



# Helping Reshape the Seafood Industry with Unified Solutions

Sustainability Overview  
Knowledge Sharing Session with Investors



## Your Speakers

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**Adam Brennan**

**Chief Sustainability Officer**



**Prad Kerdpairroj**

**Director of Sustainability - Asia**

# Overview Objectives

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## WHY

is Thai Union launching  
SeaChange® 2030?

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## WHAT

is SeaChange® 2030?

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## WHAT

are the 11 Commitments?



# Our Journey to Date



# SeaChange®

has been helping reshape the seafood  
industry for good since 2016.



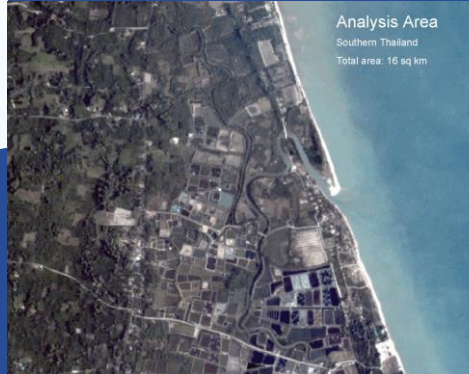
# We have been leading sustainability in the seafood industry since 2016.

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Thai Union Recognized as one of the World's Highest Performing Sustainable Companies by S&P Global



Thai Union pilots satellite technology to advance seafood traceability and sustainability



Thai Union Commits to Ambitious SeaBOS Ocean Stewardship Pledge

Initiative Connects Diverse Seafood Companies Across the Globe to Science-Based Strategies



# During this time, we launched countless programs & partnerships.

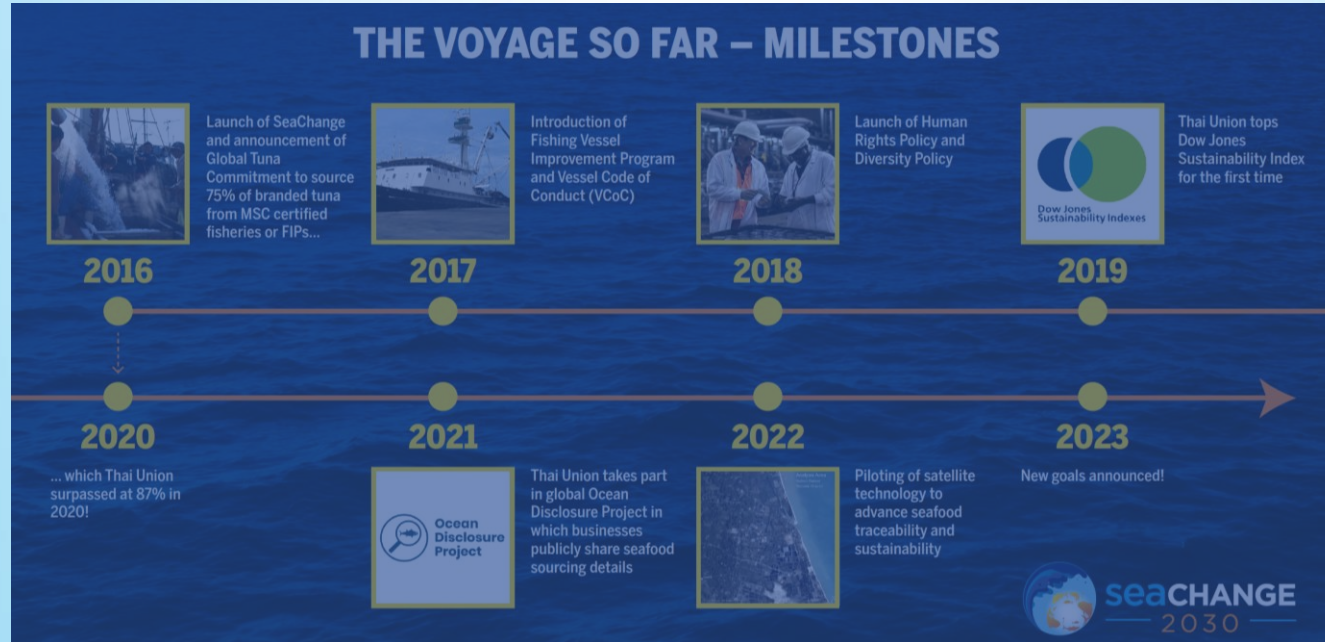
SAFE & LEGAL LABOR | RESPONSIBLE OPERATIONS | PEOPLE & COMMUNITIES | RESPONSIBLE SOURCING



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SAFE & LEGAL LABOR | RESPONSIBLE OPERATIONS | PEOPLE & COMMUNITIES | RESPONSIBLE SOURCING

## THE VOYAGE SO FAR – MILESTONES



## Launch of SeaChange® 2030







# Our SeaChange<sup>®</sup> Strategy



**sea**  
**CHANGE**<sup>®</sup>

2030

## **SeaChange<sup>®</sup> 2030**

is our sustainability plan **to help reshape**  
the seafood industry with solutions **for**  
**People and Planet** that better sustain a  
future for all.

We are elevating our dedication.

Thai Union is investing equivalent of its entire 2022 net profit

**THB 7.2B, USD 200M**

to the new sustainability 2030 strategy  
(for 2023-2030)

**SeaChange® 2030 will focus on driving impact that:**



**Restores & Protects  
Communities  
FOR OUR  
PEOPLE**

**To protect the safety, dignity and well-being of our communities, workers, and consumers.**



**Restores & Protects  
Ecosystems  
FOR OUR  
PLANET**

**To see our environment begin to recover from the climate crisis.**



# We will set new standards and build momentum for our industry across 5 key future outcomes.

Restore & Protect Communities  
**FOR OUR PEOPLE**

Restore & Protect Ecosystems  
**FOR OUR PLANET**



## Our 11 commitments cross multiple future outcomes for People & Planet.



## Our 11 commitments address 10 United Nations Sustainable Development Goals

We are expanding  
our impact focus to include  
**10 Sustainable  
Development Goals** across all 11  
commitments.



# PATH TO NET ZERO EMISSIONS





# PATH TO NET ZERO EMISSIONS



This a marquee commitment for SeaChange® 2030

**Approved near and long-term science-based emissions reduction targets with the Science Based Target initiative (SBTi),**  
including -42% across Scopes 1, 2, and 3 by 2030 from a 2021 baseline, and achieving net zero by 2050.

# RESPONSIBLE WILD CAUGHT SEAFOOD



# RESPONSIBLE WILD CAUGHT SEAFOOD



This is a marquee commitment for SeaChange® 2030

## 100%

of wild-caught seafood comes from fisheries that are at sustainable levels or verifiably improving by 2030.

## 100%

of vessels that we source from will implement best practices to endangered, threatened & protected species by 2030.

## 100%

of vessels that we source from will meet best practices for seafarer welfare & working conditions or verifiably improving by 2030.

# RESPONSIBLE AQUACULTURE





# RESPONSIBLE AQUACULTURE



This is a marquee commitment for SeaChange® 2030

## 100%

of our shrimp is produced minimizing ecosystem impact and meets current industry best practices in welfare and working conditions by 2030.

## 100%

of the farms we source from are a safe and decent workplace by 2030.

# OCEAN PLASTICS REDUCTION



# OCEAN PLASTICS REDUCTION



**By 2030, Divert 1,500 tons**  
of ocean-bound plastic from our  
waterways and oceans.

# SUSTAINABLE PACKAGING





# SUSTAINABLE PACKAGING



## 100%

of branded products  
packaged sustainably  
by 2025.

Advocate for at least

## 60%

of private label products be  
sustainably packaged  
by 2030.

# BEST-IN-CLASS MANUFACTURING



## BEST-IN-CLASS MANUFACTURING



**Create closed-loop factories by  
implementing zero water discharge,  
zero waste to landfill and zero food loss  
at 5 key processing facilities.**

# RESPONSIBLE AGRICULTURE



## RESPONSIBLE AGRICULTURE



**Implement agricultural practices that protect natural resources throughout our value chain - including achieving zero-deforestation by using 100% certified soy and palm oil, and responsibly sourcing our chicken by 2030.**



# ECOSYSTEM RESTORATION

CLIMATE ACTION



BIODIVERSITY



seaCHANGE  
— 2030 —

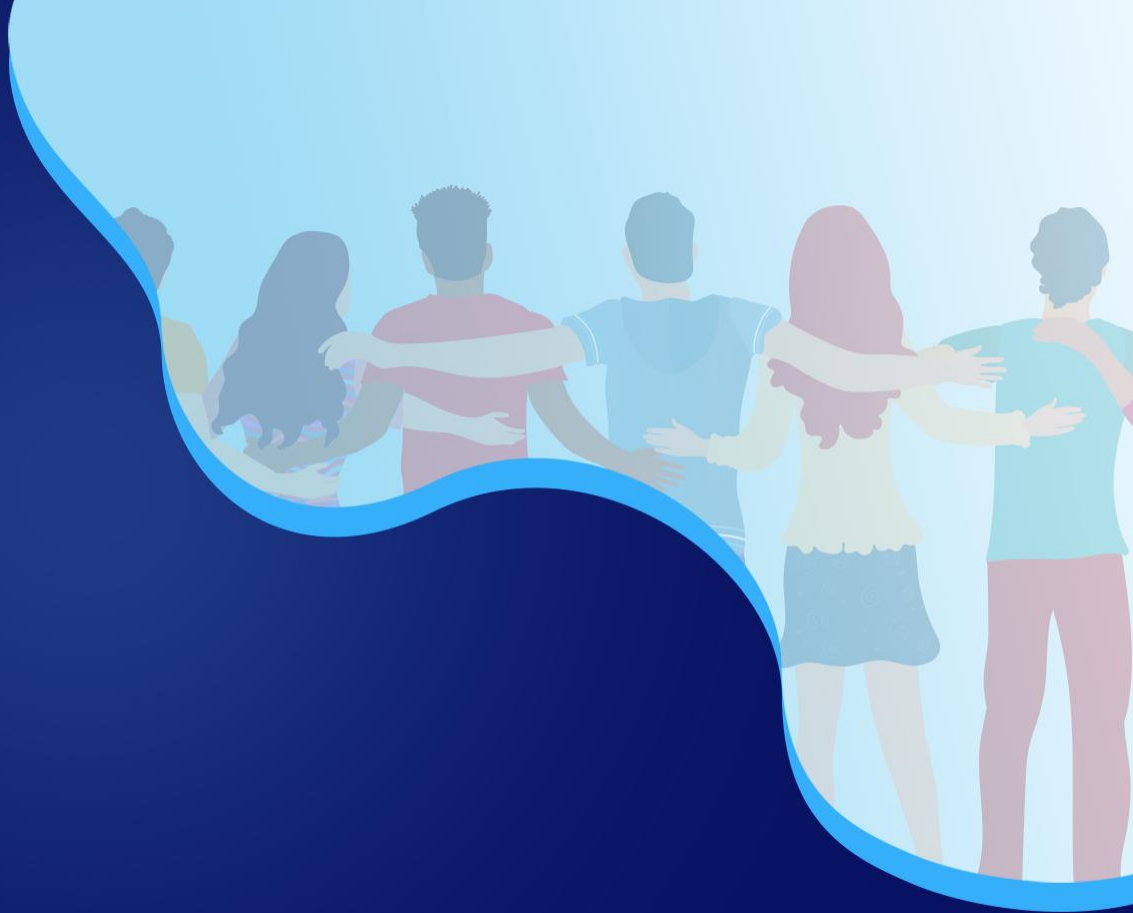
## ECOSYSTEM RESTORATION



# Thai Baht (THB) 250 million

for the protection and restoration of critical ecosystems where Thai Union  
or our supply chain operates.

# SAFE, DECENT, AND EQUITABLE WORK



# SAFE, DECENT AND EQUITABLE WORK



Provide a safe, decent, and equitable workplace by ensuring

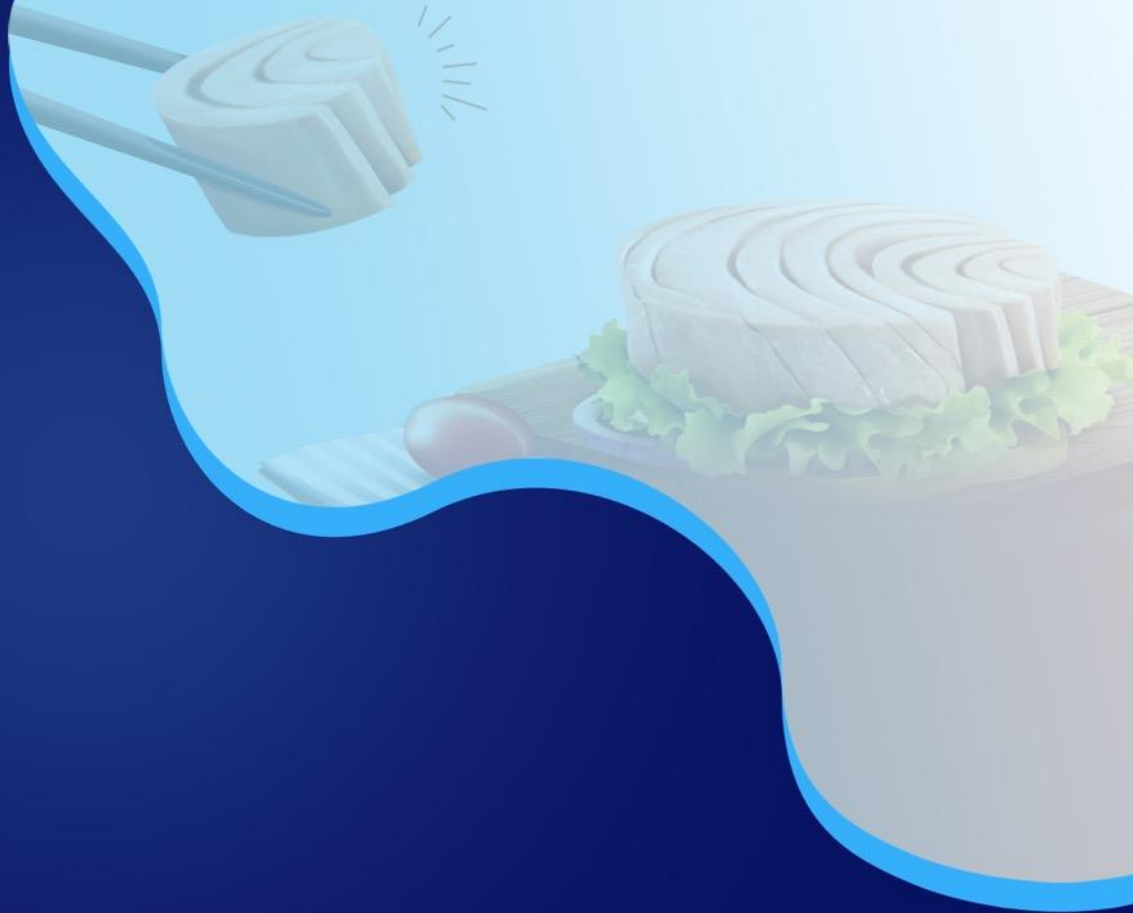
# 100%

of the vessels and farms that we source from meet current industry best practices in welfare and working conditions.

# 50%

of management positions are held by women.

# NUTRITION & HEALTH



## NUTRITION & HEALTH



# 100%

of our branded ambient products will meet our nutritional guidelines.

# 100%

of our new branded ambient products will drive positive nutrition to promote health and wellness.



# CORPORATE CITIZENSHIP



# CORPORATE CITIZENSHIP



## Thai Baht (THB) 250 million

to support and give back to the communities in which we operate through resources focused on health and wellbeing, education, and disaster relief.



# The Opportunity

## Launching SeaChance® 2030 with more ambitious goals across more impact areas



# We will activate our entire ecosystem of stakeholders.





Together, we can help reshape the seafood industry with unified solutions.

United as changemakers, we can act with urgency with our stakeholders to meet this watershed moment.

This will move us to a mindset of abundance instead of scarcity, so we can rally to co-create our brightest future.





**sea**  
**CHANGE**<sup>®</sup>  
2030

**Thank you.**

Scan to do  
the evaluation form

