



## The Sustainable Development Committee Charter

### Thai Union Group Public Company Limited

The Board of Directors focuses on Sustainable Development as one of the key elements of the Corporate Strategy. In this regard, The Board of Directors appointed a Sustainable Development Committee (“SD Committee”) on August 13, 2014, and its composition was adjusted more recently on August 9, 2021.

#### **1. Authorities, Duties and Responsibilities**

The authorities, duties and responsibilities of the SD Committee are as follows;

- 1.1. Provide strategic guidance and direction on the overall sustainable development strategies, policies and programs, in support of Thai Union's corporate goal 'Healthy Living, Healthy Oceans' and sustainability strategy, SeaChange®.
- 1.2. Impose the sustainability policies and determine key changes that will help Thai Union deliver against global sustainability goals and standards, and maintain our industry leadership position in sustainability.
- 1.3. Review the progress of implementation of critical sustainability-related commitments, including but not limited to: the Tuna Commitment, Packaging Commitment, Climate Change Commitment, and Human Rights-related Policies.
- 1.4. Establish sub-committees, as appropriate, to drive the implementation of key sustainability commitments across the organisation.

#### **2. Composition and Qualifications**

- 2.1 The SD Committee shall be comprised of qualified and experienced members and approved by the Board.
- 2.2 The Chairman of the SD Committee shall be appointed by the Board.
- 2.3 The SD Committee shall appoint a secretary as it deems appropriate.

บริษัท ไทยยูเนียน กรุ๊ป จำกัด (มหาชน)

THAI UNION GROUP PUBLIC COMPANY LIMITED

Tax ID & Registered no. 0107537000891 [website: thaiunion.com](http://www.thaiunion.com)

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### **3. Terms of Office**

The SD Committee is appointed by the Board of Directors and the terms of office of the Committee members are concurrent with their tenure at Thai Union.

Apart from the vacancy upon the expiration as aforementioned, a member of the SD Committee shall vacate office when:

- 1) resignation;
- 2) no longer qualified for the office of the SD Committee, as specified in this charter;
- 3) the Board of Directors pass a resolution to remove the Committee member from the officer;
- 4) death.

### **4. Meeting**

Meetings of the SD Committee are to be called whenever the Committee or the Chairman of the Committee sees fit. There must be at least two meetings per year.

The SD Committee should hold meetings to discuss matters within its scope of duties.

### **5. Charter Review and Update**

The SD Committee will review this Charter annually and recommend amendments as deemed appropriate for the Board's approval.

This Charter shall be effective from 8<sup>th</sup> August 2022 onwards.

*-Signed By-*

*-Signed By-*

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(Mr. Kirati Assakul)  
Chairman of the Board of Directors and  
Independent Director  
Thai Union Group Public Company Limited

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(Mr. Thiraphong Chansiri)  
Vice Chairman of the Board of Directors and  
President & CEO  
Thai Union Group Public Company Limited

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