

**TUNA**



# GLOBAL EXPANSION MILESTONES

## OUR VISION

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

## OUR MISSION

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

**1977**

Thai Union Manufacturing Company Limited established as a processor and exporter of canned tuna



**1988**

Thai Union Frozen Products PCL. founded to produce and export frozen seafood



**1994**

Listed on the Stock Exchange of Thailand as Thai Union Frozen Products PCL. (TUF)

**1992**

Formed a business partnership with Mitsubishi Corporation, Japan's leading seafood distributor, and Hadoromo Food Corporation, a major seafood producer, helping Thai Union become a globally competitive seafood export company SEAELECT canned tuna introduced to the Thai market



**2003**

Acquired Empress International Ltd., a frozen shrimp and seafood importer and distributor in the U.S.



**1997**

Made first overseas investment with the acquisition of Chicken of the Sea in the U.S.



**2006**

Established Tri-Union Frozen Products Inc. (under the Chicken of the Sea brand) to market and distribute frozen seafood in the U.S.



**2008**

Acquired a majority stake in Yueh Chyang Canned Food, a major canned seafood producer and exporter in Vietnam Invested in Avanti Feeds Ltd., a leading shrimp feed and frozen shrimp producer in India

**2010**

Acquired MW Brands in France, one of Europe's leading producers and distributors of branded shelf stable tuna and other seafood



**2014**

Debuted on the Dow Jones sustainability Index (DJSI) Emerging Markets. Thai Union has since been named to the DJSI for four consecutive years (2014-2017)



Further expansion in Europe with the acquisition of Mer Alliance SAS, No.1 producer of chilled smoke salmon in France and the 4th largest in Europe Acquired Norway's King Oscar, the No.1 brand for premium-quality sardines in Norway, the U.S. and Australia

**2015**



One Thai Union: Global corporate rebranding, bringing all organizations under the Thai Union Group umbrella, sharing a common vision, mission, core values and corporate culture



**2016**

Acquired a majority stake in Rügen Fisch of Germany, allowing Thai Union Group to enter one of Europe's largest markets Acquired a majority stake in Canadian lobster processor Les Pecheries de Chez Nous

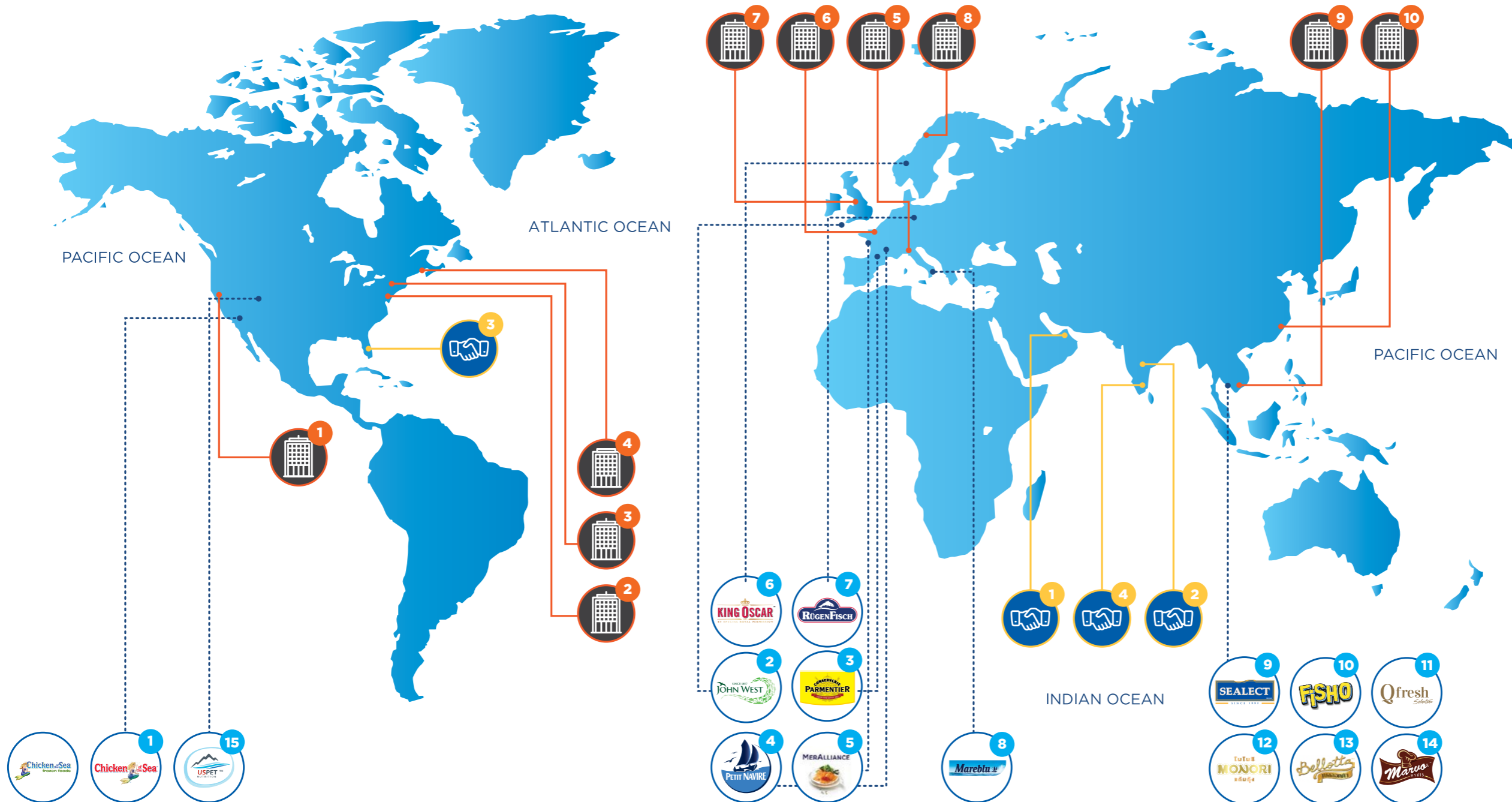


**2017**

Celebrated Thai Union's 40th Anniversary



# SEAFOOD OF THE FINEST QUALITY DELIGHTING CONSUMERS AROUND THE WORLD



## LEGEND

### Brands

- 1 Chicken of the Sea, USA
- 2 John West, UK
- 3 Parmentier, France
- 4 Petit Navire, France
- 5 MerAlliance, France
- 6 King Oscar, Norway
- 7 Rügen Fisch, Germany
- 8 Mareblu, Italy
- 9 SEAELECT, Thailand
- 10 FISHO, Thailand
- 11 Q fresh, Thailand
- 12 Monori, Thailand
- 13 Bellotta, Thailand
- 14 Marvo, Thailand
- 15 US Pet, USA

### Corporate office / Sales

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

### Key joint venture / associated companies

- 1 Dubai, UAE
- 2 Hyderabad, India
- 3 Orlando, FL, USA
- 4 Andhra Pradesh, India







SeaChange® is Thai Union’s global sustainability strategy. We think of SeaChange® as a journey that covers every aspect of the seafood business from how we look after the oceans to how we manage our waste; from the responsibility we take for our workers to building brighter futures for the communities around our key sites.

Traceability is the backbone of our sustainability efforts. It gives us the ability to wholly trace our seafood. From catch to consumption, full traceability enables us to identify, investigate and improve upon the industry’s most critical issues.

As one of the world’s largest seafood companies, Thai Union has embraced our role as a leader for positive change. This means putting sustainability at the heart of our business.

### Our Sustainability Objectives

As a company built on producing and selling high quality seafood products to markets around the world, Thai Union’s overarching sustainability objectives can be summarized in three aims to ensure

- The seas are sustainable now and for future generations.
- Our workers are safe, legally employed and empowered.
- The vessels we buy from are legal and operate responsibly.

### Our Operating Principles

#### Good Governance

SeaChange® has the support of the entire Thai Union organization, from top to bottom and across all our markets. We have put together a strong team of experts who will provide robust leadership, backed up by policies and processes, to ensure SeaChange® fundamentally changes the way the global seafood industry operates.

#### Transparency

We recognize how important openness is in building stakeholder trust. We are committed to being fully transparent in our communications with our stakeholders, customers and the entire industry. We share our learnings and provide regular updates on our progress.

#### Partnerships and Collaboration

We are proud to be working with some of the leading organizations on the issues affecting the industry today. We actively seek out civil society, government and industry partners to contribute their expertise and insights to our programs.

### Changing Seafood for Good

SeaChange® is an integrated plan of initiatives, organized into four programs, to drive meaningful improvements across the entire global seafood industry.



#### Safe and Legal Labor

Providing safe, legal and freely-chosen employment in our own facilities and in supply chains is critically important to Thai Union. While we have significant programs in place for our own employees, we are also partnering with specialist organizations and NGOs to ensure those working in the wider industry are protected.



#### Responsible Sourcing

Traceability is the key to improving the transparency and operational practices of the entire seafood industry. With traceability in place, we can track our products - from catch to consumption - as well as work with our suppliers to help them meet the same high standards as Thai Union.



#### Responsible Operations

We have initiatives in place to ensure our operations are as advanced and effective as possible to minimize our environmental footprint, reduce the impact of our processes on climate change, and ensure the safety of our employees at work.



#### People and Communities

We want to have a positive, practical impact on the communities in which we work and have influence. Our CSR programs, community work and local engagement will improve the lives and facilities of those living near us and working with us.



To view full list, visit: [www.seachangesustainability.org/awards](http://www.seachangesustainability.org/awards)



# Thai Union's Approach to Innovation

An insatiable curiosity. A determination to evolve with changing consumer trends. A commitment to being the seafood industry's leading agent of change. An ambitious goal for sustainable business growth. This is why we invest in innovation. It's how we'll become the world's most trusted seafood leader.

## Global Innovation Leadership

Under the guidance of recognized experts in research, technology, innovation and business management, Thai Union's Global Innovation Center (GIC) has assembled a world-class team of Principal Investigators and Advisory Board Members.

## Global Innovation Center

Developing game-changing technologies, processes and products

Combining the forces of leading academic and in-house researchers - with decades of global experience in marine biotechnology; engineering; nutraceuticals, food and nutritional science - Thai Union's GIC is modernizing the seafood industry. Launched in 2015, the GIC facility in Bangkok seeks to find new innovative solutions to seafood to:

- Enhance product quality, nutrition and consumer satisfaction.
- Accelerate our sustainability through smarter utilization of fishery resources, optimization of processes and technology, and value creation of byproducts.
- Create new corporate revenue streams from research and development tailored for new business growth.

## Global Innovation Structure

The Global Innovation Center is driven by a deep exploration of outside-the-box ideas, and a culture of challenging assumptions and intensive problem solving. It is structured around five foundational pillars:



## Collaboration

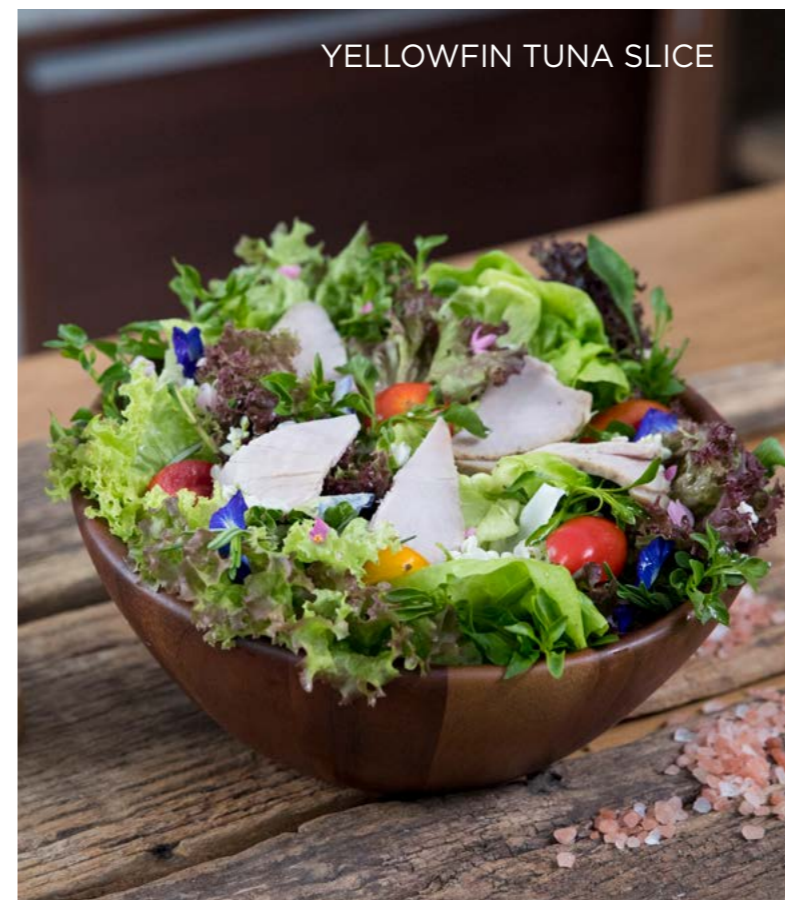
Forming strategic partnerships across the public, private and academic sectors allows Thai Union to leverage knowledge and enable the acceleration of innovation development. Thai Union signed a collaboration agreement with the Faculty of Science at Mahidol University to Inaugurate the state-of-the-art Global Innovation Center in December 2014. GIC collaborates with seven renowned Thai universities to help with research projects, including:

- Mahidol University
- Kasetsart University
- King Mongkut of Technology Thonburi
- Chulalongkorn University
- Prince of Songkhla University
- Suranaree University of Technology
- Ratchaphat University

GIC also launched the Education Collaboration Initiative to build capacity of sciences with an MOU for a joint post-graduate program with Mahidol University, Kasetsart University and King Mongkut of Technology Thonburi.



YELLOWFIN TUNA SLICE



YELLOWFIN TUNA SLICE



TUNA SAUSAGE



TUNA OIL



TUNA CALCIUM



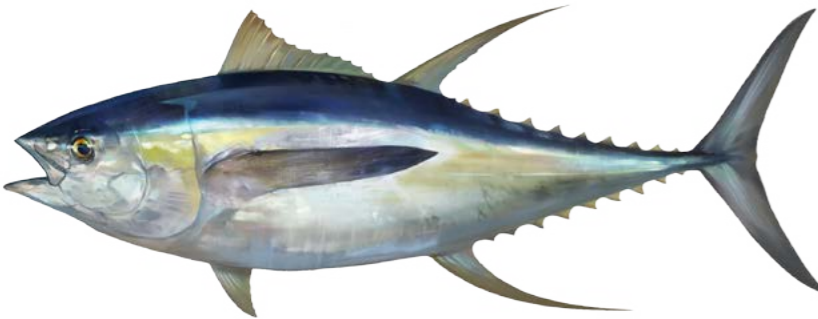
# POPULAR FISH SPECIES

SKIPJACK TUNA



**ENGLISH :** SKIPJACK TUNA  
**LATIN :** KATSUWONUS PELAMIS  
**SIZE & WEIGHT :** 35 CM, ABT 3-18 KG ON AVERAGE

YELLOWFIN TUNA



**ENGLISH :** YELLOWFIN TUNA  
**LATIN :** THUNNUS ALBACARES  
**SIZE & WEIGHT :** 40-180 CM, 7-25 KG ON AVERAGE

ALBACORE TUNA



**ENGLISH :** ALBACORE TUNA  
**LATIN :** THUNNUS ALALUNGA  
**SIZE & WEIGHT :** ABT 68 CM, AND 5-25 KG ON AVERAGE

TONGOL TUNA



**ENGLISH :** TONGOL TUNA  
**LATIN :** THUNNUS TONGGOL  
**SIZE & WEIGHT :** 40-50 CM, 1-5 KG ON AVERAGE

# PROCESSING



# FOOD SAFETY STANDARDS



## QUALITY POLICY

Thai Union is dedicated to manufacturing high-quality processed seafood that is safe, hygienic and achieves excellent customer satisfaction. We continuously work to advance our products in these areas.

## PROVIDING OUR CUSTOMERS WITH TOP QUALITY PRODUCTS FROM SUSTAINABLE SOURCES IS ALWAYS OUR FIRST PRIORITY

Thai Union's quality policy commits us to innovating products of the highest quality to attain domestic and international consumers' trust and confidence. We satisfy our worldwide customers' expectations that all our products meet international food quality and safety standards with full traceability.

Each and every Thai Union product has undergone stringent quality control in every stage of processing to ensure the end product is free from biological and chemical contaminations.





SOLID

CHUNKS

SHREDDED

FLAKES

**TUNA  
STYLING**

FILLET

## MAKE YOUR BEST MEAL IN YOUR STYLE AND FAVORITE











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