

Good Corporate Governance

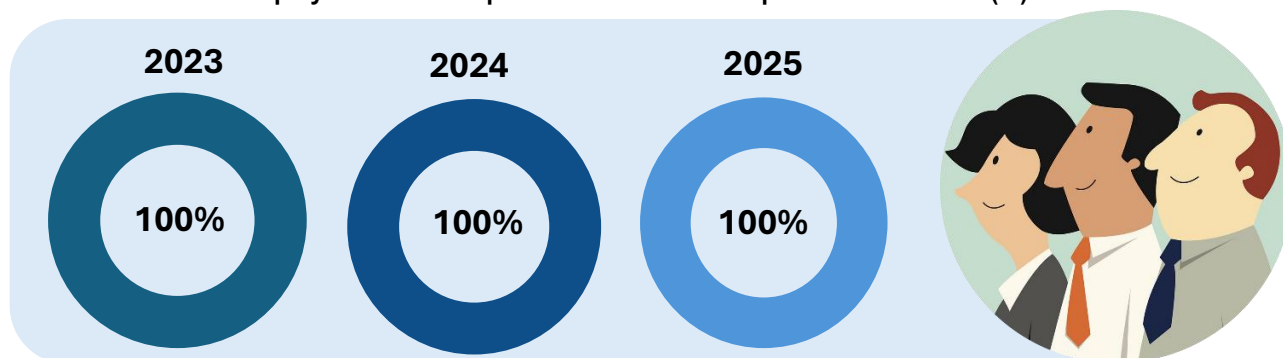
Thai Union Group Public Company Limited prioritizes the enhancement of knowledge and understanding among its directors, executives and employees. In 2025, the Company organized training courses for executives and employees to participate training program such as (1) Know Code of Conduct (2) Thai Union Code of Business Ethics and Labor Code of Conduct. The content of these courses covers the details including Insider Information protection, Conflict of Interest, Anti-Bribery and Corruption Policy as well as other related policies and guidelines that are beneficial to employees. In addition, the Company provided trainings/courses for all executives and employees in all relevant aspects in order to enhance knowledge to support the works and the Company's business operation e.g. training and acknowledge the policy related to safety, health and environment. These courses were conducted through the e-Learning system which content in both Thai and English languages aligns with the Company's Good Corporate Governance Policy. Additionally, there was a post-training test (e-Testing) to evaluate knowledge and understanding which is a part of the orientation process for all executives and new employees in total 100%) (The Company has applied for the courses and evaluate system for employees training since 2015.)

In 2025, the Company remained committed to continuously communicating and fostering a culture of good corporate governance and code of business ethics 100% of directors, executives and employees demonstrated awareness and strictly complied with these policies.

In 2025, there was **no case** of misconduct by directors, executives or employees of the Company related to violations of Code Business Ethics and Anti-Bribery and Corruption Policy.

Key Performance

All executives and employees learn and pass tests on Good Corporate Governance (%)



All the board members, executives and employees acknowledged the Corporate Governance & Code Business Ethics Policy (%)

