



Pico (Thailand) Public Company Limited

Notice of the Summoning of the 2026 Annual General Meeting of Shareholders

Wednesday, February 25, 2026 at 10.00 a.m.
at Crystal Design Center, CDC Ballroom 3,
888 Pradit Manutham Road, Klongjan, Bangkok 10240



CS-01/2026

February 6, 2026

Subject Invitation to the 2026 Annual General Meeting of Shareholders

To Shareholders of Pico (Thailand) Public Company Limited

Attachments

1. The 2025 Annual Report in QR Code
2. Summarized profile of directors nominated (document accompanying agenda item 5)
3. Pico (Thailand) PCL's definition of independent director
4. Explanations on registration to attend the meeting, documents required for attending the meeting, the method of granting proxy, voting, vote counting and regulations concerning the shareholders' meeting and voting
5. Procedures for attending 2026 Annual General Meeting of Shareholders
6. List of the Company's independent directors for proxy granting in the 2026 Annual General Meeting of Shareholders
7. Proxy form B
8. Proxy form C
9. Map of venue of 2026 Annual General Meeting of Shareholders

The board of directors of Pico (Thailand) Public Company Limited (hereinafter referred as "the Company") has resolved to hold the 2026 Annual General Meeting of Shareholders on **Wednesday, February 25, 2026, at 10.00 a.m., at Crystal Design Center, CDC Ballroom 3, 888 Pradit Manutham Road, Klongjan, Bangkok, Bangkok 10240**, to consider the following agenda items.

1. To acknowledge the reports of board of directors and operating results for the year ended October 31, 2025

Purpose and reason : According to Section 113 of the Public Limited Companies Act B.E. 2535 (A.D. 1992) (as amended), the Company is required to submit the board of directors' annual report the Company's annual reports of board of directors to the shareholders together with the notice of the annual general meeting for consideration. Therefore, the Company presents the board of directors' annual report and the operating results including the significant changes in the year 2025 as appeared in the 2025 annual report.

The board's opinion : The Board recommends that the annual report of board of directors and the operating results as set forth in the 2025 Annual Report, be proposed to the shareholders' meeting for acknowledgement.

Details as set out in attachment No. 1

As this agenda item is for acknowledgment only, no voting is required.

2. To consider and approve the financial statements for the year ended October 31, 2025

Purpose and reason : According to Section 112 of the Public Limited Companies Act B.E. 2535 (A.D. 1992) (as amended) and the Company's article of association, the board of directors must prepare a balance sheet and profit and loss statements as of the end of the company's fiscal year and has such balance sheet and profit and loss statements audited by the auditor in order to submit it to the shareholders' meeting at the annual general meeting for further consideration and approval. The financial statements for the year ended October 31, 2025, as set out in the Annual Report, present the Company's financial position and operating results and has been audited by the certified public accountant and approved by the Company's Audit Committee and the Board of Directors.

The board's opinion : Shareholders are recommended to consider and approve the financial statements for the year ended October 31, 2025.

Details as set out in attachment No. 1

Voting on Agenda Item 2 must be approved by the 2026 Annual General Meeting of Shareholders with a majority vote from the shareholders present and voting.

3. To consider and approve the allocation of net profit for the year ended October 31, 2025 for dividend payment

Purpose and reason : According to the policy of the Company to pay out dividend at the rate of approximately 40% of net profit after taxes in separate financial statement if there are no other needs such as major business expansion

The Company proposes to the shareholders' meeting to consider and approve the dividend payment from operating result for the year ended October 31, 2025 to shareholders of ordinary shares and preferred shares at the rate of Baht 0.05 per share for 215,294,559 ordinary shares and 330,000 preferred shares, totaling 215,624,559 eligible shares, being the total amount of dividend of 10,781,227.95 Baht.

The record date on which shareholders have the right to receive the dividend shall be March 5, 2026. The payment of such dividend is scheduled to be made on March 20, 2026.

The board's opinion : Shareholders are recommended to consider and approve the dividend payment to shareholders of ordinary shares and preferred shares at the rate of Baht 0.05 per share, totaling 10,781,227.95 Baht.

Voting on Agenda Item 3 must be approved by the 2026 Annual General Meeting of Shareholders with a majority vote from the shareholders present and voting.

4. To consider and approve the appointment of auditor and fix his/her remuneration for theyear ended October 31, 2026

Purpose and reason : To conform to the Public Limited Companies Act B.E. 2535 (A.D. 1992) (as amended) and the Company's Articles of Association, which stipulates that the annual general meeting of shareholders appoints the Company's auditor and fixes the auditing fee every year, the Board of Directors agreed with the Audit Committee's recommendation to propose to the shareholders' meeting to appoint the following persons from D I A International Audit Co., Ltd. as the Company's auditor(s):

1. Miss Chonlakarn Chrityakierne CPA No. 10925 and/or
2. Mr. Nopparoek Pissanuwong CPA No. 7764 and/or
3. Miss Suphaphorn Mangjit CPA No. 8125 and/or
4. Ms. Suvimol Chrityakierne CPA No. 2982

The nominated auditors do not have any relationship and/or conflict of interest with the Company, its subsidiaries, managements, major shareholders or related persons of such parties.

These auditors are considered to have such qualifications as required by the Office of the Securities and Exchange Commission and are thus suitable to be appointed as the Company's auditor(s) with the total amount of remuneration for the year 2026 of 1,860,000 Baht. The relevant details are as set out below:

Description	2025	2026 (Current Proposal)
Audit fee for annual financial statements	810,000	810,000
Review fee for quarterly financial statements	1,050,000	1,050,000
Total (Baht)	1,860,000	1,860,000

The board's opinion : Shareholders are recommended to consider and approve the appointment of Miss Chonlakarn Chrityakierne CPA No. 10925 and/or Mr. Nopparoeek Pissanuwong CPA No. 7764 and/or Miss Suphaphorn Mangjit CPA No. 8125 and/or Ms. Suvimol Chrityakierne CPA No. 2982 of D I A International Audit Co., Ltd., as the auditor(s) of the Company with the remuneration for year 2026 in the total amount of 1,860,000 Baht.

Voting on Agenda Item 4 must be approved by the 2026 Annual General Meeting of Shareholders with a majority vote from the shareholders present and voting.

5. To consider and approve the election of directors in replacement of those who must retire by rotation

Purpose and reason : According to Section 71 of the Public Limited Companies Act B.E. 2535 (A.D. 1992) (as amended) and the Company's articles of association, it is stipulated that one-third of directors shall retire by rotation at annual general meeting. If the number of directors is not a multiple of three, the number of directors closest to one-third shall retire. The directors who must retire by rotation at this annual general meeting of shareholders are as follows :

Name	Position
Mr. Chia Song Heng	Chairman of Board of Directors, Chairman of Nomination Committee, Chairman of Remuneration Committee and Vice Chairman of Executive Committee
Ms. Chia Yuan Jiun	Director and Executive Committee Member
Mr. Chayaphol Kalapaphongse	Director and Executive Committee Member

The board's opinion : As Mr. Chia Song Heng, who retires by rotation at this 2026 Annual General Meeting of Shareholders, has other businesses to attend to and has no intention to extend his term as the Company's director. Therefore, the board of directors, exclusive of interested directors, agreed with the nomination committee's recommendation to propose to the shareholders' meeting to consider and approve the appointment of Mr. Yong Choon Kong in replace of Mr. Chia Song Heng and the re-appointment of Ms. Chia Yuan Jiun and Mr. Chayaphol Kalapaphongse to be the directors for another tenure.

In this regard, the nomination committee considered that the individuals mentioned above are fully qualified pursuant to the Public Limited Companies Act B.E. 2535 (A.D. 1992) (as amended) and are not of a forbidden nature for their appointment as directors of the Company in accordance with the criteria of the Office of the Securities and Exchange Commission, and that their qualifications, skills, knowledge, ability and experience are also consistent with those specified by the Company.

The background information of the nominated directors appears in attachment No. 2

Voting on Agenda Item 5 must be approved by the 2026 Annual General Meeting of Shareholders with a majority vote from the shareholders present and voting by exercising their votes on an individual basis.

6. To consider and approve the directors' remuneration for the year ended October 31, 2026

Purpose and reason : The Company has the policy to set the directors' remuneration at an appropriate level and in accordance with the directors' duties and responsibilities in performing their work for the maximum benefit of the Company, shareholders, and stakeholders. Therefore it is proposed to the meeting of shareholders to consider and approve the directors' remuneration for the year 2026 of not exceeding 6,000,000 Baht. The relevant details are as set out below :

Description	2025	2026 (Current Proposal)
Monthly remuneration	10,000 Baht/person/month	Same
Meeting allowance	20,000 Baht/person/meeting for chairman of board of directors and chairman of audit committee 15,000 Baht/person/meeting for directors	Same
Audit committee's remuneration	50,000 Baht/person/quarter	Same
Bonus for directors	For independent directors and non-executive directors with payment to be considered from individual responsibility by the board of directors	Same
Total not exceeding	6,000,000 Baht/Year	6,000,000 Baht/Year (same)

The board's opinion : Shareholders are recommended to consider and approve the directors' remuneration for the year 2026 of not exceeding 6,000,000 Baht.

Voting on Agenda Item 6 must be approved by the 2026 Annual General Meeting of Shareholders with a vote of no less than two-thirds of the total number of votes of the shareholders present at the meeting.

7. Other Businesses (if any)

According to the Public Limited Companies Act B.E. 2535 (A.D. 1992) (as amended), shareholders representing not less than one-third in aggregate of the outstanding shares may request the meeting to consider any other matters than those specified in the notice of the meeting. In this regard, the Company is of the view that any matter proposed under this agenda must not prejudice or deprive the rights of other shareholders who are not present at this meeting. Accordingly, the Company kindly requests that shareholders who wish to propose additional matters for consideration by the 2026 Annual General Meeting of Shareholders other than those set out in the notice of meeting should take into account the interests of other minority shareholders who may not be able to attend the meeting, as well as the remaining time available for the meeting. In this regard, the Company has already provided the shareholders with the opportunity to propose agenda for the 2026 Annual General Meeting of Shareholders in advance during the period between October 1, 2025 and December 1, 2025.

The Company schedules the record date for determining the right of shareholders to attend the 2026 Annual General Meeting of Shareholders on February 2, 2026 (Record Date).

We may, therefore, request the pleasure of your presence at the meeting on the date and at the time and place referred to above (as set out in attachment No. 9). The Company will start the attendance registration from 09.00 a.m. To this, it is requested that documents required for the meeting of shareholders are prepared, with such details as described in the attachment No. 4. The Company will conduct the meeting in accordance with its articles of association and following the procedures for attending the meeting (attachment No. 5).

To protect your rights and benefits, in the event you are not able to be present at the meeting but desire to appoint another person to be present and vote on your behalf, please prepare the documents required for granting proxy (as described in attachment 4) for the proxy holder to submit it at the venue of the meeting on February 25, 2026.

In addition, shareholders may appoint either one of the following independent directors of the Company: Mr. Amornyt Panich or Mr. Thanomphong Pathomsak or Mr. Manoon Manusook as their proxy. In such case, please prepare the documents required for granting proxy (as described in attachment 4) and **send the original documents to the Company via post** at the following address.

Company Secretary Office
Pico (Thailand) Public Company Limited
10 Soi Lasalle 56
Bangna Tai, Bangna, Bangkok 10260, Thailand

Such proxy documents together with the required supporting document must be received by the Company **within the official hours of February 20, 2026.**

For 2026 Annual General Meeting of Shareholders, all shareholders can view the 2025 Annual Report by scanning QR Code, as shown in the notification of meeting.

Please attend the meeting on the date and time specified above.

Yours faithfully,

By order of the board of directors of Pico (Thailand) Public Company Limited

Ms. Kulsiri Denrungruang
Company Secretary

*** Please note that the Company will serve only coffee break before the meeting only. ***