

Board Diversity Policy

The Nomination and Remuneration Committee is responsible for overseeing the procedures related to nomination of qualified individuals to serve as directors, as stipulated in the Charter and in compliance with the criteria for considering the diverse composition of the Board. This diversity is considered crucial to ensuring that the Board collectively possesses the requisite qualifications to effectively guide the organization toward attaining the Company's set objectives and goals. The aim is to enhance the overall performance and decision-making capabilities of the Board in order to maximize benefits for all stakeholders, which will ultimately achieve the sustainable business growth. The Key aspects of this commitment include :

1. The Company is committed to establishing the diverse structure within the Board of Directors by comprehensively taking into consideration the impacts on business operation of the Company and its stakeholders. This approach is to ensure that the Company's Board functions efficiently for the best interest of the Company.
2. The Nomination and Remuneration Committee is in charge of nominating directors based on candidates' skills, knowledge, expertise, and experience in connection with the businesses. This includes consideration of their specialized knowledge and expertise, and their diversity in gender, age, race, nationality, by taking the balance of diversity in different aspects of the Board of Directors into account. The Committee then proposes to the Board of Directors or the shareholders' meeting for consideration and appointment. In addition, the Committee conducts regular reviews and assessments of the structure of the Board of Directors in terms of diversity and annually reporting to the Board of Directors.
3. The Company will evaluate the appropriate proportions of male and female directors on the Board of Directors based on the skill and experience requirements. This evaluation may vary depending to circumstances and align with business changes.