



## Safety, Health and Environment Policy

At Thai Union, we value Safety, Health and Environment (SHE) as a key pillar of our operational excellence strategy, which contributes to sustainable harmonization between our operations, our employees, the environment and society. Our operations shall be designed to build a trusted and safe workplace as well as proactively act against climate change and other adverse environmental impacts.

- Culture: we will systematically integrate SHE considerations into every business decision to make a real positive improvement towards a safe workplace, the community and the environment. This includes empowering our employees and stakeholders to recognize the SHE impacts of their work activities and the impact of the Company's mitigation initiatives via effective competency training, communication, and assurance.
- Compliance: we will be fully accountable for compliance with applicable SHE legislations, customer requirements, and appropriate international standards and guidelines.
- Captivation of perspectives and Consultation with stakeholders: we shall capture the viewpoints and experience of our employees, contractors, customers, suppliers, communities, and other stakeholders, as we believe the best SHE strategy, priorities and practices incorporate a broad range of perspectives.
- Continual Improvement: Our measurable SHE targets shall always reflect our ambition to be the seafood industry's leading agent of change. We shall continually monitor and review our SHE performance against the targets set as well as benchmark ourselves with stakeholders' expectations and industry best practices for continual SHE performance improvement.

This policy applies to all Thai Union operations, including our subsidiaries. All employees, particularly management, shall demonstrate leadership and be accountable for policy alignment. All employees and contractors under Thai Union's supervisions are obligated to understand and ensure compliance with this policy throughout all work activities.

A stylized signature in black ink, consisting of several horizontal strokes.

Mr. Cheng Niruttinanon  
Chairman of Executive Committee

A handwritten signature in blue ink, appearing to read "T. Chansiri".

Mr. Thiraphong Chansiri  
President and CEO