7.4 Information on the executives

In 2025, the list of executives has been disclosed in accordance with the Notification of the Capital Market Supervisory Board No. TorJor. 72/2564. The disclosed executives include the manager or the first four senior executives ranked immediately below the Managing Director or equivalent position, as well as senior executives in the accounting or finance functions at the department manager level.

7.4.1 List and positions of the executive

As of August 8, 2025, the Board of Directors' Meeting No. 4/2025 resolved to appoint Mr. Sathish Kumar Pushparaj as the Managing Director of Golden Lime Public Company Limited and as the Managing Director of Thai Marble Corporation Limited (a subsidiary). The list of executives following the change of Chief Executive Officer of the Company and its subsidiary is as follows:

List of executives	Position	First appointment date	Skills and expertise
1. Mr. SATHISH KUMAR PUSHPARAJ Gender: Male Age : 41years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : No Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Managing Director (The highest-ranking executive)	1 Jul 2025	Petrochemicals & Chemicals, Engineering, Business Administration
2. Mr. Manop SaengChamnong Gender: Male Age : 50 years Highest level of education : Doctoral degree Study field of the highest level of education : Human and Organizational Development Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Deputy Managing Director	1 Jul 2025	Engineering, Corporate Management, Human Resource Management, Business Administration
3. Mr. Somchai Jaturanont Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Sales Marketing, Senior Executive Manager.	15 May 2018	Petrochemicals & Chemicals, Marketing, Engineering, Transportation & Logistics

Information on the executives

List of executives	Position	First appointment date	Skills and expertise
4. Mrs. Sutharinee Chairatana Gender: Female Age : 41 years Highest level of education : Master's degree Study field of the highest level of education : Human Resources and Organization Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Human Resources, Senior Executive Manager	1 Oct 2024	Human Resource Management, Corporate Management
5. Ms. Bunyawhad Thanasomboon(*) Gender: Female Age : 37 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	Financial & Accounting, Senior Executive Manager	1 Nov 2024	Finance, Data Analysis, Budgeting, Commerce, Banking
6. Ms. Amornpan Suwanrat(**) Gender: Female Age : 58 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : Yes	Finance and Accounting Senior Manager	15 May 2018	Accounting
7. Ms. Thidarat Sihawanlop Gender: Female Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Computer Information Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Office Administration Senior Manager and Company Secretary	15 May 2018	Data Management, Data Analysis, Corporate Management, Sustainability, Budgeting

Information on the executives

List of executives	Position	First appointment date	Skills and expertise
8. Mr. Sorawee Ruangtup Gender: Male Age : 44 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Supply Chain Management and Customer Support Senior Manager	1 Jul 2025	Engineering, Project Management

Additional Explanation :(*) Highest responsibility in corporate accounting and finance
(**) Accounting supervisor
(***) Appointed after the fiscal year end of the reporting year

Note: (1) In case there are any changes of the persons holding equivalent position to the fourth executive, the Company shall report and disclose to SEC and SET accordingly. In case of holding the company's shares (or holding SUTHA shares), the holdings and changes in holdings from either purchase or sell of the company's shares must be reported in accordance with the 59 SEC's Report Form.

(2) For details on the education, background information, and experience of the executives, the company has provided this information in **Attachment 1** : Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision, the Company's secretary.

Organization structure diagram of the highest-ranking executive and the next four executives

Separation of Chairman and Managing Director roles

1. The Board of Directors defines the roles and responsibilities of Chairman and Managing Director of the Company to ensure that both positions have effective checks and balances of power. The two positions should be held by different individuals.
2. Managing Director is the highest-ranking officer across the Company and its subsidiary Company. He is responsible for the day-to-day business of the Company and its subsidiary companies, within the authorities as delegated by the Board of Director. The primary duties of the Managing Director are as follows;

Duties of a Managing Director or a chief of the management are;

Managing Director is the highest-ranking officer across the Company and its subsidiary Company. He is responsible for the day-to-day business of the Company and its subsidiary companies, within the authorities as delegated by the Board of Director.

Perform their duties in accordance with the laws, the Articles of Association and the objectives of the Company as well as all legitimate resolutions of the Board of Directors meetings and the shareholders meetings and in compliance with **their duty of care and duty of loyalty (Securities and Exchange Act. Section 89/7, Section 89/8, Section 89/9 and Section 89/10)**

SECTION 89/7. In conducting the business of the company, an executive shall perform his duty with responsibility, due care and loyalty, and shall comply with all laws, the objectives, the articles of association of the company, the resolutions of the board of directors and the resolutions of the shareholders' meeting.

SECTION 89/8. In performing duty with responsibility and due care, an executive shall act in the similar manner as an ordinary person undertaking the like business under the similar circumstance.

Any matter proven by the executive that, at the time of considering such matter, his decision has met the following requirements shall be deemed that the said executive has performed his duty with responsibility and due care under the first paragraph:

(1) decision has been made with honest belief and reasonable ground that it is for the best interest of the company;
(2) decision has been made in reliance of information honestly believed to be sufficient; and
(3) decision has been made without his interest, whether directly or indirectly, in such matter.

SECTION 89/9. In considering whether each executive has performed his duty with responsibility and due care, the following factors shall be taken into account :

(1) position in the company held by such person at that time;
(2) scope of responsibility in the position of such person in accordance with the laws or as assigned by the board of directors and;
(3) qualification, knowledge, capability, and experience including purposes of appointment.

SECTION 89/10. In performing duty with loyalty, an executive shall :

(1) act in good faith for the best interest of the company;
(2) act with proper purpose and;
(3) not act in significant conflicts with the interest of the company.

a) Supervise and responsible for the operating results of the Company in profit and loss.
b) Supervise the operation and /or daily management of the management department to ensure that it is in accordance with objectives and goals received from the Board of Directors and policies from the group of shareholders, including the implementation of laws, regulations and related laws.
c) Control in order to comply with accounting, tax, labor, environment, safety and other matters associated.

d) Representing the authorized person from the Company in accordance with the law to communicate with external stakeholders (in terms of the environment, departments that are licensed, local government organizations, government agencies, banks, private organizations).

e) To comply with policies, plans, and budgets approved by the Board of Directors or the Executive Committee including policies from the group of shareholders and the scope of the following matters;
1) Developing strategies, plans, operations, and monitoring.
2) Business development under the coordination of support in licensed businesses, including production, investment, together with environmental responsibility and risk management.
3) Relevant rules and regulations;
4) Human resource administration and responsibility including organizational structure adjustment and human resource management and communication with employees in accordance with labor laws and disciplinary processes and to ensure adequate resource planning.
5) Implementation and management to work in the workplace are professional and effective.
6) Be a leader in negotiating procurement and conducting related activities with managing important assets.
7) Management for stakeholders according to the good corporate governance policy and business ethics.
8) Administrate the Company's business in line with the objectives, regulations, policy rules, requirements, orders and resolutions of the General Meeting of Shareholders, or the Board of Directors and the Executive Committee.

However, the authority of the Managing Director does not cover the approval of any transactions likely to cause conflicts or any transactions with which the Managing Director or his related parties may have conflicts of interests with the Company or its subsidiaries according to regulations of the Stock Exchange of Thailand (SET). Approval for such actions must be presented to a meeting of the Board of Directors and/or the General Meeting of Shareholders as required by the Company's regulations or related laws unless the approval is for the regular business operation which has been deliberated and approved by the Board of Directors.

Directorship in other listed companies held by Chief Executive Officer or Managing Director and Top Management of the Company

The Board of Directors allows the Chief Executive Officer or Managing Director or top executives of the Company to take directorship in the Group companies or Subsidiaries and most of them are appointed as directors of companies in the Group and Subsidiaries; in all it is of benefit to the Company, not affecting the performance of their respective duties and responsibilities.

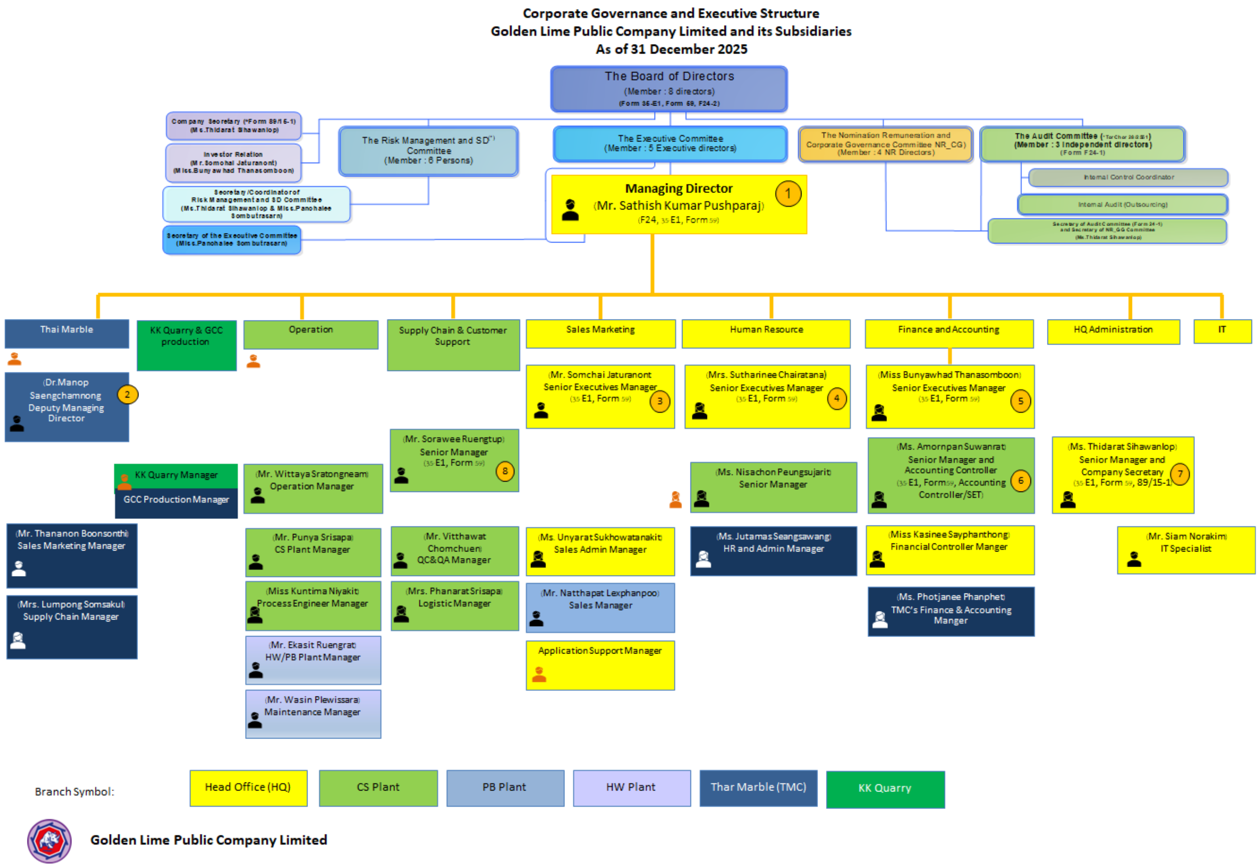
Succession Planning Policy for Directors and Top management

The Board is responsible for succession planning to assure the effectiveness and the good preparation when changes have occurred or any directors or top management resigns (whether planned or not) to ensure the continuity in operations and management. The Board should consider to promote people from inside the organization and, in case of absence of internally qualified and capable people, recruit from outside.The Persons proposed to the Board of Directors Meeting for consideration shall meet the qualification of directors or qualification of the Executives for the Listed Company and must not have any prohibited characteristic under the Public Limited Companies Act and the Securities Exchange Act. In case of a newly proposed director, the Board of Directors shall propose the candidate director to the Shareholders Meeting for approval of the appointment.

The Managing Director is responsible for ensuring a succession plan is in place for the Head of Divisions in the Company with the assistance from the top Management. Alternatively, the Chief of each division will select the internal appropriate person or, in the absence of internally qualified people, shall consider recruiting from outside or mandate a professional recruitment company to find appropriate candidate persons to be sent to the Company for selection.

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure of the highest-ranking executive and the next four executives as of date: 31 Dec 2025



The corporate governance, executive, and management structure, as presented in the remuneration reporting, consists of the following executives:

	31.12.2025	Resigned	31.12.2025	% Male	Resigned	31.12.2025	% Female
Highest-ranking executives and the next four executives	7	2	4	57%	3	3	43%
Accounting supervisor	1	1	-	-		1	100%
Executives according to the Notification from SEC	**8**	**2**	**8**	**50%**	**4**	**4**	**50%**
The company and its subsidiary's Executives							
Executives high level	5	3	3	60%	-	2	40%
Senior Managers	4	-	1	25%	1	3	75%
Management	15	-	8	53%	-	7	47%
Executives and Management	**24**	**3**	**12**	**50%**	**1**	**12**	**50%**
GL	**19**		**10**	**53%**		**9**	**47%**
TMC	**5**	**1**	**2**	**40%**		**3**	**60%**
Local	**23**		**11**	**46%**		**12**	**50%**
Foreigner	**1**		**1**	**4%**		**-**	**-**

7.4.2 Remuneration policy for executive directors and executives

Directors' Remuneration

The Company maintains a policy of compensating directors and executives at a suitable level, which is determined by comparing industry standards and evaluating the Company's performance, as well as the specific duties and responsibilities of each director and executive. Directors who serve on the audit committee will be compensated for their roles, while those on the nomination committee will also receive remuneration, with attention to both compensation and corporate governance.

The Shareholders meeting must approve the remuneration for the directors, while the Board of Directors meeting is responsible for approving the remuneration of the Executives.

1) Yearly remuneration
2) Board of Director Meeting Allowance
3) Audit Committee Meeting Allowance
4) Nomination Remuneration and Corporate Governances Committee Meeting
5) Bonus which is considered as per proposed by the Nomination and Remuneration Committee to the Board of Directors under the amount approved by the shareholders' meeting.

Guidelines

1) Directors' remuneration must be approved by the company's shareholder meeting.
2) The remuneration of directors is proposed to the Nomination and Remuneration Committee then the board must review the proposal before presenting it to the annual general shareholders' meeting for approval.
3) Remuneration depends on each director's responsibilities, duties , performance added with attendance fee ; Board meetings, Audit Committee Meeting , NRCG meeting with fixed rate paid to the Chairman and each director.
4) Director who has been holding office for less than one year, his remuneration is based on the office period in the year.
5) Bonus for directors based on the dividend payment not exceeding 0.5 percent of the estimated number of dividends paid and not exceeding the amount approved by the shareholders' meeting. If no dividend payment is announced, no bonuses for directors in that year.
6) Remuneration shall follow what has been approved by AGM only without any other additional privileges
7) Any change shall be presented to the NRCG meeting then to the Board of Directors meeting and proposed to the shareholder meeting accordingly.
8) The disclosure of each remuneration either individual or entire payment should be presented in the annual report via SET and the website of the company.

The Executive Committee's Remuneration:

The company has not determined the remuneration for the Executive Committee

Does the board of directors or the remuneration committee have an opinion on the remuneration policy for executive directors and executives : Yes

In 2025, the Nomination Remuneration Committee reviews the annual renumeration proposal, which will be included in the agenda for its annual meeting. The proposal for executive annual renumeration is scheduled in February. Additionally, the bonus proposal, based on performance or rewards in line with the bonus policy

(Incentive package) for top executives, will be addressed in April.

CEO and Executives' Remuneration

The Company has set the remuneration to the Executives individual that shall receive appropriate remuneration, in consideration of their employment agreement as an individual contract and individual duties and responsibilities, knowledge and experience, as well as the executive's performance (KPI) in conjunction with the company's overall operational performance, according to the remuneration policy. Moreover, the assessment of economic prospects and the Company's plans are also used for determining remuneration for the executives.

Guidelines

1) Remuneration for the top executive will be reviewed by the major shareholders if the executive is nominated by that shareholder. The payment rate will align with the employment contract agreed upon with the main shareholder. The Nomination Renumeration Committee will assess the appropriateness of the rewards and provide their opinion before presenting it at the annual board meeting.
2) The Company discloses total compensation for directors and executives during NRCG and Board meetings, which will be included in the annual report. Details on top executive pay, annual salaries of other executives, and overall executive compensation will also be available in the annual report and on the Company's website.

Compensation or other non-monetary benefits

The Company provides not only monetary remuneration to Directors and Executives but also compensation or other non-monetary benefits, which will be considered as income for them as outlined below.

1. Directors' and Officers' Liability Insurance (D&O) provides coverage for Management Liability of Directors and Officers, whether actions were taken or merely alleged. The primary coverage includes financial damages and legal defense costs, limited as specified in the annually renewed policy.
2. Life and health insurance for senior executives is provided according to the terms outlined in their employment contracts.
3. Senior executives receive accommodation, medical expenses, and child tuition fees as stipulated in their individual employment agreements.
4. Official vehicles are provided for senior executives in designated positions, following the Company or its subsidiaries' policies. The Company covers all related costs, including inspections, repairs, registration, insurance, tolls, and fuel.
5. Senior executives in specific roles are provided with mobile phones and coverage for telephone and internet services, with the Company responsible for all associated costs.

In 2024, the Remuneration Committee approved the adjustment of the criteria for considering the bonus payment guidelines (additional rewards to incentivize performance) for middle management. The approved criteria adjustments are as follows

The criteria are as follows: (Incentives)

Middle management : Nominal 15% payout based on recommendation by superior + validation by higher management in a performance discussion session

KPIs such as:

1. Revenue growth
2. Free cash flow
3. EBITDA
4. ROCE (return on capital employed)
5. Health & Safety achievement

Criteria for Incentive package based on performance for senior executives:

The incentive package for senior executives is established based on the performance metrics of each individual, which are assessed by the top executive and subsequently approved by the management of the Shareholders' group. The evaluation of the top executive or CEO involves a review of performance outcomes according to established criteria, alongside the evaluation standards set by regional managements .The results of this evaluation will be submitted to the Nomination and Remuneration Committee for annual review and approval.

Resolution of the Nomination and remuneration Committee: deemed it appropriate to approve the proposal

7.4.3 Remuneration of executive directors and executives

In 2025, the Company adjusted the disclosure format of the remuneration of directors and executives according to the eOne Report platform disclosing the monetary remuneration of directors and executives and other remuneration of directors and executives.

Monetary remuneration of executive directors and executives

Directors and Executives' Remuneration	Y2023	Y2024	Y2025
Executives Directors	N/A	N/A	N/A
Executives who are members of the Executive Committee	N/A	N/A	N/A

Executives on Subcommittees	Y2023	Y2024	Y2025
The Risk Management and Sustainable Committee	N/A	N/A	39,000 (Report in section 8.1 Meeting allowance 33,000)
Executives who serve as the RMSD Committee.	N/A	N/A	N/A

The Executives of SUTHA and its subsidiaries	Y2023	Y2024	Y2025
Numbers of Executives of SUTHA and its Subsidiaries paid the remuneration during the period	31	28	31
Salary	44,096,264	48,853,877	57,514,277
Bonus	4,208,234	4,144,856	5,461,695
Other compensations subject to the terms of the director's contract.	Subject to the terms of the director's contract.	Subject to the terms of the director's contract.	Subject to the terms of the director's contract.
Total Executives Remuneration	48,304,498	52,998,733	62,975,972
The Executives Remuneration average /person	1,558,210	1,892,812	2,099,199

Other remunerations of executive directors and executives

The Executives' Remuneration of SUTHA and its subsidiaries	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	1,513,419	1,866,122	2,149,300
Employees Stock Ownership Plan (ESOP)	No	No	No
Employees Joint Investment Program (EJIP)	No	No	No

Remuneration or benefits payable to directors and executives

Remuneration or benefits payable to directors and executives in the past year : 0.00
Estimated remuneration of executive directors and executives as for the current year : 0.00