Supalai Public Company Limited

Policy on the Board of Directors' Diversity

(Revised Edition No. 6, B.E. 2569 (2026)

The Company recognizes the importance of requirements regarding the composition of the Board of Directors (Board Diversity). In determining the Board diversity, the Company is confident that the requirements on the Board Diversity are important factors that help create balance in terms of ideas, quality of work as well as the Board's efficiency in making decision, which is beneficial to the Company's business. This is for the following objectives,

1. To encourage more discussions in the Board of Directors' meetings.
2. To encourage the Board of Directors' creative thinking that is beneficial to the Company.
3. To enhance the Board of Directors' performance.
4. To apply as criteria for the nomination of directors.

The Board of Directors promotes the diversity of the composition of the Board of Directors and the appropriate gender mix. However, the selection of directors still emphasizes the experiences of each director.

Therefore, the Company determines the composition of the Board of Directors which consists of individuals with knowledge, ability, experience, knowledge and expertise in accordance with the Company's business strategy, including morality and ethics, having a positive attitude towards the organization, leadership skill, and broad vision, and devoting sufficient time to work without any limitation of gender, race, religion, professional skills, specific expertise and other differences. In addition, the Company establishes skill qualifications that are necessary and appropriate for the nature of business. Board Skill Matrix is defined in 15 areas as follows:

1. Good Corporate Governance
2. Risk Management
3. Knowledge on Real Estate Business
4. Laws Relating to Business
5. Marketing Strategy and Competitiveness
6. Management in Time of Crisis
7. Accounting Finance and Banking
8. Economics
9. IT Governance
10. International Marketing
11. Design and Architecture
12. Engineering
13. Social and Environmental Management
14. Supply Chain Management
15. Climate Change

To ensure that the company of the Board of Directors includes the committee with knowledge, competence, and professional skills in accordance with the specified criteria and to apply it as criteria for skill and knowledge development of directors which is beneficial for establishing strategies, policies, and directions of the Company's business operations, the Company has set a professional goal of the entire Board of Directors' structure to be at least 80% for annual evaluation.

Please be informed of your acknowledgement.

Notified on this 8th day of September 2026

Prateep Tangmatitham

(Dr.Prateep Tangmatitham)
Chairman of the Board of Directors