

- English Translation -



## Board Diversity Policy

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Pinthong Industrial Park Public Company Limited

14 November 2025

Approved on 14 November 2025 (BOD 4/2025)

## Board Diversity Policy

Pinthong Industrial Park Public Company Limited and its subsidiaries (the “Company”) recognize the importance and benefits of diversity in the structure of the Board of Directors (Board Diversity), including the number of directors, independent directors, and non-executive directors, without limitation based on race, religion, language, age, or gender, as well as the skills required for director nomination, including knowledge, capabilities, work experience, professional skills, qualifications, and specific expertise. Such diversity shall support participation from individuals with different backgrounds and enhance the performance and decision-making of the Board of Directors in an efficient manner, as well as enable consideration of the best interests of all stakeholders in all aspects, which will allow the Company’s business to grow sustainably in the long term. This also serves as a guideline for the consideration and nomination of directors, who play a role in determining the Company’s policies and business strategies, to ensure that the Board of Directors comprises appropriate and diverse composition in alignment with the Company’s strategies and business direction.

### Practices

1. To prescribe that directors shall be persons possessing appropriate qualifications and not having any prohibited characteristics under the Public Limited Companies Act B.E. 2535 (as amended), the Securities and Exchange Act B.E. 2535 (as amended), or as prescribed by the Securities and Exchange Commission, as well as in compliance with relevant notifications, regulations, rules, and other applicable laws, and in alignment with the Company’s good corporate governance principles.

2. To prescribe the qualifications of directors to be nominated in alignment with the Company’s business strategies, the Company shall consider the nomination of directors from persons with appropriate qualifications, including those who possess knowledge, capabilities, integrity, business ethics, and experience relevant to the Company’s business operations. The Company shall prepare a Board Skill Matrix as a tool (checklist) for consideration and determination of the qualifications of directors to be nominated, in order to identify essential skills that are lacking in the management of the organization, and to ensure that such qualifications are aligned and appropriate with the Company’s strategies, Board structure, and diversity in terms of gender, age, race, religion, education, color, marital status, political opinion, and independence.

3. The Nomination and Remuneration Committee shall consider the diversity of sources for director nominations, including nominations from the Board of Directors, nominations by shareholders, external consulting firms, and the Director Pool of the Thai Institute of Directors.

### **Target**

The Company places importance on appropriate gender diversity participation. The Board of Directors should comprise at least one (1) female director.

Table of Knowledge, Expertise, and Experience (Board Skills Matrix)

Specialized Skills, Knowledge, and Experience Beneficial to the Board of Directors	Industrial Estate / Real Estate	Strategy	Accounting / Finance	Risk	Engineering / Technology	Legal	Marketing / Business	Corporate Governance	Audit
Directors	/	/	/	/	/	/		/	/
Independent Directors	/	/	/	/	/	/		/	/
Executive Directors	/	/	/	/	/		/	/	

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This Board Diversity Policy shall be effective from 14 November 2025, by the approval of the Board of Directors at its Meeting No. 4/2025.

- Mr. Prasan Tanprasert -  
Chairman of the Board of Directors  
Pinthong Industrial Park Public Company Limited