UBIS (ASIA) PUBLIC CO., LTD.
238, 15th Floor, Unit 4-6, TRR Tower,
Naradhiwas Rajanagarindra Road,
Chong Nonsi, Yannawa,
Bangkok 10120, Thailand
Tel. +66-(0)2-683-0008
Fax +66-(0)2-294 2014
Tax ID : 0107547000826
www.ubisasia.com

Criteria for Shareholders to Propose Director Nominee in advance

Ubis (Asia) Public Company Limited ("the Company") would like to inform that, according to the good corporate governance regarding the equitable practice of shareholders, the shareholders are invited to propose names of qualified nominee(s) to be nominated for selection as a member of the Company's Board of Directors in compliance with the following criteria.

1. Shareholder's Qualifications

The shareholders who wish to propose the director's nominee must possess qualifications according to the criteria as follows:

1.1 Being the Shareholders of the Company which can be either one shareholders or combined shareholders;

1.2 Holding the Company's shares and have the right to vote amounting to not less than 0.5% of the total number of the voting rights;

1.3 Must hold shares as specified above on the date the shareholders propose the agenda or director nominee.

2. Director Nomination

2.1 The Qualifications of Director Nominee:

(1) Having the qualification according to the Public Company Act, Securities and Exchange Act and the Good Corporate Governance of the Company;

(2) Being knowledgeable, capable and able to partake in the business administration of the Company

2.2 Consideration Procedure:

(1) The shareholders who possess qualification according to the criteria No. 1 must submit the form of nominating director (Form B) to the Board or send the proposal unofficially via Company Secretary's e-mail at company_secretary@ubisasia.com before sending the original documents to the Board. **In this regard, the original documents with the shareholder's signature must be delivered to the Company within January 31, 2027,** with the following documents:

(1.1) The evidence of shares held as specified in criteria No. 1.2 and 1.3, namely the certified letter of the securities company or any other evidence issued by the Stock Exchange of Thailand (SET) or the Thailand Securities Depository Company Limited (TSD);

(1.2) The evidence of nominee's consent;

(1.3) Supporting document of nominees' qualification including education and work experiences (Curriculum Vitae);

(1.4) Other supporting document beneficial for the Board's consideration (if any)

(2) In case many shareholders have unified to nominate director to the Board, the first shareholders must fill in Form B completely and affix their names as evidence. The rest of shareholders must fill in part (1) and (2) of Form B completely and affix their names as evidence separately then gather each of those Form B, the evidence of shares held, and supporting documents (if any) together into one set to propose to the Board. The alternative way is to send proposal unofficially before submitting the original documents in accordance with criteria No. (1).

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ISO 9001
ISO 14001
ISO 45001
BUREAU VERITAS
Certification

(3) In case one or more than one shareholder who fully possesses qualification according to the criteria No. 1 nominates more than one director, the shareholders must fill in Form B separately (one Form B per one director) or may send the proposal unofficially before submitting the original documents according to criteria No. (1).

(4) The Company Secretary will initially review each proposal for its compliance with the criteria specified by the Company. The proposal that is not related to criteria No. 2.1 will then be submitted to the Board for further consideration.

(5) The Board will consider the appropriateness of the proposal as below:

- The name of nominee approved by the Board along with the Board's opinion will be included on the agenda of the invitation to AGM and will be publicized through the SET's channel and the Company's website at www.ubisasia.com**.** Such matter will be then proposed to the AGM for consideration.
- For the nominee disapproved by the Board, the Company will instantly inform the shareholders with the reason of the Board's refusal will be posted in the Company's website at www.ubisasia.com after the Board Meeting or the next official date and announced to all shareholders formally in the AGM to provide the shareholders an opportunity to reconsider such matter.

(6) At the Shareholders' meeting, the shareholders will consider the appropriateness of the director nominee who was initially disapproved by the Board and pass a resolution, with a majority vote of the total number of shareholders present at the meeting and have the right to vote.

The shareholders can propose the aforementioned matters through specified communication channels from October 30, 2026, to January 31, 2027. **However, the original of Form B with the shareholder's signature must be delivered to the Company within January 31, 2027,** with the following address:

Company Secretary
Ubis (Asia) Public Company Limited
238, TRR Tower, 15th Floor, Unit 4-6, Naradhiwas Rajanagarindra Road,
Chong Nonsri, Yannawa, Bangkok 10120

Any question or enquiry, please contact "Company Secretary" via e-mail at company_secretary@ubisasia.com or telephone number (+66)-2683-0008.

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Form B

Director Nomination Form

(1) I am (Mr./Mrs./Miss)_____, as the shareholder of Ubis (Asia) Public Company Limited, holding the total amount of _____shares, residing at _____ Road_____Sub-district_____District_____ Province_____ Zip Code_____ Mobile Phone Number_____ Home/Office Phone_____ E-mail address (if any)_____

(2) I would like to nominate (Mr./Mrs./Miss) _____ Age_____ who is fully qualified in accordance with the criteria of the Company to be a director nominee. The nominee has been signed below as the evidence of consent. The curriculum vitae of the nominee and other supporting documents (if any) have been enclosed and certified true copy at every page, _____ pages in total.

I certify that all information written in this Form B, the evidence of shares held, the evidence of consent and other supporting documents are correct and affix the name as evidence below.

_____Shareholder's Signature

(_____)

Date _____

(3) I am (Mr./Mrs./Miss) _____, the director nominee in (2), consent and certified that the qualification is accurate and have not the forbidden characteristics as in (2), including, agreeing to adhere to the Good Corporate Governance of the Company, and affix the name as evidence below

_____ Director Nominee's Signature

(_____)

Date _____

Remarks

1. Shareholders must enclose the evidence of shares held such as the certificate of shares held from securities company or any other certificate documents the Stock Exchange of Thai land (SET) or the Thailand Securities Depository Company Limited (TSD) together with support document beneficial for the Board's consideration (if any). In case shareholders are juristic person, the copy of affidavit or Certificate of Incorporation of juristic person must be enclosed. Also, the certified true copy of official identification card or passport (for non-Thai citizen) of the signatory authorized to sign his/her name in this Form B must be enclosed.
2. Shareholders are able to send proposal unofficially in advance via Company Secretary's e-mail at company_secretary@ubisasia.com before sending the original documents to the Company.
3. The original of this Form B must be **delivered to the Company within January 31, 2027,** to allow the Board of Directors to consider in accordance with the criteria and **to propose to the 2027 AGM.**
4. In case many shareholders have unified to nominate the director, all shareholders must fill in Form B and affix their names as evidence separately then gather each of those Form B together into one set in accordance with criteria No. 2.2 (2).
5. In case one or many shareholders nominate more than one nominee, Form B must be filled in separately according to criteria No. 2.2 (3).
6. In case shareholders have their title, name, or surname changed, the copy of evidence of those changes must be enclosed and certified as a true copy.
7. The Company shall cut-off rights of shareholders if founded that information provided is incomplete or incorrect; or those shareholders cannot be contacted or not fully qualified or the director nominees are not considered fully qualified.