



## Board Diversity Policy

The Company recognizes the importance of the Board of Directors' diversity, including knowledge, experience, skills, qualifications, and the diversity in terms of gender, age, nationality, religion, education, ethnic group, marital status and political opinion. To achieve the strategic objective towards sustainable business growth, a diverse composition of the Board will encourage the participation from individuals with diverse backgrounds, support the Board of Directors' performance and decision-making efficiency, as well as consider the best interest of all stakeholders in all aspects. Furthermore, this Policy provides guidance for nominating of Directors, who have a significant role in determining policies and business strategies. The policy aims to ensure that the composition of the Board is diverse and appropriate, aligned with the Company's strategies.

### Practices

1. To specify the qualification of the required director, A director must be a person who has appropriate qualifications and does not have any prohibited characteristics under the Public Limited Companies Act B.E. 2535 (including any amendments) or in accordance with the rules prescribed by the Securities and Exchange Commission.

2. To specify the qualification of the required director, A director must have knowledge, abilities, honesty, business ethics and have experience in the Company's business operations. The Company has prepared a Board Skill Matrix that has been approved by the Board in order to be used as a criteria for the consideration and determination of the qualifications of the directors to be recruited, the essential skills that are lacking in the organizational management for the determination of qualifications to be in consistent with and appropriate to the committee structure and directors, the diversity in terms of gender, age, nationality, religion, education, ethnic group, marital status and political opinion and independent elements.

3. The Company values inclusion and an appropriate gender diversity. To ensure a fair representation, The Board of Directors should comprise at least 2 female directors, there should be at least 1 independent female director, owing to their meticulousness and prudence in management.

In 2025, the Board of Directors consists of 11 members, comprising 9 males and 2 females. All directors possess the requisite knowledge, abilities, honesty, and business ethics, with extensive experience in the Company's business operations. Furthermore, the Company has prepared a Board Skill Matrix, which has been duly approved by the Board of Directors.



บริษัท ไทยรับเบอร์ลาเท็กซ์กรุ๊ป จำกัด (มหาชน)  
THAI RUBBER LATEX GROUP PUBLIC COMPANY LIMITED



สำนักงานใหญ่ : เลขที่ 99/1-3 หมู่ที่ 13 ถนนบางนา-ตราด กม.ที่ 7 ตำบลบางแก้ว อำเภอบางพลี จังหวัดสมุทรปราการ 10540

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### Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	3	27.27
2. Agribusiness	4	36.36
3. Banking	2	18.18
4. Finance & Securities	3	27.27
5. Petrochemicals & Chemicals	1	9.09
6. Property Fund & REITs	1	9.09
7. Law	2	18.18
8. Marketing	4	36.36
9. Accounting	3	27.27
10. Finance	4	36.36
11. Human Resource Management	1	9.09
12. Sustainability	1	9.09
13. Data Analysis	2	18.18
14. Corporate Management	1	9.09
15. Leadership	2	18.18
16. Strategic Management	2	18.18
17. Risk Management	2	18.18
18. Audit	3	27.27
19. Internal Control	3	27.27
20. Budgeting	1	9.09
21. Business Administration	9	81.82