Advance nomination of candidate for election as director

To promote good corporate governance of Harn Engineering Solutions Public Company Limited (the "Company"), and in line with the Company's commitment to elevating its existing practices into clear, standardized, and systematic frameworks grounded in integrity, ethics, and transparency, while recognizing the vital importance of shareholders and stakeholders, the Company provides shareholders with the opportunity to nominate qualified candidates for election as company directors to be included in the agenda of the 2027 Annual General Meeting of Shareholders. The Company shall consider granting such shareholder rights in accordance with the criteria established by the Company as follows:

1. Qualifications of Shareholders

Shareholders eligible to nominate candidates for election as company directors must comply with the provisions set forth under Section 89/28 of the Securities and Exchange Act B.E. 2535 (1992) and the relevant notifications of the Capital Market Supervisory Board. Specifically, such shareholder(s) may consist of a single shareholder or combined shareholders who hold shares and voting rights amounting to not less than 5 percent of the Company's total voting rights (not less than 14,612,500 shares) as of the date of proposing the meeting agenda item and/or nominating the candidate for election as director, and must maintain such minimum shareholding ratio as of the Record Date determining shareholder eligibility to attend the Annual General Meeting of Shareholders.

2. Nomination of Candidates for Election as Directors

2.1 Qualifications and Prohibited Characteristics of Directors

2.1.1 Possess all requisite qualifications and have no prohibited characteristics under the Securities and Exchange Act B.E. 2535 (1992), the Public Limited Companies Act B.E. 2535 (1992), as well as the regulations of the Securities and Exchange Commission, the Capital Market Supervisory Board, the Stock Exchange of Thailand, and the Articles of Association of the Company.

2.1.2 Be an individual with knowledge, capability, and experience that are beneficial to the Company's business operations; demonstrate honesty, integrity, and business ethics; and have sufficient time to fully dedicate their knowledge, capability, and performance of duties to the Company.

2.1.3 Possess no characteristics indicating a lack of suitability to be entrusted with the management of a publicly held business in accordance with the notifications prescribed by the Securities and Exchange Commission; and be an individual listed in the database of directors and executives of securities issuing companies pursuant to the Notification of the Capital Market Supervisory Board regarding Rules for Listing Names of Persons on Database of Directors and Executives of Securities Issuing Companies.

2.1.4 Not operate any business of the same nature as and in competition with the business of the Company, nor be a partner in a partnership or a director in another juristic person of the same nature and in competition with the business of the Company, whether for their own benefit or for the benefit of other persons, unless such condition has been disclosed to the Annual General Meeting of Shareholders prior to the passing of the appointment resolution.

2.2 Procedures for Completing the "Nomination Form for Director Candidate"

2.2.1 Shareholders who possess all the qualifications set forth in Clause 1 and have considered the candidate nomination in accordance with Clause 2 must complete the "Nomination Form for Director Candidate" attached to these criteria, or may initially notify the Company Secretary via email at secretary@harn.co.th prior to submitting the original "Nomination Form for Director Candidate" to the Board of Directors thereafter, accompanied by the following supporting documents:

- Evidence of shareholding in accordance with the criteria, namely a certification letter issued by a securities company, or other evidence issued by Thailand Securities Depository Co., Ltd. (TSD) or the Stock Exchange of Thailand (SET).
- Evidence of consent from the nominated candidate.
- Supporting documents for qualification assessment, namely the educational background and work history of the nominated candidate.

In this regard, the shareholder must submit the original signed "Nomination Form for Director Candidate" as evidence pursuant to Notes 1 and 2, along with any additional supporting documents beneficial to the Board of Directors' consideration, to the Company <u>by December 31, 2026,</u> with the postal postmark date deemed determinative, at the following address:

Harn Engineering Solutions Public Company Limited (Head Office)
Company Secretary Division, 4th Floor
No. 559, Soi Soonvijai 4, Rama 9 Road,
Bangkapi Subdistrict, Huai Khwang District, Bangkok 10310
(Nomination of Candidates for Director Election for the 2027 Annual General Meeting of Shareholders)

2.2.2 In the case where multiple shareholders jointly qualify under Clause 1 and nominate candidate(s) for election as director to the Board of Directors, the procedures are as follows:

A. The first shareholder must complete all details in the "Nomination Form for Director Candidate" in full and sign as evidence.

B. The second shareholder onwards must complete only Item (1) and Item (2) of the "Nomination Form for Director Candidate" in full, and each shareholder must sign as evidence.

C. Consolidate the "Nomination Form for Director Candidate," the evidence specified in (1), and any additional supporting documents (if any) of all shareholders into a single package and submit it to the Board of Directors.

2.2.3 In the case where a single shareholder or multiple shareholders qualifying under Clause 1 nominate more than one candidate for election as director, the shareholder(s) must prepare one "Nomination Form for Director Candidate" per candidate, sign each form completely as evidence, and attach the requisite supporting documents for each nominated candidate.

3. <u>Consideration by the Board of Directors</u>

3.1 The Company Secretary shall conduct a preliminary screening of all documentation. If the information is incomplete, the Company Secretary shall notify the nominating shareholder(s) for rectification and completion prior to submission to the Nomination and Remuneration Committee.

3.2 The Nomination and Remuneration Committee shall screen and submit the qualified candidate(s) to the Board of Directors. Candidates approved by the Board of Directors shall be included in the agenda of the Annual General Meeting of Shareholders in the Invitation Letter to the 2027 Annual General Meeting of Shareholders, accompanied by the Board of Directors' opinions. For candidates who are not endorsed by the Board of Directors, the Company shall inform the nominating shareholder(s) of the outcome and rationale via email or other appropriate channels following the Board of Directors' meeting. The decision of the Board of Directors shall be deemed final.

Director Candidate Nomination Form

(1) I, (Mr. / Mrs. / Miss)………………………………………………………………………………….……….…….. , being a shareholder of Harn Engineering Solutions Public Company Limited, holding a total of ……………………………..………………………...shares, residing at Address No. …………...…………, Road …………………………….…., Sub-district /District …………………….…………, District/Area Province…………………………..…………….., Province…………………………………., Postal Code …………………, Mobile Phone………………………….., Home/Office Phone ………………………………, Email …………………………….…….

(2) I would like to nominate (Mr./ Mrs./ Miss) …………………………………….…….….…………………… Age........................years, for election as a director of Harn Engineering Solutions Public Company Limited, who possesses all requisite qualifications and has no prohibited characteristics pursuant to the criteria of the Company, and has provided evidence of consent from the nominated candidate, together with supporting documents for qualification assessment, namely educational background and work history and additional supporting documents, certified true and correct on every page, totaling............................page(s).

I hereby certify that the statements in this "Nomination Form for Director Candidate" the evidence of shareholding, the consent letter, and all supporting documents are true and correct in all respects. In witness whereof, I have affixed my signature hereto.

………………………………………….…. Shareholder

(……………………………………………….)

Date …………………………………………

(3) I, (Mr. / Mrs. / Miss)………………………………………………………………………….…………………………………….

The person nominated for election as a director under Item (2) hereby consents and certifies that I possess all requisite qualifications and have no prohibited characteristics pursuant to Clause 2.1 of the Criteria for Granting Shareholders the Right to Nominate Candidates for Election as Directors, and agree to comply with the Company's Good Corporate Governance. In witness whereof, I have affixed my signature hereto:

…………………………………………….…. Nominated Candidate

(………………………………………………….)

Date …………………...……………………….

Notes: Supporting Documents to be Attached to the "Nomination Form for Director Candidate"

1. Evidence of Shareholding: A certification letter issued by a securities company, or other evidence issued by Thailand Securities Depository Co., Ltd. (TSD) or the Stock Exchange of Thailand (SET).
2. Identification Documents: In the case of an individual shareholder, a certified true copy of the national identification card or passport (for foreigners) must be attached. In the case of a juristic person shareholder, a certified true copy of the affidavit/certificate of corporate registration issued within the past 3 months, together with a certified true copy of the national identification card or passport (for foreigners) of the authorized director who signed this form, must be attached.
3. Shareholders may submit the "Nomination Form for Director Candidate" via email to the Company Secretary at secretary@harn.co.th prior to submitting the original "Nomination Form for Director Candidate" for election as a company director.
4. The original "Nomination Form for Director Candidate" must reach the Company **by December 31, 2026**, for the Board of Directors to consider in accordance with the Company's criteria and propose to the 2027 Annual General Meeting of Shareholders.

HARN
Engineering Solutions

Information Form for Nominated Candidate for Director Election for the Year 2027 and Letter of Consent

Photo

Name/Surname (Thai)...

(English)...

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

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

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

Mobile Phone... Home/Work Phone... Email...

Shareholding in Harn Engineering Solutions Public Company Limited as of................................. No. of shares..................................... shares

Marital status

Spouse's name.. Holding Company Shares: .... shares

Children............ Person(s), namely:

1. ....Age.......................... years, Holding Company Shares: .... Shares
2. ....Age.......................... years, Holding Company Shares: .... Shares
3. ....Age.......................... years, Holding Company Shares: .... Shares

Educational Background (Please attach a copy of educational certificates)

Educational Institution	Degree / Major	Year of Graduation
....	....	....
....	....	....
....	....	....

Work Experience (Please attach additional curriculum vitae/resume)

Company	Type of Business	Position	from Year – To Year
....	....	....	....
....	....	....	....
....	....	....	....
....	....	....	....

Relevant Training Courses Organized by the Thai Institute of Directors Association (IOD) (Please attach a copy of training certificates)

	Class / Batch and Year of Training
☐ Director Certification Program (DCP)	....
☐ Director Accreditation Program (DAP)	....
☐ Audit Committee Program (ACP)	....
☐ Board Nomination & Compensation (BNCP)	....
☐ Other (please specify)	....

Direct and indirect interests in the Company, subsidiaries, associated companies, and related contracting companies (in the event of any direct or indirect interest, please clearly specify the nature of the transaction/activity, the nature of the interest, and the monetary value involved)

....
....
....

Shareholding or directorship in subsidiaries, associated companies, or related companies of Harn Engineering Solutions Public Company Limited (in the event of shareholding, please specify the company name, number of shares held, percentage of registered capital, and the status of the investee company as a subsidiary, associated company, or related company; or in the case of holding a directorship, please specify the company name and the status of such company as a subsidiary, associated company, or related company)

....
....
....

Shareholding, partnership, or directorship in companies operating businesses of the same nature and in competition with the business of the Company (please specify the name of the partnership/company, number of shares held, percentage of registered capital, and the type of business conducted)

....
....
....

Consent

I, ..., acknowledge and consent to being nominated for election as a director of Harn Engineering Solutions Public Company Limited at the 2027 Annual General Meeting of Shareholders, and hereby certify that my information provided above and the supporting documents submitted herewith are true, correct, complete, not false, and do not omit any material facts that ought to be stated. Furthermore, I hereby certify that I possess all requisite qualifications and have no prohibited characteristics under the public limited companies' law, the securities and exchange law, the rules and regulations of the Company and relevant regulatory authorities, the Good Corporate Governance of the Company, and the criteria under Clause 2. In addition, should I be selected by the Board of Directors for nomination to the Shareholders' Meeting, I shall extend my full cooperation to the Company and strictly abide by the rules and regulations of the Company going forward.

I have thoroughly read and reviewed the details specified in the Company's Personal Data Protection Policy (https://www.harn.co.th/storage/downloads/corporate-governance/corporate-policy/harn-personal-data-protection-policy-th.pdf) and acknowledge that my personal data, as well as the personal data of any third parties disclosed by me to the Company (if any), shall be processed and protected under said Personal Data Protection Policy. I hereby confirm and represent that I have procured that such third parties read the details specified in said Personal Data Protection Policy and have duly and lawfully obtained their consent to provide their personal data to the Company in all respects. Furthermore, I acknowledge that sensitive personal data may be included herein; by signing this Information Form, I agree and consent to the Company processing such sensitive personal data for the Company's operational purposes.

………………………………………………….. Nominated Candidate

(…………………………………………………..)

Date …………………...……………………….