

Profiles of the retiring director proposed for re-appointment

Mr. Tassapon Bijleveld

Type of Director proposed for election: Executive Director

Present Position: Director/ Executive Chairman
(The director who is authorised to sign on behalf of the Company)

The date of appointment as Director: 21 June 2007
(a tenure of 18 years and 10 months)

Age (years): 59

Shareholding Percentage of Asia Aviation PLC (%)⁽¹⁾: 17.7483

Relationship with other Directors and Management⁽²⁾: - None -



Education/ Training:

- Master Degree of Science Thammasart University, Master in Marketing Program
- Bachelor Degree of Business Administration Major in Marketing, Assumption University (ABAC)
- Director Certification Program (DCP 148/2011), Thai Institute of Directors Association (IOD)
- Director Accreditation Program (DAP 81/2009), Thai Institute of Directors Association (IOD)
- The Capital Market Academy (CMA 13), The Stock Exchange of Thailand

5 years past and present work experience

- Holding a position as Directorship/ Executive:

Position in Company and Subsidiary	2018 - present	Executive Chairman	Asia Aviation Plc.
	2007 - present	Director	Asia Aviation Plc.
	2020 - present	Risk Management Committee Advisor	Thai AirAsia Co., Ltd.
	2018 - present	Executive Chairman / Corporate Governance and Sustainability Committee	Thai AirAsia Co., Ltd.
	2014 - present	Nomination and Remuneration Committee	Thai AirAsia Co., Ltd.
	2003 - present	Director	Thai AirAsia Co., Ltd.
	2021 - present	Director	Asia Aviation Center Co., Ltd.
Position in Other Listed Companies (None)	-	-	-

¹ Including the shareholding from spouse and minor child

² Family relationship means relation by blood, wedding and registered by laws

Position in Non-Listed Companies (6 Companies)	2018 - present	Director	AirAsia SEA Limited (Formerly known as AirAsia Group (IHQ) Co., Ltd.)
	2018 - present	Director	Red Aviation Co., Ltd.
	2017 - present	Director	Bangkok Aviation Center Plc.
	2014 - present	Director	Tune Insurance Plc.
	2013 - present	Director	Thai AirAsia X Co., Ltd.
	2010 - present	Director	Wealth Ventures Co., Ltd.
	2017 - 2025	Director	Kampee Corporation Co., Ltd.
	2017 - 2025	Director	Kampee Logistics Co., Ltd.
	2016 - 2023	Director	Suadam Corporation Co., Ltd.

Position in other company that compete with/ relate to Company that may cause conflict of interest: - None -

Attendance at the Meeting in 2025:

- The Board of Directors Meeting - 7/8 times
- The 2025 Annual General Meeting of Shareholders - 1/1 times

Illegal Record in past 10 years: - None -

Having the following interests in the Company, parent company, subsidiaries, affiliates or any legal entities that have Conflicts, at present or in the past 2 years:

- Being a director who takes part in managing day-to-day operation, an employee, or an advisor who receives a regular salary or fee - None -
- Being a professional service provider (i.e., auditor, lawyer) - None -
- Having the significant business relations that may affect the ability to perform independently - None -

Criteria for Nominating Directors:

The Board of Directors has duly considered and reviewed the nomination in accordance with the established criteria and the recommendation of the Nomination and Remuneration Committee, and is of the opinion that Mr. Tassapon Bijleveld possesses all qualifications as required by law, as well as extensive knowledge, capabilities, and experience in various fields. In particular, his experience in senior executive positions within the organisation has resulted in over 20 years of expertise in the airline industry. He also possesses strong expertise in management, marketing, and strategy, which has played a significant role in consistently supporting the operations of the Company and its subsidiary. The Board therefore deems it appropriate to propose to the shareholders' meeting his re-election as a director of the Company for another term.

Mr. Kulvat Janvatanavit



Type of Director proposed for election: Non-Executive Director
 Present Position: Non-Executive Director
 The date of appointment as Director: 22 February 2024
 (a tenure of 2 years and 2 months)
 Age (years): 59
 Shareholding Percentage of Asia Aviation PLC (%)⁽¹⁾: - None -
 Relationship with other Directors and Management⁽²⁾: - None -

Education/ Training:

- MBA, American Graduate School of International Management, Thunderbird Business School, USA
- Bachelor of Business Administration, Faculty of Commerce and Accountancy, Chulalongkorn University
- Director Certification Program (DCP 4/2000), Thai Institute of Directors Association (IOD)

5 years past and present work experience

- Holding a position as Directorship/ Executive:

Position in Company and Subsidiary	2024 - present	Director	Asia Aviation Plc.
	2024 - present	Director	Thai AirAsia Co., Ltd.
Position in Other Listed Companies (1 Company)	2008 - present	Executive Board	Don Muang Tollway Plc.
Position in Non-Listed Companies (6 Companies)	2023 - present	Director	Car Prompt Co., Ltd.
	2020 - present	Director	Paragon Car Rental Co.,Ltd.
	2014 - present	Director	Quality Rent A Car Co., Ltd.
	2012 - present	Director	Beyond Green Co.,Ltd.
	Present	Director	Kiarti Thanee Country Club Co., Ltd.
	Present	Director	Teppatana Paper Mill Co., Ltd.
	2020 - 2023	Director	FWD General Insurance Plc.

Position in other company that compete with/ relate to Company that may cause - None - conflict of interest:

Attendance at the Meeting in 2025:

- The Board of Directors Meeting - 8/8 times
- The 2025 Annual General Meeting of Shareholders - 1/1 times

¹ Including the shareholding from spouse and minor child

² Family relationship means relation by blood, wedding and registered by laws

Illegal Record in past 10 years: - None -

Having the following interests in the Company, parent company, subsidiaries, affiliates or any legal entities that have Conflicts, at present or in the past 2 years:

- Being a director who takes part in managing day-to-day operation, an employee, or an advisor who receives a regular salary or fee - None -
- Being a professional service provider (i.e., auditor, lawyer) - None -
- Having the significant business relations that may affect the ability to perform independently - None -

Criteria for Nominating Directors:

The Board of Directors has duly considered and reviewed the nomination in accordance with the established criteria and the recommendation of the Nomination and Remuneration Committee, and is of the opinion that Mr. Kulvat Janvatanavit possesses all qualifications as required by law, as well as the knowledge, capabilities, and expertise in accounting, finance, and management. He is able to provide strategic advice to support the Company's business operations in alignment with its plans and defined objectives. He also has experience in risk management and adaptability to changing circumstances, which are key factors in supporting the Company's long-term growth and success. The Board therefore deems it appropriate to propose to the shareholders' meeting his re-election as a director of the Company for another term.

Dato' Mohamed Khadar Bin Merican

Type of Director proposed for election: Non-Executive Director
 Present Position: Non-Executive Director
 The date of appointment as Director: 26 November 2021
 (a tenure of 4 years and 5 months)



Age (years): 70
 Shareholding Percentage of Asia Aviation Plc. (%)⁽¹⁾: - None -
 Relationship with other Directors and Management⁽²⁾: - None -

Education/ Training:

- Accountancy, Fellow of the Institute of Chartered Accountants in England & Wales
- Accountancy, Member of Malaysian Institute of Accountants

5 years past and present work experience

- Holding a position as Directorship/ Executive:

Position in Company and subsidiary	2021 - present	Director	Asia Aviation Plc.
	2016 - present	Director	Thai AirAsia Co., Ltd.
Position in Other Listed Companies (None)	-	-	-
Position in Non-Listed Companies (7 Companies)	present	Independent Non-Executive Director / Chairman	Tune Protect Group Bhd.
	present	Independent Non-Executive Director / Chairman	BNP Paribas Malaysia Bhd.
	2018 - present	Independent Non-Executive Director	Capital A Berhad (Formerly known as AirAsia Group Berhad)
	2018 - present	Independent Non-Executive Director	IRIS Corporation Berhad
	2015 - present	Chairman	RCL Agencies (M) Sdn. Bhd.
	2005 - present	Chairman	SOGO (K.L.) Department Store Sdn. Bhd.
	2002 - present	Independent Non-Executive Director	Rashid Hussain Berhad (In Members' Voluntary Liquidation)
	1996 - 2021	Director	Ferrite Sdn. Bhd.

Position in other company that compete with/ relate to Company that may cause conflict of interest: - None -

¹ Including the shareholding from spouse and minor child

² Family relationship means relation by blood, wedding and registered by laws

Attendance at the Meeting in 2025:

- The Board of Directors Meeting - 7/8 times
- The 2025 Annual General Meeting of Shareholders - 1/1 times

Illegal Record in past 10 years: - None -

Having the following interests in the Company, parent company, subsidiaries, affiliates or any legal entities that have Conflicts, at present or in the past 2 years:

- Being a director who takes part in managing day-to-day operation, an employee, or an advisor who receives a regular salary or fee - None -
- Being a professional service provider (i.e., auditor, lawyer) - None -
- Having the significant business relations that may affect the ability to perform independently - None -

Criteria for Nominating Directors:

The Board of Directors has duly considered and reviewed the nomination in accordance with the established criteria and the recommendation of the Nomination and Remuneration Committee, and is of the opinion that Dato' Mohamed Khadar Bin Merican possesses all qualifications as prescribed by law. He is a highly qualified individual with extensive knowledge, capabilities, and experience in various fields, including accounting and finance, management, and risk management. In addition, he has over eight years of experience in the airline industry through his directorship within the AirAsia Group, providing him with a strong understanding of the operations of the Company and its subsidiary. The Board therefore deems it appropriate to propose his re-election as a director of the Company for another term.

Mr. Low Kar Chuan

Type of Director proposed for election: Non-Executive Director

Present Position: Non-Executive Director

The date of appointment as Director: 23 January 2026
(a tenure of 3 months)

Age (years): 44

Shareholding Percentage of Asia Aviation Plc. (%)⁽¹⁾: - None -Relationship with other Directors and Management⁽²⁾: - None -**Education/ Training:**

- Bachelor of Commerce (Major in Accounting), Curtin University of Technology, Australia
- Certified Practicing Accountant, CPA Australia
- Chartered Accountant, Malaysia Institute of Accountants

5 years past and present work experience

- Holding a position as Directorship/ Executive:

Position in Company and subsidiary	2026 - present	Director	Asia Aviation Plc.
	2026 - present	Director	Thai AirAsia Co., Ltd.
Position in Other Listed Companies (None)	-	-	-
Position in Non-Listed Companies (1 Company)	2026 - present	Group Chief Financial Officer	AirAsia X Berhad
	2025 - 2026	Chief Financial Officer	AirAsia Aviation Group Ltd.
	2009 - 2025	Director / Head, Client Coverage, Group Investment Banking	RHB Investment Bank Berhad

Position in Other company that compete with/ relate to Company that may cause conflict of interest: - None -

Attendance at the Meeting in 2025:

- The Board of Directors Meeting - 0/0 times
- The 2025 Annual General Meeting of Shareholders - 0/0 times

Illegal Record in past 10 years: - None -



¹ Including the shareholding from spouse and minor child

² Family relationship means relation by blood, wedding and registered by laws

Having the following interests in the Company, parent company, subsidiaries, affiliates or any legal entities that have Conflicts, at present or in the past 2 years:

- Being a director who takes part in managing day-to-day operation, an employee, or an advisor who receives a regular salary or fee - None -
- Being a professional service provider (i.e., auditor, lawyer) - None -
- Having the significant business relations that may affect the ability to perform independently - None -

Criteria for Nominating Directors:

The Board of Directors has duly considered and reviewed the nomination in accordance with the established criteria and the recommendation of the Nomination and Remuneration Committee, and is of the opinion that Mr. Low Kar Chuan possesses all qualifications as prescribed by law. He has extensive knowledge, expertise, and experience in accounting, finance, and investment, with a strong background as a senior finance executive within the Group. He also has in-depth understanding of the airline business and related industries, which will further strengthen the Board's composition and enhance its overall effectiveness. The Board therefore deems it appropriate to propose his re-election as a director of the Company for another term.