

- Translation -

Board Diversity Policy

WHA Utilities and Power 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 at least 2 persons to promote diversity with gender equality and women'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.

The Board Diversity Policy is endorsed by the Nomination and Remuneration Committee Meeting No. 2/2024 on 3 May 2024 and is approved by the Board of Directors Meeting No. 3/2024 on 10 May 2024.

-Jareeporn Jarukornsakul-

(Ms. Jareeporn Jarukornsakul)

Chairman of the Board of Directors

Note: This document is the translation of the official policy for the case of understanding only.