

As the world's seafood leader, Thai Union has a responsibility to show leadership on seafood production and to help change seafood for good. Through our sustainability strategy announced in 2023, SeaChange® 2030, aiming to reshape not just our business but the entire seafood industry with significant progress across a broad and diverse range of issues. We work with various organizations such as the International Seafood Sustainability Foundation (ISSF), the National Fisheries Institute (NFI), the Global Ghost Gear Initiative (GGGI) and other stakeholders including governments, customers, consumers, nongovernmental organizations (NGOs) and civil society to help drive forward change in our industry. We also work with various organizations to promote sustainable business practices that are not specific to the seafood industry such as the UN Global Compact Network of Thailand (UNGCNT), Thailand Supply Chain Network (TSCN), and Bali Process Government and Business Forum.

Thai Union is committed to this work and to helping the industry deliver against the United Nations' Sustainable Development Goals. In particular, our Sustainability Strategy indirectly contributes to 10 UN SDGs, namely UN SDGs 2, 3, 5, 8, 9, 10, 12, 13, 14, and 15. Our key areas of support are on the responsible sourcing of tuna and other wild caught species and provision of decent work in our own facilities and supply chains. Examples of our work include:

- a. Ongoing collaboration with the ISSF to proactively lobby regional fishery management organization to improve the management of fisheries.
- b. We are a member of Seafood Business for Ocean Stewardship (SeaBOS), committing to drive transparency and sustainable operation practices and challenge the rest of the seafood industry to follow, all with the goal of helping the world achieve the UN SDGs. In 2023, SeaBOS launched its first impact report at the Tokyo Sustainable Seafood Summit. In addition, Thai Union President and CEO, Mr. Thiraphong Chansiri serves as the Chair of the Board of Directors of the Seafood Business for Ocean Stewardship (SeaBOS).
- c. We work with International Transport Workers Federation (ITF) to implement the Fishing Vessel Improvement Program and Vessel Code of Conduct (VCoC) to international best practice standard, to help improve labour conditions and ethical performance.
- d. Together with ITF Fishers Rights Network (FRN), we conducted training for crew of suppliers' vessels on important issues such as health and safety, contracts and grievance procedure.
- e. We partnered with The Nature Conservancy (TNC) to improve ocean area management and ecological resiliency through groundbreaking on-the-water monitoring efforts. In addition, we partner with TNC to decarbonize Thai shrimp farming.
- f. We continued to combat the problem of ghost fishing by partnering with the Global Ghost Gear Initiative (GGGI). Our joint efforts are dedicated to recovering and repurposing abandoned, lost, or otherwise discarded fishing gear, which is a significant contributor to harmful marine debris.
- g. As a member of United Nations Global Compact (UNGC), we are focused on contributing to delivery of the UN SDGs. Our annual Sustainability Report also serves as our annual Communication of Progress (CoP) on 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 SDGs. In 2023, Thai Union and Sustainable Fisheries Partnership (SFP) released a report on achievements of the first year of collaboration. Additionally, Thai Union became the inaugural company to sign Sustainable Fisheries Partnership's Protecting [Ocean Wildlife pledge](#).
- h. In 2024, Thai Union' employees volunteered to collected 11,036 kilograms of trash during a Coastal Cleanup activity as part of a global campaign by the Seafood Business for Ocean Stewardship (SeaBOS) and Ocean Conservancy to protect the marine environment.

Contributions are made to trade associations, business associations and industry associations that Thai Union works with to reform the seafood industry and achieve best management practices of labor and

fishery management. We also made contributions to initiatives that aim to promote sustainable business practices that are not specific to seafood industry.

Thai Union confirms no contribution has been made to lobbying payment, interest representation or similar, local, regional or national political campaigns / organizations / candidates, other (e.g. spending related to ballot measures or referendums).

Financial contribution over the past 4 years	Currency	Total Amount paid			
		2021	2022	2023	2024
1. Lobbying, interest representation or similar	THB	0	0	0	0
2. Local, regional or national political campaigns / organizations / candidates	THB	0	0	0	0
3. Trade associations or tax-exempt groups (e.g. think tanks)	THB	43,101,020	38,207,243	36,923,540	36,684,230
4. Other (e.g. spending related to ballot measures or referendums)	THB				0
TOTAL	THB	43,101,020	38,207,243	36,923,540	36,684,230
Data Coverage (as % of Revenues)		100	100	100	100



The followings are the top two issues that Thai Union contributed to industry associations;

Issue or Topic	Corporate Position	Description of Position / Engagement	Total spend in FY 2024
Improving sustainability of fisheries and aquaculture operations	Support	<p>1) Thai Union collaborates with ISSF to proactively achieve the best management practices of fishery management.</p> <p>Thai Union engage with our suppliers, ISSF, MSC, and others to understand actions that can be taken to increase volumes that are either MSC certified or in-assessment</p> <p>2) Thai Union together with The Nature Conservancy (TNC) have been working with stakeholders across the supply chain to improve transparency, including on-the-water monitoring</p> <p>3) Thai Union also worked in consultation with Bain and Company and The Nature Conservancy to build a scalable solution for decarbonization of shrimp value chains.</p> <p>4) Thai Union have advocated for the importance of monitoring through engagement at Regional Fishery Management Organizations such as the Inter-American Tropical Tuna Commission (IATTC) and the Indian Ocean Tuna Commission (IOTC).</p> <p>5) We continue to support Seafood Business for Ocean Stewardship (SeaBOS), committing to define explicit GHG emissions reduction goals to aligned with the United Nations Framework Convention on Climate Change goal to limit global warming to well below 2 degrees Celsius, and preferably to 1.5 degrees Celsius. Additionally, Mr. Thiraphong Chansiri, Thai Union CEO served as Chair of the Board of Directors of (SeaBOS) helping to move SeaBOS mission forward and delivering strategies to protect the world's oceans.</p> <p>6) We entered a partnership with Sustainable Fisheries Partnership (SFP) to further improve transparency in Thai Union's supply chains and consider the wider impacts on biodiversity. The agreement is dedicated to delivering healthy marine and aquatic ecosystems.</p> <p>7) In 2023, we continued to advocate for the worldwide adoption of the GDST standards.</p>	24,765,380.29THB (693,937.50 USD)
Driving Improved employment & recruitment conditions in seafood processing, farms, and fishery operations	Support	<p>Leveraging our position in the seafood market, Thai Union collaborates with diverse partners to enhance labor conditions across the seafood supply chain. This collaboration aims to support the industry in achieving the objectives of UN SDG 8, which strives to promote fair employment opportunities and economic progress for both communities and individuals.</p> <p>1) Continuing to conduct third-party social audits for fishing vessels in our supply chain</p> <p>2) Conducting recruitment mapping exercises with recruitment agencies for fishers based on International Organization for Migration (IOM) toolkit for Fair and Ethical Recruitment Due Diligence</p>	3,211,938 THB (90,000 USD)

Issue or Topic	Corporate Position	Description of Position / Engagement	Total spend in FY 2024
		<p>3) Active participation in industries or NGOs initiatives such as the Seafood Task Force, SeABOS, Seafood Ethics Action Alliance, and the Bali Process Government and Business Forum</p> <p>4) Continuing to support preschools that it helped establish in collaboration with the Labour Protection Network (LPN) to support the children of migrant workers which further attribute to worker's family quality of life.</p> <p>5) Working with local CSOs partners to implement ethical recruitment policy and external grievance mechanisms.</p> <p>6) Engaging with Royal Thai Government on the potential impact of Thai fishery reform on risk of labor rights violation for fishers</p> <p>7) Participating in research to shed light on ethical recruitment risk for in-country recruitment of Myanmar migrant workers in Thailand</p>	

Other large expenditures are contributed to the following organization;

Name of organization, candidate or topic	Type of Organization	Total spend paid in FY 2024
International Seafood Sustainability Foundation (ISSF)	<p>Other</p> <p>The International Seafood Sustainability Foundation (ISSF) — a global coalition of seafood companies, fisheries experts, scientific and environmental organizations, and the vessel community — promotes science-based initiatives for long-term tuna conservation, FAD management, bycatch mitigation, marine ecosystem health, capacity management and illegal fishing prevention. Helping global tuna fisheries meet and maintain sustainability criteria to achieve the Marine Stewardship Council certification standard is ISSF's ultimate objective.</p> <p>Thai Union is a founding and active member of ISSF, comply fully with the organization's conservation measures and annual audits. We have committed to only purchase seafood from large-scale purse seiners that are registered on the ISSF's Proactive Vessel Register (PVR). We also support ISSF's work in turtle conservation projects globally.</p> <p>More information: https://www.iss-foundation.org/about-issf/our-story/about-us/</p>	22,624,088.29 THB (633,937.50 USD)

National Fishery Institute (North America) (NFI)	<p>Trade association</p> <p>The National Fisheries Institute (NFI) is an association of US seafood companies, working to maintain successful fisheries for international businesses as well as local economies. Thai Union's subsidiary, Chicken of the Sea, is actively involved in the NFI of U.S. importers. NFI and its members are committed to sustainable management of our oceans and being stewards of our environment by endorsing the United Nations Principles for Responsible Fisheries.</p> <p>More information: https://aboutseafood.com/about/</p>	3,717,412.46 THB (104,163.63 USD)
Thai Tuna Industry Association (TTIA)	<p>Trade association</p> <p>Thai Tuna Industry Association (TTIA) is a collaboration of Thai food processors. TTIA's Vision is: 1) To ensure that Thai Tuna Industry Association will be able to enhance sustainable growth to Thai tuna processors; and 2) To promote that Thai tuna industry association's members shall comply with the international rules and regulations so as to gain acceptance from its worldwide customer in more than 200 countries.</p> <p>More information: https://thaituna.org/main/about-us-en/objectives/</p>	2,902,000 THB (81,315.39 USD)