

Biography of nominated persons to be elected as the Company's directors

No. of years in position, number of shares held and % shareholding as of 31 December 2025

Name : **Mr. Cheng Niruttinanon**

Position : Executive Chairman
Executive Director

Nationality : Thai

Age : 83 years

Education : The second Middle School of Shantou, People's Republic of China

Starting date: 08 April 1999

No. of years in position : 26 years 9 months

Family Relationship among Directors and Executives: -None-

Shareholdings : 268,642,116 shares, equivalent to 6.03% of paid-up capital*

Personal	:	200,442,084	shares
Spouse	:	68,200,032	shares
Minor Child	:	-None-	share



Positions in other listed companies (total 2 companies)

2021 - Present: Non Executive Director, i-Tail Corporation PCL.
2000 - Present: Director, Thai Union Feedmill PCL.

Positions in other organizations: (total 13 companies)

2019 - Present: Director, Thai Union Ingredients Co., Ltd.
2013 - Present: Director, Phil-Union Frozen Foods, Inc. (Philippines)
2011 - Present: Director, Thai Glycerine Co., Ltd.
2010 - Present: Director, Oriental Unique Co., Ltd.
2008 - Present: Director, Thaipatana Stainless Steel Co., Ltd.
2001 - Present: Managing Partner, Hunhong Kanchang Registered Ordinary Partnership
1997 - Present: Director, New Century Printing and Packaging Co., Ltd.
1996 - Present: Director, Thai Union North America (USA)
1993 - Present: Director, Waithai Co., Ltd.
1990 - Present: Chairman, Lucky Union Foods Co., Ltd.
1987 - Present: Chairman, Asian-Pacific Can Co., Ltd.
Chairman, TC Union Agrotech Co., Ltd.
1973 - Present: Director and Senior Managing Director, Thai Union Manufacturing Co., Ltd.

Position in other organizations that have conflicts to the Company: -None-

Training/Seminar Course related to Directorship:

- Directors Accreditation Program organized, Thai Institute of Directors Association (DAP 187/2021)

Type of director nominated for election: Director

Criteria and procedure for nomination: Considered and reviewed by the Nomination, Remuneration and Corporate Governance Committee and the Board of Directors.

Meeting Attendance in the Year 2025 (between 1 January 2025 - 31 December 2025)

Meeting	No. of Attendance
The Board of Directors	6/7 meetings (86%)

Enclosure 3

Name : **Mr. Thiraphong Chansiri**

Position : Vice Chairman

Executive Director

Chairman of the Sustainable Development Committee

Member of the Risk Management Committee

President and CEO



Nationality : Thai

Age : 60 years

Education : Master of Business Administration (Management), University of San Francisco, USA

Bachelor of Business Administration (Marketing), Assumption University

Starting date : 1 January 1990

No. of years in position : 36

Family Relationship among Directors and Executives: -None-

Shareholdings : 535,230,712 shares, equivalent to 12.01 % of paid-up capital*

Personal	:	425,901,664	shares
Spouse	:	109,329,048	shares
Minor Child	:	-None-	share

Positions in other listed companies: (total 3 companies)

2021 - Present: Director and Member of the Corporate Governance and Nomination Committee
SCG Packaging PCL.

2000 - Present: Director and Member of the Executive Director, Thai Union Feedmill PCL.

1999 - Present: Chairman, i-Tail Corporation PCL.

Positions in other organization: (total 27 companies)

2020 – Present: Director, Food and Beverage United Co., Ltd.

2019 – Present: Director, Thai Union Ingredients Co., Ltd

Director, Thai Union Eaglewood Development Co., Ltd.

2017 – Present: Director, Thoon Thanasiri Co., Ltd. (Including 8 Companies)

Director, Thai Union Asia Investment Holding Co., Ltd. (Hong Kong)

Director, Thai Union Property Development Co., Ltd.

2016 – Present: Honorary Chairman, Pracharat Raksamakkee Samutsakorn (Social Enterprise) Co., Ltd.

2014 – Present: Director, Thai Union High-Tech Pearl Cultivation Co., Ltd.

2012 – Present: Director, Pakfood PCL. (Including 2 Companies)

2010 – Present: President, Thai Union Europe SAS (France)

2000 – Present:	Director, Biz Dimension Co., Ltd.
1996 – Present:	Director, Thai Union Seafood Co., Ltd. Director, Thai Union North America (USA)
1995 – Present:	Chairman, Thai Union Graphic Co., Ltd.
1993 – Present:	Director, Asian-Pacific Can Co., Ltd. Director, Lucky Union Foods Co., Ltd. Director, Waithai Co., Ltd.
1989 – Present:	Director, Thai Union Manufacturing Co., Ltd
1984 – Present:	Director, Penven (Thailand) Co., Ltd.

Position in other organizations that have conflicts to the Company: -None-

Training/Seminar Course related to Directorship:

- National Defence Course (NDC), Class 62, National Defence College
- Directors Certification Program organized, Thai Institute of Directors Association (DCP 10/2001)

Type of director nominated for election: Director

Criteria and procedure for nomination: Considered and reviewed by the Nomination, Remuneration and Corporate Governance Committee and the Board of Directors.

Meeting Attendance in the Year 2025 (between 1 January 2025 - 31 December 2025)

Meeting	No. of Attendance
The Board of Directors	7/7 meetings (100%)
The Risk Management Committee	4/4 meetings (100%)
The Sustainable Development Committee	2/2 meetings (100%)

Enclosure 3

Name : **Mr. Nart Liuchareon**

Position : Independent Director
Chairman of the Audit Committee
Member of the Nomination, Remuneration and Corporate Governance Committee

Nationality : Thai

Age : 66 years

Education : Master of Science in Business Administration, University of Southern California, USA
Bachelor of in Engineering (Computer), Chulalongkorn University

Starting date : 3 April 2015

No. of years in position : 10 years 9 months

Family Relationship among Directors and Executives: -None-

Shareholdings : -None- shares, equivalent to - % of paid-up capital*

Personal	:	-None-	share
Spouse	:	-None-	share
Minor Child	:	-None-	share



Positions in other listed companies: (total 3 companies)

2025 – Present:	Independent Director, Member of the Audit Committee, OHTL Public Company Limited
2024 – Present:	Independent Director, Member of the Risk Management Committee, Thai Rung Union Car Public Company Limited
2000 – Present:	Vice Chairman, President, Member of the Risk and Sustainability Development Committee, Member of Nomination and Remuneration Committee, G-Able PCL.

Positions in other organizations: (total 16 companies)

2025 – Present:	Director Onyx Hospitality Reit Management Co., Ltd.
2024 – Present:	Director GlobeTech Co., Ltd.
2023 – Present:	Director Geovault Co., Ltd.
	Director GISC Group Co., Ltd.
	Director CDG Holding Co., Ltd.
	Director Ardentek Co., Ltd.
	Director Aurum Management Co., Ltd.
2019 – Present:	Director Defence Innovation Co., Ltd.

2017 – Present:	Director Merkator Co., Ltd.
2016 – Present:	Director ESRI (Thailand) Co., Ltd.
2012 – Present:	Director Wisdomsoft Co., Ltd.
2004 – Present:	Director Core wisdom Co., Ltd.
1992 – Present:	Director C.D.G.House Co., Ltd.
1991 – Present:	Director GIS Co., Ltd.
	Director CDG Group Co., Ltd.
1986 – Present:	Director Control Data (Thailand) Ltd.

Work experience:

1985 – 1998:	Marketing Director, Control Data (Thailand) Co., Ltd.
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Position in other organizations that have conflicts to the Company: -None-

Training/Seminar Course related to Directorship:

- Board Nomination & Compensation Program, Thai Institute of Directors Association (BNCP 13/2022)
- Advanced Audit Committee Program, Thai Institute of Directors Association (AACP 25/2017)
- Director Accreditation Program, Thai Institute of Directors Association (DAP 120/2015)
- Leader Program, Capital Market Academy (No. 12/2010)

Type of director nominated for election: Independence Director

Criteria and procedure for nomination: Considered and reviewed by the Nomination, Remuneration and Corporate Governance Committee and the Board of Directors.

Meeting Attendance in the Year 2025 (between 1 January 2025 - 31 December 2025)

Meeting	No. of Attendance
The Board of Directors	7/7 meetings (100%)
The Audit Committee	5/6 meeting (83%)
The Nomination, Remuneration and Corporate Governance Committee	3/3 meeting (100%)
The Non-Executive Director	1/1 meeting (100%)

Enclosure 3

Name : Mr. Tin Shu Chan

Position : Non Executive Director

Nationality : Chinese (Hong Kong SAR)

Age : 52 years

Education : Master of Business Administration, Bangkok University, Thailand
Bachelor of Mathematics, University of Southern California, USA

Starting date : 17 February 2025

No. of years in position : 11 months

Family Relationship among Directors and Executives: -None-

Shareholdings : 67,761,700 shares, equivalent to - % of paid-up capital*

Personal	:	67,700,000	shares
Spouse	:	61,700	shares
Minor Child	:	-None-	share



Positions in other listed companies: (total 1 company)

2024 - Present: Vice Chairman of the Board of Director, Executive Director, Chairman of Executive and Sustainable Development Committee, Member of Risk Management Committee, Chief Executive Officer, i-Tail Corporation PCL.

Positions in other organizations: (total 5 companies)

2025 - Present: Director, i-Tail Europe B.V.
Director, US Pet Nutrition, LLC
Director, i-Tail Americas, Inc.

2022 - Present: Director, Helion Food USD

1995 - Present: Director and Managing Director of Thai Union Manufacturing Co., Ltd.

Position in other organizations that have conflicts to the Company: -None-

Training/Seminar Course related to Directorship:

- Director Accreditation Program (DAP) / Thai Institute of Directors Association (IOD) no.193/2022

Type of director nominated for election: Director

Criteria and procedure for nomination: Considered and reviewed by the Nomination, Remuneration and Corporate Governance Committee and the Board of Directors.

Meeting Attendance in the Year 2025 (between 1 January 2025 - 31 December 2025)

Meeting	No. of Attendance
The Board of Directors	5/6 meetings (83%)*
The Non-Executive Director	1/1 meeting (100%)

*The Board of Directors Meeting No. 1/2025 held on 17 February 2025 resolved to appoint Mr. Tin Chu Chan as a director of the Company. Therefore, he did not attend this Board meeting. As a result, the total number of Board of Directors' meetings attended by Mr. Tin Shu Chan in 2025 is six.

Definition and qualification of Independent Director

An independent director is a qualified and independent person according to the Company's Corporate Governance Policy established by the Board. Moreover, the Company's criteria are stricter than "the criteria" required by the Stock Exchange of Thailand and the Securities Exchange Commission.

An independent director must meet the following criteria:

- 1) Holds no more than 0.05% of total voting stocks of TUF including stocks held by connected persons of the independent director, as well as nominees.
- 2) Is not or has not ever been a major shareholder.
- 3) Is not or has not ever been board member of its parent company or an executive director, employee, staff, advisor who receives salary of a controlling person of TUF, its parent company, its subsidiaries, its associated companies.
- 4) Is not any professional advisor.
- 5) Has not or has not 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 judgment.
- 6) Does not represent the Company's or its major shareholder's board member or a shareholder who is related to the Company's major shareholder.
- 7) Not have any characteristics which make him or her incapable of expressing independent opinions with regard to the company's business affairs.

Therefore, the definition of an independent director, as outlined, is in accordance with the company's corporate governance policy and imposes stricter criteria than the qualification requirements for independent directors set by the Securities and Exchange Commission of Thailand, specifically concerning the shareholding limit in the company.

Appointment of Directors

The Nomination Committee shall appoint a director, whose qualifications are deemed appropriate and qualified pursuant to the Public Companies Limited Act. Such appointment can be made only in the event that directorship either expires by normal office term or prematurely falls vacant in consequence of whatever causes during the office term. A substitute director appointed to fill interim vacancy shall be in the office only for the remaining tenure. One third of directors shall retire and new directors shall be elected in an annual general meeting of shareholders according to criteria and procedures set forth below:

1. Each shareholder has a right to vote in proportion to share volume owned; the principle of "one share, one vote" is applied.
2. Each shareholder is required to cast the entire vote owned in 1 for one or more candidates but can not split the vote into portions.
3. Candidates shall be entitled to directorship based on votes received. Candidate with maximum votes is first entitled to directorship and followed by the other less voted, respectively. As a rule, the number of newly appointed directors must not exceed the number of new directors intended in that election.

Shareholders, if necessary, may pass resolutions to remove any director prior to statutory expiration of office term provided (a) three fourth of majority votes of all shareholders present at a meeting is reached; and (b) the aggregate share volume owned by shareholders in (a) must be greater than half of the aggregate share volume owned by all shareholders present at the meeting. Such case shall be effective only when the qualifications of all board members and the management comply fully with Section 68 of the Public Companies Limited Act of 1992 and the SEC's Regulation Governing the Rules, Conditions and Procedures for the Securities Offer and Permission dated May 18, 1992.

The board of directors shall appoint any person deemed professionally recognized and qualified to act as independent director provided that the appointee is (a) not an employee or staff member receiving regular salary from the company or its subsidiaries; (b) independent of major dominant shareholders; (c) a shareholder of not more than 0.05% of the respective paid-up capital of the company; and (d) able to equally protect the interests of minority shareholders.

Enclosure 3

2025 Directors Meeting Attendance

Unit: Meeting

Name of Director	Meeting (Number of meeting attended / number of meeting)					
	Board of Director's Meeting 1 January – 31 December 2025				Annual General Meeting of Shareholder 8 April 2025	
	Number of meetings		Type of meeting		Total	
	Meeting	%	In person	Via electronic media	Meeting	%
1. Kirati Assakul	7/7	100	6/7	1/7	1/1	100
2. Cheng Niruttinanon	6/7	86	4/7	2/7	1/1	100
3. Thiraphong Chansiri	7/7	100	5/7	2/7	1/1	100
4. Rittirong Boonmechote	7/7	100	4/7	3/7	1/1	100
5. Nart Liuchareon	7/7	100	3/7	4/7	1/1	100
6. Thamnoon Ananthothai	7/7	100	1/7	6/7	1/1	100
7. Parnsiree Amatayakul	6/7	86	5/7	1/7	1/1	100
8. Pakapan Leevutinun	7/7	100	5/7	2/7	1/1	100
9. Hiroyasu Sato	6/7*	86	3/7	3/7	1/1	100
10. Shue Chung Chan	7/7	100	5/7	2/7	1/1	100
11. Tin Shu Chan	5/6**	83	4/6	1/6	1/1	100
Total number of meeting in 2025	7				1	
Percentage of Directors' Participation	95%				100%	

*For transparency in voting, Mr. Hiroyasu Sato did not attend one Board of Directors' meeting, as the meeting included an agenda item in which he had an interest.

**The Board of Directors' Meeting No. 1/2025, held on 17 February 2025, resolved to appoint Mr. Tin Shu Chan as a director of the Company. As a result, the total number of Board of Directors' meetings of Mr. Tin Shu Chan in 2025 was six.