

Report of the Nominating Committee

S & J International Enterprises Public Company Limited has appointed the Nominating Committee, with 4 members as follows:

Name list		Position	Number of Meetings Attended / Meeting Attendance Rights
Mr.Boonkiet	Chokwatana	Chairman of the Nominating Committee	2/2
Mr.Thirasak	Vikitset	Member of the Nominating Committee	2/2
Mrs.Kaewta	Ongsaranakom	Member of the Nominating Committee	2/2
Mrs.Chitraporn	Vikitset	Member of the Nominating Committee	2/2

The Nominating Committee has carried out the duties as assigned by the Board of Directors which is specified in the Charter of The Nominating Committee. Its duties are to select suitable candidates with proper qualifications, knowledge and expertise in various professions, to serve as company directors and top management.

In 2024, The Nominating Committee held 2 meetings in order to carry out its assigned duties and responsibilities and report its performance of duties to The Board of Directors, which activities are summarized as follows:

- Reviewed the director nomination policy to ensure a clear and transparent selection process in accordance with good corporate governance principles.
- Considered selecting suitable candidates to fill the director positions replacing the directors retiring by rotation at the 45th Annual General Meeting of Shareholders. This decision was made by assessing the appropriateness of candidates in terms of their potential benefit to the company's operations, alongside the qualifications, knowledge, abilities, and desired diverse experience (Board Diversity) of directors that aligns with the company's business strategy. The selection also utilized an analysis of the board's skills, experience, knowledge, and specific expertise (Board Skill Matrix). The candidates should also possess leadership qualities, vision, ethics, and a history of transparent work experiences, including past performance as board members or subcommittee members. Furthermore, they must not have any disqualifications as stipulated by law or company regulations. The company has provided an opportunity for minority shareholders to propose candidates for board positions in advance of the Annual General Meeting of Shareholders. However, in 2024, no shareholder submitted any names for consideration. As a result, the Nomination Committee has proposed the re-election of the following directors: Mrs.Kaewta Ongsaranakom, Admiral Apichart Pengsritong, Mrs.Pismai Chandrubeksa, Pol.Gen.Somchai Prabhasabhakdi for another term, and the election of Mrs.Thongsuk Upathambhakul to replace Dr. Attakorn Glankwamdee, whose term expired and who did not wish to return to the position. All five candidates possess the qualifications suitable for the company's business operations, with relevant experience and capabilities beneficial to the company's continued success.
- Considered the selection of a new director to replace the one who resigned, Mr. Anantachai Yurapathom, to serve as an independent director in place of Mrs. Praditha Chongwattana, the independent director who resigned.

- Reviewed the topics for the Board Skill Matrix assessment to ensure they are necessary and align with the current business environment. This will help ensure the selection process for company directors results in a diverse board with the appropriate knowledge, skills, and experience that are suitable and support the company's business strategy.
- Reviewed the Charter of The Nominating Committee annually to comply with the related regulation and practice guidelines.
- Evaluated The Nominating Committee's performance for 2024 in order to use the evaluation results to improve and develop the work of The Nominating Committee more efficiently.

The Nominating Committee has performed its duties as assigned discreetly and reasonably in order to proceed with transparency which is the greatest benefit resulted in driving the organization to grow sustainably.



(Mr.Boonkiet Chokwatana)

Chairman of the Nominating Committee