



Our Board of Directors' Policy on Diversity

To remain and grow more competitive, SNBL considers that it is important for its Board of Directors to consist of members who are generally equipped with substantial knowledge, experience and skills and who are sufficiently diverse in terms of gender, internationality, job history, age and other attributes as the company pursues sustained growth and enhancement of its mid- and long-term value.

The aim of the following basic policy is to ensure that the Board of Directors properly achieves its diversity.

1. SNBL analyzes and evaluates whether its Board of Directors is equipped, in a well-balanced manner, with the knowledge, experience and skills necessary for effectively fulfilling its role and responsibilities. By doing so, the company seeks further improvements to make the Board more effective and continues to monitor it after that.
2. We summarize the skills necessary for the Board of Directors to fulfill our corporate philosophy, “We are a company that values the environment, life, and people.” We make and disclose a skill matrix that shows each director’s specialization and experience.
3. **Corporate Governance and Appointment Committee**, an advisory body to the Board of Directors, regularly checks the make-up of the Board of Directors’ members and may recommend new directors on an as-needed basis for the purpose of achieving both diversity and appropriate size of the Board.
4. **Corporate Governance and Appointment Committee**, an advisory body to the Board of Directors, supervises the development of director candidates for the purpose of achieving proper diversity.

Established in October 2021