

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 (UNG CNT), 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 entered a new three-year partnership with the International Transport Workers' Federation (ITF) to strengthen ethical recruitment, recruitment fee transparency, and grievance and remediation systems for migrant fishers in our supply chain, with initial activities focused on Indonesian migrant workers on Taiwanese-flagged vessels.
- c. Together with the ITF, we are rolling out pre-departure and pre-contract training, verification of recruitment contracts and fees, financial literacy and health & safety education, and worker outreach on rights and grievance channels for migrant fishers, alongside joint development of a grievance and remediation framework with vessel owners.
- d. 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.
- e. 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.
- f. 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](#).
- g. In 2026, 200 Thai Union employees and partners volunteered to remove 8,000 kilograms (8 tons) of marine debris across 11 countries and four continents during World Oceans Day clean-up activities. Marine debris was collected, sorted and recorded using the Ocean Conservancy's International Coastal Cleanup methodology, reinforcing Thai Union's commitment to protecting marine ecosystems and advancing global ocean stewardship.

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 |            |            |            |
|---------------------------------------------------------------------------------|----------|-------------------|------------|------------|------------|
|                                                                                 |          | 2022              | 2023       | 2024       | 2025       |
| 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      | 38,207,243        | 36,923,540 | 36,684,230 | 32,020,929 |
| 4. Other (e.g. spending related to ballot measures or referendums)              | THB      | 0                 | 0          | 0          | 0          |
| <b>TOTAL</b>                                                                    | THB      | 38,207,243        | 36,923,540 | 36,684,230 | 32,020,929 |
| <b>Data Coverage (as % of Revenues)</b>                                         | 100      | 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 2025              |
|-----------------------------------------------------------------------------------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
| Improving sustainability of fisheries and aquaculture operations                                          | Support            | <ol style="list-style-type: none"> <li>1) Thai Union collaborates with ISSF to proactively achieve the best management practices of fishery management.</li> <li>2) Thai Union engage with suppliers, ISSF, MSC, and others to understand actions that can be taken to increase volumes that are either MSC certified or in-assessment</li> <li>3) 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</li> <li>4) 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.</li> <li>5) 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).</li> <li>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.</li> <li>7) We continued support for the North Atlantic Pelagic Advocacy Group (NAPA) and collaborating with industry stakeholders to promote sustainable seafood sourcing and the long-term sustainability of North East Atlantic pelagic fisheries, including mackerel, herring and blue whiting.</li> <li>8) In 2023, we continued to advocate for the worldwide adoption of the GDST standards.</li> </ol> | 21,393,411.10THB<br>(650,592.24USD) |
| 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> <ol style="list-style-type: none"> <li>1) Continuing to conduct third-party social audits for fishing vessels in our supply chain</li> <li>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</li> <li>3) Active participation in industries or NGOs initiatives such as the Seafood Task Force, and the Bali Process Government and Business Forum</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 973,929 THB<br>(30,000 USD)         |

| Issue or Topic | Corporate Position | Description of Position / Engagement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Total spend in FY 2025 |
|----------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
|                |                    | <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 2025                |
|--------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 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: <a href="https://www.issf-foundation.org/about-issf/our-story/about-us/">https://www.issf-foundation.org/about-issf/our-story/about-us/</a></p> | <p>21,241,826.10 THB<br/>(645,982 USD)</p> |

| Name of organization, candidate or topic         | Type of Organization                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Total spend paid in FY 2025                               |
|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|
| 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: <a href="https://aboutseafood.com/about/">https://aboutseafood.com/about/</a></p> | <p><b>5,951,403.41THB</b><br/><b>(180,987.24 USD)</b></p> |
| 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: <a href="https://thaituna.org/main/about-us-en/objectives/">https://thaituna.org/main/about-us-en/objectives/</a></p>   | <p><b>949,000 THB</b><br/><b>(28,862.53 USD)</b></p>      |