



HEALTHY LIVING HEALTHY OCEANS

Contents

1	About This Report	4
2	CEO Message	6
3	CSO Message	8
4	Sustainability At Thai Union - SeaChange® 2030	10
5	Sustainability Highlights 2024	16
6	Corporate Governance And Risk Management	20
7	Materiality Assessment	24
8	Thai Union Value Chain	28
9	Responsible Wild Caught Seafood	30
10	Responsible Aquaculture	36
11	Path to Net Zero Emissions	40
12	Responsible Agriculture	44
13	Sustainable Packaging	48
14	Nutrition & Health	52
15	Best-In-Class Manufacturing	54
16	Safe, Decent, and Equitable Work	58
17	Corporate Citizenship	66
18	Ecosystem Restoration	70
19	Ocean Plastics Reduction	72
20	Independent Assurance	74
21	Report Coverage	78
22	GRI Content Index	80

About This Report

This is the 12th 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 2024 to 31 December 2024, 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) Standard 2021, the International Financial Reporting Standards S1 and S2 (IFRS S1 and S2) by the International Sustainability Standards Board (IFRS by ISSB), and the United Nations Sustainable Development Goals (SDGs).

In keeping with the intent of the GRI Guidelines, we have focused on the GRI Standards, as described below.

- 100% of Thai Union companies and group of companies for economic dimension
- 100% of Thai Union companies and group of companies for people dimension
- 99% of Thai Union companies and group of companies for OHS dimension
- 98% of Thai Union companies and group of companies for environmental

For detailed report coverage breakdown, please refer to Section Report Coverage of this report.

► 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 Global Reporting Initiative (GRI) Standard 2021 and its Sector Standard for Agriculture, Aquaculture, and Fishing, AA1000 Accountability Principles: AA1000AP (2018), the International Financial Reporting Standards S1 and S2 (IFRS S1 and S2) by the International Sustainability Standards Board (IFRS by ISSB), the United Nations Sustainable Development Goals (SDGs) for sustainability context, materiality, completeness, and stakeholder inclusiveness. To find out more about our materiality assessments, see our materiality issues section on page 24 - 27

► 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.

CEO Message



At Thai Union Group, sustainability is not an adjunct to our business. Every can of tuna, every pack of shrimp and every innovative product we ship depends on thriving oceans, trusted supply chains and the confidence of customers who expect us to lead on environmental and social performance. That conviction has guided us for decades, and it proved invaluable in 2024 as geopolitical tensions, shifting trade rules and mounting climate impacts tested the resilience of global food systems.

Thai Union's response begins with a simple belief: long-term commercial success and ocean health are inseparable. SeaChange® 2030, our global sustainability strategy, translates that belief into 11 interconnected commitments that touch every corner of our business and align with our corporate purpose of Healthy Living, Healthy Oceans.

In 2024, we continued to advance our commitments. Significant was the launch of our lower carbon shrimp project, created with The Nature Conservancy and Ahold Delhaize USA. By optimizing feed, farming practices, and logistics, the project will deliver 1,000 metric tons of fully traceable, lower-carbon shrimp, supporting our goal of reducing our Scope 1, 2 and 3 emissions by 42% by 2030 and achieving net-zero by 2050. Beyond its climate benefits, the project demonstrates how collaboration along the value chain can unlock higher product quality, stronger farmer livelihoods, and new growth opportunities for our brands.

Innovation continues to reshape the way we bring seafood to consumers. In the UK, John West introduced ECOTWIST®, the biggest advance in ambient-tuna packaging in two decades. Lighter, fully recyclable, and easier to open, ECOTWIST® aligns circular-design thinking with consumer convenience and lower logistics emissions. To strengthen our packaging approach, we opened a dedicated Innovation Hub in Wageningen, the Netherlands, where food technologists and materials scientists work together to develop the next generation of low-impact products and packaging for all our brands.

Protecting and restoring ocean ecosystems remains a key priority. In Bangkok, we partnered with Seven Clean Seas and Second Life to install Thailand's first HIPPO interceptor on the Chao Phraya River, preventing plastic waste from reaching the Gulf of Thailand. Off Phuket, we expanded our Coral Reef Restoration Project at Koh Racha Yai by deploying 3D-printed reef modules that accelerate coral growth and enrich biodiversity. These on-the-ground actions complement stringent sourcing standards that promote traceability, protect endangered species, and raise labor conditions at sea.

External assessments affirmed that our efforts are delivering measurable impact. Thai Union recorded its 11th consecutive appearance on the Dow Jones Sustainability Indices and achieved the top ranking in the food-products sector with a score of 85 - recognition that our results, not just our rhetoric, are moving the industry forward.

Looking ahead, we will continue to implement initiatives that support each of the 11 commitments under SeaChange® 2030, not only maintaining our leadership position in the industry but also inspiring others to pursue ambitious goals.

Volatility may be the new normal, but our purpose is unwavering: to demonstrate that large-scale seafood production can restore ecosystems, uplift communities, and nourish the world. The achievements detailed in this report show what is possible when innovation, partnership, and steadfast commitment come together. Thank you for your continued confidence as we build a resilient and regenerative blue economy and pursue our vision of becoming the world's leading marine health and nutrition company.

Thiraphong Chansiri
President and CEO

CSO Message



In a complex and fast-changing global landscape, staying focused on long-term sustainability goals takes clarity and conviction. At Thai Union, 2024 was a year of continued progress, guided by our SeaChange® 2030 strategy and driven by the belief that sustainability is not a side agenda, but core to business resilience and value creation.

That belief is already delivering measurable results. We were the first seafood company to commit to the Science Based Targets initiative's 1.5°C pathway. Two years on, we've reduced Scope 1 and 2 emissions by 21% against our 2021 baseline, thanks to operational efficiencies, innovation and investment. One standout initiative was our Shrimp Decarbonization pilot, launched in collaboration with The Nature Conservancy and Ahold Delhaize USA. It will deliver 1,000 metric tons of fully traceable, lower-carbon shrimp, and offer a scalable model for emissions reductions across aquaculture.

At sea, we made further strides under our Tuna Commitment 2025. Today, 97% of our tuna supply chain is covered by electronic or human observer monitoring, a significant step toward our goal of 100% by the end of 2025. This level of visibility helps protect endangered species, tackle illegal, unreported, and unregulated (IUU) fishing, and build the transparency our stakeholders demand.

We also deepened our commitment to people. In 2024, we implemented a Global Ethical Recruitment Policy across all sourcing regions, formalizing zero-fee recruitment, banning passport retention, and embedding grievance mechanisms. This milestone reinforces our belief that safe, fair, and equitable working conditions must extend across our value chain.

Our circularity efforts also gained ground, with 23 of our 32 production and distribution sites achieving zero waste to landfill, surpassing our annual target and demonstrating that responsible resource use can go hand-in-hand with operational excellence.

We know the road ahead won't be linear. But our direction is clear. In 2025, we will complete full tuna monitoring, scale the shrimp pilot's low-carbon feed solutions, extend zero-waste protocols to more sites, and embed ethical recruitment deeper into third-party supply chains. We'll also continue linking sustainability performance to finance, procurement and leadership accountability, because governance is key to lasting change.

To everyone helping drive this progress, our people, partners, customers and communities, thank you. Together, we are proving that a seafood industry built on science, transparency and dignity is not just necessary. It is achievable.

ADAM BRENNAN
Chief Sustainability and
Communications Officer

Sustainability at Thai Union – SeaChange® 2030



The global seafood industry stands at a pivotal moment. Urgent climate pressures, ocean health challenges, and the well-being of communities around the world require bold, coordinated action. Thai Union recognized this need in 2016 when we introduced our SeaChange® strategy, and we have since been acknowledged as a global leader for our commitment to advancing positive, lasting change across the seafood sector.

As climate change escalates and jeopardizes vital ecosystems, we have intensified our efforts with SeaChange® 2030, an ambitious vision designed to deliver transformative benefits for both people and the planet. This expanded strategy encompasses 11 interconnected goals, all aimed at reducing carbon emissions, minimizing waste, safeguarding marine and terrestrial habitats, and ensuring safe, decent, and equitable work throughout our supply chains. To make these commitments a reality, Thai Union has pledged THB 7.2 billion (USD 200 million) - equivalent to our entire net profit for 2022 - to SeaChange® by 2030.

At the heart of this strategy is a recognition that nature's living systems are inherently regenerative when given the opportunity. Through significant investments in initiatives like Path to Net Zero Emissions, Responsible Aquaculture, and Responsible Wild-Caught Seafood, we aim to foster a healthier, more balanced relationship between the ocean, the planet, and humanity. SeaChange® is organized around two core priorities: For Our People and For Our Planet.













For Our People, we prioritize safe and decent working conditions across our entire value chain, firmly upholding the dignity and well-being of our workforce. We also remain committed to nutritional excellence and invest in the welfare of the communities where we source and operate, ensuring that our products benefit consumers worldwide. By maintaining









these standards, we strive to secure human rights, champion community health, and build more resilient societies.

For Our Planet, we continue to advance our drive toward net-zero emissions across all scopes. We focus on circularity by minimizing waste, improving resource efficiency, and reducing ocean plastics, recognizing that sustainable production and consumption are essential for preserving the earth's finite resources. Through verified environmental best practices, proactive habitat restoration, and partnerships with global NGOs, alliances, and coalitions, we safeguard and restore vital ecosystems in ways that foster long-term environmental health and biodiversity.

SeaChange® 2030 aligns with 10 of the United Nations' Sustainable Development Goals, reflecting our belief that genuine progress depends on collaboration among industries, governments, and communities. By engaging with thousands of vessels, farms, factories, and broader consumer networks, we aim to mobilize collective action for healthier oceans, secure food systems, and thriving communities worldwide.

Ultimately, Thai Union regards sustainability not merely as a responsibility but as an opportunity to cultivate shared value. Our corporate purpose of Healthy Living, Healthy Oceans shapes every aspect of our work, encouraging a shift from a mindset of scarcity to one of regeneration and balance. Through SeaChange® 2030, we reaffirm our commitment to driving meaningful transformation in the seafood industry—one that protects our marine resources, uplifts our workforce, and empowers communities for generations to come.

Commitment		Target year	Progress	
RESPONSIBLE WILD CAUGHT SEAFOOD				
<div></div> <div></div> <div></div> <div></div>	Commitment 1 – Fishery Status		99%	
	Commitment 2 – Social Responsibility		88%	
	Commitment 3 – Observer Coverage		97%	
	Commitment 4 – ISSF Conservation Measures		100%	
	Commitment 5 - Compliance		100%	
	Commitment 6 – Traceability		100%	
RESPONSIBLE AQUACULTURE				
<div></div> <div></div> <div></div> <div></div> <div></div> <div></div>	• 100% farmed shrimp is produced responsibly, meeting industry credible standards, or is in an improvement program that minimizes impact on surrounding ecosystems by 2030		60.9%	
	• 100% of shrimp feed used in shrimp products supplied to Thai Union is produced responsibly		15.3%	
	• 100% of farmed shrimp can be traced back to the farm level	Paper-based traceability	100%	
		Digital GDST Interoperable traceability	0%	
	• 100% of the farms we source from are a safe and decent workplace by 2030		60.9%	
PATH TO NET ZERO EMISSIONS				
<div></div> <div></div>	• 42% reduction to Scope 1, 2 and 3 greenhouse gas emissions by 2030 and net zero by 2050	Scope 1 and 2	2030	-21%
		Scope 3	-32%	

		Commitment	Target year	Progress
RESPONSIBLE AGRICULTURE				
  	▪ 100% of our soy and palm oil will be certified, ensuring zero deforestation and conversion across our entire supply chain by 2030.	Soy (Soy oil and Soy meal)	2030	26%
		Palm oil		72%
	▪ 100% of our chicken will be sourced responsibly by 2030.			
SUSTAINABLE PACKAGING				
 	▪ 100% of branded products packaged sustainably by 2025		2025	86% ⁽¹⁾
	▪ Advocate for at least 60% of private label products sustainably packaged by 2030		2030	N/A ⁽²⁾
HEALTH & NUTRITION				
	▪ 100% of our branded ambient products will meet our nutritional guidelines		2030	82%
	▪ 100% of our new branded ambient products will drive positive nutrition to promote health and wellness			N/A ⁽³⁾
BEST-IN-CLASS MANUFACTURING				
 	Five key processing facilities will have implemented:		2030	
	▪ Zero waste to landfill by 2030			1/5 facilities
	▪ Zero water discharge			1/5 facilities
	▪ Zero food loss			3/5 facilities

Commitment		Target year	Progress		
SAFE, DECENT, AND EQUITABLE WORK					
<div><div>5</div><div>JÄMSTÄLLHET</div><div></div></div>	<div><div>8</div><div>ANSTÄNDIGA ARBETSVILLKOR OCH EKONOMISK TILLVÄXT</div><div></div></div>	<div><div>10</div><div>MINSKAD OJÄMNLIGHET</div><div></div></div>	<ul style="list-style-type: none">• 100% of the vessels and farms we source from are a safe and decent workplace by 2030	2030	Tuna Vessel: 88%
<ul style="list-style-type: none">• 50% of management positions within our operations are held by women, by 2030			35%		
<ul style="list-style-type: none">• Reduce the lost time injury frequency rate to 0.15 and strive towards zero accidents and injuries across our global operations			0.22 ⁽⁴⁾		
CORPORATE CITIZENSHIP					
<div><div>2</div><div>INGEN HUNGER</div><div></div></div>	<div><div>3</div><div>HÄLSA OCH VÄLBEFINNANDE</div><div></div></div>	<div><div>5</div><div>JÄMSTÄLLHET</div><div></div></div>	<ul style="list-style-type: none">• Thai Baht 250 million for community-based programs.	2030	56%
<div><div>8</div><div>ANSTÄNDIGA ARBETSVILLKOR OCH EKONOMISK TILLVÄXT</div><div></div></div>	<div><div>10</div><div>MINSKAD OJÄMNLIGHET</div><div></div></div>				
ECOSYSTEM RESTORATION					
<div><div>13</div><div>BEKÄMPA KLIMATFÖRÄNDRINGEN</div><div></div></div>	<div><div>14</div><div>HAV OCH MARINA RESURSER</div><div></div></div>	<div><div>15</div><div>ÖKOSYSTEM OCH BIOLOGISK MÅNGFALD</div><div></div></div>	<ul style="list-style-type: none">• By 2030, provide Thai Baht 250 million for the protection and restoration of critical ecosystems where Thai Union or our supply chain operates.	2030	1%
OCEAN PLASTICS REDUCTION					
<div><div>12</div><div>HÅLLBAR KONSUMTION OCH PRODUKTION</div><div></div></div>	<div><div>14</div><div>HAV OCH MARINA RESURSER</div><div></div></div>		<ul style="list-style-type: none">• By 2030, divert 1,500 tons of ocean-bound plastic from our waterways and oceans	2030	16%

Note:

(1) Ambient Branded databased

(2) Thai Union serves a global customer base. We are improving our systems to enable this information to be captured and accurately reported in our Sustainability Report 2025

(3) To be reported in the Sustainability Report 2025

(4) The scope of total LTIFR performance is specified in the Appendix – Social Performance.



Sustainability Highlights 2024



Thai Union Feedmill became the first feedmill in Asia to receive the Aquaculture Stewardship Council (ASC) Feed Standard certificate, underscoring its commitment to environmental sustainability and social responsibility in aquafeed production.



Thai Union volunteers collected 11,036 kilograms of trash from nine clean-up sites in Thailand, the U.S., Ghana, the UK, Norway, the Netherlands, France, and Italy for World Oceans Day



John West introduced ECOTWIST® - the biggest packaging innovation in the UK's ambient tuna category in the last 20 years – designed for ease of use, sustainability, and minimal waste.



Partnered with Seven Clean Seas and Second Life to implement a HIPPO (High Impact Plastic Pollution remOver) system in Bangkok's Chao Phraya River to significantly reduce plastic waste entering the ocean.



Ranked number one in the food products industry of the 2024 Dow Jones Sustainability Indices with a total score of 85 points. Thai Union has been listed on the DJSI for 11 consecutive years.



Launched the Shrimp Decarbonization initiative in collaboration with The Nature Conservancy and Ahold Delhaize USA to significantly reduce greenhouse gas emissions within the shrimp supply chain.

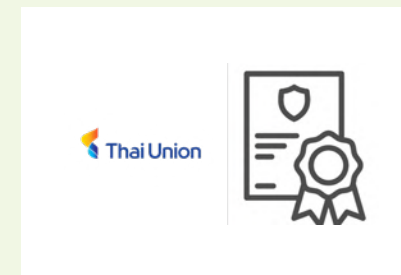


Continued its efforts to restore marine ecosystems by advancing its Coral Reef Restoration Project at Koh Racha Yai, Phuket, installing coral reef restoration structures designed using cutting-edge SCG 3D printing technology.



Opened an Innovation Hub in Wageningen, Netherlands. The hub will focus on product and packaging innovation for the Group's ambient seafood brands and nutrition.

AWARDS and RECOGNITION



Recognized as one of the world's most sustainable companies in the food products industry, ranking in the top 1% of the S&P Global Sustainability Yearbook 2025.



Recognized with an "A" level rating in the Agro & Food Industry category of the SET ESG Ratings by the Stock Exchange of Thailand.



Thai Union Group company rating and the ratings of its senior unsecured debentures affirmed by TRIS Rating at "A+", and those of its subordinated capital debentures (hybrid debentures) at "A-" with a "stable" outlook.



Received the PMUC (Performance Management and Unit Control) Country 1st Awards for the Company's Zero Wastewater Discharge Project at its fish plant in Thailand, achieving 100% wastewater treatment.



FTSE4Good



Included in the FTSE4Good Emerging Index for the 9th consecutive year, scoring in the 90th percentile.



Achieved a "B" Rating from the Carbon Disclosure Project (CDP), surpassing industry and regional averages.



Received the 2024 Sustainability Disclosure Award by the Thaipat Institute.



Won the prestigious Thai Development Award for the Shrimp Decarbonization Project at the 2024 AMCHAM (American Chamber of Commerce) Corporate Social Impact Awards.



Achieved MSCI "A" Rating for ESG Excellence in the Food Products Industry.



Won "Best Issuer for Sustainable Finance" and "Best Sustainability-Linked Loan – Food Products" at The Asset Triple A Sustainable Finance Awards 2024 from The Asset magazine.



Won the Leading of ESG Award at the Future Trends Ahead & Awards 2024 for the disclosure of its Environmental, Social, and Governance (ESG) performance.



Thai Union Group, Okeanos Food, and Pakfood received "Outstanding Level" awards in the Large Business category from Thailand's Ministry of Justice. Thai Union Feedmill and Thai Union Seafood received "Good Level" awards.

Corporate Governance and Risk Management



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 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 annually

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.

Thai Union's corporate governance efforts were recognized during the year. The Thai Institute of Directors awarded Thai Union an "Excellent" (5-star) rating in the Corporate Governance Report of Thai Listed Companies (CGR) 2024. Thai Union Group and subsidiary companies Okeanos Food Company Limited and Pakfood Company Limited received the "Outstanding Level" Human Rights Model Organization Awards in the Large Business Organization category, presented by the Department of Rights and Liberties Protection, Ministry of Justice. In the same awards, two "Good Level" awards were presented to Thai Union Feedmill Public Company Limited and Thai Union Seafood Company Limited. Thai Union was also rated "Excellent" with a score of 100 points from the quality assessment of the 2024 Annual Meeting of Shareholders



by the Thai Investors Association and Securities and Exchange Commission.

SUSTAINABLE DEVELOPMENT GOVERNANCE

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, Chief Sustainability and Communications Officer, as Co-Chair.

The SD Committee is a board-level mechanism for advancing and monitoring Thai Union's sustainability strategy, in support of our corporate purpose of "Healthy Living, Healthy Oceans." The committee brings together key senior executives and meets several times throughout the year to review the progress toward our sustainability commitments, discuss emerging issues and new policy proposals, and make strategic decisions to drive Thai Union's sustainability programs. 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.



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 mandates of the SD Committee are as follows:

1. Provide strategic guidance and direction on the overall sustainable development strategies, policies and programs, in support of Thai Union's corporate purpose of "Healthy Living, Healthy Oceans" and sustainability strategy, SeaChange® 2030.
2. Determine key changes of sustainability policies and practices that will help Thai Union deliver against global sustainability goals and standards and maintain our industry leadership position in sustainability.
3. Review the progress of implementation of critical sustainability-related commitments, including but not limited to: the Tuna Commitment, Packaging Commitment, Climate Change Commitment, and Human Rights-related Policies.
4. Establish sub-committees, as appropriate, to drive the implementation of key sustainability commitments across the organization.

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 a 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.

The RMC reports quarterly on significant risks, mitigations, and improvements to the BoD. For current and emerging risks, more details can be found in the 2024 Annual Report, in the Risk Management section.

► RISK MANAGEMENT

Thai Union Group is aware of the importance of risk management. It is committed to systematic and consistent risk management throughout the Company and its subsidiaries to promote good corporate governance, bolstering confidence among investors, and support the achievement of the Company's purpose, "Healthy Living, Healthy Oceans." The



Materiality Assessment



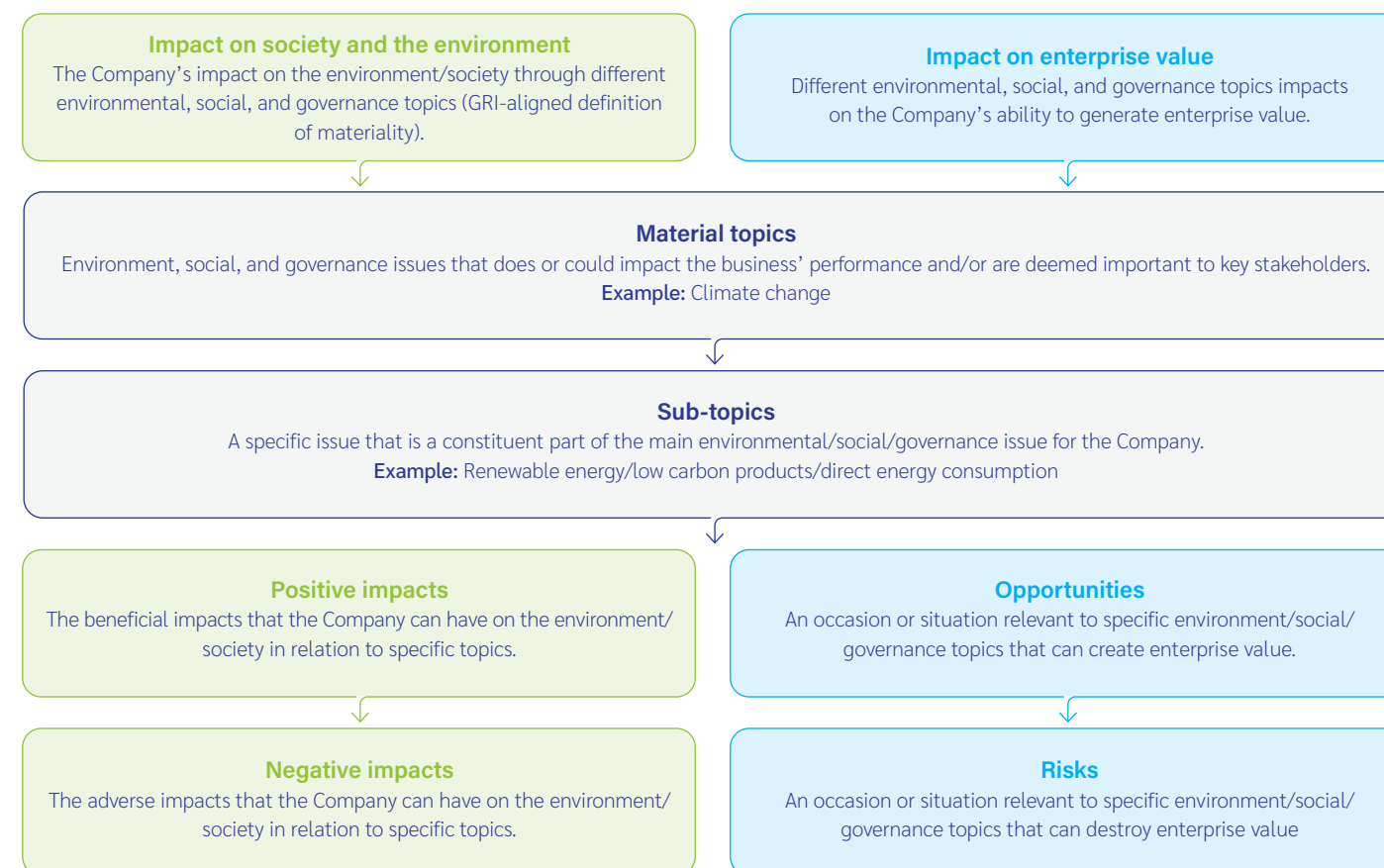
Thai Union undertakes a comprehensive double materiality assessment every two years to identify and prioritize sustainability topics that have significant impacts on both the company's business and its stakeholders. This process is aligned with leading global frameworks, including the Global Reporting Initiative (GRI) Standards 2021 and its Sector Standard for Agriculture, Aquaculture, and Fishing; the European Union's Corporate Sustainability Reporting Directive (CSRD) in line with the European Sustainability Reporting Standards (ESRS) developed by EFRAG; the International Financial Reporting Standards (IFRS S1 and S2) by the International Sustainability Standards Board (ISSB); the Task Force on Climate-related Financial Disclosures (TCFD); the United Nations Sustainable Development Goals (SDGs); and the S&P Global Corporate

Sustainability Assessment (CSA). These alignments ensure our reporting is consistent with emerging global disclosure requirements.

Through extensive stakeholder engagement and expert input, Thai Union has mapped environmental, social, and governance (ESG) issues across its value chain, evaluating each issue's impact on society and the environment, as well as its financial and strategic relevance to the business.

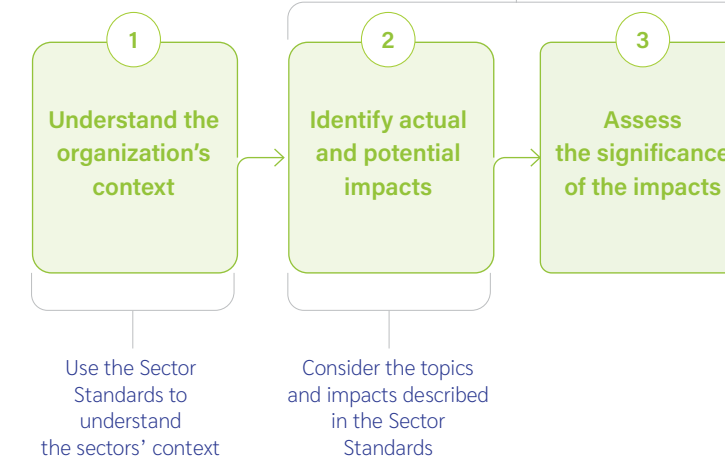
The results of this double materiality assessment are reviewed and reanalyzed at the organizational level under the oversight of the Sustainability Committee. The process for determining material topics is outlined as follows:

Thai Union Double Materiality Concept



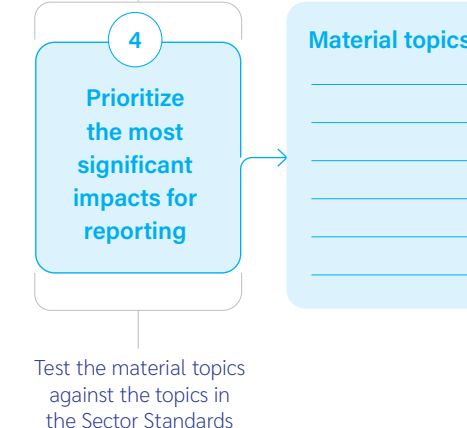
Identify and assess impacts on an ongoing basis

Engage with relevant stakeholders and experts



Determine material topics for reporting

Test the material topics with experts and information users



► 1. Understanding the organization’s context

Thai Union takes a holistic approach by considering the organization’s context, activities across the entire value chain, business relationships, stakeholders, and associated ESG impacts, risks, and opportunities. The Company applies stakeholder analysis in line with the AA1000 Stakeholder Engagement Standard (AA1000SES), adhering to its three core principles: inclusivity, materiality, and responsiveness. Each business unit is accountable for conducting stakeholder analysis relevant to its operational scope. Further details are available in Thai Union’s Annual Report 2024 (Form 56-1 One Report).

For the identification of material sustainability issues, Thai Union gathers insights from multiple sources. These include the GRI 13: Agriculture, Aquaculture, and Fishing Sectors Standard (2022), industry peer reviews, and analysis of global trends. Notable references used in this process include publications and guidelines from the World Economic Forum (WEF), Environmental Resources Management (ERM), World Business Council for Sustainable Development (WBCSD), Organisation for Economic Co-operation and Development (OECD), S&P Global – Food Production, Sustainalytics, CDP – Food, Beverage & Tobacco, United Nations Sustainable Development Goals (UNSDGs), United Nations Global Compact (UNGC), Sustainability Accounting Standards Board (SASB) – Processed Foods, and the Stock Exchange of Thailand (SET) – Agro sector.

► 2. Identify actual and potential impacts

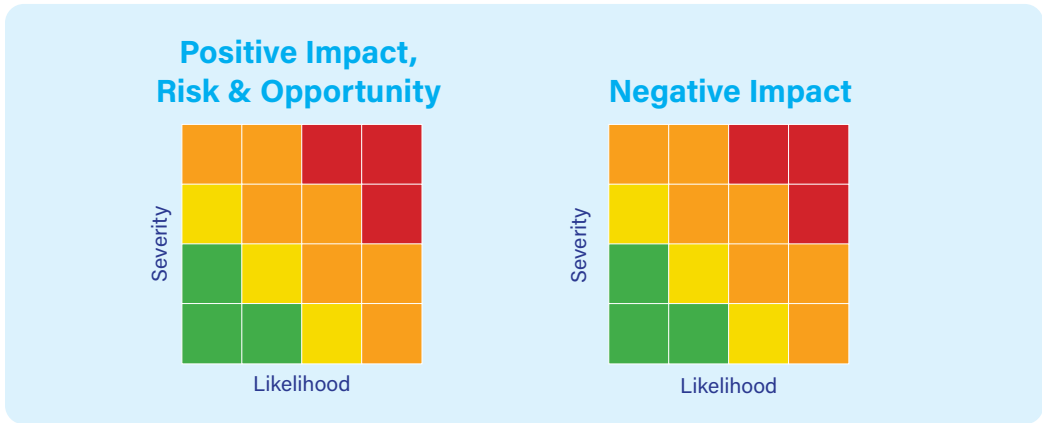
Thai Union engages relevant stakeholders to identify both potential and actual impacts, as well as associated risks and opportunities, related to material sustainability issues. This process encompasses environmental, social, and human rights aspects, considering both positive and negative impacts across short- and long-term horizons. The assessment covers all of Thai Union’s business activities throughout the entire value chain. To facilitate this process, impact identification is conducted through dedicated workshops, ensuring comprehensive input from key stakeholders and experts.

► 3. Assess the significance of the impacts

Assess and determine the significance of both positive and negative impacts from stakeholder engagement by considering two dimensions.

- 1) Severity (scale, scope, and whether it is irremediable) and
- 2) Likelihood of the impacts occurring.

After assessing the severity and likelihood of any impacts, risks and opportunities, the scores will be mapped with the matrix below for further result analysis.



Developed from TU’s enterprise risk matrix

Impact	Likelihood			
	Unlikely (1)	Possible (2)	Likely (3)	Almost certain (4)
Severe (4)	Medium-High (4)	Medium-High (8)	High (12)	High (16)
Major (3)	Medium-Low (3)	Medium-High (6)	Medium-High (9)	High (12)
Moderate (2)	Low(2)	Medium-Low (4)	Medium-High (6)	Medium-High (8)
Minor (1)	Low(1)	Low(2)	Medium-Low (3)	Medium-High (4)

► 4. Prioritize the most significant impacts for reporting

- Define criteria for selecting materiality topics.
- Conduct interviews with experts to test materiality.
- Verify material topics against expert testing by reviewing environmental, social, governance and economics (ESG) issues. Then, use the expert testing results to validate the prioritization of materiality established in the workshop.
- Material issues were reviewed by the Board of Directors.
- Finalize the materiality issues and matrix.
- Have the materiality assessment process verified by a third-party.

The figure below illustrates Thai Union’s materiality matrix, plotting issues by their significance to external stakeholders (y-axis) and significance to the business (x-axis). All four highlighted topics rank highly on both dimensions, reflecting their critical importance to sustainable value creation.



Thai Union Materiality Topics

Governance

- Corporate Governance
- Supply Chain Traceability

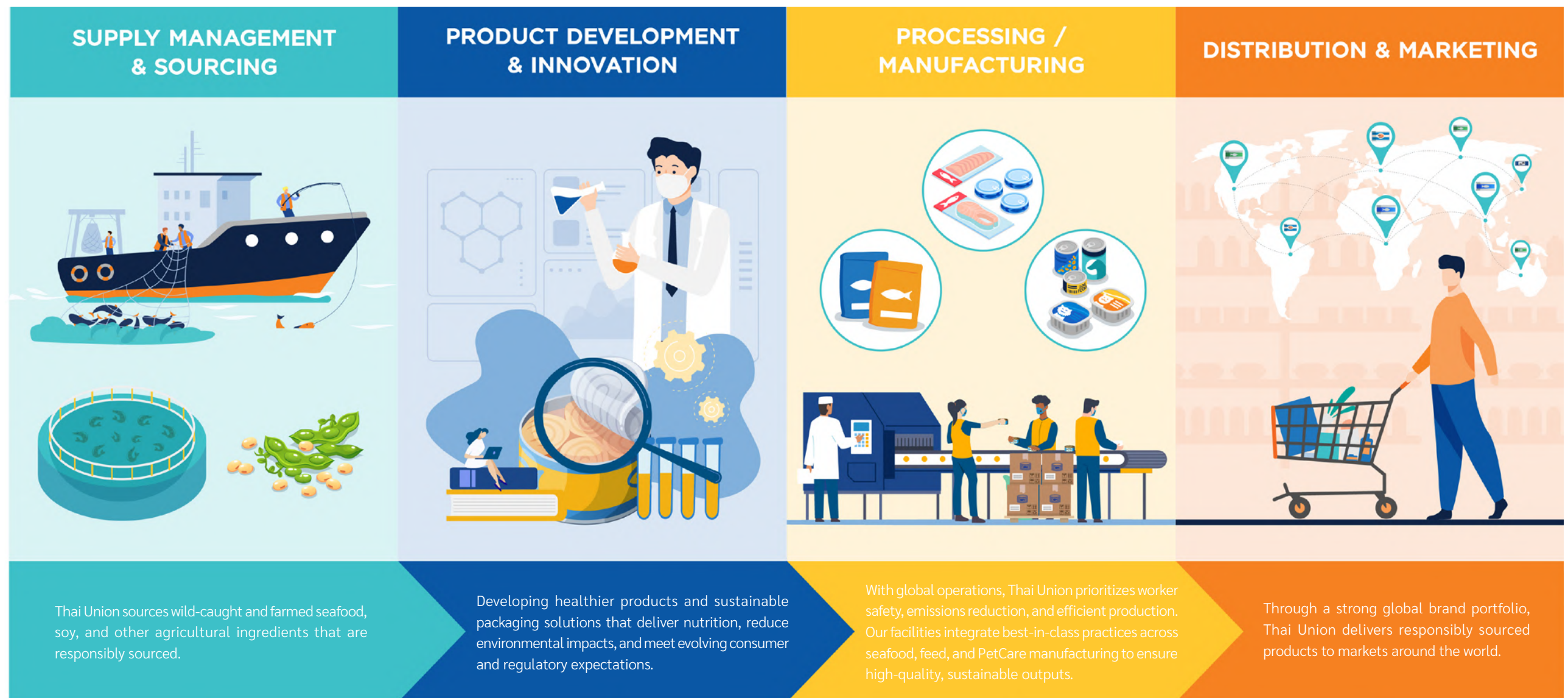
Environment

- Climate Adaptation and Resilience
- Natural Ecosystem and Biodiversity Conversion
- Waste Management
- Responsible Sourcing
- Animal/aquaculture Health & Welfare
- Water & Effluents
- Packaging

Social

- Human Rights, Diversity, and Land Rights
- Employment Practices
- Safety, Quality and Nutrition of Food Products
- Occupational Health & Safety
- Food Security
- Local Communities

Thai Union Value Chain



Responsible Wild Caught Seafood



SDG goal: SDG 2, SDG 8, SDG 10, SDG 14

Commitment	Target year	Progress
Commitment 1 – Fishery Status	2030	99%
Commitment 2 – Social Responsibility		88%
Commitment 3 – Observer Coverage		97%
Commitment 4 – ISSF Conservation Measures		100%
Commitment 5 - Compliance		100%
Commitment 6 – Traceability		100%

Oceans sustain the livelihoods of roughly 600 million people, yet fishing remains one of the most challenging, and least regulated, working environments on the planet. Remote operations, hazardous conditions and weak, unevenly enforced rules can all undermine both human welfare and the long-term health of fish stocks.

Thai Union’s SeaChange® 2030 sustainability strategy is our answer to those risks. We have set a clear goal: Thai Union is committed to sourcing 100% of its wild-caught seafood from fisheries that are demonstrably managed within biologically sustainable limits or are actively progressing through credible improvement programs. Full traceability, protection of endangered species and total transparency at sea are non-negotiable requirements, and we incentivize suppliers that embrace these standards.

Delivering on that promise demands collaboration. We work closely with NGOs, fisheries-science bodies, governments and local communities, especially small-scale fishers, to strengthen governance, close enforcement gaps and embed leading

practices across entire fleets. Independent verification underpins the process: by 2030 we expect 100% of vessels in our supply chain to be applying best-practice measures that prevent illegal, unreported and unregulated (IUU) fishing and eliminate modern-day slavery.

By coupling rigorous science with on-the-water partnerships, we aim to set the pace for responsible wild-caught sourcing, help accelerate the transition to a sustainable blue economy and secure healthy oceans, for people and for the planet, well beyond 2030.

In 2024, Thai Union and the Sustainable Fisheries Partnership (SFP) continued their collaboration to advance seafood industry sustainability, maintaining momentum from the previous year in these key areas:

- **Protecting Marine Biodiversity:** Thai Union upheld its commitment to source only from vessels adopting ocean wildlife protection practices by 2030, aligning with the Protecting Ocean Wildlife Pledge and SeaChange® 2030 goals.

- **Enhancing Supply Chain Transparency:** Using SFP’s Seafood Metrics system, Thai Union continued to map its global supply chains, sharing wild-caught and farmed seafood sources through SFP’s Ocean Disclosure Project.
- **Improving Traceability:** Thai Union further implemented SFP’s universal fishery identification system, enhancing traceability for non-tuna species.
- **Advancing Responsible Sourcing:** Thai Union continued its Tuna Commitment 2025, focusing on supply chain mapping, improvement plans, and increasing sustainably sourced seafood, with ongoing efforts to protect endangered marine species.

Thai Union and SFP remain committed to reducing bycatch risks, and achieving 100% observer coverage in the Thai Union tuna supply chain. This steady progress reinforces their dedication to sustainable seafood for future generations.



► Tuna Commitment 2025

Thai Union’s Tuna Commitment 2025 (TC25) was introduced in 2020, building on – and going well beyond – the 2016 pledge that at least 75% of our branded tuna would come from fisheries that are either Marine Stewardship Council (MSC) certified or engaged in credible Fishery Improvement Programs (FIPs) by the end of 2020, a goal we ultimately exceeded. TC25 extends that original ambition through six clear, science-based commitments that span our four key commercial tuna species – albacore, bigeye, skipjack and yellowfin – and address everything from stock health to ecosystem impacts and social responsibility.

To ensure rigor and transparency, we engaged independent experts Key Traceability (KT) to analyze our procurement data each year from 2020 through 2025 and publicly report progress against every commitment. As we look beyond 2025, the principles and targets embedded in TC25 will be carried forward – and further strengthened – under SeaChange® 2030, guaranteeing continuity in responsible tuna sourcing as we enter the next decade of our sustainability journey. 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 responsibility, vessels meet the Thai Union Vessel Code of Conduct (VCOC) or equivalent, or are in a Vessel Improvement Plan (VIP).
3. Vessels are monitored at sea and have either human or electronic coverage.
4. Suppliers and Thai Union operations meet the International Seafood Sustainability Foundation (ISSF) conservation measures (CMs).
5. Vessels must report data, meet quota allocations and conservation measures according to Regional Fisheries Management Organizations (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.

Thai Union submits tuna procurement data to KT throughout the year, which they use to develop 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 categorize 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 since 2022 and shows stable sourcing across all of the categories. Thai Union engages with suppliers, ISSF, MSC and others to better understand how we can increase volumes that are either MSC certified or in-assessment.

- All Thai Union tuna FIPs have entered MSC assessments or are MSC certified.

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

Category	2022 Actual	2023 Actual	2024 Actual
MSC	31.0%	39.4%	71.4%
In-assessment	14.0%	14.6%	14.1%
FIP	36.0%	31.4%	13.4%
Total	81.0%	85.5%	98.9%
Not in a FIP or MSC	19.0%	14.5%	1.3%

► Commitment 2 – Social Responsibility

The Thai Union Fisher Work & Welfare (FWW) program continues to be implemented across the tuna vessels Thai Union sources from. Table 2 shows that Thai Union continued to implement the program across the supply chain, increasing the number of suppliers covered by a VIP or TU VCOC or equivalent.

Percentage volume from suppliers covered by a VIP or TU VCoC audit or equivalent



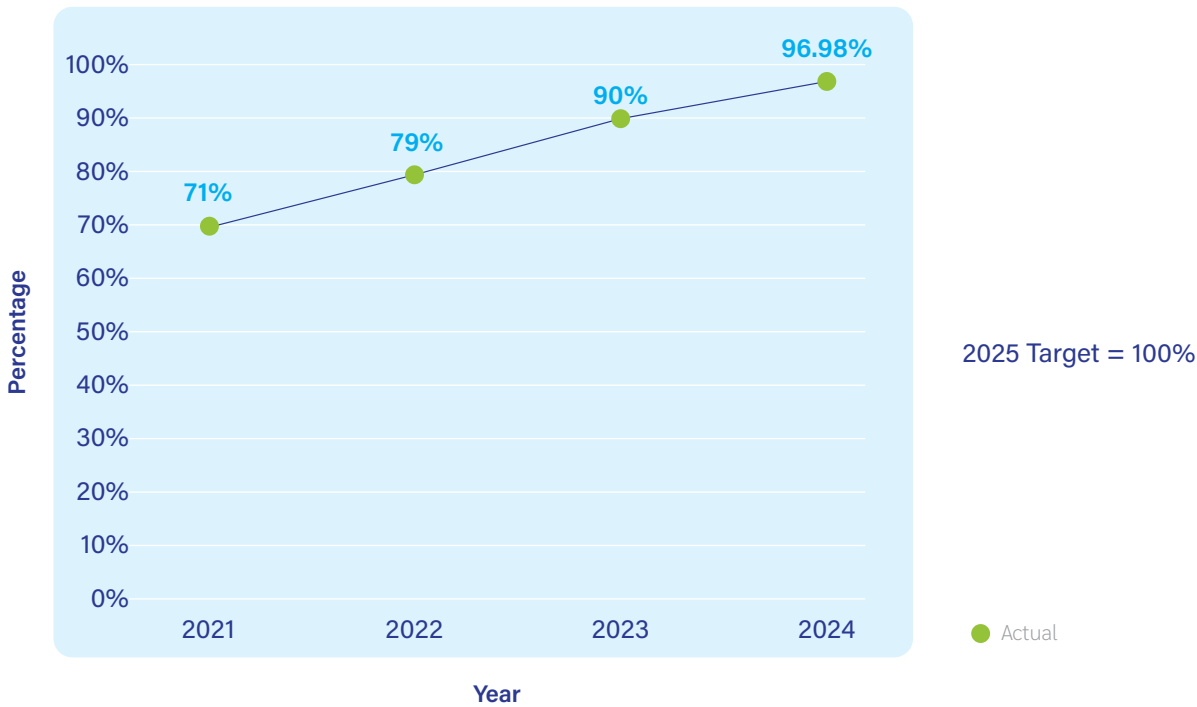
► **Commitment 3 – Observer Coverage**

This commitment focuses on the utilization of independent observations of vessel operations at sea, either by having 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. Thai Union remains a leader on this issue, and has a 100% 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. In 2024 Thai Union increased our coverage to 96.7%. When this data is broken down into gear types then almost 100% of tuna sourced from purse seiners have human observers onboard. The regional minimum coverage for longline fleets is 5% of all trips by fleet but in 2024, over two-thirds of the tuna Thai Union sourced from longline vessels had observer coverage or EM.

Table 3. EM and/or observer coverage.



► **Commitment 4 – ISSF Conservation Measures**

Thai Union is a founding participating company of the International Seafood Sustainability Foundation (ISSF), a non-profit organization 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 the 2024 review, Thai Union compliance was 100% with the results that were published.
- Thai Union aims to purchase tuna only from operators and vessels that meet the ISSF’s Conservation Measures. In practice, that means giving preference to vessels listed on the ISSF Proactive Vessel Register (PVR) – one of four publicly available vessel lists the ISSF maintains to bolster transparency in the tuna sector. Like our processing plants, these

fishing vessels are subject to independent audits that verify their adherence to best practice standards for sustainable tuna fisheries.

- 94% of Thai Union’s tuna supply came from vessels listed on the PVR with large scale purse seiners all listed on the PVR and 94% of the tuna from the longliners.

► **Commitment 5 – Compliance**

Thai Union continues to ensure that 100% of the tuna it sources is not linked to any vessels listed on Regional Fisheries Management Organization (RFMO) blacklists. Combatting illegal fishing remains a critical priority, as it poses a significant threat to ocean sustainability and the integrity of global seafood markets. Thai Union remains committed to sourcing only from vessels and fisheries that can demonstrate legal authorization to fish and full compliance with relevant fisheries management measures.

► **Commitment 6 – Traceability**

Robust traceability remains foundational to Thai Union’s seafood business, giving customers and consumers assurance about where and how every tuna was caught. All Thai Union processing facilities continue to hold Marine Stewardship Council (MSC) Chain of Custody certification, confirming that our management systems meet the standard’s five rigorous principles for tracking product from catch to can. Independent analysis confirms that every tuna lot can already be traced from production back to the originating vessel or group of vessels, meaning the first element of our traceability commitment is firmly in place.

The next step is full alignment with the Global Dialogue on Seafood Traceability (GDST) standard - an objective Thai Union actively champions as a member of the GDST Board of Directors. A second external audit completed in 2024 found that the key data we need to comply with GDST’s requirements are now available across our systems. The challenge ahead lies in mapping those data to the precise GDST format. Work is therefore continuing to benchmark, standardize and integrate the required Key Data Elements (KDEs) for every Critical Tracking Event (CTE) across the rest of our supply chain, so that GDST-compliant traceability becomes the operational norm for all Thai Union tuna products.



Responsible Aquaculture



SDG goal: SDG 2, SDG 8, SDG 10, SDG 12, SDG 13, SDG 14

Commitment		Target year	Progress
▪ 100% farmed shrimp is produced responsibly, meeting industry credible standards, or is in an improvement program that minimizes impact on surrounding ecosystems by 2030		2030	60.9%
▪ 100% of shrimp feed used in shrimp products supplied to Thai Union is produced responsibly			15.3%
▪ 100% of farmed shrimp can be traced back to the farm level	Paper-based traceability		100%
	Digital GDST Interoperable traceability		0%
▪ 100% of the farms we source from are a safe and decent workplace by 2030			60.9%

At Thai Union Group, we recognize that responsible aquaculture is essential to securing a sustainable and resilient seafood supply for a growing global population. Aquaculture continues to be the fastest-growing source of seafood worldwide, yet its expansion must go hand-in-hand with environmental protection, social responsibility, and long-term value creation for communities.

Through our SeaChange® 2030 strategy, we are accelerating progress toward this vision, embedding sustainability at the core of our shrimp farming operations and across our wider aquaculture supply chain. Our goal is to ensure that by 2030, 100% of the farmed shrimp and its feed is produced responsibly – minimizing ecosystem impacts and meeting industry credible standards.

Thai Union will also strive to ensure that all farms the company sources from are a safe and decent workplace. To support positive impacts on both social and environmental fronts, we are actively assisting farms in achieving certifications

* Note: progress percentage is reported by sourcing volume

recognized by the Global Sustainable Seafood Initiative (GSSI), such as BAP and ASC. At the same time, we are working with smaller farms that may lack the necessary resources, helping them improve their sustainable farming practices. This step-by-step, inclusive approach is designed to gradually strengthen sustainability across all farms and pave the way for certification where possible. With only one third of global shrimp production certified or rated, Aquaculture Improvement Projects (AIPs) provide farms with an opportunity to improve and move towards certification.

In 2024, we made significant strides toward our responsible aquaculture goals. One of our most notable achievements was the successful commercial launch of a lower carbon shrimp product in the U.S. market. Shrimp from our decarbonization project are now in stores with major retailers under the trusted seafood brand Chicken of the Sea. These collaborations mark an important step forward in providing consumers with more sustainable choices by helping reduce aquaculture’s environmental footprint and carbon impact.

Shrimp is the most popular seafood in the U.S., but shrimp farming can be a major contributor to greenhouse gas emissions if not done right. The shrimp decarbonization program, which was developed in collaboration with global environmental organization The Nature Conservancy (TNC), Ahold Delhaize USA, and Whole Foods Market addresses this challenge by supporting farms to adopt practical, science-based solutions. These include transitioning to renewable energy, boosting energy efficiency, and deploying innovative technologies that improve farm performance and reduce environmental impact. The shrimp supplied under the initiative are fully traceable from hatchery to the final point of shipment.

In addition, the shrimp feed used in this initiative has been carefully selected to minimize greenhouse-gas (GHG) emissions. Beginning in 2024, all participating farms adopted a feed formula that contains 100% deforestation- and conversion-free (DCF) soy sourced from the U.S. Certified under FEFAC-recognized schemes, this soy is guaranteed to come from supply chains where no forests, wetlands or peatlands were cleared, thereby preserving carbon-rich ecosystems and preventing the release of the CO₂ stored in their biomass and soil organic matter.

Modelling with the IDH Aquaculture Environmental Footprint Tool - developed in line with established industry carbon-accounting methodologies such as Marine Product Environmental Footprint Category Rules (PEFCR) - shows that the current program’s intervention can cut emissions by approximately 20 – 45% versus conventional shrimp farming practices. Within that total, feed-related land-use-change emissions drop by roughly 70% thanks to the switch to DCF soy. Factoring in additional husbandry improvements such as the use of solar panels, the result is an overall 20 – 45% reduction in cradle-to-farm-gate GHG emissions per kilogram of live shrimp produced at the pilot farms, relative to their non-intervention baseline. These environmental benefits are delivered alongside exceptional product quality and traceability, providing consumers with shrimp they can trust - produced in a way that supports healthier ecosystems and farming communities. We anticipate even greater GHG reductions as farms move to full production with solar panels fully integrated into their operations.



In 2024, Thai Union Feedmill, a leading manufacturer and distributor of aquaculture and commercial animal feeds, achieved a significant milestone by becoming the first feed mill in Asia to receive the Aquaculture Stewardship Council (ASC) Feed Standard certificate for its Mahachai and Ranot plants in Thailand. The ASC Feed Standard is a globally recognized certification that underscores a commitment to environmental sustainability and social responsibility in aquafeed production. Thai Union Feed mill also published its Policy on No Deforestation and Conversion which applies to all plant-based ingredients sourced by its operational sites in Thailand.

We also continued collaboration with the Seafood Taskforce to expand training and capacity-building initiatives focused on health and safety. These efforts strengthen human rights protections and support the long-term viability of the aquaculture workforce. Thai Union also increased the amount of Fair Trade certified products, which generated tens of thousands of dollars in Fair Trade 'Premium' in 2024. The Fair Trade Premium is an additional sum of money paid for a Fair Trade product which goes into a communal fund for workers and farmers to use – as they determine – to improve their social, economic and environmental conditions. This money was then used towards a food security project to support workers in our processing facilities along with farm workers.



Thai Union also initiated a pilot project with Minnowtech, a technology startup using sonar imaging to help shrimp farmers improve pond management. Traditional methods for estimating shrimp biomass can be inaccurate, leading to overfeeding, water quality issues, and resource waste. By using sonar waves to scan and measure shrimp biomass with greater precision, Minnowtech's system offers several potential benefits. With more accurate data on shrimp numbers and growth rates, farmers can optimize feeding strategies, which not only reduces feed waste but also contributes to improved water quality and lower greenhouse gas emissions. Better feed efficiency also means lower input costs and improved profitability for farmers.

Additionally, the technology can enhance disease prevention by limiting excess nutrients in ponds, and it improves harvest planning by helping farmers avoid misestimating stock levels and thereby reducing unnecessary trucking and logistical waste. While the trial is ongoing, early indications suggest that Minnowtech could play an important role in enhancing productivity and sustainability in shrimp aquaculture.

To meet customer sourcing requirements and raise the baseline of sustainability across the industry, Thai Union continued to invest in Aquaculture Improvement Projects (AIPs) in 2024. AIPs are designed to help farms that do not yet meet the standards for certification – often small- and medium-sized operations – adopt better environmental and social practices.

Through AIPs, participating farms receive technical guidance, training, and capacity building to implement improvements such as responsible waste management, feed efficiency, and record-keeping. Farmers also receive support in meeting the criteria of globally recognized standards, including those benchmarked by the Global Sustainable Seafood Initiative (GSSI).

Social responsibility is a critical component of our AIP frameworks. Thai Union's Farm Oversight Program ensures farms understand and comply with labor laws, and provides second-party social audits. In 2024, farm workers in our supply chain also took part in health and safety training through the Seafood Taskforce, helping build awareness of workers' rights and responsibilities and reducing risks across the aquaculture workforce.

Thai Union's target is to source 15,700 metric tons of shrimp by 2026 from farms in Thailand participating in our AIP program. This will help ensure we can meet customer demand for certified or improving shrimp, while enabling more farmers to access international markets through verifiable sustainability credentials.

Adopting sustainability practices can be costly, particularly for smaller producers. To help address this barrier, Thai Union began exploring the role of insurance in enabling sustainable aquaculture in 2024. The aim is to assess how insurance products can be designed to support farmers who are implementing sustainable technologies and practices, such as solar installations or advanced water treatment systems.

By reducing the risk exposure associated with these investments, insurance can unlock new sources of financing, helping farmers access the tools they need to transition to more responsible operations. While this initiative is still in its early stages, it represents a forward-looking approach to enabling systems change in aquaculture through financial innovation.

Thai Union continues to work closely with industry stakeholders to advance responsible aquaculture globally. In 2024, we remained an active participant in the SeaBOS Antimicrobial Resistance Keystone Project, which is helping the industry tackle the rising risk of antimicrobial resistance (AMR) through shared research, responsible practices, and reduced antibiotic use.

The progress we made in 2024 reinforces Thai Union's ambition to lead the global seafood industry toward a more responsible and resilient future. By 2030, we aim to achieve a fully certified and improving supply chain, broad adoption of lower-carbon and environmentally responsible farming practices, and meaningful improvements in labor rights and farm-level social conditions.

Through continued partnership with farmers, customers, and civil society, we will advance innovation, deliver measurable impact, and shape a seafood system that benefits people and the planet.



Path to Net Zero Emissions



SDG goal: SDG 13, SDG 15

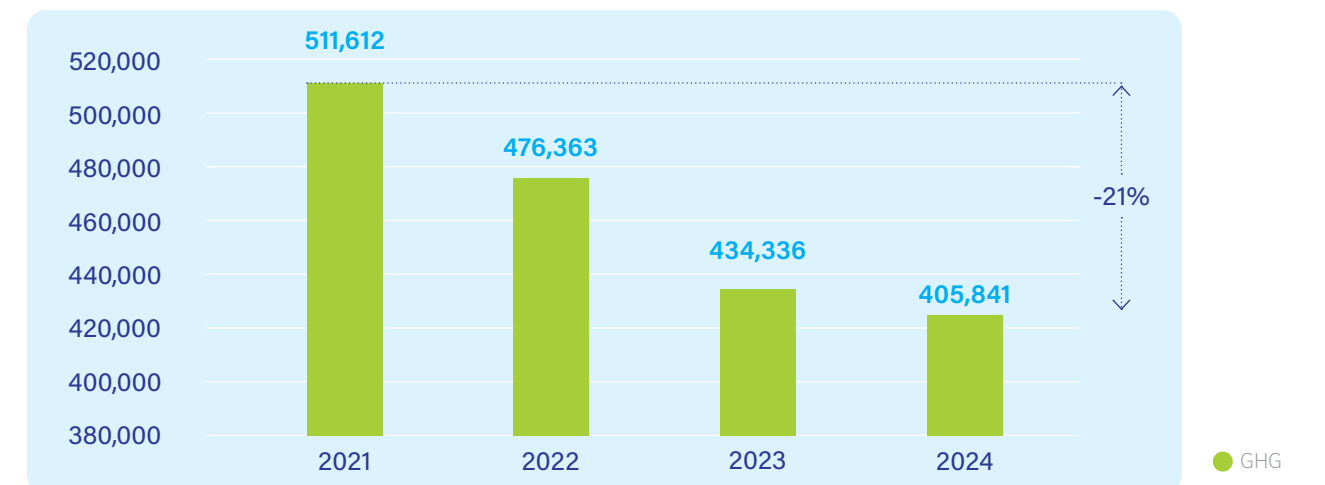
Commitment	Target year	Progress
<ul style="list-style-type: none"> A 42% reduction in Greenhouse Gas (GHG) emissions across Scopes 1, 2 and 3 by 2030 	Scope 1 and 2	-21%
	Scope 3	-32%*
	2030	

* As of 2024, Thai Union reduced Scope 3 emissions by 32% from the 2021 baseline—3% countable toward the SBTi target and 28% from improved data methods. The key driver was reduced purchase of pole-and-line-caught tuna.

Climate change presents a global risk, increasing the frequency of extreme weather events. A warming planet is also impacting the world’s oceans, threatening marine species and aquaculture. Climate change-related disasters, such as floods, droughts, tsunamis, ocean warming, and acidification, pose significant risks to Thai Union Group’s production, raw material supply, and human resources.

In response to these challenges, Thai Union was the first seafood company to set a target aligned with the Science-Based Targets initiative (SBTi) to limit global warming to 1.5°C. We aim to reduce greenhouse gas emissions by 42% by 2030 and are working to achieve net-zero emissions by 2050 as part of our SeaChange® 2030 global sustainability strategy.

Absolute Greenhouse Gases Emission on Scope 1 and 2 (tCO₂eq)



Note: The scope of GHG performance data and exclusion are specified in the Thai Union Performance of Key Economic, Governance, Environmental, and Social Indicators 2024 Environmental Performance

To meet the first phase of our ambitious goals over the next five years, without relying on carbon offset purchases, Thai Union has established comprehensive decarbonization pathways focusing on two key areas:

- Energy optimization, with enhanced engineering and administrative control to optimize energy consumption under our food safety standard.
- Development of low-carbon technologies such as more efficient machinery, increased use of renewable energy sources, and the exploration of advanced technologies that will drive a sustainable future.

reduction in coal consumption (in Gigajoules) compared to 2021. Coal energy use also fell 37% compared to the previous year. At the same time, solar energy adoption increased significantly – up 257% from the baseline year and 23% compared to the previous year. This progress was supported by the expansion of our electric vehicle fleet, and the transition of our freezing systems from carbon dioxide to nitrogen.

Thai Union has made significant progress on its journey toward achieving net-zero emissions. The Company achieved a 21% reduction from our baseline of 2021, including a year-on-year reduction of 7% between 2023 and 2024 in Scope 1 & 2 GHG emissions. The Company has committed to a science-based target (SBTi) to reduce absolute Scope 3 GHG emissions from purchased goods and services, fuel- and energy-related activities, and upstream and downstream transportation and distribution by 42% by 2030, using 2021 as the base year.

In 2024, we achieved a cumulative reduction of approximately 97.4 million kilograms of CO₂eq, representing a 21% decrease since our baseline year of 2021. This was largely driven by replacing coal with cleaner energy sources, resulting in a 46%



▶ Thai Union 2024 Scope 3 Emissions (CO₂eq)



As of 2024, Thai Union has achieved an approximate 3% organic reduction in Scope 3 emissions compared to the 2021 baseline. This reduction is countable toward the SBTi target. A further 28% reduction was achieved through improvements in data collection methodologies and updates to emission factors. However, this portion is not recognized under SBTi criteria. In total, the Company recorded a 32% reduction in Scope 3 emissions from 2021 to 2024. The primary driver of this reduction was a decrease in the volume of pole-and-line-caught tuna purchased, as this fishing method is relatively energy- and emissions-intensive.

While Thai Union is taking significant action within our own operations to reduce emissions, we cannot do it alone. The company continues to work with external partners across a diverse range of sectors, along with government bodies, suppliers, and consultants, to not only help develop initiatives to tackle emissions, but also implement programs.

In 2024, we launched a feasibility study to explore the integration of Thai Union's GHG performance into our future incentive structure. As part of this initiative, we are assessing the use of a shadow carbon pricing mechanism aligned with our GHG emissions reduction goals. The study results set clear operation-specific GHG reduction targets, key initiatives to achieve the goals, and incorporate performance against these targets into business performance assessments. The aim is to determine how climate-related outcomes can be effectively linked to incentive schemes, ensuring strategic alignment from executive leadership down to business unit managers and employees in future implementation.

In 2024, Thai Union also launched the low carbon shrimp program, which was developed in collaboration with global environmental organization The Nature Conservancy (TNC) and Ahold Delhaize USA. The program, supports farms to adopt practical, science-based solutions, including transitioning to renewable energy, boosting energy efficiency, and deploying innovative technologies that improve farm performance and reduce environmental impact. In addition, the shrimp feed used in this initiative has been carefully selected to help minimize emissions. The first lower carbon shrimp product was commercially launched in the U.S. market in 2024.

As part of the program, we began working directly with farms in Thailand to implement sustainable improvements. Five farms officially joined the pilot phase during the year, and Thai Union is actively engaging with more than 15 additional farms who have expressed interest in participating. This growing network reflects the strong appetite among farmers to adopt solutions that enhance efficiency and resilience. The project's success is also supported by the use of a smart aquaculture

management system by HydroNeo, a German high-tech aquaculture technology company which provides systems to monitor the quality of water for feeding and farming of shrimp and also to automate operations. Using HydroNeo's system, the shrimp farm can check the water quality and the oxygen level in the water, with the system automatically controlling the energy-intensive aeration, reducing energy use and indirect greenhouse gas emissions.

We also saw progress on renewable energy integration. Thai Union has a pioneering partnership with Chow Energy PCL, a solar energy leader, to help reduce GHG emissions and promote the use of renewable energy across the Company's supply chain. This partnership provides shrimp farmers with easy access to solar energy through a Power Purchase Agreement (PPA). Shrimp farmers only need to pay for the electricity generated by the solar panels at a discounted rate over the contract period. In 2024, three farms signed formal contracts with Chow Energy to install solar systems and are now under construction, with two

more farms expected to join. All participating farms have opted for 120 kilowatt-peak (kWp) solar systems, which are designed to meet their daytime electricity needs.

For farms that completed their installations between October and December 2024, solar energy accounted for between 8%-33% of monthly electricity use. These figures are expected to improve in future crop cycles as solar systems become fully operational for the entire crop cycle. Furthermore, recognizing the significant emissions associated with deforestation and conversion-linked soy in shrimp feed, Thai Union has placed strong emphasis on farms using feed ingredients responsibly. As of this initiative, we have mandated that farms joining this program use 100% deforestation and conversion free soy in feed. This approach reinforces our comprehensive strategy for decarbonizing shrimp production and is a critical pathway for us to advance our Scope 3 goals alongside renewable energy integration and technological advancements in aquaculture management.



Responsible Agriculture



SDG goal: SDG 2, SDG 13, SDG 15

Commitment	Target year	Progress
100% of our soy and palm oil will be certified, ensuring zero deforestation and conversion across our entire supply chain by 2030.	2030	Soy = 26%* Palm oil = 72%
100% of our chicken will be sourced responsibly by 2030.	2030	5%

* Soy oil and Soy meal

Agricultural commodities play a vital role in the global food system, but their production is often associated with significant environmental and social costs. Deforestation continues to be one of the most pressing global issues, including demand for soy, which is used in Thai Union’s products, along with palm oil and wood fiber. These commodities alone account for more than half of all deforestation linked to agriculture. In addition, poultry production contributes to environmental degradation through water pollution, land conversion, and elevated greenhouse gas emissions.

At Thai Union, we recognize the impact of these agricultural inputs and are strengthening our approach to responsible sourcing as part of our broader SeaChange® 2030 sustainability strategy. Thai Union is working to enhance traceability, reduce environmental harm, and drive sustainable practices throughout our global supply chains.



In 2024, we took important foundational steps to operationalize our Responsible Agriculture strategy, including engaging Proforest, a leading sustainability consultancy, to support the development of a deforestation- and conversion-free (DCF) sourcing policy and accompanying roadmaps. This work encompasses both direct and embedded sourcing of soy, palm oil, and fiber-based packaging. Proforest’s final recommendations are expected in mid-2025, after which we will evaluate and, if appropriate, revise our sourcing criteria to reflect the new policy and accelerate implementation.

To build momentum toward our 2030 ambition of sourcing 100% certified soy and palm oil, we continued to collaborate with business units and procurement teams in 2024 to establish interim goals. One of the key milestones was to ensure that at least 10% of soy oil, soy meal, and palm oil used across our global operations comes from certified sources. These early-

stage actions are designed to foster internal alignment, initiate supply chain dialogues, and reinforce our expectations with key suppliers and partners.

We also continued to advance progress through our integrated operations. Collaborating with Thai Union Feedmill, we are enhancing the sustainability of aquaculture feed by increasing the use of DCF soy ingredients. This not only helps reduce pressure on forests but also contributes to lowering the carbon footprint of our farmed seafood. In early 2024, Thai Union Feedmill became the first feedmill in Asia to be awarded the Aquaculture Stewardship Council (ASC) Feed Standard Certificate. This globally recognized certification affirms our commitment to environmentally responsible and socially equitable aquafeed production.

Yet the transition to more sustainable sourcing comes with real challenges. Certified agricultural materials typically carry a price premium, making uptake more difficult in markets where customer demand remains limited. In addition, supply constraints persist, particularly for certified chicken with advanced animal welfare requirements. These market realities highlight the need for broader collaboration and stronger incentives to shift the system.

Despite these obstacles, Thai Union remains committed to improving the transparency, accountability, and environmental performance of its agricultural supply chains. We understand that real transformation requires time, investment, and deep engagement. We will continue to work with suppliers, build internal capability, and engage with stakeholders to co-develop solutions that promote sustainable agriculture, protect ecosystems, and support responsible growth.



► Case Study



In 2024, Thai Union Feedmill (TFM) introduced its No Deforestation and Conversion Policy, reinforcing its commitment to sustainable and responsible sourcing in aquafeed production. This policy supports Thai Union Group's broader SeaChange® 2030 sustainability strategy and reflects the company's ambition to reduce environmental impacts across its global value chains.

The policy commits TFM to a clear position on forest and ecosystem preservation, including a pledge to avoid sourcing raw materials linked to deforestation or the conversion of natural ecosystems. It also emphasizes the need for traceable and transparent sourcing practices, requiring suppliers to demonstrate compliance with environmental and social criteria. To drive implementation, TFM plans to engage closely with its supplier network, providing guidance and expectations to support alignment with the policy.

The introduction of the policy marks an important step forward in embedding environmental responsibility into TFM's operations. By setting clear standards and communicating these across the supply chain, the company aims to accelerate the adoption of more sustainable practices within the aquafeed industry. This approach not only helps reduce the pressure on forested landscapes and preserve biodiversity, but also positions TFM to meet increasing stakeholder expectations for ethical sourcing. Moreover, it strengthens the company's competitive advantage in global markets where sustainable procurement is becoming a key differentiator.

Thai Union Feedmill's No Deforestation and Conversion Policy is a milestone in the company's journey toward more sustainable aquaculture. By taking a clear stand on deforestation and natural ecosystem conversion, and by embedding these principles into its sourcing practices, TFM is demonstrating leadership in sustainable feed production and setting an important example for the wider industry. Thai Union plans to publish a Group level policy during 2025.



Sustainable Packaging



SDG goal: SDG 12, SDG 14

Commitment	Target year	Progress
100% of branded products packaged sustainably by 2025	2025	86%*
Advocate for at least 60% of private label products sustainably packaged by 2030	2030	N/A**

* Ambient Branded databased
** Thai Union serves a global customer base. We are improving our systems to enable this information to be captured and accurately reported in our Sustainability Report 2025.

At Thai Union, we recognize that developing packaging for greater sustainability is a complex, long-term endeavor - one that requires coordinated innovation, evolving infrastructure, and strong collaboration across the value chain. As part of our SeaChange® 2030 strategy, we have continued to invest in developing packaging that supports a more circular economy, reduces our environmental impact, and aligns with growing global expectations around recyclability, reuse, and responsible materials use.

The packaging industry as a whole continues to face significant challenges in balancing sustainability with critical requirements like food safety, performance, and cost - particularly for flexible multilayer pouches. While progress is being made, innovation takes time, and there are no one-size-fits-all solutions. At Thai Union, we remain fully committed to this journey and are taking tangible steps to advance our packaging roadmap.

Over the past year, we have focused our efforts on three priority areas: improving the sustainability of flexible pouches by moving this into mono-material recyclable material, transitioning multilayer cup lid films to mono-materials too, and integrating post-consumer recycled (PCR) content where feasible. These are some of the most technically complex packaging formats in our portfolio, but they also represent the greatest opportunity for impact.

Flexible multilayer pouches remain a challenging packaging type to transition toward sustainability due to their multilayer construction, which is critical for preserving product shelf life. Our teams have focused on developing recyclable mono-material pouches that maintain durability and food safety standards. We are collaborating with key partners and launching new collaborations in our pet food portfolio with support from our Global Procurement Center, Global Innovation Group and ITC Global and BU R&D teams.

Significant testing is underway on alternative pouch structures with the goal of achieving a minimum shelf life of 18 to 24 months. This is particularly challenging in categories where food safety and quality are paramount. Our early trials have shown promise, but further work is needed to optimize performance and address market variability in material grade availability. We expect to conclude testing on at least two packaging alternatives in 2025.

Another packaging format we are targeting is the multilayer lid film used on plastic cups. Similar to pouches, these films require both heat resistance and durability to ensure safe sealing and storage. Our Global Innovation and Business Unit R&D teams are working together to transition this component to a recyclable mono-material structure. Innovations from this stream could help establish consistency across multiple packaging types, streamlining our materials portfolio while improving environmental performance.

We continue to evaluate how post-consumer recycled (PCR) content can be integrated into our packaging formats without compromising food safety or shelf life. Current trials on some specific less sensitive formulas have achieved a shelf life of up to 12 months (based on accelerated tests), and we are working to extend this to 18–24 months. In parallel, we are also assessing alternative materials including biodegradable solutions and



early-stage paper-based concepts. While these developments are still in the research phase, they form a key part of our longer-term roadmap to reduce single plastic use.

As part of our public commitments, Thai Union aims for 100% of branded products to be in sustainable packaging by 2025, and at least 60% of private label products by 2030. However, meeting the 2025 goal is becoming more challenging. As such, we are taking a pragmatic and transparent approach to achieving these goals - driving innovation in materials, strengthening supplier partnerships, and ensuring regulatory alignment in our key markets.

We will continue to communicate openly about our journey, including where we face delays or technical limitations, and how we plan to overcome them. Our Global Innovation Center is playing a central role in these efforts, working with internal teams and external partners to develop packaging solutions that are scalable, safe, and truly sustainable.

Thai Union’s approach continues to support our corporate purpose of ‘Healthy Living, Healthy Oceans’ and contributes to the United Nations Sustainable Development Goal 12 on responsible consumption and production. As we look ahead, our focus remains on delivering real-world progress - grounded in science, supported by innovation, and aligned with our broader sustainability strategy.

► Case Study

FULLY RECYCLABLE PACKAGING
Smartstrip Multipack is **fully recyclable** and within one recycling stream

REMOVAL OF PLASTIC PACKAGING
Smartstrip saves:
✓ 65T plastic shrink removed
✓ 300T cardboard equivalent saved
200 fewer containers per year due to improved packaging
Steel can weight also reduced by 2%

GREENHOUSE GAS REDUCTION
Smartstrip & new can Multipack reduces John West canned tuna carbon footprint by **5-9%** (saving 3,475T CO₂e annually*)

FOOD WASTE REDUCTION
New can shape reduces carrier waste by **1500T** of carrier (sunflower oil, brine and spring water)

As part of Thai Union's SeaChange® 2030 strategy, innovation plays a vital role in driving sustainability across the value chain. In 2024, this commitment took a major leap forward with the UK launch of ECOTWIST® by John West, the largest packaging innovation in the ambient tuna category in over two decades.

Developed over three years, ECOTWIST® is a patent-pending multipack format that eliminates unnecessary packaging while making tuna more convenient to store, open, and recycle. Cans are held together by a SmartStrip®, allowing consumers to simply twist off what they need - no shrink wrap or cardboard required.

ECOTWIST® delivers significant environmental savings:

- A redesigned, smaller can reduces material use while maintaining product volume, saving more than 400 tons of steel annually.
- Less oil, water, or brine is needed per pack, avoiding 1,500 tons of unused ingredients.
- By replacing plastic shrink wrap and cardboard packaging, the innovation cuts approximately 65 tons of plastic and 300 tons of cardboard from the supply chain each year.

All ECOTWIST® components are fully recyclable through the UK's kerbside collection network, even with the SmartStrip® attached.

ECOTWIST® supports multiple pillars of Thai Union's global sustainability strategy:

- Sustainable Packaging: Moves John West significantly closer to the target of all branded products using sustainable packaging.
- Climate Action: Reduces packaging weight and emissions, contributing to Thai Union's goal of a 42% reduction in Scope 1, 2 and 3 greenhouse gas emissions by 2030.
- Sustainable Sourcing: All no-drain ECOTWIST® tuna products are MSC-certified, supporting Thai Union's Tuna Commitment 2025, which mandates that all branded tuna be MSC-certified, in assessment, or part of an approved Fishery Improvement Project.

ECOTWIST® reflects how smart packaging design can create measurable impact - reducing waste, lowering emissions, and supporting responsible sourcing - as John West leads the way toward a more sustainable future for ambient seafood in the UK.



Nutrition & Health



SDG goal: SDG 3

Commitment	Target year	Progress
100% of our branded ambient products will meet our nutritional guidelines	2030	82%
100% of our new branded ambient products will drive positive nutrition to promote health and wellness	2030	N/A*

* To be reported in the Sustainability Report 2025

Thai Union Group’s portfolio of brands provides healthy and nutritious seafood products to millions of consumers around the world. With a vision to become the world’s leading marine health and nutrition company, Thai Union is dedicated to caring for our communities by prioritizing health and well-being in all the products we create.

In 2024, Thai Union introduced its Thai Union Nutrition Guideline (TUNG), aligned with recommendations from international bodies including the World Health Organization (WHO). The guidelines establish a standard for the Group’s ambient branded product portfolio, ensuring we move towards healthier product offerings that positively impact consumer health and well-being.

As part of the rollout, a full assessment of our global product

portfolio was completed to identify nutritional profiles that need to be improved. This included energy, saturated fat, trans fat, sodium, and added sugar across our brands in Thailand, the U.S., and Europe. Sodium, added sugar, and saturated fat emerged as the most prominent nutritional gaps. Addressing these gaps remains a challenge, particularly when balanced against consumer taste preferences for food with a more ‘pleasurable’ profile, but Thai Union’s innovation teams are working on viable, scalable solutions.

By the end of 2024, our brands made measurable progress toward the TUNG targets. SEAELECT in Thailand achieved 65% compliance, while Chicken of the Sea and Genova in the U.S. reached 90%. In Europe, brands including John West, Petite Navire, Parmentier, King Oscar, Rugen Fisch, Hawesta and Mareblu collectively achieved 82% compliance. These improvements reflect our strong commitment to continuous product renovation and innovation in every region.

In the U.S. in 2024, Thai Union North America worked closely with selected manufacturers and suppliers to adjust the formulation of noncompliant products. This ensures alignment with the TUNG guidelines while maintaining the flavor profiles that consumers love. In-store education initiatives with Retail Dietitians and participation in health-focused tradeshows such as Today’s Dietitian further amplified our health messaging.

Thai Union Europe launched the Healthy Living Nutrition Programme to increase nutrition awareness and communicate the health benefits of our products in line with the SeaChange® Nutrition and Health Action Plan. To support this, Thai Union collaborates with Wageningen University, one of the world’s leading agricultural and food tech universities, to conduct research and provide thought leadership in nutrition. Internship programs and student-led projects further support innovation. Information about nutrition and health is also delivered through product packaging.

As part of proactive innovation efforts, NutriScore improvement became a key initiative in 2024 for Thai Union Europe. NutriScore is a front-of-pack labeling system widely used in Europe to help consumers make healthier food choices. We achieved a significant improvement - raising our score from 75% to 79%, with most products shifting from a “C” to a “B” rating. This progress reflects our ability to renovate products while continuing to deliver great taste.

To meet the TUNG targets, three key principles have been pursued: Remove, Reduce, and Replace integrated with holistic End to End approaches from ocean to plate.

At the raw material level, sodium presents a significant challenge, especially due to the brining process used in the fishing industry to preserve freshness. To address this, we have mapped global practices across Thai Union facilities that handle raw fish and identified the thawing and pre-cooking stages as opportunities for salt reduction. Laboratory testing is currently underway to validate proof-of-concept for lowering salt content in fish meat.

At the formulation level, we are actively developing guidelines and toolkits to reduce sodium, added sugar, saturated fat, and trans-fat without compromising taste and functionality - ensuring products maintain their taste, texture, and appeal. Ingredient replacements and optimized combinations are being explored to deliver meaningful nutritional improvements while still satisfying consumers.

Thai Union is also leveraging our open innovation ecosystem by collaborating with third-party technology providers, including universities and ingredient suppliers, to enhance our understanding of salt reduction techniques and bring new innovations to market.



Best-In-Class Manufacturing



SDG goal: SDG 9, SDG 12, SDG 13

Commitment	Target year	Progress
• Five key processing facilities will have implemented:	2030	
• Zero waste to landfill by 2030		1/5 facilities
• Zero water discharge		1/5 facilities
• Zero food loss		3/5 facilities

In a world grappling with water scarcity and mounting food waste, Thai Union recognizes the need for innovative solutions that safeguard resources while driving sustainable growth. Our unwavering commitment to addressing these challenges is reflected in a holistic approach to manufacturing, a blend of efficiency, advanced technology, and responsible stewardship that prioritizes both water conservation and waste reduction.

We know that around one third of food produced for human consumption is lost or wasted every year, making its way into landfills and accounting for nearly 10% of the world's greenhouse gas emissions. As part of SeaChange® 2030, Thai Union aims to eliminate 100% of food waste, waste to landfill and water discharge, and in the process contribute to creating a positive environmental impact.

By continuously optimizing processes and forming strategic collaborations, we aim to set industry benchmarks, going beyond mere compliance to achieve meaningful impact. Initiatives like the Dry Concept Strategy, underpinned by detailed risk assessments and guided by best-in-class practices, help ensure that sustainability remains at the heart of our operations as we strive to reduce our environmental footprint and uphold rigorous quality standards.

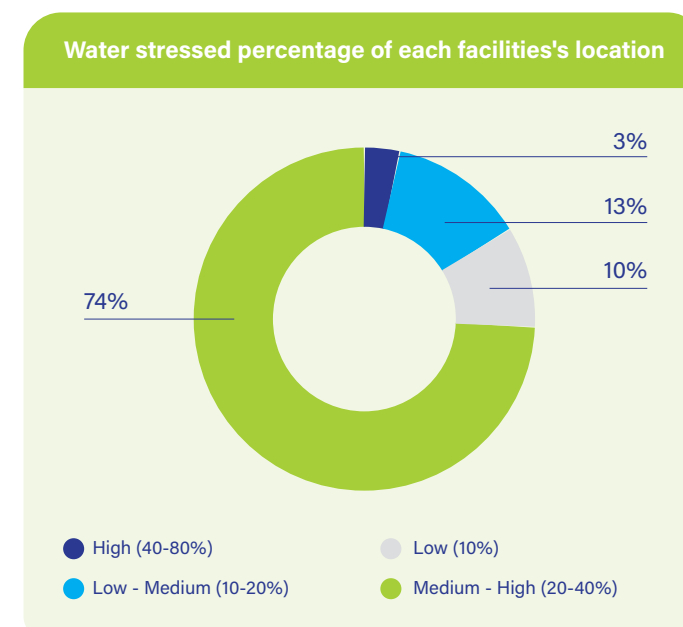
Water Resource Management

Responsible water stewardship is central to our manufacturing excellence. In 2024, we conducted a comprehensive assessment of water-related risks using the Aqueduct Water Risk Atlas 4.0, developed by the World Resources Institute (WRI). This tool evaluates key indicators such as Baseline Water Stress, Drought Risk, Physical Risk (Quality), and Regulatory Risk across our manufacturing sites and key tier 1 suppliers.

The analysis revealed that 3% of our facilities are located in water-stressed regions, accounting for 2.7% of our total water withdrawal. In response, we are not only improving water use efficiency and increasing reuse and recycling, but also diversifying our water sources to reduce dependency on stressed supplies. As a result, 17% of our total Group water consumption in 2024 came from alternative internal and external sources.

Water management is a critical component of our climate adaptation strategy. As part of our alignment with the guidelines of the International Financial Reporting Standards or IFRS S2: Climate-related Disclosures, we track climate-driven physical risks such as droughts and floods through key performance indicators, including:

- Targets to reduce water usage
- Plans for alternative water sourcing
- Emergency response protocols for flooding at each site



Eliminating Food Waste and Waste to Landfill

Guided by the waste management hierarchy - prevention, reuse, recycling, recovery, and minimal landfill disposal - we remain committed to minimizing our environmental footprint.

We start with detailed waste audits and performance reviews, identifying critical waste streams and setting clear reduction targets. Through the application of advanced manufacturing technologies and the continued rollout of our Dry Concept Strategy, we've significantly reduced food loss and maximized co-product utilization, including the valorization of tuna parts.

Our circular approach extends to:

- Repurposing wastewater sludge into soil conditioners and fertilizers
- Transforming boiler ash into materials for concrete and brick production
- Converting waste into energy
- Scaling up comprehensive recycling programs

These initiatives have collectively led to a 16% reduction in waste sent to landfill in 2024 compared to the previous year.

Importantly, 23 out of our 32 manufacturing and distribution sites achieved zero waste to landfill status in 2024, surpassing our annual target and marking a significant step toward eliminating food waste and landfill contributions.



► Case Study

**Advancing Zero Discharge and the Dry Concept Strategy**

A major milestone was reached in 2024 with our first pilot Zero Discharge Project at our fish processing plant in Samut Sakhon, Thailand, achieving 100% zero discharge. Building on this success, we expanded the initiative to our i-Tail facility in Songkhla, one of our largest manufacturing sites. The construction of a dedicated water recycling plant was completed in October 2024, leading to a 15% reduction in water consumption intensity at the site compared to 2023.

These projects form part of our broader Dry Concept Strategy, which begins with rigorous water assessments and integrates reuse and recycling for non-human and non-food-contact activities. The strategy not only upholds stringent food safety standards but also enhances production efficiency by reducing food loss and improving wastewater load through machine upgrades.

Group-wide, the implementation of this strategy has resulted in a 7% reduction in overall water withdrawal intensity compared to 2023. We are also upgrading wastewater treatment systems in Ghana and Seychelles, alongside robust monitoring to improve treatment efficacy and support greater reuse.

Looking ahead, we plan to scale the Dry Concept Strategy across all operations, further reducing water usage and enhancing process efficiency as we continue our journey toward best-in-class manufacturing standards.



Safe, Decent, And Equitable Work



► **SDG goal:** SDG 5, SDG 8, SDG 10

Commitment	Target year	Progress
• 100% of the vessels and farms we source from are a safe and decent workplace by 2030	2030	Tuna Vessels: 88%
• 50% management positions within our operations are held by women, by 2030	2030	35%
• Reduce the lost time injury frequency rate to 0.15 and strive towards zero accidents and injuries across our global operations	2030	0.22*

* The scope of total LTIFR performance is specified in the Appendix – Social Performance.

The global seafood sector continues to face complex labor and human rights challenges - from unsafe working conditions and long hours at sea to persistent discrimination. Vulnerable groups, including migrant workers and women, often bear the brunt of these systemic issues. While women represent up to half of the seafood workforce, they remain underrepresented in leadership and overrepresented in low-paid, low-skilled roles. Meanwhile, lack of adequate legal enforcement and industry oversight has allowed poor practices to persist.

Thai Union recognizes that the long-term resilience of the seafood industry depends on protecting and empowering the people who sustain it. We believe that safe, decent, and equitable work is not only a human right but is essential to building trust, productivity, and positive impact across our supply chains. That's why we are intensifying our focus on ethical recruitment, worker voice, occupational health and safety, and gender equality, while deepening our collaboration with suppliers and stakeholders to promote continuous improvement on land and at sea.

By 2030, Thai Union is committed to ensuring that 100% of the vessels and farms we source from meet our criteria for safe



and decent working conditions. We are also targeting gender parity in management across our global operations, aiming for 50% of these positions to be held by women. Through our expanded programs and strengthened supplier engagement, we are driving forward our vision of a more inclusive, transparent, and responsible seafood industry - one that supports both human dignity and sustainable growth.

We continued to make progress in 2024. This included the implementation of our **Global Ethical Recruitment Policy**, a significant milestone in our journey to ensure safe, decent, and equitable work across our global operations. This policy expanded Thai Union's existing "Employer Pays Principle" (EPP) - adopted in Thailand in 2022 - to cover all our operations worldwide. Under the policy, all new recruitment and hiring of Thai Union workers across the Group and its subsidiaries after June 1, 2024, must comply with the EPP. This means workers must not be charged recruitment fees or related costs. Thai Union's Ethical Recruitment Guidelines for Thailand-based operations were also revised during the year.

Thai Union took concrete steps in 2024 to address potential human rights risks associated with the in-country recruitment of Myanmar migrant workers during the COVID-19 pandemic. Between 2020 and 2022, pandemic-related border closures and political instability in Myanmar disrupted formal migration pathways, leading many workers to enter Thailand through irregular means. Thai Union, like many employers across sectors, hired workers under legal amnesty programs issued by the Thai Government, which allowed undocumented or soon-to-expire migrant workers to register for legal employment. However, these programs lacked oversight and clarity, increasing the risk of workers incurring recruitment-related costs or exploitation.

To assess and address these risks, Thai Union partnered with the International Organization for Migration (IOM) in 2023 to conduct a human rights due diligence assessment focused on workers recruited under these circumstances at two Thai Union factories. Based on the findings and IOM's recommendations, Thai Union provided compensation of THB 15,000 each to more than 5,000 Myanmar migrant workers by January 2024. This remediation effort, aligned with the UN Guiding Principles on Business and Human Rights, reflects Thai Union's ongoing commitment to responsible recruitment and remedy.

In the Thai fishing sector, we intensified our activities to promote safe, decent working conditions onboard vessels. These included continued Health & Safety (H&S) and Vessel Code of Conduct (VCoC) training, initiating a new H&S risk assessment project, renovating sanitation facilities onboard, piloting the use of Ulula, a digital worker voice and grievance mechanism, and undertaking recruitment mapping. Third-party social audits were also conducted on vessels in both Thailand and Vietnam. In addition, we made progress on VCoC audits and the implementation of the Vessel Improvement Program (VIP) for tuna and non-tuna fleets outside Thailand. The Thai Union Fisher Work & Welfare program continues to be implemented across tuna vessels Thai Union sources from. In 2024, the percentage volume from suppliers who were engaged in a VIP or TU VCoC audit or equivalent increased to 87.6% from 79.3% in 2023. Thai Union also remains a leader in observer coverage, with a 100% commitment to source only from tuna vessels with 'on-the-water' monitoring. In 2024, the number of tuna vessels with electronic monitoring and/or human observers increased to 97%, with a target of achieving 100% in 2025.

Partnerships and collaboration with stakeholders remain central to our progress. In Thailand, we engaged with the International Transport Workers' Federation (ITF) to support the Fisher Watch program and deliver H&S training. We also worked closely with the Fish Safety Foundation, Stella Maris, government agencies, suppliers on our H&S risk assessment project, and with the Migrant Worker Rights Foundation and Labor Rights Foundation in our factories to ensure we close any social non-compliance and remediate any grievances among workers. In both Thailand and Vietnam, we partnered with Control Union to conduct vessel audits and advance recruitment mapping. In addition, Thai Union continued to actively engage with industry associations such as Seafood Task Force, Thai Tuna Industry Association, and Thai Pet Food Trade Association to voice concerns and contribute input to proposed reforms in the Thai fishing industry.



► 2024 Safety in the Workplace Performance Highlights

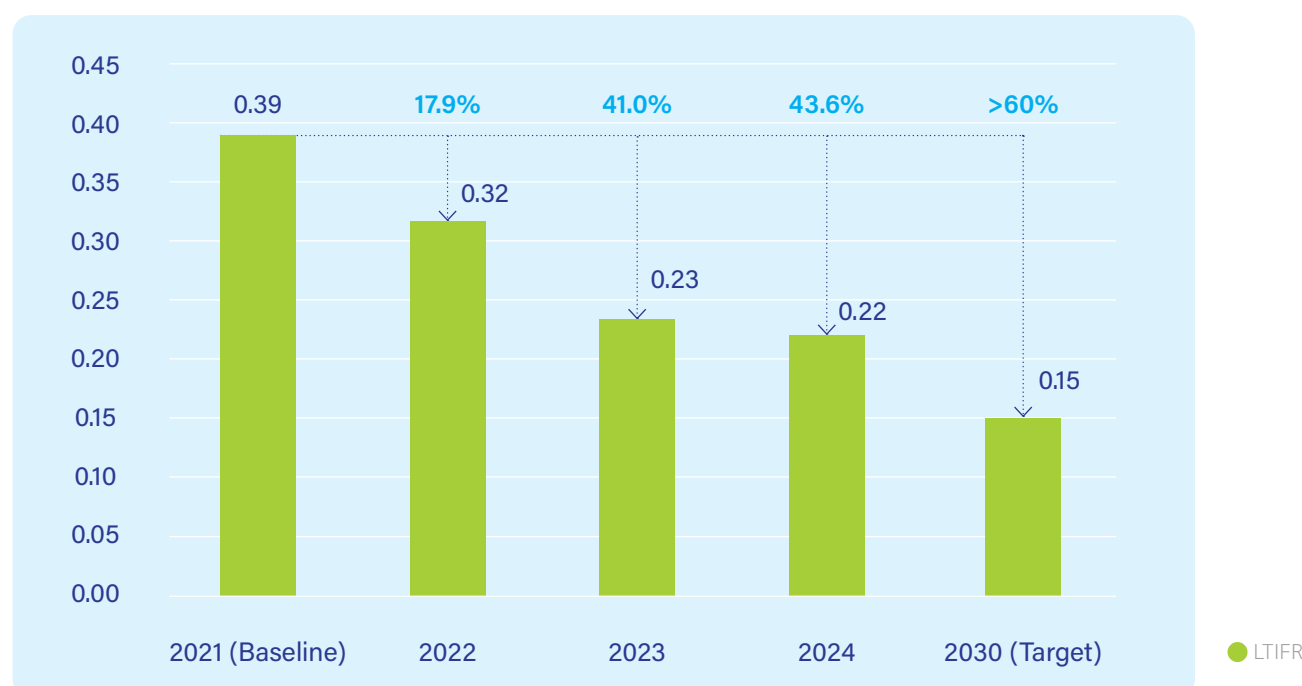
In 2024, Thai Union continued to strengthen operational controls to uphold a strong safety culture across our facilities. As a result, we maintained a zero occupational illness frequency rate for employees and reduced our Lost Time Injury Frequency Rate (LTIFR) by 4.35% compared to 2023. Our LTIFR is now 43.6% lower than our 2021 baseline.

We remain committed to engaging our people in health and safety initiatives and are steadily progressing towards our 2030 goal of achieving an LTIFR of 0.15 through our comprehensive safety program.

Thai Union's Safe Decent

Our mission and commitment	LTIFR = 0.15 by 2030 (Lost Time Injury Frequency Rate per 200,000 Working Hours)	Building Safety Workplace by Engineering Design	Building and Integrate Management System	Building Health and Safety Culture
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Lost Time Injury Frequency Rate (LTIFR) per 200,000 Working Hours



● LTIFR



► Building a Safe Workplace by Engineering Design

Thai Union continued to advance its Machine Safety Improvement Program in 2024 by applying engineering controls to reduce injuries. All high-risk machines were assessed by our Safety, Occupational Health and Environment (SHE) team to ensure hazards were eliminated.

During the year, we completed initiatives to mitigate all machine risks and continued to explore additional measures to enhance workplace safety. We provided with in-depth training on machine operation safety, and installed clear, one-page safety instruction documents on all machines to help identify and mitigate risks. Fire protection systems were also enhanced across our facilities, with new projects implemented to ensure full compliance with international fire safety standards.



► Building and Integrating Management System

Thai Union has developed our Health Safety and Environment System Program based on the RACE framework, which has elevated our safety culture across the organization. In 2024 we continued this progress by requiring all plants to complete RACE level 2, further strengthening the integration of safety systems as we work towards our 2030 goals.



► Building a Health and Safety Culture

In 2024, Thai Union implemented a range of training programs, including e-learning modules and on-site practical sessions, to enhance employee health, safety and environment skills. These initiatives not only ensure regulatory compliance but also build capabilities in areas such as safety supervision, fire prevention, and first aid, contributing to both employee well-being and risk reduction. We also continued to hold regular SHE activities across our operations, including Safety Day events and Safety Walks, to reinforce our commitment to cultivating a strong safety culture. Through these ongoing programs, we aim to embed SHE awareness in every employee's mindset as we progress towards achieving our 2030 sustainability goals.

► Employee Engagement

At Thai Union, we continue to prioritize the well-being, productivity, and growth of our people. Our initiatives are designed to support employees in balancing their professional responsibilities with personal commitments, while also nurturing their mental, emotional, and physical wellness.

We remain focused on capacity building and talent development through the Thai Union Academy, offering a wide range of upskilling and reskilling programs tailored to evolving business needs. Increase employee engagement across every level of our organization remains central to our long-term strategy.

Listening to our people is critical to Thai Union's transformation journey. With the launch of Project Sonar, a multi-year program reshaping our operating model, we chose not to run the full-scale Employee Engagement Survey in 2024. Instead, we deployed shorter pulse surveys to capture real-time sentiment while minimizing survey fatigue during a period of rapid change.

From August to November 2024, we issued four global pulse surveys focused on employees' perceptions of Project Sonar and the broader 2030 strategy. This agile approach allowed us to gather timely insights, share quick wins with teams, and course-correct where needed, without interrupting day-to-day transformation activities.

Key findings:

- Overall positive sentiment: 76% of responses rated their Sonar experience as Good or Excellent.
- Consistent engagement: Each survey showed strong alignment, trust, and belief in the change process, indicating that colleagues understand, and support, the direction of our transformation.

These results give us confidence that the organization is moving forward together.

► Key Strategies for Employee Engagement

Well-being and Work-Life Balance: We recognize the importance of supporting our employees' well-being across all dimensions. Thai Union provides flexible working arrangements, wellness initiatives, and an inclusive benefits package that reflects the diverse needs of our workforce. In Thailand, this includes pre-employment health screenings, basic healthcare, health insurance, and annual medical checkups. We also offer targeted support for vulnerable groups, such as pregnancy allowances and breastfeeding rooms, as well as inclusive benefits like marriage leave for all legally married employees, regardless of gender identity or sexual orientation. We continue exploring new options such as flexible benefit schemes or wellness spending accounts.

Career Growth: Employees are encouraged to pursue career advancement through a variety of pathways, including job rotations, cross-functional projects, skill-building programs, and mentorship. These opportunities are designed to help individuals expand their expertise and broaden their experience. **Learning and Development:** A wide range of learning opportunities is available to our employees, from LinkedIn Learning's global digital platform to structured development journeys based on role and experience. These include compulsory training by employee level, curated content, workshops, mentorship programs, and other lifelong learning offerings tailored to individual growth plans.

Talent Management: Our Talent Management framework includes structured Talent Reviews, Succession Planning, and Performance Evaluations. HR Business Partners work closely with leaders each year to assess employee performance and potential, identify critical roles, and ensure robust succession pipelines. These efforts are guided by our global "Talent Playbook" to ensure consistency across our operations. We provide regular feedback and performance evaluations to help employees enhance their performance, including setting clear goals, offering regular feedback, and providing opportunities for growth and development.

Recognition and Rewards: We celebrate achievements and contributions through formal and informal recognition, including incentives, bonuses, and promotions, to motivate and reward performance.

Fostering Collaboration: Collaboration and teamwork are promoted through team-building events, group activities, and special celebrations that bring people together and strengthen workplace culture.

Communication and Feedback: We keep employees informed and connected through frequent town halls, leadership communications, and open feedback channels. Thai Union also leverages Viva Engage, our internal communications platform, to engage employees in social activities and conversations with colleagues across the globe. Our open-door policy and diverse communication tools ensure that voices are heard and ideas can be shared freely.

Diversity and Inclusion: Diversity and inclusion are embedded in Thai Union's culture and policies. We aim to create a fair, respectful, and welcoming environment for all employees. This commitment is demonstrated through initiatives such as the JEDI (Justice, Equity, Diversity, and Inclusion) program at Thai Union North America and reinforced through our "6 Values" and Group-wide Diversity Policy.

Through our comprehensive engagement strategies, Thai Union remains dedicated to fostering a workplace where our people feel valued, empowered, and supported in achieving both personal and professional success.



► Thai Union's Fisher Work & Welfare Program

Since introducing the Vessel Code of Conduct (VCoC) and the accompanying Vessel Improvement Program in 2017, Thai Union has worked steadily to raise labor and ethical standards across the fishing vessels that supply our business. These efforts are channelled through the Fisher Work & Welfare (FWW) Program, which offers practical, vessel-level guidance on safe working conditions and responsible practices at sea, directly supporting our progress toward UN SDG 8: Decent Work and Economic Growth. None of this would be possible without the ongoing collaboration of our suppliers, whose continued engagement turns policy into action.

The VCoC is rooted in Thai Union's Business Ethics & Labor Code of Conduct and preserves its 12 core principles, while adding vessel-specific clauses under each heading. Drafted with input from the International Labour Organization (ILO) and the International Transport Workers' Federation (ITF), the standard is reviewed and refined whenever industry expectations evolve. The most recent update, VCoC 3.0, was released in December 2023 and is now available in nine languages - Thai, Korean, Indonesian, Spanish, Vietnamese, French, German, Traditional Chinese, and Simplified Chinese - so crews can consult it in their preferred language. A detailed guidance



document for both the VCoC and the Vessel Improvement Program is also publicly accessible on our website, ensuring transparency and consistent implementation throughout the supply chain.

In 2024 we continued to implement programs centered on rolling out VCoC 3.0 on vessels, deepening crew capability and piloting low-cost upgrades that materially improve life at sea. An important central element of this implementation in 2024 was the "Occupational Health, Safety, Code of Conduct and Labor Practice Training for Fishers in Thai Union's Supply Chain." The training, delivered in partnership with ITF instructors, covers hygiene, personal safety, ethical conduct and labor rights and is tailored to the everyday realities of small- and medium-sized Thai fishing vessels. During 2024, we trained 443 fishers from 23 vessels operating out of Phang Nga and Pattani provinces in Thailand, covering workers from Thailand, Myanmar and Cambodia. Post-course evaluations recorded satisfaction levels above 95%.

Audits and crew interviews conducted under previous phases of the FWW Program consistently identified inadequate toilet facilities as one of the hardships on smaller vessels. In response, Thai Union collaborated with a vessel owner and relevant Thai government agencies during the year to design modular, retrofit-ready toilet units that can be installed in a single dry-dock day with minimal structural change. The units are designed to be installed on various vessel types and sizes with minimal redesign.

Throughout the year VCoC 3.0 remained the benchmark for all wild-catch suppliers. Our long-standing partnership with ITF ensured continuity in training delivery, while external consultants continued to support suppliers on corrective-action plans and verify progress through remote or on-site assessment. Building on this year's progress, continuous supplier engagement, spot-verification in port and learning opportunities through local workshops will ensure that best practice spreads through our supply chain.

Between January and December 2024, 21 audits on global tuna vessels were conducted in Vietnam, the Maldives and Fiji. During the year, ports were also visited including Apia, Samoa; Kooddoo Island, the Maldives; Suva, Fiji; and Binh Dinh,

Vietnam. During the audits, we interviewed 148 crew from Indonesia, the Philippines, Fiji, China, Vietnam, Bangladesh, and the Maldives.

The program also conducted Fishery Level Assessments in Indonesia, Poland, the U.S., Portugal, and Spain, covering five fishing areas and collecting direct evidence from multiple suppliers to assess the current framework. Once processed the information will help to inform what possibilities can be put in place to develop wider improvement projects in these locations. It is hoped that this approach will help to cover more vessels and potential suppliers in the future.

► Supplier status and improvement action

Our initial set of priority improvement areas was introduced in the 2021 Sustainability Report, and those focus areas continue to shape our engagement with suppliers today. The program runs on a rolling basis and targets key issues such as: clearly outlining employment terms in contracts; promoting transparency around fees; keeping accurate payroll and payslip records; implementing systems to track working hours and rest periods; enhancing crew awareness of their rights to freedom of association and collective bargaining; ensuring medical provisions are based on comprehensive risk assessments; and conducting ongoing training to ensure crews understand applicable policies and procedures. By concentrating on these areas, we aim to drive the most meaningful improvements directly aboard individual vessels.

Following each audit, suppliers receive a detailed spreadsheet outlining the results. They are then required to carry out a root-cause analysis for every identified non-conformity and develop a corrective action plan. This ensures the solutions address root issues rather than surface symptoms. Our external consultants maintain regular communication, checking in approximately every 30 days to monitor progress and confirm that corrective actions are being implemented as intended.

► Recruitment mapping exercise

Stronger collaboration from recruitment agencies is essential to successfully drive improvements in how fishers are recruited. As part of the recruitment mapping process, consultants

conduct interviews with recruitment agencies to gather first-hand insights. This exercise has been carried out retrospectively, and any suppliers that have yet to complete the mapping are now in the process of doing so.

Looking ahead to 2025, Thai Union will continue working closely with suppliers to roll out the updated recruitment mapping exercise. This will support more effective data collection and promote better recruitment practices across the supply chain.

Next steps

In 2025, we will focus on the following actions to progress the FWW program:

For vessels fishing in the EEZ:

- Continue delivering health and safety workshops in Thailand.
- Partner with customers on recruitment mapping, risk assessments, and the comic contracts initiative.
- Complete audits in newly targeted regions.
- Assess the potential for Fishery Level Assessment tools to guide broader engagement and improvements efforts.
- Collaborate with Royal Thai Government agencies to advance safe and decent working conditions on Thai-flagged vessels.

Globally:

- Maintain regular engagement with suppliers to track and support progress on improvement actions.
- Provide ongoing support to suppliers demonstrating genuine commitment to meeting updated standards.
- Broaden scope beyond tuna by conducting fishery assessments, starting with priority sourcing areas in Europe.
- Continuation of implementation and capacity building.
- Prioritize audits and deeper engagement with key suppliers worldwide, reinforcing improvement procedures and ensuring timely responses.

Corporate Citizenship



SDG goal: SDG 2, SDG 3, SDG 5, SDG 8, SDG 10

Commitment	Target year	Progress
Thai Baht 250 million for community-based programs.	2030	56%

Corporate citizenship is central to Thai Union’s approach to business. We believe that our success is intrinsically tied to the well-being of the communities in which we operate. By pledging THB 250 million through 2030 under SeaChange® 2030, we seek to use our resources to address pressing social and environmental issues, nurture educational opportunities, promote health and well-being, and provide disaster relief. These efforts not only help us contribute to sustainable community growth but also reinforce our responsibility as a global leader in the seafood industry, demonstrating that business can and should be a force for good.

A key focus of our corporate citizenship work is education. Through the “CONNEXT ED” project, co-founded by Thai Union in 2016, we support 54 schools across four provinces in Thailand,



helping reduce social inequality, improve student competitiveness, and enhance teaching quality. In 2024, we introduced training courses like “Creative Active Learning” and “Gamification,” enabling teachers to adopt proactive teaching methods that stimulate students’ creativity. We also offered “School Director Coaching” sessions to embed a coaching culture in school leadership, and a “School Ranger” camp for high schoolers to apply Design Thinking concepts. These programs have already yielded results - Kusolwittaya School won a gold medal at the Thailand New Gen Inventor Award 2024 using game-based learning techniques acquired through our trainings. Beyond training, we supply academic materials, such as board games and flashcards, to improve language skills among both Thai and migrant students, bridging achievement gaps while inspiring a love of learning.

In the Seychelles, our manufacturing plant Indian Ocean Tuna sponsored a local artist to produce a comic book on sustainable tuna, titled “Zak & The Blue Gold Book”, in partnership with Seychelles Fishing Authority (SFA). The comic aimed to raise awareness among children and the public about sustainable fishing and build awareness about the blue economy. Separately,



IOT partnered with the Ministry of Education to support a comic book on the history of the Seychelles, which will become part of the national curriculum for children, and will be distributed to local schools and public libraries.

In the UK, John West partnered with Liverpool John Moores University for a “Business Clinic,” where students apply classroom concepts in real-world settings. In addition to driving innovation in the seafood category, this initiative offers participants valuable industry exposure, bolstering their career readiness and critical thinking skills. Similarly, we run vocational training at Thai Union Feedmill, teaching Herbal Salted Egg production and online marketing so that students and community members can establish or expand their own small businesses. And in Songkhla province in Thailand, i-Tail Corporation supports local youth through the “Run for Dreams, Share Love, and Grant Scholarships” program, which provides financial assistance to academically capable yet underprivileged students.

Recognizing the essential link between health and thriving societies, Thai Union champions numerous well-being initiatives. Our “Migrant Health Volunteer Program,” created in collaboration with public health offices and academic partners, trains migrant workers in Thailand to become health advocates in their communities, focusing on non-communicable diseases like diabetes and hypertension. In the Seychelles, IOT supports the well-being of local students who are studying for a postgraduate degree or diploma on Mahe Island, by renovating a hostel that provides them with housing. The students are also offered the opportunity to undergo an internship with IOT, with those who perform well receiving a letter of recommendation that can help them when applying for jobs in the future.



Additional projects include global blood donation drives across our operations in Thailand, France, and Ghana, mobilizing employees to help save lives. We also bolster school lunch programs by donating nutritious seafood products to various schools and foundations, benefiting thousands of children. In parallel, i-Tail Corporation conducts the “4-Legged Friends” vaccination campaign for cats and dogs, preventing rabies while raising awareness of responsible pet care. Another initiative, “Second Chance for Better Lives,” trains stray dogs for adoption and community engagement, promoting empathy for animals and public health benefits alike.

Thai Union is deeply invested in environmental preservation to safeguard marine life and support coastal communities. In collaboration with the Thai Sea Watch Association, we

launched an 18-month pilot project in Songkhla and Phatthalung provinces to establish waste management systems in coastal fishing communities. By educating residents on recycling and responsible waste disposal, we aim to reduce household waste and create local waste banks. Similar employee-driven efforts at Okeanos and Pakfood, like “Bottles Create Happiness,” encourage waste separation at the source, with proceeds from recycling going to local schools and community projects. We also provide financial support to organizations such as Bretagne Vivante in France, PENICHE OCEAN WATCH in Portugal, and the MARE Foundation in Poland, all of which are dedicated to marine conservation and the reduction of plastics and ghost nets in local waters.

When natural disasters strike, Thai Union is committed to swift, impactful action. Through our “Thai Union Cares for Flood Victims” campaign, we donate tens of thousands of canned seafood items and ready-to-eat meals to affected communities in Thailand, supplemented by practical resources like fuel vouchers for distribution. In Songkhla, i-Tail packed and delivered relief bags and basic provisions to flood-stricken households, including pet food for stray animals. In the U.S., Chicken of the Sea supports colleagues and local communities facing storm damage, contributing both financial donations and essential seafood products to aid recovery.



Case Study



Europeenne de la Mer (EDM) has forged a robust partnership with Secours Populaire Français (SPF), a charity organization dedicated to solidarity and the fight against poverty. This collaboration focuses on the annual “Solidarity Christmas” (“Noël Solidaire”) campaign, during which EDM donates a portion of its Petit Navire fresh product sales to help families in need celebrate the holiday season.

Each year, from mid-October through the end of December, EDM contributes 1% of the turnover from Petit Navire’s chilled product line to SPF, with a minimum guaranteed donation of EUR 100,000. In 2024, the initiative raised EUR 182,975 for SPF. Marking the third consecutive year of this campaign, EDM’s collective contributions have amounted to EUR 458,391.66 since 2022.

To maximize visibility and consumer engagement, EDM prominently displays campaign details on its product packaging and through advertising communications. This integrated marketing approach not only drives sales but also spreads awareness of SPF’s mission and encourages consumers to participate actively in charitable efforts.

Secours Populaire Français channels these funds toward Christmas gifts, such as toys and books, for disadvantaged families, ensuring children and parents alike can enjoy the festive spirit without feeling socially isolated. The campaign also supports the purchase of holiday foods, helping families enjoy a dignified and joyful celebration. By addressing both material and emotional needs, EDM’s partnership with SPF aligns closely with the latter’s core values, strengthening community bonds during a crucial time of year.

EDM’s continued engagement with SPF underscores the power of corporate-community collaborations. By seamlessly integrating a charitable component into its product sales, EDM not only supports disadvantaged populations but also bolsters brand reputation and customer loyalty, demonstrating that meaningful social impact can be achieved alongside commercial success.

Ecosystem Restoration



SDG goal: SDG 13, SDG 14, SDG 15

Commitment	Target year	Progress
By 2030, provide Thai Baht 250 million for the protection and restoration of critical ecosystems where Thai Union or our supply chain operates.	2030	1%

Mangroves, coral reefs, and rainforests are among our planet’s most vital ecosystems, providing essential services for both people and nature. Every year, mangroves alone are estimated to offer at least USD 1.6 billion in benefits, prevent USD 65 billion in property damages, and reduce flooding risks for around 15 million people. Despite their immense value, the world’s mangrove forests have shrunk by roughly 35% between 1980 and 2020. Coral reefs, which host at least 25% of all known marine species, are gravely threatened by rising ocean temperatures and a range of other pressures. Yet, they remain remarkably resilient if given the chance to recover - highlighting how crucial it is to protect and restore these habitats before losses become irreversible. Rainforests, too, are under threat: nearly one-fifth of tropical deforestation is linked to the



production of key oilseeds, such as soybean and palm oil - both essential commodities in the global seafood industry.

Against this backdrop, Thai Union has recognized that ecosystem restoration is fundamental to sustaining marine and terrestrial life. A dedicated and substantial fund for restoration allows us to invest directly in projects that rehabilitate these critical environments - fortifying mangrove coastlines, safeguarding coral reefs, and preserving rainforests. By deepening our understanding of how our operations affect these ecosystems, and working with partners to protect them, we reinforce our commitment to SeaChange®. Under SeaChange®, Thai Union has committed to investing THB 250 million to protect and restore critical ecosystems where the company, or our supply chain, operates.

In 2024, Thai Union advanced its Coral Reef Restoration Project at Koh Racha Yai, Phuket, for the second year to support coral growth. The three year project is being undertaken in partnership with Siam Cement Group (SCG), Earth Agenda Foundation, Thailand’s Department of Marine and Coastal Resources, and the Center of Veterinary Medicine, Faculty of Veterinary Science, Chulalongkorn University.

During the first two years of the project, 140 coral reef restoration structures have been installed, with results showing significant coral growth and the attachment of approximately 11 types of organisms, including coral larvae, to the structures. The structures are created using cutting-edge SCG 3D printing

technology. By working together, the partners in the project are utilizing innovation and shared expertise to address the impacts of climate change on marine life.

To support the growth of mangroves, Thai Union is a member of the Thailand Mangrove Alliance (TMA) and signed a memorandum of understanding with 33 organizations to collaborate in the conservation, restoration, and protection of mangrove resources. The operations will be driven through the Thailand Mangrove Alliance network to integrate cooperation from all sectors towards sustainable mangrove resource conservation and involvement in the conservation and development of marine and coastal resources.

During the year, Thai Union also collaborated with Thailand’s Department of Marine and Coastal Resources, with employees working with the local community in Khoyisan Sub-district in Samut Songkram province to plant 3,000 young mangrove trees. Over the next 10 years, 31,500 young mangrove trees will be planted in the area across an area of 101.3 rai (16.2 hectares), with Thai Union responsible for maintaining and monitoring the area.

In 2024, Thai Union also registered for the issuance of carbon credits as part of the Thailand Voluntary Emission Reduction Program (T-VER) and received approval for carbon credits of 263 tCO₂eq/year by the Thailand Greenhouse Gas Management Organization (TGO).

Ocean Plastics Reduction



Oceans are the foundation of Thai Union’s business. But they are also much more than that. Oceans, together with seafood, play a crucial role in tackling challenges such as climate change while also providing healthy and nutritious food for millions of people around the world.

The world produces about 400 million tons of plastic waste every year, with an estimated 75 to 199 million tons of plastic currently found in our oceans, according to the UN Environment Programme. Plastic debris ends up in the oceans through two main sources; land-based – with plastic coming from surface runoff, sewers, littering, inadequate waste disposal, industrial activities and illegal dumping; and ocean-based – plastic from the fishing industry, nautical activities and aquaculture. There



SDG goal: SDG 12, SDG 14

Commitment	Target year	Progress
By 2030, divert 1,500 tons of ocean-bound plastic from our waterways and oceans	2030	16%



is a risk that the amount of plastic waste ending up in aquatic ecosystems could triple to 37 million tons per year by 2040 unless there are changes to how plastic is produced, used and disposed of.

Protecting the oceans not only supports Thai Union’s purpose of “Healthy Living, Healthy Oceans,” but also our vision to become the world’s leading marine health & nutrition company. By 2030, we aim to divert 1,500 tons of ocean-bound plastic from our waterways and oceans.

In 2024, Thai Union took steps towards achieving that goal by diverting 234 tons of plastic from waterways and oceans through a global ocean cleanup campaign and collaboration with our partners. Employees and volunteers from local communities joined cleanup activities across 12 locations on

four continents for World Oceans Day and International Coastal Cleanup Day. Volunteers cleaned up mangroves, rivers, beaches and cities in Thailand, two sites in the U.S., Ghana, the UK, Norway, the Netherlands, France, Germany and Italy, collecting plastic bags, plastic bottles, foam, old fishing gear, and over 10,000 cigarette butts.

Thai Union also partnered with Seven Clean Seas and Second Life on initiatives aimed at delivering a significant reduction in plastic waste entering the ocean. In a collaboration with Seven Clean Seas, a HIPPO (High Impact Plastic Pollution remOver) system has been deployed in the Chao Phraya River in Bangkok. This solar-powered device effectively captures and removes river waste before it reaches the ocean. Strategically located near Wat Chak Daeng temple, the HIPPO is expected to make a substantial impact on reducing plastic pollution in the area.

In addition, Thai Union has partnered with Second Life, a social enterprise dedicated to collecting and recycling ocean plastic. Together, they will focus on removing ocean-bound plastic from the coastal and remote island regions of Krabi, Ranong and Trang.

As part of our commitment on reducing ocean plastics, our global innovation team is also working on solutions to develop more sustainable packaging, including reducing the amount of plastic used.





LRQA Independent Assurance Statement

Relating to Thai Union Group Public Company Limited’s Sustainability Report for the calendar year 2024

This Assurance Statement has been prepared for Thai Union Group 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 Group Public Company Limited (TU) to provide independent assurance on its Sustainability Report 2024 (“the report”) against the assurance criteria below to a moderate level of assurance and materiality of the professional judgement of the verifier using Accountability’s AA1000AS v3 for a type II assurance.

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)¹,
- Reviewing whether the report has taken account of:
 - Food Processing Supplement Sector
 - GRI 13 Agriculture Aquaculture and Fishing Sectors
 - GRI 3-1 Process to determine material topics
 - GRI 2-6 Activities, value chain and other business relationship
 - 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 the purchase volume of shrimp that is certified to Global Sustainable Seafood Initiative (GSSI) – recognized standards such as Aquaculture Stewardship Council (ASC), and Best Aquaculture Practices (BAP), or sourced from credible Aquaculture Improvement Projects (AIPs), and for the selected GRI indicators listed below:²

Environmental:

- GRI 302-1 Energy consumption within the organization
- 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 (Scope 3) GHG emissions, covering 11 categories:

Upstream categories

- Purchase goods and services
- Capital Goods
- Fuel-and-energy-related activities (not included in Scope 1 or Scope 2)
- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting

Downstream categories

- Downstream transportation and distribution
- Processing of sold products
- End-of-life treatment of sold products
- Investment
- GRI 306-3 Waste generated
- GRI 306-4 Waste diverted from disposal
- GRI 306-5 Waste directed to disposal
- GRI 308-1 New suppliers screened using environmental criteria

¹ <https://www.globalreporting.org>

² GHG quantification is subject to inherent uncertainty.



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
- GRI 414-1 New Suppliers screened using social criteria.

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, namely, Thai Union Manufacturing Co., Ltd. (TUTH1,2), i-Tail Corporation PCL. (ITC Samutsakhon), Asian-Pacific Can Co., Ltd. (APC), Thai Union Group PCL. (TUTH3), Thai Union Feedmill Co., Ltd. (TFM Samutsakhon), Okeanos Food Co., Ltd. (F2) and Thai Union Group PCL. (F1, Shrimp Plant).
- Auditing manufacturing locations in Europe and Africa, the United States of America, and Asia remotely via ICT platform, to validate site data and information as sampled for the selected GRI indicators and GHG performance, namely, Pioneer Food Cannery Limited (PFC), Indian Ocean Tuna Limited (IOT), European Seafood Investment Portugal (ESIP), Yueh Chyang Canned Food Co., Ltd. (YCC), i-Tail Corporation PCL. (ITC Songkla), Thai Union Poland Sp Z. o.o (KO Poland), Thammachart Seafood Retail Co., Ltd. (TSR), Etablissements Paul Paulet SAS (DNZ), Tri-Union Sea Foods, LLC. (COSI), Thai Union Seafood Co., Ltd. (F3), Rugen Fisch AG (RF Sassnitz), Pakfood PCL. (F4), Ostsee Fisch Kretinga UAB (gAG) (RF Kretinga), Thai Union Feedmill Co., Ltd. (TFM Songkla), Thai Union Graphic Co., Ltd. (TUG), PT Thai Union Kharisma Lestari (TUKL). Thai Union Ingredients Co., Ltd. (TUI).



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 and periodic internal quality control checks on its data and information collection and calculation processes have been well established. It has reflected the improvement on reliability and accuracy on the selected indicators in TU's Sustainability Report 2024. Material level of achievement in total GHG emissions reduction performance has been made from previous year (-6.5% in Scope 1&2, and -34% in Scope 3), this requires TU's clarification on reduction initiatives.
- Impact: TU has demonstrated its committed to science-based targets i.e. to reduce the absolute Scope 1 and Scope 2 by 42% by year 2030 from the base year 2021, and 90% by year 2050. The performance in 2024 has shown substantial reduction on total GHG Scope1&2&3 from the base year 2021.

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.

Ben Mr.

Wiriya Rattanasuwan

LRQA Lead Verifier

On behalf of LRQA (Thailand) Limited,
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LRQA reference: BGK00001031

Dated: 29th May 2025

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Report Coverage

Companies and Group of Companies	Country	% Holding by TU	2024 Sales		2024 Reporting Coverage				
			(Unit: Billion Baht)	%	Econ	Social		Envi	
						People	OHS		
Asia									
Thai Union Group PCL	TU	Thailand	-	13.7	9.9	✓	✓	✓	✓
Thai Union Manufacturing Co., Ltd.	TUM	Thailand	99.66	16.8	12.1	✓	✓	✓	✓
i-Tail Corporation PCL	ITC	Thailand	78.82	12.2	8.8	✓	✓	✓	✓
Asian-Pacific Can Co., Ltd.	APC	Thailand	99.99	1.4	1.0	✓	✓	✓	✓
Yueh Chyang Canned Food Co., Ltd.	YCC	Vietnam	99.66*	0.6	0.4	✓	✓	✓	✓
Thai Union Seafood Co., Ltd.	TUS	Thailand	51.00	1.6	1.2	✓	✓	✓	✓
Pakfood Group	PPC	Thailand	99.74	4.6	3.3	✓	✓	✓	✓
Thai Union Feedmill Co., Ltd.	TFM	Thailand	51.00	4.6	3.3	✓	✓	✓	✓
PT Thaiunion Kharisma Lestari	TUKL	Indonesia	33.15*	0.6	0.4	✓	✓	✓	✓
AMG-Thai Union Feedmill Pvt Ltd.	AMG-TFM	Pakistan	26.01*	0.1	0.1	✓	✓	In progress	In progress
Thai Union Graphic Co., Ltd.	TUG	Thailand	98.00	0.1	0.1	✓	✓	✓	✓
Thai Union Online Shop Co.,Ltd.	TUO	Thailand	100.00	0.0	0.0	✓	✓	✓	✓
Thai Union China Co., Ltd. ⁽¹⁾	TUC	China	100.00**	0.0	0.0	✓	✓	In progress	N/A
TMAC Group	TMAC	Thailand	100.00	0.1	0.1	✓	✓	✓	✓
Thai Union Ingredients Co., Ltd.	TUI	Thailand	100.00	0.2	0.1	✓	✓	✓	✓
Thammachart Seafood Retail Co.,Ltd.	TSR	Thailand	65.00	0.9	0.7	✓	✓	✓	✓
Thai Union Lifescience Co., Ltd.	TUL	Thailand	95.20	0.1	0.1	✓	✓	✓	✓
Japan Pet Nutrition Co., Ltd. ⁽²⁾	JPN	Japan	70.04*	0.1	0.1	✓	✓	N/A	N/A
i-Tail Pet Food (Shanghai) Co., Ltd. ⁽²⁾	ITS	China	78.82*	-	-	✓	✓	N/A	N/A
Total ASIA				57.7	41.7	100%	100%	99%	99%
EUROPE & AFRICA									
Thai Union Europe One Group	TUE1	France	100.00*	23.1	16.7	✓	✓	✓	✓
Thai Union Trading Europe B.V. ⁽³⁾	TUTE	Netherlands	100.00*	2.0	1.4	✓	✓	✓	N/A
MerAlliance Group	MA	France	100.00*	5.9	4.3	✓	✓	✓	✓
King Oscar Group	KO	Norway	100.00*	1.9	1.4	✓	✓	✓	✓
Thai Union Germany GmbH	TUGe	Germany	100.00*	4.8	3.5	✓	✓	✓	✓
TUMD Group	TUMD	Russia	90.00*	0.5	0.3	✓	✓	In progress	In progress
Tuna Logistics Services Limited	TLS	Seychelles	100.00*	0.0	0.0	✓	✓	N/A	N/A
i-Tail Europe B.V. ⁽²⁾	ITE	United Kingdom	100.00*	0.0	0.0	✓	✓	N/A	N/A
Total EUROPE & AFRICA				38.2	27.6	100%	100%	100%	100%

Companies and Group of Companies		Country	% Holding by TU	2024 Sales		2024 Reporting Coverage			
				(Unit: Billion Baht)	%	Econ	Social		Envi
							People	OHS	
USA									
Tri-Union Seafoods, LLC	TRI-U	USA	100.00*	15.9	12.2	✓	✓	✓	✓
Tri-Union Frozen Products Inc. ⁽³⁾	TUFP	Canada	100.00*	20.5	14.8	✓	✓	✓	N/A
U.S. Pet Nutrition, LLC ⁽³⁾	USPN	USA	77.82*	5.1	3.7	✓	✓	✓	N/A
Total USA				42.5	30.7	100%	100%	100%	100%
GRAND TOTAL				138.4	100.0	100%	100%	99%	98%

Remark:

- * = Owned by subsidiaries of TU
- ** = TUC was formally liquidated and registered its dissolution
- ✓ = The facility is reported in Thai Union's scope of Environmental & Social Reporting.
- In Progress = The facility is in progress for environmental and social reporting.
- N/A = The facility is not applicable for environmental and social reporting due to the following rationale:
 - ⁽¹⁾ Not applicable due to this facility has been acquired or executed less than 2 years.
 - ⁽²⁾ Office with partner's shared service.
 - ⁽³⁾ Not applicable due to this facility is non-manufacturing facility.

GRI Content Index

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.						
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E	
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION			
General disclosures								
GRI 2: General Disclosures 2021	2-1 Organizational details	TU 56-1 one report 2024 on page 4						
	2-2 Entities included in the organization's sustainability reporting	TU 56-1 one report 2024, Thai Union's Footprint on page 12						
	2-3 Reporting period, frequency and contact point	TU SR 2024, About this report on page 4						
	2-4 Restatements of information	TU SR 2024, About this report on page 4						
	2-5 External assurance	TU SR 2024, Independent Assurance Statement on page 74-75						
	2-6 Activities, value chain and other business relationships	TU 56-1 one report 2024, Thai Union's Footprint on page 12, Our Brand Portfolio on page 24-31, Our Business on page 56-60, Group Business Structure on page 62-65						
	2-7 Employees	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Social Performance on page 2						
	2-8 Workers who are not employees	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Social Performance on page 2						
	2-9 Governance structure and composition	TU 56-1 one report 2024, Corporate Governance Structure on, page 158						
	2-10 Nomination and selection of the	TU 56-1 one report 2024, Corporate Governance Structure on, page 158						

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	EXTERNAL ASSURANCE
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
	highest governance body						
	2-11 Chair of the highest governance body	TU 56-1 one report 2024, Corporate Governance Structure on, page 158					
	2-12 Role of the highest governance body in overseeing the management of impacts	TU 56-1 one report 2024, The Composition of the Board of Directors on page 162-163					
	2-13 Delegation of responsibility for managing impacts	TU 56-1 one report 2024, Sub-Committees on page 89-92					
	2-14 Role of the highest governance body in sustainability reporting	TU 56-1 one report 2024, Sustainable Development Committee on page 176-183					
	2-15 Conflicts of interest	TU 56-1 one report 2024, Business Code of Conduct on page 156, BUSINESS ETHICS, CONFLICT OF INTERESTS, https://investor.thaiunion.com/business_ethics.html					
	2-16 Communication of critical concerns	TU 56-1 one report 2024, Whistleblowing and Complaints and Contacting the Board on page 205, https://investor.thaiunion.com/misc/ar/20240307-tu-or2023-en.pdf#page=94 WHISTLEBLOWING, https://investor.thaiunion.com/complaints_handling.html					
	2-17 Collective knowledge of the highest governance body	TU 56-1 one report 2024, TU Board Skill Matrix 2030 on page 162-163					

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
	2-18 Evaluation of the performance of the highest governance body	TU 56-1 one report 2024, Corporate Governance Report on page 194,					
	2-19 Remuneration policies	Nomination Remuneration and Corporate Governance Committee on https://investor.thaiunion.com/misc/charte r/20240617-tu-nomination-charter-en.pdf					
	2-20 Process to determine remuneration	TU 56-1 one report 2024, Nomination Remuneration and Corporate Governance Committee on page 210-213					
	2-21 Annual total compensation ratio	TU 56-1 one report 2024, Policy for Paying Remuneration to Directors and Executives on page 184					
	2-22 Statement on sustainable development strategy	TU SR 2024, CEO Message on page 6-7					
	2-23 Policy commitments	SeaChange 2030, https://www.seachangesustainability.org/ TU SR 2024, Sustainability at Thai Union – SeaChange 2030 on page 10-15					
	2-24 Embedding policy commitments	SeaChange 2030, https://www.seachangesustainability.org/ TU SR 2024, Sustainability at Thai Union – SeaChange 2030 on page 10-15					
	2-25 Processes to remediate negative impacts	TU 56-1 one report 2024, Risk Management Policy and Governance on page 86, SeaChange 2030, https://www.seachangesustainability.org/					
	2-26 Mechanisms for seeking advice and raising concerns	TU 56-1 one report 2024, Stakeholder Analysis and Engagement in the Business Value Chain on page 111-113, WHISTLEBLOWING, https://investor.thaiunion.com/complaints _handling.html					
	2-27 Compliance with laws and regulations	TU SR 2024, Corporate Governance and Risk Management on page 20-22,					

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
	2-28 Membership associations	Partnerships & Collaborations, https://www.thaiunion.com/files/download /pdf/contributions-and-other- spending.pdf					
	2-29 Approach to stakeholder engagement	TU 56-1 one report 2024, Stakeholder Analysis and Engagement in the Business Value Chain on page 111-113					
	2-30 Collective bargaining agreements	TU 56-1 one report 2024, Stakeholder Analysis and Engagement in the Business Value Chain on page 111-113, WHISTLEBLOWING, https://investor.thaiunion.com/complaints _handling.html					
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	TU SR 2024, Materiality Assessment on page 25-27	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.				
	3-2 List of material topics	TU SR 2024, Materiality Assessment on page 24-27					
Economic performance							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Materiality Assessment on page 24-27				13.2.1, 13.22.1	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Economic Performance on page 2,				13.22.2	
	201-2 Financial implications and other risks and opportunities due to climate change	TCFD report				13.2.2	
	201-3 Defined benefit plan obligations and other retirement plans	Omission	a. - e.	Information unavailable/incomplete			

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
	201-4 Financial assistance received from government	Omission	a.- c.	Information unavailable/incomplete			
Market presence							
GRI 3: Material Topics 2021	3-3 Management 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 Management 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			
Additional sector disclosures	13.23.1	TU SR 2023, Responsible Wild Caught Seafood on page 30-35, Responsible Aquaculture on page 36-39				13.23.1	

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
Additional sector disclosures	13.23.2	TU SR 2023, Responsible Wild Caught Seafood on page 30-35, Responsible Aquaculture on page 36-39				13.23.2	
Additional sector disclosures	13.23.3	TU SR 2023, Responsible Wild Caught Seafood on page 30-35, Responsible Aquaculture on page 36-39				13.23.3	
Additional sector disclosures	13.23.4	TU SR 2023, Responsible Wild Caught Seafood on page 30-35, Responsible Aquaculture on page 36-39				13.23.4	
Anti-corruption							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Corporate Governance and Risk Management on page 20-22				13.26.1	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	TU SR 2024, Corporate Governance and Risk Management on page 20-22				13.26.2	
	205-2 Communication and training about anti-corruption policies and procedures	TU SR 2024, Corporate Governance and Risk Management on page 20-22				13.26.3	
	205-3 Confirmed incidents of corruption and actions taken	TU SR 2024, Corporate Governance and Risk Management on page 20-22				13.26.4	
Anti-competitive behavior							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Corporate Governance and Risk Management on page 20-22				13.25.1	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	TU SR 2024, Corporate Governance and Risk Management on page 22				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					

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
		/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 2024, Stakeholder Analysis and Engagement in the Business Value Chain on page 111-113					
	207-4 Country-by-country reporting	TU 56-1 one report 2024, Financial report on page 232					
Materials							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2023, Sustainable Packaging on page 48					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Material on page 14					
	301-2 Recycled input materials used	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Material on page 14					
	301-3 Reclaimed products and their packaging materials	Omission					
Energy							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Path to Net Zero Emissions on page 40					

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Energy on page 14					
	302-2 Energy consumption outside of the organization	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Energy on page 14					
	302-3 Energy intensity	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Energy on page 14					
	302-4 Reduction of energy consumption	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Energy on page 14					
	302-5 Reductions in energy requirements of products and services	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Energy on page 14					
Water and effluents							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2023, Best-in-Class Manufacturing on page 54				13.7.1	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	TU SR 2023, Best-in-Class Manufacturing on page 54				13.7.2	
	303-2 Management of water discharge-related impacts	TU SR 2023, Best-in-Class Manufacturing on page 54				13.7.3	
	303-3 Water withdrawal	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Water withdrawal on page 17				13.7.4	Yes
	303-4 Water discharge	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental				13.7.5	Yes

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
		Performance: Water discharge on page 18					
	303-5 Water consumption	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Water consumption on page 19				13.7.6	Yes
Biodiversity							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Responsible Wild Caught Seafood on page 30-35				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 2024, Responsible Wild Caught Seafood on page 30-35				13.3.2	
	304-2 Significant impacts of activities, products and services on biodiversity	TU SR 2024, Responsible Wild Caught Seafood on page 30-35				13.3.3	
	304-3 Habitats protected or restored	TU SR 2024, Responsible Wild Caught Seafood on page 30-35				13.3.4	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	TU SR 2024, Responsible Wild Caught Seafood on page 30-35				13.3.5	
Additional sector disclosures	13.3.6	TU SR 2024, Responsible Wild Caught Seafood on page 30-35				13.3.6	

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
Additional sector disclosures	13.3.7	TU SR 2024, Responsible Wild Caught Seafood on page 30-35				13.3.7	
Emissions							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2023, Path to Net Zero Emissions on page 40-43					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Greenhouse Gases Emission on page 15				13.1.2	Yes
	305-2 Energy indirect (Scope 2) GHG emissions	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Greenhouse Gases Emission on page 15				13.1.3	Yes
	305-3 Other indirect (Scope 3) GHG emissions	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Greenhouse Gases Emission on page 15				13.1.4	Yes ⁽¹⁾
	305-4 GHG emissions intensity	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Greenhouse Gases Emission on page 16				13.1.5	
	305-5 Reduction of GHG emissions	TU SR 2023, Path to Net Zero Emissions on page 40-43				13.1.6	
	305-6 Emissions of ozone-depleting substances (ODS)	Omission		Information unavailable/incomplete		13.1.7	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental		Information unavailable/incomplete		13.1.8	

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
	other significant air emissions	Performance: NOx, SOx, and Other significant air emission on page 16					
Waste							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Best-in-Class Manufacturing on page 54				13.8.1	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	TU SR 2024, Best-in-Class Manufacturing on page 54				13.8.2	
	306-2 Management of significant waste-related impacts	TU SR 2024, Best-in-Class Manufacturing on page 54				13.8.3	
	306-3 Waste generated	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Waste generated on page 19				13.8.4	Yes
	306-4 Waste diverted from disposal	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Waste generated on page 19				13.8.5	Yes
	306-5 Waste directed to disposal	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Waste generated on page 20				13.8.6	Yes
Supplier environmental assessment							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Responsible Wild Caught Seafood on page 30, Supply Chain Management – Supplier Progress Report, https://www.thaiunion.com/files/download/sustainability/SupplyChainProgressReport.pdf , Sustainable Supply Chain Management Approach,					

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
		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	Supply Chain Management – Supplier Progress Report, https://www.thaiunion.com/files/download/sustainability/SupplyChainProgressReport.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	Supply Chain Management – Supplier Progress Report, https://www.thaiunion.com/files/download/sustainability/SupplyChainProgressReport.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 2024, Safe, Decent, and Equitable Work on page 58					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Human Capital Performance on page 6					
	401-2 Benefits provided to full-time employees that are not provided to	Omission		Information unavailable/incomplete			

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
	temporary or part-time employees						
	401-3 Parental leave	Omission		Information unavailable/incomplete			
Labor/management relations							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Safe, Decent, and Equitable Work on page 58				13.20.1, 13.21.1	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	TU SR 2024, Safe, Decent, and Equitable Work on page 58, 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 2024, Safe, Decent, and Equitable Work on page 58				13.19.1	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	TU SR 2024, Safe, Decent, and Equitable Work on page 58				13.19.2	
	403-2 Hazard identification, risk assessment, and incident investigation	TU SR 2024, Safe, Decent, and Equitable Work on page 58				13.19.3	
	403-3 Occupational health services	TU SR 2024, Safe, Decent, and Equitable Work on page 58				13.19.4	
	403-4 Worker participation, consultation, and communication on occupational health and safety	TU SR 2024, Safe, Decent, and Equitable Work on page 58				13.19.5	

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
	403-5 Worker training on occupational health and safety	TU SR 2024, Safe, Decent, and Equitable Work on page 58				13.19.6	
	403-6 Promotion of worker health	TU SR 2024, Safe, Decent, and Equitable Work on page 58				13.19.7	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	TU SR 2024, Safe, Decent, and Equitable Work on page 58				13.19.8	
	403-8 Workers covered by an occupational health and safety management system	TU SR 2024, Safe, Decent, and Equitable Work on page 58, Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Occupational Health and Safety on page 11				13.19.9	
	403-9 Work-related injuries	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Work-related injuries on page 11				13.19.10	Yes
	403-10 Work-related ill health	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Work-related injuries on page 11				13.19.11	Yes
Training and education							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Safe, Decent, and Equitable Work on page 58					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Performance Of Key Economic, Governance, Environmental, And Social Indicators 2024, Environmental Performance: Training an Education on page 8					

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Safe, Decent, and Equitable Work on page 58, Thai Union - UK Modern Slavery Act Transparency Statement, https://www.thaiunion.com/files/download/sustainability/20240618-tu-uk-modern-slavery-act-statement-2023.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	Thai Union - UK Modern Slavery Act Transparency Statement, https://www.thaiunion.com/files/download/sustainability/20240618-tu-uk-modern-slavery-act-statement-2023.pdf				13.18.2	
Child labor							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Safe, Decent, and Equitable Work on page 58				13.17.1	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Thai Union - UK Modern Slavery Act Transparency Statement, https://www.thaiunion.com/files/download/sustainability/20240618-tu-uk-modern-slavery-act-statement-2023.pdf				13.17.2	
Forced or compulsory labor							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Safe, Decent, and Equitable Work on page 58, Thai Union - UK Modern Slavery Act Transparency Statement, https://www.thaiunion.com/files/download/sustainability/20240618-tu-uk-modern-slavery-act-statement-2023.pdf				13.16.1	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Thai Union - UK Modern Slavery Act Transparency Statement, https://www.thaiunion.com/files/download/sustainability/20240618-tu-uk-modern-slavery-act-statement-2023.pdf				13.16.2	
Security practices							

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Safe, Decent, and Equitable Work on page 58, Thai Union - UK Modern Slavery Act Transparency Statement, https://www.thaiunion.com/files/download/sustainability/20240618-tu-uk-modern-slavery-act-statement-2023.pdf					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Thai Union - UK Modern Slavery Act Transparency Statement, https://www.thaiunion.com/files/download/sustainability/20240618-tu-uk-modern-slavery-act-statement-2023.pdf					
Rights of indigenous peoples							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Safe, Decent, and Equitable Work on page 58, Thai Union - UK Modern Slavery Act Transparency Statement, https://www.thaiunion.com/files/download/sustainability/20240618-tu-uk-modern-slavery-act-statement-2023.pdf				13.14.1	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Thai Union - UK Modern Slavery Act Transparency Statement, https://www.thaiunion.com/files/download/sustainability/20240618-tu-uk-modern-slavery-act-statement-2023.pdf				13.14.2	
Local communities							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Safe, Decent, and Equitable Work on page 58, Thai Union - UK Modern Slavery Act Transparency Statement, https://www.thaiunion.com/files/download/sustainability/20240618-tu-uk-modern-slavery-act-statement-2023.pdf				13.12.1, 13.13.1	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and	Thai Union - UK Modern Slavery Act Transparency Statement, https://www.thaiunion.com/files/download/sustainability/20240618-tu-uk-modern-slavery-act-statement-2023.pdf				13.12.2	

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
	development programs						
	413-2 Operations with significant actual and potential negative impacts on local communities	Thai Union - UK Modern Slavery Act Transparency Statement, https://www.thaiunion.com/files/download/sustainability/20240618-tu-uk-modern-slavery-act-statement-2023.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 Thai Union Supply Chain Management – Supplier Progress Report, https://www.thaiunion.com/files/download/sustainability/SupplyChainProgressReport.pdf					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Thai Union Supply Chain Management – Supplier Progress Report, https://www.thaiunion.com/files/download/sustainability/SupplyChainProgressReport.pdf					
	414-2 Negative social impacts in the supply chain and actions taken	Thai Union Supply Chain Management – Supplier Progress Report, https://www.thaiunion.com/files/download/sustainability/SupplyChainProgressReport.pdf					
Public policy							
GRI 3: Material Topics 2021	3-3 Management of material topics	Partnerships & Collaborations, https://www.thaiunion.com/files/download/pdf/contributions-and-other-spending.pdf				13.24.1	
GRI 415: Public Policy 2016	415-1 Political contributions	Partnerships & Collaborations, https://www.thaiunion.com/files/download				13.24.2	

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
		/pdf/contributions-and-other-spending.pdf					
Customer health and safety							
GRI 3: Material Topics 2021	3-3 Management of material topics	TU SR 2024, Nutrition and Health on page 52, 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 2024, Nutrition and Health on page 52				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			

Statement of use		Thai Union Group has reported in accordance with the GRI Standards for the period 1 January - 31 December 2024.					
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 STANDAR D REF. NO.	EXTER NAL ASSU RANC E
			REQUIREME NT(S) OMITTED	REASON	EXPLANA TION		
	417-3 Incidents of non-compliance concerning marketing communications	Omission	a. - b.	Information unavailable/incomplete			
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. - c.	Information unavailable/incomplete			

Topics in the applicable GRI Sector Standards determined as not material	
TOPIC	EXPLANATION
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	
13.5.1	TU has not owned operation of the agriculture, aquaculture, and fishing asset.
13.6.1	TU has not owned operation of the agriculture, aquaculture, and fishing asset.
13.9.2	Data not available
13.10.4	Data not available
13.10.5	Data not available
13.11.1	TU has not owned operation of the agriculture, aquaculture, and fishing asset.
13.11.2	TU has not owned operation of the agriculture, aquaculture, and fishing asset.
13.11.3	TU has not owned 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

Remark:

- (1) Thai Union has 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

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HEALTHYLIVING HEALTHYOCEANS

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