

# BOARD DIVERSITY POLICY

The Board of Directors in accordance with good corporate governance principles consists of not less than 5 directors and not more than 15 people. Currently, there are 8 directors which are suitable and consistent with the size of the business; including 5 directors from the management and 3 non-executive directors. The directors comprise with skills and knowledge in a variety of professions, transparent, and have work experiences ethic that are beneficial to the Company's operations. The composition of the Board of Directors is regarding to the Board Skill Matrix such as industrial skill, managerial skill, international business, marketing and strategic planning, finance and accounting, legal, risk management, corporate governance, and others. Moreover, at least one of non-executive shall have experience in the business related to of the Company, and without any gender discrimination.

- The Company has 3 independent directors subject to SEC's criteria that require independent director more than 1/3 of the total number of directors
- Chairman of the Board of Directors is not the same person with Chief Executive Officer. Moreover, the Company has clarified scope of duties and responsibilities separately in order to balance authority.
- The Board of Directors has appointed a “Company Secretary” to provide advice on information of the company including laws and regulations that the committee must acknowledge and perform duties in overseeing the activities of the Board of Directors, also coordinating the implementation of the Board resolutions and organizing an orientation on the Company for new directors.

## Board Skills Matrix

Currently, the Company operates under good corporate governance principles, with an appropriate Board structure aligned with the Board Diversity Policy. The Board comprises individuals with diversified knowledge, expertise, and professional experience, as reflected in the Board Skills Matrix, which encompasses key competencies essential to the Company's strategic direction and business operations. In this regard, the Company continuously reports operational performance and significant matters to the Board of Directors and relevant sub-committees on an annual basis to support effective oversight, transparency, and the continued adherence to good corporate governance practices.

| Names                           | CG Practices            |                           |                              |                 | Knowledge, Experience, and Skills |                     |                        |                                  |                        |          |                          |            |                      |                 |
|---------------------------------|-------------------------|---------------------------|------------------------------|-----------------|-----------------------------------|---------------------|------------------------|----------------------------------|------------------------|----------|--------------------------|------------|----------------------|-----------------|
|                                 | Executive Director (ED) | Independent Director (ID) | Non-Executive Director (NED) | Female Director | Industrial Knowledge              | Business Management | International Business | Marketing and Strategic Planning | Finance and Accounting | Legal    | Organization Development | Technology | Corporate Governance | Risk Management |
| Organization Structure (person) | 3                       | 3                         | 2                            | 3               | 3                                 | 3                   | 2                      | 2                                | 2                      | 1        | 2                        | 1          | 3                    | 3               |
| 1. Mr. Sorakon Adunyanon        |                         | ✓                         | ✓                            |                 |                                   | ✓                   |                        | ✓                                |                        |          | ✓                        |            |                      | ✓               |
| 2. Mrs. Eng Passakornnatee      | ✓                       |                           |                              | ✓               | ✓                                 | ✓                   | ✓                      | ✓                                | ✓                      | ✓        | ✓                        |            | ✓                    | ✓               |
| 3. Mr. Tan Passakornnatee       | ✓                       |                           |                              |                 | ✓                                 | ✓                   | ✓                      | ✓                                | ✓                      |          | ✓                        |            | ✓                    | ✓               |
| 4. Mr. Thiti Jiranonkan         | ✓                       |                           |                              |                 | ✓                                 | ✓                   | ✓                      |                                  |                        |          |                          | ✓          | ✓                    |                 |
| 5. Mr. Tanapan Khongnuntha      | ✓                       |                           |                              |                 | ✓                                 | ✓                   | ✓                      | ✓                                | ✓                      |          | ✓                        |            | ✓                    | ✓               |
| 7. Ms. Araya Panichayunont      | ✓                       |                           |                              | ✓               | ✓                                 | ✓                   |                        |                                  | ✓                      |          |                          |            | ✓                    | ✓               |
| 7. Ranchana Rajatanavin, Ph.D.  |                         | ✓                         | ✓                            | ✓               | ✓                                 | ✓                   | ✓                      | ✓                                | ✓                      |          | ✓                        | ✓          | ✓                    | ✓               |
| 8. Ms. Petchompoo Theppipidh    |                         | ✓                         | ✓                            | ✓               |                                   | ✓                   |                        | ✓                                |                        |          | ✓                        |            |                      | ✓               |
| <b>Total (person)</b>           | <b>6</b>                | <b>3</b>                  | <b>3</b>                     | <b>4</b>        | <b>6</b>                          | <b>8</b>            | <b>5</b>               | <b>6</b>                         | <b>5</b>               | <b>1</b> | <b>6</b>                 | <b>2</b>   | <b>6</b>             | <b>7</b>        |