



บริษัท สหยูเนียน จำกัด (มหาชน)

SAHA-UNION PUBLIC COMPANY LIMITED

คุณธรรม คุณภาพ คุณประโยชน์ 1828 ถนนสุขุมวิท แขวงพระโขนงใต้ เขตพระโขนง กรุงเทพฯ 10260 โทรศัพท์ 02-311-5111 โทรสาร 02-331-5668
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Clawback Policy

Saha-Union Public Company Limited's Clawback Policy refers to Sections 89/7, 89/18 and 89/19 of the Securities and Exchange Act B.E. 2551 (2008), which require directors and executives to perform their duties with responsibility, due care and integrity, and to comply with applicable laws, the Company's objectives and articles of association, resolutions of the Board of Directors, and resolutions of shareholders' meetings. Any recovery of benefits shall be subject to the rights and conditions prescribed by applicable laws and relevant agreements.

In the event that an executive commits fraud, seeks improper personal benefits engages in gross negligence, commits a serious breach of the code of conduct, or materially breaches their duties causing significant damage to the Company, the Company may consider recovering or withholding performance-based compensation to the extent permitted by applicable laws and relevant agreements in accordance with the principles of good corporate governance and the protection of shareholders' interests. Such consideration shall involve a fair examination of the facts and evidence, provide the executive with an opportunity to explain, and take into account the severity of the conduct, the damage caused, and the proportionality of the measures. The proposed action shall be submitted for approval to the Board of Directors or its duly authorized delegate. The executive concerned may also be subject to civil and criminal liability as prescribed by law.

This Policy shall take effect from 26 October 2026 onwards. It shall apply to events occurring and compensation determined on or after that date, unless otherwise provided by applicable laws or binding agreements.

(Miss Pawasut Seewirot)

President