ORNSIRIN

Board of Directors Diversity Policy

Ornsirin Holding Public Company Limited recognizes and places great importance on good corporate governance in accordance with the Corporate Governance Code for Listed Companies 2017 (CG Code). The Company emphasizes the composition of the Board of Directors to ensure appropriateness and diversity in terms of knowledge, skills, capabilities, and professional experience, as well as diversity in other aspects such as gender, age, race, nationality, ethnicity, religion, political views, and cultural background. This is to ensure that the Board of Directors can collectively participate in decision-making and effectively support the Company's operations, while taking into account the impacts on the Company and all stakeholders.

Practices

1. The Board of Directors shall consist of not less than five (5) directors, and at least half of the total number of directors must reside in Thailand and possess qualifications as prescribed by law. The Board must include at least one-third (1/3) of independent directors, but not fewer than three (3) persons. Independent directors must meet the qualifications as prescribed by the Stock Exchange of Thailand or other relevant authorities.
2. The Nomination, Remuneration, and Governance Committee is responsible for selecting qualified individuals to serve as directors of the Company, based on appropriate and diverse composition, including knowledge, skills, and capabilities aligned with the Company's business strategies, as well as diversity in gender, age, race, nationality, ethnicity, religion, political views, and cultural background, for proposal to the Board of Directors and/or for approval by the shareholders' meeting, as the case may be.
3. The Company shall consider an appropriate balance between male and female directors on the Board, taking into account the required skills and experience to align with the Company's operations and business strategies.
4. The Company shall consider an appropriate proportion between executive and non-executive directors to ensure that directors can express independent opinions regarding management performance.
5. The Company shall ensure disclosure of the Board diversity policy and relevant director information, such as age, gender, educational background, experience, shareholding proportion, tenure, and directorships in other listed companies, in the Company's annual report.

Effective from 15 November 2024 onwards.