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## **Sustainable Development Committee Charter**

### **1. Purpose**

The Board of Directors of Thai Union Feedmill Public Company Limited (the “Company”) has appointed the Sustainable Development Committee (the “Committee”) to support the Board in organizational sustainability development; oversee the Company’s operations in relation to social, environmental, and stakeholder responsibilities; and ensure transparency, fairness, efficiency, and alignment with good corporate governance practices, applicable laws, and relevant regulations.

### **2. Composition**

- 2.1 The Committee shall be appointed by the Board of Directors.
- 2.2 The Committee shall consist of members with relevant experience and qualifications, with at least one member being the director of the Company.
- 2.3 The Board of Directors shall appoint one director as the Chairperson of the Committee.
- 2.4 The Committee shall appoint a secretary to provide support as deemed appropriate.

### **3. Qualifications**

- 3.1 Must hold a position as a director or an executive of the Company.
- 3.2 Must be able to dedicate sufficient time and attention to carry out responsibilities so that the Committee can achieve its objectives.

### **4. Term of Office**

- 4.1 Members of the Sustainable Development Committee shall serve a term of three years.
- 4.2 A member retiring by rotation may be reappointed, subject to approval by the Board of Directors.
- 4.3 In addition to retirement by rotation, a member of the Nomination, Remuneration, and Corporate Governance Committee may vacate office upon:
  - (a) Resignation
  - (b) Loss of qualifications required for membership in the Nomination, Remuneration, and Corporate Governance Committee
  - (c) Removal by a resolution of the Board of Directors or the shareholders’ meeting
  - (d) Death
- 4.4 A committee member wishing to resign shall submit a resignation letter stating the reasons to the Chairman of the Board at least 30 days in advance, except in cases of necessity and appropriateness.

- 4.5 A person appointed to fill a vacancy shall hold office only for the remainder of the term of the member being replaced.

## **5. Duties and Responsibilities**

- 5.1 Review sustainability policies and practices appropriate for the Company's business operations, ensuring alignment with laws, regulations, and rules of relevant regulatory bodies.
- 5.2 Oversee operations related to economic, social, environmental, and stakeholder responsibilities, including implementation of key sustainability vision and mission initiatives.
- 5.3 Determine the Company's Materiality for submission to the Board of Directors for approval.
- 5.4 Review progress of key sustainability initiatives, climate change management initiatives, and other related policies.
- 5.5 Review of the Sustainable Development Committee Charter annually.
- 5.6 In performing its duties, the Sustainable Development Committee may seek independent advice, with the authority to engage external independent advisors or professional experts as necessary and appropriate, with expenses earned by the Company.

## **6. Meeting**

- 6.1 The Sustainable Development Committee shall meet at least once a year and may hold additional meetings as deemed appropriate by the Chairperson.
- 6.2 Minutes of each meeting shall be documented in writing for verification by relevant parties.

## **7. Performance Evaluation**

The Sustainable Development Committee shall conduct an annual self-assessment of its performance and report the results to the Board of Directors.

## **8. Reporting**

- 9.1 The Sustainable Development Committee shall report its performance and other significant matters to the Board of Directors for acknowledgment and improvement as appropriate, at least once a year.

- 9.2 The Sustainable Development Committee shall report its performance for the past year to shareholders in the Annual Information Disclosure/Annual Report (Form 56-1 One Report).

This charter shall come into effect from 1 August 2025.

*-Signature-*

(Mr. Rittirong Boonmechote)  
Chairman of the Board of Directors

### Revision History Table

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