



ANNEX

2021

SUSTAINABILITY REPORT

**Thai Union Group
Public Company Limited**



**PERFORMANCE OF KEY
GOVERNANCE, ECONOMIC,
ENVIRONMENTAL, AND
SOCIAL INDICATORS**

Member of
**Dow Jones
Sustainability Indices**
Powered by the S&P Global CSA





Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2018	FY2019	FY2020	FY2021	TARGET	EXTERNAL VERIFICATION
Governance Indicators									
IDG001	405-1	1.1.1 Independent Director	Person	4	4	4	5		
IDG002	405-1	1.1.1 Other Non-executive Director	Person	2	2	2	1		
IDG003	405-1	1.1.1 Executive Director	Person	6	6	6	6		
IDG004	102-18	1.1.2 Number of years Chairman is non-executive and independent	Years	Not Applicable	Not Applicable	Not Applicable	Not Applicable		
IDG005	102-8	1.1.4 Number of female directors	Person	0	0	1	2		
IDG006	102-28	1.1.5 Average board meeting attendance	%	85	90	92	95		
IDG007	102-28	1.1.5 Number of non-executive or independent directors with 4 or less other mandates	Person	6	6	6	6		
IDG008	102-22	1.1.6 Average tenure of board member	Years	16.67	17	18	15		
IDG009		Average Executive Compensation ¹⁷	THB	-	14,993,333	10,308,710	10,565,712		
IDG010	102-28	1.1.10 Ratio of the average annual compensation of the executives compared to the average annual compensation of the Company's employees ¹⁷	Ratio	-	15.32	37.61	44.68		
IDG011		1.1.15 Median Employee Compensation ¹⁸	THB	-	243,716	274,096	293,216		
IDG012		Mean Employee Compensation ¹⁸	THB	-	516,938	536,084	559,928		
Economic Indicators									
IDE001		Employees	%	-	-	100	100		
IDE002	205-2	1.4.3 Data coverage of Code of Conduct	Contractors / Suppliers / Service Providers	%	-	-	100	100	
IDE003			Subsidiaries	%	-	-	100	100	
IDE004			Joint ventures (including stakes above 10%)	%	-	-	100	100	
IDE005			Employees	%	-	-	100	100	
IDE006	205-2	1.4.3 Written/Digital Acknowledgement on Code of Conduct	Contractors / Suppliers / Service Providers	%	-	-	100	100	
IDE007			Subsidiaries	%	-	-	100	100	
IDE008			Joint ventures (including stakes above 10%)	%	-	-	99.52	0	
IDE009			Employees	%	-	-	100	100	
IDE010	205-2	1.4.3 Training Provided on Code of Conduct	Contractors / Suppliers / Service Providers	%	-	-	100	100	
IDE011			Subsidiaries	%	-	-	100	100	
IDE012			Joint ventures (including stakes above 10%)	%	-	-	99.52	0	
IDE013	102-16	1.4.4 Political contributions	THB	0	0	0	0		
IDE014	102-16	1.4.4 Charitable contributions	THB	-	-	3,328,600	1,283,937		
IDE015	205-3	1.4.8 Reporting on breaches	Total breach	Case	0	27	62	21	
IDE016			Business Integrity	Case	-	12	14	0	
IDE017			Health & Safety	Case	-	1	3	0	
IDE018	-	1.4.8 Breakdown of breaches	Discrimination & Harrassment	Case	-	-	0	12	
IDE019			Privacy	Case	-	-	1	0	
IDE020			Other Human & labor rights including work-related practices	Case	Not Disclosed	14	44	9	



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2018	FY2019	FY2020	FY2021	TARGET	EXTERNAL VERIFICATION
IDE021		Verbal warnings	Case	Not Disclosed	12	21	0		
IDE022		Written warnings	Case	Not Disclosed	10	27	12		
IDE023	-	1.4.8 Consequences of breaches	Contract terminations	Case	Not Disclosed	5	9	5	
IDE024			Pending investigations	Case	Not Disclosed	0	0	0	
IDE025			Other	Case	Not Disclosed	0	5	4	
IDE026	415-1	1.5.1 Contributions in Lobbying, interest representation or similar ¹³	THB	0	0	0	0		
IDE027	415-1	1.5.1 Contributions in Local, regional or national political campaigns, organizations, or candidates	THB	0	0	0	0		
IDE028	415-1	1.5.1 Contributions in Trade association or tax exempt groups	THB	30,457,973	29,605,928	27,789,822	43,101,020		
IDE029	415-1	1.5.1 Contributions in Other (e.g. spending related to ballots measures or referendums)	THB	0	0	0	0		
IDE030	415-1	1.5.1 Total contribution and other spendings	THB	30,457,973	29,605,928	27,789,822	43,101,020		
IDE031	415-1	1.5.1 Data Coverage of Total contribution and other spendings	%	100	100	100	100		
IDE032	-	-	Production Volume	Ton	690,219	714,498	777,712	792,695	
IDE033	-	1.6.6 Supply chain KPI 1: Supplier audit program ¹⁴	Supplier audit against VCOC	Vessels	-	108	59	115	
			Target: Audit program both Thai and global Tuna vessels						
IDE034			Tier 1	%	100	100	100	100	
IDE035			Non-Tier 1, Packaging	%	100	100	100	100	
IDE036	-	1.6.6 Supply chain KPI 2: Suppliers that signed Code of Conduct (CoC) acknowledgement	Non-Tier 1, Ingredients	%	100	100	100	100	
			Target: 100% of critical tier-1 supplier in Thailand						
IDE037			All new suppliers that signed VCOC ¹⁴	%	-	-	-	-	
IDE038	-	1.6.6 Supply chain KPI 3: Fishery responsible sourcing performance	Tuna sourced from MSC or FIP	%	100	100	100	100	
			Target: 100% of Tuna fisheries that Thai Union sources from are engaged in FIPs towards MSC certification, are in MSC assessment or are MSC certified						
IDE039			Total Suppliers	Suppliers	895	828	909	958	
IDE040			Total spend value (COGS)	Million THB	98,376	91,286	92,716	115,321	
IDE041			Category: Raw Material	Million THB	85,311	79,361	79,320	84,524	
IDE042	-	1.6.6 Supply Chain Spending ²²	Category: Packaging	Million THB	10,078	9,435	10,876	11,253	
IDE043			Category: Ingredients	Million THB	2,986	2,491	2,521	2,736	
IDE044			Geography: Asia	% procurement spend	-	-	49	47	
IDE045			Geography: Europe & Africa	% procurement spend	-	-	31	33	
IDE046			Geography: North America	% procurement spend	-	-	20	20	
IDE047			Thailand	Employee	-	-	37032	37,020	
IDE048			France	Employee	-	-	1097	759	
IDE049			USA	Employee	-	-	495	483	
IDE050			Germany	Employee	-	-	706	700	
IDE051	-	1.7.2 Number of employees by country	Ghana	Employee	-	-	948	954	
IDE052			Poland	Employee	-	-	668	621	
IDE053			Portugal	Employee	-	-	822	525	
IDE054			Seychelles	Employee	-	-	1980	1,962	
IDE055			Others	Employee	-	-	1754	1,861	
IDE056			Coverage against total employee	%	-	-	100	100	



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2018	FY2019	FY2020	FY2021	TARGET	EXTERNAL VERIFICATION		
IDE057	201-1	1.7.2 Revenue by Country ¹⁵	Thailand	THB	Not Disclosed	Not Disclosed	76,206,502,881	85,275,333,995	AR PDF P108-110		
IDE058			France	THB	Not Disclosed	Not Disclosed	23,184,445,074	24,704,943,616	AR PDF P108-110		
IDE059			USA	THB	Not Disclosed	Not Disclosed	46,912,208,254	51,007,274,164	AR PDF P108-110		
IDE060			Germany	THB	Not Disclosed	Not Disclosed	6,263,873,526	5,538,795,216	AR PDF P108-110		
IDE061			Ghana	THB	Not Disclosed	Not Disclosed	2,839,586,528	3,724,865,284	AR PDF P108-110		
IDE062			Poland	THB	Not Disclosed	Not Disclosed	2,349,952,076	2,614,344,970	AR PDF P108-110		
IDE063			Portugal	THB	Not Disclosed	Not Disclosed	3,029,515,181	3,176,381,159	AR PDF P108-110		
IDE064			Seychelles	THB	Not Disclosed	Not Disclosed	16,366,898,831	16,585,681,035	AR PDF P108-110		
IDE065			Others	THB	Not Disclosed	Not Disclosed	19,082,908,392	17,469,822,500	AR PDF P108-110		
IDE066			Coverage against total revenue	%	-	-	100	100			
IDE067			201-1	1.7.2 Profit (Loss) before tax by country ¹⁶	Thailand	THB	Not Disclosed	Not Disclosed	8,480,131,753	14,159,344,937	AR PDF P108-110
IDE068					France	THB	Not Disclosed	Not Disclosed	2,962,141,015	2,517,200,551	AR PDF P108-110
IDE069					USA	THB	Not Disclosed	Not Disclosed	(845,374,485)	(513,823,857)	AR PDF P108-110
IDE070					Germany	THB	Not Disclosed	Not Disclosed	93,755,694	(84,802,463)	AR PDF P108-110
IDE071	Ghana	THB			Not Disclosed	Not Disclosed	(107,100,657)	107,054,760	AR PDF P108-110		
IDE072	Poland	THB			Not Disclosed	Not Disclosed	106,933,248	128,016,997	AR PDF P108-110		
IDE073	Portugal	THB			Not Disclosed	Not Disclosed	132,629,513	49,776,567	AR PDF P108-110		
IDE074	Seychelles	THB			Not Disclosed	Not Disclosed	65,024,591	11,111,268	AR PDF P108-110		
IDE075	Others	THB			Not Disclosed	Not Disclosed	104,906,282	444,780,715	AR PDF P108-110		
IDE076	Coverage against total profit (loss)	%			-	-	100	100			
IDE077	201-1	1.7.2 Income tax accrued (Current year) by country ¹⁸	Thailand	THB	Not Disclosed	Not Disclosed	319,851,035	368,109,373	AR PDF P108-110		
IDE078			France	THB	Not Disclosed	Not Disclosed	411,375,493	125,306,473	AR PDF P108-110		
IDE079			USA	THB	Not Disclosed	Not Disclosed	(254,414,139)	32,548,791	AR PDF P108-110		
IDE080			Germany	THB	Not Disclosed	Not Disclosed	52,973,140	3,215,699	AR PDF P108-110		
IDE081			Ghana	THB	Not Disclosed	Not Disclosed	298,467	19,182,469	AR PDF P108-110		
IDE082			Poland	THB	Not Disclosed	Not Disclosed	44,743,489	47,106,426	AR PDF P108-110		
IDE083			Portugal	THB	Not Disclosed	Not Disclosed	37,894,493	14,560,208	AR PDF P108-110		
IDE084			Seychelles	THB	Not Disclosed	Not Disclosed	-	-	AR PDF P108-110		
IDE085			Others	THB	Not Disclosed	Not Disclosed	124,790,615	94,958,712	AR PDF P108-110		
IDE086	Coverage against total income tax accrued (current year)	%	-	-	100	100					



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2018	FY2019	FY2020	FY2021	TARGET	EXTERNAL VERIFICATION
IDE087		Thailand	THB	Not Disclosed	Not Disclosed	199,425,611	359,109,258		AR PDF P108-110
IDE088		France	THB	Not Disclosed	Not Disclosed	482,151,920	267,712,488		AR PDF P108-110
IDE089		USA ²⁹	THB	Not Disclosed	Not Disclosed	(297,823,519)	30,495,192		AR PDF P108-110
IDE090		Germany	THB	Not Disclosed	Not Disclosed	70,061,562	56,503,164		AR PDF P108-110
IDE091	201-1	1.7.2 Income tax Paid by Country ¹⁸	THB	Not Disclosed	Not Disclosed	8,023,059	2,676,804		AR PDF P108-110
IDE092		Poland	THB	Not Disclosed	Not Disclosed	36,871,935	53,970,597		AR PDF P108-110
IDE093		Portugal	THB	Not Disclosed	Not Disclosed	42,593,308	39,020,977		AR PDF P108-110
IDE094		Seychelles	THB	Not Disclosed	Not Disclosed	-	-		AR PDF P108-110
IDE095		Others	THB	Not Disclosed	Not Disclosed	126,899,586	73,955,307		AR PDF P108-110
IDE096		Coverage against total income tax	%	-	-	100	100		
IDE097	-	1.7.3 Earning Before Tax	THB	3,663,757,000	4,372,596,000	7,232,776,000	9,013,244,000		AR PDF P108-110
IDE098	-	1.7.3 Reported Taxes	THB	9,287,000	207,665,000	723,764,000	741,532,000		AR PDF P108-110
IDE099	-	1.7.3 Cumulative acceptable Adjustments	THB	750,594,000	155,777,000	(23,016,000)	(706,000)		AR PDF P108-110
IDE100	-	1.7.3 Effective Tax Rate	%	-20.23352	1.18666	10.32494	8.23497		AR PDF P108-110
IDE101	-	1.7.3 Cash Tax Paid	THB	433,245,000	(56,772,000)	668,203,000	883,444,000		AR PDF P108-110
IDE102	-	1.7.3 Cash Tax Rate	%	11.82516	(1.29836)	9.23854	9.80162		AR PDF P108-110
IDE103	201-1	- Total employee related expenses (salaries and benefits)	THB	12,492,170,000	11,900,570,000	13,748,400,000	12,971,130,000		
IDE104	201-1	- Total revenue	THB	133,284,640,000	126,275,250,000	132,402,436,000	141,047,695,000		
IDE105	201-1	- Operating Expense	THB	130,041,820,000	122,490,940,000	124,568,870,000	132,827,860,000		
IDE106		Total R&D spending	Million USD	11.05	14.99	12.28	9.30		
IDE107	-	1.9.1 R&D Spending	Employee	280	273	197	277		
IDE108		R&D spending as % of sales	%	0.27	0.17	0.24	0.21		



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2018	FY2019	FY2020	FY2021	TARGET	EXTERNAL VERIFICATION	
Environmental Indicators										
IDEV001	102-45	-	Data Coverage for Environmental Indicators ¹	Data Coverage ⁸	% Revenue	100	95	99.8	99.7	
IDEV002	307-1	2.2.4	Environmental violations		Case	0	0	0	0	
IDEV003	-	2.2.3	EMS verification through international standards (e.g. ISO 14001, JIS Q 14001, EMAS certification)		% Operations	97	96	94	92	
IDEV004	-	2.2.3	EMS verification through third party verification (not including EMS already certified with International Standards)		% Operations	3	4	6	8	
IDEV005	-	2.2.3	EMS verification through internal verification (not including EMS certified with International Standards or by Third Party)		% Operations	0	0	0	0	
IDEV006	-	2.2.3	Total EMS verification		% Operations	100	95	100	100	
IDEV007	-	-	Total		tCO2e	536,494	506,906	499,825	507,311	SR PDF P119-120
IDEV008	305-1	2.3.1	Scope 1 ^{2, 25}		tCO2e	369,540	337,052	317,069	323,025	Thai Union commits to Near Term and Net-Zero SBTi targets for GHG Emissions Scope 1, 2, and 3, with Business Ambition for 1.5°C
IDEV009	305-2	2.3.2	GHG Emission from Factory Operations ^{2, 25}		tCO2e	166,954	169,854	182,756	184,286	SR PDF P119-120
IDEV010	-	-	Intensity		tCO2e/Ton FG	0.78	0.71	0.643	0.640	SR PDF P119-120
IDEV011	-	2.3.1-2	Data Coverage ⁸		% Revenue	100	95	99.8	99.7	SR PDF P119-120
IDEV015	-	-	Total		Million m ³	9.38	8.37	8.18	7.59	SR PDF P119-120
IDEV017	-	-	Municipal water ²		Million m ³	6.44	6.14	6.00	4.83	
IDEV018	303-3	2.3.4	Water Withdrawal for Factory Operations (TDS <= 1,000 mg/l) ²		Million m ³	1.54	0.90	0.69	0.64	
IDEV020	-	-	Fresh surface water ²		Million m ³	1.41	1.33	1.49	2.12	
IDEV014	-	-	Fresh Groundwater ²		Million m ³	1.41	1.33	1.49	2.12	
IDEV014	-	-	Data Coverage ⁸		% Revenue	100	95	99.8	99.7	
IDEV015.1	303-3	2.3.4	Rainwater Collected by Organization for Factory Operations (TDS <= 1,000 mg/l)		Million m ³	0.04	0.04	0.26	0.27	SR PDF P119-120
IDEV016.1	303-3	2.3.4	Surface Water Withdrawal for Factory Operations (TDS > 1,000 mg/l) ^{2, 3}		Million m ³	-	-	0.007	0.023	
IDEV016.2	303-3	2.3.4	Groundwater Withdrawal for Factory Operations (TDS > 1,000 mg/l) ^{2, 3}		Million m ³	-	-	-	0.175	
IDEV019	303-3	2.3.4	Seawater Withdrawal for Factory Operations (TDS > 1,000 mg/l) ²		Million m ³	-	0.25	0.40	0.41	
IDEV074	-	2.3.4	Water returned to extraction source at similar or higher quality as raw water extracted		Million m ³	0.00	0.00	0.00	0.00	
IDEV075	303-3	-	Water Discharge to the Offsite from Factory Operations (meet regulatory discharge quality) ²		Million m ³	1.41	1.33	1.49	2.12	SR PDF P119-120
IDEV021	-	2.10.7	Total actual and opportunity costs due to water related incidents (above 10,000 USD)		THB	0	0	0	0	
IDEV076.1	306-4	-	Reuse ²		Ton	26,134.84	2,978.90	3,737.09	2,365.43	SR PDF P119-120
IDEV076.2	306-4	-	Recycling ²		Ton	-	21,261.55	20,779.81	29,097.96	SR PDF P119-120
IDEV076.3	306-4	-	Composting ²		Ton	5,863.33	2,823.20	9,241.84	16,816.97	SR PDF P119-120
IDEV076.4	306-5	-	Recovery, including energy recovery ²		Ton	754.92	1,833.02	1,897.36	1,478.90	SR PDF P119-120
IDEV076.5	306-5	-	Non-Hazardous Waste Management from Factory Operations ²		Ton	1,434.24	1,289.49	550.94	185.85	SR PDF P119-120
IDEV076.6	306-5	-	Incineration with out heat recovery (i.e.mass burn) ²		Ton	1,434.24	1,289.49	550.94	185.85	SR PDF P119-120
IDEV076.7	306-5	-	Landfill ²		Ton	21,524.03	13,575.57	13,296.62	12,572.62	SR PDF P119-120
IDEV076.7	306-5	-	Other Disposal Methods ^{2, 26}		Ton	-	-	8,853.43	-	SR PDF P119-120
IDEV076.8	306-5	-	On-site ²		Ton	-	-	-	460.00	SR PDF P119-120
IDEV076.9	306-3	-	Total ²		Ton	55,711.35	43,761.72	58,357.10	62,977.72	SR PDF P119-120
IDEV077.1	306-4	-	Reuse ²		Ton	387.64	236.88	221.25	231.29	SR PDF P119-120
IDEV077.2	306-4	-	Recycling ²		Ton	207.26	75.84	254.17	540.13	SR PDF P119-120
IDEV077.3	306-4	-	Composting ²		Ton	-	-	-	-	SR PDF P119-120
IDEV077.4	306-5	-	Recovery, including energy recovery ²		Ton	41.64	192.09	209.71	293.21	SR PDF P119-120
IDEV077.5	306-5	-	Hazardous Waste Management from Factory Operations ²		Ton	5.87	10.79	5.21	44.53	SR PDF P119-120
IDEV077.6	306-5	-	Incineration with out heat recovery (i.e.mass burn) ²		Ton	5.87	10.79	5.21	44.53	SR PDF P119-120
IDEV077.7	306-5	-	Landfill ²		Ton	104.02	193.31	419.98	1,619.76	SR PDF P119-120
IDEV077.7	306-5	-	Other Disposal Methods ^{2, 26}		Ton	-	-	28.19	-	SR PDF P119-120
IDEV077.8	306-5	-	On-site ²		Ton	-	-	-	585.18	SR PDF P119-120
IDEV077.9	306-3	-	Total ²		Ton	746.43	708.90	1,138.52	3,314.09	SR PDF P119-120



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2018	FY2019	FY2020	FY2021	TARGET	EXTERNAL VERIFICATION	
IDEV078.1	306-4	-	Reuse	Ton	26,522.48	3,215.78	3,958.34	2,596.72	SR PDF P119-120	
IDEV078.2	306-4	-	Recycling	Ton	207.26	21,337.39	21,033.98	29,638.09	SR PDF P119-120	
IDEV078.3	306-4	-	Total waste reused/recycled from Factory Operations ²		Ton	5,863.33	2,823.20	9,241.84	16,816.97	SR PDF P119-120
IDEV078.4	306-4	2.3.5	Composting	Ton	32,593.06	27,376.37	34,234.16	49,051.78	SR PDF P119-120	
IDEV079.1	306-5	2.3.5	Total	Ton	796.56	2,025.10	2,107.07	1,772.10	SR PDF P119-120	
IDEV079.2	306-5	2.3.5	Recovery, including energy recovery	Ton	1,440.11	1,300.28	556.15	230.38	SR PDF P119-120	
IDEV079.3	306-5	2.3.5	Incineration with out heat recovery (i.e.mass burn)	Ton	21,628.05	13,768.87	13,716.61	14,192.38	SR PDF P119-120	
IDEV079.4	306-5	2.3.5	Total waste disposed from Factory Operations ²		Ton	-	8,881.62	-	SR PDF P119-120	
IDEV079.5	306-5	2.3.5	Other Disposal Methods ^{2b}	Ton	-	-	-	1,045.18	SR PDF P119-120	
IDEV079.6	306-5	2.3.5	On-site	Ton	23,864.72	17,094.25	25,261.45	17,240.04	SR PDF P119-120	
IDEV079.6	306-5	2.3.5	Total	Ton	23,864.72	17,094.25	25,261.45	17,240.04	SR PDF P119-120	
IDEV027	-	2.3.5	Waste Data Coverage ⁸	% Revenue	100	95	99.8	99.7	SR PDF P119-120	
IDEV028	302-1	-	Absolute	MWh	1,189,767	1,120,746	1,208,459	1,200,033	SR PDF P119-120	
IDEV029	-	-	Energy consumption by Factory Operations		GJ	4,283,160	4,034,686	4,350,452	4,320,120	SR PDF P119-120
IDEV030	-	-	Intensity	GJ/Ton FG	6.21	5.49	5.43	5.45		
IDEV031	-	-	Data Coverage ⁸	% Revenue	100	95	99.8	99.7		
IDEV031.1	302-1	2.3.3	Total non-renewable energy consumption [Fuel + Electricity] by Factory Operations	MWh	1,150,254	1,068,213	1,142,029	1,130,514		
IDEV032	302-1	-	Non-renewable fuels purchased and consumed by Factory Operations ⁴	GJ	4,140,915	3,845,565	4,111,304	4,111,304		
IDEV033	302-1	-	Non-renewable electricity purchased by Factory Operations ⁵	MWh	805,903	725,062	777,741	763,474		
IDEV034	302-1	2.3.3	Total renewable energy consumption (purchased or generated & consumed) by Factory Operations ⁶	GJ	2,901,250	2,610,224	2,799,869	2,748,505		
IDEV035	301-1, 301-3	2.8.2	Total Weight	Ton	344,351	343,150	364,288	367,041		
IDEV035.1	301-1, 301-3	2.8.2	Wood/Paper fiber packaging ²¹	%	1,239,665	1,235,341	1,311,435	1,321,346		
IDEV036	301-1, 301-3	2.8.2	Metal packaging ²¹	Ton	39,513	52,533	66,430	69,519		
IDEV037	301-1, 301-3	2.8.2	Glass packaging ²¹	Ton	142,245	189,120	239,148	250,268		
IDEV038	301-1, 301-3	2.8.3	Plastic packaging ²¹	Ton	-	-	-	1,041		
IDEV038.1	301-1, 301-3	2.8.3	%Recyclable plastic packaging	%	-	-	-	58.77		
IDEV039	-	-	Palm oil	%	-	-	63	71.05		
IDEV040	-	-	Certification: RSPO or equivalent international standards	%	-	-	-	80.32		
IDEV041	-	2.9.2	Coverage of agricultural crop certification/ accreditation (volume/weight of crop certified or accredited as % of total volume/weight of crop)	%	-	-	-	100		
IDEV044	-	-	Soy	%	-	-	-	100		
IDEV048	-	-	Cereals (Rice, Wheat, and Starch)	%	-	-	-	100		
IDEV049	-	-	Certification: GMP, HACCP, FSSC22000, ISO14001, ISO9001, ISO50001, ISO22000, BRC, SQF, HALAL, KOSHER	%	-	-	-	< 1		
IDEV050	-	2.9.2	Level of exposure to each agricultural crop (production volume/weight of crop as % of total production volume/weight of crop)	%	-	-	-	< 1		
IDEV053	-	-	Palm oil	%	-	-	< 1%	< 1		
			Soy	%	-	-	-	< 1		
			Sugar	%	-	-	-	< 1		
			Cereals (Rice, Wheat, and Starch)	%	-	-	-	< 1		



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2018	FY2019	FY2020	FY2021	TARGET	EXTERNAL VERIFICATION
IDEV057	-	2.9.3 Coverage of animal product certification/ accreditation (volume/weight of animal product certified or accredited as % of total volume/weight of animal product)	Aquaculture products: Shrimp and Salmon	%	-	-	-	100	
IDEV059			Dairy products	%	-	-	-	100	
IDEV061			Poultry products	%	-	-	-	96.57	
IDEV062			Wild fisheries products: Tuna	%	-	-	-	88.10	
IDEV063			Aquaculture products: Shrimp and Salmon	%	-	-	-	5-25	
IDEV065			Dairy products	%	-	-	-	< 1	
IDEV067			Poultry products	%	-	-	-	< 1	
IDEV068			Wild fisheries products: Tuna	%	-	-	-	> 25	
IDEV069	103-2	2.6.2 Total weight of food loss from operations ²⁷ (A)	Ton	82,241	93,914	118,087	114,221		
IDEV070	103-2	2.6.2 Total weight of food loss volumes used for alternative purposes (B)	Ton	76,273	91,886	116,458	112,997		
IDEV071	103-2	2.6.2 Total food loss discarded (A - B)	Ton	5,968	2,028	1,628	1,224		
IDEV072	103-2	2.6.2 Food loss intensity ²⁸	Ton/Bath Billion	54.14	19.75	15.05	10.84		
IDEV073	103-2	2.6.2 Coverage ²⁹	% Revenue	94.56	95.23	95.38	100.00		



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2018	FY2019	FY2020	FY2021	TARGET	EXTERNAL VERIFICATION
Social Indicators									
IDS001	102-45	-	Data Coverage for Social Indicators	% Revenue	100	96	97.9	99.1	
IDS002	406-1	3.2.1	Incidents of discrimination and harassment	Number of incidents	-	-	49	12	
IDS003	102-8	3.2.2	Female shares of total workforce	%	60	59.2	57.52	57.09	
IDS004	102-8	3.2.2	Females in all management positions, including junior, middle and senior management	% Total management workforce	43	45.2	47.21	45.95	Thai Union is working towards 50/50 gender parity across all levels of management by 2025, in particular in top management/ executive positions
IDS005	102-8	3.2.2	Females in junior management positions i.e. first level of management	% Total junior management positions	48	50.4	54.45	52.12	
IDS006	102-8	3.2.2	Females in top management positions, i.e. Executive (GM and minus 1)	% Total top management positions	12	25.7	12	12	
IDS007	102-8	3.2.2	Females in management positions in revenue-generating functions (excluding support function)	% All such managers	58	45	56.99	55.39	
IDS008	102-8	3.2.2	Females in STEM-related positions (i.e. computer programmer, engineer, scientist, etc.)	% Total STEM positions	-	-	40.14	39.89	
IDS009				% of Thai employees	-	-	57.99	57.73	
IDS010				% of Ghanian employees	-	-	7.47	8.88	
IDS011	405-1	3.2.3	Workforce breakdown based on Nationality, as % of full-time equivalents (FTEs)	% of French employees	-	-	6.16	5.64	
IDS012				% of Malagasy employees	-	-	5.64	5.23	
IDS013				% of Seychellois employees	-	-	4.10	3.80	
IDS014				% of Other employees	-	-	16.94	18.84	
IDS015				% of Thai employees	-	-	71.11	62.74	
IDS016				% of Ghanian employees	-	-	0	1.13	
IDS017	405-1	3.2.3		Share in all management position based on Nationality (including junior, middle and senior management)	% of French employees	-	-	11.05	10
IDS018					% of Malagasy employees	-	-	0	0.09
IDS019			% of Seychellois employees		-	-	0	2.45	
IDS020			% of Other employees		-	-	17.84	23.58	
IDS026			Myanmar	% of employee in Thailand	-	-	0.34	0.49	
IDS027	405-1	3.2.3	Workforce breakdown based on number of immigrant: Number of immigrant employee in Thailand by country of origin	China	% of employee in Thailand	-	-	0.07	0.08
IDS028				Other Asian countries	% of employee in Thailand	-	-	0.12	0.08
IDS029				Myanmar	% of employee in Thailand	-	-	0	0
IDS030	405-1	3.2.3	Share in all management position based on number of immigrant employee in Thailand by country of origin (including junior, middle and senior management)	China	% of employee in Thailand	-	-	0.62	0.89
IDS031				Other Asian countries	% of employee in Thailand	-	-	1.12	0.89
IDS032			Africa	% of employee in France	-	-	2.77	5.10	
IDS033	405-1	3.2.3	Workforce breakdown based on number of immigrant: Number of immigrant employee in France by continent of origin	Europe (excluding France)	% of employee in France	-	-	1.2	1.46
IDS034				Asia	% of employee in France	-	-	0.84	1.46
IDS035				Africa	% of employee in France	-	-	0	0
IDS036	405-1	3.2.3	Share in all management position based on number of immigrant employee in France by continent of origin (including junior, middle and senior management)	Europe (excluding France)	% of employee in France	-	-	3.33	5.13
IDS037				Asia	% of employee in France	-	-	2.5	3.85



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2018	FY2019	FY2020	FY2021	TARGET	EXTERNAL VERIFICATION	
IDS038		People with disability	% of FTEs	-	-	1.75	1.56			
IDS039	405-1	3.2.4	Workforce breakdown based on other minorities	Age group: < 30 years old	% of FTEs	-	18.90	19.46		
				Age group: 30 - 50 years old	% of FTEs	-	-	65.74	64.09	
				Age group: > 50 years old	% of FTEs	-	-	13.63	16.45	
IDS040		Other: Migrant	% of FTEs	-	-	11.77	12.09			
IDS041		People with disability	% of FTEs	-	-	100	100			
IDS042	405-1	3.2.4	Data coverage for workforce breakdown based on other minorities	Age groups	% of FTEs	-	-	98	100	
IDS043		Other: Migrant	% of FTEs	-	-	98	98			
IDS044		Executive level (base salary only)		-	0.60	0.85	0.92		SR PDF P119-120	
IDS045		Executive level (base salary + other cash incentives)		-	-	0.77	0.83		SR PDF P119-120	
IDS046	405-2	3.2.5	Equal Remuneration Ratio (Female/Male)	Management level (base salary only)		-	0.73	0.70	0.80	SR PDF P119-120
IDS047				Management level (base salary + other cash incentives)		-	0.71	0.68	0.75	SR PDF P119-120
IDS048				Non-management level (base salary only)		-	0.97	1.00	0.99	SR PDF P119-120
IDS049	405-2	3.2.5	Coverage of Equal Remuneration	%	-	-	100	100		
IDS050	102-41	3.2.6	% Employees represented by an independent trade union or covered by collective bargaining agreements	% Employee	81.2	81.7	83.17	83.68		
IDS164	404-1	3.5.1	Average hours of training per year	Hours/FTE	5.6 ²⁰	4.7	5.9	6.7		
IDS165			Average amount spent on training per FTE	THB/FTE	3,505	3,120	1,692	1,394		
IDS051	404-1	3.5.1	Breakdown of average hours of training & development per year, and amount spent per FTE on training and development: by gender ²⁴	male	Hours/FTE	-	-	-	7.23	
IDS052				THB/FTE	-	-	-	1,353.00		
IDS053				female	Hours/FTE	-	-	-	6.70	
IDS054				THB/FTE	-	-	-	1,141.00		
IDS055	404-1	3.5.1	Breakdown of average hours of training & development per year, and amount spent per FTE on training and development: by management level ²⁴	Daily worker	Number of new employees	-	-	-	7.02	
IDS056				THB/FTE	-	-	-	61.19		
IDS057				Non-management	Number of new employees	-	-	-	7.09	
IDS058				THB/FTE	-	-	-	702.57		
IDS059				Junior-management + Middle-management	Number of new employees	-	-	-	7.33	
IDS060				THB/FTE	-	-	-	7,029.00		
IDS063				Top-management	Number of new employees	-	-	-	6.10	
IDS064				THB/FTE	-	-	-	17,160.00		
IDS142	404-1	3.5.1	Breakdown of average hours of training & development per year, and amount spent per FTE on training and development: by age group ¹⁸⁻²⁴	18-25 years	Hours/FTE	-	-	-	16.77	
IDS143				THB/FTE	-	-	-	20.31		
IDS144				>25-35 years	Hours/FTE	-	-	-	15.57	
IDS145				THB/FTE	-	-	-	284.16		
IDS146				>35-49 years	Hours/FTE	-	-	-	14.30	
IDS147				THB/FTE	-	-	-	425.37		
IDS148				>49	Hours/FTE	-	-	-	12.19	
IDS149				THB/FTE	-	-	-	180.24		
IDS001.1	404-1	3.5.1	Breakdown of average hours of training & development per year, and amount spent per FTE on training and development: by nationality ²⁴	Thai	Hours/FTE	-	-	-	14.92	
IDS001.2				THB/FTE	-	-	-	744.36		
IDS001.3				Burmese	Hours/FTE	-	-	-	15.46	
IDS001.4				THB/FTE	-	-	-	0.23		
IDS001.5				Other	Hours/FTE	-	-	-	4.89	
IDS001.6				THB/FTE	-	-	-	1,842.10		
IDS065		3.5.1	Coverage of FTE training: breakdown by gender ²⁴	% of FTEs	-	-	-	19.16		
IDS066			Coverage of FTE training: breakdown by management level ²⁴	% of FTEs	-	-	-	19.16		
IDS150			Coverage of FTE training: breakdown by age group ¹⁸⁻²⁴	% of FTEs	-	-	-	19.16		
IDS001.7			Coverage of FTE training: breakdown by nationality ²⁴	% of FTEs	-	-	-	19.16		
IDS067	201-1	3.5.3	HC ROI ⁷	THB/THB	1.26	1.32	1.57	1.63		
IDS068	102-8	-	Total FTE	Person	13,582	14,319	12,967	13,571		



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2018	FY2019	FY2020	FY2021	TARGET	EXTERNAL VERIFICATION
IDS151	201-1		Charitable Donations	% of total costs	-	-	5	1.9	
IDS152	201-1	3.7.2 Type of Philanthropic Activities	Community Investments	% of total costs	-	-	56	49.4	
IDS153	201-1		Commercial Initiatives	% of total costs	-	-	39	48.7	
IDS069	-	3.7.3 Cash contributions		THB	108,760,000	69,205,256	65,082,485	34,856,487	
IDS070	-	3.7.3 Time: employee volunteering during paid hours		THB	1,282,708	4,273,489	9,867,952	1,683,103	
IDS071	-	3.7.3 In-kind giving: products or services donations, projects, partnership or similar		THB	1,737,636	5,255,943	10,512,416	31,261,436	
IDS072	-	3.7.3 Management Overheads		THB	2,458,779	2,360,526	2,247,071	2,032,726	
IDS073		3.8.2 Coverage of Living Wage Assessment	Own Employee	%	-	-	99.7	99.1	
IDS074	401-1	3.6.7 Total employee turnover rate		% Employee	13.23	16.10	17.49	13.23	
IDS075	401-1	3.6.7 Voluntary employee turnover rate		% Employee	13.10	14.89	16.02	10.18	
IDS076		3.6.7 Breakdown of total employee turnover rate: by gender ²⁴	male	%	-	-	32	39.73	
IDS077			female	%	-	-	28.9	60.27	
IDS078			Daily worker	%	-	-	-	0.00	
IDS079		3.6.7 Breakdown of total employee turnover rate: by management level ²⁴	Non-management	%	-	-	-	14.93	
IDS080			Junior- and Middle-managemer	%	-	-	-	8.16	
IDS082			Top-management	%	-	-	-	9.09	
IDS154		3.6.7 Breakdown of total employee turnover rate: by age group ^{18 24}	< 30 years	%	-	-	-	36.56	
IDS155			30 - 50 years	%	-	-	-	49.61	
IDS156			> 50 years	%	-	-	-	13.83	
IDS180		3.6.7 Breakdown of total employee turnover rate: by nationality ²⁴	Thai	%	-	-	-	98.03	
IDS181			Burmese	%	-	-	-	0.66	
IDS182			Other nationality	%	-	-	-	1.31	
IDS083		3.6.7 Coverage of turnover rate: breakdown by age ^{18 24}		% of FTEs	-	-	36.04	19.16	
IDS158				% of FTEs	-	-	-	19.16	
IDS084		3.6.7 Coverage of turnover rate: breakdown by gender ²⁴		% of FTEs	-	-	-	19.16	
IDS183				% of FTEs	-	-	-	19.16	
IDS085	-	3.6.8 Employee Engagement: Actively engaged employee	Overall	% Actively engaged employee	82	83.5	81	82	
IDS086			Data Coverage (Overall)	% Employee	100	100	100	100	
IDS087	-	3.6.8 Breakdown of Actively engaged employee: by gender	Male	% Actively engaged employee	-	-	-	43	
IDS088	-		Female	% Actively engaged employee	-	-	-	55	
IDS089	-		Other	% Actively engaged employee	-	-	-	2	
IDS090	-	3.6.8 Breakdown of Actively engaged employee: by management level	Top Management	% Actively engaged employee	-	-	-	1	
IDS091	-		Middle Management	% Actively engaged employee	-	-	-	4	
IDS092	-		Junior Management	% Actively engaged employee	-	-	-	9	
IDS093	-		Non-Management	% Actively engaged employee	-	-	-	87	
IDS094	-	3.6.8 Breakdown of Actively engaged employee: by age group	a) Under 25	% Actively engaged employee	-	-	-	4	
IDS095	-		b) 25-34	% Actively engaged employee	-	-	-	30	
IDS096	-		c) 35-44	% Actively engaged employee	-	-	-	11	
IDS097	-		d) 45-54	% Actively engaged employee	-	-	-	49	
IDS098	-		e) 55 and above	% Actively engaged employee	-	-	-	7	
IDS099	-	3.6.8 Breakdown of Actively engaged employee: by country	Thailand	% Actively engaged employee	-	-	-	59	
IDS100	-		Seychelles	% Actively engaged employee	-	-	-	14	
IDS101	-		Ghana	% Actively engaged employee	-	-	-	8	
IDS102	-		France	% Actively engaged employee	-	-	-	6	
IDS103	-		Portugal	% Actively engaged employee	-	-	-	4	
IDS104	-		Poland	% Actively engaged employee	-	-	-	3	
IDS104.1	-		Others	% Actively engaged employee	-	-	-	6	



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2018	FY2019	FY2020	FY2021	TARGET	EXTERNAL VERIFICATION
IDS105		Coverage of Actively engaged employee: breakdown by gender	% of FTEs	-	-	-	100		
IDS106	-	3.6.8 Coverage of Actively engaged employee: breakdown by management level	% of FTEs	-	-	-	100		
IDS107		Coverage of Actively engaged employee: breakdown by age group	% of FTEs	-	-	-	100		
IDS108		Coverage of Actively engaged employee: breakdown by country	% of FTEs	-	-	-	100		
IDS109	-	3.6.1 Number of new hires	Number of employees	-	-	1,867	1,106		
IDS110		3.6.1 % of open positions filled by internal candidates (internal hires)	%	-	-	33.51	14.19		
IDS111			Number of new employees	-	-	1,028	581		
IDS112		3.6.1 Breakdown of new employee hire and %internal hires: by gender ²⁴	%internal hires	-	-	84	14		
IDS113			Number of new employees	-	-	1,130	722		
IDS114			%internal hires	-	-	87	16		
IDS115			Number of new employees	-	-	1,840	0		
IDS116			%internal hires	-	-	100	0		
IDS117			Number of new employees	-	-	256	251		
IDS118			%internal hires	-	-	3	10		
IDS119		3.6.1 Breakdown of new employee hire and %internal hires: by management level ²⁴	Number of new employees	-	-	38	47		
IDS120			%internal hires	-	-	0	26		
IDS121			Number of new employees	-	-	22	11		
IDS122			%internal hires	-	-	45	36		
IDS123			Number of new employees	-	-	2	2		
IDS124			%internal hires	-	-	0	0		
IDS159			Number of new employees	-	-	-	144		
IDS159.1			%internal hires	-	-	-	17		
IDS160		3.6.1 Breakdown of new employee hire: by age group ^{16, 24}	Number of new employees	-	-	-	160		
IDS160.1			%internal hires	-	-	-	8		
IDS161			Number of new employees	-	-	-	5		
IDS161.1			%internal hires	-	-	-	80		
IDS177		3.6.1 Breakdown of new employee hire: by nationality ^{16, 24}	Number of new employees	-	-	-	0		
IDS178			Number of new employees	-	-	-	14		
IDS125		3.6.1 Coverage of new employee hire and %internal hires: breakdown by gender ²⁴	% of FTEs	-	-	36.04	19.16		
IDS126		Coverage of new employee hire and %internal hires: breakdown by management level ²⁴	% of FTEs	-	-	36.04	19.16		
IDS163		Coverage of new employee hire and %internal hires: breakdown by age ^{16, 24}	% of FTEs	-	-	-	19.16		
IDS179		Coverage of new employee hire: breakdown by nationality ²⁴	% of FTEs	-	-	-	19.16		
IDS127	403-9 (GRI2018)	3.8.4 LTIFR ²	Employee	n/million worked h	2.93	2.32	2.42	1.96	
IDS128				n/200,000 worked h	0.59	0.46	0.48	0.39	SR PDF P119-120
IDS129	-	3.8.4	Data Coverage ⁹	% Revenue	100	96.0	97.7	99.1	SR PDF P119-120
IDS130	403-9 (GRI2018)	3.8.5	Contractor	n/million worked h	0.00	0.08	1.08	1.96	
IDS131				n/200,000 worked h	0.00	0.02	0.22	0.39	SR PDF P119-120
IDS132	-	3.8.5	Data Coverage ⁹	% Revenue	77	49	97.7	99.1	SR PDF P119-120
IDS133	403-9 (GRI2018)	-	Employee	n/million worked h	44.55	19.65	26.95	26.29	
IDS134				n/200,000 worked h	8.91	3.93	5.39	5.26	SR PDF P119-120
IDS135	-	-	Data Coverage ⁹	% Revenue	100	96	97.7	99.1	SR PDF P119-120
IDS136	403-9 (GRI2018)	-	Contractor ³⁰	n/million worked h	N/A	0.15	13.80	15.25	
IDS137				n/200,000 worked h	N/A	0.03	2.79	3.05	SR PDF P119-120
IDS138	-	-	Data Coverage ⁹	% Revenue	N/A	49	97.7	99.1	SR PDF P119-120
IDS139	403-9 (GRI2018)	3.8.3	Employee	fatalities	0	0	0	0	Zero Fatality SR PDF P119-120
IDS140			Contractor	fatalities	0	1	0	0	Zero Fatality SR PDF P119-120
IDS141	-	3.8.3	Data Coverage ⁹	% Revenue	100	100	100	99.1	SR PDF P119-120



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2018	FY2019	FY2020	FY2021	TARGET	EXTERNAL VERIFICATION
IDS166	-	3.9.2 Percentage of marked new products with nutritional labels	%	94	98	93	97		
IDS167	-	3.10.1 % of total customers using online services	%	1.1	1	6.5	6.2	5% online customers	
IDS168	-	3.10.1 % of revenues generated online	%	0	3.6	8.9	7.7	5% revenues generated online	
IDS169	-	3.10.2 Satisfied respondents	%	81	81	85	84	80% satisfied respondents	
IDS170	-	3.10.2 coverage of customers/consumers surveyed	% of sale	40	80	80	80		
IDS171	401-2	3.6.6 Paid parental leave for the primary caregiver provided by Thai Union	Thailand (maternity leave)	days	Not Disclosed	Not Disclosed	Not Disclosed	45	
IDS172	401-2	3.6.6 Legal requirement of paid parental leave for the primary caregiver	Thailand (maternity leave)	days	Not Disclosed	Not Disclosed	Not Disclosed	45	
IDS173	401-2	3.6.6 Paid parental leave for the non-primary caregiver provided by Thai Union	Thailand (paternity leave)	days	Not Disclosed	Not Disclosed	Not Disclosed	3	
IDS174	401-2	3.6.6 Legal requirement of paid parental leave for the non-primary caregiver	Thailand (paternity leave)	days	Not Disclosed	Not Disclosed	Not Disclosed	0	
IDS175	401-2	3.6.6 Paid family or care leave beyond parental leave provided by Thai Union	Thailand (personal leave)	days	Not Disclosed	Not Disclosed	Not Disclosed	5	
IDS176	401-2	3.6.6 Legal requirement of paid family or care leave beyond parental leave	Thailand (personal leave)	days	Not Disclosed	Not Disclosed	Not Disclosed	0	
IDEX001	-	Exchanging Rate	USD/THB	32.45	30.15	30.04	33.42		

Remarks

- The above data refers to sales structure after exclusion of intercompany transactions. For the detail of shareholdings and financial changes, please refer to One Report 2021 PDF page 35 (Document page 67).
 ☒ : The facility which is reported in Thai Union's scope of Environmental & Social Reporting.
 N/A for Environmental Reporting : Facilities out of Thai Union's scope of Environmental Reporting are classified as non-manufacturing facility, or has been acquired for less than 2 years.
 In Progress: Environmental & Social Reporting of this facility is in progress.
 Reporting coverage of environmental indicators aligns with Sustainability Report 2021 PDF p100-101
- Data and information for selected specific standard disclosures have been evaluated for reliability by Third Party (Sustainability Report 2021 LRQA Independent Assurance Statement PDF p119-120)
- Non-renewable fuels purchased and consumed is calculated from consumption of fuel oil (bunker oil), natural gas, diesel, biodiesel, LPG, coal, gasoline/petrol, and biogasoline (Sustainability Report 2021 Energy management PDF p87)
- Non-renewable electricity purchased is calculated from total indirect energy (electricity) (Sustainability Report 2021 Energy management PDF p87)
- Total renewable energy purchased or generated is calculated from consumption and generation of bio-gas, wood pellet, saw dust, and solar panel (Sustainability Report 2021 Energy management PDF p87)
- We use a new methodology for calculating Human Capital Return on Investment to align with globally accepted practice, such as that in the S&P Global Corporate Sustainability Assessment (CSA). The ratio is calculated by, first, subtracting Total Operating Expenses less total employee-related expenses from Total Revenue.
- Data in 2018-2021 covers factories in Thailand, Vietnam, France, Portugal, Poland, Germany, Norway, Ghana, Seychelles, Lithuania and United States of America.
- Data covers office, factories, farms and hatcheries in Thailand, Vietnam, France, Portugal, Poland, Germany, Norway, Ghana, Seychelles, Lithuania, Italy, Ireland, Netherlands, United Kingdom, and United States of America.
- 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.)
- Vessel Code of Conduct (VCOC) was issued in 2017, and roll out in 2018.
- Revenue by Country, Profit (Loss) before tax by country, Income tax accrued (Current year) by country, Income tax Paid by Country represent 100% of total group data coverage.
 - The amount of Profit (loss) before tax presented in positive sign refers to profit and that presented in negative sign refers to loss
 - The Income tax accrued (current year) presented in positive sign refer to expenses and that presented in negative sign refer to income.
 - The Income tax paid presented in positive sign refer to cash tax paid and that presented in negative sign refer to cash tax received.
 - The amount of revenue and profit before tax as presented includes dividend income which is normally exempt from taxation. This could be resulted in a relatively low effective tax rate in some countries (e.g. Thailand and France).
 Moreover, in Thailand, the constituent entities have been granted tax privileges from the Board of Investment of Thailand ("BOI") under the Investment Promotion Act, B.E. 2520. The income tax for authorised business for a specific period of time has been therefore exempted and/or reduced. This could lead to a relatively low effective income tax rate (for both on current tax and cash tax) compared to other tax jurisdictions.
 In addition, in Seychelles, the constituent entities have been granted an International Trade License under the International Business Licence Companies Act 1994 ("IBCA") and under the International Trade Zone Act 1995 ("ITZA"). Under the IBCA and ITZA, trade and business taxes are exempted. This results in no tax paid in Seychelles.
- Breakdown of workforce by age has limited coverage, due to regulatory requirements in some operating countries regarding non-disclosure of such sensitive information. Thus, for a number of operations, the breakdown cannot be disclosed.
- Average annual compensation of the executives is referred from Annual Report 2021 PDF p82, and the average annual compensation of the Company's employees is referred from Sustainability Report 2021 PDF p85.
- The period of calculation is from January to December 2021
 - The Full Time Employees (FTEs) is a person who has a contract of employment with the company on last day of each quarter both temporary and permanent. Each person is counted as one unit, regardless their working time in proportion to the time spent over the month. Include:
 - Employees with a permanent contract
 - Employees with a fixed-term contract (temporary, interim, seasonal workers, apprenticeship, trainees where applicable)
 - International assignee & Management Associates are recorded in the host company where they work
 Exclude: Daily workers, Contractors, Consultant, advisor or Agency staff and seasoning staff
 - Median and Mean compensation are calculated from a summation of Annual Salary per Contract in 2020 plus the total Bonus paid in 2020
 - The scope of calculation includes Top management, Middle Management, Junior Management and Non-manager from Asia and Emerging, Thai Union Europe and Thai Union North America
 - The number of employees are excluded Joint Ventures and Associates company
- The assumptions for average training hours have been changed for consistency as some Thai Union operating companies have changed calculation units from hours to minutes.
- Scope of data covers activities that Thai Union maintain management control, namely branded products. Data report focuses on branded packaging, including primary, secondary, shipping material, and in-process packaging.
 In FY2021, accuracy of data collection further improved as the TU Packaging Database has been fully developed and put into use.
- Data coverage for procurement by region are total procurement of raw materials, packaging, and ingredients of our TUNA ambient food business, breakdown by geographical regions of operational sites (Procurement spend by category excluding labor and factory overheads)
- Data of breakdown of average hours of training & development per year, amount spent per FTE on training and development, total employee turnover rate, new employee hire, and %internal hire (breakdown by age, gender, management level, and nationality) are from:
 EHS Training and Services Co., Ltd. (EHS); Okeanos Food Co., Ltd. (OKF); Pakfood PCL. (PAK); Thai Union Feedmill Co., Ltd. (TFM); Thai Union Group PCL. (TU); Thai Union Ingredients Co., Ltd.(TUI); Thai Union Seafood Co., Ltd. (TUS); Thai Union Lifescience Co., Ltd.(TUL)
- The data of GHG emission of 2020 are recalculated based on the amendment of GHG emission calculation methodology in 2021. The following key amendments of GHG emission calculation methodology are:
 - Amendment of emission factors for GHG scope 1 emission aligning with Thailand Greenhouse Gases Management Organization (TGO), GHG Protocol, 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories, and 2013 IPCC Fifth Assessment Report (AR5).
 - Amendment of emission factors for GHG scope 2 (electricity) by country aligning with GHG Protocol: Green-e Energy Residual Mix Emissions Rates (2018), UNFCCC Harmonized Grid Emission factor data set version 3.0 (December 2021), Institute for Global Environmental Strategies (2021), and TGO.
 - Amendment of GHG emission calculation methodology for wastewater treatment plant, refrigerant, and domestic septic tank regarding to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories Volume 5 Waste
- In 2020, "Other Disposal Methods" is not classified as any specific waste disposal methods listed in the table due to insufficient information.
- Food loss categories from our operations include food scraps, by products, and inedible parts of raw materials, mainly seafood
- Intensity is calculated from Ton of food loss discarded (A-B), divided by Revenue from ambient, frozen and chilled seafood operations for human consumption, which exclude revenue from Thai Union Feedmill PCL. (TFM) categorized as revenue from frozen and chilled seafood operations for non-human consumption.
- Coverage is calculated from Revenue of ambient, frozen and chilled seafood operations for human consumption of which food loss data is provided, divided by Revenue from ambient, frozen and chilled seafood operations for human consumption.
- No data recorded for LTISR in 2018



thaiunion.com | seachangesustainability.org

Thai Union Group Public Company Limited

HEAD OFFICE

72/1 Moo 7, Sethakit 1 Road, Tarsrai Sub-district,
Muang Samut Sakhon District, Samut Sakhon Province
74000 Thailand

Tel: +66 (0) 3481-6500

Fax: +66 (0) 3481-6886

BANGKOK OFFICE

979/12 M Floor, S.M. Tower, Phaholyothin Road,
Phaya Thai, Phaya Thai, Bangkok 10400 Thailand

Tel: +66 (0) 2298-0024, +66 (0) 2298-0537

Fax: +66 (0) 2298-0548, +66 (0) 2298-0550

CONTACT

Adam Brennan

Group Director, Sustainability

Adam.Brennan@thaiunion.com

