2024	2023	Change	% Change
<b>Assets</b>	<b>2,454.69</b>	<b>2,446.91</b>	<b>7.78</b>	<b>0.32%</b>
<b>Liabilities</b>	<b>1,496.75</b>	<b>1,485.06</b>	<b>11.69</b>	<b>0.79%</b>
<b>Equity</b>	<b>957.94</b>	<b>961.85</b>	<b>- 3.91</b>	<b>-0.41%</b>

The Company and its subsidiaries had total assets as at December 31, 2024 amounted to Baht 2,454.69 million, increasing by Baht 7.78 million or 0.32 percent compared with the previous year. Total Liabilities as at December 31, 2024 amounted to Baht 1,496.75 million, increasing by Baht 11.69 million or 0.79 percent

compared with the previous year, and shareholders' equity as at December 31, 2024 amounted to Baht 957.94 million, decreasing by Baht 3.91 million or 0.41 percent compared with the previous year.

After that Mr. Raivin Lekavoranan, Chief Executive Officer, assigned Miss Chutika Suttikanjanangkul, Director and Executive Vice President, to present the 2025 business plans and strategies which followed the Company's Vision and Mission that focused on building and development of services works to respond to the variety of customer requirements by implementing the digital technology to the business operations and driving business operations for sustainable growth, as follows:

<b>Vision:</b>	<ul style="list-style-type: none"><li>• Creation of services and expansion of renewal energy business to respond to the variety of customer requirements with digital technology including driving business operations and human resources for sustainable growth.</li></ul>
<b>Mission</b>	<ul style="list-style-type: none"><li>• Grow business operations to create return to the participants under the good governance principles.</li><li>• Focus on rendering quality services and building maximum satisfaction to the customers as well as seeking new opportunities and options for business expansion.</li><li>• Develop information technology system to elevate level of business services and enhance efficiency of management within the organization.</li><li>• Build stability on quality of life of personnel and support on development of competency of personnel on continued basis to respond to the change of business.</li></ul>

The Company's ongoing operating strategies in 2023-2025 still focused on business expansion to build revenue generating process, reduce operating costs, and create favorable returns to the shareholders and the stakeholders for sustainable growth of the business, by dividing the strategies into 3 aspects as follows:

1. Revenue & Profit
  - Increase sales, revenues and profits in existing businesses and new businesses from customer groups who are public and private sectors.
2. Business Growth
  - Expand investment in renewable energy business, and business which implements digital technology to support operations to meet the customers' requirements.
  - Drive business operations with digital technology and enhance competitiveness.
3. Sustainable Forward
  - Operate business under the good corporate governance principles by taking into consideration the organization's stakeholders covering governance, social and environmental aspects.
  - Develop competency of personnel continually including build culture and security on quality of life of the personnel to be able to respond to the change of the business.

For direction of business operations in 2025, the Company still focused on target works of main businesses that it has expertise and can generate favorable returns with opportunity for future expansion. These businesses comprise of 3 main groups: engineering service business, management services business, and energy business from renewable energy business. In addition, the Company still focused on expansion of investment in the related business, such as construction of wood pellet production plant of which its operation had commenced since 2024, and in 2025, the Company targets to produce and distribute them both domestically and expand to foreign countries, with quality of products at international standard of ISO 9001, FSC.

In conclusion, from overall operating results of the Company in 2024, the Company could generate revenue of Baht 1,409.15 million, though such amount was decreased compared with the previous year. However, from results of the Company's expansion of investment in energy business and the related business and the Company's policy to consider and accept the works with low risks and high profit returns, and the backlogs in 2025 and from 2025 onwards, thus, it is expected that the Company can build up the growth of revenue and profits on continual basis.

The Chairman opened the opportunity to the shareholders to make an inquiry or comment.

No inquiry or comment was raised, so the Chairman proposed that the meeting acknowledged the report on the operating results of the Company for the year 2024. As this agenda was for acknowledgement, vote casting was not required.

**Resolution** The Meeting duly acknowledged the report on the operating results of the Company for the year 2024 as per proposed.

Remark: During this agenda, one additional shareholder holding 318,500 shares attended the meeting, so there were 35 shareholders with total shares of 350,363,881 shares.

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

The Chairman proposed the shareholders' meeting to approve the Company's financial statements for the Year 2024 ended as at December 31, 2024, in order to comply with the Public Limited Company Act B.E. 2535 and Article 56 of the Company's Articles of Association which specified that the Company has to prepare the balance sheet and Statement of Income for of the last day of the past fiscal year which have been audited by the Certified Public Accountants. The 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 had been audited and certified by the auditor of PricewaterhouseCoopers ABAS Limited and had also been reviewed by the Audit Committee. Therefore, the Board of Directors was of opinion that the Company's financial statements for the Year 2024 ended December 31, 2024, as per details appeared in the 2024 Annual Report (Form 56-1 One Report) sent to the shareholders

in advance together with the meeting invitation (in QR Code format) should be proposed for the shareholders' consideration and approval.

After that the Chairman assigned Miss Prapai Pimpa, Director and Director of Accounting and Finance, to present the Company's financial statements for the Year 2023 ended as at December 31, 2024 which could be 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	1,409,153,869	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.

The Chairman opened the opportunity to the shareholders to make an inquiry or comment.

No inquiry or comment was raised, so the Chairman asked the Meeting to consider the proposed matter and cast the vote for this agenda.

This agenda requires affirmative resolution of a majority vote of the total number of votes of shareholders attending and casting votes at the Meeting.

**Resolution** After consideration, the Meeting resolved to approve the Company's financial statements for the Year 2024 ended as at December 31, 2024 as per proposed, by unanimous vote of the shareholders who attend the meeting and cast their votes as follows:

Approved	350,363,881	Votes	or equivalent to	100.0000	Percent
Disapproved	0	Vote	or equivalent to	0.0000	Percent
Abstained	0	Vote	or equivalent to	0.0000	Percent
Void Ballot	0	Vote			

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

The Chairman proposed the shareholders' meeting to approve the allocation of the Company's net profit for the year 2024 and omission of dividend payment 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 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.

After that the Chairman assigned Miss Papai Pimpa, Director and Director of Accounting and Finance, to present the allocation of net profit for the year 2024 and omission of dividend payment.

Miss Papai Pimpa has presented details which could be summarized as follows:

In 2024, the Company's net operating profit for the separate financial statement was Baht 57,688,026, by allocating net profit for legal reserve amounting to Baht 2,901,320 and omitting 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. Details on comparison of dividend payment with the previous year are as follows:

Description	2024	2023
1. Net profit, separated financial statement (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

The Board of Directors considered and agreed to proposed to the 2025 Annual General Meeting of Shareholders to consider and approve the allocation of net profit for 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 dividend payment 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.

The Chairman opened the opportunity to the shareholders to make an inquiry or comment.

No inquiry or comment was raised, so the Chairman asked the Meeting to consider the proposed matter and cast the vote for this agenda.

This agenda requires affirmative resolution of a majority vote of the total number of votes of shareholders attending and casting votes at the Meeting.

**Resolution** After consideration, the Meeting resolved to approve the allocation of net profit for the year 2024 and omission of dividend payment as per proposed, by unanimous vote of the shareholders who attend the meeting and cast their votes as follows:

Approved	350,363,881	Votes	or equivalent to	100.0000	Percent
Disapproved	0	Vote	or equivalent to	0.0000	Percent
Abstained	0	Vote	or equivalent to	0.0000	Percent
Void Ballot	0	Vote			

Before proceeding to Agenda Item 5 which was about the consideration and approval of the election of the directors in replacement of those who are retired by rotation for the year 2025, in order to make the election fairly, transparently, and comply with the good governance principles and for transparency, the MC asked all interested directors to temporary leave the meeting room until the voting for this agenda has completed. After that those directors will be invited back to the Meeting room and attend the Meeting once again.

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

The Chairman proposed the shareholders' meeting to approve the election of the directors in replacement of those who are retired by rotation for the year 2025 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 number of directors is not a multiple of three, then 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 subsequently years, the longest serving directors shall be retired. A retired director may be re-elected.

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

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

The Board of Directors has considered and deemed that the selection process for nomination of the Company's Directors has taken into account their qualifications in various aspects, including appropriateness of qualifications, experiences, expertise 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 and it also has been approved by the Nomination and Remuneration Committee. 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. Therefore, the Board of Directors has considered and deemed appropriated to propose to the shareholders' meeting for re-election of the 3 directors to hold office for another term. The 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.

In addition, for the independent directors, who shall be proposed to the shareholders' meeting for election, the Board of Directors considered that those nominated persons are qualified pursuant to the laws relevant to the requirements of the independent director.

Summarized information on their biodata, working experiences and qualifications of those directors been sent to the shareholders together with the meeting invitation as per Enclosure No. 3.

The Chairman opened the opportunity to the shareholders to make an inquiry or comment.

No inquiry or comment was raised, so the Chairman asked the Meeting to consider the proposed matter and cast the vote for this agenda.

This agenda requires affirmative resolution of a majority vote of the total number of votes of shareholders attending and casting votes at the Meeting.

**Resolution** After consideration, the Meeting resolved to approve the election of the directors in replacement of those who are retired by rotation for the year 2025 to hold office for another term namely, 1) AMC Bureerat Ratanavanich, 2) Mr. Raivin Lekavorranan, and 3) Miss Varalee Lekhaworanan, as per proposed, by unanimous vote of the shareholders who attend the meeting and cast their votes for each director individually as follows:

1. AMC Bureerat Ratanavanich      Independent Director, Vice Chairman, Member of the Audit Committee, Chairman of the Nomination and Remuneration Committee

Approved	350,363,881 Votes	or equivalent to	100.0000 Percent
Disapproved	0 Vote	or equivalent to	0.0000 Percent
Abstained	0 Vote	or equivalent to	0.0000 Percent
Void Ballot	0 Vote		

2. Mr. Raivin Lekavorranan      Director, Chairman of the Executive Committee (Executive Director)

Approved	350,363,881 Votes	or equivalent to	100.0000 Percent
Disapproved	0 Vote	or equivalent to	0.0000 Percent
Abstained	0 Vote	or equivalent to	0.0000 Percent
Void Ballot	0 Vote		

3. Miss Varalee Lekhaworanan	Director (Non-executive Director)
Approved	350,363,881 Votes
Disapproved	0 Vote
Abstained	0 Vote
Void Ballot	0 Vote

After the approval on the election of the directors in replacement of those who are retired by rotation for the year 2025 has completed, the Chairman asked the MC to invite all directors who were temporarily requested to leave from the meeting room to return and attend the Meeting once again.

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

The Chairman proposed the shareholders' meeting to approve the remuneration for the Board of Directors and the Sub-Committees for the year 2025, in order to consistent with Section 90 of the Public Limited Company Act B.E. 2535 which 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 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.

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 deems appropriate to propose to the Board of Directors to consider and propose to the Annual General Meeting of Shareholders to maintain monthly remuneration, meeting allowance and yearly remuneration for the Board of Directors and the Sub-Committees for the year 2025 at Baht 4,800,000 which was the same remuneration rate of the year 2024.

After that the Chairman assigned Miss Prapai Pimpa, Director and Director of Accounting and Finance, to present details of this agenda as follows:

**Comparison on 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 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 grant other remunerations and benefits to Directors apart from those specified in the above as same as year 2024.

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

Description	Year 2025 (Proposed Year) Baht / Meeting Attendance	Year 2024 Baht / Meeting Attendance
• <b><u>Board of Directors</u></b>		
Chairman	25,000	25,000
Independent Director	15,000	15,000
Director	10,000	10,000
• <b><u>Audit Committee</u></b>		
Chairman	20,000	20,000
Independent Director	15,000	15,000
• <b><u>Risk Management Committee</u></b>		
Chairman	15,000	15,000
Independent Director	10,000	10,000
• <b><u>Nomination and Remuneration Committee</u></b>		
Chairman	15,000	15,000
Independent Director	10,000	10,000
• <b><u>Good Corporate Governance and Sustainability Committee</u></b>		
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 meeting agenda of the Committees, the management who already has a fixed monthly salary shall not be entitled to receive the meeting allowance.

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 remuneration, 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.

The Chairman opened the opportunity to the shareholders to make an inquiry or comment.

No inquiry or comment was raised, so the Chairman asked the Meeting to consider the proposed matter and cast the vote for this agenda.

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.

**Resolution** After consideration, the Meeting resolved to approve the remuneration for the Board of Directors and the Sub-Committees for the year 2025 by specifying that the monthly remuneration, the meeting allowance and the yearly remuneration of the Board of Directors and the Sub-Committees shall not exceed Baht 4,800,000 in total, as per details proposed, by unanimous votes of the shareholders who attend the meeting and cast their votes as follows:

Approved	350,363,881	Votes	or equivalent to	100.0000	Percent
Disapproved	0	Vote	or equivalent to	0.0000	Percent
Abstained	0	Vote	or equivalent to	0.0000	Percent
Void Ballot	0	Vote			

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

The Chairman proposed the shareholders' meeting to approve the appointment of the Company's auditor and determination of the auditing fee for the year 2025, 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.

After that the Chairman assigned Miss Prapai Pimpa, Director and Director of Accounting and Finance, to present details of this agenda as follows:

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 from 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 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 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
<b>Sub-total</b>	<b>4,735,000</b>	<b>4,555,000</b>
Non-audit fee	Nil	Nil
<b>Total</b>	<b>4,735,000</b>	<b>4,555,000</b>

In addition, the proposed auditors from PricewaterhouseCoopers ABAS Limited do not have relationship 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.

The Chairman opened the opportunity to the shareholders to make an inquiry or comment.

No inquiry or comment was raised, so the Chairman asked the Meeting to consider the proposed matter and cast the vote for this agenda.

This agenda requires affirmative resolution of a majority vote of the total number of votes of shareholders attending and casting votes at the Meeting.

**Resolution** After consideration, the Meeting resolved to approve the appointment of the Company's auditor and determination of the auditing fee for the year 2025 by appointing any one of the following auditors from PricewaterhouseCoopers ABAS Limited which included 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 to be the Company's

auditor and express an opinion on the Financial Statements of the Company and its subsidiaries, the total auditing fee for the year 2025 is fixed at Baht 4,735,000 which excluded non-audit fee as per proposed, by unanimous vote of the shareholders who attend the meeting and cast their votes as follows:

Approved	350,363,881	Votes	or equivalent to	100.0000	Percent
Disapproved	0	Vote	or equivalent to	0.0000	Percent
Abstained	0	Vote	or equivalent to	0.0000	Percent
Void Ballot	0	Vote			

#### **Agenda 8 To consider other matters (if any)**

There was no other business.

In case the shareholders wish to consider and cast the votes in other matters other than those specified in the meeting invitation, it must be pursuant to the conditions specified in of the Public Limited Company Act B.E. 2535, Section 105, paragraph two, which specified that “Upon concluding the meeting pursuant to the first paragraph, shareholders holding an aggregate number of shares not less than one-third of the total number of shares sold may request the meeting to consider other matters in addition to those specified in the meeting invitation.”

After that the Chairman informed the Shareholders that they may raise a question, make an inquiry and/or give a recommendation to the Board of Directors and/or the Management on business operations apart from meeting agenda proposed for consideration.

**Miss Sasinipa Kaicharoen (Proxy)**, the shareholders' right protection volunteer from Thai Investors Association has a question and recommendation via the message in the Q&A Channel, as follows:

1. Has the recent earthquake affected this year's business operations and how is the Company preparing to handle such situation?

**Mr. Raivin Lekavoranan, Director and Chief Executive Officer**, clarified that the past earthquake did not affect the Company's business operation.

2. For consideration on arrangement of the Annual General Meeting of Shareholders or the next Extraordinary General Meeting of Shareholders, can the Company hold a meeting in hybrid format to provide opportunities for some shareholders who are not quite good at using the communication tools, beginning from the registration to attend the meeting, or sending question via online system? This will help and enable such shareholders to communicate with the Company's executives and the Board of Directors more conveniently at the meeting, both online and in person.

**Mr. Raivin Lekavorranan, Director and Chief Executive Officer**, thanked for the question and suggestion and clarified that the Company will consider the arrangement of a hybrid meeting for the next Annual General Meeting of Shareholders or the Extraordinary General Meeting of Shareholders.

The Chairman opened opportunity to the meeting participants to express additional opinion or enquiry.

Since there was no shareholder raising further question, inquiry or giving additional recommendation, the Chairman thanked all shareholders for attending the Meeting and declared the 2025 Annual General Meeting of Shareholders of Eastern Technical Engineering Public Company Limited adjourned.

**The Meeting was adjourned at 11.28 a.m.**

- Pongsak Semson -

Signed \_\_\_\_\_ Chairman of the Meeting  
(Dr. Pongsak Semson)

- Kanlaya Thanyajaroen -

Signed \_\_\_\_\_ Company Secretary /  
(Miss Kanlaya Thanyajaroen) Minutes Recorder