

Thai Union's Board of Directors & Executive Dashboard

2022 Update



Aspects	Status	Reference
1 Well-Balanced Board Structure	<ul style="list-style-type: none"> 6 Executive directors 1 Non-executive directors 5 Independent directors 2 female director 	<ul style="list-style-type: none"> AR 2021, PDFp71
2 Industry Experience	<ul style="list-style-type: none"> 12 Board Members comply with GICS Level 1 sectors 	<ul style="list-style-type: none"> AR 2021, PDFp164-169
3 Nationality Diversity	<ul style="list-style-type: none"> 3 Nationalities Thai, Japanese, Chinese 	<ul style="list-style-type: none"> AR 2021, PDFp71
4 Meeting Attendance	<ul style="list-style-type: none"> Average attendance: 95% Minimum attendance: 80% 	<ul style="list-style-type: none"> AR 2021, PDFp87-right & PDFp74-left
5 External Mandates	<ul style="list-style-type: none"> 1 non-executive and 5 independent directors comply with external mandate limit of 4 	<ul style="list-style-type: none"> AR 2021, PDFp71-right CG Policy, PDFp3
6 Performance Assessment	<ul style="list-style-type: none"> Board Evaluation, Self Evaluation Committee Performance Evaluation Independent Assessment 	<ul style="list-style-type: none"> AR 2021, PDFp77-left & PDFp86-left
7 Optimized Tenure	<ul style="list-style-type: none"> Average tenure 15 years 	<ul style="list-style-type: none"> AR 2021, PDFp72-left
8 Average Age	<ul style="list-style-type: none"> Average age 63 years 	<ul style="list-style-type: none"> AR 2021, PDFp164-169

Independent Director

Thai Union's Qualification of Independent Director

These directors shall be qualified and independent in line with the same qualification criteria described in the Notification Governing Qualifications and Responsibilities of Audit Committee established by the Stock Exchange of Thailand (https://www.set.or.th/en/regulations/simplified_regulations/AC_ID_p1.html)

- 1) Not hold more than 0.05 percent of total voting stocks of TU including stocks held by connected persons of the independent director, as well as nominees.
- 2) Not be, nor have been, a major shareholder.
- 3) Not be nor have been board member of its parent Company or an executive director, employee, staff, advisor who receives the salary of a controlling person of TU, its parent Company, its subsidiaries or its associated companies.
- 4) Not be professional advisor.
- 5) Not have, nor have had, a business relationship with the Company, its parent company, its subsidiaries, its associated companies or a juristic person who may have conflicts of interest, in the manner that may interfere with his independent judgement.
- 6) Not be appointed as a representative of the Company's or its major shareholder's board members or a shareholder who is related to the Company's major shareholders.
- 7) Not have any characteristics which make him or her incapable of expressing independent opinions with regard to the Company's business affairs.

Reference: AR2021 PDFp73-right, <https://investor.thaiunion.com/misc/ar/20220325-tu-or2022-en.pdf>

Independent Director

International Standard (DJSI) VS. Thai Union's Definition of Independent Director

International Standards (DJSI)	Thai Union's Definition of Independent Director	
	Basic compliance with Stock Exchange of Thailand (SET)	Additional requirement (TU)
1) The director must not have been employed by the Company in an executive capacity within the last five years.	2) Not currently be, nor been, the Company's executive director, worker, employee, salaried consultant, or controlling parties*. *Exception: It has been at least two years since the person held the position.	3) Not be, nor have been, a board member of its parent Company or an executive director, employee, staff, or advisor who receives the salary of a controlling person of TU, its parent Company, its subsidiaries or its associated companies.
2) The director must not accept or have a "Family Member who accepts any payments from the Company or any parent or subsidiary of the Company in excess of US\$ 60,000 during the current fiscal year or any of the past three fiscal years", other than those permitted by SEC Rule 4200 Definitions.	3) Not related by blood or legally registered with other directors, executives, major shareholders, controlling parties, or persons who will be nominated as directors, executives, or controlling parties of the Company or subsidiary. 4) Not currently have, nor never had, any relations with the Company* in the way that such relation may impede the person from having independent views. Also, the person should not currently be, or never be a significant shareholder or controlling person for persons having business relations with the Company*. *Exception: It has been at least two years since the person has held the position. 7) Not currently a director appointed to represent the Company's directors, major shareholders, or the shareholder related to a major shareholder.	
3) The director must not be a "Family Member of an individual who is, or during the past three years, was employed by the Company or by any parent or subsidiary of the Company as an executive officer."	3) Not related by blood or legally registered with other directors, executives, major shareholders, controlling parties, or persons who will be nominated as directors, executives, or controlling parties of the Company or subsidiary.	
4) The director must not be (and must not be affiliated with a Company that is) an adviser or consultant to the Company or a member of the Company's senior management.	6) Not currently be providing, nor ever provided, professional services, legal consulting, nor financial consulting services to the Company with a fee more than THB 2 million per year*. Also, the person should not currently be, or never be a significant shareholder, controlling person, or partners of current service providers. *Exception: It has been at least two years since the person has held the position.	4) Not be professional advisor.

Independent Director

International Standard (DJSI) VS. Thai Union's Definition of Independent Director

International Standards (DJSI)	Thai Union's Definition of Independent Director	
	Basic compliance with Stock Exchange of Thailand (SET)	Additional requirement (TU)
5) The director must not be affiliated with a significant customer or supplier of the Company.	8) Not currently be operating under a similar business or significant competition to the Company or subsidiary; or not a significant partner of the partnership, executive director, salaried worker, employee, or consultant; or holding more than 1% of voting shares of any other companies operating under a similar business or significant competition to the Company and subsidiary.	5) Not have, nor have had, a business relationship with the Company, its parent company, its subsidiaries, its associated companies or a juristic person who may have conflicts of interest, in the manner that may interfere with his independent judgement.
6) The director must have no personal services contract(s) with the Company or a member of the Company's senior management.	6) Not currently be providing, nor never provided, professional services, legal consulting, nor financial consulting services to the Company with a fee more than THB 2 million per year*. Also, the person should not currently be, or never be, a significant shareholder, controlling person, or partners of current service providers. *Exception: It has been at least two years since the person has held the position.	6) Not be appointed as a representative of the Company's or its major shareholder's board members or a shareholder who is related to the Company's major shareholders.
7) The director must not be affiliated with a not-for-profit entity that receives significant contributions from the Company.		
8) The director must not have been a partner or employee of the Company's outside auditor during the past three years.	5) Not currently, nor never have been, the Company's auditor*. Also, the person should not currently be, or never be, a significant shareholder, controlling person, or partners of current auditor's auditing firm*. *Exception: It has been at least two years since the person has held the position.	
9) The director must not have any other conflict of interest that the board itself determines to mean they cannot be considered independent.	9) Not under any conditions that may impede the person from having independent views towards the Company's operations	7) Not have any characteristics which make him or her incapable of expressing independent opinions with regard to the Company's business affairs.

Thai Union Board of Directors Industry Experience

<https://investor.thaiunion.com/misc/ar/20220325-tu-or2022-en.pdf>

Board member	Position	Summary of Industry Experience According to GICS Level 1: Management (M), Academia & Training (A), Consulting (C), Research (R)	AR page	URL
Mr. Kraisorn Chansiri³	Chairman	<ul style="list-style-type: none"> Work Experience: Extensive knowledge of customer staples, food products, and packaged foods and meats Academic Background: Food Science and Technology 	M, A 164-left	https://www.thaiunion.com/en/about/people/board-of-director/11/mr-kraisorn-chansiri
Mr. Cheng Niruttinanon	Executive Director / Chairman of Executive Director	<ul style="list-style-type: none"> Work Experience: High level of marketing experience in customer staples, food products, and packaged foods and meats Academic Background: Business Administration 	M 164-right	https://www.thaiunion.com/en/about/people/board-of-director/12/mr-cheng-niruttinanon
Mr. Chuan Tangchansiri⁴	Executive Director	<ul style="list-style-type: none"> Work Experience: Finance Academic Background: Liberal Arts 	M 165-left	https://www.thaiunion.com/en/about/people/board-of-director/14/mr-chuan-tangchansiri
Mr. Thiraphong Chansiri	President and CEO	<ul style="list-style-type: none"> Work Experience: Corporate management and strategic planning customer staples, food products, and packaged foods and meats Academic Background: Management and Marketing 	M, A 165-right	https://www.thaiunion.com/en/about/people/board-of-director/15/mr-thiraphong-chansiri
Mr. Rittirong Boonmechote	Executive Director	<ul style="list-style-type: none"> Work Experience: Extensive knowledge of customer staples, food products, and packaged foods and meats Academic Background: Business Administration 	M 166-left	https://www.thaiunion.com/en/about/people/board-of-director/16/mr-rittirong-boonmechote
Mr. Shue Chung Chan	Executive Director	<ul style="list-style-type: none"> Work Experience: Corporate management and strategic planning Academic Background: Business Administration 	M 166-right	https://www.thaiunion.com/en/about/people/board-of-director/18/mr-shue-chung-chan
Mr. Norio Saigusa¹	Non-Executive Director	<ul style="list-style-type: none"> Work Experience: Extensive knowledge of customer staples, food products, and packaged foods and meats Academic Background: Economics 	M, A 167-left	https://www.thaiunion.com/en/about/people/board-of-director/1054/mr-norio-saigusa
Dr. Thamnoon Ananthothai	Independent Director	<ul style="list-style-type: none"> Work Experience: Extensive background in finance and Information Technology Academic Background: Management and Accounting 	M, A, C 167-right	https://www.thaiunion.com/en/about/people/board-of-director/21/dr-thamnoon-ananthothai

Thai Union Board of Directors Industry Experience

<https://investor.thaiunion.com/misc/ar/20220325-tu-or2022-en.pdf>

Board member	Position	Summary of industry experience According to GICS Level 1: Management (M), Academia & Training (A), Consulting (C), Research (R)	AR page	URL/ Reference
Mr. Kirati Assakul	Independent Director	<ul style="list-style-type: none"> Work Experience: Risk management knowledge Academic Background: Chemical Engineering 	168-left	https://www.thaiunion.com/en/about/people/board-of-director/22/mr-kirati-assaku
Mr. Nart Liuchareon	Independent Director	<ul style="list-style-type: none"> Work experience: Knowledge of information technology Academic background: Engineering (Computer) and Business Administration 	168-right	https://www.thaiunion.com/en/about/people/board-of-director/23/mr-nart-liuchareon
Ms. Parnsiree Amatayakul	Independent Director	<ul style="list-style-type: none"> Work experience: Corporate Management, risk and knowledge of technology including information technology Academic background: Business Administration 	169-left	https://www.thaiunion.com/en/about/people/board-of-director/1354/ms-parnsiree-amatayakul
Dr. Pakapun Leevutinun	Independent Director	<ul style="list-style-type: none"> Work experience: Corporate Management, practical experience in technology research & development, including customer staples and food products Academic background: Business administration, technology and innovation management 	169-right	https://www.thaiunion.com/en/about/people/board-of-director/1470/dr-pakapun-leevutinun
Mr. Shoichi Ogiwara²	Non-Executive Director	<ul style="list-style-type: none"> Work experience: corporate management, practical experience in technology Academic background: law 	N/A	https://www.thaiunion.com/en/about/people/board-of-director/1524/mr-shoichi-ogiwara
Mr. Nakorn Niruttinanon⁵	Executive Director	<ul style="list-style-type: none"> Work experience: corporate management, practical experience in food processing, properties, logistics, Academic background: Engineering 	N/A	https://www.thaiunion.com/en/about/people/board-of-director/1536/mr-nakorn-niruttinanon

Remarks:

- ¹ Mr. Norio Saigusa resigned from Non-Executive Director (effective 4 April 2022)
- ² Mr. Shoichi Ogiwara was appointed as Non-Executive Director (effective 4 April 2022)
- ³ Mr. Kraisor Chansiri resigned from Chairman (effective 18 April 2022)
- ⁴ Mr. Chuan Tangchansiri resigned from Executive Director (effective 18 April 2022)
- ⁵ Mr. Nakorn Niruttinanon appointed as Executive Director (effective 9 May 2022)

Mr. Kraisorn Chansiri*

Chairman

Mr. Kraisorn Chansiri is the founder of Thai Union Group Public Co., Ltd., and holds the position of Chairman since 1988. Mr. Chansiri also holds the position of Chairman for Thai Union Manufacturing Co., Ltd., Thai Sea Food Co., Ltd., Merchant Partners Asset Management Co., Ltd., and a member of the board for other companies including asset management, property development, and aquaculture companies. Since 1977, Mr. Chansiri started his business in canned tuna, where he brought a small tuna cannery for processing and exporting canned tuna. Today, with his passion and extensive knowledge of the food business of more than 47 years, he has led the company to become a global seafood leader, ensuring that he has leading industry experience in customer staples, food products, and packaged foods and meat. Mr. Chansiri received an Honorary Doctorate Degree of Philosophy in Business Administration from Mae Fah Luang University and an Honorary Science Degree of Doctor of Philosophy in Food Science and Technology from Thai Chamber of Commerce University, Thailand. In addition, he has participated in The Role of Chairman Program by Thai Institute of Directors Association (RCP 15/2007) and hold a certificate of Capital Market Academy Leadership Program.

Mr. Cheng Niruttinanon

Director / Chairman of Executive Committee

Mr. Cheng Niruttinanon is the founding member of Thai Union Group Public Co., Ltd and has been appointed as the Director in 1999. Mr. Niruttinanon is also holding the position of Chairman for other companies, namely Asian-Pacific Can Co., Ltd., TC Union Agrotech Co., Ltd., Asian Pacific Thai Tuna Co., Ltd., Lucky Union Foods Co., Ltd., Jana Industry Co., Ltd., i-Tail Corporation PCL., and a member of the board for other companies including printing & packaging, steel & metal manufacturing, and other food companies. With over 33 years in the industry, he has abundant experience in marketing and is recognized as an Honorary Advisor for various Associations including Thai Tuna Industry Association (TTIA) and Thai Pet Food Trade Association (TPFA). His industry experience approaches customer staples, food products, and packaged foods and meats from a packaging perspective. Mr. Niruttinanon also served as a member of the Global Leadership Team and Executive Committee (“ExCom”), and Sustainable Development Committee’s Consultant for Thai Union Group Public Co., Ltd. Mr. Niruttinanon has an academic background in Business Administration, graduated The Second Middle School of Shantou from People's Republic of China.

Remarks : * Mr. Kraisorn Chansiri resigned from Chairman (effective from 18 April 2022).

Mr. Chuan Tangchansiri*

Executive Director

Mr. Chuan Tangchansiri has over 43 years of experience in finance. He has been appointed the position of Executive Director for Thai Union Group Public Co., Ltd. since 1988, and is a member of the board for other companies such as food, real estate & property, and insurance companies. Mr. Tangchansiri has knowledge and experience in finance for extensive industries especially in the food industry, real estate & property, steel & metal manufacturing, and insurance broker & risk management consultancy. Mr. Tangchansiri has a Bachelor's Degree in Liberal Arts from the South China Normal University, People's Republic of China and has participated in the Directors Accreditation Program hosted by Thai Institute of Directors Association (DAP 86/2010).

Remarks : * Mr. Chuan Tangchansiri resigned from Executive Director (effective from 18 April 2022).

Mr. Thiraphong Chansiri

President and Chief Executive Officer (CEO), Director / Member of Executive Committee, Member of Risk Management Committee, and Member of Sustainable Development Committee

Mr. Thiraphong Chansiri is the president and CEO of Thai Union Group Public Co., Ltd. who has been appointed since January 1990. He also holds the position of Chairman for Thai Union Seafood Co., Ltd and Thai Union China Co., Ltd, President of Thai Union Graphic Co., Ltd., Thai Union North America (USA), and Thai Union Europe (France), and is a member of the board for other companies including real estate, property development, software service, and other food companies. During this time, he has gained abundant experience within the customer staples sector, particularly in packaged foods and meats. Mr. Chansiri is also serving as a member of the Global Leadership Team, member of the Management Team, member of Executive Committee (“ExCom”), the Risk Management Committee, and the Sustainable Development Committee. As the CEO of Thai Union, he is responsible for policy making, decision-making and corporate decision-making, including administering the Company’s business, ensure overall business growth, good governance, etc. Moreover, some of his responsibilities as part of the committees include overseeing acquisition or disposal of assets, oversee the effectiveness and efficiency of the Company’s Enterprise risk management and investment in risk management, planning sustainability policies, as well as monitoring and encouraging sustainability in the operation. With his extensive experience in corporate management and strategic planning of more than 32 years, thus, his expertise is well suited for all positions he is appointed for. In 2021, Mr. Chansiri has been awarded to Asia’s best CEO from the Asian Excellence Awards by Corporate Governance Asia and, in 2020, ranked first (No.1) in the IntraFish Seafood Power 100 as the most influential executives in the global seafood industry. Mr. Chansiri has a Bachelor's Degree in Marketing from Assumption University, Thailand and a Master of Business Administration in Management from University of San Francisco, USA. He has also participated in the Director Certification Program hosted by Thai Institute of Directors Association in 2001 (DCP 10/2001) and has recently graduated from Thailand National Defence College (TNDC) on strategic and security studies.

Mr. Rittirong Boonmechote

Director / Member of Executive Committee / President of Global Frozen and Related Business

Mr. Rittirong Boonmechote has joined Thai Union since 1998 and has been appointed as the Executive Director of Thai Union Group Public Co., Ltd. in 2002. He is also a member of the board for other companies including the Chairman of Executive Committee of Thai Union Feedmill PCL., and President of Thai Union Seafood Co., Ltd., TMAC Co., Ltd., and Pakfood PCL. In his past career Mr. Boonmechote occupied the position of President for Marine Biotech Co Ltd and President at Thai Marine Development Products Co Ltd. Moreover, he was the former Vice President of the Thai Frozen Food Association, thus, he has extensive knowledge of food business especially in the seafood industry. Through his abundant experience in the customer staples, food products, and packaged foods and meats sectors, Mr. Boonmechote is well equipped in serving as a member of the Global Leadership Team and Management Team as the President of Global Frozen and Related Business, having essential responsibility, including set business plan, business management authority, annual budget estimation, and handle general business administration, etc. He also serves as a member of the Group Executive Committee (“ExCom”) who has the authority to act on behalf of the Board to approve the acquisition or disposal of the assets. Mr. Boonmechote has a Bachelor's Degree in Business Administration from Bangkok University, Thailand. He has also participated in several trainings including TLCA Executive Development Program in 2009 (EDP2/2009) and Director Certification Program (DCP138/2010) organized by Thai Institute of Director Association, Leader Program No. 25/2560 by Capital Market Academy, and Advanced Master of Management Program (AMM) No. 1 by Graduate School of Public Administration (GSPA).

Mr. Norio Saigusa*

Non-Executive Director

Mr. Norio Saigusa has joined Thai Union Group Public Co., Ltd. as the Director of the Board in 2019. He is concurrently the Executive Vice President, Group CEO, Food Industry Group of Mitsubishi Corporation in Japan. Prior to joining Thai Union, Mr. Saigusa was appointed with various managerial roles in the Mitsubishi Corporation in Tokyo as well as in its overseas offices, including Germany and Thailand since 1985 when he started to engage in the food business. In 2016, he was appointed as the Division COO of Living Essential Resources Division of Mitsubishi Corporation and subsequently Senior Vice President of Mitsubishi Company (Thailand), Ltd., Bangkok in 2017. Through his career of more than 35 years, Mr. Saigusa has excellent knowledge and abundant business experience in the food industry. Mr. Saigusa has a Bachelor's Degree in Economics from Waseda University, Japan.

Remarks : * Mr. Norio Saigusa resigned from Non-Executive Director (effective from 04 April 2022).

Mr. Shoichi Ogiwara*

Non-Executive Director

Mr. Shoichi Ogiwara has joined Thai Union Group Public Co., Ltd. as a Non-Executive Director of the Board in 2022. He is concurrently the President of Mitsubishi Corporation (Thailand) Ltd., and Thai-MC Company Limited. Prior to joining Thai Union, Mr. Ogiwara was appointed with executive and managerial roles in the Mitsubishi Corporation both in Thailand and within the Southeast Asian region. In 2014, he also participated in the Breakthrough Program for Senior Executive (BPSE) at top-tier IMD Institute in Switzerland, enhancing his skills as a senior executive. Throughout his career in executive positions of Mitsubishi, Mr. Ogiwara is well versed in a variety of industries, including food business and consumer business, making him a great addition to the Thai Union Board of Directors. Mr. Ogiwara holds a Bachelor of Law from the University of Tokyo, Japan.

Mr. Shue Chung Chan

Director/ Member of Risk Management Committee / Member of Sustainable Development Committee

Mr. Shue Chung Chan is currently holding the position of Executive Director which was appointed in 2001, as well as a member of the board for other food companies as well as training and management and software service companies. Mr. Chan has joined Thai Union Group Public Co., Ltd in 1996 overseeing production and operations including engineering, quality control and logistics. Moreover, in 2016 he was appointed as the Head of Human Resources Group who has to oversee TU global HR strategies which also extend to well-being, health & safety aspects, and is responsible for all employees in four different continents around the globe. He has been engaged in corporate management and strategic planning for over 20 years, thus, he has abundant work experience at the company as well as knowledge and experience in the field. Currently, Mr. Chan is also serving as the Corporate Group Director of the Global Leadership Team, a member of the Management Team and a member of the Risk Management Committee. Mr. Chan received his Bachelor's Degree in construction engineering management from Oregon State University, USA and a Master in Business Administration from Bangkok University. He has also participated in the Directors Certification Program (DCP 16/2002) and TLCA Executive Development Program (EDP1/2009) organized by Thai Institute of Directors Association in 2002 and 2009 respectively.

Remarks : * Mr. Shoichi Ogiwara was appointed as Non-Executive Director (effective 04 April 2022)

Dr. Thamnoon Ananthothai

Independent Director/ Chairman of Nomination, Remuneration and Corporate Governance Committee / Member of Audit Committee / Member of Risk Management Committee

Dr. Thamnoon Ananthothai holds the position of Independent Director of Thai Union Group Public Co., Ltd since 2010, and is also a member of the board for other asset management, engineering and construction companies, as well as other food companies. In his past career, he was Thailand Representative of Nomura Office (Securities Company from Japan), Deputy CEO (Securities) of Srimitr Securities PCL., Associate Judge of Central Intellectual Property and International Trade Court, and President and CEO of DBS Vickers Securities (Thailand) Co., Ltd. Since 2005, he has been engaged mainly as a member of the Audit Committee and Nomination and Remuneration Committee for companies in extensive industries including properties, mechanical, electrical engineering and construction, financial, education service, and food. Where he was responsible for overseeing audit process, and overall controls and compliance of laws and regulations including risk review and management. With more than 30 years of experience, especially in finance, accounting and risk management, his expertise is well suited for his current position serving as the Chairman of the Nomination and Remuneration Committee, a member of the Audit Committee, and a member of the Risk Management Committee. Dr. Ananthothai has a Bachelor' Degree of Business Administration in Accountancy & Management from Eckerd College-St. Petersburg, USA. Master of Business Administration in Management from University of Sarasota, USA, and a Ph.D., in International Management from Walden University, USA. In addition, he has obtained the A.C.A Certificate from the American Accreditation Council for Accountancy USA and has participated in several training and seminar course related to Directorship including Corporate Governance for Capital Market Intermediaries (12/2016), Directors Certification Program (DCP 70/2006), and Audit Committee Program (ACP 10/2005), organized by Thai Institute of Directors Association.

Mr. Kirati Assakul

Independent Director/ Vice Chairman / Lead Independent Director /Chairman of the Risk Management Committee

Mr. Kirati Assakul holds a position of Independent Director of Thai Union Group Public Co., Ltd., which was appointed in 2010. Since 1984, he holds a position as the Chairman of Ocean Life Insurance Co., Ltd., and is also a member of the board as Director for other companies in several industries including properties, insurance, financial, and glassware manufacturers. Currently, Mr. Assakul is also serving as the Chairman of the Risk Management Committee who is responsible for overseeing corporate management of risk, including reviewed corporate risk profile and mitigation strategies, reviewed strategic investment project risk profile and mitigation, emerging risks assessment and mitigation plan, as well as embed risk management culture throughout the business to ensure that Group-wide risk management was sufficient and effective. With his extensive knowledge and experience in various industries especially in the field of risk management for over 36 years, his expertise has helped to drive the company. Mr. Assakul received a Bachelor's Degree in Chemical Engineering from the University of Southern California, USA and a Master of Chemical Engineering from Queen's University, Canada. He has also participated in Directors Certification Program (DCP 27/2003), and The Role of Compensation Committee (RCC 5/2007) training organized by Thai Institute of Directors Association.

Mr. Nart Liuchareon

Independent Director/ Chairman of Audit Committee/ member of Nomination, Remuneration and Corporate Governance Committee

Mr. Nart Liuchareon holds a position of Independent director of Thai Union Group Public Co., Ltd., which was appointed in 2015. Prior to joining Thai Union, Mr. Liuchareon was the Marketing Director for Control Data (Thailand) Ltd. (CDG), a company providing services in computer backup system and computer mainframe distributor since 1985. Currently, Mr. Liuchareon also holds the position of Executive Director and CEO for CDG Group and G-ABLE Group (leading IT Solution and Digital Solutions Provider) which was appointed in 1992 and 2000 respectively. Due to Mr. Liuchareon's expertise in the Information Technology sector, his main responsibilities involve with overseeing cyber security strategy and group information technology. He was recently appointed as Chairman of the Audit Committee (replacement for Mr. Sakdi Kiewkarnkha), which oversees and monitors risk management in order to ensure that risk management is implemented according to the policy and effectively throughout the organization. This also include planning strategies with regards to Information Technology as information security threats pose as economic, reputation and performance risks for the company. Mr. Liuchareon has been engaged in information technology, digital transformation and solution, and data management for over 36 years, through his career, thus, he has in-depth knowledge of data administration and management processes as well as understanding of modern databases and information system technologies. Mr. Liuchareon has a Bachelor's Degree in Computer Engineering from Chulalongkorn University, Thailand, and 2 Master's Degree, a Master of Science in Business Administration from the University of Southern California, USA and a Master of Business Administration from the University of Southern California, USA. Moreover, he has participated in several training and seminar course related to Directorship including Leader Program No. 12/2010 by the Capital Market Academy, Director Accreditation Program (DAP 120/2015), Audit Committee Forum "New Auditor's Report: What's in it for you?", and Advanced Audit Committee Program (AACP 25/2017) organized by Thai Institute of Directors Association.

Ms. Parnsiree Amatayakul

Independent Director/ Member of Audit Committee/ Member of Risk Management Committee

Ms. Parnsiree Amatayakul has recently joined the Board of Director of Thai Union Group Public Co., Ltd., which holds a position of Independent Director and concurrently a member of the Audit Committee and the Risk Management Committee. Ms. Amatayakul has extensive industries knowledge, especially in information technology, risk management, marketing, accounting, finance as well as policy setting and strategic planning. In 2011, she holds the position of Managing Director for IBM Thailand Company Limited, a multinational technology company. Then, since 2013, she holds various positions as a member of the board for other technology, food, financial services, cement and building material companies, as well as international association and foundation relating to businesses, information technology, digital economy and society. With her extensive knowledge and experience in various industries, especially in the field of information technology, Ms. Amatayakul is a great addition to our company. Ms. Amatayakul received a Bachelor's Degree in Business Administration from the Chulalongkorn University, Thailand and a Master of Business Administration from University of California, USA. She has also participated in Directors Certification Program in 2008.

Dr. Pakapun Leevutinun

Independent Director / Member of Risk Management Committee

Dr. Pakapun Leevutinun has recently joined the Board of Director of Thai Union Group Public Co., Ltd., which holds a position of Independent Director and concurrently a member of the Risk Management Committee. Dr. Leevutinun has extensive industries knowledge, especially in information technology, Innovation management, marketing and finance as well as business administration. Between 2004-2021, she has held executive positions at both the national level and regional level for Nu Skin, a multi-level marketing company that develops and sells personal care products and dietary supplements. Dr. Leevutinun also holds a Ph.D. in Technopreneurship and Innovation Management. It is through her expertise, particularly in research and development and innovation within the customer staples, food products, and packaged foods and meats industry, that we firmly believe she is a great asset to our company, as Thai Union seeks to expand into technological innovation, research and development to grow our supplement and food business. Dr. Leevutinun holds an MBA in Marketing and Finance from Marriott School of Business USA and obtained her Bachelors in Business Administration from Chulalongkorn University.

Mr. Nakorn Niruttinanon*

Executive Director

Mr. Nakorn Niruttinanon holds a position of Director of Thai Union Group Public Co., Ltd., which was recently appointed in May 2022. Since 1993, he holds an Executive Director position as a member of the board at both national and regional level for companies in several industries including food processing, properties, logistics, constructions materials manufacture, and warehouse services namely Waithai Co., Ltd., Yueh Chyang Canned Food Co., Ltd. (Vietnam), Thaipatana Stainless Steel Co., Ltd., Asian-Pacific Can Co., Ltd., Factory Storage Service Co., Ltd., Serenity Capital Co., Ltd., Thai Union Ingredients Co., Ltd. Concurrently, Mr. Niruttinanon is also holding a Director and Managing Director position at Thai Union Manufacturing Co., Ltd. With his extensive knowledge and experience in various industries for over 29 years, we firmly believe he is a great asset to our company. Mr. Niruttinanon received a Bachelor's Degree in Industrial Engineering and a Master of Industrial Engineering from the University of Missouri Columbia, USA.

Remarks : * Mr. Nakorn Niruttinanon was appointed as Executive Director (effective 09 May 2022)

Thai Union Executive (Global Leadership Team)

Aspects	Status	Reference
1 Industry Experience	<ul style="list-style-type: none"> Food Product Legal Finance Risk Management Sales Marketing Innovation International exposure Business Management and Strategic planning Sustainability Supply Chain Management Consumer Goods 	<ul style="list-style-type: none"> http://www.thaiunion.com/en/about/people/global-leadership-team
2 Nationality Diversity	<ul style="list-style-type: none"> Thai Chinese French Singaporean Irish British American 	<ul style="list-style-type: none"> http://www.thaiunion.com/en/about/people/global-leadership-team
3 Performance Assessment KPI	<ul style="list-style-type: none"> Drive Superior Financial Performance Accelerate Growth Improve productivity through culture of continuous improvement, SG&A optimization and cash management Work on Business Fundamentals 	<ul style="list-style-type: none"> https://investor.thaiunion.com/misc/ar/20220325-tu-or2022-en.pdf, PDFp83-right
4 Long-Term Incentive	<ul style="list-style-type: none"> The 3-year Long Term Incentive Plan (“LTIP”) for executive level 	<ul style="list-style-type: none"> https://investor.thaiunion.com/cg_policy.html
5 Stock Ownership	<ul style="list-style-type: none"> CEO shall hold shares equal to greater than 10-15 times of annual base salary Global leadership team are encouraged to hold shares equal to or greater than 5 than 10-15 times of annual base salary 	<ul style="list-style-type: none"> http://investor.thaiunion.com/cg_policy.html
6 Clawback	<ul style="list-style-type: none"> In compliance with Securities and Exchange Act B.E. 2551 No clawback in incurred 	<ul style="list-style-type: none"> http://investor.thaiunion.com/cg_policy.html