



Board Diversity Policy
Thai Union Group Public Company Limited

Board Diversity Policy

1. Preface

Thai Union Group Public Company Limited ("Company") strives to treat all shareholders and stakeholders equally and transparently, in strict adherence to the principles of Good Corporate Governance Principles as well as recognizes the fostering a well-balanced and diverse Board of Directors.

Therefore, to achieve such objectives, the Company has established this Board Diversity Policy to serve as a guideline for the nomination of directors who are essential in shaping the Company's long-term strategies and ensuring the sustainability of its operations.

2. Objectives

The Board of Directors promotes diversity in its composition in terms of skills, experience, knowledge and specific expertise that are beneficial to the Company. This includes consideration of an appropriate proportion of independent directors and female directors while not restricting or discriminating based on race, background, gender, age, nationality, skin color, ethnicity, place of origin, culture, traditions or any other characteristics that can contribute positively to the Company.

The Board of Directors believes that such diversity broadens the range of perspectives within the Board, thereby strengthening decision-making processes and enhancing the overall effectiveness in the performance of its duties.

3. Scope

This policy applies exclusively to the Company's Board of Directors and does not apply to the Company's employees.

4. Policy

4.1 Board Nomination

The Board of Directors assigns the Nomination, Remuneration and Corporate Governance Committee ("NRCG") to identify qualified individuals to replace directors whose terms have expired or in other relevant circumstances in order to propose to the Board of Directors and/or the shareholders' meeting for the election. The Board of Directors assigns the NRCG considers and nominates candidates from among qualified professionals with diverse backgrounds, strong leadership, broad vision, high ethical standards, a transparent and unblemished track record, the ability to express independent opinions and specialized knowledge or expertise necessary for the Board of Directors and its sub-committees to perform their duties effectively.

In cases where the NRCG proposes a current director for reappointment, the NRCG should also consider the performance of that director during their previous term.

The appointments are based on qualifications, skills, experience, independence and the knowledge required for the Board of Directors to function effectively.

4.2 Board Diversity

The Board of Directors assigns the NRCG to review the diversity of the Board, define the required composition of knowledge and specific expertise necessary within the Board and develop a Board Skill Matrix. In doing so, the NRCG shall take into consideration various factors

including but is not limited to race, background, gender, age, nationality, skin color, ethnicity, place of origin, culture or other relevant aspects. These factors are considered when nominating appropriate individuals to serve as the Company directors. This aims to ensure that the Board is equipped to effectively formulate strategies and policies along with overseeing their implementation efficiently.

5. Monitor and Report

The Board is responsible for monitoring and ensuring the implementation of this policy and for reporting on the diversity of the Board's composition in the Company's annual Corporate Governance Report.

6. Revision of Policy

The NRCG is responsible for reviewing and proposing any necessary changes to this policy for the Board of Directors' approval as deemed appropriate.

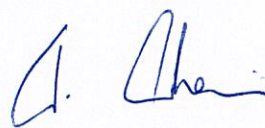
This Policy shall be effective from 9th May 2025 onwards.



(Mr. Kirati Assakul)

Chairman of the Board of Directors and
Independent Director

Thai Union Group Public Company
Limited



(Mr. Thiraphong Chansiri)

Vice Chairman of the Board of Directors
and President & CEO

Thai Union Group Public Company Limited