

## **Board Diversity Policy**

### **1. Introduction**

The Company recognizes the importance of the Board of Directors' diversity, including knowledge, experience, skills, qualifications, and the diversity in term of gender, nationality, education, ethnic group, age, marital status, political opinion and religion. To achieve the strategic objective towards sustainable business growth, a diverse composition of the Board will encourage the participation from individuals with diverse backgrounds, support the Board of Directors' performance and decision-making efficiency, as well as consider the best interest of all stakeholders in all aspects.

### **2. Objective**

This Policy provides guidance for nominating of Directors, who have a significant role in determining policies and business strategies. The policy aims to ensure that the composition of the Board is diverse and appropriate, aligned with the Company's strategies.

### **3. Practices**

- 1) To specify the qualification of the required director, the Nominating and Corporate Governance Committee considers various appropriate diversity Board skill mix including knowledge, qualification of required director and the consistency with the Company's business strategies, qualification of present directors and current profile of new nominated directors, the diversity in terms of gender, nationality, education, ethnic group, age, marital status, political opinion and religion, experience and independent elements.
- 2) The Company values inclusion and an appropriate gender diversity. To ensure a fair representation, the process to include candidates of diverse gender is in place for the proposed list for director nomination. The Nominating and Corporate Governance Committee acts as a process owner and oversees excellence in execution. The Company is committed to fostering a minimum of at 30% of representations of other diverse genders on the board, including but not limited to male, female, and non-binary. However, the consideration of such proportion will be subject to the Board of Directors' skills and experiences aligning with the business strategies of the Company.
- 3) The Nominating and Corporate Governance Committee considers candidates from various sources such as recommendations from current board members, nomination from

shareholders, professional search firms, and director data pool from Thai Institute of Directors.

- 4) The qualifications of directors shall not contravene the requirements of the Standard Qualifications for the Directors, the Public Limited Company Act, or other related legislation, together with regulations of the Stock Exchange of Thailand, and the Company's Articles of Association.

#### **4. Supervision**

Nominating and Corporate Governance Committee will consider the qualifications of the candidates through transparent preselection procedures and propose to the Board of Directors or Shareholders Meeting for consideration and appointment.