



Board Diversity Policy

Important Information

Approved on:	Approved by the Board of Directors on 25 November 2022
Function	Guidelines
Accountability:	Office of Corporate Secretariat
Monitoring and Reporting Function:	Office of Corporate Secretariat

Principle and Rationale

Thai Beverage Public Company Limited (“**ThaiBev**”) operates its business based on the principles of corporate governance and takes into account the best interests of all stakeholders, both domestic and international. As the Board of Directors of ThaiBev plays a crucial role in determining policies, strategies, and directions to grow the business sustainably under the said principles, ThaiBev thereby places importance on the Board of Directors’ structure. Adhering to the code of corporate governance, the Board of Directors should have an appropriate number and composition of Directors with a variety of skills, knowledge, and experience, including a diverse range of gender, age, nationality, race, ethnicity, country of origin, or cultural background. This is to ensure that the Board of Directors will be able to discuss and make decisions efficiently by taking into account all issues from its business operations that affect the Company and stakeholders. To avoid groupthink, ThaiBev thereby determines the Board Diversity Policy (“**the Policy**”).

Scope of the Policy

This will apply to all ThaiBev’s Board of Directors.

The objectives and practice guidelines of the Policy are as follows:

1. ThaiBev recognizes the benefits of diversity on its Board of Directors, therefore it has committed to build and maintain the diverse structure of the Board. This will enable efficient decision-making in ThaiBev’s business operations by taking into account all impacts on the company and stakeholders to achieve the Company’s strategic objectives and sustainable growth and development.

2. In seeking suitable candidates to be nominated as Directors of ThaiBev, the Nominating Committee will be responsible for considering the skills, knowledge, and experience of the candidates and their diversity in gender, age, nationality, race, ethnicity, country of origin, or cultural background, and take into account the balance of diversity in different aspects. The Nomination Committee will then propose to the Board of Directors or Shareholders Meeting for consideration and appointment. They also review and assess the structure of the Board of Directors in terms of diversity and report to the Board of Directors annually.
3. ThaiBev will consider the appropriate proportion of male and female Directors based on the skill and experience requirements that may change according to economic situations to be in line with business changes.
4. ThaiBev's Nominating Committee is responsible for ensuring the implementation of the Policy and disclosing the information on the actions regarding Board diversity in ThaiBev's annual report and/or other reports.