

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. In addition, the Board of Directors has resolved to establish the Sustainable Development Committee charter and consistently review it to ensure that the roles and responsibilities of the committee members are clearly defined and executed accurately and comprehensively.

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 Consider and approve the Company’s Sustainability Report (SD Report) in accordance with the requirements of the Stock Exchange of Thailand and the Securities and Exchange Commission, including best practices aligned with both domestic and international standards.

บริษัท ไทยยูเนียน กรุ๊ป จำกัด (มหาชน)

THAI UNION GROUP PUBLIC COMPANY LIMITED

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- 1.5 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.

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 17th February 2025 onwards.

- Signed by -

- Signed by -

(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