

Qualifications of Independent Directors

The Independent Directors shall possess all the qualifications required by the Capital Market Supervisory Board and the Stock Exchange of Thailand, and can oversee the interest of all shareholders equally without any conflicts of interests. The qualifications are as follows:

1. Holding not exceeding 1% of the total shares with voting rights of Asia Aviation Plc., its parent company, its subsidiary company, its associated company, major shareholder or control person of Asia Aviation Plc. (inclusive of the shares held by any related person of such Independent Director);

2. Not being, nor having been, a director who participates in the Management, an employee, staff member or advisor who receives a regular salary, or a control person of Asia Aviation Plc., its parent company, subsidiary company, its associated company, its subsidiary at the same level, Major Shareholder or control person of Asia Aviation Plc., unless the holding of the aforementioned positions has been discontinued for at least two years. However, such prohibition shall not apply in the case where such Independent Director has been a government official or consultant of the government sector, which is a Major Shareholder, or control person of Asia Aviation Plc.;

3. Not being person who has a relationship by blood or registration under laws, as father, mother, spouse, sibling, and child, including spouse of child, of its Directors, its Managements, its Major Shareholder, its control person or the person who will be nominated to take up the position of Director or Management or control person of Asia Aviation Plc. or its subsidiary;

4. Not having, or not having had, any business relationship with Asia Aviation Plc., its parent company, its subsidiary company, its associated company, Major Shareholder or control person of Asia Aviation Plc. in a manner which may obstruct its independent judgment. Additionally, not being or not having been a substantial Shareholder or control person of a person who has a business relationship with Asia Aviation Plc. its parent company, its subsidiary company, its associated company, Major Shareholder or control person of Asia Aviation Plc., unless such business relationship has been discontinued for at least two years.

(the aforementioned business relationship and transaction size shall have the same definition as in the Notification of the Thai Capital Market Supervisory Board Re: Application for and Approval of Offer for Sale of Newly Issued Shares);

5. Not being, or not having been, an auditor of Asia Aviation Plc., its parent company, its subsidiary company, its associated company, Major Shareholder, control person of Asia Aviation Plc., Major Shareholder or control person or the partner of the audit company for which the auditor of Asia Aviation Plc., its parent company, its subsidiary company, its associated company, Major Shareholder or control person of Asia Aviation Plc. has worked therein, unless such holding of the aforementioned positions has been discontinued for at least two years;

6. Not being or not having been a professional service provider, including service provided as legal counsel or financial advisor which is retained for a fee exceeding Baht two million per annum from Asia Aviation Plc., its parent company, its subsidiary company, its associated company, Major Shareholder or control person of Asia Aviation Plc., and not being Major Shareholder or control person or the partner of such professional service provider, unless such business relationship has been discontinued for at least two years;

7. Not being a director nominated to be a representative of a director of Asia Aviation Plc., Major Shareholder or Shareholder who are related persons to the Major Shareholder;

8. Not undertaking any business which has the same nature as and is in competition with the business of Asia Aviation Plc. or its subsidiary company or not being a partner of the partnership or a director who participates in the Management, an employee, a staff member, or advisor who receives a regular salary or holds shares exceeding 1% of the total shares with voting right of other companies which undertakes business of the same nature as and is in competition with the business of Asia Aviation Plc. or its subsidiary company; and

9. Having no other qualifications causing any inability to express independent judgment in respect of Asia Aviation Plc.'s business operation.

Profiles of Independent Director Appointed as Proxy Holders

Mr. Vichate Tantiwanich

Present Position: Chairman of the Board/ Chairman of the Audit Committee/
Independent Director/ Nomination and Remuneration Committee

The date of appointment as Director: 22 February 2018
(a tenure of 8 years and 2 months)

Age (years): 65

Address: 222, Don Mueang International Airport, 3rd Fl., Central Office Bldg.,
Room no. 3200, Vibhavadee Rangsit Road, Don Mueang, Bangkok



Shareholding Percentage of Asia Aviation PLC (%)⁽¹⁾: - None -

Relationship with other Management⁽²⁾: - None -

Education/ Training:

- Master of Business Administration (Finance and Marketing), University of Hartford, Connecticut, U.S.A.
- B.A. in Economics (Monetary Economics and Public Finance), Chulalongkorn University
- Diploma, The National Defence Course (Class 56/2013), Thailand National Defence College
- Capital Market Academy Leadership Program (CMA 1/2005), Capital Market Academy, The Stock Exchange of Thailand (SET)
- Director Certification Program (DCP 2/2000), Thai Institute of Directors Association (IOD)
- Director Accreditation Program (DAP 3/2006) Refresher, Thai Institute of Directors Association (IOD)
- Audit Committee Program (ACP 28/2018), Thai Institute of Directors Association (IOD)
- Top Executive Program in Commerce and Trade (TEPCOT 3)
- Leadership Program, Nida - Wharton School, University of Pennsylvania (2003)
- Leadership for Change 1 Right Livelihood Foundation

5 years past and present work experience

- Holding a position as Directorship/ Executive:

Position in Company and Subsidiary	2018 - present	Chairman/ Chairman of the Audit Committee/ Independent Director/ Nomination and Remuneration Committee	Asia Aviation Plc.
	2018 - present	Chairman/ Chairman of the Audit Committee/ Independent Director/ Nomination and Remuneration Committee/ Chairman of Corporate Governance and Sustainability Committee	Thai AirAsia Co., Ltd.

¹ Including the shareholding from spouse and minor child

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

Position in Other Listed Companies (4 Companies)	2025 - present	Director / Chairman of the Human Resource, Remuneration and Corporate Governance Committee / Chairman of the Executive Committee	DV8 Plc.
	2023 - present	Lead of the Independent Director / Nomination and Remuneration Committee	SCGJWD Logistic Plc.
	2022 - present	Independent Director/ Audit Committee/ Chairman of the Nomination and Remuneration Committee	Master Style Co., Ltd.
	2022 - present	Chairman of the Audit Committee/ Independent Director	Bangkok Genomics Innovation Plc.
	2017 - present	Chairman of the Audit Committee	SCG JWD Logistics Plc.
	2023 - 2025	Executive Chairman/ Director	ARIP Plc.
	2017 - 2023	Chairman/ Chairman of the Audit Committee	Thai Enger Holding Plc.
	2012 - 2023	Independent Director	Phatra Leasing Plc.
Position in Non Listed Companies (14 Companies)	2025 - present	Chairman of the Board	Smart and Livable City Co., Ltd.
	2024 - present	Director	Integrated Family Wealth Management Co., Ltd.
	2023 - present	Chairman of the Board	Kiff Capital Co., Ltd.
	2022 - present	Chairman of the Board	Cybertron Co., Ltd.
	2021 - present	Chairman of the Board	ACIS Professional Center Co., Ltd.
	2020 - present	Chairman of the Board	PMG Corporation Co., Ltd.
	2004 - present	Director	Nodus Tollens Co., Ltd.
	Present	Chairman of the Board	Sell Idea Co.,Ltd.
	Present	Chairman of the Board	Sharp Wrapbiz Co., Ltd.
	Present	Chairman of the Board	Super Brains City Co., Ltd.
	Present	Chairman of the Board	Mind2Market Co.,Ltd.
	Present	Chairman of the Board	Firm Co., Ltd.
	Present	Chairman of the Board	Vertical Link Co., Ltd.
	Present	Chairman of the Board	HBD Connect Co., Ltd
	2025	Director	The Fifth Element International Co., Ltd.
	2024 - 2025	Director	Sport Comrader Team Co., Ltd.
2023 - 2025	Chairman of the Board	Green Aranya Co., Ltd. (Formerly known as Carbon Coin Co., Ltd.)	

	2020 – 2025	Director	Thai Fight Asset Co., Ltd.
	2018 - 2023	Director	Inentec Energy International Co., Ltd.
	2017 - 2023	Independent Director/ Audit Committee	JWD Info Logistics Plc.
	2022	Chairman of the Board	BRR Innovation Renewable Technology Co., Ltd.
	2022	Director	Great Value Solutions Co., Ltd.
	2018 - 2021	Chairman of the Board/ Chairman of the Audit Committee	GMO-Z.com Cryptonomics (Thailand) Co., Ltd.

- Holding advisory roles and positions in other organisations:

Position in Other Listed Companies	2025 - present	Advisor	ARIP Plc.
	2023 - present	Chief Advisor	Thai Enger Holding Plc.
	2020 - present	Advisor to the Board	Buriram Sugar Plc.
Position in Non Listed Companies	2022 - 2023	Advisor	BRR Innovation Renewable Technology Co., Ltd.
	2017 - 2021	Advisor to the Board	PMG Corporation Co., Ltd.
Other Organisations	2024 - present	Vice President 2/ Chairman of Member Benefits and Road Safety Committee	The Royal Automobile Association of Thailand
	2023 - present	President of the Institute	Smart and Liveable Cities Institute for Collaboration (SLIC)
	2022 - present	Chairman of subcommittee for the “TED Market Scaling Up” Program (Market Expansion Support for Technology and Innovation Entrepreneurs)	Technology and Innovation-Based Enterprise Development Fund (TED Fund)
	2021 - present	President of the Association	Association of Family Business Entrepreneurs (AFBE)
	2021 - present	Director	Agriculture and Cooperatives Executive Program (ACE)
	2021 - present	Subcommittee on Screening of State Enterprise Problems	State Enterprise Policy Office (SEPO)
	2020 - present	Chairman of subcommittee on Screening and Selecting Entrepreneurs (Central Region Funding Applications)	Technology and Innovation-Based Enterprise Development Fund (TED Fund)

	2019 - present	National Cybersecurity Committee (NCSC) / Expert Committee in finance	Ministry of Digital Economy and Society (MDES)
	2012 - present	Advisor to Directors of Capital Market Academy	Stock Exchange of Thailand
	2021 - 2024	Advisor	Thailand Future Foundation
	2020 - 2024	Expert Member in Finance, Economics, and Fund Management	Technology and Innovation-Based Enterprise Development Fund (TED Fund)
	2018 - 2021	Advisor to Directors of Biotech Industry Club	The Federation of Thai Industries (F.T.I)

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

Attendance at the Meeting in 2025:

- The Board of Directors Meeting - 8/8 times
- The Audit Committee Meeting - 5/5 times
- The Nomination and Remuneration Committee Meeting - 3/3 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 -

Conflict of Interest in this meeting:

- Agenda 8 To consider and approve the remuneration of the Company's Board of Directors for 2026

Conflict of Special Interest in this meeting: - None -

Mr. Veerayooth Bodharamik

Present Position: Director/ Audit Committee/ Independent Director/
Chairman of Nomination and Remuneration Committee

The date of appointment as Director: 22 February 2018 (5 years)
(a tenure of 8 years and 2 months)

Age (years): 56

Address: 222, Don Mueang International Airport, 3rd Fl., Central Office Bldg.,
Room no. 3200, Vibhavadee Rangsit Road, Don Mueang, Bangkok



Shareholding Percentage of Asia Aviation PLC (%)⁽¹⁾: - None -

Relationship with other Management⁽²⁾: - None -

Education/ Training:

- Bachelor's Degree in Faculty of Law, Chulalongkorn University
- Director Accreditation Program (DAP 264/2018), Thai Institute of Directors Association (IOD)
- Diploma, The National Defence Course (Class 62/2019), Thailand National Defence College
- Development of Senior Management Training Project, Royal Thai Police in the fiscal year 2020
- Joint Government-Private Sector Administration of Society's Peace and Order Course (Class 10)
- Advanced Training Course for Justice Administrators: "Attorney General Training Course" (Class 15/2024), Office of the Attorney General
- Role of the Chairman Program (RCP) Class 59/2025, Thai Institute of Directors Association (IOD)
- Environmental Governance for Senior Executives Program (Class 12)
- The Executive Program in Energy Literacy for a Sustainable Future, (TEA Class 22), Thailand Energy Academy

5 years past and present work experience

- Holding a position as Directorship/ Executive:

Position in Company and Subsidiary	2018 - present	Director/ Audit Committee/ Independent Director	Asia Aviation Plc.
	2024 - present	Chairman of Nomination and Remuneration Committee	Asia Aviation Plc.
	2021 - present	Director/ Audit Committee/ Independent Director	Thai AirAsia Co., Ltd.
	2018 - 2024	Nomination and Remuneration Committee	Asia Aviation Plc.

¹ Including the shareholding from spouse and minor child

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

Position in Other Listed Companies (2 Companies)	2025 - present	Chairman of the Board of Directors	Jasmine International Plc.
	2023 - present	Director	Jasmine International Plc.
	2021 - present	Director	Jasmine Technology Solution Plc.
	2024 - 2026	Chairman of the Board of Directors	Jasmine Technology Solution Plc.
	2018 - 2022	Vice Chairman of the Board of Directors/ Chairman of Audit Committee/ Nomination and Remuneration Committee/ Independent Director	Wow Factor Plc. (formerly known as Electronics Industry Plc.)
	2009 - 2022	Vice President Government Affairs and Community Management Division	Areeya Property Plc.
Position in Non Listed Companies (20 Companies)	2025 - present	Director	Chamchuri United Co., Ltd.
	2024 - present	Director	JAS TV Co., Ltd.
	2024 - present	Director	Sport Comrader Team Co., Ltd.
	2024 - present	Senior Vice President office of President/ Director	Premium Assets Co., Ltd.
	2024 - present	Director	Cloud Computing Solutions Co., Ltd.
	2024 - present	Director	KSC Commercial Internet Co., Ltd.
	2024 - present	Director	Internet Knowledge Service Center Co., Ltd.
	2023 - present	Director	Smart Highway Co., Ltd.
	2023 - present	Director	Jasmine Internet Co., Ltd.
	2023 - present	Director	Jas Green Co., Ltd.
	2023 - present	Director	Jasmine Submarine Telecommunications Co., Ltd.
	2023 - present	Director	Jasmine International Overseas Co., Ltd.
	2023 - present	Director	Acumen Co., Ltd.
	2023 - present	Director	Aces (Thailand) Co., Ltd.
	2023 - present	Director	Aces Regional Service Co., Ltd.
	2019 - present	Senior Vice President – Head of Corporate	Mono Broadcast Co., Ltd.
2015 - present	Director	V.B.Corporation Co.,Ltd.	
2023 - present	Director	Mobile Communication Services Co., Ltd.	

	2023 - present	Director	Thai Long Distance
	2023 - present	Director	Palit Palangngan Co., Ltd.
	2023 - 2024	Director	Three BB TV Co., Ltd.
	2020 - 2024	Director	Alternate Journey Co., Ltd.
	2019 - 2023	Senior Vice President office of President	Triple T Broadband Plc.
	2019 - 2022	Managing Director	Grow Green Consultant Co., Ltd.
	2019 - 2021	Chairman of Board of Directors	Thailand Professional Basketball League Co., Ltd.

- Advisor and position in other organisation

Other Organisations	2022 - 2023	Advisor	Office of the National Security Council
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Position in other company that compete with/ relate to the Company that may cause conflict of interest: - None -

Attend of the Meeting in 2025:

- The Board of Directors Meeting - 8/8 times
- Audit Committee Meeting - 5/5 times
- Nomination and Remuneration Committee Meeting - 3/3 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 -

Conflict of Interest in this meeting:

- Agenda 8 To consider and approve the remuneration of the Company's Board of Directors for 2026

Conflict of Special Interest in this meeting: - None -

Mr. Sirot Setabandhu

Present Position: Director/ Independent Director/
Nomination and Remuneration Committee

The date of appointment as Director: 26 November 2021
(a tenure of 4 years and 5 months)

Age (years): 53

Address: 222, Don Mueang International Airport, 3rd Fl., Central Office Bldg.,
Room no. 3200, Vibhavadee Rangsit Road, Don Mueang, Bangkok



Shareholding Percentage of Asia Aviation PLC (%)⁽¹⁾: - None -

Relationship with other Management⁽²⁾: - None -

Education/ Training:

- Master of MBA George Washington University, Washington D.C., U.S.A.
- Bachelor of Engineering, King Mongkut's Institute of Technology Ladkrabang
- Directors Accreditation Program (DAP 27/2004), Thai Institute of Directors Association (IOD)

5 years past and present work experience

- Holding a position as Directorship/ Executive:

Position in Company and Subsidiary	2021 - present	Director/ Independent Director	Asia Aviation Plc.
	2024 - present	Nomination and Remuneration Committee	Asia Aviation Plc.
	2021 - present	Director/ Independent Director	Thai AirAsia Co., Ltd.
	2023 - present	Chairman of Safety Committee	Thai AirAsia Co., Ltd.
Position in Other Listed Companies (2 Companies)	2024 - present	Director	The ONE Enterprise Plc.
	2023 - present	Director/ Executive Director	Power Solution Technology Plc.
Position in Non Listed Companies (9 Companies)	2024 - present	Director/ Chairman of Audit Committee/ Nomination and Remuneration Committee	APEX Medical Center Co., Ltd.
	2023 - present	Director	Biggas Technology Co., Ltd.
	2023 - present	Director	Beyond Ventures Co., Ltd.
	2023 - present	Director	A List Venture Co., Ltd.
	2023 - present	Director	Thai Pipeline Network Co., Ltd.
	2013 - present	Managing Partner	EXFORMAT FILM Co., Ltd.

¹ Including the shareholding from spouse and minor child

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

	2011 - present	Managing Partner	EXFORMAT Co., Ltd.
	2004 - present	Director	KEV International Co., Ltd.
	2003 - present	Director	Vichitranant Property Co., Ltd.
	2021 - 2024	Executive Board	ETRAN (THAILAND) Co., Ltd.

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

Attend of the Meeting in 2025:

- The Board of Directors Meeting - 8/8 times
- Nomination and Remuneration Committee Meeting - 3/3 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 -

Conflict of Interest in this meeting:

- Agenda 8 To consider and approve the remuneration of the Company's Board of Directors for 2026

Conflict of Special Interest in this meeting: - None -