



## Board Diversity Policy

### Stecon Group Public Company Limited

The English translation is provided for informational purposes only.

In the case of discrepancy, the Thai version will be effective.

## Board Diversity Policy

### 1. Rationale

Stecon Group Public Company Limited places importance on conducting its business in accordance with the principles of good corporate governance and sustainable business development. The Company therefore recognizes the significance of having a Board of Directors with diverse qualifications in order to enhance the effectiveness of corporate governance, strategic decision-making, innovation, as well as understanding and addressing the needs and expectations of all stakeholder groups, thereby creating sustainable long-term value for the Company.

### 2. Objectives

- 2.1 To promote a diverse composition of the Board of Directors (Board Diversity), which will enhance independent, comprehensive, and well-rounded perspectives and opinions in management and oversight. This will support the Board's effective and efficient performance of duties in a transparent manner and contribute to the achievement of the Company's business objectives alongside sustainable growth.
- 2.2 To foster an organizational culture that promotes acceptance of and respect for diversity, which constitutes a fundamental foundation for sustainable development.

### 3. Policy and Targets

- 3.1 In considering the nomination and appointment of directors, the Board of Directors shall oversee and ensure that the Board comprises directors with diverse qualifications in terms of skills, professional backgrounds, knowledge, competencies, experience, specific attributes, and essential skills, as well as diversity in gender, age, religion, nationality, ethnicity, and culture, on an appropriate and non-discriminatory basis. This shall include the preparation and maintenance of a Board Skill Matrix to ensure that the Board as a whole possesses qualifications appropriate and aligned with the Company's strategy and business operations, and is capable of understanding and responding to the needs of stakeholders.
- 3.2 The Board of Directors shall consider setting a target proportion of female directors of not less than thirty percent (30%) of the total number of directors, in order to promote gender diversity, enhance diversity of perspectives, improve the effectiveness of governance oversight, and reflect the Company's commitment to driving the organization in accordance with the principles of good corporate governance, equality, and respect for diversity, which are key factors in achieving sustainable organizational growth.

#### 4. Governance and Policy Oversight

- 4.1 The Board of Directors shall be responsible for approving this Policy and overseeing its implementation to ensure that operations are carried out effectively, transparently, and in alignment with the principles of good corporate governance.
- 4.2 The Nomination and Remuneration Committee shall have primary responsibility for implementing this Policy by integrating diversity considerations into the director nomination and selection process, as well as reviewing the balance and composition of the Board.
- 4.3 The Board of Directors shall delegate to the Nomination and Remuneration Committee the duty to review and assess skills, competencies, and expertise, and to propose qualified individuals for appointment as directors.
- 4.4 The Company Secretary shall support the implementation of this Policy, monitor progress against established targets, and ensure the preparation and appropriate disclosure of relevant information to the public.

#### 5. Policy Review

The Nomination and Remuneration Committee shall be responsible for reviewing this Policy on a regular basis at least once a year, or when there are significant changes in relevant circumstances, such as changes in the Board structure or international best practices. This is to ensure that the Policy remains appropriate, up to date, and aligned with best practices in corporate governance, and shall be submitted to the Board of Directors for consideration and approval.

This Board Diversity Policy was approved by the Meeting of the Board of Directors No. 4/2025 on August 22, 2025, and shall be effective from August 22, 2025, onwards.

**Announced on August 22, 2025**

- Vallop Rungkijvorasathien –

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(Mr. Vallop Rungkijvorasathien)

Chairman of the Board of Directors

**Stecon Group Public Company Limited**

