

## Supply Chain Management: Environmental and Social Practices

### 1. Introduction

Thai Union Feedmill Public Company Limited (TFM) operates as a leading aquafeed manufacturer in Thailand, with production facilities in Mahachai (Samut Sakhon) and Ranot (Songkhla). As a subsidiary of Thai Union Group PCL, TFM applies group-level sustainability commitments while maintaining its own site-level environmental and social management systems.

TFM's supply chain spans multiple ingredient categories - marine-based ingredients (fishmeal, fish oil), plant-based ingredients (soybean meal, palm oil, corn, wheat, rice products, cassava), feed additives, and animal-derived by-products. Given the environmental and social complexity of these supply chains, TFM has established a structured framework to manage risks, verify sustainable sourcing, and continuously improve supplier performance.

This document provides an updated overview of TFM's supply chain management activities covering: the governance and policy framework, supplier engagement and the Code of Conduct process, environmental requirements including deforestation-free sourcing, social and labour requirements for suppliers, due diligence and risk assessment processes, supplier monitoring, audit plans, and capacity building, certifications and initiative memberships relevant to the supply chain, and key performance indicators and targets.

Table: Summary of Key Supply Chain Performance Indicators

Indicator	2023	2024	2025
Palm oil sourced under RSPO standard (%)	100%	100%	100%
Imported fishmeal certified (MarinTrust/MSC) (%)	100%	100%	100%

Indicator	2023	2024	2025
Production facilities with ASC Feed Standard certification (%)	100%	100%	100%
Production facilities with BAP certification (%)	100%	100%	100%
Key suppliers acknowledging compliance with Supplier Code of Conduct (%)	100%	100%	100%
New suppliers undergoing sustainability screening (%)	0%	0%	34%
Incidents of human rights violations in TFM operations	0	0	0
Incidents of labour standards non-compliance in TFM operations	0	0	0
Non-compliance issues identified in supplier audits	0	0	0
Shrimp farms in Shrimp Decarbonization Project	-	-	19
Suppliers engaged at Supplier Connect event	-	-	>70
Staff trained on ASC Feed Standard sustainability (sessions)	-	-	3 sessions / 18+ participants

Table: Summary of Key Supply Chain Sustainability Targets

Target	Timeline	Status (2025)
100% of soybean meal from Brazil certified under RTRS or equivalent	2030	50% RTRS target set for 2025; scaling roadmap established
100% traceability to origin for corn, rice, and wheat	Ongoing from 2025	Traceability programme in place; 100% target applied from 2025
100% suppliers aligned with sustainable wheat initiative	2030	Supplier declarations and country risk assessment in place
Reduce GHG emissions by 50% (Scope 1 and 2, base year 2025)	2030	SBTi-aligned target; TFM included in TU Group boundary
GHG Net Zero	2030	Group-level SBTi commitment; TFM within boundary
Absolute net-zero GHG emissions	2050	Long-term commitment aligned with TU Group SBTi
100% RSPO-certified palm oil	Ongoing	100% purchased under RSPO standard
100% human rights impact assessment covering company activities and direct suppliers	2026–2030 target	Target established by Board December 2025; assessment programme underway
100% supplier signing of Supplier Code of Conduct	Ongoing	100% achieved (2023, 2024, 2025)
Zero incidents of forced labour, child labour, or human rights violations in supply chain	Ongoing	Zero incidents reported 2023, 2024, and 2025

## 2. Governance and Policy Framework

TFM's approach to supply chain management is governed by a suite of policies that set out expectations for both the Company's own operations and those of its suppliers. The key governing documents are listed below.

Table: Summary of key policies that govern TFM's value chain partnerships

Policy / Framework	Scope	Key Commitments
Environmental Policy and Guidelines	TFM operations and supply chain	Energy management, GHG reduction water management, waste reduction, air quality management, biodiversity management, no-deforestation sourcing
No Deforestation and Conversion (DCF) Policy	Plant-based raw material suppliers	Raw materials must originate from areas free of deforestation and conversion of ecologically important landscapes. Covers soy, palm oil, corn, wheat, and rice products
Supplier Code of Conduct (CoC)	All suppliers of ingredients contributing $\geq 1\%$ to formulation	Legal compliance, prohibition of forced labour and child labour, non-discrimination, freedom of association, working hours compliance, minimum wage compliance, health and safety standards, environmental management. The CoC is binding and is a condition of supplier approval and continued partnership.
Suppliers' Business Ethics and Labour Code of Conduct	All business partners and suppliers	Fair labour practices, human rights, anti-corruption, occupational health and safety, environmental compliance, and Green Procurement

Policy / Framework	Scope	Key Commitments
Human Rights Policy	TFM operations and value chain	Aligned with UNGP and ILO Conventions. Covers HRDD, grievance mechanisms, and remediation
ASC Feed Standard Due Diligence System (DDS)	All ingredients $\geq 1\%$ of total feed formulation	Structured risk assessment covering legal, social, and environmental dimensions for all ingredient manufacturers and primary raw material producers
TLS 8001-2010 (Thai Labour Standard)	TFM operations and business partners	Domestic compliance standard for labour practices, supplementing UNGP and ILO requirements

These policies apply to TFM as part of the Thai Union Group. TFM explicitly adopts Thai Union Group commitments - including the SeaChange 2030 responsible sourcing strategy - and implements them at the entity level through its own management systems, procurement criteria, and supplier engagement programmes.

### 3. Supplier Engagement and Code of Conduct

TFM communicates its supply chain expectations to all suppliers through the Supplier Code of Conduct (CoC). The CoC sets out minimum standards on legal compliance, labour rights, human rights, environmental management, and business ethics. The CoC was issued in December 2025 and is publicly available on TFM's website in both English and Thai. For suppliers operating outside Thailand, the English-language version is used as the primary medium of communication, reflecting the language in which TFM's international supplier relationships are conducted. For domestic suppliers in Thailand, the Thai version of the CoC is used.

The Supplier Code of Conduct is shared with all new suppliers as part of their onboarding process, prior to inclusion on TFM's Approved Vendor List. For existing suppliers, any updates or revisions to the Supplier Code of Conduct - or to related environmental and social policies - are communicated as and when changes are approved by TFM's executive and Board. This ensures that all active suppliers are working to the most current version of TFM's requirements at all times.

In 2025, TFM conducted a systematic CoC distribution exercise covering all relevant suppliers of marine ingredients, plant ingredients, and feed additives. All key suppliers (100%) acknowledged compliance with TFM's Supplier Code of Conduct across 2023, 2024, and 2025.

In 2025, 34% of new suppliers underwent TFM's sustainability screening process. This process includes environmental risk criteria covering deforestation risk, water management, waste management, and regulatory compliance, as well as social and legal compliance criteria. In addition, TFM conducts systematic environmental, social, and legal compliance risk assessments for all feed ingredients representing 1% or more of the product formula, in accordance with the ASC Feed Standard. This ensures that the material environmental and social risk profile of TFM's supply base is comprehensively assessed on an ongoing basis regardless of onboarding year.

Table: Summary of suppliers by ingredient category to whom the Supplier CoC was distributed and acknowledgment status

Ingredient Category	Suppliers Covered (2025 CoC Cycle)	Completion Status
Feed Additives	28 suppliers	Completed - all acknowledged
Marine Ingredients	4+ suppliers	Completed - all acknowledged
Plant Ingredients	Covered within above categories	Completed - all acknowledged

In addition to formal CoC distribution, TFM held the Supplier Connect 2025 event, which brought together more than 70 suppliers to communicate ESG expectations, review environmental and social requirements, and discuss supply chain sustainability topics. All attending suppliers acknowledged and signed the Supplier Code of Conduct at the event.

#### 4. Environmental Requirements for the Supply Chain

##### 4.1 No Deforestation and Conversion (DCF) Policy

TFM's No Deforestation and Conversion (DCF) Policy requires that all plant-based raw materials are sourced from areas free of deforestation and conversion of ecologically important landscapes. This policy applies to all plant-based ingredients, with particular focus on soybean (including soy oil and soybean meal), palm oil, corn, wheat, and rice products.

TFM has developed a DCF Roadmap covering the period 2025 to 2030, which sets out commodity-level targets and actions to achieve fully deforestation-free and certified sourcing across key plant-based ingredients.

Table: Commodity-level targets and actions for fully deforestation-free and certified sourcing

Commodity	Current Risk Level	2025 Action	2026 Target	2030 Goal
Soybean meal (Brazil)	Medium-High	RTRS certification ≥50% of Brazilian supply	75% of Brazilian supply with RTRS certification	100% Deforestation-Free, 100% certified soy (RTRS or equivalent)
Corn (Thailand)	Medium	≥100% traceability to origin; suppliers with no burning practice	≥100% traceability to origin	≥100% traceability to origin; no burning practice
Rice products (Thailand)	Medium	≥100% traceability to origin	≥100% traceability to origin	≥100% traceability to origin

Commodity	Current Risk Level	2025 Action	2026 Target	2030 Goal
Wheat (Australia / Canada)	Low-Medium	Supplier declaration plus country risk assessment	≥100% traceability to origin	≥100% traceability; 100% suppliers aligned with sustainable wheat initiative

#### 4.2 Certified Sustainable Sourcing

TFM requires that key commodities are sourced under recognised sustainability certification schemes.

Table: Certification status for the most significant supply chain commodities

Commodity	Certification Standard	Coverage
Palm oil	RSPO (Roundtable on Sustainable Palm Oil)	100% of palm oil raw materials purchased under RSPO standard.
Soy oil / Soybean meal	RTRS (Round Table on Responsible Soy)	Target: 50% RTRS-certified Brazilian supply by 2025, scaling to 100% by 2030.
Imported fishmeal	MarinTrust and MSC (Marine Stewardship Council)	100% of imported fishmeal certified under MarinTrust and MSC, with ASC Due Diligence applied.
Production facilities	ASC Feed Standard and BAP (Best Aquaculture Practices)	100% of TFM production facilities in Thailand certified under ASC Feed Standard and BAP. TFM is the first feed mill in Asia to achieve ASC Feed Standard certification.

### 4.3 Environmental Criteria in Supplier Assessments

TFM integrates environmental criteria into its supplier assessment and approval process. Environmental due diligence is conducted as a formal part of new supplier onboarding, prior to inclusion on the Approved Vendor List. All new suppliers are assessed against environmental risk criteria - including deforestation risk, water management, waste management, and regulatory compliance - before approval. For existing suppliers, environmental risk assessments are carried out annually to identify those with elevated risk profiles, with corrective action plans required where gaps are identified.

Environmental criteria evaluated across the supply base include the following:

- **Energy management:** suppliers are expected to manage energy use responsibly. In the Shrimp Decarbonization Project, TFM requires participating farms to install solar power covering at least 80% of daytime electricity consumption.
- **GHG emissions:** supplier engagement on GHG is embedded in the Shrimp Decarbonization Project and FEFAC-compliant feed requirements. SeaChange 2030 links supply chain commitments to Group-level GHG targets.
- **Water management:** suppliers must comply with environmental criteria covering water management and wastewater handling. Water-related requirements are included in the Supplier Code of Conduct and annual assessments.
- **Biodiversity and deforestation:** plant-based materials must present low risk of deforestation and land conversion. Marine materials must be free of IUU fishing and must not involve endangered or protected species (CITES/IUCN listed).
- **Waste and pollution:** suppliers are expected to manage waste responsibly and comply with applicable environmental regulations.

TFM aims to enhance the depth and coverage of environmental data collected from its supply chain. Over the coming years, TFM intends to work progressively toward requiring suppliers to report against defined environmental indicators - including energy use, GHG emissions, water management, and biodiversity impact.

## 5. Social and Labour Requirements for Suppliers

### 5.1 Core Labour Standards

TFM's Supplier Code of Conduct and Suppliers' Business Ethics and Labour Code of Conduct set out the following core labour standards that all suppliers and business partners are explicitly required to comply with. These standards apply to suppliers' own workforce and operations, not only to TFM's internal practices.

Labour Standard	Requirement
Child Labour	Strictly prohibited for all suppliers. Suppliers must comply with all applicable laws on minimum working age. The prohibition on child labour applies explicitly to suppliers' own operations and workforce.
Forced Labour	Work must be voluntary and free from compulsion, bonded labour, document retention, or restriction of freedom of movement. Strictly prohibited for all suppliers and their sub-contractors.
Non-Discrimination and Equal Opportunity	No discrimination in employment, compensation, promotion, or termination on the basis of class, origin, race, religion, age, disability, gender, marital status, sexual orientation, union membership, political affiliation, or nationality. Suppliers must provide equal opportunities for skills development and advancement.
Freedom of Association	Employees have the right to form, join, and participate in labour unions and collective bargaining processes, as permitted by law. Suppliers must respect this right and must not threaten or retaliate against employees for exercising it. This requirement applies to suppliers in addition to TFM's own operations.
Collective Bargaining	Both TFM and its business partners are expected to uphold fair labour practices ensuring freedom of association and collective bargaining, consistent with applicable laws.
Working Hours	Working hours must comply with legal limits. All overtime must be voluntary. Mandatory rest periods must be provided. Suppliers are expected to prevent excessive working hours in their operations and supply chains.

Labour Standard	Requirement
Wages	All employees of suppliers must receive wages, overtime pay, and benefits that are not less than the legally prescribed minimum standard in the relevant jurisdiction. Wages must be paid accurately and on time.
Health and Safety	Suppliers must comply with occupational health and safety laws. Compliance with safety, occupational health, and environmental requirements is a criterion for supplier selection and continued partnership.

## 5.2 Human Rights in the Supply Chain

TFM's Human Rights Policy, aligned with the UN Guiding Principles on Business and Human Rights (UNGPR) and ILO Conventions, applies across TFM's operations and its business value chain including suppliers. The policy is overseen at Board level through the Sustainability Committee. TFM also aligns with the Thai Labour Standard TLS 8001-2010 issued by the Ministry of Labour.

TFM conducts Human Rights Due Diligence (HRDD) across its operations and supply chain. The HRDD process covers:

- identification and prioritisation of human rights issues
- implementation of prevention and mitigation measures
- performance monitoring
- communication and reporting to stakeholders
- remediation of identified violations.

Responsibility for day-to-day implementation is clearly assigned - procurement and supply chain teams are specifically responsible for embedding human rights requirements into supplier selection, monitoring, and audits.

Social requirements are integrated into TFM's supplier selection and procurement processes. Supplier selection criteria include legal labour practices, safety, occupational health, and environmental compliance. The Supplier Code of Conduct is a binding condition of supplier approval and continued partnership. Suppliers who fail to meet the required standards are subject to formal corrective action plans and, where

improvements are not made within agreed timelines, may receive formal warnings followed by suspension or termination of the partnership.

TFM maintains a formal, confidential grievance mechanism that is accessible to employees and workers throughout the supply chain, ensuring concerns can be raised without fear of retaliation. In 2025, TFM recorded zero incidents of human rights violations in its operations, and no non-compliance issues were identified in supplier audits conducted during the reporting period.

## **6. Due Diligence and Risk Assessment**

### **6.1 ASC Feed Standard Due Diligence Framework**

TFM operates a formal Due Diligence System (DDS) aligned with the ASC Feed Standard Version 1.1 and the OECD Guidelines for Responsible Business Conduct. The DDS applies to all feed ingredients contributing more than 1% of the total feed formulation, covering both marine-based and plant-based raw materials.

The framework assesses three core risk dimensions for each supplier and ingredient:

- **Legal:** compliance with operating permits, business registration, and applicable national and international regulations including trade and environmental laws.
- **Social:** fair labour conditions, human rights, avoidance of forced or child labour, non-discrimination, and accessible grievance mechanisms.
- **Environmental:** responsible resource management, prevention of deforestation and ecosystem conversion, pollution control, and biodiversity impacts.

Environmental due diligence is formally integrated into TFM's new supplier onboarding process. No new supplier may be included on the Approved Vendor List without having undergone the applicable due diligence assessment, which covers environmental compliance as a mandatory dimension. For existing suppliers, due diligence assessments are reviewed and updated regularly - at minimum annually - to reflect changes in supply chain conditions, new information, or updated risk classifications.

The DDS is structured around five steps:

1. Supplier identification and supply chain mapping
2. Risk assessment and due diligence pathway selection
3. Evidence collection and verification
4. Risk rating, mitigation, and sourcing approval

5. Monitoring, review, and continuous improvement.

Sourcing approval is only granted when all risk factors achieve a Low Risk classification, or where documented and verified mitigation measures are in place.

Table: TFM’s Supplier due diligence pathways

Pathway	Description	Applicable To
P1: Country Risk Scorecard	Risk assessment based on country-level regulatory and governance scores	Initial screening for suppliers in jurisdictions with limited direct evidence
P2: Industry / Sector Assessment	Assessment based on sectoral and industry-level risk factors, fishery profiles, and published data	Marine ingredient primary raw material producers; plant ingredient primary raw material producers
P3: Ingredient Manufacturer Assessment	Direct assessment of the ingredient manufacturing facility covering legal, social, and environmental criteria	Ingredient manufacturers supplying processed feed ingredients
P4: Certification Validation	Verification of recognised third-party certifications (e.g., RSPO, RTRS, MarinTrust, ASC-MSC)	Certified suppliers; certifications reviewed for validity and scope coverage

Table: Ingredient Scope and Supply Chain Coverage for Supplier Due Diligence Process

Ingredient Category	Examples	Key Due Diligence Focus Areas
Plant-based ingredients	Soybean meal, soy oil, palm oil, corn, wheat,	Land use, deforestation/conversion risk, legal compliance, labour conditions, relevant certifications (RTRS, RSPO)

Ingredient Category	Examples	Key Due Diligence Focus Areas
	rice bran, cassava, mung bean protein	
Marine-based ingredients	Fishmeal (anchovy, sardine, trawl), fish oil, tuna by-products, shrimp by-products	IUU fishing risk, endangered species (CITES/IUCN), traceability, social responsibility in fisheries, MarinTrust/MSC certification
Animal-derived ingredients	Poultry meal, fish soluble extract, shrimp shell meal	Source legality, traceability of slaughterhouse or rendering operations, animal welfare
Feed additives	Vitamins, minerals, enzymes, amino acids, preservatives	Legal authorisation, safe production, environmental management at manufacturing facilities

## 7. Supplier Monitoring and Audit Programme

TFM maintains a formal supplier audit and monitoring programme to verify compliance with the Code of Conduct, environmental requirements, and social and labour standards. The programme covers both approved vendors on the Approved Vendor List and new suppliers undergoing pre-qualification. Supplier monitoring includes both desk-based assessments and onsite visits.

### 7.1 Annual Audit Plan

TFM prepares an annual supplier audit plan scheduling assessments across key ingredient suppliers. The 2025 audit plan covers suppliers of marine ingredients, and specialised ingredients including feed additives and animal by-products. Audits are conducted at supplier facilities and follow a structured assessment protocol covering legal compliance, environmental performance, and labour and social standards.

### 7.2 Monitoring Process, Non-Compliance, and Audit Outcomes

Following each assessment, suppliers are reviewed against the required standards and assigned a risk status. Where gaps are identified, TFM works with the supplier to develop and implement a Corrective Action Plan (CAP). Progress against the CAP is tracked, and suppliers' continued eligibility on the Approved Vendor List is contingent on resolving

identified non-conformances within agreed timelines. Suppliers who persistently fail to meet standards receive formal warnings. Failure to comply may lead to suspension or termination of the partnership.

In 2025, no non-compliance issues were identified in supplier audits conducted during the reporting period. TFM's supplier monitoring also includes compliance verification against ASC, and SEDEX standards, in addition to internal assessments under the Supplier Code of Conduct.

TFM aims to publish consolidated and summarised results of its supplier audits in upcoming reporting cycles, as part of its commitment to increased supply chain transparency.

## 8. Supplier Training and Capacity Building

### 8.1 Internal Training on Supply Chain Sustainability Requirements

In 2025, TFM conducted a structured training programme on the ASC Feed Standard for relevant staff across procurement, supply chain, quality management, and sustainability functions. The training programme was delivered by Control Union Academy, the accredited body for ASC certification, and by internal trainers across three sessions.

The ASC COC Awareness training covered the full scope of the ASC Code of Conduct requirements, including environmental compliance, labour and social responsibility in the supply chain, legal compliance, and the due diligence framework for feed ingredients. The training specifically addresses supplier-related requirements under the ASC Feed Standard, ensuring that staff responsible for procurement and supplier management are equipped to implement and monitor supply chain social and environmental requirements. All participants completed a pre- and post-training assessment with the majority of participants achieving post-test scores of 80% or above, with several achieving 100%.

Table: Details of internal trainings conducted for TFM procurement and buyer team.

Session	Curriculum	Delivering Body	Duration
Session 1	ASC COC Awareness (ASC Feed Standard)	Control Union Academy	7.5 hours

Session	Curriculum	Delivering Body	Duration
Session 2	ASC COC Awareness (ASC Feed Standard)	Control Union Academy	7.5 hours
Session 3	ASC Feed Standard (comprehensive)	Internal Trainer	7.0 hours

## 8.2 Approach to Supplier Training

In 2025, TFM hosted the Supplier Connect 2025 event, which provided suppliers with direct communication of ESG expectations, strategic sustainability directions, and technical guidance relevant to supply chain performance.

In the coming years, TFM intends to develop targeted supplier training and capacity building programmes based on the findings of its ongoing supplier due diligence assessments. Training content will be tailored to the specific needs of different supplier groups - as identified through audit and risk assessment results - covering environmental, social, and labour topics as relevant. TFM will also look to incorporate mentoring and best-practice sharing as part of its supplier engagement framework, working collaboratively with supplier groups to raise shared standards. Progress on these initiatives will be reported in upcoming reporting cycles.

## 9. Certifications and Initiative Memberships Relevant to the Supply Chain

TFM participates in and applies a range of internationally recognised sustainability certification schemes and responsible sourcing frameworks that directly govern its supply chain practices.

Initiative / Certification	Coverage	TFM Status
ASC Feed Standard Version 1.1 - Thai Union Group level partnership covering TFM	TFM production facilities; supplier due diligence for all ingredients $\geq 1\%$ of formulation	100% of TFM production facilities in Thailand are certified under the ASC Feed Standard. TFM is the first feed mill in Asia to achieve ASC certification. As part of Thai Union Group's partnership with ASC,

Initiative / Certification	Coverage	TFM Status
		TFM's due diligence and supplier requirements are aligned with ASC Feed Standard criteria.
BAP (Best Aquaculture Practices)	TFM production facilities	100% of TFM production facilities in Thailand are BAP certified.
MarinTrust and MSC (Marine Stewardship Council)	Imported fishmeal suppliers	100% of imported fishmeal is certified under MarinTrust and MSC.
RSPO (Roundtable on Sustainable Palm Oil)	Palm oil supply chain	100% of palm oil raw materials purchased under RSPO standard. Thai Union Group became an approved RSPO member in March 2026. As a TU Group subsidiary, TFM's palm oil sourcing operates within the Group's RSPO membership scope, enabling direct RSPO-certified sourcing.
RTRS (Round Table on Responsible Soy)	Soy supply chain	Soybean meal and soy oil sourced with RTRS certification. 2025 target: 50% of Brazilian soy supply RTRS certified; scaling to 100% by 2030.
SEDEX (Supplier Ethical Data Exchange)	Supplier social compliance monitoring	TFM has been a registered member of SEDEX since 2023. Supplier compliance monitoring includes verification against SEDEX standards, providing a structured framework for assessing and improving social responsibility across the supply chain.
Seafood Task Force - Thai Union Group	Labour and IUU risk management in	Thai Union Group is a member of the Seafood Task Force, an industry initiative

Initiative / Certification	Coverage	TFM Status
level partnership covering TFM	shrimp and fishmeal supply chains	that addresses IUU fishing and labour practices in seafood supply chains, including fishmeal supply chains. Thai Union executives hold board-level roles in the Seafood Task Force. As a TU Group subsidiary, TFM's supply chain - particularly its marine ingredient sourcing - benefits directly from the standards, traceability frameworks, and responsible sourcing improvements driven by the Seafood Task Force.
SBTi (Science Based Targets initiative) - Thai Union Group level commitment covering TFM	TFM included within Thai Union Group GHG boundary	TFM is included in Thai Union Group's SBTi commitment. GHG reduction target: 50% by 2030; Net Zero by 2030; absolute net-zero by 2050.
SeaChange 2030 - Thai Union Group level commitment covering TFM	Responsible sourcing and supply chain sustainability	TFM aligns its supply chain activities with the SeaChange 2030 strategy, including commitments on responsible sourcing, zero waste discharge, and ocean conservation.
FEFAC (Feed Materials Assurance Scheme)	Plant-based feed ingredient supply chain	TFM applies FEFAC-compliant feed requirements in the Shrimp Decarbonization Project.

## 10. Looking Ahead

TFM is committed to continuously strengthening the environmental and social performance of its supply chain. Key priorities for the upcoming period include:

- Developing targeted supplier training and capacity building programmes based on due diligence audit results, covering environmental, social, and labour topics specific to each supplier group, and incorporating mentoring and best-practice sharing over time.

- Expanding environmental data collection from suppliers, working progressively toward supplier reporting against defined indicators for energy use, GHG emissions, water management, and biodiversity.
- Strengthening Scope 3 GHG reporting in alignment with the Thai Union Group reporting boundary, and exploring integration of alternative sustainable raw materials - including fermented proteins and insect-based proteins - to reduce reliance on marine-derived fishmeal.

TFM will continue to report on supply chain sustainability activities through its annual One Report disclosures and supplementary publications on the Company website. This document will be updated annually to reflect progress against targets and new developments in TFM's supply chain management programme.