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Board Diversity Policy


1. Objectives

The Board of Directors recognizes the importance and benefits of Board Diversity in terms of the number of directors, the proportion of directors representing major shareholders, independent directors, and non-executive directors, without limitation based on race, nationality, religion, gender, age, disability, marital status, or any other characteristics protected under applicable laws. In addition, identifying the desired competencies of prospective directors, including professional skills, specialized expertise, and experience, is considered a highly important process in order to determine the necessary competencies and identify any gaps within the Board. Accordingly, the establishment of a Board Skill Matrix serves as a checklist tool for determining and assessing directors' qualifications and as a guideline for the nomination and selection of directors, ensuring alignment with the Board composition and structure in accordance with the Company's objectives, goals, and business strategies.


2. Criteria and Procedures for the Nomination and Selection of the Board of Directors

- 1) The Board of Directors shall consider nominating individuals to serve as directors of the Company from various sources, including:
 - Providing minority shareholders with the opportunity to nominate qualified individuals for election as directors of the Company
 - Nominations proposed by major shareholders
 - Recommendations from existing directors of the Company
 - Recruitment from director pools maintained by relevant organizations
 - Recruitment through external consultants
 - Any other recruitment processes deemed appropriate and suitable by the Board of Directors.

- 2) The Board of Directors shall consider the suitability of candidates in terms of knowledge, capabilities, skills, experience relevant to the Company's business operations, specialized expertise, and diversity in various aspects in order to combine competencies beneficial to the Company's operations. The Company shall prepare a Board Skill Matrix to define and assess the qualifications of prospective directors in the following areas:
 - Strategy and marketing development

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- Strategy, sales, and distribution development
 - Financial and accounting management
 - Business-related laws and regulations
 - Human resource management
 - Strategy and development of domestic and international trade
 - Information technology / technology management
 - Supply chain strategy, development, and production process management
 - Risk management / investment
 - Good corporate governance and sustainability development
- 3) The Company shall verify that nominees possess qualifications in compliance with applicable laws and regulatory requirements, including the Public Limited Companies Act B.E. 2535 (1992) (as amended), the Securities and Exchange Act B.E. 2535 (1992) (as amended), as well as relevant notifications, regulations, and/or rules, including the Company’s corporate governance principles.
- 4) The Board of Directors shall consider the directors’ ability to devote sufficient time to the Company. In the case of reappointment of existing directors for another term, the Board may consider the director’s past performance during the term of office, including the number of listed companies in which such director currently serves as director, taking into account the nature and business conditions of the Company. Such directorships should not exceed five listed companies in order to ensure that directors are able to dedicate adequate time to the performance of their duties for the Company.
- 5) In the appointment of independent directors, consideration shall be given to the independence of the proposed candidate in accordance with the criteria prescribed by the Securities and Exchange Commission (“SEC”) and the Company’s criteria, as well as the necessity for additional appointments to the Board.
- 6) The tenure of independent directors shall also be considered. In the case of reappointment of an existing independent director for another term, such director’s continuous tenure from the date of first appointment as an independent director should not exceed nine (9) years.

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- 7) The Board of Directors assigns the Nomination and Remuneration Committee to consider, review, and assess the competencies, expertise, and composition of the Board of Directors, as well as to nominate qualified individuals for appointment as directors. The Committee shall ensure that the director nomination process takes into account qualifications and diversity in various aspects, not limited only to those specified above, without discrimination and with support for gender equality.

3. Policy Review

This Policy shall be reviewed at least once a year or whenever there are significant changes, in order to ensure consistency with the Company's operations, as well as applicable laws, regulations, and relevant requirements.