

Board Diversity Policy

Sunsweet Public Company Limited

Sunsweet Public Company Limited recognizes the importance of having a diverse Board of Directors (Board Diversity) in terms of gender, age, race, religion, education, knowledge, skills, experience, and specific expertise. Such diversity contributes to well-rounded decision-making, encourages diverse perspectives, and enhances the effectiveness of corporate governance for the greatest benefit of all stakeholders and the long-term sustainability of the business.

Objective

To serve as guidelines for the nomination, appointment, and evaluation of the Company's directors to ensure appropriateness, diversity, and alignment with the Company's strategy, as well as to support the Company's sustainability and corporate governance objectives.

Guidelines

1. The Company shall consider directors' qualifications based on skills, knowledge, capabilities, experience, expertise, and diversity in terms of gender, age, race, religion, and background in order to achieve a balanced Board composition. The Company shall promote having directors of different genders at a minimum of 30 percent of the total number of directors, including but not limited to male and female directors. However, consideration of such proportion shall primarily depend on the skills and experience of directors that are aligned with the Company's strategy and business transformation.
2. The Nomination, Remuneration, and Corporate Governance Committee shall be responsible for director nomination by utilizing the Board Skill Matrix as a tool to assess skill gaps, determine recruitment direction, and effectively develop the Board structure. The Committee shall also consider diversity in nomination sources, such as recommendations from current directors, nominations by shareholders, external consultants, and the Director Pool database of the Thai Institute of Directors Association (IOD), before proposing candidate details to the Board of Directors for consideration and subsequently to the shareholders' meeting for appointment.

3. Directors' qualifications must not conflict with the standard qualification criteria for directors under the Public Company Act or other relevant laws and regulations, including the rules of the Stock Exchange of Thailand and the Company's Articles of Association.

4. Policy Review

The Nomination, Remuneration, and Corporate Governance Committee shall be responsible for reviewing and revising this policy to ensure alignment with good corporate governance practices and proposing any appropriate changes to the Board of Directors for approval.

Approved by the Board of Directors' Meeting No. 3/2025 on 18 July 2025

-Mr. Krairit Boonyakiat-