

Nominate Directors in advance

To promote good corporate governance at Harn Engineering Solutions Public Company Limited (the “Company”), the Company is committed to enhancing its existing operations with clear, systematic standards based on integrity, ethics, and transparency. Recognizing the importance of shareholders and stakeholders, the Company is providing shareholders the opportunity to nominate individuals for consideration as directors of the Company for inclusion in the agenda of the director election at the 2026 Annual General Shareholders' Meeting. The Company will evaluate shareholders' nominations based on the criteria set by the Company

1. Qualifications of Shareholders

Shareholders who wish to nominate individuals for the Company's board of directors must meet the following qualifications:

- 1.1 The nominator must be a shareholder of the Company, either individually or collectively with others, holding shares that together represent no less than 5% of the total voting rights of the Company.
- 1.2 The shareholding specified in item 1.1 must be continuous from the date of share acquisition until the date the nomination is submitted, for a period of not less than 12 months.
- 1.3 The shareholding as outlined in items 1.1 and 1.2 must be maintained until the date of the Annual General Shareholders' Meeting.

2. Nominating Individuals for the Board of Directors

2.1 Qualifications and Prohibited Characteristics of Directors

2.1.1 The nominee must possess the required qualifications and not have any prohibited characteristics as per the Securities and Exchange Act of B.E. 2535 (1992), the Public Limited Companies Act of B.E. 2535 (1992), as well as the regulations of the Securities and Exchange Commission (SEC), the Capital Market Supervisory Board, the Stock Exchange of Thailand (SET), and the Company's bylaws.

2.1.2 The nominee must have knowledge, skills, and experience beneficial to the Company's business operations, be honest and ethical in business conduct, and have sufficient time to dedicate fully to the Company.

2.1.3 The nominee must not exhibit any characteristics that disqualify them from being trusted to manage a publicly owned company, as defined by the SEC. The nominee must also be listed in the SEC's database of directors and executives of publicly listed companies.

2.1.4 The nominee must not engage in any business that competes with the Company's business, nor be a partner or director in another entity engaged in similar competitive activities unless this has been disclosed to the shareholders' meeting prior to their appointment.

2.2 Steps for Completing the “Form for Nominating Individuals for the Board of Directors”

2.2.1 Shareholders who meet the qualifications outlined in item 1 and have reviewed the nomination of individuals for the board according to item 2 must complete the “Form for Nominating Individuals for the Board of Directors” at the end of these guidelines. Alternatively, they may informally notify the **Company Secretary via email at secretary@harn.co.th** before submitting the original signed form to the Board of Directors later. The following documents must be included:

- Proof of shareholding, such as a certificate from a securities company, documentation from the Thailand Securities Depository (TSD), or evidence from the Stock Exchange of Thailand (SET).

- The nominee's consent to be considered.
- Supporting documents for the nominee's qualifications, including educational and employment history.

Shareholders must submit the original “Form for Nominating Individuals for the Board of Directors,” duly signed as per notes 1 and 2, along with any additional supporting documents that will assist the Board in their consideration. These must be received by the Company no later than December 31, 2025, with the postmark date considered the official submission date. The documents should be sent to:

Harn Engineering Solutions Public Company Limited (Head Office)

Corporate Secretary Department, 4th Floor

No. 559 Soi Soonvijai 4, Rama 9 Road

Bang Kapi Subdistrict, Huai Khwang District, Bangkok 10310

(Proposing a candidate for the Board of Directors for the Annual General Meeting of Shareholders 2026)

2.2.2 In the case where multiple shareholders collectively, and meeting the qualifications as per Clause 1, propose a candidate for the Board of Directors to the Company's Board of Directors, the following procedures must be followed:

- A. The first shareholder must complete all sections of the “Nomination Form for Director” and sign it as evidence.
- B. The second and subsequent shareholders must complete only sections (1) and (2) of the “Nomination Form for Director” and sign as evidence.
- C. All completed “Nomination Forms for Director” and the required supporting documents as outlined in (1), along with any additional relevant documents (if any) for all shareholders, must be compiled into one set and submitted to the Company's Board of Directors

2.2.3 In the case where one or more shareholders, meeting the qualifications as per Clause 1, propose more than one candidate for the Board of Directors, the shareholders must complete one “Nomination Form for Director” per proposed candidate, with signatures as evidence, and include supporting documents for each proposed director candidate.

3. Consideration by the Board of Directors

The Independent Directors will screen the proposed candidates and submit them to the Board of Directors for further consideration. The individuals approved by the Board of Directors will be included in the agenda for the 2026 Annual General Meeting of Shareholders, along with the Board of Directors' opinion, in the meeting invitation. For those not approved by the Board of Directors, the Company will inform the proposers of the outcome and the reasons via email or other appropriate channels after the Board of Directors' meeting. The decision of the Board of Directors is final.

Nominate Directors in advance

(1) I (Mr./Mrs./Miss).....I am a shareholder of Harn Engineering Solutions Public Company Limited , holding a total of.....shares.
 Number Road Sub-district/District
 District/Area Province Province Postal Code
 Mobile Phone Home/Work Phone Email

(2) I would like to propose (Mr./Mrs./Miss).....age.....years old.
 to be a director of Han Engineering Solutions Public Company Limited who has all the qualifications and does not have any prohibited characteristics according to the Company's criteria and has evidence of the consent of the person nominated to be a director of the Company along with supporting documents for consideration of qualifications, namely educational history and work history and additional supporting documents which have been signed to certify the correctness on every page, number of sheets

I hereby certify that the information in this "Nomination of Person to be a Director of the Company", evidence of shareholding, evidence of consent and all supporting documents are correct in all respects and as evidence, I have therefore signed my name as evidence.

.....Shareholders
 (.....)
 Date

(3) I (Mr./Mrs./Miss).....
 The person nominated as a director of the Company under Section (2) hereby consents and certifies that he/she has all the qualifications and does not have any prohibited characteristics according to Section 2.1 of the criteria for granting shareholders the right to nominate persons to be directors of the Company, including accepting the Company's compliance with good corporate governance. In order to be evidence, I hereby sign my name as follows:

.....Nominees
 (.....)
 Date

Note: Documents that shareholders must attach with the "Nomination Form for Directors of the Company"

1. Evidence of shareholding, including a certificate from a securities company or other evidence from the Securities Depository Company Limited (Thailand) or the Stock Exchange of Thailand
2. Evidence of identity, including in the case of a natural person, a copy of the national ID card or passport (in the case of a foreigner) must be attached, with a signature certifying that the copy is correct. In the case of a juristic person, a copy of the certificate of incorporation not more than 3 months old and a copy of the national ID card or passport (in the case of a foreigner) of the authorized director who signed this proposal form must be attached, with a signature certifying that the copy is correct.
3. Shareholders can informally submit the Nomination Form for Directors of the Company via email to the Company Secretary at secretary@harn.co.th before submitting the original "Nomination Form for Directors of the Company" for consideration as a director of the Company
4. The original of the "Nomination Form for Directors of the Company" must be sent to the Company by December 31, 2025 for the Board of Directors to consider according to the Company's criteria and submit to the Annual General Meeting of Shareholders 2026.

**Form for the information of persons nominated for election as directors for the year 2026
and the consent letter**

Photo

Name/Surname (Thai).....
 (English).....

Nationality..... Date/Month/Year of Birth..... Age..... Year.....

Current Address No..... Road..... Sub-district/District.....

District/Area Province..... Province..... Postal Code

Mobile Phone Home/Work Phone Email

Shareholding of Han Engineering Solutions Public Company Limited as of Date..... Number of..... shares

Marital status

Spouse's name..... Shares in the company number of..... shares Children.....

1..... Age..... years Shares in the company number of..... Shares
 in the company number of

2..... Age..... years Shares in the company number of..... Shares
 in the company number of

3..... Age..... years Shares in the company number of..... Shares

Educational History (Please attach a copy of your educational certificate)

Educational Institution	Educational Qualification/Main Field	Year of Graduation
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Work History (Please attach additional work history)

Company	Nature of Business	Position	Start from year-to year
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Relevant training history organized by the Thai Institute of Directors Association (IOD) (Please attach a copy of training evidence)

	Class and year of training
<input type="checkbox"/> Director Certification Program (DCP)
<input type="checkbox"/> Director Accreditation Program (DAP)
<input type="checkbox"/> Audit Committee Program (ACP)
<input type="checkbox"/> Board Nomination & Compensation (BNCP)
<input type="checkbox"/> Other (please specify)

Direct and indirect interest in the Company, subsidiaries, affiliates and related companies as a contractual party (in case of direct or indirect interest, please specify the nature of the activity and nature of interest with the amount of the interest clearly)

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Holding shares or being a director in subsidiaries, affiliates and related companies of Han Engineering Solutions Public Company Limited (in case of holding shares, please specify the name of the company, the number of shares held, the percentage of the registered capital and the status of the company holding the shares as a subsidiary, affiliated company, related company or in case of being a joint director, please specify the name of the company and the status of the company joining as a director as a subsidiary, affiliated company, related company)

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Holding shares or being a partner or director of a company that operates a business of the same nature and competing with the business of the Company (please specify the name of the partnership / company name, the number of shares held, the percentage of the registered capital and the type of business being operated)

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Consent

Iacknowledge and consent to be nominated for election as a director of Han Engineering Solutions Public Company Limited to the 2026 Annual General Meeting of Shareholders and hereby certify that my information above and the supporting documents submitted herewith are correct, complete, not false or omission of any information that should be disclosed in any material respect. I also certify that I am qualified and do not have any prohibited characteristics under the Public Limited Company Act, the Securities and Exchange Act, the Company's regulations and related regulatory agencies, and the Company's good corporate governance, including the criteria in Section 2. If I am selected by the Board of Directors to be nominated to the Shareholders' Meeting, I will fully cooperate with the Company and comply with the Company's regulations.

I have carefully studied the details specified in the Company's Privacy Policy (<https://www.harn.co.th/pdpapolicy/#1653710963026-f697d00c-470b>) and acknowledge that my personal data, including the personal data of third parties that I have disclosed to the Company (if any), will be processed and protected under such Privacy Policy. I hereby confirm and certify that I have made the third parties read the details specified in such Privacy Policy and have obtained the consent of the third parties to provide their personal data to the Company correctly and in accordance with all laws. In addition, I acknowledge that sensitive personal data may be included. By signing this information form, I agree and consent to the Company to process such sensitive personal data for the Company's operations.

.....Nominees
(.....)
Date