



Indorama Ventures Public Company Limited

Board Diversity Policy

(Originally approved in the Board of Directors Meeting No. 5/2022 dated November 16, 2022)

Board Diversity Policy

Our core values state, "Diversity is our strength. As a global company we value the variety of knowledge, perspectives and experiences in our organization, and draw strength from these to fuel our competitiveness."

Our Directors are selected on the basis of their leadership experience, track record of performance, skill sets, industry knowledge and familiarity with generational trends. Being a truly global company nationality, ethnicity, age and gender are also important in the selection process; however skills and experience remain the overriding criteria for selection.

The effectiveness of its policy is measured against stated objectives. The Nomination, Compensation and Corporate Governance Committee conducts an annual self- evaluation process which addresses matters of diversity, inclusion and equity.