

(Translation)



BOARD DIVERSITY POLICY

WHA Corporation Public Company Limited

Approved by the Board of Directors' Meeting No. 5/2022 dated August 10, 2022
Effective on August 11, 2022

(Translation)

Board Diversity Policy
WHA Corporation Public Company Limited

Objectives

WHA Corporation Public Company Limited realizes the importance of promoting the Board of Directors' effectiveness, thus, this policy has been established to be the guideline for considering the board composition to create diversity culture in organization, a balance among the participation and to encourage the expression of individual ideas from different backgrounds.

Policy

In selecting, nominating, and appointing directors, the Board of Directors shall give top priority to board composition and qualifications by taking into account the diversity of ethnics, races, nationalities, historical background, genders, ages, religions, skills, cultures, knowledges, competencies and experiences, and specific attributes, as necessary, equally without any discrimination. This will encourage effective performance of the Board of Directors through the exchange of different thoughts, knowledge sharing, ideas, experiences, and insights which can lead to creative and useful decision-making and will enable the organization to achieve their objectives and goals/ targets sustainably.

Target

The Board of Directors shall comprise of female directors of not less than 30% of total directors in order to promote the diversity with gender equality and woman's empowerment.

Supervision and Policy Review

The Board of Directors authorizes the Nomination and Remuneration Committee to supervise and monitor relevant activities under this policy, including to consider, review, evaluate skills, competencies, and expertise, as well as nominate candidates qualified and eligible for directorship, in order to ensure that the director nomination procedure takes into account the qualifications, composition, and a diversity in all areas with equality and non- discrimination.

The Nomination and Remuneration Committee is empowered to review this policy as appropriate in accordance with the organization's directions and context.

-Signature-

Ms. Jareeporn Jarukornsakul
Chairman of the Board of Directors
WHA Corporation Public Company Limited