

 Asian Sea Corporation Public Company Limited	<b>Policy on Board Diversity</b>	
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- Translation -

**Policy on Board Diversity**  
**(Revised edition B.E. 2566)**

Asian Sea Corporation Public Company Limited (the “Company”) is fully aware that the composition of its Board of Directors is a matter of great importance, and board diversity needs to be taken into consideration. The Company believes that board diversity can bring about balance in ideas and perspectives, quality of work performance, and efficiency in the Board’s decision making. All of these values will prove beneficial to the Company’s overall business operations.

The Company thus considers that its Board of Directors shall be comprised of directors with a diverse mix of knowledge, skills, experience, and expertise which are in line with its business strategies. Also, each member of the Board is required to be a person of morals with adherence to Business Ethics. Further, they are expected to be in possession of sound attitude towards the organization they serve, as well as having leadership, far-reaching vision, and proper dedication of their available time. In order to promote board diversity, candidacy for the Company’s Board of Directors shall not be affected by factors such as gender, race, religion, or other kinds of difference.

Furthermore, the Company considers that the following 12 areas of expertise are to be included into the Board’s skill matrix, which is instrumental in the selection and appointment of its directors

- 1) Engineering
- 2) Marketing strategy and business competition
- 3) Accounting, finance, and banking
- 4) Domestic/international trade and economics
- 5) Tuna industry
- 6) Pet food industry
- 7) Retail industry
- 8) Food and agricultural product industry
- 9) Domestic and international business law
- 10) Risk management
- 11) Good Corporate Governance
- 12) Sustainable development (ESG)

This policy was considered and approved in the Board of Directors Meeting No. 5/2023, dated 8 November 2023, which shall come into effect from 8 November 2023 onwards.

**- Mr. Suriya Prasatbuntitya -**

(Mr. Suriya Prasatbuntitya)

Chairman of the Board

Asian Sea Corporation Public Company Limited