



Board Diversity Policy

CP Axtra Public Company Limited
and its subsidiaries

Board Diversity Policy

CP Axtra Public Company Limited (the “Company”) recognizes the importance of board diversity as a critical factor in supporting the formulation of policies, strategies, and business directions to achieve strategic objectives and sustainable growth, in alignment with principles of good corporate governance and the best interests of stakeholders.

Such diversity encompasses a broad range of qualifications, including knowledge, expertise, skills, professional backgrounds, and experiences that contribute to the Company’s business operations. These include, but are not limited to, expertise in industry, accounting and finance, business, management, marketing, strategy, crisis management, legal affairs, technology, retail and wholesale business, real estate, corporate governance, and sustainability, as well as other relevant areas beneficial to the Company. In addition, diversity also covers gender, age, race, nationality, place of origin, culture, and traditions, with the aim of ensuring that the Board of Directors is composed of members with a balanced mix of perspectives to enable well-rounded and effective decision-making on critical matters.

The Company places great importance on assessing both existing and missing skills within the Board to ensure that, as a whole, it possesses qualifications appropriate to the nature and complexity of the business, effectively understands and responds to stakeholder needs, and avoids narrow or homogeneous perspectives.