Sustainability Report 2022

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Thai Union

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This is the 10th sustainability report that Thai Union has made publicly available and demonstrates our ongoing commitment to transparency across our operations and supply chain. The report provides information on Thai Union's annual performance from 1 January 2022 to 31 December 2022, showing our progress against the key performance indicators (KPIs) and targets outlined in SeaChange®, the Company's global sustainability strategy.

This report is published in a digital-only format, in both English and Thai, making it both more sustainable and easily accessible for readers. Thai Union also has a SeaChange® website, through which we ensure that information is freely available and accessible.

The SeaChange® website delivers the most up-to-date information about Thai Union's sustainability program, progress, activities, and achievements.

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021 and its Sector Standard for Agriculture, Aquaculture, and Fishing, Recommendation of the Task Force on Climate-Related Financial Disclosures (TCFD), United Nations Global Compact: UN Global Compact at Advanced level, and Sustainable Development Goals (SDGs).

In keeping with the intent of the GRI Guidelines, we have focused on the GRI Standards, as described below. The scope of this report covers companies under Thai Union Group, as well as subsidiaries where we have at least 50 percent holding, and companies that are under Thai Union operational control.

PRINCIPLES FOR DEFINING REPORT CONTENT

Determining the content of this report began by understanding the impacts of our value chain on different stakeholders, including suppliers, customers, governments, local communities, and civil society. Next, we engaged external experts and our global leadership team for their insights. The report addresses items of significant interest to stakeholders important to Thai Union's business strategy.

In analyzing internal and external environments, we abided by the GRI Standards 2021: sustainability context, materiality, completeness, and stakeholder inclusiveness. To find out more about our materiality assessments, see our materiality issues section on page 22.

What is Report Quality?

The GRI Standards define reporting quality via a set of quality aspects: accuracy, balance, clarity, reliability, and timeliness. We have taken numerous actions to meet these:

We continue to improve the quality of information in our sustainability reports and we publish them in a timely manner, so our stakeholders can effectively integrate the information into their decision-making.

We value the opinion of our stakeholders, including employees, local communities and interest groups, non-governmental organizations, customers, suppliers, and contractors.

In preparing our report, we listen and respond to stakeholder feedback to help ensure the information we report is balanced and reliable.

We are moving toward more efficient and effective operations with minimum adverse social and environmental impacts along the entire value chain.

We regularly report on key topics and commitments, as well as our work with partners.

UNGC Communication On Progress

As a participant in the United Nations Global Compact, this report also serves as our annual Communication on Progress (CoP) to stakeholders. The CoP reports our progress in implementing the Ten Principles of the UN Global Compact within our sphere of influence, as well as our progress in supporting the environmental and social responsibilities of the broader UN Sustainable Development Goals (SDGs).

The report's content has been reviewed and approved by the leadership of relevant business units at Thai Union. There has been no significant change in the materiality reported compared to the previous year.

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This Report Can Be Downloaded Here:

Since launching our global sustainability strategy SeaChange® in 2016, Thai Union Group has been instrumental in driving meaningful improvements across the global seafood industry. As one of the world's largest seafood companies, Thai Union recognizes that sustainable development is not just essential to the future of our business and our growth, but it forms an integral part of our role as responsible corporate citizens for our employees and the global community.

We are immensely proud of the achievements we have made over the past several years, constantly evolving and reaching new milestones. Through our work, Thai Union has been ranked number one three times on the Food Products Industry Index of the Dow Jones Sustainability Indices, including in 2022. We have been listed on the DJSI for nine consecutive years.

Our progress continued in 2022, including our work to ensure the health and safety of all workers. We began the full implementation of the Employer Pays Principle, under which Thai Union will bear all recruitment-related fees and costs for all migrant workers for our Thailand-based operations. The Company also took the initiative to commission a consultant to spend several weeks working on a carrier vessel, allowing them to assess first-hand the working conditions and welfare of the crew working on longline vessels. Importantly, this was the first at-sea assessment of its kind conducted anywhere.

Working in collaboration with partners is crucial for Thai Union to achieve our goals, and in 2022 we formed a partnership with Sustainable Fisheries Partnership (SFP) which will allow for ongoing audits of our global supply chains, further strengthening our ongoing commitment to transparency. A bycatch audit will also form part of the agreement, allowing us to assess the impact of the unintended catch of non-target species and take action.

Thai Union continues to implement initiatives in our manufacturing sites around the world to reduce our greenhouse gas emissions, and in 2022 our greenhouse gases for Scope 1 & 2 were reduced by 7 percent in absolute terms compared to 2021.

We think of SeaChange® as a pledge that covers every aspect of the seafood business: from how we look after the oceans to how we manage our waste; from the responsibility we take for our workers to building brighter futures for the communities around our key sites.

While we are immensely proud of our progress, we recognize that we need to do more. Which is why we have launched SeaChange® 2030, an evolution of the work we have been doing. This new holistic strategy will help reshape the seafood industry with solutions for People and Planet that better sustain a future for all.

SeaChange® 2030 is anchored by five impact areas–Human & Labor Rights, Health & Wellness, Climate Action, Circularity, and Biodiversity. The strategy features 11 interconnected commitments that will help reduce carbon, minimize waste, safeguard ecosystems, ensure safe, decent, and equitable work is a reality across the value chain, and advance a healthier world.

I would like to highlight one of our key commitments - a 42 percent reduction in greenhouse gas emissions (Scopes 1, 2, and 3) by 2030 and achieving net zero by 2050. Thai Union is the first seafood company of its size to align its targets with the Science Based Target initiative (SBTi), the leading global methodology for ambitious climate action.

In this report, you can find in-depth details about our new strategy and goals, which reflect our dedication to creating a sustainable seafood industry and driving positive change throughout the value chain. We are also proud to align SeaChange® 2030 with the United Nations Sustainable Development Goals (SDGs) and actively support the delivery of 10 of the global goals.

In 2022, I was also proud to be named Chair of the Board of Directors of the Seafood Business for Ocean Stewardship (SeaBOS), providing me with the opportunity to continue moving forward with the mission of this unique partnership between some of the industry's largest seafood companies and scientific partners.

This report also serves as the Company's annual Communication on Progress (COP) to stakeholders as part of our commitment to supporting the United Nations Global Compact (UNGC). The COP reports our progress in implementing the Ten Principles of the UNGC within Thai Union's sphere of influence.

At Thai Union, our vision is to be the world's most trusted seafood leader, caring for our resources to nurture generations to come. We strive to be the industry's leading agent of change, and we want to see our environment begin to recover from the climate crisis, to create food security for our growing global population, and to protect the safety, dignity, and well-being of our communities, workers, and consumers. SeaChange®2030 helps us get there.

Thiraphong Chansiri
Chief Executive Officer
Thai Union Group

Movement

- Began the full implementation of the Employer Pays Principle in Thailand to ensure that no worker should pay for a job
- Entered a **partnership with Sustainable Fisheries Partnership** (SFP) to further improve transparency in Thai Union's supply chains and consider the wider impacts on biodiversity
- Thai Union CEO Thiraphong Chansiri appointed **Chair of the Board of Directors of the Seafood Business for Ocean Stewardship (SeaBOS)**
- Together with The Nature Conservancy, **released the inaugural progress report** on our partnership on a pioneering commitment to improving on-the-water transparency in global tuna supply chains
- Submitted our short-term and long-term climate change targets to the Science Based Targets initiative (SBTi) for verification and approval
- **Signed a THB 2 billion short-term Blue Finance loan agreement with TMB Thanachart Bank** to further expand our position in financing that benefits the world's oceans
- **Conducted the first-ever at-sea audit** to assess working conditions and welfare of the crew on longline vessels.
- Published our first **Task Force on Climate-related Financial Disclosures (TCFD) report**
- Published our **Human Rights Risk Assessment**, updated our **Safety, Health, and Environment Policy**, and our updated **SHE Management Framework.**
- Volunteers from Thai Union Group in Thailand, Europe, and Africa **collected 1,809 kilograms of trash** during a coastal clean-up on World Oceans Day as part of a global campaign by the Seafood Business for Ocean Stewardship (SeaBOS) and Ocean Conservancy to protect the marine environment.
- Published the **UK Modern Slavery Act Transparency Statement 2022**, detailing our achievements and efforts to prevent, detect, and remedy violations of human rights, particularly modern slavery, within our operations and supply chains.
- Increased the percentage of tuna purchased from vessels equipped with electronic monitoring and/or human observers from a 71 percent baseline in 2021 to 79 percent.

Awards & Recognition

Member of
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- Listed on the **Dow Jones Sustainability Indices (DJSI) for the 9th straight year** and ranked number one in the world in the food industry; Ranked in the top 1% of more than 7,800 companies assessed in S&P Global Sustainability Yearbook 2023.

- Included in the FTSE4Good Emerging Index for the 7th consecutive year

MSCI

- MSCI 'A' Rating
  Thai Union received the 'A' rating on Environmental, Social, and Governance (ESG) Performance in the Food Products industry.

- Sustainability Disclosure Award 2022 from Thaipat Institute

- Thai Union, along with subsidiaries Pakfood PCL, Okeanos Food Co., Ltd, and Thai Union Feedmill PCL, received the Human Rights Award 2022 (large business sector) from the Thai Ministry of Justice
- Listed on the AMCHAM CSR Recognition list for the second consecutive year

WHO WE ARE

Thai Union Group PCL is the world's seafood leader, bringing high quality, healthy, tasty and innovative seafood products to customers across the world for 46 years.

Today, Thai Union is regarded as one of the world's leading seafood producers and is one of the largest producers of shelf-stable tuna products with annual sales exceeding THB 155.6 billion (US$ 4.4 billion) and a global workforce of more than 44,000 people who are dedicated to pioneering sustainable, innovative seafood products.

Our sustainability efforts were recognized throughout 2022, as we were again included in the Dow Jones Sustainability Indices, ranking first in the Food Products Industry Index. This marked the ninth year in a row we have been included in the DJSI. Thai Union was also named to the FTSE4Good Emerging Index for the seventh straight year in 2022.

OUR VISION

To be the world's most trusted seafood leader, caring for our resources to nurture generations to come.

OUR MISSION

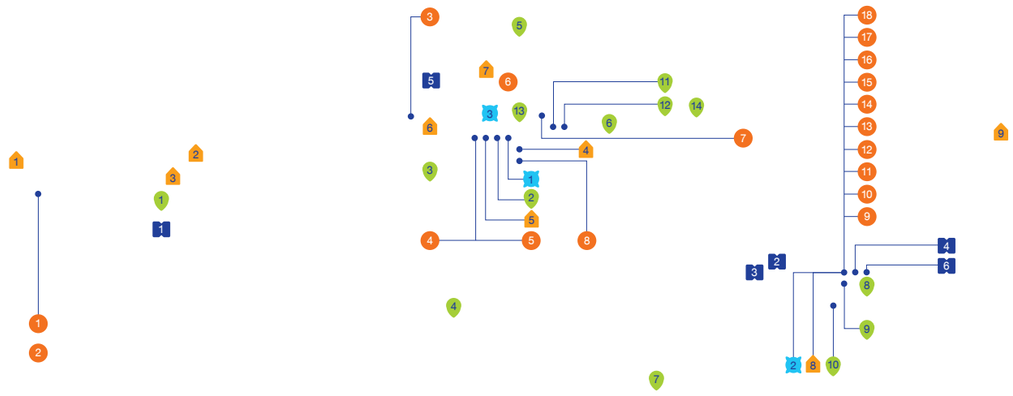
To be the seafood industry's leading agent of change, making a real positive difference to our consumers, our customers, and the way the category is managed.

OUR GOAL

We are committed to Healthy Living, Healthy Oceans. With a focus on health and well-being across our Group's portfolio, we will strengthen the growth and profitability of our core businesses and expand into new, attractive areas. We will continue to lead the industry on sustainability while attracting and retaining talent.

Brands

1 Chicken of the Sea®, USA
2 GENOVA, USA
3 JOHN WEST, UK
4 PARMENTIER, France
5 PETIT NAVIRE, France
6 KING OSCAR, Norway
7 RUGEN FISCH & Hawesta, Germany
8 Mareblu, Italy
9 SEALECT, Thailand
10 FISHO, Thailand
11 Monori, Thailand
12 Qfresh, Thailand
13 Bellotta, Thailand
14 Marvo, Thailand
15 Thammachart Seafood, Thailand
16 OMG Meat, Thailand
17 ZEAVITA, Thailand
18 ZEA Tuna Essence, Thailand



Strategic Partnership/ Key Joint Venture

1 Red Lobster, USA
2 Avanti Frozen Foods, India
3 Avanti Feeds Ltd, India
4 Lucky Union Foods Co. Ltd, Thailand
5 La Doria Ltd, UK
6 R&B Food Supply PCL, Thailand

Production Location

1 Lyons, GA, USA
2 Douarnenez and Quimper, France
3 Peniche, Portugal
4 Tema, Ghana
5 Svolvear, Norway
6 Gniewino, Poland
7 Mahe, Seychelles
8 Long An, Vietnam
9 Samut Sakhon, Thailand
10 Songkhla, Thailand
11 Sassnitz, Germany
12 Kretinga, Lithuania
13 Rostock, Germany
14 Moscow, Russia

Innovation Center/ R&D Center

1 Douarnenez, France
2 Bangkok, Thailand
3 Wageningen, Netherlands

Corporate Office/Sales

1 El Segundo, CA, USA
2 Lake Success, NY, USA
3 Portsmouth, NA, USA
4 Milan, Italy
5 Paris, France
6 Liverpool, UK
7 Bergen, Norway
8 Bangkok, Thailand
9 Shanghai, China

THAI UNION'S FOOTPRINT

Thai Union's vast selection of shelf-stable, chilled, and frozen foods and related products makes mealtimes delicious, dynamic, easy, and healthy for millions of families worldwide. Our portfolio of consumer-favored brands across North America, Europe, Asia, and the Pacific has a global reach, with product developments informed by local insights and market preferences.

Through strategic mergers and acquisitions, our family of brands is expanding its market share around the world. Our commitment to innovation, sustainable growth, quality, and consistency facilitates our competitive advantages.

Learn more in our **One Report 2022**, including consolidated financial statements.

THAI UNION'S BIG 6 VALUES

Thai Union's 6 Values shape the way we work, the way we interact with others. Thai Union's culture and ways of working are a manifestation of exhibiting our values in every intent and action.

Since our humble beginnings in Thailand 46 years ago, we have evolved into a truly multi-country and multi-cultural organization. Thai Union's 6 Values were crafted to articulate our core beliefs, transcending the boundaries of national or regional belief systems. These values aim to define the behaviors we must embody in our intent, attitude, and actions.

Our 6 Values are deeply held principles that guide a sense of what's important, what's right, and define how we work together in a productive and harmonious way.

Our values underpin the culture at Thai Union. Our values are built upon distinct pillars, each of them unique, but when blended, serve as a compass in steering us when making important decisions. On occasions, our track might waver, and we might feel a bit lost, but our values guide us back to the path.

Our values of Passionate, Humble and Respectful are values of attitude which guide our interactions and relationships.

Our values of Responsible, Collaborative, and Innovative guide how we achieve the expected outcomes and results.

OUR BIG 6 VALUES

Passionate
- Ambitious for growth
- Retains winning spirit
- Seeks to outperform own past performance

Humble
- Believes in and demonstrates openness to learn and continuous improvement
- Shows openness to feedback and coaching
- Embraces vulnerability, willingness to truly be oneself

Respectful
- Embraces differences and diversity
- Is conscious of other's opinions and time
- Listens attentively and actively

Responsible
- Acts responsibly towards planet, people, and communities
- Takes ownership, and is accountable
- Follows through on commitments

Collaborative
- Identifies shared goals and points of interdependence within and across teams
- Integrates diverse and complementary skills for maximizing outcomes
- Consciously makes efforts to build relationships

Innovative
- Demonstrates curiosity and is comfortable with change and ambiguity
- Is willing to challenge the status quo and examine & adopt new ideas
- Does not hesitate to try and fail and learn from failures

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SDGs mapping

Thai Union has continued to improve its Corporate Governance. The Board of Directors has established a good corporate governance policy by adhering to the Corporate Governance Code for listed companies of 2017 (CG Code) of the Stock Exchange of Thailand, Corporate Government Recommendations for Thai listed companies (CGR), recommendations for listed companies at the ASEAN level (ASEAN CG Scorecard) and the Dow Jones Sustainability Indices (DJSI) and has consistently reviewed, adjusted and improved this for suitability to ensure that the duties of the Board of Directors are performed with effectiveness and constant good corporate governance. In addition, the Company reviewed the policy to comply with legal, economic, and social change in 8 Principles as follows:

1. Awareness of the Board's leadership role and responsibilities for sustainable value creation
2. Defining key business objectives and goals for sustainability
3. Strengthening Board's Effectiveness
4. Ensuring Effective CEO and People Management
5. Nurturing Innovation and Responsible Business
6. Strengthening Effective Risk Management and Internal Control
7. Ensuring Disclosure and Financial Integrity
8. Ensuring engagement and communication with shareholders to define these policies, there is an oversight process as follows:
   - Approval from the Board
   - Enforcement with directors, executives and employees of Thai Union and its subsidiaries in every location
   - Reviewed at least once every year

The Company's corporate governance policy adheres to legal compliance as a basis and is developed to be transparent, credible, and acceptable according to guidelines of excellence in business operations with criteria, governance, and sustainable growth both at the national and international level. The Board of Directors has approved the Company to define a policy to control operations in various areas to be according to the principles of good corporate governance.

The Company's policies and operational guidelines cover the placing of directors and specify compensation, the independence of the Board of Directors from management, developing directors and evaluating their performance, the governance of subsidiary companies and joint ventures, as well as policies and guidelines concerned with shareholders and stakeholders, looking after shareholders, equal treatment for all shareholders, promotion and exercise of shareholders' rights, protection and use of internal data, preventing conflict of interest, responsibility to stakeholders, being anti-corruption as well as other relevant policies and guidelines. In the case that the Company discovers that any criterion in any matter has not been defined as a policy or has not been carried out, management will propose that the Board of Directors consider reviewing this to be consistent with principles.

ANTI-CORRUPTION

Thai Union also has an official Anti-Corruption Policy which has been reviewed and approved by the Board of Directors. The Company has announced its intention to oppose corruption which has been certified by a Collective Action Coalition Certificate of the Private Sector Collective Action Coalition Against Corruption no. 4/2560, to be a member of the coalition on February 12, 2018. Subsequently, the Company considered extending its membership and received a certificate on December 22, 2021.

To reaffirm the Company's commitment to the 'Zero Tolerance' principle, in 2022, the Company participated virtually in the activities held by the Anti-Corruption Organization of Thailand, the Royal Thai Government, and the National Anti-Corruption Commission on 6 September 2022 and 9 December 2022, respectively. The Company also announced the No Gift Policy during the New Year festive season to foster good practices in its personnel's conduct, with the objective to ensure that its personnel at every level fulfill their duties without a vested interest, illustrating the Company's commitment to good corporate governance.

The Anti-Corruption Policy has the following details:

The Company will not allow corruption in any form, covering the business and all transactions in every country and every

business unit. The Company has organized principles and determined procedures of anti-corruption practice which have strict details to prevent and or deal with corruption in all forms to be compliant with this policy. In this, the Company has reviewed its practices and procedures consistently, to be consistent with changes in the law, business, and maintenance.

The business is operated based on correctness and fairness with directors, executives and employees compliant with the policy on a broad basis, and the policy is communicated to external stakeholders to prevent the risk of corruption, as well as giving training to employees. Further to this communication, employees may access the various associated policies through Ocean Connect Thai Union, an internal communications channel. External stakeholders such as suppliers can access the relevant policies through the Company's website.

The Company shall provide protection to Board members, management, and employees who act against corruption in accordance with this Policy and respective Code of Conduct. Anyone who violates this Policy and Code of Conduct shall be subject to disciplinary action in accordance with the Company's rules and regulations. There are also measures to protect in the same way throughout the Company to be fair to complainants or persons giving cooperation by whistleblowing. Whistleblowing is a tool giving advance warning and is a channel to stamp out corruption, as it helps to address issues thoroughly before they escalate and cause a severe impact on the reputation and financial status of the Group. The Company also has regular training for employees to have knowledge about policy and principles of anti-corruption.

The Company has provided a Whistleblower Platform for Thai Union employees around the world. In this, the Company has a policy of confidentiality and protection for whistleblowers.

SUSTAINABLE DEVELOPMENT COMMITTEE

Thai Union's unwavering commitment to sustainability is also demonstrated through the Company's Sustainable Development (SD) Committee, which is chaired by Thai Union CEO Thiraphong Chansiri, with Adam Brennan, Group Director, Sustainability, as Co-Chair.

The high-level decision-making committee brings together key senior executives throughout the year to consider emerging issues and new policy proposals and make strategic decisions to maintain Thai Union's sustainability leadership within the industry. The decisions of the SD Committee are communicated to relevant business units and functions for implementation in collaboration with our global Sustainable Development team. Importantly, sustainability is also represented at the highest level of the business, with Mr. Brennan a member of the Global Leadership Team.

Roles & Responsibilities of the Sustainable Development Committee:

1. Provide guidance and setting approaches for the Company regarding strategies leading to the development of sustainability, making operational plans and policies to support the Company's sustainability goals.
2. Set major policies and procedures concerned with sustainability that will help the group of companies achieve its goals and meet related standards such as the UN Sustainable Development Goals (SDGs), Dow Jones Sustainability Indices (DJSI), and Corporate Sustainability Assessment (CSA).
3. Inspect and control the Company's operations to meet its set goals and obligations, including but not limited to tuna sourcing, packaging, climate change, and human rights–related policies.
4. Set up sub-committees as appropriate to fulfill the Company's sustainability policies.

Thai Union Sustainable development committee

RISK MANAGEMENT

Thai Union Group is aware of the importance of risk management and is committed to systematic and consistent risk management throughout Thai Union and its subsidiaries with an aim to promote good corporate governance, bolstering confidence among investors, and facilitating the achievement of the Company's objectives. The Board of Directors (BoD) promotes risk management as part of the organizational culture, is aware of existing risks and mitigation plans, and has appointed the Risk Management Committee (RMC) to oversee risk management implementation. The RMC is diverse, composed of independent directors and top executives, while the chairman of RMC is an independent director.

Apart from the risk management structure, Thai Union's risk management framework is in accordance with the international standards of COSO ERM. It is a guideline for management and employees to operate consistently. The framework is designed to identify, assess, manage, monitor, and communicate systematically and consistently in order to minimize the probability of risks occurring and limit their potential impact on Company business.

The Group Risk Management function, led by the Chief of the Group Risk Management and Internal Control, plays an important role in implementing the risk management program at a Group level, while providing advice and guidance on the risk management framework and process to subsidiaries.

Risk coordinators at subsidiary level coordinate and implement risk management according to Thai Union's guidance. Management and employees are responsible for managing risks in their areas of responsibility.

In addition, regular education related to risk is provided to independent directors, executive directors, and non-executive directors. For example:

- The slowing growth, growing risk–where next for the global economy and what does it mean for Thai Union, engaged by The Economist.
- The guidelines and practices of good corporate governance, guidelines on internal information usage and conflict of interest, engaged by Baker McKenzie.

The RMC reports quarterly on significant risks, mitigations, and improvements to the BoD. For the current risks and emerging risks, more details can be found in the **One Report 2022**, in the Risk Management section.

seaCHANGE® 2030

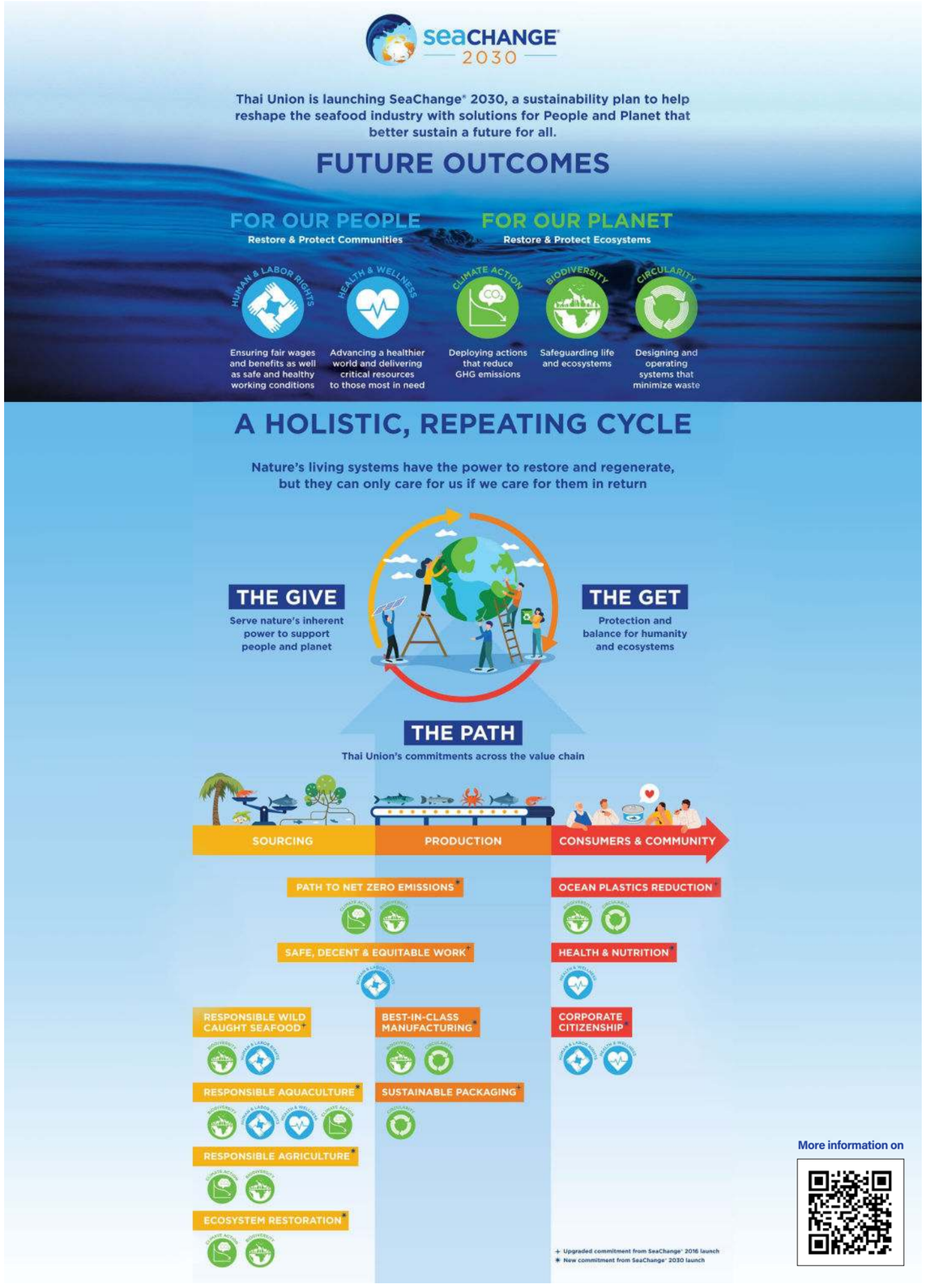
It's time for a SeaChange® in the seafood industry. Together, we can bring the natural synergy of the ocean, planet, and people back into balance. Thai Union started this journey to course correct in 2016, and now we're elevating our efforts with new 2030 goals. To live up to our duty to respect the ocean, as it gives nourishment and livelihood to millions. To honor our shared humanity by protecting the workforce that makes our offering possible. To move from passive support to active healing, with life-giving results. To power a positive cycle of change with our operations, practices and influence.

We can only achieve real transformation by serving the innate power of nature's living systems to restore and regenerate. To see our environment begin to recover from the climate crisis. To create food security for our growing global population with a more nature-positive food system. To protect the safety, dignity and well being of our communities, workers, and consumers. Because these vital connections can only care for us if we care for them in return.

Thai Union is launching SeaChange® 2030, a sustainability plan to help reshape the seafood industry with solutions for People and Planet that better sustain a future for all. We are dedicating USD 200 million in resources, beginning with refreshed programs for Path to Net Zero Emissions, Responsible Aquaculture and Responsible Wild Caught Seafood that are designed as cross-functional commitments to amplify impact. The result will simultaneously advance Climate Action, Circularity, Biodiversity, Human & Labor Rights, and Health & Wellness. Multi-pronged strategies for Safe, Decent & Equitable Work, Ocean Plastics Reduction and Responsible Agriculture round out our interconnected roadmap, along with targeted goals for Best-in-Class Manufacturing, Sustainable Packaging, Nutrition & Health, Ecosystem Restoration and Corporate Citizenship. We'll monitor our impact in partnership with leading NGOs, alliances and coalitions. Our efforts will mobilize the industry as changemakers, across thousands of vessels, farms and factories. This work will also support the efforts of our customers, better enabling them to execute effective ESG programs. Together, we'll act with urgency to meet this watershed moment.

Thai Union is striving to be an agent of change because meaningful progress will only happen when the benefits flow both ways. It's why our philosophy of Healthy Living, Healthy Oceans supports a virtuous cycle. So we can rise to the occasion—for the good of humanity, our home planet, and a healthy economy. This will move us to a mindset of balance instead of scarcity, as we can rally to co-create our brightest future.

Thai Union's SeaChange® 2030 progressive strategy is a significant step-change due to its comprehensive, unified solutions for both People and Planet. The Company's 11 interconnected commitments will help reduce carbon, minimize waste, safeguard ecosystems, ensure safe, decent, and equitable work is a reality across the value chain, and advance a healthier world.



UN SUSTAINABLE DEVELOPMENT GOALS AND UN GLOBAL COMPACT

Sustainable Development Goals	PEOPLE					PLANET				
	SDG 2 Zero Hunger	SDG 3 Good Health & Well-being	SDG 5 Gender Equality	SDG 8 Decent Work & Economic Growth	SDG 10 Reduced Inequalities	SDG 9 Industry, Innovation & Infrastructure	SDG 12 Responsible Consumption & Production	SDG 13 Climate Action	SDG 14 Life Below Water	SDG 15 Life on Land
Path to Net Zero Emission								X		X
Responsible Wild Caught Seafood	X			X	X				X	
Responsible Aquaculture	X			X	X			X	X	X
Ocean Plastics Reduction							X		X	
Sustainable Packaging							X		X	
Best in Class Manufacturing						X	X			
Responsible Agriculture	X							X		X
Ecosystem Restoration								X	X	X
Safe, Decent, & Equitable Work			X	X	X					
Nutrition & Health		X								
Corporate Citizenship	X	X	X	X	X					

While our work is primarily designed to have a positive impact on the seafood industry, the milestones we achieve under our programs will also deliver against the United Nations Sustainable Development Goals (UN SDGs) and are guided by our commitment to the UN Global Compact (UNGC). This report serves as Thai Union's annual Communication on Progress (COP) to stakeholders. In line with SeaChange®, Thai Union is focused on delivering across all the SDGs but is focused on 10 contributing to broad societal change in areas where we can have direct influence, including:

Aside from the 10 SDGs mentioned, our work also contributes to the realization of other UN SDGs, such as Goal 17 on Partnerships.

COMMUNICATION ON PROGRESS

This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals.

We welcome feedback on its contents.

In 2022, Thai Union adjusted the methodology for its materiality assessment to align with the Global Reporting Initiative (GRI) Standard 2021. The Company implemented Stakeholder Analysis in accordance with the AA1000 Stakeholder Engagement Standard (AA1000SES), Dow Jones Sustainability Indices (DJSI), Task Force on Climate-related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (SDGs) with three key principles of stakeholder inclusivity, materiality, and responsiveness. The results will be gathered and reanalyzed at the organizational level under the supervision of the Sustainable Development Committee. The process to determine material topics was as follows:

Engage with relevant stakeholders and experts

Test the material and information user and test the material topics against the topics in the Sector Standards

Identification of Material Issues and Definition of the Reporting Scope

- Understand Thai Union's context
- Identify actual and potential impacts

Prioritization of Materiality Issues

- Prioritize the Significant Impacts
- Assess the Significance of the Impact

Verification and Validation of Materiality Issues

- Material Topics

Verification of Continuous Report Development

- Sustainability Reporting

Annual Thai Union Materiality Assessment Process

1. Identification of Material Issues and Definition of the Reporting Scope

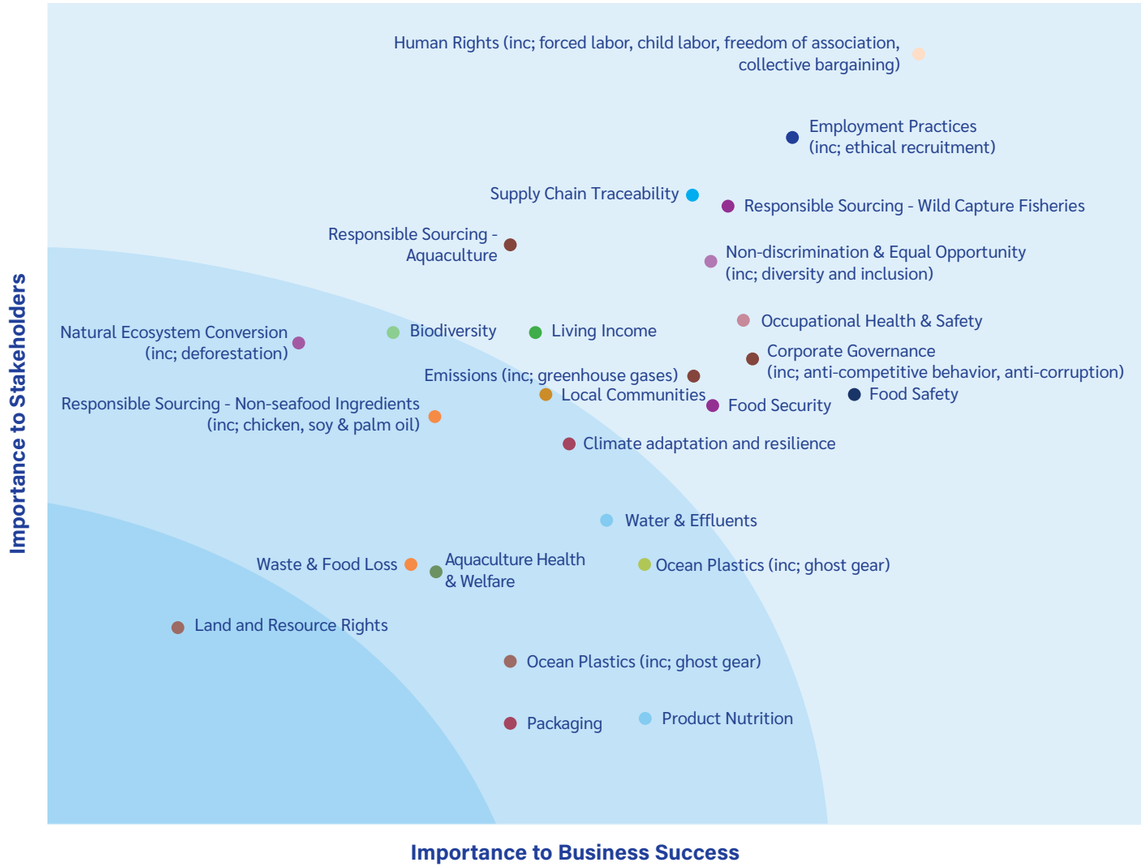
Thai Union considered the activities and the organization's context throughout the value chain, business relationships, and our stakeholders. Thai Union identified 12 stakeholder groups including Investors, Suppliers, Customers, End Consumers, Employees, Daily/ Migrant workers, Communities, Governments, NGOs, International organizations, Academia and the Media. The identification process gathered sustainability issues including the GRI 13 Agriculture, Aquaculture and Fishing Sectors 2022, global trends and industry peer reviews.

2. Prioritization of Materiality Issues

Thai Union carried out a materiality assessment aligning with COSO Enterprise Risk Management - Integrated Framework 2017 (2017 COSO ERM) to prioritize the significant material issues by considering the actual and potential negative and positive impacts on environmental, social, governance as well as human rights. The survey was conducted based on the principle of double materiality by considering the financial impact of key risks from enterprise risk management. Thai Union conducted interviews with 80 stakeholders, both internally and externally, to help us identify and prioritize the issues of most concern to them to evaluate the impact on our stakeholders within and outside the organization to predetermine material topics. Materiality assessment and prioritized material topics are further integrated in the company's enterprise risk.

3. Verification and Validation of Materiality Issues

Thai Union has verified and validated the materiality issues to ensure that the material topics cover and are aligned with impacts created by Thai Union's activities. The materiality issues have been reviewed and approved by the Board Level Sustainable Development Committee.



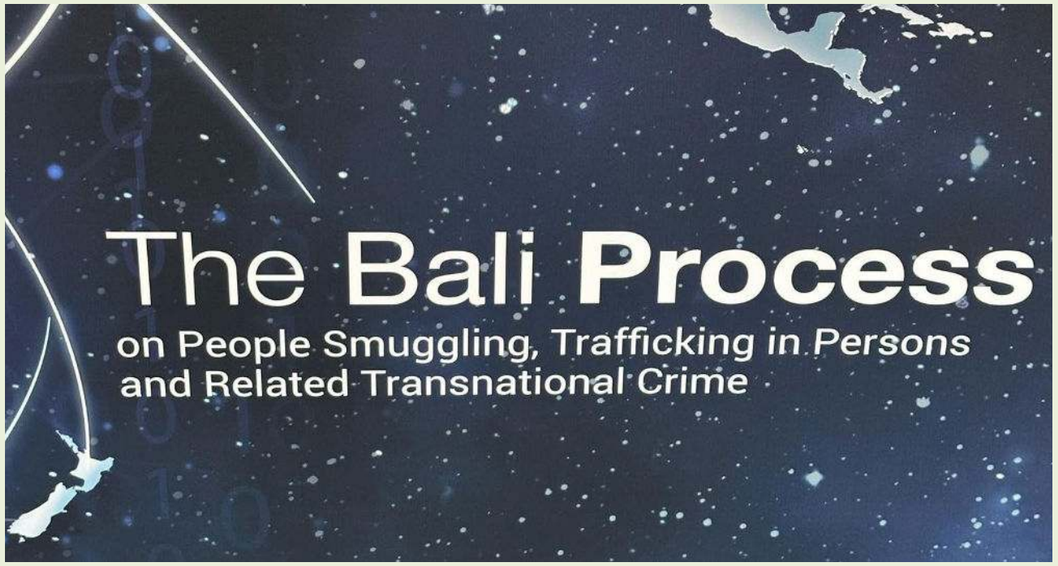
Thai Union Materiality Matrix

4. Verification of the continuous development and reporting of the sustainability performance and continuous report development

Thai Union discloses all information and conducts an analysis of issues that require continuous improvement and disclosure of information in the annual sustainability report according to the principles of the GRI standard (Global Reporting Initiative Standard).

Economic	CORPORATE GOVERNANCE AND RISK MANAGEMENT	Corporate Governance (inc; anti-competitive behavior, anti-corruption)	-	Suppliers, Employees, Daily/ Migrant workers	SDG 16, SDG 17
Economic	RESPONSIBLE AQUACULTURE	Supply Chain Traceability	Increase in operational costs	Suppliers, Customers, End Consumers, Government, NGOs, International organizations	SDG 2, SDG 8 SDG 10, SDG 13 SDG 14, SDG 15
		Aquaculture Health & Welfare			
Environment	SUSTAINABLE PACKAGING	Packaging	Increase in R&D expenses	Customers, End Consumers, Communities, Government, NGOs, International organizations, Academia, Media	SDG 12, SDG 14
Environment	PATH TO NET ZERO EMISSIONS	Emissions (inc; greenhouse gases)	Increase in operational costs	Investors, Suppliers, Communities, Government, NGOs, International organizations, Academia, Media	SDG 13, SDG 15
		Climate adaptation and resilience			
Environment	BEST-IN-CLASS MANUFACTURING	Water & Effluents	-	Investors, Suppliers, Government, NGOs, International organizations, Academia	SDG 9, SDG 12
		Waste & Food Loss			
Environment	ECOSYSTEM RESTORATION	Natural Ecosystem Conversion (inc; deforestation)	-	Investors, Government, NGOs, International organizations, Academia	SDG 13, SDG 14 SDG 15
Environment	RESPONSIBLE AGRICULTURE	Responsible Sourcing - Aquaculture	Increase in operational costs	Suppliers, Customers, End Consumers	SDG 2, SDG 13 SDG 15
		Responsible Sourcing - Non-seafood Ingredients (inc; chicken, soy & palm oil)			
		Animal Health & Welfare			

Environment	OCEAN PLASTICS REDUCTION	Ocean Plastics (inc; ghost gear)	-	Suppliers, Government, NGOs, International organizations, Academia	SDG 12, SDG 14
Environment	RESPONSIBLE WILD CAUGHT SEAFOOD	Responsible Sourcing - Wild Capture Fisheries	Increase in operational costs	Suppliers, Government, NGOs, International orga-nizations	SDG 2, SDG 8 SDG 10, SDG 14
		Biodiversity			
Social	SAFE, DECENT, AND EQUITABLE WORK	Human Rights (inc; forced labor, child labor, freedom of association, collective bargaining)	-	Employees, Daily/ Migrant workers, Government, NGOs, International organizations	SDG 5, SDG 8 SDG 10
		Land and Resource Rights			
		Occupational health & safety			
		Employment Practices (inc; ethical recruitment)			
		Living Income			
		Non-discrimination & Equal Opportunity (inc; diversity and inclusion)			
Social	NUTRITION AND HEALTH	Product Nutrition	-	Suppliers, Customers, End Consumers, Government, NGOs, International organizations	SDG 3
		Food Security			
		Food Safety			
Social	CORPORATE CITIZENSHIP	Local Communities	-	Employees, Communities, Government, NGOs, International organizations	SDG 2, SDG 3 SDG 5, SDG 8 SDG 10



Advocacy and Engagement

Engaging with a diverse range of stakeholders and advocating for positive change is an important part of our role as a leader in the global seafood industry.

Since introducing SeaChange® in 2016, Thai Union has made significant progress across a broad and diverse range of issues that affect not just our business but the entire industry. But we cannot do it alone, which is why every year we meet with key stakeholders, including governments, customers, consumers, nongovernmental organizations (NGOs) and civil society to help drive forward change in our industry.

At the Sustainable Blue Economy Investment Forum in Cascais, Portugal, a special UN Ocean Conference event held in 2022, Thai Union signaled its commitment to a healthy ocean by signing onto the UN Global Compact Sustainable Ocean Principles, which provide a framework for responsible business practices across ocean sectors and geographies. Companies signing on to the Sustainable Ocean Principles commit to assess their impact on the ocean and integrate ocean sustainability into their overall strategy.

One of the key forums Thai Union participates in is the Bali Process Government and Business Forum, established in 2002 to bring government and business together to eradicate human trafficking, forced labor, modern slavery, and the worst forms of child labor.

In early 2023, Adam Brennan, Thai Union's Group Director, Sustainability, participated in the forum held in Adelaide, Australia, where participants discussed the progress made on the Acknowledge, Act, Advance Recommendations (AAA Recommendations). Adopted in 2018, the AAA Recommendations was the first major policy document agreed between the private and public sector to tackle human trafficking, forced labor, and modern slavery in the region. Representatives from government and business from across Asia Pacific and the U.S. attended the two-day forum.

As part of the forum, Thai Union also participated in the 8th Bali Process Ministerial Conference, co-chaired by the Australian Foreign Minister Penny Wong and Indonesian Foreign Minister Retno Marsudi. In our address to the Bali Process in Adelaide, we outlined how Thai Union has been working on social and environmental issues both on and below water as part of our SeaChange® strategy since 2016. While we don't own any vessels, Thai Union is working with partners to ensure we provide safe and decent work in our own operations and across our extensive supply chain.

Thai Union's engagement spans multiple geographies, affiliations and partnerships with different organizations to achieve positive outcomes. Thai Union is Chair of the Board of Directors for both the International Seafood Sustainability Foundation and the Seafood Business for Ocean Stewardship (SeaBOS), a joint initiative between the world's largest commercial seafood companies and science to strengthen sustainable practices within the seafood industry.

In 2022, the Company and Sustainable Fisheries Partnership (SFP) entered a partnership which is dedicated to supporting healthy marine and aquatic ecosystems and to a secure seafood supply through the creation of a responsible seafood economy. As part of the partnership, Thai Union will also remain engaged at SFP roundtables critical to the Company's supply chains.

We have also been working with leading global conservation organization The Nature Conservancy (TNC) since 2021 on a ground-breaking commitment to improve on the water transparency in global tuna supply chains. Together, Thai Union and TNC have been working with stakeholders across the supply chain to improve transparency, including advocating for changes to increase transparency at sea, such as for the importance of monitoring through engagement at Regional Fishery Management Organizations such as the Inter-American Tropical Tuna Commission (IATTC) and the Indian Ocean Tuna Commission (IOTC). The inaugural progress report on the partnership can be read **here.**

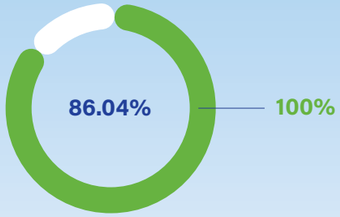
SDGs mapping

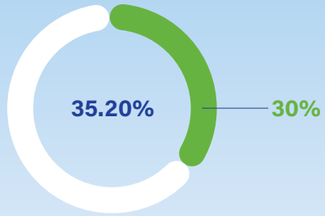
Our Commitments

- 100 percent of branded products packaged sustainably by 2025
- Advocate for at least 60 percent of private label products sustainably packaged by 2030

Thai Union is committed to achieving 100 percent reusability, recyclability, or composability of our branded packaging by 2025, and advocating for at least 60 percent of private label products to be sustainably packaged by 2030 under the Company's new SeaChange® 2030 goals. Thai Union is committed to achieving 30 percent recycled content in our branded packaging by 2025.

THAI UNION'S GROUP-WIDE COMMITMENTS (2022 progress)





100% of our branded packaging is reusable, recyclable. or compostable by 2025

- To promote packaging circularity and ensure **zero usage** of unsustainable packaging
- To **eliminate hard-to-recycle packaging** and increase the use of reusable and/or recyclable and/or compostable packaging
- To increase the use of reusable packaging
- To **reduce single-use plastic** through the elimination of excessive components

30% recycled content in our branded packaging by 2025

- To promote packaging circularity
- To increase the use of **recycled material**
- To **reduce product carbon footprint** from packaging
- To prioritize sustainably sourced materials

400 million tons of plastic are produced every year, and 36 percent of that is used in packaging, including single-use plastics used for food containers. Approximately 85 percent of this amount ends up in landfills or as unregulated waste. In addition, only 2 percent of single-use plastic products use recycled feedstock.

Bans and taxes on single-use plastics exist in more than 120 countries, but are not doing enough to reduce overall pollution. Converting to sustainable seafood packaging helps support a circular economy, reduce waste, and meet consumer demands.

By advancing our packaging rating system and developing circular solutions through our Global Innovation Center, we will reduce pollution from ending up in landfills, extending the life of packaging, and enabling their responsible disposal.

Our holistic strategy includes being active participants and advocates for regulations and government interventions that support effective recycling, which is a critical and foundational step in tackling this global issue. Across our value chain, we are building on existing best practices and will continue to drive internal and external packaging solutions.

With a product-portfolio approach, we are helping to move the industry forward by demonstrating progressive solutions that can be done effectively. By making our packaging sustainable, we help to protect biodiversity and reduce resource consumption.

Packaging is an important component of any product and contributes significantly to a Company's overall environmental impact. By developing and implementing sustainable packaging initiatives, our environmental footprint is reduced. By exploring sustainable packaging in our innovation research, we ensure a continuous pipeline of improvements, which will help achieve Thai Union's goals for carbon footprint reduction and environmentally friendly packaging.

Across our value chain, we are building on existing best practices and will continue to drive internal and external packaging solutions. By making our packaging sustainable, we help restore biodiversity, regenerate ecosystems, and support communities to thrive. In 2022, Thai Union remained focused on improving packaging across its products.

To support this initiative, the Thai Union Global Innovation Center and Packaging R&D team have put strong efforts into packaging development, not just looking at individual components but on total packaging solutions. This approach spans all packaging formats from pouches to rigid containers such as plastic cups, and metal and aluminum cans and applications (retortable to frozen product lines) in both human and pet categories.

Recyclability is being achieved through the research of mono-material solutions for replacing multi-layer or aluminum-containing materials currently utilized for flexible packaging. A key focus is on developing barrier technology that embraces sustainability objectives without compromising food safety and shelf-life targets. Moreover, we are also exploring solutions that focus on utilizing a single pathway for recycling to achieve a real impact on both the environment and society. The packaging design must facilitate effective collection and fit the recycling infrastructures in the target markets.

Program to increase the use of recyclable packaging

Recyclable packaging for frozen application

1. This pilot project aims to replace non-recyclable material (Nylon/PE) with recyclable mono-material (Mono PE) for 'OMG Meat' Alternative protein frozen products.
2. At the end of 2022, the mono PE pouch had passed the shelf-life study 12-month milestone and will continue for the next evaluations at a shelf-life of 18-months. The expected launch is in 2024.
3. This, together with other research working in parallel, could potentially eliminate the non-recyclable pouches of more than 500 SKUs across branded and private-label frozen products.

Recyclable packaging for retort products

1. The ongoing development aims to replace multi-material (with aluminum layer) with recyclable mono-material (mono PP) for shelf-stable ambient products, both human food and pet food.
2. The mono PP pouch has received positive results from a 12-month structural validation and shelf-life evaluation. The development will continue until a minimum 18-month product shelf-life is achieved.
3. The expected launch is in 2025 with potential future application to more than 1,000 SKUs across a wide range of products of Thai Union brands and the OEM business.

While steel and aluminum cans are widely recycled globally, the Thai Union Global Innovation Center, Thai Union Manufacturing, and Asian-Pacific Can have been exploring options for reducing the carbon footprint for both production and logistics associated with these packaging formats. We have continuously improved metal containers, both cans and lids, the sustainability performance on material thickness reduction and are committed to finding sustainable solutions that not only deliver on our sustainability commitments but also take care of healthy oceans for generations to come.

Program to reduce material use

Material thickness reduction

1. Thai Union Global Innovation Center, Thai Union Manufacturing, and Asian-Pacific Can have been exploring options for reducing the carbon footprint associated with metal can formats.
2. There have been continuous improvements in material thickness reduction for steel cans and lids since 2018.

Steel can 307	0.17 -> 0.16 mm	0.16 -> 0.14 mm (on-going)
Steel can 300	0.17 -> 0.16 mm	0.16 -> 0.15 mm – steel can 300x103 to be launched in 2023
Steel can 211	0.16 -> 0.15 mm	0.15 -> 0.14 mm (on-going)
Steel can 603-3Pcs	0.28 -> 0.25 mm	n.a.
Steel can 300- 3Pcs	0.19 - > 0.17 mm	n.a.
Steel can 202 -3pcs	0.17 -> 0.15 mm	n.a.
EOE 307	n.a.	n.a.
EOE 202	0.215 – 0.19 mm	n.a.
Steel lid 200	0.20 - > 0.18 mm	Currently 0.215 mm, APC is prototyping 0.19 mm can for testing in 2023

Program to increase the use of recycled material

Increase recycled content in packaging

1. The ongoing development aims to increase recycled material in primary and secondary packaging across a wide range of products.
2. At Douarnenez factory, a pilot project targeting 30 percent recycled content in all plastic films was achieved with ongoing studies to replicate the program in other plants and/or expand to other packaging applications.
3. John West has been conducting a study to increase recycled material in mono-polymer packaging. The focus is on plastic pots, which are one of the key packaging formats sold in the UK and EU markets. The target is for the addition of 30 percent recycled PP. The expected launch is in 2025.

A proper packaging design also addresses the significant issues of climate change, resource depletion, and environmental pollution. At Thai Union, we also understand that packaging should be designed with circular economy principles in mind, which also supports our goal towards "Healthy Living, Healthy Oceans." Our packaging commitment also supports the Company's efforts towards UN Sustainable Development Goal 12, which aims to reduce waste generation through prevention, reduction, recycling, and reuse.

In 2022, Thai Union continued its collaboration with SCG Packaging on a pilot life cycle assessment (LCA) project to assess the carbon footprint of carton products sourced from SCG Packaging. The project assessed areas such as raw material extraction (plantation), to pulp and paper production, and to paper packaging manufacturing. This was the first LCA on Thai Union's packaging and was directly related to the Company's obligation in reducing GHG across the supply chain. Thirty-eight corrugated boxes have been verified and listed on the Thailand Greenhouse Gas management Organization (TGO) Product Carbon Footprint database.

Thai Union has developed a Group-wide packaging database for our branded products, which helps us better understand what packaging materials are currently used for all branded product items, and whether they are sustainable. We then use this database to track progress towards our commitment and plan to expand data boundary to cover private label packaging in alignment with the new SeaChange® 2030 goals.

Thai Union is firmly committed to driving continuous improvement in sustainability, a commitment that extends beyond its own operations. As one of the world's leading seafood companies that process both wild-caught and farmed seafood, Thai Union works to build the capacities and standards of its suppliers along with potential future suppliers.

SDGs mapping

Our Commitments

- A 42% reduction in Greenhouse Gas (GHG) emissions across (Scopes 1, 2 and 3) by 2030
- Net zero emissions across the value chain by 2050

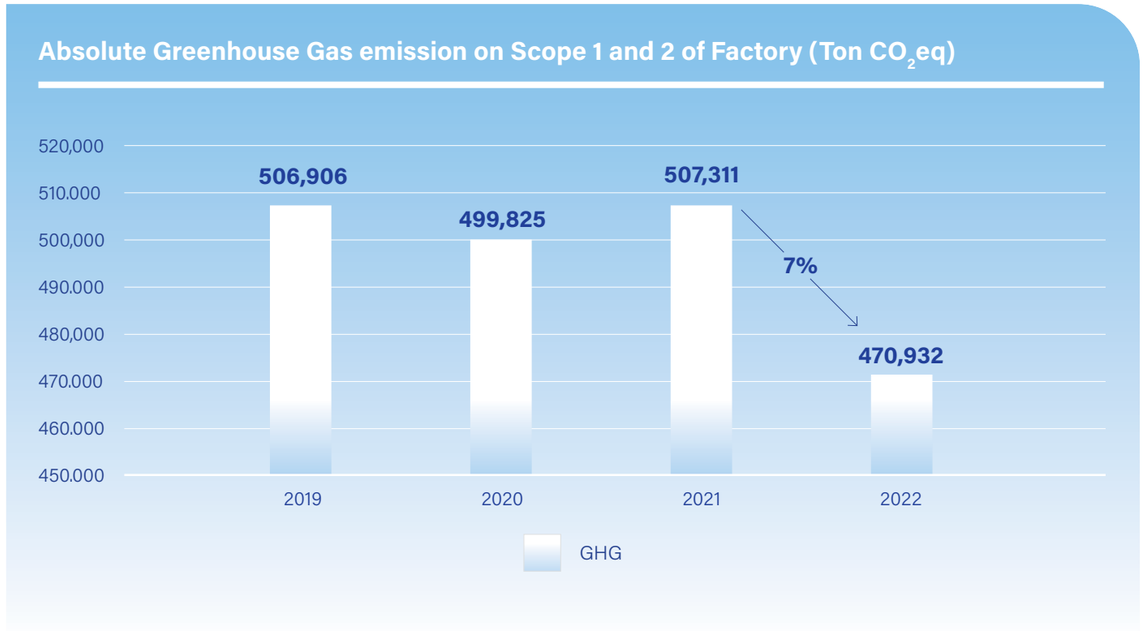
Climate change presents a "code red" threat to humanity. The world is currently on a trajectory that surpasses the critical climate target of limiting the temperature increase to 1.5°C above pre-industrial temperatures by 2030. To prevent devastating effects on our planet and its people, we must rapidly cut global greenhouse gas (GHG) emissions

Food production—including supply chains, farms, crop production, and land use—is responsible for nearly 26 percent of global GHG emissions, and the seafood industry is a key part of this sector.

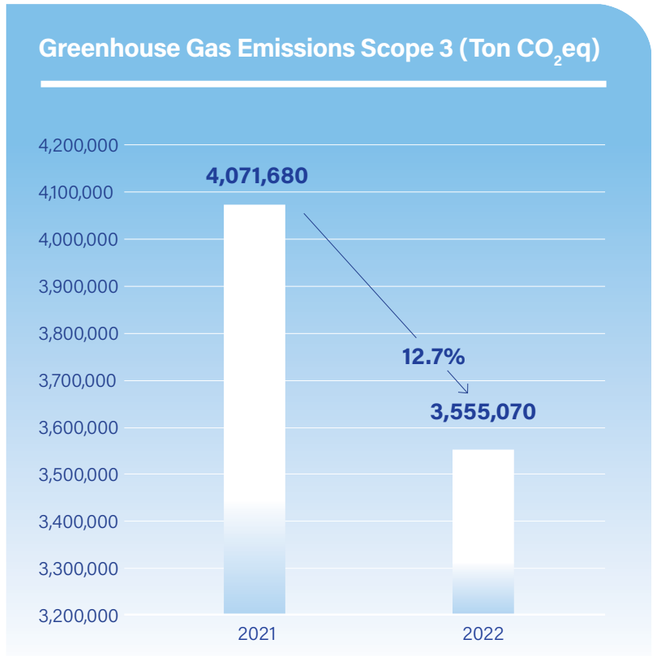
Across our value chain, Thai Union will significantly reduce and reach net zero emissions from owned activities, purchased goods and services, fuel and energy related activities, upstream and downstream transportation and distribution. Aligning our targets with the Science Based Target initiative (SBTi), we will drive the deployment of new environmental data collection tools and help deliver a net zero economy. From farms, factories, and forests, to open sea fishing and aquaculture–we will accelerate our path to a healthier and more sustainable world.

We are the first global seafood processor in the world to set 1.5°C aligned short-term and long-term goals verified by SBTi, accelerating meaningful progress in our industry. Our purpose is to help regenerate ecosystems, heal the planet and support the people our business depends on.

In our sourcing practices, Thai Union will ensure there is zero deforestation across the supply chain, reduce the amount of energy used in farm operations, utilize alternative feed ingredients, and explore zero and low carbon technologies.



The Company has started implementing initiatives in our manufacturing sites to support our efforts to reduce greenhouse gas emissions. Our greenhouse gases for Scope 1 & 2 were reduced by 7 percent in absolute terms in 2022 compared to 2021. In 2022, we continued to implement low-carbon technology such as solar energy which contributes around 5 percent of total electricity consumption, using biomass in our process, increasing the number of electric vehicles, and changing the freezing system from carbon dioxide to nitrogen. Thai Union also intends to neutralize residual emissions and/or further mitigate emissions beyond our value chain.



Between 2021 and 2022, there was a 12.7% reduction in emissions of Scope 3 which is largely attributed to the decrease in purchase volume of seafood. Emissions from purchased goods and services accounted approximately 70 percent of Scope 3, where the largest sources of Thai Union's emissions come from tuna, shrimp and packaging. These three hotspots will be the focus of our decarbonization efforts as we move forwards.

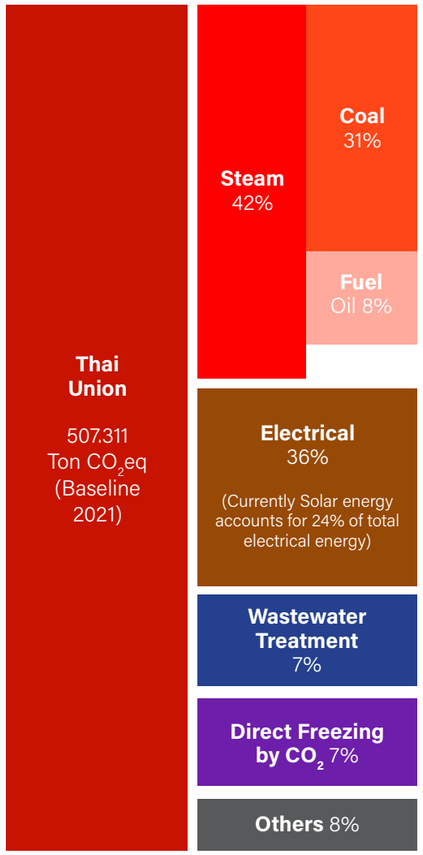
REDUCING GREENHOUSE GAS EMISSIONS IN OUR MANUFACTURING

Efficiency Improvement

Strengthen the operation efficiency to minimize our consumption and continuously where we continuously explore best practices both internally and externally, and elevate the standards of our operation controls.

Low GHG technology

Seek the opportunity to implement innovation and green technology to reduce our footprint



GHG scope 1&2 reduction plan

- Engineering and administrative improvements of our boiler and steam distribution system (e.g. quality control for water quality, temperature control of flue gas exhaust, economizer)
- Prevent heat loss through out steam system (e.g. heat insulation)
- Maximize our steam oressure control
- Etc.

- Engineering and administrative improvements of our cooling efficiency
- Utilization of energy efficient equipment
- Operation control to ensure maximum product output while maintaining our electrical consumption
- Etc

- Water reduction to reduce wastewater
- Improvement of wastewater quality at upstream source or wastewater
- Utilization of biogas, e.g. generator

- Strengthen our operation control to maximize me product outputwhile maintaining CO_2 consumption

- Strengthen our performance tracking at process or equipment level
- Create the system where good practices are extracted from each factory until it become standardized practices across Group
- Building the financial environment where GHG benefit is integrated for initiatives

- Conversion from fossil fuel to renewable energy
- Conversion to lower HG fuel or technology (e.g. bunker oil to natural gas, fuel boiler to electrical boiler)
- Etc.

- increase our portion of electricity from renewable sources.
- Utilization of solar heat in thermal process (e.g. solar heat collector for cooling system)
- Etc.

- conversion to close-loop freezer
- conversion to alternative refrigerant (e.g. ammonia, N_2)
- Fossil fuel vehicle face out
- Conversion to lower GHG fuel (e.g. pure diesel to blo-diesel)

SDGs mapping

Our Commitments

- 100 percent of wild-caught seafood comes from fisheries that are at sustainable levels or verifiably improving by 2030
- 100 percent of vessels that we source from will implement best practices to protect endangered, threatened, and protected species by 2030.
- 100 percent of vessels that we source from will meet best practices for seafarer welfare and working conditions or verifiably improving by 2030.

The world's oceans, our planet's largest ecosystem, are under threat.

Wildlife populations are declining at alarming rates. Over 30 percent of global fish stocks are currently overfished, and more than 30 percent of coral reefs and marine mammals are under threat–many of them considered endangered, threatened or protected.

The fishing industry operates in a challenging environment–conditions can be hazardous, being at sea creates a barrier to enforcement and oversight. The UN estimates that around 600 million people are dependent on fisheries and aquaculture for their livelihoods.

Transforming the sector towards a sustainable blue economy is essential because aquatic systems can potentially support many more people, provide a low carbon protein and contribute to our future food security. This must be achieved while preserving natural resources and the ecosystems that sustain them.

At last year's UN Biodiversity Conference (COP15) in Montreal, representatives from 188 governments agreed to a plan that includes measures to halt and reverse nature loss, including putting 30 percent of the planet and 30 percent of degraded ecosystems under protection by 2030. With the world's biodiversity being lost at an alarming rate, Thai Union recognizes the need to develop nature-based solutions to address what is a growing global challenge.

Under our SeaChange® 2030 goals and commitments, Thai Union will ensure responsible sourcing across all wild caught seafood – full traceability, protecting endangered and threatened species, increasing transparency at sea and aim to only source from fisheries that are sustainable or improving.

We will also align our targets with best practices – using a prioritization approach with partners to assess and implement improvements across fisheries that we source from, and be guided by NGOs, fisheries science organizations and experts. We will also reward suppliers who are committed to making change on the water.

Thai Union is an industry leader in responsibly sourced wild-caught seafood. We work on the most pressing and complex issues including fisheries governance, advancing traceability and small-scale fisheries management. The Company will also work with governments in the regions where we operate, advocating for better fisheries management.

The Company committed to be a leading agent of change across the seafood industry by working with suppliers, fisheries managers, NGOs and others to accelerate and focus progress. The UN declared the decade of Ocean Science for Sustainable Development up to 2030, and Thai Union will aspire to contribute to initiatives and projects that align with the **outcomes.**

Thai Union entered into a partnership with Sustainable Fisheries Partnership gradually, firstly by publishing our fishery sourcing information in an **Ocean Disclosure Project (ODP)** report on their website in 2018, then completing a full ODP profile in 2020 before signing a full partnership agreement in 2022. In the past year, we worked to increase transparency of the seafood supply chains that Thai Union sources from, such as: collating data for the entire Group for all farmed seafood and fisheries so that it can be entered into SFP's **Seafood Metrics**, which helps evaluate the sustainability of seafood, understand the effectiveness of existing improvement efforts, and identify the most important priorities for improvements.

The centre piece of the year was working together on the topic of Endangered, Threatened and Protected (ETP) species. The first stage was completion of a bycatch audit of Thai Union's seafood portfolio with SFP's partners Birdlife International and Whale and Dolphin Conservation. The results were then discussed and a consultancy firm, Key Traceability, was contracted to analyze the results and conduct a deep dive into those identified as highest risk and high priority, namely the tuna fleets involved in Fishery Improvement Projects (FIPs). A summary of the detailed report is published and outlines whether the FIPs have in place the mitigation measures recommended to reduce bycatch of ETP species. We are proud that the analysis showed that nearly all of the FIPs are following all of the recommendations. This work will be followed up in the next year of our partnership to understand more of the fisheries we source form and understand whether the implementation can be verified. This work was further publicized at the Global Seafood Expo Barcelona, when Thai Union became the inaugural company to sign **the SFP Protecting Ocean Wildlife Pledge,** with a call for more companies to sign up to commit to doing more to protect ETP species.

By sourcing wild-caught seafood responsibly, we will create positive impact on marine resources and systems so that they are sustainable for future generations. We will build on the work

that we started in 2016 for tuna and other priority species that we source and expand to include work on the wider marine environment and focus on protecting endangered and threatened species. A key commitment that we will continue to work towards is our Tuna Commitment 2025, which provides the framework for our 2030 commitment to improve the sustainability of the wild caught seafood that we source:

1. Supply chain mapping and assessment
2. Developing improvement plans and procurement processes
3. Increasing the proportion of seafood that meets the commitment

Tuna Commitment 2025

Our Tuna Commitment 2025 (TC25) was launched in 2020 and came after the Company exceeded the 2016 commitment for 'our tuna to be sustainably sourced, with an aim to achieve a minimum of 75 percent of our branded tuna products produced with raw material originating from fisheries that are either Marine Stewardship Council (MSC) certified or in a Fishery Improvement Program (FIP), by the end of 2020'. The TC25 commitments built on this original commitment and extended it to be six commitments covering core commercial species of tuna; albacore, bigeye, skipjack, and yellowfin.

To promote transparency and add rigour to the program, Thai Union hired Key Traceability, an independent consultancy firm, to analyse and report annually on the progress of the TC25 using procurement data from 2020 to the end of 2025. The following are the six commitments being measured:

1. Fisheries are engaged in FIPs towards MSC certification, are in MSC assessment or are MSC certified.
2. For social & ethical, vessels meet the VCoC or equivalent, or are in a Vessel Improvement Plan.
3. Vessels are monitored at sea and have either human or electronic coverage.
4. Suppliers and Thai Union operations meet ISSF conservation measures (CMs).
5. Vessels must report data, meet quota allocations and conservation measures according to RFMO resolutions.
6. Tuna is traceable to vessel (or a group of vessels) and the Global Dialogue on Seafood Traceability (GDST) Standard 1.0 is implementable.

Tuna procurement data is periodically submitted to KT so that they could create a dataset to conduct analysis that is used to measure progress against the commitments. The progress is presented below.

Commitment 1 – Fishery Status

Firstly, we defined how to categorise the fisheries we were sourcing from:
- MSC certified
- In MSC assessment
- Fishery Improvement Project (FIP)
- Not in a FIP or MSC: fisheries not meeting the definitions above.

Table 1 shows the results for the last two years and shows stable sourcing across all of the categories. Thai Union is engaging with partners such as suppliers, ISSF, MSC and others to understand actions that can be taken to increase volumes that are either MSC certified or in-assessment. Many of the FIPs that Thai Union is engaged in will hopefully be entering MSC assessment in the coming years which will increase proportions that are MSC moving them from the FIP category.

Table 1. Total tuna volume for all of tuna sourced by Thai Union.

MSC	31%	28%
In-assessment	14%	13%
FIP	36%	40%
TOTAL	81%	81%
Not in a FIP or MSC	19%	19%

Commitment 2 – Social Responsibility

The Thai Union Fisher Work & Welfare (FWW) program continues to be implemented across the vessels Thai Union sources from, with a focus of those engaged in a FIP. Table 2 shows the number of vessels across the FIPs which Thai Union sources from and the number of vessels that have had a vessel audit inspection at least once up to the end of the different years. The work covers improving supplier policies on working conditions, covering all vessels owned by the supplier. These results show that more vessels are getting involved in the FIPs and that an increased number are covered by the FWW program.

Table 2. Progress of Thai Union's social VCoC audit program implementation.

TOTAL	234	49%	115	286	52.8%	151

Commitment 3 – Observer Coverage

Commitment 3 focuses on independent observations of vessel operations at sea, either by means of a human observer onboard or via electronic monitoring (EM) systems. An independent observer program in tuna fisheries is important to demonstrate compliance with relevant fisheries management, working towards eliminating illegal, unreported, and unregulated (IUU) fishing and promoting bycatch handling and release best practices.

We started our partnership with The Nature Conservancy (TNC) in 2021 and key elements of the pioneering commitment later became part of the TC25. At the end of our first partnership year, we published a year 1 progress report and are working on the second year report. Thai Union maintains its leadership position on this topic as the only company to make a 100 percent commitment to source only from tuna vessels with 'on-the-water' monitoring.

The planned progression of this goal is shown in Table 3 below, which is aligned with our blue finance commitments. The 2021 figure was that 71 percent of vessels from which Thai Union sourced had coverage which increased to 79 percent in 2022. When this data is broken down into gear types then almost 100 percent of tuna sourced from purse seiners have human observers onboard. The regional minimum coverage for longline fleets is 5 percent of all trips by fleet but in 2022, over 50 percent of the tuna Thai Union sourced from longline vessels had observer coverage or EM.

Table 3. EM and/or observer coverage.

% of tuna vessels with EM and/or human observers	71%	79%	100%

Commitment 4 – ISSF Conservation Measures

Thai Union is a founding participating company of the International Seafood Sustainability Foundation (ISSF), a non-profit organisation of global coalition of acclaimed scientists, seafood industry leaders, and environmental champions working towards continuously improving sustainability in global tuna fisheries.

- As a participating company, Thai Union is audited by a third party to ensure its factories adhere to all relevant CMs. In this review, Thai Union compliance has been 100 percent with the results published.
- Thai Union's aim for its tuna supply is that it is sourced from organizations and vessels compliant with ISSF's Conservation Measures. Thai Union aims to source from vessels which are listed on the ISSF Proactive Vessel Register (PVR). The PVR is one of four public vessel lists that ISSF provides to foster transparency in tuna fishing. Like the factories, fishing vessels are independently audited to show how they are following best practices that support sustainable tuna fisheries.

Commitment 5 - Compliance

Illegal fishing creates the biggest barrier to sustainability in the oceans and for seafood markets. This is why Thai Union knows it is vital to only work with fishing vessels and fisheries which can demonstrate their legal right to fish and those who comply with all required fisheries management measures. Data analysis shows that no tuna was sourced from fishing vessels listed on any Regional Fisheries Management Organisation 'backlists' lists. Analysis also showed that 98 percent of tuna purchased in 2022 came from vessels meeting all catch requirements, with all vessels reporting to their relevant RFMO; the remaining 2 percent were from Indonesia and the US (Pacific) fleets which exceeded their national limits on tropical tuna.

Commitment 6 – Traceability

Reliable traceability is of paramount importance to all seafood businesses. Traceability is key to providing confidence to customers and consumers about where and how the tuna was caught and is done so by following operational documentation, procedures and tracking products through the supply chain. Thai Union is committed to being able to trace tuna back to the fishing vessel or group of vessels. All of Thai Union's plants have MSC Chain of Custody [standard] certification. Passing the five principles of this standard demonstrates the business' robust management system to track and trace its tuna. In the analysis, all of the tuna can be followed from production back to capture, meaning the first part of this commitment is already met and doesn't require improvement.

The other part of the commitment is the ability to integrate and implement the GDST standard into the Company's systems and those of customers. The GDST is an international, business-to-business platform established in 2017 to create the first-ever global industry standards for seafood traceability. Thai Union sits on the GDST Board of Directors, working to advance the worldwide adoption of the **GDST** standards. The analysis conducted showed that when Thai Union has purchased directly from fisheries, all the necessary Key Data Elements (KDEs) regarding each Critical Tracking Event (CTE) are collected as part of the process. With further benchmarking and monitoring work, this will be further extended to complete each product's traceability against the GDST as standard operational practice.

Improving transparency in tuna supply chains

In 2021, Thai Union began a pioneering commitment with The Nature Conservancy aimed at bringing greater on water transparency to tuna fishing operations around the world. In 2022, Thai Union and TNC published our year one progress report, looking back at what was achieved as we work towards ensuring that the tuna we produce is sourced from vessels that have monitoring at sea, so that verification can be completed about how they conduct their fishing activities.

Together, Thai Union and TNC have agreed on a series of projects, and objectives to be rolled out during the partnership, including a major commitment to 100 percent transparency in Thai Union's international tuna supply chain by 2025 through 'on-the-water' monitoring. This will include a suite of technologies such as electronic monitoring systems, cameras, and other technologies. Thai Union incorporated this in the Tuna Commitment 2025.

Thai Union and TNC have also engaged independent seafood consultancy company Key Traceability (KT) to conduct a third-party evaluation of the progression against the objectives of the partnership.

We were proud of what we were able to achieve during the first year of the commitment, which included:

- The first of its kind and industry-leading electronic monitoring (EM) program focused on Thai Union's EM program design, data and technical standards, and continual improvement for supplying vessels.
- Increased coverage of EM on vessels Thai Union sources from, creating a baseline from which this will be monitored which includes annual reporting. Observer coverage, either EM or human, across the vessels that Thai Union sources tuna from was 71 percent by volume (of product sourced) in 2021. The plan for installation of electronic monitoring equipment on 240 longline tuna vessels across five seafood supply companies operating in the Pacific, Atlantic, and Indian Oceans has been finalized, and will be completed in 2023.
- Both partners launched projects to expand the application of EM to support new fishery transparency initiatives, including using EM for trans-shipment monitoring and exploring how EM can support fisher work and welfare on vessels.
- Worked with stakeholders across the supply chain to improve transparency, including supporting the strengthening of the Marine Stewardship Council (MSC) Fisheries Standard and participating in groups such as the International Seafood Sustainability Foundation and the Global Tuna Alliance.
- Participated in joint advocacy for the importance of monitoring such as presentations at Regional Fishery Management Organizations such as the Inter-American Tropical Tuna Commission (IATTC) and the Indian Ocean Tuna Commission (IOTC).
- Thai Union built multi-year technology strategies and partnerships with leading companies to advance the use of artificial intelligence and machine learning in EM workflows.

The progress report also included recommendations from Key Traceability to support effective progress through the remaining years of the partnership. The recommendations can be read **here.**

SDGs mapping

Our Commitments

- By 2030, divert 1,500 tons of ocean-bound plastic from our waterways and oceans

By 2050, will there be more plastic in the ocean than fish? The world produces about 400 million tons of plastic waste every year, and up to 199 million tons are currently in our oceans. There are two main sources of plastic debris found in the ocean:

Land-based: coming from surface runoff, sewers, littering, inadequate waste disposal, industrial activities, and illegal dumping.

Ocean-based: coming from the fishing industry, nautical activities, and aquaculture. Lost or abandoned fishing gear can result in what is called "ghost fishing" where nets and other materials continue to "fish" for decades.'

Unless we change how we produce, use, and dispose of plastic, the amount of plastic waste entering aquatic ecosystems could triple and reach 37 million tons per year by 2040.

With a commitment to 'Healthy Living, Healthy Oceans.' Thai Union has continuously implemented a number of initiatives to reduce marine litter and Abandoned, Lost and Discarded Fishing Gear (ALDFG) including joining forces with the Global Ghost Gear Initiative (GGGI) and the global international coastal cleanup program by the Seafood Business for Ocean Stewardship (SeaBOS) and Ocean Conservancy to protect the marine environment. Five years into our work with the GGGI, we are happy to report that we are in discussions to reignite and refresh the content and commitments. In Thai Union's materiality research conducted in 2022 as part of developing our SeaChange® 2030 commitments, ocean plastics and ghost gear were still a priority concern for consumers, customers, and stakeholders. In this fifth year of our partnership, Thai Union and GGGI are focused on having regular meetings and attending workshops to present, promote and support each other's work. We aim to publish our new commitments and program goals later in 2023.

To support our work with GGGI, Thai Union has participated in beach and coastal clean ups at sites globally, removing plastics and ghost gear from the environment, Thai Union also took steps to strengthen requirements for those vessels supplying fish by publishing new clauses in the VCOC and by commissioning consultants, MRAG Ltd., to complete a project entitled "Fishing Vessels Plastic Management - Review & Analysis" which highlighted how plastic can be better managed or reduced on fishing vessels and how operators can create improvements in both their operations and supply chains. This work will be developed further in the coming year.

Building upon our partnership with the GGGI in 2018, Thai Union is amplifying their efforts to create a positive impact on aquatic resources, systems and wildlife that must be restored and protected from plastic pollution through avoidance, mitigation, and removal—not just with the vessels that we source from but also land-based waste.

We are utilizing a circular approach of plastic reuse and recycling, with responsible disposal, alongside programs to actively avoid ocean plastics like lost fishing gear. By diverting ocean-bound plastics, we decrease the threats to endangered, threatened, and protected species and help to restore marine biodiversity and regenerate ecosystems.

Our future existence and our industry depend on the health of our oceans. Our holistic approach includes pollution prevention through innovations, converting to more sustainable packaging materials, driving awareness through education, and conducting ocean clean-up projects.

SDGs mapping

Our Commitments

- By 2030, provide Thai Baht 250 million for the protection and restoration of critical ecosystems where Thai Union or our supply (value) chain operates.

Mangroves are estimated to provide at least USD 1.6 billion in ecosystem services each year, preventing USD 65 billion in property damages as well as reducing the flood risk for 15 million people. Yet, the world's area of mangrove forests was reduced by about 35 percent between 1980-2020.

Coral reefs harbour at least 25 percent of all known marine species, but are under threat from a range of global and local issues, the largest being rising ocean temperatures. However, they are a resilient ecosystem that can recover providing their marine environment is safeguarded and we can create the right conditions.

Rainforestations are also under threat, with almost one-fifth of tropical deforestation being driven by oilseeds, such as soybean and palm oil; a key comodiety in the seafood industry.

As part of the SeaChange® 2030 strategy, Thai Union will establish a dedicated and significant fund for ecosystem restoration that allows us to invest in programs that directly restore and protect elements of nature that are critical to the longevity and sustainability of marine and terrestrial ecosystems.

Mangroves, coral reefs, and rain forests are amongst the most important ecosystems supporting the health of the planet and all of its species. We want to better understand the impact our business has on these critical resources and launch initiatives to protect and restore them.

Our aim is to protect our most vulnerable natural resources. Therefore, we are investing in restoration projects across land and marine ecosystems. This will include mangroves, where Thai Union will invest in restoration projects to ensure an increase in biological value as monitored by our partners who will conduct biodiversity surveys and aerial surveillance. The Company will also launch a coral reef restoration project in Thailand, and elsewhere, together with our government and science partners, while progressing towards deforestation and conversion- free soy, driving rainforest protection and restoration programs.

SDGs mapping

Our Commitments

- 100 percent farmed shrimp and its feed is produced responsibly, meeting industry credible standards, or is in an improvement program that minimizes impact on surrounding ecosystems by 2030
- 100 percent of the farms we source from are a safe and decent workplace by 2030

Aquaculture accounts for half of the world's seafood. Aquaculture can directly contribute to solving food insecurity for a rapidly growing population and is projected to more than double in size between 2021 and 2030.

Yet, unless managed responsibly, the aquaculture industry is prone to a number of critical environmental issues such as habitat and biodiversity loss, water pollution, and disease outbreak, as well as, aquaculture feed increasing the pressures on deforestation and fisheries.

Most food production causes environmental impact, and aquaculture may disrupt critical mangroves as well as lead to deforestation through feed. Waste output from farms can also affect water quality and surrounding wildlife diversity. Under our new SeaChange ® 2030 sustainability strategy, Thai Union will support practices that scale and drive innovations that reduce and minimize negative impacts on social and environmental systems, including considerations for feed and antibiotics. By driving traceability, our full value chain strategy extends downstream to farms, feed producers, and soy producers, and across our direct and indirect operations.

Further, our aim is that our products are fully traceable to the farm and certified to an industry recognized standard, like Aquaculture Stewardship Council (ASC) or Best Aquaculture Practices (BAP), or are on the way to certification through a credible Aquaculture Improvement Project (AIP). The aquaculture feed used in the supply chain should be certified against a credible standard that ensures ingredients are deforestation free and protect the marine environment.

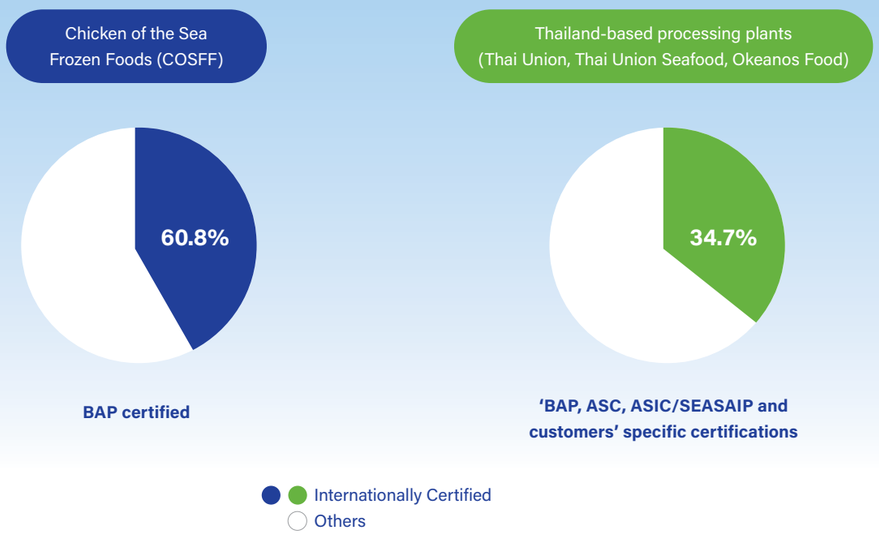
Thai Union helps feed the world with nutritious and responsibly produced seafood, operating in harmony with the local ecosystem. By addressing food security through a resilient food system, we are able to impact millions of lives who depend on the seafood industry for both food and for their livelihoods.

To drive improvement of the aquaculture sector at scale, there is a growing need to create a standardized Aquaculture Improvement Project (AIP) Framework to provide clarity for how multi-stakeholder efforts can improve environmental and social performance, while sharing risks associated with seafood farming. As part of SeaChange® 2030, we will develop an AIP Framework by working with industry partners and will ensure verification of our performance so that we drive industry best practices.

Thai Union is also committed to working in partnership on alternative methods of minimizing or combating disease outbreaks, while also developing new feed formulations and novel ingredients.

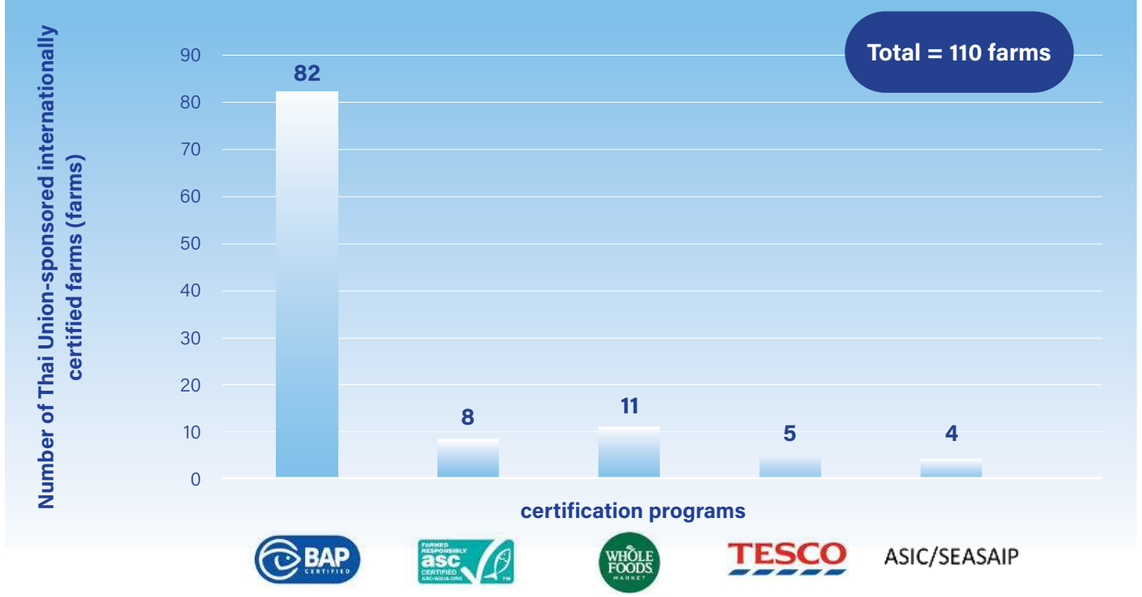
Further, our aim is to establish traceability to farm and feed across the global supply chain, source products from certified sources or those in an AIP, ensure marine feed ingredients originate from responsibly managed fisheries, ensure agricultural feed ingredients originate from deforestation and conversion free sources, and drive the reduction of critical antibiotic usage.

Share of shrimp raw materials sourced from internationally certified shrimp farms

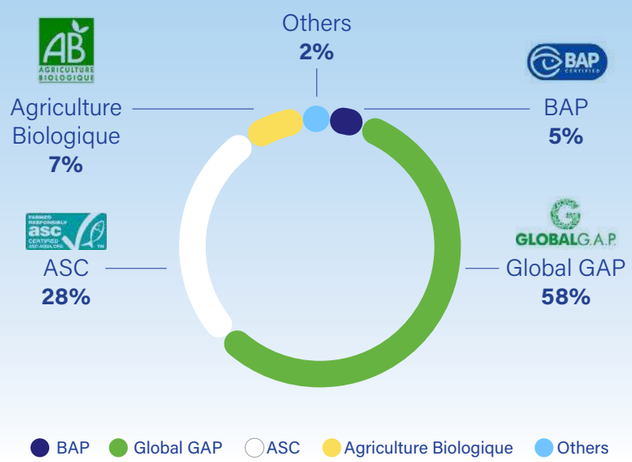


Note: Percentage of procurement spend from certified farms to total procurement spend on shrimp raw materials

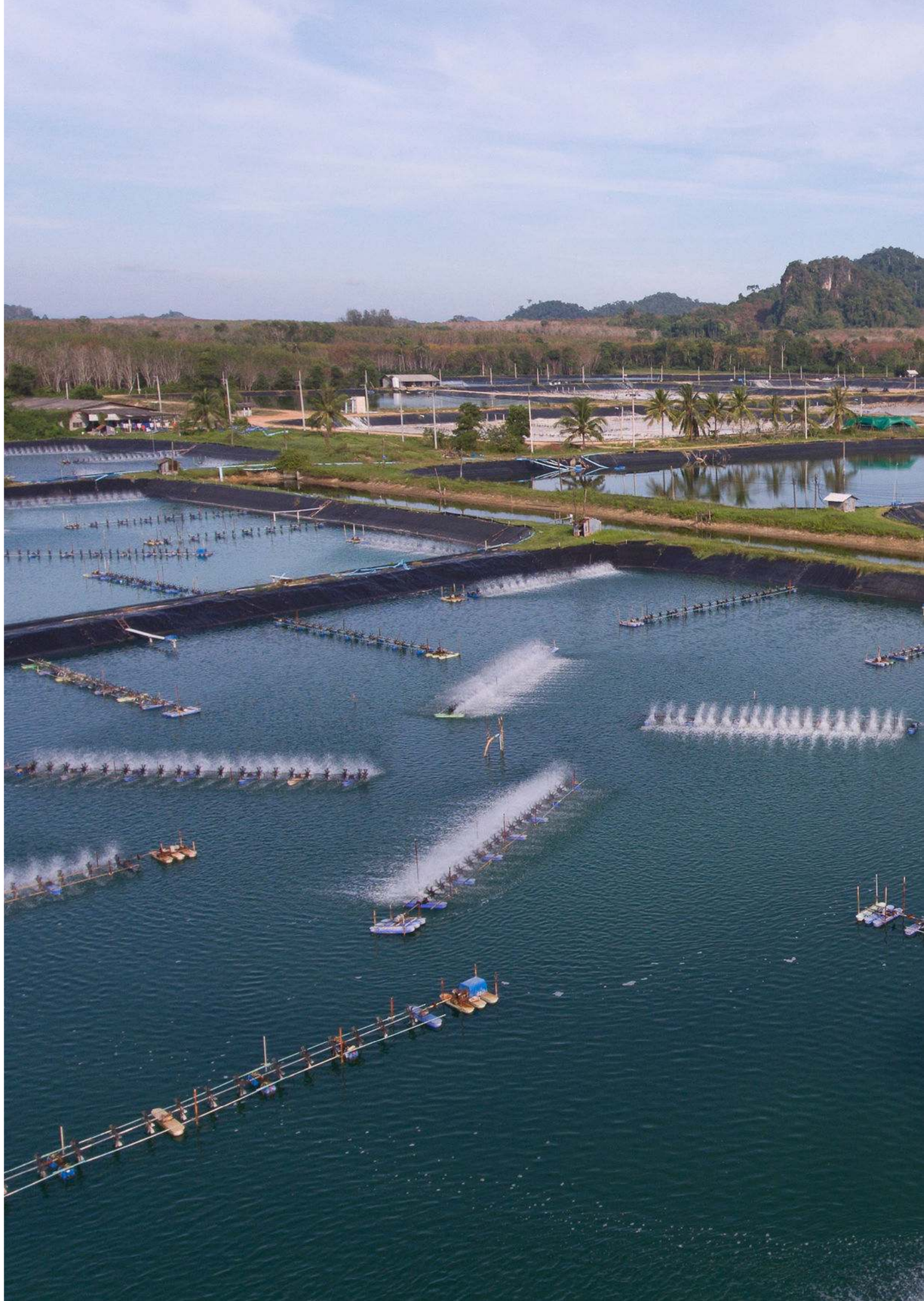
Number of certified shrimp farms sponsored by Thai Union, by certification standards



Share of internationally certified farmed salmon by procurement spend



Through our action plan, Thai Union will help feed the world with nutritious and responsibly produced seafood, operating in harmony with the local ecosystem. By addressing food security through a resilient food system, we are able to impact millions of lives who depend on the seafood industry for both food and for their livelihoods.



SDGs mapping

Our Commitments

- 100 percent of our soy and palm oil will be certified, ensuring zero deforestation and conversion across our entire supply chain by 2030.
- 100 percent of our chicken will be sourced responsibly, by 2030.

Agricultural expansion accounts for an estimated 90 percent of global deforestation, with soy and palm oil cultivation contributing to 26 percent of all tree cover loss between 2001 and 2015 and 18.7 million hectares of deforestation.

Deforestation not only contributes to climate change but is predominantly driven by commodities such as cattle, soy (a key ingredient used in both agricultural feed and oil in Thai Union's ambient products), palm oil, wood fiber, cocoa, coffee, and rubber. These first four commodities alone account for more than half of recent deforestation caused by agriculture. Chicken agriculture also takes its toll on the environment, causing water pollution, deforestation, and increased emissions.

Responsible agriculture and net-zero deforestation are no longer just aspirations. They are a crucial component of our action plan as we work towards achieving our climate change targets.

Thai Union understands the urgency and the vital role we must play in safeguarding our critical forests. That's why we are unwavering in our commitment to ensuring our supply chain remains completely free from any activities that contribute to deforestation or conversion. In our production process, we aim to ensure that all soy used in feed produced by Thai Union Feedmill is certified deforestation and conversion free.

Our aim is to create a positive impact on land resources and systems by protecting vulnerable ecosystems. By 2030, we also commit to 100 percent certified soy and palm oil that ensures deforestation and conversion free, as well as responsibly sourced chicken by implementing short- and long-term tactical solutions.

Thai Union is driving the industry forward with a comprehensive and ambitious action plan. We will actively contribute to climate resilience, safeguard biodiversity, and foster improvements in life on land. Our focus on responsible agriculture will yield tangible impact outcomes that focus on sustainable agriculture and deforestation practices for responsible feed production.

Thai Union's commitments are also supported by the Company's **Policy on No Deforestation**, which includes a commitment to promote responsible aquaculture that preserves biodiversity and protects sensitive habitats; the policy also commits Thai Union to zero gross deforestation and since

2021 newly established operational sites are not able to be located on or in close proximity (within 1 kilometer distance) to protected forest areas or sites of globally important biodiversity. Our **Policy for Responsible Sourcing of Palm Oil** also includes a target of sourcing 100 percent certified palm oil by 2025 for our own operations.

SDGs mapping

Our Commitments

- 100 percent of the vessels and farms we source from are a safe and decent workplace by 2030
- 50 percent management positions within our operations are held by women, by 2030
- Work towards a diverse and inclusive workplace
- Reduce the lost time injury frequency rate to 0.15 and strive towards zero accidents and injuries across our global operations

Safe, decent, and equitable work are the foundational building blocks for any successful business. This includes, but is not limited to fair wages, employment security, health and safety, non-discrimination, equal opportunity, and respect for workers' rights.

Workers in the seafood industry deal with long hours, dangerous work environments, and limited access to medical facilities. Many maritime safety standards exclude fishing vessels, which can leave up to 15 million workers onboard susceptible to unfavorable working conditions or worse, forced labor while trapped at sea. In addition, workers, predominantly migrants, face discrimination with little to no consequence for those responsible.

Women represent up to 50 percent of all seafood workers, but primarily work in low-skilled, low-paid, and low-valued positions. Businesses that actively support gender equality make better decisions up to 87 percent of the time, and those that show a commitment to gender diversity tend to attract and retain better talent. When companies protect workers and invest in equitable solutions, communities prosper, and business ultimately thrives.

Thai Union continues to advance our efforts to improve the lives and livelihoods of all workers by providing safe and decent work within our own operations and only sourcing from suppliers that are committed to improving working conditions in line with current industry standards. This incorporates changes to employment practices such as responsible recruitment, access to worker voice mechanisms, equal opportunity practices, occupational health and safety, and supply chain traceability.

Although Thai Union does not own any vessels, it is our responsibility to ensure the vessels and farms we source from are free from any exploitation or mistreatment. Thai Union continues to work with suppliers to understand the supply chain and implement effective and lasting improvements. We are embarking on a profound commitment to drive forward labor rights advancements across our entire global operations, from upstream to downstream, working to ensure the well-being and dignity of our workers and our suppliers' workers at every stage.

By actively striving to enhance the safety and equity of our entire value chain, we have the power to inspire and empower others within the industry to follow suit. We are committed to creating a diverse and equitable environment for everyone working across our operations and our suppliers.

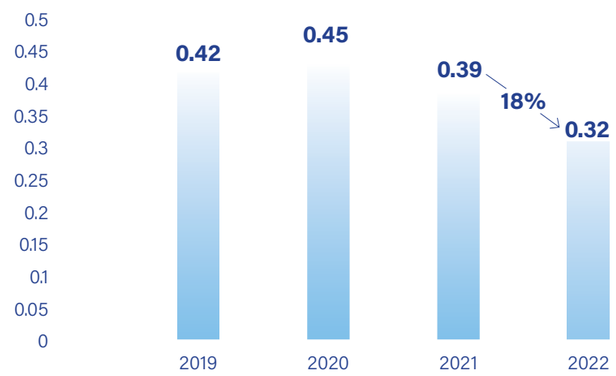
2022 Performance Highlights

▪ COVID-19

In 2022, we continued to place our priority on health, safety, and well-being of our employees, partners, suppliers, and local community while ensuring our commitment to delivering safe products to our customers and consumers. Throughout 2022, we continuously monitored the situation and worked closely with local authorities, community leaders, and NGOs. This allowed us to adjust the measures to up-to-date risks to ensure the safety of our employees and communities.

▪ Safety in the Workplace

We have strengthened our operation controls as part of our safety culture building. This led to an improvement in unsafe reporting, unsafe prevention, and recognition of safe behavior. As a result, we maintained our occupational illness frequency rate for employees at zero and we reduced our Lost Time Injury Frequency Rate-LTIFR[1] by 18 percent in 2022 compared to 2021.



[1] This includes employees and contractors in manufacturing sites, farms, hatcheries and offices.

Despite the accident reduction trend, we recognized the concern in our machine safety practices. We have laid out a 2-year program with the aim of achieving zero high consequence injuries from machine related accidents. The program elevates our practice to protect access to machine hazard points.

We continue to implement comprehensive fire risk improvements at our factories across the globe. This includes a multiple million baht investment to improve our facilities as well as strengthen our risk administrative controls, e.g., electrical safety inspections, which go beyond regulatory compliance.

▪ JEDI Champions

In 2022, Thai Union North America's Justice, Equity, Diversity, and Inclusion (JEDI) platform continued its strong momentum and integration. The JEDI Champions, a team of a dozen volunteer employees from multiple departments, divided into four working groups, focused on Policies, Engagement, Communications and Events. Through consensus-building and shared responsibility they hosted various staff-wide virtual events on culturally significant holidays, such as Asian Pacific American Heritage and Juneteenth, as well as open educational forums on topics like mental health and wellness.

▪ Human Capital Investment

Learning and development is an important, ongoing investment to enhance our employees' skills and capabilities.

The Thai Union Academy transitioned from coordinating and running purely online workshops in 2021, to a hybrid approach in 2022. This resulted in increased engagement and collaboration whilst providing practical flexibility where required.

▪ LeadTUGrow

An example illustrated by this approach was our 'LeadTUGrow' executive development initiative; a hybrid leadership program spanning five months with participants from our three largest operating regions (Thailand, North America, and Europe). Most of the program was conducted fully online, with the program capstone being held in Bangkok with all participants physically attending. Without the hybrid element, such a program would have been restrained as it would have been difficult to have all participants attend the full duration of program in one physical location. Through the hybrid approach, we were able to successfully complete the program with high levels of engagement.

▪ Thai Union's Global Employee Engagement Survey

Thai Union's Global Employee Engagement Survey was also conducted during 2022 to better understand what we are doing well and where we can do better. The survey was conducted by Kincentric, a global consultant specializing in engagement surveys. There was a 93 percent response rate to the survey across 15 countries. The 2022 survey focused on the "Engagement Dimension" and whether employees speak positively about working at Thai Union, with 72 percent confirming that they do. The survey also found that employees appreciate the collaborative environment, even with remote working, and there was a strong sense that supervisors are interested in their colleagues' development. Based on these findings, our regional teams have created dedicated employee engagement plans that incorporate actions and initiatives derived from employee feedback.

Also in 2022, the Thai Union North America and Thai Union Europe teams began meeting quarterly to share best practices, learn from each other and expand this platform beyond the North American Region. The work in 2022 continued to imbed the importance of this initiative into the fabric of the culture we operate.

Thai Union's Fisher Work & Welfare Program

Thai Union has been actively driving continuous improvement of labor and ethical conditions in the fishing sector since we launched our Vessel Code of Conduct (VCoC) and Vessel Improvement Program in 2017. The Fisher Work and Welfare (FWW) program is designed to provide clear guidance on working conditions on board the vessels that Thai Union sources from, and to encourage better practices at sea. This supports our work towards UN SDG 8 – Decent Work and Economic Growth. We appreciate the support of our suppliers, who make implementation of the program possible through continuous engagement.

The VCoC builds on the Thai Union **Business Ethics and Labor Code of Conduct**, by maintaining the same 12 fundamental principles but having vessel specific clauses under each of the Principles. It was developed with expertise through engagement with the International Labour Organization (ILO) and the International Transport Workers' Federation (ITF). Since its publication, we have continually reviewed and amended it to meet best practices and shifting standards in the sector. Thai Union's VCoC 2.0 was published in February 2022 and is available in Thai, Korean, Indonesian, Spanish, Vietnamese, Traditional Chinese and Simplified Chinese. The accompanying **Guidance Document to the VCoC and Vessel Improvement Program** is also published on the webpage.

In 2022, these are some of the key activities that were completed to develop the program:

- The sustainability team together with consultants continued to regularly engage with suppliers on the implementation of their improvement plans.
- We commissioned additional benchmarking exercises which included simultaneous auditing against the Thai Union VCoC, ILO C188, STF VAS, and the AENOR standard to understand whether more input was required to assess all aspects of the standards. The team conducted a trial audit on board a vessel with AENOR certification to better understand any missing elements to align with the VCoC.
- We have started to develop a system to grade our suppliers. It allows us to acknowledge the suppliers that have either completed or have closed most of their findings through the corrective action process, grading them and also to encourage other suppliers to continue their hard work and move up through the system.
- Recruitment mapping exercises have engaged recruitment agencies in interviews and information gathering.
- An expansion of the global FWW program saw the expansion from tuna in Thailand to salmon in Alaska. Audits and initial mapping of other non-tuna species were completed for further expansion in 2023.

Focus on continuous improvement

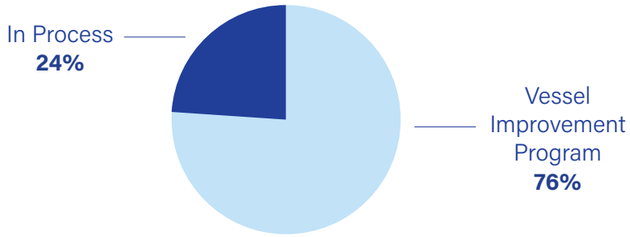


Figure 1: Percentage of tuna suppliers covered by a VIP in 2022 and those in the process. Chart does not include FIP members who are not currently TU suppliers.

Following COVID-19 restrictions being lifted, onsite visits were able to resume, with more time spent working towards meeting the milestones linked to Thai Union Tuna Commitment 2 - vessels have completed Vessel Improvement Plans or meet the VCoC or equivalent. All suppliers within the Fishery Improvement Projects (FIPs) that Thai Union participates in were covered by at least a remote audit and have used these findings to put corrective actions in place across the whole fleet.
For the tuna program, activities that were completed included:

- Supplier engagement has been ongoing and progress has been encouraging. Some suppliers now have improvement plans being implemented at fleet level, whilst others have been going through the process vessel by vessel.
- In the Atlantic and Indian Oceans, unannounced checks on vessels have happened to ensure corrective actions have been implemented effectively. These has resulted in verifying improvements or strengthening corrective action plans.
- A Ghanaian consultant, contracted since 2020, has effectively monitored and supported improvements on board the Ghanaian pole and line and purse seine vessels. Some of these actions include health and safety training, capacity building, policies and procedures, developing private sanitary areas, amongst others.
- In the Indian Ocean, one vessel owner has acknowledged the importance of effective improvements for working conditions. As part of their action plan, they have now hired an Indonesian crew manager who is available for the crew in port and can communicate directly with them in a language they understand. Since the new crew manager has been in place, crew have received new bedding and separation curtains which are used to create personal space.

For the program in Thailand, activities that were completed included:

- Action plans have been developed and consultants are working with local aggregators to communicate these actions to the vessel owners; this is dependent on how the vessels are operating with regards to the management of crew. In Thailand the action plans have also included information about how to meet the new ILO C188 requirements.
- In 2020, we completed a project in partnership with Creative Contracts to increase vessel crews' understanding of their contract. They specialize in 'comic contracts,' using pictures and graphics in the contracts to make the information more accessible. In 2022, we completed pilot testing of draft comic contracts with selected suppliers.
- Resumed VCoC and Health & Safety training for vessels in our supply chain, in collaboration with the International Transport Workers' Federation (ITF). In 2022, nine training sessions were conducted for over 690 fishers who work on approx. 60 vessels.
- **Distributed more than 500 medical kits** to vessels in Thai Union's supply chain to provide medicines and equipment, a requirement in the VCoC. Additionally, kits were also provided to ITF to distribute the wider fishing community.
- Worked with our petcare customers, Mars Petcare, Nestle and The JM Smucker Company, who have funded the improvement project work for training and comic contract trials.

Audits and actions in 2022

Although the ability to travel is significantly better than in 2021 during COVID-19, some remote travel routes have not been re-established and some locations required significant conditions for entering the country. As such, onsite figures have not returned to pre-pandemic levels. However, the Thai Union team and the consultants have been working to continue implementing remote auditing methodologies to maintain engagement with suppliers who have been unable to have onsite visits.

As of May 2023, 188 formal separate audits have been conducted, 51 remote audits at supplier level (covering the whole fleet) and 122 individual onsite vessel audits – while a further six remote audits are in process at the moment. In addition to these, but not counted, are multiple vessel spot checks, whereby Thai Union representatives or consultants are able to hop on a vessel that is in port and look around and chat to the crew following up on previous audit findings. Thai Union is working to expand the FWW program to include fisheries fishing within the Exclusive Economic Zone (EEZ), in Thailand and Indonesia . The program also visited an Alaskan salmon fishery, on two vessels from one supplier which gave valuable insights into how the fishery is operating.

In 2022 key activities:

- The FWW program operated in the Atlantic, Indian and Pacific Oceans and covered gear types including trawl, purse seine, long line, hand line and pole & line.
- Thai Union and the consultants boarded approximately 40 vessels to conduct audits and unannounced checks, and engaged over 25 of our key tuna suppliers in meetings and workshops, including three onsite verification assessments to complete a remote audit process with crew interviews and onsite inspections.
- Within fisheries fishing in the EEZ, 10 vessel audits were completed in Thailand, 12 vessel audits and three factory audits in Indonesia, and two in Alaska for the salmon fishery.
- Engaging crew continued to be a priority, and the program spoke to crew from the following nationalities: Indonesian, Ecuadorian, Venezuelan, Panamanian, Senegalese, Ghanaian, Madagascan, French, Burkina Faso, Taiwanese, Filipino, amongst others. In this past year, over 120 crew members were interviewed confidentially.
- The percentage of audited vessels with improvement plans in place was 73 percent. Vessels not yet covered were working on their action plans with consultants.
- Recruitment mapping exercises were integrated into initial audit processes.
- Principles 11 and 12 are now fully active, assessing environmental issues and monitoring engagement and improvements.

Key actions for improvement

In our 2021 Sustainability Report, we published a detailed overview of the areas for improvement that we are working on with suppliers to meet the VCoC. This improvement program is a continuous rolling program and much of these remain the focus of the work plans. These priorities include, but are not limited to, contents of worker contracts, information and transparency of fees, clear payroll records and payslips, systems for recording working hours and adhering to rest periods, crew awareness of the right to freedom of association and collective bargaining, medical provisions to be based on a comprehensive risk assessment, and crew training on internal policies and procedures which are available to them. In 2022, principles 11, and 12 were updated as part of the Thai Union VCoC review and made effective as part of the audits. We continue to actively engage with suppliers to show the biggest impacts at vessel level. Actions for the newly implemented clauses and recruitment mapping exercise can be seen in the table below:

Thai Union VCoC Principle	Improvement Action
Principle 11: Business is conducted in a manner that embraces sustainability and reduces environmental impact.	Vessels have a high level of compliance for having policies and procedures in place, however, these are not always visible on board the vessel and communicated to crew. A process for ensuring all crew is aware of these policies should be implemented.
Principle 12: Progress and compliance are monitored.	All suppliers are expected to have a vessel improvement plan in place and actively report on progress made toward the implementation of actions.

Improvements relating to recruitment mapping exercise:

Increased cooperation from the recruitment agencies is required to effectively implement improvements at the level of recruiting fishers.

The recruitment extension has been in full effect since the end of 2021 and throughout 2022. Most of the suppliers within the Thai Union Fishery Improvement Projects for longline vessels have completed mapping and many of the Indian Ocean purse seine vessels have also completed it. Through this work, the auditors map the recruitment routes of crew members from their national country of origin. This includes conducting interviews with sending country recruitment agencies and supporting suppliers to develop and implement corrective actions based on the findings identified.

Recruitment Extension Clause	Findings & Improvement Action
RM.a: The vessel owner follows an established due diligence process for all recruiters / agencies that it does business with.	Vessels are expected to demonstrate their processes for ensuring the recruitment agencies they use are operating legally and implementing relevant improvements relating to the VCoC. It is necessary to ensure these processes are robust, properly documented and cover all elements of the recruitment journey.
RM.b: The vessel owner has a contract in place with the recruiter / agency which sets out the agreed terms and conditions for the arrangement for the provision of recruits.	Suppliers are required to have evidence of the contract or MOU in place with the recruitment agencies. The terms in the contracts are cross checked with any relevant company policies and procedures and any evidence collected from the crew. It is necessary to include all elements included within the VCoC to ensure the crew, vessel owners, and recruitment agencies are aware of their responsibilities and agreed working conditions are met during employment.
RM.c: The labor recruiter or subcontracted agency is operating legally and can demonstrate that they are practicing responsible recruitment.	Each agency must operate legally, and this should be demonstrated within the recruitment mapping exercise by providing relevant licences and registration. Further compliance level checks are completed by reviewing relevant documentation and confidential interviews with crew, management and the recruitment agencies. There is a large level of compliance of legally operating agencies in terms of being able to provide registration information and licences for the placement of crew. A high level of checks on responsible recruitment practices is required.

Next steps

In 2023, we will focus on the following actions to progress the FWW program:

- Regular supplier engagement specifically for the monitoring and implementation of improvement work.
- Continued support for the suppliers showing real commitment to meet the new standards.
- Recognition of those suppliers currently implementing ILO C188 requirements set by ratifying countries.

For vessels fishing in the EEZ:

- Continue the successful health and safety workshops in Thailand.
- Run improvement projects in collaboration with customers for recruitment mapping, developing risk assessments, and implementing the comic contracts project.
- Complete audits in new geographies.

Globally:

- Keep expanding beyond tuna, completing fishery assessments to understand actions for each fishery.
- Continue to exercise spot checks in ports and on board vessels.
- Audit the vessels which are in FIPs that Thai Union are not participants of, and suppliers that are already MSC certified.
- Mapping of non-tuna species to be completed and initial fisheries to be assessed.
- Publish v3.0 of the VCoC which will take into account any new best practices. Also adding increased guidance and criteria for other assessment opportunities such as at-sea assessments.

Working to improve work and welfare conditions for fishers

Between April and May 2022, Thai Union initiated a project with consultants, MRAG Europe, to conduct assessments of working conditions on board fishing vessels at-sea. After consultation with a willing supplier and a lengthy MOU drafting process, an auditor boarded and assessed 19 vessels during transshipment over a four-week period.

The VCoC was analyzed by auditors and Thai Union to determine which criteria would be safe to assess whilst at sea; 46 criteria out of 76 were considered and included. The intention was that the implementation of at-sea assessments would provide guidance to the fishing vessels to improve the working practices whilst in operation. The assessments were an opportunity to increase transparency, demonstrate accountability, and continuously improve upon any shortfalls. The assessments were carried out using vessel inspections and tours, review of paperwork, and observations of working practices.

At-sea assessments do not necessarily provide an exhaustive review of conformance with the Thai Union Vessel Code of Conduct, but rather are a useful means to identify potential risks and improvements to complement and ground truth in the Fisher Work & Welfare program and in-port audits.

The project was able to provide invaluable insight into what could be gained during an at-sea assessment and the processes involved compared to an in-port audit. Ultimately, it found that both types of assessments play a role in providing a more holistic view of fishing activity. For example:

- Checking that Personal Protective Equipment (PPE) and health and safety equipment and policies were in place and applied at sea.
- Checking the crew on board matched the names on the official crew list.
- Inspecting what the living quarters and conditions at sea were like for the crew. This was more practical to observe when at sea, with equipment and belongings loaded, and provided real-life insights into living conditions.
- Checking that the crew was content with conditions, food, and treatment onboard.
- Understanding better the procedures involved following injuries, including those for repatriation should any serious injuries or illnesses occur.

MRAG's consultant said about his at-sea work: "It was a priceless experience to board the longline vessels within a program which was implemented to improve the health, safety, and living conditions of the fishers. In my 13 years of field experience, this was the first time that I saw that fishers felt cared for and not alone and have a voice. The at-sea assessment program for labor conditions could be the most effective way to provide this worldwide. It is a highly valuable bridge between the fishers and their human rights that needs to be implemented regularly."

The findings from the at-sea assessments were added to the vessel owners existing improvement program. In 2023, Thai Union hopes to carry out a similar program in the Pacific.

SDGs mapping

Our Commitments

- 100 percent of our branded ambient products will meet our nutritional guidelines
- 100 percent of our new branded ambient products will drive positive nutrition to promote health and wellness

Worldwide obesity and the risk of non-communicable diseases (NCDs) have nearly tripled since 1975, highlighting the pressing need for an increase in global demand for more nutritious food options. To enhance the overall health of populations, we must offer more nutrient rich foods, and reduce unhealthy ingredients such as excessive sugars, salts, and fats.

Consequently, the seafood industry bears the responsibility of ensuring that the food it distributes retains its natural and essential nutrients while remaining free from any detrimental substances.

To ensure our efforts drive the outcomes we intend to achieve, our product portfolio will actively promote health and wellbeing, impacting food safety throughout the entire production process.

We will conduct nutritional analyses for each branded product to effectively measure the impact of our programs, and provide meaningful data to make necessary adjustments towards positive outcomes. To address the issues of antimicrobial resistance (AMR), we will eliminate the use of antibiotics of the most concern for aquaculture products to ensure safer and healthier seafood for our end consumers.

Driven by our ambition for "Healthy Living," our products will strictly adhere to Thai Union Group's nutritional guidelines, which are in line with those recommended by international bodies including the World Health Organization (WHO), to develop healthier solutions. We are dedicated to caring for our communities by prioritizing health and safety in the creation of our products.

Thai Union also continues to invest in innovation, including making strategic investments in companies whose expertise we can leverage to create new, healthy, and nutritious offerings for our customers. In 2022, Thai Union announced a CAD $10 million investment in Mara Renewables Corporation (Mara), one of the world's leading producers of sustainably grown algae-based bio-products, as part of Mara's CAD $39.5 million growth funding round to accelerate the expansion of micro-algal products and unique innovation. The plant-based oil offers a non-GMO vegan option for DHA-rich omega-3 fatty acids for human nutrition, used by leading infant nutrition, supplement, and food and beverage customers worldwide.

To support Thai Union's commitment to 'Healthy Living, Healthy Oceans.' and the growing popularity in consumer healthy living trends, Thai Union Lifescience, a new subsidiary of Thai Union Group was established in 2021. Leveraging Thai Union's strengths in the sourcing of tuna raw materials and the Global Innovation Center (GIC), Thai Union Lifescience focuses on the manufacturing, trade, distribution, and development of supplements, health care and biotechnology products, commercialized under ZEAvita, Thai Union's flagship supplement brand. ZEAvita products deliver numerous health and nutrition benefits to consumers, including clean gut, improved sleeping quality, increased skin elasticity, skin moisture, and skin density.

Meanwhile, Thai Union Ingredients (TUI), which was established in 2017, helps meet the growing market demand for natural, seafood-derived ingredients for human nutrition. Through its oil refinery in Germany and oil extraction plant in Seychelles, TUI produces tuna oil that is used in nutrient-dense products including infant formula, dietary supplements, clinical nutrition, and functional foods. TUI's new production facility will be ready in 2023 for commercial production of its first two products; with the first being high-purity marine fish collagen peptides, which provide essential building blocks for healthy skin, hair, nails, bone and joints. The second product will be fish protein hydrolysate, a high-quality protein source for pet foods and pet nutrition supplements.

SPACE-F powering Thai Union's open innovation

Innovation plays a critical role in ensuring Thai Union remains relevant to consumers and customers. A key cornerstone of our open innovation activities is SPACE-F, the first ever dedicated food-tech startup incubator and accelerator program in Thailand.

Since its inception in 2019, when we partnered with the National Innovation Agency of Thailand and the Faculty of Science at Mahidol University to establish the program, SPACE-F has continued to grow as a key contributor to the region's food-tech ecosystem. Such has been the growth of the program and its reputation that it has since expanded to include Thai Beverage PCL and Deloitte Thailand.

In 2022, SPACE-F saw its third cohort of startups not only successfully conduct proof of concept trials but also launch products into the market and receive crucial investment. The third cohort consisted of 15 startups, including eight accelerator and seven incubator startups. Startups joined from around the world, 10 from Thailand and five startups from North America, Europe, and Asia.

An accelerator demo day allowed eight startups the opportunity to pitch to an audience of 198 participants, while the incubator demo day was held at Thailand's Sustainability Expo 2022 with over 200 participants including investors, venture capitalists, and corporate leaders from Thailand and abroad.

SPACE-F continued to expand its reach in 2022 including signing a memorandum of understanding with Innovate 360, Singapore's premier food-tech accelerator, to promote collaboration across the region in food-tech. The collaboration kicked off over a week with six SPACE-F startups visiting Singapore to explore the local ecosystem and showcase their companies at Singapore's International Agrifood Week. There are plans to continue

expanding SPACE-F internationally by collaborating with global accelerators, corporates, and investors.

SPACE-F continues to bring together leading food-tech startups and corporates through an innovative mentorship, business connections, and co-working program (no equity taken), powered by Nest ASEAN (an XPDITE company) to deliver expertise in nurturing startups for robust growth.

The program's alumni network includes 44 successful startups from more than 13 countries whose products are sold in more than 10 countries and who have gone on to raise more than USD 50 million and expand their global presence with operations in over 16 countries.

SDGs mapping

Our Commitment

- Thai Baht 250 million for community-based programs.

The seafood industry touches the lives of millions of vulnerable people. More than 110 million people get their livelihoods from small fisheries. Companies worldwide are adopting Corporate Social Responsibility (CSR) practices and implementing programs to address issues impacting workers and their surrounding communities. Employees who are well supported are more engaged and satisfied, leading to higher levels of motivation and productivity.

Across Thai Union's global footprint, there are differing societal issues that exist. For example, food insecurity remains a serious issue in the U.S., where one-third of college students don't have enough to eat. In Thailand, the majority of our workforce consists of migrant workers from Myanmar, where it is estimated that there are 200,000 migrant children who are not in school. With Seychelles being quite isolated geographically, it needs to enhance job opportunities for locals, which requires engagements in schools and universities to keep work opportunities on the island attractive. In Ghana, according to WHO, 7,653 deaths were caused by water sanitation and hygiene related illnesses in 2019 (21 people per day).

Social impact initiatives provide an opportunity to give back to communities in ways they can benefit the most. Health, education, and childcare programs support fundamental societal issues, and bring much needed resources to the forefront.

Through programs focused on education, health, disaster relief, and environmental issues impacting society, we will provide meaningful support for the communities in which we operate across our global business as part of our SeaChange ® 2030 strategy.

We are dedicated to supporting solutions for each country's unique needs. College students are the fastest growing food insecure population in North America. As part of the initiative to address food insecurity, Thai Union North America provides products to food banks on campus at multiple universities. Across communities, we are supporting livelihoods and leading our industry by investing funds to fill the gaps in the areas our supply chain does not touch. Supporting our people and our communities helps create a healthier and more sustainable world.

In 2022, Thai Union continued to provide both people and pet communities with healthy and nutritious products during times of crisis including continued donations for those still impacted by COVID-19. In Europe and Africa, our brands and manufacturing plants donated a combined 1.85 million cans of product to support a diverse range of causes throughout the year, while i-Tail Corporation, Thai Union's PetCare business unit, provided 100,000 cans of wet food and 10,000 kilograms of dry food to support pet communities across Thailand. Thai Union also delivered more than 500 medical kits to Thai fishing vessels that the Company sources from, ensuring the fishers have immediate access to basic medicines, a requirement under Thai Union's Vessel Code of Conduct, along with COVID-19 antigen self-testing kits.

Through the Green Giving project, Thai Union distributed sets of clothing items and PPE upcycled from almost 500 kilograms of recycled PET bottles - collected from employees at the Company's Bangkok headquarters and its factories - to waste pickers and frontline healthcare workers. Millions of tons of plastic enter the oceans every year, most of it urban waste, particularly plastic litter and microplastics, threatening the marine species on which Thai Union depends. To help address this critical issue and to encourage employees to recycle their plastic and support the commitment to Healthy Oceans, Thai Union introduced the Green Giving program with the aim of upcycling plastic waste that could potentially end up in our waterways.

Volunteers from Thai Union Group in Thailand, Europe, and Africa also joined a global coastal clean-up campaign in 2022 to protect the environment. A total of 1.8 tons of trash was collected by Thai Union employees in Samut Sakhon province in Thailand, volunteers from i-Tail Corporation in Songkhla province, employees from Thai Union's Pioneer Food Cannery (PFC) and members of the community in Tema, Ghana, and by Mareblu employees in Italy. Trash collected included plastic bags, plastic bottles, foam, cigarette buds, and glass bottles. The coastal clean-up was held on World Oceans Day as part of a global campaign – the International Coastal Cleanup - by the Seafood Business for Ocean Stewardship (SeaBOS) and Ocean Conservancy to protect the marine environment.

Thai Union also continued to participate in programs that help address the threat of climate change. As part of Thai Union's SeaChange® 2030 global sustainability strategy on climate change and biodiversity, the Company launched a mangrove restoration project with Thailand's Department of Marine and Coastal Resources. Through this project, the Company will plant 30,000 mangrove trees at Khoyisan Sub-district in Samut Songkhram province over the next 10 years across an area of 100 rai (16 hectares) and will be responsible for maintaining and monitoring the area. Mangroves are among the world's valuable ecosystems, essential as a barrier against waves and storms for coastal communities and serve as habitats for various living species such as turtles, fish, birds, and sharks. They are also huge carbon sinks, storing up to five times as much carbon as other types of forests.

In Thailand, the Company also collaborated with the Scholars of Sustenance Foundation (SOS) to raise awareness about food waste and nutrition through the School of Sustenance Program at the local schools in Samut Sakhon and Samut Songkhram provinces. More than 180 students from six schools in Samut Sakhon and Samut Songkhram have participated in the program since it was introduced in September 2022, as part of Thai Union's efforts to promote "Healthy Living, Healthy Oceans" and to address climate change.

EDUCATING CHILDREN

Thai Union recognizes that education is an important foundation for a better life.

In 2016, Thai Union was among 12 founders of CONNEXT ED, a public-private sector program which aimed to minimize inequality in society, develop people's potential, and increase competitiveness to students in public schools under Thaiand's Office of the Basic Education Commission.

Thai Union provides advice, training, and financial support for the program and has even appointed employee volunteers as "School Partners" with responsibility for supporting schools in Samut Sakhon, Samut Songkhram, Phetchaburi, and Prachuap Khiri Khan provinces by working closely with school principles to develop knowledge and skills that schools need.

Thai Union has been actively involved in CONNEXT ED and has created a model, "Leader courage to change and Team courage to adapt" to develop the capabilities of school principals, teachers, and students while also driving positive change in schools. In 2022, Thepsuwanchanwittaya school and Watkaoyisan school used this development model to transform their schools, which will now act as mentors to other CONNEXT ED schools under Thai Union's guidance. With the development the Thepsuwanchawittaya school has been recognized in several awards for Best Practice for Active Learning in Management Education, Mathematics and Social Studies and Science areas from The Secondary Educational Service Area Office Samut Sakhon Samut Songkharm. For the Watkaoyisan school, the curriculum is developed by focusing on student-centered learning through the practices of active learning and problem-based learning, including engaging the community to be part of the school program.

Thai Union has invested more than THB 27 million in school development programs, including financial support for 40 CONNEXT ED schools, since the Company joined the program.

Through CONNEXT ED, children are given access to education that offers them a platform for a life which is not only more fulfilling, but also more successful.

Separately, Thai Union continues to support preschools that it helped establish in collaboration with the Labour Protection Network (LPN) to support the children of migrant workers in Samut Sakhon province. Five preschools were constructed between 2013 and 2020, where children learn the Thai language and study Thai culture and social disciplines. By encouraging school attendance, the preschool program also ensures the safety of children during the day and discourages child labor.

Thai Union continues to support two teachers at the schools to teach and take care of the students. Around 1,100 children of migrant workers have so far joined the preschool program and entered the Thai education system since the program was introduced.

i-Tail Corporation, Thai Union's PetCare business, also provides support for children's education and in 2022 held a "Run For Love" activity, partnering with NISSUI (Thailand) Co., Ltd. to provide 10 scholarships to students from Thachain Audom Witthaya School in Songkhla province. The scholarships were provided to students who have achieved outstanding academic results but whose families have financial challenges.

SDGs mapping

Our Commitments

- By 2030, 100 percent elimination of food waste, waste to landfill and water discharge
- Five key processing facilities will have implemented:
  - Zero waste to landfill by 2030
  - Zero water discharge
  - Zero food loss

Each year, an astonishing one-third of food produced for human consumption (equivalent to 1.3 billion tons) is needlessly lost or wasted on a global scale. Tragically, this immense food waste finds its way into landfills, accounting for nearly 10 percent of the world's greenhouse gas emissions.

Furthermore, up to 35 percent of fish extracted from our seas also goes to waste. These losses not only squander opportunities to enhance food security but also hinder our progress in curbing the environmental footprint of food production and consumption.

Under our SeaChange® 2030 strategy, Thai Union will establish efficient systems of reuse and recycle during production by proactively implementing upstream waste elimination measures at key production facilities and developing downstream waste removal programs that embrace responsible disposal alternatives. This impactful initiative will be carried out at five strategic processing facilities, driving substantial progress in waste management.

Thai Union is dedicated to spearheading innovative solutions that maximize the utilization of every ingredient, including the full utilization of fish, ensuring zero food loss. Additionally, we are committed to adopting advanced manufacturing techniques and state-of-the-art technology to prevent water discharge and waste from ending up in landfills.

Thai Union has already implemented measures such as enhancing production yields and setting "right the first time" production targets. For the few products that do not meet our standards initially, we either rework or process them into sellable products or offer them to employees at a discounted price. Any products unsuitable for human consumption are repurposed for animal feed or other useful applications. The Company has also improved its food loss data collection process across all operations worldwide to measure, monitor, and report our progress. By addressing water pollution, solid waste, and food loss across our global processing network, we can significantly contribute to creating a positive environmental impact.

We also believe that everyone can be part of the solution to reduce and prevent food waste. To support this, Thai Union has collaborated with the Scholars of Sustenance Foundation (SOS) to raise awareness about food waste through the School of Sustenance Program at local schools in Thailand's Samut Sakhon and Samut Songkhram provinces. The School of Sustenance Program provided students and teachers with strategies on how to manage the issue of food waste, such as through composting, while also ensuring they understand what food surplus is, and how its reduction can support providing food security, as well as, how it contributes to climate change.

Indicators	Unit	2021[1]	2022
Total weight of food loss from operations[2],[3] (A)	KG	124,058,532	135,495,032
Total weight of food loss volumes used for alternative purposes (B)	KG	122,834,955	134,502,815
Animal feed	KG	76,646,450	111,184,288
Composting	KG	392,446	1,485,550
Input for production of other products, e.g. tuna oil and tuna bone calcium	KG	45,325,836	21,233,883
Incineration with energy recovery	KG	181,823	300,210
Other alternative	KG	288,400	298,920
Total food loss discarded (A-B)	KG	1,223,577	992,181
Landfill	KG	1,202,437	978,641
Incineration without energy recovery	KG	21,140	13,540
Food loss intensity[4]	KG / billion THB	10.84	8.35
Data coverage	%	100%	100%

Remark:
(1) Food loss data in 2021 has been amended from the performance data reported in SD report 2021.
(2) Regarding Thai Union's Commitment to Food Loss & Waste Reduction, we have set a target of reducing food loss in our ambient, frozen and chilled seafood operations by 50 per cent by 2025, compared to a 2021 baseline.
(3) Food loss categories from our operations include food scraps, by-products, and inedible parts of raw materials, such as tuna, salmon, shrimp, and other seafood species.
(4) Intensity is calculated from KG of discarded food loss (A-B), divided by Revenue from ambient, frozen and chilled seafood operations that manufacture products for human consumption. As the food loss definition does not cover products intended for non-human consumption, revenue from Thai Union Feedmill PCL. (TFM) is excluded from the denominator.

WATER RESOURCES

In recognition of increasing risk of water scarcity, our journey toward to water consumption reduction continues. In 2022, we focused on our operation control and improvement of our water reuse/recycle under strict control of food safety standards. This includes water recycling for toilet flushing, water recycling for our cooling water, and water reuse for outdoor area cleaning.

Beyond the local requirements, we are aware of the types of pollutants that make up a more significant proportion of the wastewater system and follow the operating procedures to remediate water quality at acceptable levels, either to local public utilities (for further treatment), for reuse and recycling within their operations, or into the public environment.

In addition, we continue to work on strengthening our wastewater treatment operations. This includes our system to track wastewater treatment performance and improvement of our wastewater treatment plant. This helps to ensure we will be ready for our ambition of high-water reuse and recycling strategies.

WASTE SENT TO LANDFILL REDUCTION

For several years, we have been working to reduce waste from our manufacturing process to landfill. This covers initiatives to reduce waste at the generation source, segregating waste and exploring alternate disposal methods to divert waste from landfill. Key initiatives include diverting wastewater sludge from landfill to composition for fertilizer, boiler ash as input for cement, recycling plastic and recycle waste. As result, 13 of 33 manufacturing and distribution sites achieved zero waste sent to landfill status[1] in 2022. We focus on waste segregation and waste utilization in order to divert the waste from disposal by increasing reuse and recycle method.

LRQA Independent Assurance Statement

Relating to Thai Union Public Company Limited's Sustainability Report for the calendar year 2022

This Assurance Statement has been prepared for Thai Union Public Company Limited in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA was commissioned by Thai Union Corp Public Company Limited (TU) to provide independent assurance on its Sustainability Report 2022 ("the report") against the assurance criteria to a moderate level of assurance and at the materiality of the professional judgement using the Accountability's AA1000 AS v3 assurance criteria and LRQA's verification procedure. LRQA's verification procedure is based on current best practice, is in accordance with ISAE 3000 and uses the following principles of - inclusivity, materiality, responsiveness and reliability of performance data.

Our assurance engagement covered TU's manufacturing sites in Asia, the United States of America, Europe and Africa under the direct operational control and specifically the following requirements:

- Confirming that the report is in accordance with: GRI Standards (2021), Food Processing Supplement Sector, GRI 13 Agriculture Aquaculture and Fishing Sectors, and Methodology how TU identify the Tier of Supplier and assurance the number.
- Evaluating the accuracy and reliability of TU's performance data and information for only the selected GRI indicators listed below:
  - Environmental: GRI 303-3 Water withdrawal, GRI 303-4 Water discharge, GRI 303-5 Water consumption, GRI 305-1 Direct (Scope 1), GHG emissions, GRI 305-2 Energy indirect (Scope 2) GHG emissions, GRI 305-3 Other indirect Greenhouse Gas (Scope 3) emissions, GRI 306-3 Waste generated, GRI 306-4 Waste diverted from disposal, GRI 306-5 Waste directed to disposal.
  - Social: GRI 403-9 Work-related injuries, GRI 403-10 Work-related ill health, GRI 405-2 Ration of basic salary and remuneration of women to men-Gender Pay Gap.

Our assurance engagement excluded the data and information of TU's suppliers, contractors and any third parties mentioned in the report.

LRQA's responsibility is only to TU. LRQA disclaims any liability or responsibility to others as explained in the end footnote. TU's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of TU.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that TU has not, in all material respects:

- Met the requirements above
- Disclosed accurate and reliable performance data and information as no errors or omissions were detected in the selected GRI indicators listed above
- Covered all the issues that are important to the stakeholders and readers of this report.

The opinion expressed is formed on the basis of moderate level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a moderate assurance engagement is less than for a high assurance engagement. Moderate assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a moderate assurance engagement is substantially lower than the assurance that would have been obtained had a high assurance engagement been performed.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with AA1000AS v3 and our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this type II assurance engagement:

- Assessing TU's approach to stakeholder engagement to confirm that issues raised by stakeholders were captured correctly. We did this through interviews with responsible personnel and reviewing documents and associated records.

- Reviewing TU's process for identifying and determining material issues to confirm that the right issues were included in their Report. We did this by benchmarking reports written by TU and its peers to ensure that sector specific issues were included for comparability. We also tested the filters used in determining material issues to evaluate whether TU makes informed business decisions that may create opportunities that contribute towards sustainable development.
- Auditing TU's data management systems to confirm that there were no significant errors, omissions or mis-statements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification. We also spoke with those key people responsible for compiling the data and drafting the report.
- Visiting and auditing TU's manufacturing sites in Thailand, auditing manufacturing locations in Europe and Africa, Asia, the United States of America via ICT platform, to validate site data and information as sampled for the selected GRI indicators.

Observations

Further observations and findings, made during the assurance engagement, are:

- Stakeholder inclusivity: We are not aware of any key stakeholder groups that have been excluded from TU's stakeholder engagement process. The content of TU's Sustainability Report reflects the view and expectations of these stakeholders.
- Materiality: TU has established comprehensive criteria for determining which issue/aspect is material and that these criteria are not biased to the company's management and reflect the operations and relevance.
- Responsiveness: TU has processes in place to respond to various stakeholder groups; specifically, Tuna and Fish, and Foods suppliers' identification and assessment processes were deemed sufficient and responsive.
- Reliability: Data management systems were well established. Although we found a few errors during our on-site and on-line data verification at the sampled locations, these did not give rise to any significant misstatements. We believe that TU should carry out periodic internal quality control checks on its data and information collection and calculation processes to prevent errors being identified at the corporate level.

LRQA's standards, competence and independence

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent. This verification is the only work undertaken by LRQA for TU and as such does not compromise our independence or impartiality.

Wiriya Rattanasuwan Dated: 7th July 2023
LRQA Lead Verifier

On behalf of LRQA (Thailand) Limited,
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LRQA reference: BGK00000/745

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GRI Content Index

Statement of use	Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 13: Agriculture, Aquaculture, and Fishing Sectors 2022

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL ASSURANCE
			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
General disclosures							
GRI 2: General Disclosures 2021	2-1 Organizational details	- TU 56-1 one report 2022 on pdf page 3, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.				
	2-2 Entities included in the organization's sustainability reporting	- TU 56-1 one report 2022, Thai Union's Footprint on pdf page 7, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
	2-3 Reporting period, frequency, and contact point	- TU SR 2022, About this report on pdf page 3, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
	2-4 Restatements of information	- TU SR 2022, About this report on pdf page 12, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
	2-5 External assurance	- TU SR 2022, Independent Assurance Statement on pdf page 39, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
	2-6 Activities, value chain, and other business relationships	- TU 56-1 one report 2022, Thai Union's Footprint on pdf page 7, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
	2-7 Employees	- TU SR 2022, Social Performance on pdf page 53, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL ASSURANCE
			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
	2-8 Workers who are not employees	- TU SR 2022, Social Performance on pdf page 53, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
	2-9 Governance structure and composition	- TU 56-1 one report 2022, Corporate Governance Structure on, pdf page 72, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
	2-10 Nomination and selection of the highest governance body	- TU 56-1 one report 2022, Corporate Governance Structure on pdf page 72, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
	2-11 Chair of the highest governance body	- TU 56-1 one report 2022, Corporate Governance Structure on pdf page 72 and The Composition of the Board of Directors on pdf page 73, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
	2-12 Role of the highest governance body in overseeing the management of impacts	- TU 56-1 one report 2022, The Composition of the Board of Directors on pdf page 73 https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
	2-13 Delegation of responsibility for managing impacts	- TU 56-1 one report 2022, Sub-Committees on pdf page 79 https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
	2-14 Role of the highest governance body in sustainability reporting	- TU 56-1 one report 2022, Sustainable Development Committee on pdf page 81 https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL ASSURANCE
			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
	2-15 Conflicts of interest	- TU 56-1 one report 2022, Business Code of Conduct on pdf page 71, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf - BUSINESS ETHICS, CONFLICT OF INTERESTS, https://investor.thaiunion.com/business_ethics.html					
	2-16 Communi-cation of critical concerns	- TU 56-1 one report 2022, Whistleblowing and Complaints and Contacting the Board on pdf page 91, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf' - WHISTLEBLOWING, https://investor.thaiunion.com/complaints_handling.html					
	2-17 Collective knowledge of the highest governance body	- TU 56-1 one report 2022, Sustainable Development Committee on pdf page 81 https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
	2-18 Evaluation of the performance of the highest governance body	- TU 56-1 one report 2022, Corporate Governance Report on pdf page 87 https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
	2-19 Remuneration policies	- TU 56-1 one report 2022, Nomination Remuneration and Corporate Governance Committee on pdf page 80 https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
	2-20 Process to determine remuneration	- TU 56-1 one report 2022, Nomination Remuneration and Corporate Governance Committee on pdf page 80 https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
	2-21 Annual total compensation ratio	- TU 56-1 one report 2022, Policy for Paying Remuneration to Directors and Executives on pdf page 82 https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL ASSURANCE
			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
	2-22 Statement on sustainable development strategy	- TU SR 2022, CEO Message on pdf page 4, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
	2-23 Policy commitments	- SeaChange 2030, https://www.seachangesustainability.org/ - TU SR 2022, Sustainability at Thai Union - Seachange 2030 on pdf page 10, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
	2-24 Embedding policy commitments	- SeaChange 2030, https://www.seachangesustainability.org/ - TU SR 2022, Sustainability at Thai Union – Seachange 2030 on pdf page 10, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
	2-25 Processes to remediate negative impacts	- TU 56-1 one report 2022, Risk Management Policy and Plans on pdf page 41 https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf - SeaChange 2030, https://www.seachangesustainability.org/					
	2-26 Mechanisms for seeking advice and raising concerns	- TU 56-1 one report 2022, Material Issues and Stakeholders Engagement on pdf page 53, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf - WHISTLEBLOWING, https://investor.thaiunion.com/complaints_handling.html					
	2-27 Compliance with laws and regulations	- TU SR 2022, Corporate Governance and Risk Management on pdf page 8, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
	2-28 Membership associations	- Partnerships & Collaborations, https://www.seachangesustainability.org/partnerships-and-collaborations/					
	2-29 Approach to stakeholder engagement	- TU 56-1 one report 2022, Material Issues and Stakeholders Engagement on pdf page 53, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					

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			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
	2-30 Collective bargaining agreements	- TU 56-1 one report 2022, Material Issues and Stakeholders Engagement on pdf page 53, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf - WHISTLEBLOWING, https://investor.thaiunion.com/complaints_handling.html					
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	- TU SR 2022, Materiality Assessment on pdf page 12, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
	3-2 List of material topics	- TU SR 2022, Materiality Assessment on pdf page 12, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
Economic performance							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Materiality Assessment on pdf page 12, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.2.1, 13.22.1	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	- TU SR 2022, Appendices: - Economic Performance on pdf page 52, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.22.2	
	201-2 Financial implications and other risks and opportunities due to climate change	- TCFD report, https://www.thaiunion.com/files/download/sustainability/TCFD-Report-2023.pdf				13.2.2	
	201-3 Defined benefit plan obligations and other retirement plans	Omission	a.- e.	Information unavailable/ incomplete			
	201-4 Financial assistance received from government	Omission	a.- c.	Information unavailable/ incomplete			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL ASSURANCE
			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
Market presence							
GRI 3: Material Topics 2021	3-3 Manage-ment of material topics	Omission		Information unavailable/ incomplete			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Omission		Information unavailable/ incomplete			
	202-2 Proportion of senior management hired from the local community	Omission		Information unavailable/ incomplete			
Indirect economic impacts							
GRI 3: Material Topics 2021	3-3 Manage-ment of material topics	Omission		Information unavailable/ incomplete			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Omission		Information unavailable/ incomplete		13.22.3	
	203-2 Significant indirect economic impacts	Omission		Information unavailable/ incomplete		13.22.4	
Procurement practices							
GRI 3: Material Topics 2021	3-3 Management of material topics	Omission		Information unavailable/ incomplete			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Omission		Information unavailable/ incomplete			

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			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
Additional sector disclosures	13.23.1	- TU SR 2022, Responsible Aquaculture, Responsible Wild Caught Seafood on pdf page 20-23, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.23.1	
Additional sector disclosures	13.23.2	- TU SR 2022, Responsible Aquaculture, Responsible Wild Caught Seafood on pdf page 20-23, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.23.2	
Additional sector disclosures	13.23.3	- TU SR 2022, Responsible Aquaculture, Responsible Wild Caught Seafood on pdf page 20-23, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.23.3	
Additional sector disclosures	13.23.4	- TU SR 2022, Responsible Aquaculture, Responsible Wild Caught Seafood on pdf page 20-23, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.23.4	
Anti-corruption							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Corporate Governance on pdf page 14, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.26.1	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	- TU SR 2022, Corporate Governance on pdf page 14, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.26.2	
	205-2 Communica-tion and training about anti-corruption policies and procedures	- TU SR 2022, Corporate Governance on pdf page 14, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.26.3	
	205-3 Confirmed incidents of corruption and actions taken	- TU SR 2022, Corporate Governance on pdf page 14, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.26.4	

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			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
Anti-competitive behavior							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Corporate Governance on pdf page 14, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.25.1	
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	- TU SR 2022, Corporate Governance on pdf page 14, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.25.2	
Tax							
GRI 3: Material Topics 2021	3-3 Management of material topics	- Thai Union Global Tax Policy, https://www.thaiunion.com/files/download/sustainability/policy/TU-global-tax-policy.pdf					
GRI 207: Tax 2019	207-1 Approach to tax	- Thai Union Global Tax Policy, https://www.thaiunion.com/files/download/sustainability/policy/TU-global-tax-policy.pdf					
	207-2 Tax governance, control, and risk management	- Thai Union Global Tax Policy, https://www.thaiunion.com/files/download/sustainability/policy/TU-global-tax-policy.pdf					
	207-3 Stakeholder engagement and management of concerns related to tax	- TU 56-1 one report 2022, Material Issues and Stakeholders Engagement on pdf page 53, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
	207-4 Country-by-country reporting	- TU 56-1 one report 2022, Financial report on pdf page 105, https://investor.thaiunion.com/misc/ar/20230310-tu-or2022-en.pdf					
Materials							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Sustainable Packaging on pdf page 15, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					

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			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	- TU SR 2022, Appendices: Environmental Performance on pdf page 58, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf					
	301-2 Recycled input materials used	- TU SR 2022, Appendices: Environmental Performance on pdf page 58, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf					
	301-3 Reclaimed products and their packaging materials	Omission					
Energy							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Path to Net Zero Emissions on pdf page 18, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	- TU SR 2022, Appendices: Environmental Performance on pdf page 58, Environmental Performance, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf					
	302-2 Energy consumption outside of the organization	- TU SR 2022, Appendices: Environmental Performance on pdf page 58, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf					
	302-3 Energy intensity	- TU SR 2022, Appendices: Environmental Performance on pdf page 58, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf					
	302-4 Reduction of energy consumption	- TU SR 2022, Appendices: Environmental Performance on pdf page 58, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf					
	302-5 Reductions in energy requirements of products and services	- TU SR 2022, Appendices: Environmental Performance on pdf page 58, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf					

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			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
Water and effluents							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Best-in-Class Manufacturing on pdf page 38, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.7.1	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	- TU SR 2022, Best-in-Class Manufacturing on pdf page 38, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.7.2	
	303-2 Management of water discharge-related impacts	- TU SR 2022, Best-in-Class Manufacturing on pdf page 38, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.7.3	
	303-3 Water withdrawal	- TU SR 2022, Appendices: Environmental Performance on pdf page 59, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.7.4	Yes
	303-4 Water discharge	- TU SR 2022, Appendices: Environmental Performance on pdf page 60, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.7.5	Yes
	303-5 Water consumption	- TU SR 2022, Appendices: Environmental Performance on pdf page 60, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.7.6	Yes
Biodiversity							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Responsible Wild Caught Seafood on pdf page 20-44, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.3.1	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	- TU SR 2022, Responsible Wild Caught Seafood on pdf page 20-44, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.3.2	

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			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
	304-2 Significant impacts of activities, products and services on biodiversity	- TU SR 2022, Responsible Wild Caught Seafood on pdf page 20-44, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.3.3	
	304-3 Habitats protected or restored	- TU SR 2022, Responsible Wild Caught Seafood on pdf page 20-44, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.3.4	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	- TU SR 2022, Responsible Wild Caught Seafoo d on pdf page 20-44, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.3.5	
Additional sector disclosures	13.3.6	- TU SR 2022, Responsible Wild Caught Seafood on pdf page 20-44, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.3.6	
	13.3.7	- TU SR 2022, Responsible Wild Caught Seafood on pdf page 20-44, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.3.7	
Emissions							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Path to Net Zero Emissions on pdf page 18-19, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	- Appendices - Environmental Performance on pdf page 58, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.1.2	Yes
	305-2 Energy indirect (Scope 2) GHG emissions	- TU SR 2022, Appendices: Environmental Performance on pdf page 59, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.1.3	Yes
	305-3 Other indirect (Scope 3) GHG emissions	- TU SR 2022, Appendices: Environmental Performance on pdf page 58-59, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.1.4	yes (Disclosed and Verified on 12 Categories of Scope 3 which are; 1.Purchased goods and services, 2.Capital goods, 3.Fuel and energy related activities, 4.Upstream transportation & distribution, 5.Waste generated in operations, 6.Business travel, 7.Employee commuting, 8.Upstream leased assets, 9.Downstream transportation & distribution, 10. Processing of sold products, 12. End-of-life treatment of sold products, 15. Investments
	305-4 GHG emissions intensity	- TU SR 2022, Appendices: Environmental Performance on pdf page 59, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.1.5	
	305-5 Reduction of GHG emissions	- TU SR 2022, Appendices: Environmental Performance on pdf page 59, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.1.6	
	305-6 Emissions of ozone-depleting substances (ODS)	Omission		Information unavailable/ incomplete		13.1.7	

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			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
	305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	- TU SR 2022, Appendices: Environmental Performance on pdf page 59, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf		Information unavailable/ incomplete		13.1.8	
Waste							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Best-in-Class Manufacturing on pdf page 38, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.8.1	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	- TU SR 2022, Best-in-Class Manufacturing on pdf page 38, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.8.2	
	306-2 Management of significant waste-related impacts	- TU SR 2022, Best-in-Class Manufacturing on pdf page 38, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.8.3	
	306-3 Waste generated	- TU SR 2022, Appendices: Environmental Performance on pdf page 60, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.8.4	
	306-4 Waste diverted from disposal	- TU SR 2022, Appendices: Environmental Performance on pdf page 60, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.8.5	
	306-5 Waste directed to disposal	- TU SR 2022, Appendices: Environmental Performance on pdf page 61, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.8.6	

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			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
Supplier environmental assessment							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Responsible Wild Caught Seafood on pdf page 20-23, and Safe, Decent, and Equitable Work on pdf page 29, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf - Sustainable Supply Chain Management Approach, https://www.seachangesustainability.org/wp-content/uploads/Supply-chain-ESG-management-Approach.pdf					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	- TU SR 2022, Responsible Wild Caught Seafood on pdf page 20-23, and Safe, Decent, and Equitable Work on pdf page 29, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf - Sustainable Supply Chain Management Approach, https://www.seachangesustainability.org/wp-content/uploads/Supply-chain-ESG-management-Approach.pdf					
	308-2 Negative environmental impacts in the supply chain and actions taken	- TU SR 2022, Responsible Wild Caught Seafood on pdf page 20-23, and Safe, Decent, and Equitable Work on pdf page 29, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf - Sustainable Supply Chain Management Approach, https://www.seachangesustainability.org/wp-content/uploads/Supply-chain-ESG-management-Approach.pdf					
Employment							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					

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			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	- TU SR 2022, Appendices: Human Capital Performance on pdf page 53, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf					
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Omission					
	401-3 Parental leave	Omission					
Labor/management relations							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.20.1, 13.21.1	
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf - Thai Union Business Ethics and Labor Code of Conduct, https://www.thaiunion.com/files/sustainability/code-of-conduct/20160229-tu-code-of-conduct-en.pdf					
Occupational health and safety							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29-33, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.19.1	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.19.2	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL ASSURANCE
			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
	403-2 Hazard identification, risk assessment, and incident investigation	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.19.3	
	403-3 Occupational health services	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.19.4	
	403-4 Worker participation, consultation, and communication on occupational health and safety	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29-30, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.19.5	
	403-5 Worker training on occupational health and safety	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 30, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.19.6	
	403-6 Promotion of worker health	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 30, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.19.7	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 30-33, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.19.8	
	403-8 Workers covered by an occupational health and safety management system	- TU SR 2022, Appendices: Occupational Health and Safety on pdf page 56, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.19.9	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL ASSURANCE
			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
	403-9 Work-related injuries	- TU SR 2022, Appendices: Occupational Health and Safety on pdf page 56, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.19.10	Yes
	403-10 Work-related ill health	- TU SR 2022, Appendices: Occupational Health and Safety on pdf page 57, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.19.11	Yes
Training and education							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 30, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	- TU SR 2022, Appendices: Occupational Health and Safety on pdf page 55, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf					
	404-2 Programs for upgrading employee skills and transition assistance programs	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 30, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
	404-3 Percentage of employees receiving regular performance and career development reviews	Omission					
Diversity and equal opportunity							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 30, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.15.1	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	- TU SR 2022, Appendices: Human Capital Performance on pdf page 55, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.15.2	
	405-2 Ratio of basic salary and remuneration of women to men	- TU SR 2022, Appendices: Human Capital Performance on pdf page 55, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-annex.pdf				13.15.3	Yes
Non-discrimination							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29-30, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf - UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf					
	406-1 Incidents of discrimination and corrective actions taken	- UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf				13.15.4	
Freedom of association and collective bargaining							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29-30, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf - UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf				13.18.1	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	- UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf				13.18.2	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL ASSURANCE
			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
Child labor							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf - UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf				13.17.1	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	- UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf				13.17.2	
Forced or compulsory labor							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf - UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf				13.17.1	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	- UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf				13.17.2	
Security practices							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29-30, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf - UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	- UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf					
Rights of indigenous peoples							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29-30, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf - UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf				13.14.1	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	- UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf				13.14.2	
Local communities							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Safe, Decent, and Equitable Work on pdf page 29-30, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf - UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf				13.12.1, 13.13.1	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	- UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf				13.12.2	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL ASSURANCE
			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
	413-2 Operations with significant actual and potential negative impacts on local communities	- UK Modern Slavery Act Transparency Statement 2022, https://www.thaiunion.com/files/download/sustainability/20230615-tu-uk-modern-slavery-act-statement-2022.pdf				13.12.3	
Supplier social assessment							
GRI 3: Material Topics 2021	3-3 Management of material topics	- Sustainable Supply Chain Management Approach, https://www.seachangesustainability.org/wp-content/uploads/Supply-chain-ESG-management-Approach.pdf					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	- TU SR 2022, Responsible Wild Caught Seafood on pdf page 21, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
	414-2 Negative social impacts in the supply chain and actions taken	- TU SR 2022, Responsible Wild Caught Seafood on pdf page 21, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf					
Public policy							
GRI 3: Material Topics 2021	3-3 Management of material topics	- Partnerships & Collaborations, https://www.seachangesustainability.org/partnerships-and-collaborations/				13.24.1	
GRI 415: Public Policy 2016	415-1 Political contributions	- Partnerships & Collaborations, https://www.seachangesustainability.org/partnerships-and-collaborations/				13.24.2	
Customer health and safety							
GRI 3: Material Topics 2021	3-3 Management of material topics	- TU SR 2022, Nutrition & Health on pdf page 34, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf - Customer Relationship Management and Product Responsibility https://www.thaiunion.com/en/sustainability/governance-economic/customer-relationship-management-and-product-responsibility				13.9.1, 13.10.1	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	- TU SR 2022, Nutrition & Health on pdf page 34, https://www.thaiunion.com/files/download/sustainability/sd-report-2022-en.pdf				13.10.2	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Omission	a. - b.	Information unavailable/ incomplete		13.10.2	
Marketing and labeling							
GRI 3: Material Topics 2021	3-3 Management of material topics	Omission	-	Information unavailable/ incomplete			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Omission	a. - b.	Information unavailable/ incomplete			
	417-2 Incidents of non-compliance concerning product and service information and labeling	Omission	a. - b.	Information unavailable/ incomplete			
	417-3 Incidents of non-compliance concerning marketing	Omission	a. - b.	Information unavailable/ incomplete			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL ASSURANCE
			REQUIRE-MENT(S) OMITTED	REASON	EXPLANA-TION		
Additional sector disclosures	13.9.2	Omission		Information unavailable/ incomplete		13.9.2	
Additional sector disclosures	13.10.4	Omission		Information unavailable/ incomplete		13.10.4	
Additional sector disclosures	13.10.5	Omission		Information unavailable/ incomplete		13.10.5	
Customer privacy							
GRI 3: Material Topics 2021	3-3 Management of material topics	- Customer Relationship Management and Product Responsibility, https://www.thaiunion.com/en/sustainability/governance-economic/customer-relationship-management-and-product-responsibility - Privacy Notice, https://www.thaiunion.com/en/privacy-notice					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Omission	a. - b.	Information unavailable/ incomplete			

Topics in the applicable GRI Sector Standards determined as not material

GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	
13.5.1	TU has not own operation of the agriculture, aquaculture, and fishing asset.
13.6.1	TU has not own operation of the agriculture, aquaculture, and fishing asset.
13.11.1	TU has not own operation of the agriculture, aquaculture, and fishing asset.
13.11.2	TU has not own operation of the agriculture, aquaculture, and fishing asset.
13.11.3	TU has not own operation of the agriculture, aquaculture, and fishing asset.
13.13.2	Data not available
13.13.3	Data not available
13.14.3	Data not available
13.14.4	Data not available
13.15.5	Data not available
13.21.2	Data not available
13.21.3	Data not available

APPENDICES

ECONOMIC PERFORMANCE

Economic Performance	Unit	2019	2020	2021	2022
Business Overview					
Net Sales	Mil THB	126,275.25	132,402.44	141,047.69	155,586.35
Total Cost					
• Operating cost	Mil THB	122,490.94	124,568.87	132,827.86	147,714.07
• Total Employee expenses + related benefits	Mil THB	11,900.57	13,748.40	12,971.13	14,002.52
• Cash paid for interest expenses	Mil THB	2,006.41	2,052.33	2,031.77 (1)	2,344.52
• Dividend paid	Mil THB	1,908.83	2,538.82	3,946.89	4,399.38
• Cash paid for corporate income tax	Mil THB	-56.77	668.20	883.44	959.78
○ Asia	Mil THB	168.05	205.34	372.40	488.54
○ EU & Africa	Mil THB	328.79	764.14	480.55	384.00
○ North America	Mil THB	-553.60	-301.27	30.50	87.24
R&D / Innovation					
• R&D spending as percentage of net sales	%	0.27	0.24	0.21	0.02
Corporate Social Responsibility					
• CSR & community investment spending	Mil THB	74.46	65.08	68.32	101.84
• Thai Union Group companies covered under SeaChange® & CSR program	%	100	100	100	100

Remark:

- Tax paid: Positive amount (+) mean tax paid/ Negative amount (-) meant tax refund
- (1) Revised from 1,921.61mb to 2,031.77mb (increase +110.16mb from Deferred financing costs - Long-term loans from Banks & Other financial institutions)
- The Bank of Thailand (BOT) has recently published a preliminary version of the Thailand Taxonomy Framework. This framework is still in the development phase and is currently undergoing a review process (https://www.bot.or.th/en/financial-innovation/sustainable-finance/green/Thailand-Taxonomy.html). While it is not yet finalized, the current draft primarily emphasizes the Transportation and Energy sectors. Consequently, Thai Union, a company operating in the food industry, is anticipating an updated version of the framework that includes the fishery sector, which is more relevant to their business. Thai Union is committed to adhering to the taxonomy requirements once the finalized version is released.

SOCIAL PERFORMANCE

GRI	Data	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
Human Capital Performance										
2-7 a. (2021)	Total workforce	Persons	44,551		44,101		44,705		48,630	
		%	40.80	59.20	42.48	57.52	42.91	57.09	42.93	57.07
Total Workforce by area										
2-7 a. (2021)	Asia	Persons	N/A	N/A	N/A	N/A	N/A	N/A	14,886	28,506
	US Region	Persons	N/A	N/A	N/A	N/A	N/A	N/A	238	311
	EU Region	Persons	N/A	N/A	N/A	N/A	N/A	N/A	1,904	2,785
Total by Employment Contract and by Area										
2-7 a. (2021)	**Permanent contract**		N/A		N/A		N/A		12,557	
	Asia	Persons	N/A	N/A	N/A	N/A	N/A	N/A	3,389	4,249
	US Region	Persons	N/A	N/A	N/A	N/A	N/A	N/A	104	134
	EU Region	Persons	N/A	N/A	N/A	N/A	N/A	N/A	1,898	2,783
	Temporary contract		N/A		N/A		N/A		36,073	
	Asia	Persons	N/A	N/A	N/A	N/A	N/A	N/A	11,497	24,257
	US Region	Persons	N/A	N/A	N/A	N/A	N/A	N/A	134	177
	EU Region	Persons	N/A	N/A	N/A	N/A	N/A	N/A	6	2
	Non-guaranteed hours employees		N/A		N/A		N/A		No data	
	Asia	Persons	N/A	N/A	N/A	N/A	N/A	N/A	No data	No data
	US Region	Persons	N/A	N/A	N/A	N/A	N/A	N/A	No data	No data
	EU Region	Persons	N/A	N/A	N/A	N/A	N/A	N/A	No data	No data
Total Workforce by Employment Type										
2-7 b. (2021)	**Full time employee (FTE)**	Persons	14,319		12,967		13,571		12,557	
	Asia	Persons	N/A	N/A	N/A	N/A	N/A	N/A	3,389	4,249
	US Region	Persons	N/A	N/A	N/A	N/A	N/A	N/A	104	134
	EU Region	Persons	N/A	N/A	N/A	N/A	N/A	N/A	1,898	2,783
	Daily staff	Persons	30,212		31,134		31,134		36,073	
	Asia	Persons	N/A	N/A	N/A	N/A	N/A	N/A	11,497	24,257
	US Region	Persons	N/A	N/A	N/A	N/A	N/A	N/A	134	177
	EU Region	Persons	N/A	N/A	N/A	N/A	N/A	N/A	6	2
2-7 c. (2021)	**Full time employee (FTE)**	Persons	14,319		12,967		13,571		12,557	
		Persons	N/A	N/A	N/A	N/A	N/A	N/A	5,391	7,166
2-7 c. (2021)	**Daily staff**	Persons	30,212		31,134		31,134		36,073	
		Persons	N/A	N/A	N/A	N/A	N/A	N/A	11,637	24,436
2-8 a. (2021)	**Contractor**	Persons	N/A		N/A		N/A		N/A	
		Persons	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2-8 a. (2021)	**Other**	Persons	N/A		N/A		N/A		N/A	
		Persons	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
New Employee										
401-1 a (2016)	New Employee	% of FTEs	N/A		14.40		8.15		12.53	
		Persons	N/A		1,867		1,106		1,573	
	Percentage of open positions filled by internal candidates (internal hires)	% of open positions	N/A		33.51		14.19		7.65	
	New employee hire and % internal hires	% of FTEs	N/A		16.64		9.60		13.67	
		Persons	N/A		2,158		1,303		1,716	

GRI	Data	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
	New employee hire and % internal hires	Persons	N/A		2,158		1,303		1,716	
		% of FTEs	N/A	N/A	7.93	8.71	4.28	5.32	6.45	7.22
		Persons	N/A	N/A	1,028	1,130	581	722	810	906
	% internal hires	% of FTEs	N/A		N/A		N/A		1.14	
		Persons	N/A		N/A		N/A		143	
		% of FTEs	N/A	N/A	N/A	N/A	N/A	N/A	0.45	0.69
		Persons	N/A	N/A	N/A	N/A	N/A	N/A	56	87
	New Employee by area									
	Asia	% of FTEs	N/A		N/A		N/A		9.24	
		Persons	N/A		N/A		N/A	N/A	564	596
	US Region	% of FTEs	N/A		N/A		N/A		0.44	
		Persons	N/A		N/A		N/A	N/A	19	36
	EU Region	% of FTEs	N/A		N/A		N/A		3.99	
		Persons	N/A		N/A		N/A	N/A	227	274
	New employee hire by age group									
	<30 years	% of FTEs	N/A		N/A		1.06		7.14	
		Persons	N/A		N/A		144		896	
	30 - 50 years	% of FTEs	N/A		N/A		1.18		5.89	
		Persons	N/A		N/A		160		739	
	>50 years	% of FTEs	N/A		N/A		0.04		0.65	
		Persons	N/A		N/A		5		81	
	New employee hire and internal hires by management level									
	Top management	% of FTEs	N/A		0.17		0.08		0.04	
		Persons	N/A		22.00		11.00		5	
	Middle management	% of FTEs	N/A		0.17		0.08		0.96 % of FTEs (1)	
		Persons	N/A		22.00		11.00			
	Junior management	% of FTEs	N/A		0.29		0.35		120 Persons (1)	
		Persons	N/A		38.00		47.00			
	Non management	% of FTEs	N/A		1.97		1.85		12.67	
		Persons	N/A		256.00		251.00		1,591	
	Daily worker	% of FTEs	N/A		-*		-*		-*	
		Persons	N/A		1,840		0		0	
	New employee by nationality									
	Thai	% of FTEs	N/A		N/A		N/A		7.03	
		Persons	N/A		N/A		N/A		883	
	Burmese	% of FTEs	N/A		N/A		N/A		0.02	
		Persons	N/A		N/A		N/A		2	
	Other nationality (e.g. Indonesian, Vietnamese, American, French, Italian, Polish, Portuguese, Seychellois, Kenyan, British, Malagasy)	% of FTEs	N/A		N/A		N/A		4.74	
		Persons	N/A		N/A		N/A		595	
Turnover										
401-1 b (2016)	Total employee turnover rate	Persons	N/A		N/A		N/A		2,534	
			N/A	N/A	N/A	N/A	N/A	N/A	1,101	1,433
		% of FTEs	16.10		17.49		13.23		20.18	
		%	N/A	N/A	32	29	40	60	43.45	56.55

GRI	Data	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
	Voluntary employee turnover rate	Persons	N/A		N/A		N/A		1,683	
			N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		% of FTEs	14.89		14.89		14.89		13.40	
		%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Turnover by Area and Gender									
	Asia	Persons	N/A		N/A		N/A		677	861
		% of FTEs	N/A		N/A		N/A		12.25	
	US Region	Persons	N/A		N/A		N/A		27	28
		% of FTEs	N/A		N/A		N/A		0.44	
	EU Region	Persons	N/A		N/A		N/A		397	544
		% of FTEs	N/A		N/A		N/A		7.49	
	Turnover by Age Group and Gender									
	<30 years	Persons	N/A		N/A		N/A		721	
		% of Total employee turnover	N/A		N/A		36.56		5.74	
		% of Total employee turnover	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	30 - 50 years	Persons	N/A		N/A		N/A		1,290	
		% of Total employee turnover	N/A		N/A		N/A		10.27	
	>50 years	Persons	N/A		N/A		N/A		523	
		% of Total employee turnover	N/A		N/A		13.83		4.17	
	Turnover rate by management level									
	Top management	% of Total employee turnover	N/A		N/A		9.09		0.05	
		Persons	N/A		N/A		9.09		6	
	Middle and Junior management	% of Total employee turnover	N/A		N/A		8.16		1.15	
		Persons	N/A		N/A		N/A		144	
	Non management	% of Total employee turnover	N/A		N/A		14.93		18.99	
		Persons	N/A		N/A		N/A		2,384	
	Daily worker	% of Total employee turnover	N/A		N/A		N/A		N/A	
		Persons	N/A		N/A		N/A		N/A	
	Turnover rate by nationality									
	Thai	% of Total employee turnover	N/A		N/A		98.03		98.76	
		Persons	N/A		N/A		N/A		559	
	Burmese	% of Total employee turnover	N/A		N/A		0.66		0.71	
		Persons	N/A		N/A		N/A		4	
	Other nationality	% of Total employee turnover	N/A		N/A		1.31		0.53	

GRI	Data	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
		Persons	N/A		N/A		N/A		3	
	Average hiring cost / FTE in the last fiscal year	Baht/FTE	N/A		N/A		N/A		11,492.86	
405-1 (2016)	**Total Workforce by Age Group**									
	<30 years	% of FTEs	N/A		18.90		19.46		18.94	
		Persons	N/A		2,451		2,641		2,378	
		% of FTEs	N/A	N/A	N/A	N/A	N/A	N/A	8.62	10.32
		Persons	N/A	N/A	N/A	N/A	N/A	N/A	1,082	1,296
	30 - 50 years	% of FTEs	N/A		65.74		64.09		65.20	
		Persons	N/A		8,525		8,698		8,187	
		% of FTEs	N/A	N/A	N/A	N/A	N/A	N/A	28.01	37.19
		Persons	N/A	N/A	N/A	N/A	N/A	N/A	3,517	4,670
	>50 years	% of FTEs	N/A		13.63		16.45		15.86	
		Persons	N/A		1,767		2,232		1,992	
		% of FTEs	N/A	N/A	N/A	N/A	N/A	N/A	6.31	9.56
		Persons	N/A	N/A	N/A	N/A	N/A	N/A	792	1,200
	Other: Migrant	% of FTEs	N/A		11.77		12.09		13.19	
		Persons	N/A		1,526		1,641		1,656	
		% of FTEs	N/A	N/A	N/A	N/A	N/A	N/A	4.91	8.28
		Persons	N/A	N/A	N/A	N/A	N/A	N/A	616	1,040
405-1 a. (2016)	**Total Workforce by Employee Category**									
	Total management	% of FTEs	7.88		9.52		7.88		8.58	
		Persons	1,129		1,235		1,069		1,077	
		% of FTEs	4.25	3.63	5.03	4.50	4.27	3.61	4.56	4.02
		Persons	609	520	652	583	579	490	572	505
	Top management	% of FTEs	0.18		0.19		0.18		0.40	
		Persons	26		25		25		50	
		% of FTEs	0.17	0.01	0.17	0.02	0.16	0.02	0.36	0.04
		Persons	24	2	22	3	22	3	45	5
	Middle management	% of FTEs	1.36		2.31		2.48		2.63	
		Persons	195		299		336		330	
		% of FTEs	1.01	0.36	1.66	0.65	1.61	0.87	1.61	1.02
		Persons	144	51	215	84	218	118	202	128
	Junior management	% of FTEs	6.34		7.03		5.22		5.55	
		Persons	908		911		708		697	
		% of FTEs	3.08	3.26	3.20	3.83	2.50	2.72	2.59	2.96
		Persons	441	467	415	496	339	369	325	372
	Non management	% of FTEs	83.87		90.48		92.12		91.42	
		Persons	12,009		11,732		12,502		11,480	
		% of FTEs	33.18	50.69	37.45	53.03	38.29	53.84	40.24	51.18
		Persons	4,751	7,258	4,856	6,876	5,196	7,306	5,053	6,427
	Daily worker	% of FTEs	68		71		70		74.18	
		Persons	30,212		31,134		31,134		36,073	
		% of FTEs	N/A	N/A	N/A	N/A	N/A	N/A	23.93	50.25
		Persons	N/A	N/A	N/A	N/A	N/A	N/A	11,637	24,436
405-1 b. (2016)	**Total Workforce by Nationality**									
	Thai	% of FTEs	N/A		57.99		57.73		55.68	
		Persons	N/A		7,520		7,835		6,992	

GRI	Data	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
	Ghanian	% of FTEs	N/A		7.47		8.88		9.25	
		Persons	N/A		969		1,205		1,162	
	French	% of FTEs	N/A		6.16		5.64		5.84	
		Persons	N/A		799		765		733	
	Malagasy	% of FTEs	N/A		5.64		5.23		4.79	
		Persons	N/A		731		710		601	
	Seychellois	% of FTEs	N/A		4.10		3.80		3.38	
		Persons	N/A		532		516		424	
	Others	% of FTEs	N/A		16.94		18.84		21.06	
		Persons	N/A		2,197		2,557		2,645	
405-1 a. (2016)	**Total Management Workforce by Nationality**									
	Thai	% of FTEs	N/A		71.11		62.74		69.64	
	Ghanian	% of FTEs	N/A		0		1.13		0.84	
	French	% of FTEs	N/A		11.05		10.00		2.88	
	Malagasy	% of FTEs	N/A		0		0.09		0.09	
	Seychellois	% of FTEs	N/A		0		2.45		2.32	
	Others	% of FTEs	N/A		17.84		23.58		24.23	
405-1 b. (2016)	**People with Disability**	% of FTEs	N/A		1.75		1.56		1.71	
		Persons	N/A		227		212		215	
405-2 (2016)	**Ratio of basic salary and remuneration of women to men**									
	Executive level (base salary only)	-	0.60		0.85		0.92		0.99	
	Executive level (base salary + other cash incentives)	-	N/A		0.77		0.83		0.87	
	Management level (base salary only)	-	0.73		0.70		0.80		0.79	
	Management level (base salary + other cash incentives)	-	0.71		0.68		0.75		0.83	
	Non-Management level (base salary only)	-	0.97		1.00		0.99		0.92	
	Data coverage of Equal remuneration	%	N/A		100		100		100	
404-1 (2016)	**Training an Education**									
	Average hours per FTE of training and development	Hours/ FTE/ year	4.70		5.90		6.70		4.94	
			N/A	N/A	N/A	N/A	7.23	6.70	2.10	2.84
	Average Hours of Training by area									
	Asia	Hours/ FTE/ year	N/A	N/A	N/A	N/A	N/A	N/A	4.60	4.89
	US Region	Hours/ FTE/ year	N/A	N/A	N/A	N/A	N/A	N/A	1.77	1.70
	EU Region	Hours/ FTE/ year	N/A	N/A	N/A	N/A	N/A	N/A	7.44	6.16
	Average Hours of Training by age group									
	18 - 25 years	Hours/ FTE/ year	N/A		N/A		16.77		18.85	
	>25 - 35 years	Hours/ FTE/ year	N/A		N/A		15.57		23.04	

GRI	Data	Unit	2019		2020		2021		2022	
			Male	Female	Male	Female	Male	Female	Male	Female
	>35 - 49 years	Hours/ FTE/ year	N/A		N/A		14.30		20.70	
	>49 years	Hours/ FTE/ year	N/A		N/A		12.19		15.88	
	Average Hours of Training by management level									
	Top management	Hours/ FTE/ year	N/A	N/A	N/A	N/A	N/A	N/A	11.46	35.80
	Middle management	Hours/ FTE/ year	N/A	N/A	N/A	N/A	N/A	N/A	18.86	31.61
	Junior management	Hours/ FTE/ year	N/A	N/A	N/A	N/A	N/A	N/A	24.43	30.03
	Non management	Hours/ FTE/ year	N/A	N/A	N/A	N/A	N/A	N/A	18.04	20.71
	Daily worker	Hours/ FTE/ year	N/A	N/A	N/A	N/A	N/A	N/A	15.12	17.15
	Average Hours of Training by nationality									
	Thai	Hours/ FTE/ year	N/A		N/A		14.92		19.05	22.12
	Burmese	Hours/ FTE/ year	N/A		N/A		15.46		15.49	15.04
	Other nationality	Hours/ FTE/ year	N/A		N/A		4.89		6.81	6.00
	Employee Training and Development Amount Spending									
	Average amount spent per FTE on training and development	Baht/ FTE/ year	3,120		1,692		1,394		341.42	
			N/A	N/A	N/A	N/A	1,353	1,141	334.36	357.72
	Total investment on employees training	Million Baht	N/A	N/A	N/A	N/A	N/A	N/A	5.16	7.40
	Average Spending of Training by age group									
	18 - 25 years	Baht/ FTE/ year	N/A		N/A		276.36		747.88	
	>25 - 35 years	Baht/ FTE/ year	N/A		N/A		1,767.82		2,720.52	
	>35 - 49 years	Baht/ FTE/ year	N/A		N/A		1,447.79		2,311.54	
	>49 years	Baht/ FTE/ year	N/A		N/A		832.63		1,264.78	
	Average Spending of Training by management level									
	Top management	Baht/ FTE/ year	N/A		N/A		17,160.00	1,686.74	-	
	Middle management	Baht/ FTE/ year	N/A		N/A		7,029.00	1,939.14	5,445.62	
	Junior management	Baht/ FTE/ year						6,766.45	7,661.22	
	Non management	Baht/ FTE/ year	N/A		N/A		702.57	991.82	1,745.72	
	Daily worker	Baht/ FTE/ year	N/A		N/A		61.19	69.39	45.20	
	Average Spending of Training by nationality									
	Thai	Baht/ FTE/ year	N/A	N/A	N/A	N/A	1,427.10	1,821.76	2,575.64	
	Burmese	Baht/ FTE/ year	N/A	N/A	N/A	N/A	98.99	304.30	222.82	
	Other nationality	Baht/ FTE/ year	N/A	N/A	N/A	N/A	14,736.78	1,300.00	500.00	
-	**Employee Engagement**									
	Employee engagement result	% of actively engaged employees in Kincentric model	- (2)		- (2)		- (2)		72 (3)	
-	HC ROI	Baht/Baht	1.32		1.57		1.63		1.56	
-	% Employees represented by an independent trade union or covered by collective bargaining agreements	% Employee	81.70		83.17		83.68		83.68	

REMARK

- N/A = Not available
- * = Provide more details in remark
- No data = No data
- Not Applicable = those indicators are not relevance to the company's business.

- Number of employee, Hiring, Training, Turnover: We exclude Thai Union Hatchery (Chachensao) due to plant closed down in 2022, Thai Union South East Asia due to no employee in 2022, and Ruegen Fish due to data not ready for disclosure this year
- Hiring : We exclude all entities in North America since data is unable to be tracked back date
- Training : We exclude TUE HQ (France), Ets Paul Paulet - Plant (France), and Ets Paul Paulet - Commercial (France) since data is unable to be tracked back date
- All information covered only FTE/monthly employees except 2-7 a., 2-7 b., 2-7 c. and 405-1 a. which includes daily workers
- (1) In year 2022 did not divided "New employee hire and internal hires by management level" into "Middle-management" and "Junior-management"
- (2) Thai Union has transform to conduct the Engagement survey with Kincentric model only in 2022. Thai Union had been conducting the Engagement survey using TU methodology administered by our HR team until 2020. However, starting from 2021, in order to benchmark ourselves against the global market, we made the decision to switch to the Kincentric model. Kincentric is a global consultant, specializing in engagement surveys, and is considered an expert in the field. This change allowed us to standardize our engagement survey system and participate in benchmarking activities. During the transition process in 2021, we conducted a parallel survey using both TU methodology and Kincentric methodology. After streamlining and standardizing all the processes, we proceeded with conducting the engagement survey exclusively using the Kincentric methodology in 2022 for practicality reasons.
- (3) Thai Union conducted its annual Global Employee Engagement Survey to gain insights into the company's strengths and areas that require improvement. The survey received 72 percent of engagement score in the dimension of "Engagement" on the item: Given the opportunity, I speak positively about working at Thai Union to others. The findings revealed that employees appreciate the collaborative environment at Thai Union, even with remote working. There was also a strong sense that supervisors are interested in colleague development. Based on these findings, our regional teams have created dedicated employee engagement plans that incorporate actions and initiatives derived from employee feedback.
- GRI 401-2 (2016), 401-3 (2016) to be disclose in 2023 Thai Union Sustainable Report

GRI	Data	Unit	2019	2020	2021	2022 (1),(2),(3)
Occupational Health and Safety (2018)						
403-8 (2018), 13.19.9	**Workers Covered by an Occupational Health and Safety Management System**					
	Employee (4)					
	Covered by an occupational health and safety management system	Person	40,193	38,084	40,200	42,206
		%	100	100	100	100
	Covered by such a system that has been internally audited	Person	40,193	38,084	40,200	42,206
		%	100	100	100	100
	Covered by such a system that has been audited or certified by an external party	Person	40,193	38,084	40,200	42,206
		%	N/A	N/A	N/A	N/A
	Contractor (5),(6)					
	Covered by an occupational health and safety management system	Person	77,458	61,470	39,068	222,695
		%	100	100	100	100
	Covered by such a system that has been internally audited	Person	77,458	61,470	39,068	222,695
		%	N/A	N/A	N/A	N/A
	Covered by such a system that has been audited or certified by an external party	Person	77,458	61,470	39,068	222,695
		%	N/A	N/A	N/A	N/A
Work-related injuries						
403-9 (2018), 13.19.9, DJSI 3.5.3	**Fatalities as a Result of Work-Related Injury**					
	Employee	Case	0	0	0	0
	Contractor	Case	1	0	0	0
	Rate Fatalities as a Result of Work-Related Injury					
	Employee	Case/200,000 hours worked	0	0	0	0
	Contractor	Case/200,000 hours worked	0.015	0	0	0
	High-Consequence Work-Related Injuries (Excluding Fatalities) (7)					
	Employee	Case	N/A	2	2	2
	Contractor	Case	N/A	0	0	1
	Rate of High-Consequence Work-Related Injuries (Excluding Fatalities)					
	Employee	Case/200,000 hours worked	N/A	0.004	0.002	0.004
	Contractor	Case/200,000 hours worked	N/A	0	0.00	0.019
	Total Recordable Incident Case					
	Employee	Case	N/A	376	311	436
	Contractor	Case	N/A	15	34	15
	Total Recordable Incident Rate (TRIR)					
	Employee	Case/200,000 hours worked	N/A	0.68	0.62	0.79
	Contractor	Case/200,000 hours worked	N/A	0.22	0.56	0.29
	Number of Working Hours (8)					
	Employee	Hours	114,415,913.78	110,113,322.00	100,071,200.05	110,124,276.32
	Data coverage	% of revenue	96	98	99	99
	Contractor	Hours	13,274,667.17	13,903,515.56	12,245,425.93	10,504,055.95

GRI	Data	Unit	2019	2020	2021	2022 (1),(2),(3)
	Data coverage	% of revenue	96	98	99	99
	Lost Work Day (LWD) & Lost Day Rate (LDR)					
	Employee	Lost workday	2,968	2,968	2,631	2,485
		Lost workday/200,000 hours worked	3.93	5.39	5.26	4.51
	Contractor	Lost workday	2	191.87	187	164
		Lost workday/200,000 hours worked	0.03	2.76	3.05	3.12
Work-Related Ill Health						
403-10 (2018)	**Number of Fatalities as a Result of Work-Related Ill Health**					
	Employee	Case	0	0	0	0
	Contractor	Case	0	0	0	0
	Number of Cases of Recordable Work-Related Ill Health					
	Employee	Case	0	0	0	0
	Contractor	Case	0	0	0	0
	Occupational Diseases Rate (ODR)					
	Employee	Case	0	0	0	0
		Case/200,000 hours worked	0	0	0	0
	Data coverage	% of revenue	96	98	99	99
	Contractor	Case	0	0	0	0
		Case/200,000 hours worked	0	0	0	0
	Data coverage	% of revenue	96	98	99	99
Loss Time Injury Frequency Rate: LTIFR						
DJSI 3.5.4, 3.5.5	Employee	Case	265	264	196	184
		Case/200,000 hours worked	0.46	0.48	0.39	0.32
	Contractor	Case	1	16	24	10
		Case/200,000 hours worked	0.02	0.22	0.39	0.19
Occupational Illness Frequency Rate: OIFR						
-	Employee	Case/200,000 hours worked	0	0	0	0
	Contractor	Case/200,000 hours worked	0	0	0	0

Remark:

- N/A = Not available
- * = Provide more details in remark
- No data = No data
- Not Applicable = those indicators are not relevance to the company's business.
- (1) Data covers offices, factories, farms and hatcheries in Thailand, Indonesia, Vietnam, France, Portugal, Poland, Germany, Norway, Ghana, Seychelles, Lithuania, Italy, Ireland, Netherlands, the United Kingdom, and the United States of America.
- (2) The performance data of following operations is not included in the performance data 2022 since those operations have been ceased since July 2021 and January 2022, respectively
    - Meralliance Poland Sp z.o.o.
    - Thai Union Hatchery Co.,Ltd. (3 operations)
- (3) In 2022, The following Thailand farms and hatcheries operations have been ceased since September 2022 and the performance data were reported until August 2022.
    - TCM Farms Co.,Ltd.
    - TMK Farm Co.,Ltd. (2 operations)
    - Thai Union Hatchery Co.,Ltd. (4 operations)
- (4) The number of employee covers employees working in the factory.
- (5) The number of contractor covers contractors working in the factory, including contractors for maintenance work, temporary contractor, and permanent contractor. The number of contractor is counted from 1 person per day.
- (6) The higher number of contractor in 2022 was from temporary contractors in commissioning work.
- (7) In 2022, there were 2 permanent disability cases that occurred in Thailand and 1 case in Ghana. However, the company is closely working on a comprehensive health and safety prevention program.
- (8) Total working hour covers employees and contractors.

ENVIRONMENTAL PERFORMANCE

GRI	Data	Unit	2019	2020	2021	2022 (1),(2),(3)
Material						
301-1 (2016)	Total material used	Mil Tons	N/A	N/A	16,520	32,288.40
	Non renewable material	Mil Tons	N/A	N/A	4,966.20	13,451.10
	- Wood/Paper fiber packaging	Mil Tons	N/A	N/A	4,537.00	11,375.10
	- Plastic packaging		N/A	N/A	429.20	2,076.00
	Renewable material	Mil Tons	N/A	N/A	11,553.80	18,837.30
	- Metal packaging	Mil Tons	N/A	N/A	10,865.00	18,064.20
	- Glass packaging	Mil Tons	N/A	N/A	77.00	773.10
	- Plastic packaging		N/A	N/A	611.80	0.00
301-2 (2016)	Percentage of materials used that are recycled input materials	%	N/A	N/A	70	58.34
Energy						
302-1 (e) 2016	Total energy consumption within the organization	GJ	4,059,536	4,387,944	4,352,382	4,394,234
302-1 (a) 2016	Total non-renewable energy	GJ	2,611,201	2,807,560	2,753,165	2,716,405
	Fuel Oil (Bunker Oil)	GJ	670,356	726,432	522,192	539,254
	Natural Gas	GJ	114,295	285,944	298,299	294,744
	Diesel	GJ	136,500	35,781	20,877	31,607
	Biodiesel (B7)	GJ	N/A	54,362	45,495	91,471
	Biodiesel (B10) (4)	GJ	N/A	17,685	23,385	0
	LPG	GJ	192,163	205,261	235,281	231,994
	Coal	GJ	1,379,047	1,477,229	1,603,647	1,523,286
	Gasoline/ Petrol	GJ	3,724	3,348	2,504	1,909
	Biogasoline E10	GJ	115,116	1,518	1,485	2,140
302-1 (b) 2016	Total renewable energy	GJ	189,120	239,148	250,268	374,714
	Biogas	GJ	57,422	69,451	71,657	45,485
	Wood Pellet	GJ	115,116	136,940	146,856	263,227
	Fuel wood/Wood chip (5)	GJ	No data	No data	No data	2,862
	Saw Dust	GJ	No data	No data	3	4
	Solar Panel	GJ	16,582	32,757	31,752	63,136
302-1 (c) 2016	Total Indirect Energy (electricity)	GJ	1,259,215	1,341,236	1,348,949	1,303,115
	Steam / heating / cooling and other energy (non-renewable) purchased for consumption	GJ	1,259,215	1,341,236	1,351,763	1,303,115
	Electricity (non-renewable) purchased	MWh	349,782	372,566	374,708	365,915
		GJ	1,259,215	1,341,236	1,348,949	1,303,115
	Steam (non-renewable) purchased	GJ	No data	No data	0	0
	Cooling (non-renewable) purchased	GJ	N/A	N/A	N/A	N/A

GRI	Data	Unit	2019	2020	2021	2022 (1),(2),(3)
302-2 (2016)	Energy consumption outside of the organization	GJ	No data	No data	No data	No data
302-3 (2016)	Total Energy Intensity	GJ/Ton FG	5.68	5.64	5.49	5.67
-	Total finish good volume	Tons	714,869	778,098	793,282	774,585
302-4 (2016)	Total reduction of energy consumption	GJ	N/A	N/A	N/A	N/A
	Fuel saving	GJ	N/A	N/A	N/A	N/A
	Total indirect Energy (electricity) saving	MWh	N/A	N/A	N/A	N/A
		GJ	N/A	N/A	N/A	N/A
302-5	Reduction in energy requirements of products and services	GJ	N/A	N/A	N/A	N/A
-	data coverage	% Revenue	95	99.8	99.7	99.5
Greenhouse Gases Emissions (GHGs)						
305-1 (2016), 13.1.2	Direct GHG emissions (Scope 1) (6),(7)	Tons CO_{2eq}	337,317	317,453	323,493	294,721
	Biogenic CO_2 emissions	Tons CO_{2eq}	N/A	27,340	33,245	38,637
305-2 (2016), 13.1.3	Indirect GHG emissions (Scope 2)	Tons CO_{2eq}	172,424	186,852	188,119	180,703
	Market-based energy indirect (scope 2) GHG emissions	Tons CO_{2e}q	N/A	N/A	N/A	N/A
	Location based energy indirect (scope 2) GHG emissions	Tons CO_{2eq}	172,424	186,852	188,119	180,703
305-3 (2016), 13.1.4	Total Other relevant indirect GHG emissions (scope 3)	Tons CO_{2eq}	N/A	N/A	4,071,680	3,555,070
	Scope 3 Category 1: Purchased goods and services	Tons CO_{2eq}	N/A	N/A	3,020,096	2,455,661
	Scope 3 Category 2: Capital goods	Tons CO_{2eq}	N/A	N/A	14,327	30,610
	Scope 3 Category 3: Fuel and energy related activities	Tons CO_{2eq}	N/A	N/A	42,823	68,045
	Scope 3 Category 8: Upstream transportation & distribution	Tons CO_{2eq}	N/A	N/A	162,303	108,441
	Scope 3 Category 5: Waste generated in operations	Tons CO_{2eq}	N/A	N/A	13,499	7,943
	Scope 3 Category 6: Business travel	Tons CO_{2eq}	N/A	N/A	2,315	3,503
	Scope 3 Category 7: Employee commuting	Tons CO_{2eq}	N/A	N/A	75,999	82,671
	Scope 3 Category 8: Upstream leased assets	Tons CO_{2eq}	Not Applicable	Not Applicable	Not Applicable	Not Applicable

GRI	Data	Unit	2019	2020	2021	2022 (1),(2),(3)
	Scope 3 Category 9: Downstream transportation & distribution	Tons CO_{2eq}	N/A	N/A	139,328	167,050
	Scope 3 Category 10: Processing of sold products	Tons CO_{2eq}	N/A	N/A	20,360	22,662
	Scope 3 Category 11: Use of sold products	Tons CO_{2eq}	Not Applicable	Not Applicable	Not Applicable	Not Applicable
	Scope 3 Category 12: End-of-life treatment of sold products	Tons CO_{2eq}	N/A	N/A	105,564	105,461
	Scope 3 Category 13: Downstream leased assets	Tons CO_{2eq}	Not Applicable	Not Applicable	Not Applicable	Not Applicable
	Scope 3 Category 14: Franchises	Tons CO_{2eq}	Not Applicable	Not Applicable	Not Applicable	Not Applicable
	Scope 3 Category 15: Investments	Tons CO_{2eq}	N/A	N/A	475,065	503,023
	Total biogenic CO_2 emissions (scope 3)	Tons CO_{2eq}	N/A	N/A	N/A	N/A
305-4 (2016), 13.1.5	GHG emissions intensity (scope 1 & 2)	Tons CO_{2eq}	0.71	0.65	0.64	0.61
	data coverage	%	95	99.8	99.7	99.5
305-5 (2016), 13.1.6	Total estimated annual CO_2 savings	Tons CO_{2eq}	N/A	N/A	N/A	N/A
	GHG annual reduction target at fiscal year	Tons CO_{2eq}	N/A	N/A	N/A	N/A
305-6 (2016), 13.1.7	Emission of ozone-depleting substance (ODS)	Tons CO_{2eq}	No data	No data	No data	No data
-	data coverage	% Revenue	95	99.8	99.7	99.5
NO_x, SO_x, and Other significant air emission						
305-7 (2016), 13.1.8	NO_x	Tons NO_2	N/A	N/A	N/A	N/A
	NO_x intensity	Tons NO_2/Ton FG	N/A	N/A	N/A	N/A
	SO_x	Tons SO_x	N/A	N/A	N/A	N/A
	SO_x intensity	Tons SO_2/Ton FG	N/A	N/A	N/A	N/A
	Persistent organic pollutants (POP)	Tons POP	Not applicable	Not applicable	Not applicable	Not applicable
	POP intensity	Tons POP/Ton FG	Not applicable	Not applicable	Not applicable	Not applicable
	Volatile organic compounds (VOC)	Tons VOC	Not applicable	Not applicable	Not applicable	Not applicable
	VOC intensity	Tons VOC/Ton FG	Not applicable	Not applicable	Not applicable	Not applicable
	Hazardous air pollutants (HAP)	Tons HAP	Not applicable	Not applicable	Not applicable	Not applicable
	HAP intensity	Tons HAP/Ton FG	Not applicable	Not applicable	Not applicable	Not applicable
	Particulate matter (PM)	Tons PM	Not applicable	Not applicable	Not applicable	Not applicable

GRI	Data	Unit	2019	2020	2021	2022 (1),(2),(3)
	PM intensity	Tons PM/Ton FG	Not applicable	Not applicable	Not applicable	Not applicable
Water Withdrawal (8)						
303-3 (a,c) (2018), 13.7.4	Total water withdrawal from all areas	Mil m^3	11.39	13.53	12.25	12.00
	Fresh water (TDS ≤1,000 mg/L)	Mil m^3	9.17	8.81	8.75	9.47
	Surface water	Mil m^3	1.61	1.00	0.78	0.85
	Groundwater	Mil m^3	1.33	1.49	2.37	2.41
	Seawater	Mil m^3	0	0	0	0
	Produced water	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	Rainwater collected by organization	Mil m^3	0.04	0.26	0.23	0.22
	Third party water (9)	Mil m^3	6.18	6.05	5.38	5.99
	- Surface municipal water	Mil m^3	6.18	6.05	5.38	5.99
	- Ground municipal water	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	data coverage	% Revenue	95	99.8	99.7	99.5
	Other water (TDS >1,000 mg/L Total Dissolved Solids)	Mil m^3	2.22	4.73	3.50	2.53
	Surface water	Mil m^3	N/A	0.01	0.02	0.01
	Groundwater	Mil m^3	N/A	0	0	0.00
	Seawater	Mil m^3	2.22	4.72	3.48	2.52
	Produced water	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	Rainwater	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	Third water	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	- Surface municipal water	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	- Ground municipal water	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	data coverage	% Revenue	95	99.8	99.7	99.5
303-3 (b,c) (2018), 13.7.4	Total water withdrawal from water stress area(10),(11)	Mil m^3	N/A	N/A	N/A	0.21
	Fresh water (TDS ≤1,000 mg/L)	Mil m^3	N/A	N/A	N/A	0.21
	Surface water	Mil m^3	N/A	N/A	N/A	0.00
	Groundwater	Mil m^3	N/A	N/A	N/A	0.00
	Seawater	Mil m^3	N/A	N/A	N/A	0.00
	Produced water	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	Rainwater	Mil m^3	N/A	N/A	N/A	0.00
	Third party water	Mil m^3	N/A	N/A	N/A	0.21
	- Surface municipal water	Mil m^3	N/A	N/A	N/A	0.21
	- Ground municipal water	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	data coverage	% Revenue	95	99.8	99.70	99.5

GRI	Data	Unit	2019	2020	2021	2022 (1),(2),(3)
	Other water (TDS >1,000 mg/L Total Dissolved Solids)	Mil m^3	N/A	N/A	N/A	0.00
	Surface water	Mil m^3	N/A	N/A	N/A	0.00
	Groundwater	Mil m^3	N/A	N/A	N/A	0.00
	Seawater	Mil m^3	N/A	N/A	N/A	0.00
	Produced water	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	Rainwater	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	Third party water	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	- Surface municipal water	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	- Ground municipal water	Mil m^3	Not applicable	Not applicable	Not applicable	Not applicable
	data coverage	% Revenue	95	99.8	99.7	99.5
-	Total Water recycled & Water reused	Mil m^3	1.29	1.95	1.29	1.58
		% of total water withdrawal	11.36	14.40	10.53	13.16
-	Water reused	Mil m^3	0.40	0.96	1.15	1.18
-	Water recycled	Mil m^3	0.90	0.99	0.14	0.40
Water Discharged (8),(12),(13),(14)						
303-4 (2018), 13.7.5	Total water discharged to all areas	Mil m^3	8.11	3.49	7.87	7.68
	Fresh water (TDS ≤1,000 mg/L)	Mil m^3	N/A	N/A	N/A	N/A
	Surface water	Mil m^3	6.13	1.07	4.48	4.47
	COD	Ton	N/A	N/A	N/A	N/A
	BOD	Ton	N/A	N/A	N/A	N/A
	TDS	Ton	N/A	N/A	N/A	N/A
	Groundwater	Mil m^3	0.00	0.00	0.00	0.00
	COD	Ton	N/A	N/A	N/A	N/A
	BOD	Ton	N/A	N/A	N/A	N/A
	TDS	Ton	N/A	N/A	N/A	N/A
	Seawater	Mil m^3	1.56	1.64	2.37	2.39
	COD	Ton	N/A	N/A	N/A	N/A
	BOD	Ton	N/A	N/A	N/A	N/A
	TDS	Ton	N/A	N/A	N/A	N/A
	Third party organization for further treatment process	Mil m^3	0.42	0.78	1.02	0.83
	COD	Ton	N/A	N/A	N/A	N/A
	BOD	Ton	N/A	N/A	N/A	N/A
	TDS	Ton	N/A	N/A	N/A	N/A
	data coverage	% Revenue	95	99.8	99.7	99.5
	Other water (TDS >1,000 mg/L Total Dissolved Solids)	Mil m^3	N/A	N/A	N/A	N/A
	Surface water	Mil m^3	N/A	N/A	N/A	N/A
	COD	Ton	N/A	N/A	N/A	N/A
	BOD	Ton	N/A	N/A	N/A	N/A

GRI	Data	Unit	2019	2020	2021	2022 (1),(2),(3)
	TDS	Ton	N/A	N/A	N/A	N/A
	Groundwater	Mil m^3	0.00	0.00	0.00	0.00
	COD	Ton	N/A	N/A	N/A	N/A
	BOD	Ton	N/A	N/A	N/A	N/A
	TDS	Ton	N/A	N/A	N/A	N/A
	Seawater	Mil m^3	N/A	N/A	N/A	N/A
	COD	Ton	N/A	N/A	N/A	N/A
	BOD	Ton	N/A	N/A	N/A	N/A
	TDS	Ton	N/A	N/A	N/A	N/A
	Third party organization for further treatment process	Mil m^3	N/A	N/A	N/A	N/A
	COD	Ton	N/A	N/A	N/A	N/A
	BOD	Ton	N/A	N/A	N/A	N/A
	TDS	Ton	N/A	N/A	N/A	N/A
	data coverage	% Revenue	95	99.8	99.7	99.5
303-4(b) 2018, 13.7.5	Total water discharged to all areas with water stress	Mil m^3	N/A	N/A	N/A	0.20
	Fresh water (TDS ≤1,000 mg/L)	Mil m^3	N/A	N/A	N/A	N/A
Water Consumption (8)						
303-5 (2018), 13.7.6	Total water consumption from all areas (Total water withdrawal - Total water discharge)	Mil m^3	3.28	10.05	4.38	4.32
	Total water consumption from all areas with water stress (Total water withdrawal - Total water discharge)	Mil m^3	N/A	N/A	N/A	0.01
-	Water Consumption intensity	m^3/Ton FG	4.60	12.91	5.52	11.81
-	data coverage	% Revenue	95	99.8	99.7	99.5
Waste generated (8)						
306-3 (2020), 13.8.4	Total Waste generated	Tons	44,558	59,617	77,903	68,110
	Total non-hazardous waste generated	Tons	43,848	58,474	74,986	67,206
	Total hazardous waste generated	Tons	709	1,143	2,917	904
-	data coverage	% Revenue	95	99.8	99.7	99.5
Waste diverted from disposal (8)						
306-4 (2020), 13.8.5	Total Waste diverted from disposal	Tons	27,377	34,244	48,847	43,105
	Total Non-Hazardous waste diverted from disposal	Tons	27,064	33,764	48,477	42,696
	- Preparation for reuse	Tons	2,979	3,737	2,362	2,586
	Onsite	Tons	0	0	0	0

GRI	Data	Unit	2019	2020	2021	2022 (1),(2),(3)
	Offsite	Tons	2,979	3,737	2,362	2,586
	- Recycling	Tons	21,262	20,785	29,643	24,378
	Onsite	Tons	0	0	0	0
	Offsite	Tons	21,262	20,785	29,643	24,378
	- Other recovery operations: Composting	Tons	2,823	9,242	16,472	15,708
	Onsite	Tons	2,823	9,242	16,472	15,708
	Offsite	Tons	0	0	0	0
	- Other: Site reclamation (15)	Tons	0	0	0	24
	Onsite	Tons	0	0	0	24
	Offsite	Tons	0	0	0	0
	Total Hazardous Waste diverted from disposal	Tons	313	480	370	409
	- Preparation for reuse	Tons	237	225	243	263
	Onsite	Tons	0	0	0	0
	Offsite	Tons	237	225	243	263
	- Recycling	Tons	76	254	127	136
	Onsite	Tons	0	0	0	
	Offsite	Tons	76	254	127	136
	- Other recovery operations: Composting	Tons	0	0	0	10
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	0	0	10
Waste directed to disposal (8)						
306-5 (2020), 13.8.6	Total waste directed to disposal	Tons	17,181	25,373	29,056	25,005
	Total Non-hazardous waste directed to disposal	Tons	16,784	24,710	26,509	24,510
	- Recovery, including Energy Recovery	Tons	1,833	1,897	8,006	9,602
	Onsite	Tons	0	0	0	0
	Offsite	Tons	1,833	1,897	8,006	9,602
	- Incineration without Heat Recovery (i.e. Mass Burn)	Tons	1,289	551	295	232
	Onsite	Tons	0	0	0	0
	Offsite	Tons	1,289	551	295	232
	- Landfilling	Tons	13,662	13,407	12,707	14,675
	Onsite	Tons	0	0	0	0
	Offsite	Tons	13,662	13,407	12,707	14,675
	- Other disposal operations: On-site Storage	Tons	0	0	5,399	0
	Onsite	Tons	0	0	5,399	0
	Offsite	Tons	0	0	0	0.00
	- Other disposal operations: Other Disposal Methods (16)	Tons	0.43	8,853	102	0.78

GRI	Data	Unit	2019	2020	2021	2022 (1),(2),(3)
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0.426	8,853	102	0.78
	Total hazardous waste directed to disposal	Tons	396	663	2,547	495
	- Recovery, including Energy Recovery	Tons	192	210	293	345
	Onsite	Tons	0	0	0	0
	Offsite	Tons	192	210	293	345
	- Incineration without Heat Recovery (i.e. Mass Burn)	Tons	11	5	45	31
	Onsite	Tons	0	0	0	0
	Offsite	Tons	11	5	45	31
	- Landfilling	Tons	194	420	1,624	2
	Onsite	Tons	0	0	0	0
	Offsite	Tons	194	420	1,624	2
	- Other disposal operations: On-site Storage	Tons	0	0	585	50
	Onsite	Tons	0	0	585	50
	Offsite	Tons	0	0	0	0
	- Other disposal operations: Other Disposal Methods (16)	Tons	0	28	0.36	68
	Onsite	Tons	0	0	0	0
	Offsite	Tons	0	28	0.36	68
-	Waste disposed by landfill and incineration	Tons	17,180	16,491	22,970	24,887
-	Waste disposed by landfill and incineration per production unit	kg/Ton FG	24.03	21.19	28.96	32.13
Food Loss (17)						
-	Total weight of food loss from operations (A)	Tons	93,914	118,087	124,059	135,495
	Total weight of food loss volumes used for alternative purposes (B)	Tons	91,886	116,458	122,835	134,503
	Total food loss discarded (A - B)	Tons	2,028	1,628	1,224	992
	Food loss intensity	Tons/Bath Billion	19.75	15.05	10.84	8.35
	data coverage	% Revenue	95.23	95.38	100.00	100.00
Packaging Materials						
2.3.3	Total weight of wood/paper fiber packaging	Tons	N/A	21,021.01	4,537.20	11,375.10
	Recycled and/or certified wood/paper fiber	% of total weight	N/A	67.00	73.18	55.72
	Total weight of metal packaging	Tons	N/A	25,824.45	10,865.02	18,064.20

GRI	Data	Unit	2019	2020	2021	2022 (1),(2),(3)
	Recycled metal	% of total weight	N/A	67.00	48.31	48.45
	Total weight of glass packaging	Tons	N/A	736.41	76.68	773.10
	Recycled glass	% of total weight	N/A	67.00	75.00	0.81
Plastic Packaging						
2.3.4	Total weight of all plastic packaging	Tons	2,097.00	1,957.10	1,041.30	2,076.00
	Percentage of recyclable plastic packaging	% of the total weight of all plastic packaging	33.00	33.00	58.77	46.55
	Percentage of compostable plastic packaging	% of the total weight of all plastic packaging	0	0	0	0
	Percentage of recycled content within your plastic packaging	% of the total weight of all plastic packaging	0	0	3.52	1.29
	Data Coverage	% of cost of goods sold	90.00	94.00	90.00	90.00

Remark

- N/A = Not available
- * = Provide more details in remark
- No data = No data
- Not Applicable = those indicators are not relevance to the company's business.
- (1) Data covers factories, offices, farms and hatcheries in Thailand, Indonesia, Vietnam, France, Portugal, Poland, Germany, Norway, Ghana, Seychelles, Lithuania, and the United States of America.
- (2) The performance data of following operations is not included in the performance data 2022 since those operations have been ceased since July 2021 and January 2022, respectively
    - Meralliance Poland Sp z.o.o.
    - Thai Union Hatchery Co.,Ltd. (3 operations)
- (3) In 2022, The following Thailand farms and hatcheries operations have been ceased since September 2022 and the performance data were reported until August 2022.
    - TCM Farms Co.,Ltd.
    - TMK Farm Co.,Ltd. (2 operations)
    - Thai Union Hatchery Co.,Ltd. (4 operations)
- (4) Biodiesel B10 is no longer used in 2022
- (5) The fuel wood and woodchip have been used in TU's operations since 2022.
- (6) The data of GHG emission are calculated based on the amendment of GHG emission calculation methodology in 2021. The following key amendments of GHG emission calculation methodology are:
    - Amendment of emission factors for GHG scope 1 emission aligning with Thailand Greenhouse Gases Management Organization (TGO), GHG Protocol, 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories, and 2013 IPCC Fifth Assessment Report (AR5).
    - Amendment of emission factors for GHG scope 2 (electricity) by country aligning with GHG Protocol: Green-e Energy Residual Mix Emissions Rates (2018), UNFCCC Harmonized Grid Emission factor data set version 3.0 (December 2021), Institute for Global Environmental Strategies (2022), and TGO.
    - Amendment of GHG emission calculation methodology for wastewater treatment plant, refrigerant, and domestic septic tank regarding to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories Volume 5 Waste.
- (7) The GHG emission trend in 2022 decreased from GHG emission in 2021 due to the following improvement:
    - Changes measurement method of methane generated from wastewater treatment plant by using actual meter reading instead of calculation.
    - Changes wastewater treatment process in factory in Vietnam
    - Changes unit of natural gas consumption from m^3 to kWh, which can result in the emission factor adjustment to align with the accurate natural gas consumption unit.
    - Adjust scope of septic tank calculation.
- (8) The following performance data in 2021 have been revised from the performance data reported in SD report 2021:
    - Water withdrawal
    - Water discharged
    - Water consumption
    - Waste generated
    - Waste diverted from disposal
    - Waste directed to disposal
- (9) The third-party water includes desalinated water produced from seawater by private utilities and municipal water produced by the public utilities.
- (10) The water stress assessment has been conducted by using the AQUEDUCT provided by the Water Resources Institute (WRI).
- (11) According to the AQUEDUCT, water stress area is the area which is evaluated and classified as High level (40%-80%) and Extremely High level (>80%)
- (12) Water discharge:
    - The treated wastewater from TU's operations are discharged to the following destinations
        1. Surface water
        2. Seawater
        3. Third party organisation for further treatment process
    - Third party organisation for further treatment process includes central wastewater treatment process organised by local authority.
- (13) The information of water discharged to fresh water and other water is not available since no information is available for TDS values of wastewater discharged to the offsite.
- (14) In 2022, our COD in treated wastewater at Ghana and Seychelle was slightly above the limit in some months. However, we're working on improving the discharge quality under the comprehensive improvement plan which is acknowledged and approved by local authorities.
- (15) Waste for site reclamation has been diverted from composting waste and reported in 2022.
- (16) In 2020-2022, "Other Disposal Methods" waste is not classified as any specific waste disposal methods listed in the table.
- (17) Food loss:
    - The food loss data in 2019-2021 have been amended from the performance data reported in SD report 2021.
    - Regarding to Thai Union's Commitment on Food Loss & Waste Reduction, we have set a target of reducing food loss in our own ambient, frozen and chilled seafood operations by 50 percent by 2025, compared to a 2021 baseline.
    - Food loss categories from our operations include food scraps, by products, and inedible parts of raw materials, such as tuna, salmon, shrimp, and other seafood species.
    - Intensity is calculated from Ton of food loss discarded (A-B), divided by Revenue from ambient, frozen and chilled seafood operations that manufacture products intended for human consumption. As food loss definition does not cover products intended for non-human consumption, revenue from Thai Union Feedmill PCL. (TFM) is excluded from the denominator.

REPORT COVERAGE

Companies and Group of Companies		Country	% Holding by TU	2022 Sale		2022 Reporting Coverage			
				(Unit: Billion Baht)	%	Econ	Social		Envi [1]
							People	OHS	
Asia									
Thai Union Group PCL	TU	Thailand	-	14.30	12.80	✓	✓	✓	✓
Thai Union Manufacturing Co., Ltd.	TUM	Thailand	99.66	17.10	21.10	✓	✓	✓	✓
i-Tail Corporation PCL	ITC	Thailand	77.82	14.80	3.60	✓	✓	✓	✓
Asian-Pacific Can Co., Ltd.	APC	Thailand	99.99	2.20	1.80	✓	✓	✓	✓
Yueh Chyang Canned Food Co., Ltd.	YCC	Vietnam	99.66	0.70	0.50	✓	✓	✓	✓
Thai Union Seafood Co., Ltd.	TUS	Thailand	51.00	1.20	1.30	✓	✓	✓	✓
Pakfood PCL - Okeanos	PPC	Thailand	99.74	5.50	5.80	✓	✓	✓	✓
EHS Training and Services Co., Ltd (formerly known as "T-Holding Co., Ltd.")	EHS	Thailand	100.00	-	0.10	✓	✓	✓	N/A
Thai Union Feedmill Co., Ltd. (Formerly known as "Thai Union Feedmill Co., Ltd.")	TFM	Thailand	51.00	4.60	4.50	✓	✓	✓	✓
PT Thaiunion Kharisma Lestari	TUKL	Indonesia	33.15	0.10	-	✓	✓	✓	✓
AMG-Thai Union Feedmill Pvt Ltd.	AMG-TFM	Pakistan	26.01	0.10	0.20	✓	✓	In progress	In progress
Thai Union Graphic Co., Ltd.	TUG	Thailand	98.00	0.10	0.10	✓	✓	✓	✓
Thai Union Online Shop Co.,Ltd.	TUO	Thailand	100.00	0.10	0.10	✓	✓	✓	N/A
Thai Union China	TUC	China	100.00	1.00	0.80	✓	✓	In progress	N/A
TMAC Group	TMAC	Thailand	100.00	0.10	0.10	✓	✓	✓	✓
Thai Union Ingredients Co., Ltd.	TUI	Thailand	100.00	0.30	0.30	✓	✓	✓	✓
Thammachart Seafood Retail Co.,Ltd.	TSR	Thailand	65.00	0.80	0.60	✓	✓	✓	✓
Thai Union Lifescience Co., Ltd.	TUL	Thailand	95.20	0.20	-	✓	✓	✓	✓
Japan Pet Nutrition Co., Ltd.	JPN	Japan	70.04	0.10	-	✓	✓	N/A	N/A
Total ASIA				63.30	40.70	100%	100%	98.3%	99.8%
EUROPE & AFRICA									
Thai Union Europe One Group	TUE1	France	100.00	22.00	14.20	✓	✓	✓	✓
Thai Union Trading Europe B.V.	TUTE	Netherlands	100.00	1.70	1.10	✓	✓	✓	N/A
MerAlliance Group	MA	France	100.00	5.20	3.30	✓	✓	✓	✓
King Oscar Group	KO	Norway	100.00*	1.70	1.10	✓	✓	✓	✓
Thai Union Germany GmbH	TUGe	Germany	100.00	5.30	3.40	✓	✓	✓	✓
Thai Union Canada Inc.	TUCa	Canada	100.00	-	-	✓	✓	In progress	In progress
TUMD Group	TUMD	Russia	90.00*	0.50	0.30	✓	✓	In progress	In progress
Tuna Logistics Services Limited	TLS	Seychelles	100.00	-	-	✓	✓	N/A	N/A
Total EUROPE & AFRICA				36.40	23.40	100%	100%	98.6%	98.6%
USA									
Tri-Union Seafoods, LLC	TRI-U	USA	100.00*	15.60	10.00	✓	✓	✓	✓
Tri-Union Frozen Products Inc.	TUFP	Canada	100.00	33.10	21.30	✓	✓	✓	N/A
U.S. Pet Nutrition, LLC	USPN	USA	77.82	7.20	4.60	✓	✓	✓	N/A
Total USA				55.90	35.90	100%	100%	100%	100%
GRAND TOTAL				155.60	100.00	100%	100%	99%	98%

Remark

- [1] Environment performance consist with Emission, Energy, Water, Waste, and Food loss and Food Waste
- ✓ : The facility which is reported in Thai Union's scope of Environmental & Social Reporting.
- N/A for Environmental Reporting: The facility which is out of Thai Union's scope of Environmental Reporting due to stop operation, classified as non-manufacturing facility, or has been acquired less than 2 years.
- N/A for Social Reporting: The facility which is out of Thai Union's scope of Social Reporting due to the facility has been acquired less than 2 years.
- In Progress: Environmental & Social Reporting of this facility is in progress.

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