
Document Name:	Board Diversity Policy
Document Number:	AWC/CS/AWCCENTER/2025/Policy00001 (Pursuant to the resolution of the Board of Directors' Meeting No. 1/2025)
Effective Date:	26 February 2025
Amendment Number:	

Board Diversity Policy

Asset World Corp Public Company Limited

Objective

Asset World Corp Public Company Limited (“**Company**”) and its subsidiaries operate their businesses in accordance with good corporate governance principles and taking into account the best interests of all stakeholders. The Board of Directors plays a vital role in determining policies, strategies, and directions for sustainable growth. Therefore, the Company places great importance on the structure of the Board of Directors, adhering to good corporate governance principles in line with the Company’s Good Corporate Governance Policy.

The Company recognizes that diversity in the structure of the Board of Directors will enable the Board of Directors to assess issues from a broader perspective and consider more comprehensive solutions. Additionally, diversity will enhance and improve the Board of Directors’ efficiency in consideration, decision-making, policy formulation, and providing valuable recommendations for the Company’s business operations. Therefore, the Board of Directors has established the Board Diversity Policy as a guideline for its operations, as follows:


BUILDING
A BETTER FUTURE

A MEMBER OF  TCC GROUP

Document Name:	Board Diversity Policy
Document Number:	AWC/CS/AWCCENTER/2025/Policy00001 (Pursuant to the resolution of the Board of Directors' Meeting No. 1/2025)
Effective Date:	26 February 2025
Amendment Number:	

Scope

The Board of Directors should be composed of members with diverse qualifications in terms of skills, experience, expertise, and specific attributes, as well as gender and age, which are necessary to achieve the Company's objectives and main goals. The principles are as follows:

1. In considering the selection, nomination, and appointment of directors, the Board of Directors shall prioritize the composition and qualifications of the Board of Directors (Board Diversity), taking into account diversity in ethnicity, race, nationality, background, gender equality (Gender Diversity), age, religion, skills, culture, knowledge, expertise, experience, including experience in industries related to the Company's business, and necessary specific attributes, equally without discrimination or bias. A Skills Matrix will be developed to ensure that the Board of Directors as a whole possesses the appropriate qualifications, understands, and can effectively address the needs of all stakeholders and promote the efficient operation of the Board of Directors through the exchange of knowledge, opinions, and experience to achieve the objectives and goals of the Company.

Additionally, in the process of selecting, nominating, and appointing directors as mentioned above, the Board of Directors may consider and support the Company's current personnel, whom the Company deems to possess the appropriate knowledge, abilities, and potential to assume positions on the Board of Directors in the future, taking into account the composition and qualifications of the Board of Directors (Board Diversity) as described above. This is to ensure that the Company can develop its personnel to have the potential to succeed in important positions for the continued operation of the business.

2. The Board of Directors must have at least one non-executive director who has prior working experience in the major sector that the Company operates.
3. The Board of Directors should comprise of a female proportion directors that is not less than the average proportion of female directors of other companies in the same industry group, this is to promote gender equality and the role of women. The appropriate proportion of male and female directors will be considered based on the required skills and experience that may change depending on the economic situation to align with business changes.


BUILDING
A BETTER FUTURE

A MEMBER OF  TCC GROUP

Document Name: Board Diversity Policy
Document Number: AWC/CS/AWCCENTER/2025/Policy00001
(Pursuant to the resolution of the Board of Directors' Meeting No. 1/2025)
Effective Date: 26 February 2025
Amendment Number:

4. The Board of Directors will encourage a working environment in Board of Directors' meetings that accepts diversity in ethnicity, race, nationality, background, gender equality (Gender Diversity), age, religion, skills, and culture. All directors will be recognized and treated fairly, without discrimination, bias or prejudice of any kind.
5. The appointing new directors, the Board of Directors will encourage the new directors to undergo onboarding and be given the opportunity to introduce themselves, as appropriate and according to the needs of each director. This is to promote unity within the Board of Directors.

Governance and Policy Review

The Nomination and Remuneration Committee is responsible for implementing the policy, reviewing and assessing the structure composition of the Board of Directors in terms of diversity, as well as evaluating the compliance with and effectiveness of the policy. The Nomination and Remuneration Committee will report to the Board of Directors annually and disclose information regarding the Board of Directors' diversity efforts in the Company's annual report and/or other reports to achieve the objectives of this policy.

This Board Diversity Policy was considered and approved by the Board of Directors at the Board of Directors' Meeting No. 1/2025 on 26 February 2025, and effective from 26 February 2025 onwards.

.....
Mr. Charoen Sirivadhanabhakdi

Chairman of the Board of Directors

Asset World Corp Public Company Limited


BUILDING
A BETTER FUTURE

A MEMBER OF  TCC GROUP