

**Profile of the Persons Nominated as Directors  
Replacing Those due to Retire upon Term Completion**

**Name** : Mr. Manu Leelanuwatana

**Age** : 80 years old

**Nationality** : Thai

**Education** : Bachelor of Engineering,  
Chiba University, Japan



**Directors' training program** : By Thai Institute of Directors Association (IOD)

- DAP (Director Accreditation Program) 3/2003
- DCP (Director Certification Program) 68/2005

**Type of directorship nomination** : Non-Executive Director

**Position in the company** : - Chairman of the Board of Directors  
- Chairman of the Nominating Committee  
- Chairman of the Remuneration Committee

**Appointment date** : April 30, 1973

**Number of years serving as company director** : 52 years

Work experiences	Period	Present Position	Department / Company
	2016 - Present	Executive Director	Saha Pathana Inter-Holding Plc.
	2015 - Present	Chairman	Erawan Textile Plc.
	1995 - Present	Chairman	SSDC (Tigertex) Co., Ltd.
	1994 - Present	Chairman	Thai Naxis Co., Ltd.
	1987 - Present	Director	O.C.C. Plc.
	1975 - Present	Chairman	Pattaya Manufacturing Co., Ltd

**Director / Executive positions in other businesses**

Listed company		Non-listed company	Director/ Executive position in companies having possible conflict of interests or engaging in competitive businesses
Number	Director / Executive position		
2 companies	- Director O.C.C. Plc. - Executive Saha Pathana Inter-Director Holding Plc.	11 companies	- Chairman of Pattaya Manufacturing Co., Ltd. Manufacturer of finished garments

Expertise	:	Business and product, strategic management, marketing / brand management, engineering, economics, corporate governance, sustainability, and Supply Chain Management	
Company shareholding	:	None (Including shareholding by spouse and underaged children)	
Meeting attendance record in 2024	:	<div><div>- Shareholders’ general meeting</div><div>- The Board of Directors’ meeting</div><div>- The Nominating Committee’s meeting</div><div>- The Remuneration Committee’s meeting</div><div>- Non-Executive Directors’ meeting</div></div>	<div><div>1/1 time</div><div>9/9 times</div><div>2/2 times</div><div>2/2 times</div><div>1/1 time</div></div>
Prohibitive aspect	:	Having no criminal offence record regarding dishonest assets acquisition	
Nomination criteria and process	:	The Board of Directors, after considering the recommendation of the Nominating Committee, has determined that Mr. Manu Leelanuwatana possesses the knowledge, capabilities, and experience in business that align with the company's business strategy. He also demonstrates leadership, vision, integrity, and ethics. Furthermore, he has a transparent work history and has performed well in his role as a director and as a member of various sub-committees in the past. Additionally, he meets all the required qualifications and does not have any disqualifications under the laws or the company's articles of association.	

**Name** : Miss Karunee Surai

**Age** : 70 years old

**Nationality** : Thai

**Education** : - Master of Education, Chulalongkorn University  
- Bachelor of Arts, Thammasat University



**Directors' training program** : By Thai Institute of Directors Association (IOD)

- Board and CEO Assessment 2/2003
- ACPG (Anti-Corruption : The Practical Guide) 21/2015
- DCP (Director Certification Program) 262/2018
- FSD (Financial Statements for Directors) 36/2018

**Type of directorship nomination** : Executive Director

**Position in the company** : - Director

- The Corporate Governance and Sustainable Development Committee Member
- Executive Director

**Appointment date** : April 1, 2017

**Number of years serving as company director** : 8 years

Working experiences	Period	Present Position	Department / Company
	2018 - Present	Director	Tora 1010 Co., Ltd.
	2016 - Present	Director	A Tech Textile Co., Ltd.

**Director / Executive positions in other businesses**

Listed company		Non-listed company	Director/ Executive position in companies having possible conflict of interests or engaging in competitive businesses
Number	Director / Executive position		
None	None	2 companies	None

**Expertise** : Business and products, human resources management, risk management, corporate governance, and sustainability

Company shareholding	:	24,280 shares, accounting for 0.02%  (including shareholding by spouse and underaged children)								
Meeting attendance record in 2024	:	<table><tr><td>- Shareholders’ general meeting</td><td>1/1 time</td></tr><tr><td>- The Board of Directors’ meeting</td><td>9/9 times</td></tr><tr><td>- The Corporate Governance and Sustainable Development Committee’s meeting</td><td>4/4 times</td></tr><tr><td>- The Executive Committee’s meeting</td><td>12/12 times</td></tr></table>	- Shareholders’ general meeting	1/1 time	- The Board of Directors’ meeting	9/9 times	- The Corporate Governance and Sustainable Development Committee’s meeting	4/4 times	- The Executive Committee’s meeting	12/12 times
- Shareholders’ general meeting	1/1 time									
- The Board of Directors’ meeting	9/9 times									
- The Corporate Governance and Sustainable Development Committee’s meeting	4/4 times									
- The Executive Committee’s meeting	12/12 times									
Prohibitive aspect	:	Having no criminal offence record regarding dishonest assets acquisition								
Nomination criteria and process	:	The Board of Directors, after considering the recommendation of the Nominating Committee, has determined that Miss Karunee Surai possesses the knowledge, capabilities, and experience in business that align with the company's business strategy. She also demonstrates leadership, vision, integrity, and ethics. Furthermore, she has a transparent work history and has performed well in her role as a director and as a member of various sub-committees in the past. Additionally, she meets all the required qualifications and does not have any disqualifications under the laws or the company's articles of association.								

**Name** : Mr. Masaaki Yajima  
**Age** : 65 years old  
**Nationality** : Japanese  
**Education** : Bachelor of Business and Commerce  
Waseda University, Japan  
**Directors' training program** : None  
**Type of directorship nomination** : Non-Executive Director  
**Position in the company** : Director  
**Appointment date** : May 11, 2021  
**Number of years serving as company director** : 4 years



Working experiences	Period	Present Position	Department / Company
	2022 - Present	Representative Director, President and CEO (Group CEO)	Wacoal Holdings Corp.
	2021 - Present	Commissioner Director Director	PT. Indonesia Wacoal Wacoal China Co., Ltd. Taiwan Wacoal Co., Ltd.

**Director / Executive positions in other businesses**

Listed company		Non-listed company	Director/ Executive position in companies having possible conflict of interests or engaging in competitive businesses
Number	Director / Executive position		
1 company	Representative Director, President and CEO (Group CEO) Wacoal Holdings Corp.	3 companies	None

**Expertise** : Business and products, international business, strategic planning, marketing and brand management, engineering, audit, economics, risk management, corporate governance, sustainability, and supply chain management

Company shareholding	:	None (including shareholding by spouse and underaged children)						
Meeting attendance record in 2024	:	<table><tr><td>- Shareholders’ general meeting</td><td>0/1 time</td></tr><tr><td>- The Board of Directors’ meeting</td><td>1/9 time</td></tr><tr><td>- Non-Executive Directors’ meeting</td><td>0/1 time</td></tr></table>	- Shareholders’ general meeting	0/1 time	- The Board of Directors’ meeting	1/9 time	- Non-Executive Directors’ meeting	0/1 time
- Shareholders’ general meeting	0/1 time							
- The Board of Directors’ meeting	1/9 time							
- Non-Executive Directors’ meeting	0/1 time							
Prohibitive aspect	:	Having no criminal offence record regarding dishonest assets acquisition						
Nomination criteria and process	:	The Board of Directors, after considering the recommendation of the Nominating Committee, has determined that Mr. Masaaki Yajima possesses the knowledge, capabilities, and experience in business that align with the company's business strategy. He also demonstrates leadership, vision, integrity, and ethics. Furthermore, he has a transparent work history and has performed well in his role as a director in the past. Additionally, he meets all the required qualifications and does not have any disqualifications under the laws or the company's articles of association.						

**Name** : Mr. Teruo Fukumoto  
**Age** : 50 years old  
**Nationality** : Japanese  
**Education** : Bachelor of Science and Engineering  
Waseda University, Japan  
**Directors' training program** : None  
**Type of directorship nomination** : Non-Executive Director  
**Position in the company** : Director  
**Appointment date** : May 10, 2023  
**Number of years serving as company director** : 2 years



Working experiences	Period	Present Position	Department / Company
	2024 - Present	Corporate Officer	Wacoal Holdings Corp.
	2023 - Present	Chairman	A Tech Textile Co., Ltd.
		Chairman	G Tech Material Co., Ltd.
		Chairman	Wacoal International Hong Kong Co., Ltd.
		Director	Myanmar Wacoal Co., Ltd.
		Director	Lecien Corp.
		Director	Torica Inc.
		Corporate Officer	Wacoal Corp.
	2021 - Present	Managing Director	Guangdong Wacoal Inc.
		Managing Director	Dalian Wacoal Co., Ltd.
		Director	Wacoal Manufacturing Japan Corp.
		Director	Vietnam Wacoal Corp.

**Director / Executive positions in other businesses**

Listed company		Non-listed company	Director/ Executive position in companies having possible conflict of interests or engaging in competitive businesses
Number	Director / Executive position		
1 company	Corporate Officer Wacoal Holdings Corp.	11 companies	None

Expertise	:	Business and products, international business, strategic planning, engineering, economics, human resource management, risk management, corporate governance, sustainability, supply chain management, and information technology and digital	
Company shareholding	:	None (including shareholding by spouse and underaged children)	
Meeting attendance record in 2024	:	<div>- Shareholders’ general meeting</div> <div>- The Board of Directors’ meeting</div> <div>- Non-Executive Directors’ meeting</div>	<div>0/1 time</div> <div>1/9 time</div> <div>0/1 time</div>
Prohibitive aspect	:	Having no criminal offence record regarding dishonest assets acquisition	
Nomination criteria and process	:	The Board of Directors, after considering the recommendation of the Nominating Committee, has determined that Mr. Teruo Fukumoto possesses the knowledge, capabilities, and experience in business that align with the company's business strategy. He also demonstrates leadership, vision, integrity, and ethics. Furthermore, he has a transparent work history and has performed well in his role as a director in the past. Additionally, he meets all the required qualifications and does not have any disqualifications under the laws or the company's articles of association.	



**Name** : Dr. Kulpatra Sirodom

**Age** : 69 years old

**Nationality** : Thai

**Education** : - Ph.D. in Finance  
University of Pittsburgh, Pittsburgh, PA, USA  
- Master of Finance,  
West Virginia University, USA  
- Bachelor of Finance,  
Thammasat University



**Directors' training program** : By Thai Institute of Directors Association (IOD)

- DCP (Director Certification Program) 0/2000
- ACP (Audit Committee Program) 29/2009
- DLCP (Director Leadership Certification Program) 0/2021
- ESG (ESG in the Boardroom  
: A Practical Guide for Board) 0/2023
- BNCP (Board Nomination and  
Compensation Program) 16/2023
- RCP (Role of the Chairman Program) 55/2023
- RCL (Risk Management Program for  
Corporate Leaders) 34/2024
- ELP (Ethical Leadership Program) 35/2024
- BCG (The Board's Roles in Climate Governance) 1/2024

**Type of directorship nomination** : Independent Director

**Position in the company** : - Independent Director  
- Chairman of the Audit Committee  
- Chairman of the Corporate Governance and Sustainable Development Committee

**Appointment date** : April 26, 2010

**Number of years serving as company director** : 15 years

**Working experiences** :

Period	Present Position	Department / Company
2023 - Present	Chairman	Thai Private Sector Collective Action Against Corruption (CAC)

Period	Present Position	Department / Company
2022 - Present	Chairman	Thai Institute of Directors Association (IOD)
	Independent Director and Chairman of the Risk Oversight Committee	InnovestX Securities Co., Ltd.
	Independent Director and Chairman of the Audit Committee	Card X Co., Ltd.
	Independent Director, the Audit Committee Member and Chairman of the Risk Oversight Committee	SCB X Plc.
2021 - Present	Vice President and Chairman of the Audit Committee	Thai Listed Companies Association
2019 - Present	Independent Director, Chairman of the Audit Committee and the Corporate Governance and Sustainability Committee Member	Thai Group Holdings Plc.
2018 - Present	Director and Chairman of the Audit Committee	Mae Fah Luang Foundation under Royal Patronage
2017 - Present	Independent Director and Chairman of the Audit Committee	Thai President Foods Plc.
2016 - Present	Independent Director and Chairman of the Audit Committee	The Erawan Group Plc.
	Director	The Siam Commercial Foundation

Period	Present Position	Department / Company
2002 - Present	Director	The Professor Sangvian Indaravijaya Foundation

**Director / Executive positions in other businesses**

Listed company		Non-listed company	Director/ Executive position in companies having possible conflict of interests or engaging in competitive businesses
Number	Director / Executive position		
4 companies	<p>Independent Director, SCB X Plc. the Audit Committee Member and Chairman of the Risk Oversight Committee</p> <p>Independent Director, Thai Group Chairman of the Audit Holdings Plc. Committee and the Corporate Governance and Sustainability Committee Member</p> <p>Independent Director Thai President and Chairman of the Foods Plc. Audit Committee</p> <p>Independent Director The Erawan and Chairman of the Group Plc. Audit Committee</p>	2 companies	None

**Expertise** : Strategic planning, accounting, finance, audit, economics, risk management, corporate governance, and sustainability

**Company shareholding** : None  
(including shareholding by spouse and underaged children)

**Meeting attendance record** : - Shareholders' general meeting 1/1 time  
**in 2024** - The Board of Directors' meeting 9/9 times  
- The Audit Committee's meeting 12/12 times

- The Corporate Governance and Sustainable Development Committee's meeting 4/4 times
- Non-Executive Director's meeting 1/1 time

**Prohibitive aspect** : Having no criminal offence record regarding dishonest assets acquisition

**Additional qualifications required for independent director nomination**

Relationship Characteristics	Qualifications
1. Engaging in such relationship with the company, parent company, subsidiary company, associated company or juristic person with possible conflict of interests, both at present and/or during the past 2 years, as follows:	
1.1 Executive director, management member, employee or advisor receiving salary from the company	None
1.2 Professional service provider (e.g., auditor, legal advisor)	None
1.3 Material business engagement with the company possibly affecting his/her working independence (e.g. sales and purchase of raw materials / goods / services, lender or borrower of financial services)	None
1.4 Closely related to management or major shareholders of the company and its subsidiaries	None
2. Director serving on behalf of other director(s) representing the company, a major shareholder or a shareholder closely related to the major shareholder in the company	None

**Nomination criteria and process** : The Board of Directors, after considering the recommendation of the Nominating Committee, has determined that Dr. Kulpatra Sirodom meets the qualifications in accordance with the laws and regulations related to independent director. She possesses the knowledge, capabilities, and experience in the fields required by the company, and has provided useful advice. Moreover, she has performed well in her role as an independent director, offering independent opinions. She also demonstrates integrity and ethics, has a transparent work history, and has shown strong performance in her capacity as an independent director and as a member of various sub-committees in the past.