

Dividend Policy

Thaire Group Holdings Public Company Limited (the “Company”) has a policy to pay dividends to its shareholders at a rate of not less than [40] percent of net profit as shown in the separate financial statements after deducting corporate income tax and statutory reserves as required by law.

The Board of Directors may determine dividend payments and dividend payout ratios that differ from the above specified rate, or may revise such policy from time to time, taking into consideration the Company’s operating results, financial position, cash flows, working capital, investment plans and business expansion, market conditions, debt obligations, and other relevant future factors of the Company, as well as necessity and other factors relating to the Company’s operations and management as deemed appropriate by the Board of Directors. In this regard, such dividend payments shall not materially affect the normal business operations of the Company.

The payment of annual dividends must be approved by the shareholders’ meeting. However, the Board of Directors is authorized to approve interim dividend payments from time to time as it deems appropriate. The Board of Directors shall report such interim dividend payments to the shareholders at the next shareholders’ meeting.

Dividend payments of subsidiaries must be approved by the Board of Directors and/or the shareholders’ meeting of each subsidiary. Such dividend payments shall be considered based on the subsidiary’s operating results, financial position, liquidity, investment plans, legal requirements, as well as other relevant factors related to management, necessity, and future appropriateness of the subsidiary.

This Dividend Policy of the Company and its subsidiaries has been approved by the Board of Directors Meeting No. 2/2026 held on 1 April 2026.

This Dividend Policy of the Company and its subsidiaries shall become effective from 1 April 2026.

Announced on 1 April 2026.