



FISH SNACK

FISHO



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

FOOD SAFETY STANDARDS

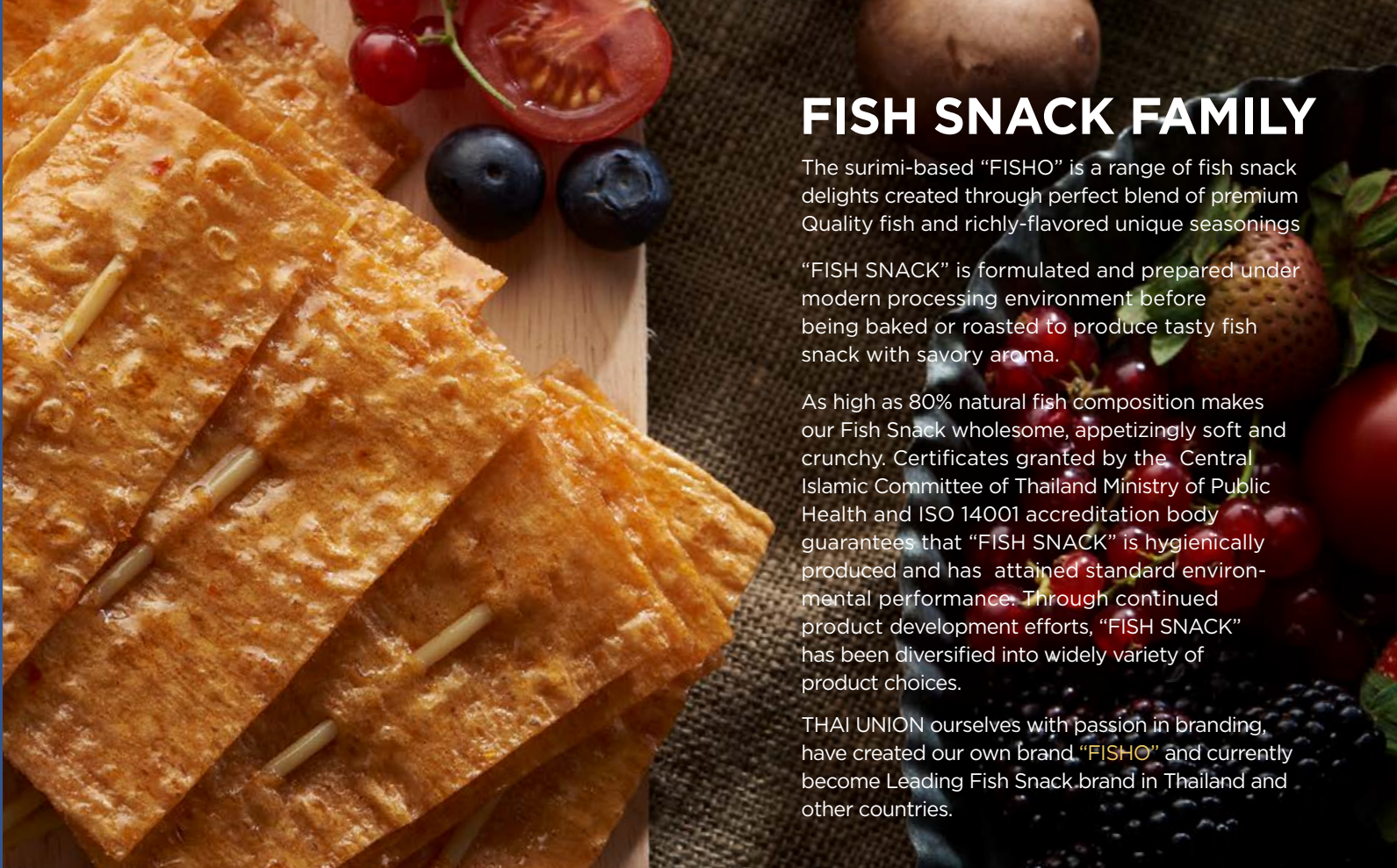
QUALITY POLICY

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.



FISH SNACK FAMILY

The surimi-based “FISHO” is a range of fish snack delights created through perfect blend of premium Quality fish and richly-flavored unique seasonings

“FISH SNACK” is formulated and prepared under modern processing environment before being baked or roasted to produce tasty fish snack with savory aroma.

As high as 80% natural fish composition makes our Fish Snack wholesome, appetizingly soft and crunchy. Certificates granted by the Central Islamic Committee of Thailand Ministry of Public Health and ISO 14001 accreditation body guarantees that “FISH SNACK” is hygienically produced and has attained standard environmental performance. Through continued product development efforts, “FISH SNACK” has been diversified into widely variety of product choices.

THAI UNION ourselves with passion in branding, have created our own brand, “FISHO” and currently become Leading Fish Snack brand in Thailand and other countries.

TASTY

HIGH QUALITY

FISHO

FISH 80%

NO PRESERVATIVES

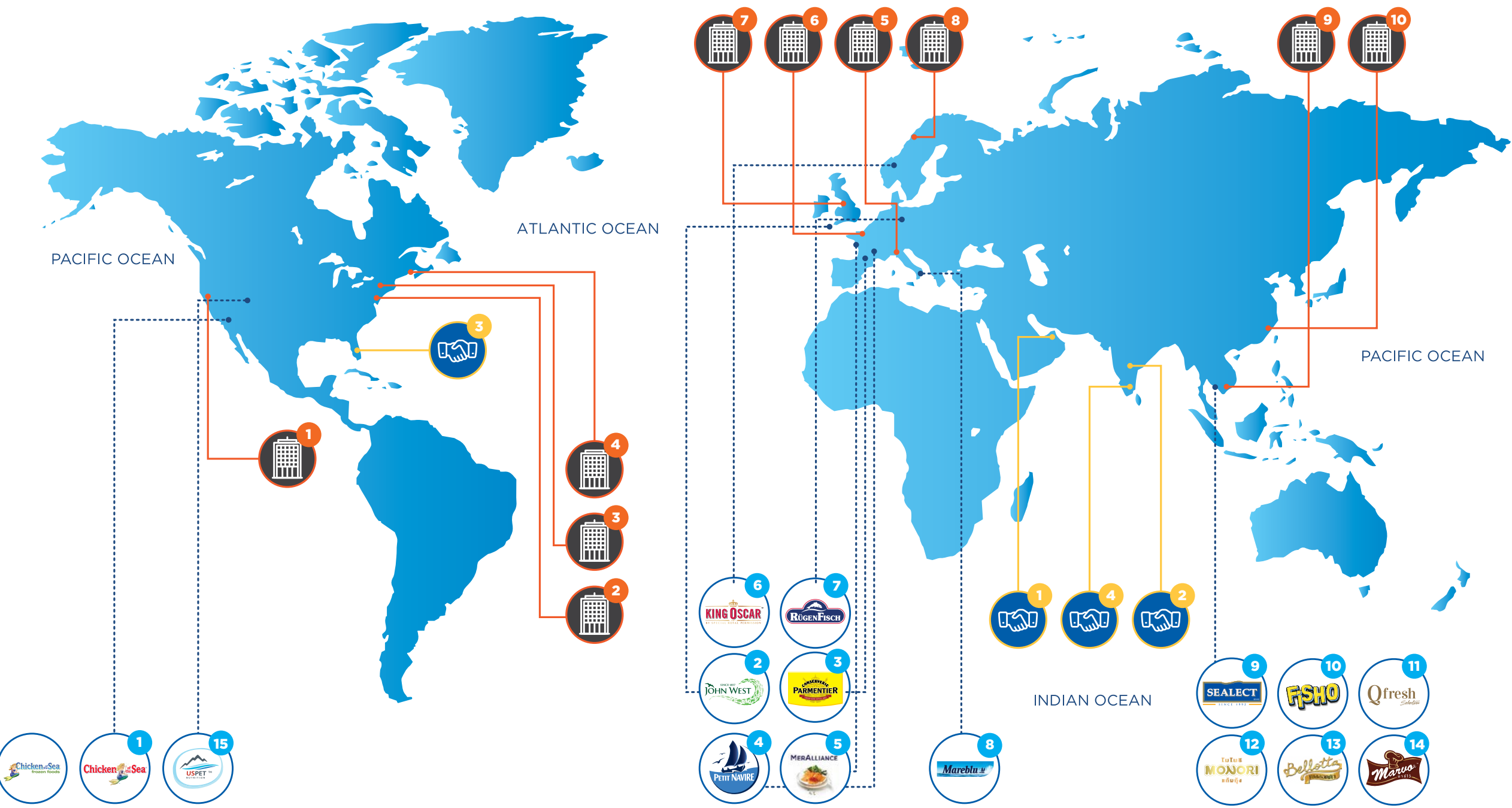


PACKAGING



| SEASONED FISH SNACK | | | |
|---------------------|---------------------|----------|------------------------|
| FISH STRIP | Flavors | NW/PC(g) | Pack Size |
| | Extreme Barbecue | 3g, 7g | 1 x 15 packs x 24 pcs |
| | Crab | 15g, 25g | 1 x 12 packs x 12 pcs |
| | Sashimu Shoyu | 30g, 75g | 1 x 12 hangers x 6 pcs |
| | Super Spicy | | 1 x 6 packs x 6 pcs |
| | Double Cheese Pizza | | 1 x 50 pcs |
| | Spicy Seafood | | |
| SEASONED FISH SLICE | | | |
| FISH ROLLER | Flavors | NW/PC(g) | Pack Size |
| | Black Pepper Steak | 6g, 30g | 1 x 12 packs x 13 pcs |
| | Extreme Barbecue | | 1 x 6 packs x 6 pcs |
| | Extreme Hot | | |
| | Grilled Yummy Squid | | |
| FISH SHEET | Flavors | NW/PC(g) | Pack Size |
| | Chili Squid | 25g | 1 x 6 packs x 6 pcs |
| | Sweetie Barbecue | | |
| FISH STICK | Flavors | NW/PC(g) | Pack Size |
| | Super Barbecue | 10g, 30g | 1 x 12 packs x 12 pcs |
| | Super Spicy | 40g | 1 x 6 packs x 6 pcs |
| FISH KIDS | Flavors | NW/PC(g) | Pack Size |
| | Barbecue | 3g | 1 x 12 packs x 30 pcs |
| | Soy Sauce | | |
| | Chicken | | |

SEAFOOD OF THE FINEST QUALITY DELIGHTING CONSUMERS AROUND THE WORLD



FISHO first launched in year

1994
FISHO

FISHO annual trade value is

270
million baht
(domestic & export)

FISHO has been introduced to 11 countries including

| | | | | | |
|--|----------|--|-------------|--|---------|
| | Thailand | | Hong Kong | | USA |
| | China | | Laos | | Myanmar |
| | Cambodia | | South Korea | | Vietnam |
| | Taiwan | | Philippines | | |

11
Export
FISHO
Countries

FISHO has been available in well known international outlets



Walmart, 7-eleven, Lottemart, E Mart, Home Shopping, Home Plus and On line channels such as Taobao, YHD, JD, T Mall (China) and Ticket Monster, Coupang (South Korea)

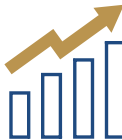
Top Selling Country



FISHO

domestic
70%
export
30%
contribution

3 years
continuous
Export growth

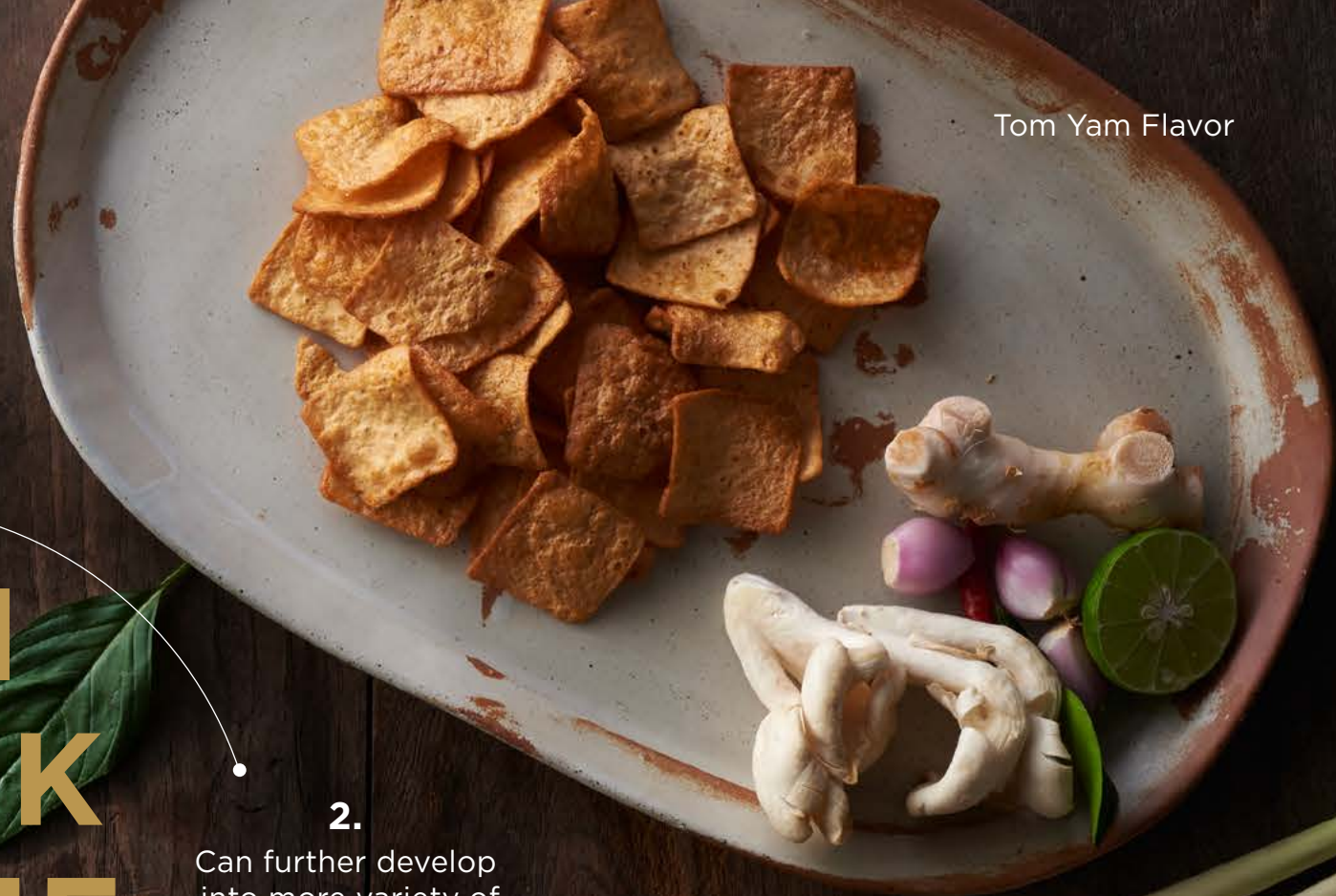


2014 to 2017

Fish Strip Charcoal
Spicy Seafood flavor



Tom Yam Flavor



1.
Can add special
ingredients, vitamins,
omega-3 extracts
for more value

FISH SNACK OF THE FUTURE

2.
Can further develop
into more variety of
textures and flavors
to reach more
consumers around the
world

3.
Can be healthy
snack from high protein,
low fat & cholesterol
and no preservative

Fish Strip
Cheese Flavor



Fish Chip
with Seaweed



Fish Strip
with real Salmon
meat





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