

2022 THAI UNION GROUP PCL

Performance of Key Economic, Governance, Environmental and Social Indicators



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS		UNIT	FY2019	FY2020	FY2021	FY2022	TARGET	EXTERNAL VERIFICATION	
Governance Indicators											
IDG001	2-9 (GRI2021)	1.2.2	Independent Director	Person	4	4	5	5			
IDG002		1.2.2	Other Non-executive Director	Person	2	2	1	1			
IDG003		1.2.2	Executive Director	Person	6	6	6	5			
IDG004		2-11 (GRI2021)	1.2.3	Number of years Chairman is non-executive and independent	Years	Not Applicable	Not Applicable	Not Applicable	1		
IDG005		2-9 (GRI2021) 405-1 (GRI2016)	1.2.5	Number of female directors	Person	0	1	2	2		
IDG006		2-18 (GRI2021)	1.2.6	Average board meeting attendance	%	90	92	95	92		
IDG007		2-10 (GRI2021)	1.2.6	Number of non-executive or independent directors with 4 or less other mandates	Person	6	6	6	6		
IDG008		2-9 (GRI2021)	1.2.7	Average tenure of board member	Years	17	16	12	12		
IDG009	2-21 (GRI2021)		Average Executive Compensation ¹³	THB	14,993,333	10,308,710	10,565,712	11,292,299			
IDG010		1.2.10	CEO shares	shares	-	-	-	597,165,212			
IDG011		1.2.15	Median Employee Compensation ¹⁴	THB	243,716	274,096	293,216	298,828			
IDG012			Mean Employee Compensation ¹⁴	THB	516,938	536,084	559,928	542,571			
Economic Indicators											
IDE001	415-1 (GRI2016)	1.5.3	Political contributions	THB	0	0	0	0			
IDE002		1.5.3	Charitable contributions	THB	-	3,328,600	1,283,937	6,329,399			
IDE003	2-27 (GRI2021) 205-3, 406-1, 418-1 (GRI2016)	1.5.5	Reporting on breaches	Total breach	Case	27	62	21	20		
IDE004			Corruption and Bribery	Case	12	14	0	0			
IDE005			Discrimination & Harrassment	Case	-	0	12	8			
IDE006			Confidentiality of Information or Privacy policy	Case	-	1	0	0			
IDE007			Breakdown of breaches	Conflicts of interest	Case	-	-	-	0		
IDE008			Money Laundering or Insider Trading	Case	-	-	-	0			
IDE009			Customer Privacy Data	Case	-	-	-	0			
IDE010			Other Human & labor rights including work-related practices	Case	14	44	9	12			
IDE011			Corruption and Bribery	Case	-	-	-	0			
IDE012			Discrimination & Harrassment	Case	-	-	-	3			
IDE013			Confidentiality of Information or Privacy policy	Case	-	-	-	0			
IDE014			Number of confirmed breaches case	Conflicts of interest	Case	-	-	-	0		
IDE015			Money Laundering or Insider Trading	Case	-	-	-	0			
IDE016			Customer Privacy Data	Case	-	-	-	0			
IDE017			Other Human & labor rights including work-related practices	Case	-	-	-	11			
IDE018			Verbal warnings	Case	12	21	0	6			
IDE019			Written warnings	Case	10	27	12	3			
IDE020		-	1.5.5	Consequences of breaches	Contract terminations	Case	5	9	5	3	
IDE021			Pending investigations	Case	0	0	0	0			
IDE022			Other	Case	0	5	4	2			
IDE023	415-1 (GRI2016)	1.6.1	Contributions in Lobbying, interest representation or similar ¹¹	THB	0	0	0	0			
IDE024		1.6.1	Contributions in Local, regional or national political campaigns, organizations, or candidates	THB	0	0	0	0			
IDE025		1.6.1	Contributions in Trade association or tax except groups	THB	29,605,928	27,789,822	43,101,020	38,207,243			
IDE026		1.6.1	Contributions in Other (e.g. spending related to ballots measures or referendums)	THB	0	0	0	0			
IDE027		1.6.1	Total contribution and other spendings	THB	29,605,928	27,789,822	43,101,020	38,207,243			
IDE028		1.6.1	Data Coverage of Total contribution and other spendings	%	100	100	100	100			
IDE029	-	-	Production Volume	Ton	714,869	778,098	793,282	774,585			
IDE030		1.7.5	Total Tier-1 suppliers	Suppliers	-	-	-	963			



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IDE031	2-5, 2-6 (GRI2021)	1.7.5 Total Tier-1 significant suppliers	Suppliers	-	-	-	159		
IDE032		1.7.5 Total spend on Tier-1 significant suppliers	%	-	-	-	86.32		
IDE033		1.7.5 Total non Tier-1 significant suppliers	Suppliers	-	-	-	136		
IDE034		1.7.5 Total significant suppliers (Tier-1 and non Tier-1)	Suppliers	-	-	-	295		
IDE035	2-5 (GRI2021)	1.7.6 Total suppliers assessed via desk assessments/on-site assessments	Suppliers	-	-	-	295	100% of significant suppliers assessed via desk assessments/on-site assessments	
IDE036		1.7.6 Significant suppliers assessed	%	-	-	-	100.00		
IDE037		1.7.6 Suppliers assessed with substantial actual/potential negative impacts	Suppliers	-	-	-	69		
IDE038		1.7.6 Suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	-	-	-	99.94		
IDE039		1.7.6 Suppliers with substantial actual/potential negative impacts that were terminated	Suppliers	-	-	-	1		
IDE040		1.7.6 Suppliers supported in corrective action plan implementation	Suppliers	-	-	-	65	90% of significant suppliers supported in corrective action plan implementation	
IDE041		1.7.6 Suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	-	-	-	94.20		
IDE042	308-2, 414-2 (GRI2016)	1.7.6 Suppliers in capacity building programs	Suppliers				154	50% of significant suppliers in capacity building programs	
IDE043			%				52.20		
IDE044		Thailand	Employee	-	37032	37,020	41,788		
IDE045		France	Employee	-	1097	759	781		
IDE046		USA	Employee	-	495	483	549		
IDE047		Germany	Employee	-	706	700	662		
IDE048		Ghana	Employee	-	948	954	951		
IDE049		Poland	Employee	-	668	621	465		
IDE050		Portugal	Employee	-	822	525	523		
IDE051		Seychelles	Employee	-	1980	1,962	1,787		
IDE052		Vietnam	Employee	-	-	-	1,360		
IDE053		Others	Employee	-	1754	1,861	404		
IDE054		Thailand	%	Not Disclosed	81.39	82.48	84.81		
IDE055		France	%	Not Disclosed	2.41	1.69	1.59		
IDE056		USA	%	Not Disclosed	1.09	1.08	1.11		
IDE057		Germany	%	Not Disclosed	1.55	1.56	1.34		
IDE058		Ghana	%	Not Disclosed	2.08	2.13	1.93		
IDE059	-	1.8.2 Number of employees by country	Poland	%	Not Disclosed	1.47	1.38	0.94	
IDE060			Portugal	%	Not Disclosed	1.81	1.17	1.06	
IDE061			Seychelles	%	Not Disclosed	4.35	4.37	3.63	
IDE062			Vietnam	%	Not Disclosed	-	-	2.76	
IDE063			Others	%	Not Disclosed	3.85	4.15	0.82	
IDE064			Total	%	Not Disclosed	100	100	100	
IDE065		1.8.2 % Coverage against total number of employees by country	Thailand	THB	Not Disclosed	76,206,502,881	85,275,333,995	111,613,309,395	AR PDF P105-108
IDE066			France	THB	Not Disclosed	23,184,445,074	24,704,943,616	25,869,885,874	AR PDF P105-108
IDE067			USA	THB	Not Disclosed	46,912,208,254	51,007,274,164	56,007,187,772	AR PDF P105-108
IDE068			Germany	THB	Not Disclosed	6,263,873,526	5,538,795,216	6,361,782,823	AR PDF P105-108
IDE069	201-1 (GRI2016)	1.8.2 Revenue by country ¹²	Ghana	THB	Not Disclosed	2,839,586,528	3,724,865,284	3,363,591,491	AR PDF P105-108
IDE070			Poland	THB	Not Disclosed	2,349,952,076	2,614,344,970	2,672,024,341	AR PDF P105-108
IDE071			Portugal	THB	Not Disclosed	3,029,515,181	3,176,381,159	3,210,593,015	AR PDF P105-108
IDE072			Seychelles	THB	Not Disclosed	16,366,898,831	16,585,681,035	19,612,634,080	AR PDF P105-108
IDE073			Vietnam	THB	Not Disclosed	Not Disclosed	Not Disclosed	2,365,174,537	AR PDF P105-108



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IDE074	-	1.8.2 % Coverage against total revenue by country ¹²	Others	THB	Not Disclosed	19,082,908,392	17,469,822,500	16,729,574,108	AR PDF P105-108
IDE075			Thailand	%	Not Disclosed	38.83	40.59	45.04	
IDE076			France	%	Not Disclosed	11.81	11.76	10.44	
IDE077			USA	%	Not Disclosed	23.91	24.28	22.60	
IDE078			Germany	%	Not Disclosed	3.19	2.64	2.57	
IDE079			Ghana	%	Not Disclosed	1.45	1.77	1.36	
IDE080			Poland	%	Not Disclosed	1.20	1.24	1.08	
IDE081			Portugal	%	Not Disclosed	1.54	1.51	1.30	
IDE082			Seychelles	%	Not Disclosed	8.34	7.89	7.91	
IDE083			Vietnam	%	Not Disclosed	-	-	0.95	
IDE084			Others	%	Not Disclosed	9.72	8.32	6.75	
IDE085			Total	%	Not Disclosed	100	100	100	
IDE086	201-1 (GRI2016)	1.8.2 Profit (Loss) before tax by country ¹²	Thailand	THB	Not Disclosed	8,480,131,753	14,159,344,937	22,262,283,729	AR PDF P105-108
IDE087			France	THB	Not Disclosed	2,962,141,015	2,517,200,551	2,371,548,955	AR PDF P105-108
IDE088			USA	THB	Not Disclosed	(845,374,485)	(513,823,857)	(3,997,838,110)	AR PDF P105-108
IDE089			Germany	THB	Not Disclosed	93,755,694	(84,802,463)	(180,549,980)	AR PDF P105-108
IDE090			Ghana	THB	Not Disclosed	(107,100,657)	107,054,760	194,937,135	AR PDF P105-108
IDE091			Poland	THB	Not Disclosed	106,933,248	128,016,997	28,903,551	AR PDF P105-108
IDE092			Portugal	THB	Not Disclosed	132,629,513	49,776,567	76,647,182	AR PDF P105-108
IDE093			Seychelles	THB	Not Disclosed	65,024,591	11,111,268	206,032,646	AR PDF P105-108
IDE094			Vietnam	THB	Not Disclosed	Not Disclosed	Not Disclosed	228,236,200	AR PDF P105-108
IDE095			Others	THB	Not Disclosed	104,906,282	444,780,715	193,464,287	AR PDF P105-108
IDE097	-	1.8.2 % Coverage against total profit (loss) before tax by country ¹²	Thailand	%	Not Disclosed	77.14	84.19	104.11	
IDE098			France	%	Not Disclosed	26.95	14.97	11.09	
IDE099			USA	%	Not Disclosed	(7.69)	(3.06)	(18.70)	
IDE100			Germany	%	Not Disclosed	0.85	(0.50)	(0.84)	
IDE101			Ghana	%	Not Disclosed	(0.97)	0.64	0.91	
IDE102			Poland	%	Not Disclosed	0.97	0.76	0.14	
IDE103			Portugal	%	Not Disclosed	1.21	0.30	0.36	
IDE104			Seychelles	%	Not Disclosed	0.59	0.07	0.96	
IDE105			Vietnam	%	Not Disclosed	-	-	1.07	
IDE106			Others	%	Not Disclosed	0.95	2.64	0.90	
IDE107			Total	%	Not Disclosed	100	100	100	
IDE108	201-1 (GRI2016)	1.8.2 Income tax accrued (current year) by country ¹²	Thailand	THB	Not Disclosed	319,851,035	368,109,373	437,210,310	AR PDF P105-108
IDE109			France	THB	Not Disclosed	411,375,493	125,306,473	288,379,414	AR PDF P105-108
IDE110			USA	THB	Not Disclosed	(254,414,139)	32,548,791	36,103,502	AR PDF P105-108
IDE111			Germany	THB	Not Disclosed	52,973,140	3,215,699	161,250	AR PDF P105-108
IDE112			Ghana	THB	Not Disclosed	298,467	19,182,469	97,327,159	AR PDF P105-108
IDE113			Poland	THB	Not Disclosed	44,743,489	47,106,426	48,335,679	AR PDF P105-108
IDE114			Portugal	THB	Not Disclosed	37,894,493	14,560,208	41,022,887	AR PDF P105-108
IDE115			Seychelles	THB	Not Disclosed	-	-	-	AR PDF P105-108
IDE116			Vietnam	THB	Not Disclosed	Not Disclosed	Not Disclosed	43,206,273	AR PDF P105-108
IDE117			Others	THB	Not Disclosed	124,790,615	94,958,712	64,142,904	AR PDF P105-108



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IDE118	-	1.8.2	% Coverage against total income tax accrued (current year) by country ¹²	Thailand	%	Not Disclosed	43.37	52.21	41.41	
IDE119				France	%	Not Disclosed	55.78	17.77	27.31	
IDE120				USA	%	Not Disclosed	(34.50)	4.62	3.42	
IDE121				Germany	%	Not Disclosed	7.18	0.46	0.02	
IDE122				Ghana	%	Not Disclosed	0.04	2.72	9.22	
IDE123				Poland	%	Not Disclosed	6.07	6.68	4.58	
IDE124				Portugal	%	Not Disclosed	5.14	2.07	3.89	
IDE125				Seychelles	%	Not Disclosed	-	-	-	
IDE126				Vietnam	%	Not Disclosed	-	-	4.09	
IDE127				Others	%	Not Disclosed	16.92	13.47	6.07	
IDE128				Total	%	Not Disclosed	100	100	100	
IDE129	201-1 (GRI2016)	1.8.2	Income tax paid by country ¹²	Thailand	THB	Not Disclosed	199,425,611	359,109,258	487,154,280	AR PDF P105-108
IDE130				France	THB	Not Disclosed	482,151,920	267,712,488	184,447,068	AR PDF P105-108
IDE131				USA ²⁹	THB	Not Disclosed	(297,823,519)	30,495,192	92,697,057	AR PDF P105-108
IDE132				Germany	THB	Not Disclosed	70,061,562	56,503,164	(38,927,663)	AR PDF P105-108
IDE133				Ghana	THB	Not Disclosed	8,023,059	2,676,804	140,865,984	AR PDF P105-108
IDE134				Poland	THB	Not Disclosed	36,871,935	53,970,597	61,208,335	AR PDF P105-108
IDE135				Portugal	THB	Not Disclosed	42,593,308	39,020,977	5,853,850	AR PDF P105-108
IDE136				Seychelles	THB	Not Disclosed	-	-	-	AR PDF P105-108
IDE137				Vietnam	THB	Not Disclosed	-	-	-	AR PDF P105-108
IDE138				Others	THB	Not Disclosed	126,899,586	73,955,307	26,481,413	AR PDF P105-108
IDE139				Thailand	%	Not Disclosed	29.85	40.65	50.76	
IDE140				France	%	Not Disclosed	72.16	30.30	19.22	
IDE141	-	1.8.2	% Coverage against total income tax accrued (current year) by country ¹²	USA	%	Not Disclosed	(44.57)	3.45	9.66	
IDE142				Germany	%	Not Disclosed	10.49	6.40	(4.06)	
IDE143				Ghana	%	Not Disclosed	1.20	0.30	14.68	
IDE144				Poland	%	Not Disclosed	5.52	6.11	6.38	
IDE145				Portugal	%	Not Disclosed	6.37	4.42	0.61	
IDE146				Seychelles	%	Not Disclosed	-	-	-	
IDE147				Vietnam	%	Not Disclosed	-	-	-	
IDE148				Others	%	Not Disclosed	18.99	8.37	2.76	
IDE149				Total	%	Not Disclosed	100	100	100	
IDE150	-	1.8.3	Earning Before Tax	THB	4,372,596,000	7,232,776,000	9,013,244,000	6,563,607,000		AR PDF P105-108
IDE151	-	1.8.3	Reported Taxes	THB	207,665,000	723,764,000	741,532,000	(839,663,000)		AR PDF P105-108
IDE152	-	1.8.3	Cumulative acceptable Adjustments	THB	155,777,000	(23,016,000)	(706,000)	(65,787,000)		AR PDF P105-108
IDE153	-	1.8.3	Effective Tax Rate	%	1.18666	10.32494	8.23497	(11.79042)		AR PDF P105-108
IDE154	-	1.8.3	Cash Tax Paid	THB	(56,772,000)	668,203,000	883,444,000	959,780,000		AR PDF P105-108
IDE155	-	1.8.3	Cash Tax Rate	%	(1.29836)	9.23854	9.80162	14.62275		AR PDF P105-108
IDE156	201-1 (GRI2016)	-	Total employee related expenses (salaries and benefits)	THB	11,900,570,000	13,748,400,000	12,971,130,000	14,002,520,000		
IDE157		-	Total revenue	THB	126,275,250,000	132,402,436,000	141,047,695,000	155,586,350,000		
IDE158		-	Operating Expense	THB	122,490,940,000	124,568,870,000	132,827,860,000	147,714,070,000		
IDE159	-	1.10.1	R&D Spending	Million USD	26.91	22.63	18.57	17.91		
IDE160			Number of R&D positions	Employee	273	197	277	311		
IDE161			R&D spending as % of sales	%	0.66	0.53	0.42	0.40		



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Environmental Indicators ¹											
IDEV001	2-2 (GRI 2021)	1.1.1	Data Coverage for Environmental Indicators ²	Data Coverage ⁸	% Revenue	95.0	99.8	99.7	99.5		
IDEV002	2-27 (GRI 2021)	2.1.4	Environmental violations	Case	0	0	0	0	0		
IDEV003	-	2.1.3	EMS verification through international standards (e.g. ISO 14001, JIS Q 14001, EMAS certification)	% Operations	96	94	92	92			
IDEV004	-		EMS verification through third party verification (not including EMS already certified with International Standards)	% Operations	4	6	8	8			
IDEV005	-		EMS verification through internal verification (not including EMS certified with International Standards or by Third Party)	% Operations	0	0	0	0			
IDEV006	-		Total EMS verification	% Operations	95	100	100	100			
IDEV007	305-4 (GRI 2016)	-	Scope 1 and 2 GHG emissions across operation ^{3,4}	Total (scope 1 and scope 2)	tCO2e	509,741	504,305	511,612	475,424	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	SR PDF P39
IDEV008	305-1 (GRI 2016)	2.2.1	Scope 1 GHG direct emission ^{3,4}	tCO2e	337,317	317,453	323,493	294,721	310,553	SR PDF P39	
IDEV009	305-2 (GRI 2016)	2.2.2	Scope 2 GHG indirect emission ^{3,4}	Location-based ⁴	tCO2e	172,424	186,852	188,119	180,703	181,535	SR PDF P39
IDEV010				Market-based	tCO2e	172,424	186,852	188,119	180,703		SR PDF P39
IDEV011	305-4 (GRI 2016)	-	GHG emission intensity (scope 1 & 2) ⁴	tCO2e/Ton FG	0.71	0.65	0.64	0.61		SR PDF P39	
IDEV012	-	2.2.1-2.2.2	Data Coverage ⁸	% Revenue	95.0	99.8	99.7	99.5			
IDEV013			Total ⁴	tCO2e	-	-	4,071,680	3,555,070	3,593,099	SR PDF P39	
IDEV014			1. Purchased Goods and Services ⁴	tCO2e	-	-	3,020,096	2,455,661		SR PDF P39	
IDEV015			2. Capital Goods ⁴	tCO2e	-	-	14,327	30,610		SR PDF P39	
IDEV016			3. Fuel-and-energy-related-activities (not included in Scope 1 or 2) ⁴	tCO2e	-	-	42,823	68,045		SR PDF P39	
IDEV017			4. Upstream transportation and distribution ⁴	tCO2e	-	-	162,303	108,441		SR PDF P39	
IDEV018			5. Waste generated in operations ⁴	tCO2e	-	-	13,499	7,943		SR PDF P39	
IDEV019			6. Business travel ⁴	tCO2e	-	-	2,315	3,503		SR PDF P39	
IDEV020	305-3 (GRI 2016)	2.2.3	Scope 3 GHG indirect emission ⁴	7. Employee commuting ⁴	tCO2e	-	-	75,999	82,671	SR PDF P39	
IDEV021				8. Upstream leased assets ⁴	(Not Relevant) tCO2e	-	-	-	-	SR PDF P39	
IDEV022				9. Downstream transportation & distribution ⁴	tCO2e	-	-	139,328	167,050	SR PDF P39	
IDEV023				10. Processing of sold products ⁴	tCO2e	-	-	20,360	22,662	SR PDF P39	
IDEV024				11. Use of sold products ⁴	(Not Relevant) tCO2e	-	-	-	-	SR PDF P39	
IDEV025				12. End of life treatment of sold products ⁴	tCO2e	-	-	105,564	105,461	SR PDF P39	
IDEV026				13. Downstream leased assets ⁴	(Not Relevant) tCO2e	-	-	-	-	SR PDF P39	
IDEV027				14. Franchises ⁴	(Not Relevant) tCO2e	-	-	-	-	SR PDF P39	
IDEV028				15. Investments ⁴	tCO2e	-	-	475,065	503,023	SR PDF P39	
IDEV029	-	-	Total Fresh water withdrawal including rainwater (TDS ≤1,000 mg/L)	Million m ³	9.17	8.81	8.75	9.47			
IDEV030			Total	Million m ³	9.12	8.54	8.53	9.25		SR PDF P39	
IDEV031			Municipal water ⁴	Million m ³	6.18	6.05	5.38	5.99		SR PDF P39	
IDEV032	303-3 (GRI 2018)	2.5.1	Fresh surface water ⁴	Million m ³	1.61	1.00	0.78	0.85		SR PDF P39	
IDEV033			Fresh Groundwater ⁴	Million m ³	1.33	1.49	2.37	2.41		SR PDF P39	
IDEV034			Water Withdrawal for Group-Wide Operations (not including rainwater) (Freshwater TDS ≤= 1,000 mg/l)	Data Coverage ⁸	% Revenue	95	99.8	99.7	99.5	SR PDF P39	
IDEV035	-	-	Rainwater Collected by Organization for Group-Wide Operations (TDS ≤= 1,000 mg/l)	Million m ³	0.04	0.26	0.23	0.22			
IDEV036	303-4 (GRI 2018)	2.5.1	Water returned to extraction source at similar or higher quality as raw water extracted	Million m ³	0	0	0	0		SR PDF P39	
IDEV037	303-5 (GRI 2018)	2.5.2	Total net freshwater consumption in water- stressed areas ^{4, 21}	Million m ³	N/A	N/A	N/A	0.21	0.25	SR PDF P39	
IDEV038	-	2.5.2	Water data coverage ⁸	%Total site	N/A	N/A	N/A	100			
IDEV039	-	2.5.3	Total actual and opportunity costs due to water related incidents (above 10,000 USD)	THB	0	0	0	0			
IDEV040	306-3 (GRI 2020)		Total Non-Hazardous Waste Generated ⁴	Ton	43,848	58,474	74,986	67,206		SR PDF P39	
IDEV041			Total Non-Hazardous Waste diverted from disposal ⁴	Ton	27,064	33,764	48,477	42,696		SR PDF P39	
IDEV042			- Reuse ⁴	Ton	2,979	3,737	2,362	2,586		SR PDF P39	
IDEV043	306-4 (GRI 2020)		- Recycling ⁴	Ton	21,262	20,785	29,643	24,378		SR PDF P39	
IDEV044			- Composting ⁴	Ton	2,823	9,242	16,472	15,708		SR PDF P39	
IDEV045			- Other: Site Reclamation ⁴	Ton	-	-	-	24		SR PDF P39	
IDEV046		Non-Hazardous Waste Management ⁴	Total Non-Hazardous Waste directed to disposal ⁴	Ton	16,784	24,710	26,509	24,510		SR PDF P39	
IDEV047			- Recovery, including energy recovery ⁴	Ton	1,833	1,897	8,006	9,602		SR PDF P39	



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS		UNIT	FY2019	FY2020	FY2021	FY2022	TARGET	EXTERNAL VERIFICATION
IDEV048	306-5 (GRI 2020)		- Incineration with out heat recovery (i.e.mass burn) ⁴	Ton	1,289	551	295	232		SR PDF P39
IDEV049			- Landfilling ⁴	Ton	13,662	13,407	12,707	14,675		SR PDF P39
IDEV050			- On-site storage ⁴	Ton	-	-	5,399	0		SR PDF P39
IDEV051			- Other Disposal Methods ⁴	Ton	0.43	8,853	102	0.78		SR PDF P39
IDEV052	306-3 (GRI 2020)	Hazardous Waste Management ⁴	Total Hazardous Waste Generated ⁴	Ton	709	1,143	2,917	904		SR PDF P39
IDEV053	Total Hazardous Waste diverted from disposal ⁴		Ton	313	480	370	409		SR PDF P39	
IDEV054	- Reuse ⁴		Ton	237	225	243	263		SR PDF P39	
IDEV055	- Recycling ⁴		Ton	76	254	127	136		SR PDF P39	
IDEV056	- Composting ⁴		Ton	-	-	-	10		SR PDF P39	
IDEV057	- Other: Site Reclamation ⁴		Ton	-	-	-	-		SR PDF P39	
IDEV058	Total Hazardous Waste directed to disposal ⁴		Ton	396	663	2,547	495		SR PDF P39	
IDEV059	- Recovery, including energy recovery ⁴		Ton	192	210	293	345		SR PDF P39	
IDEV060	306-5 (GRI 2020)	- Incineration with out heat recovery ⁴ (i.e.mass burn)	Ton	11	5	45	31		SR PDF P39	
IDEV061		- Landfilling ⁴	Ton	194	420	1,624	2		SR PDF P39	
IDEV062		- On-site storage ⁴	Ton	-	-	585	50		SR PDF P39	
IDEV063		- Other Disposal Methods ⁴	Ton	-	28	0.36	68		SR PDF P39	
IDEV064	306-4 (GRI 2020)	Total waste reused/recycled	Reuse	Ton	3,216	3,962	2,605	2,849		SR PDF P39
IDEV065			Recycling	Ton	21,338	21,039	29,770	24,514		SR PDF P39
IDEV066			Composting	Ton	2,823	9,242	16,472	15,718		SR PDF P39
IDEV067			Other: Site Reclamation	Ton	-	-	-	24		SR PDF P39
IDEV068	2.4.1	Total	Ton	27,377	34,243	48,847	43,105		SR PDF P39	
IDEV069	306-5 (GRI 2020)	Total waste disposed	Recovery, including energy recovery	Ton	2,025	2,107	8,299	9,947		SR PDF P39
IDEV070			Incineration with out heat recovery (i.e.mass burn)	Ton	1,300	556	340	263		SR PDF P39
IDEV071			Landfill	Ton	13,856	13,827	14,331	14,677		SR PDF P39
IDEV072			On-site	Ton	-	-	5,984	50		SR PDF P39
IDEV073			Other Disposal Methods ²⁶	Ton	0	8,881	102	69		SR PDF P39
IDEV074			2.4.1	Total	Ton	17,181	25,371	29,056	25,006	26,294
IDEV075	-	2.4.1	Waste data coverage ⁸	% Revenue	95.0	99.8	99.7	99.5		
IDEV076	302-1 (GRI 2016)	Total energy consumption within the organization ⁴	Absolute	MWh	1,127,649	1,218,873	1,208,995	1,220,621		
IDEV077				GJ	4,059,536	4,387,944	4,352,382	4,394,234		SR PDF P39
IDEV078			-	Intensity	GJ/Ton FG	5.68	5.64	5.49	5.67	
IDEV079	-		Data Coverage ⁸	% Revenue	95.0	99.8	99.7	99.5		
IDEV080	302-1 (GRI 2016)	2.3.1	Total non-renewable energy consumption [Indirect and Direct energy consumption] by the organization ⁴	MWh	1,075,116	1,152,443	1,139,476	1,116,533	1,120,402	SR PDF P39
IDEV081	302-1 (GRI 2016)	Direct non-renewable energy from fuels ^{4,5}		GJ	3,870,416	4,148,796	4,102,114	4,019,519		SR PDF P39
				MWh	725,334	779,878	764,768	754,557		SR PDF P39
				GJ	2,611,201	2,807,560	2,753,165	2,716,405		SR PDF P39
IDEV082	302-1 (GRI 2016)	Indirect non-renewable energy purchased as electricity, steam, heating ^{4,6}		MWh	349,782	372,566	374,708	361,976		SR PDF P39
				GJ	1,259,215	1,341,236	1,348,949	1,303,115		SR PDF P39
IDEV083	302-1 (GRI 2016)	2.3.1	Total renewable energy consumption [purchased or generated & consumed] by the organization ^{4,7}		MWh	52,533	66,430	69,519	104,087	SR PDF P39
					GJ	189,120	239,148	250,268	374,714	
IDEV084	-	2.3.1	Energy data coverage ⁸	% Revenue	95.0	99.8	99.7	99.5		
IDEV085	-	2.3.3	Packaging Materials ¹⁵	Data coverage	% of cost of goods sold	-	94	90	95	
IDEV086	301-1, 301-3 (GRI 2016)	2.3.3	Wood/Paper fiber packaging ¹⁵	Total Weight	Ton	-	21,021	4,537	11,375	
IDEV087				%Recycled and/or Certified Material	%	-	67.00	73.18	55.72	50%
IDEV088				Total Weight	Ton	-	25,824	10,865	18,064	
IDEV089	301-1, 301-3 (GRI 2016)	2.3.3	Metal packaging ¹⁵	%Recycled and/or Certified Material	%	-	67.00	48.31	48.45	45%



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2019	FY2020	FY2021	FY2022	TARGET	EXTERNAL VERIFICATION
IDEV090	301-1, 301-3 (GRI 2016)	2.3.3 Glass packaging ¹⁵	Total Weight	Ton	-	736	77	773	
IDEV091			%Recycled and/or Certified Material	%	-	67.00	75.00	0.81	0.5%
IDEV092	-	2.3.4 Plastic packaging ¹⁶	Total Weight	Ton	2,097	1,957	1,041	2,076	2,105
IDEV093			%Recyclable plastic packaging	%	33.00	33.00	58.77	46.55	45%
IDEV094			%Compostable plastic packaging	%	0	0	0	0	
IDEV095			%Recycled content within plastic packaging	%	0	0	3.52	1.29	
IDEV096	-		Data Coverage	% of cost of goods sold	90.00	94.00	90.00	90.00	
IDEV097	-	2.9.2 Coverage of agricultural crop certification/ accreditation ²² (volume/weight of crop certified or accredited as % of total volume/weight of crop)	Palm oil Certification: RSPO or equivalent international standards	%	-	63	71.05	100.00	
IDEV098			Soy Certification: RTRS, , ProTerra, US SSAP, or equivalent international standards	%	-	-	80	31	
IDEV099			Sugar Certification: BonSuco (Production Standard / Chain of Custody), GMP, HACCP, FSSC22000, ISO22000, BRC, HALAL, KOSHER	%	-	-	100	100.00	
IDEV100			Cereals (Rice, Wheat, and Starch) Certification: BonSuco (Production Standard / Chain of Custody), GMP, HACCP, FSSC22000, ISO22000, BRC, HALAL, KOSHER	%	-	-	100	100.00	
IDEV101			Cacao	%	N/A	N/A	N/A	N/A	
IDEV102			Coffee	%	N/A	N/A	N/A	N/A	
IDEV103			Cotton	%	N/A	N/A	N/A	N/A	
IDEV104			Tabacco	%	N/A	N/A	N/A	N/A	
IDEV105			Palm oil	%	-	< 1	< 1	< 1	
IDEV106			Soy	%	-	-	< 1	< 1	
IDEV107			Sugar	%	-	-	< 1	< 1	
IDEV108			Cereals (Rice, Wheat, and Starch)	%	-	-	< 1	< 1	
IDEV109	-	2.9.2 Level of exposure to each agricultural crop (production volume/weight of crop as % of total production volume/weight of crop)	Cacao	%	N/A	N/A	N/A	N/A	
IDEV110			Coffee	%	N/A	N/A	N/A	N/A	
IDEV111			Cotton	%	N/A	N/A	N/A	N/A	
IDEV112			Tabacco	%	N/A	N/A	N/A	N/A	
IDEV113		2.9.3 Coverage of animal product certification/ accreditation ²² (volume/weight of animal product certified or accredited as % of total volume/weight of animal product)	Aquaculture products: Shrimp and Salmon Certification: Aquaculture Stewardship Council (ASC), Agriculture Biologique, Best Aquaculture Practices (BAP), Global GAP, ISO 14001, HACPP, IFS Food, and national government certifications/standards	%	-	-	100	100.00	
IDEV114			Dairy products Certification: GMP, HACPP, FSSC22000, ISO9001, ISO14001, ISO45001, BRC, IFS Food, Halal	%	-	-	-	100.00	
IDEV115			Poultry products Certification: Farm F1st Poultry Catching Standard; Genesis GAP Chicken Production Standard; GLOBAL G.A.P. certification; or equivalent international certification	%	-	-	97	100.00	
IDEV116			Wild fisheries products: Tuna Certification: Marine Stewardship Council (MSC) or in a Fishery Improvement Program (FIP)	%	-	-	88	81.00	
IDEV117			Cattle products (excl. dairy)	%	N/A	N/A	N/A	N/A	
IDEV118			Swine products	%	N/A	N/A	N/A	N/A	
IDEV119		2.9.3 Level of exposure to each animal product (production volume/weight of animal product as % of total production volume/weight of animal product)	Aquaculture products: Shrimp and Salmon	%	-	-	5-25	5-25	
IDEV120			Dairy products	%	-	-	< 1	< 1	
IDEV121			Poultry products	%	-	-	< 1	< 1	
IDEV122			Wild fisheries products: Tuna	%	-	-	> 25	> 25	
IDEV123			Cattle products (excl. dairy)	%	N/A	N/A	N/A	N/A	
IDEV124			Swine products	%	N/A	N/A	N/A	N/A	
IDEV125	13-9 (GRI 2022)	2.8.2 Total weight of food loss from operations ^{4,10} (A)	Ton	93,914	118,087	124,059	135,495	138,205	SR PDF p39
IDEV126	13-9 (GRI 2022)	2.8.2 Total weight of food loss volumes used for alternative purposes (B) ⁴	Ton	91,886	116,458	122,835	134,503	131,813	SR PDF p39
IDEV127	13-9 (GRI 2022)	2.8.2 Total food loss discarded (A - B) ⁴	Ton	2,028	1,628	1,224	992	1,012	SR PDF p39
IDEV128	13-9 (GRI 2022)	2.8.2 Food loss intensity ^{19,4}	Ton/Bath Billion	19.75	15.05	10.84	8.35	9	SR PDF p39
IDEV129	-	2.8.2 Coverage ²⁰	% Revenue	95.23	95.38	100.00	100.00		



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2019	FY2020	FY2021	FY2022	TARGET	EXTERNAL VERIFICATION
Social Indicators									
IDS002	102-45 (GRI2016)	3.2.1 Incidents of discrimination and harassment	Number of incidents	-	49	12			
IDS002		- Data Coverage for Social Indicators - OHS related	% Revenue	96	97.9	99.1	99		
IDS003		3.1.2 Coverage of Living Wage Assessment - Own Employee	%	-	100	99	99		
IDS004	2-7 a (GRI2021)	3.1.4 Female shares of total workforce	% Total workforce	59.2	57.52	57.09	57.07		
IDS005		3.1.4 Females in all management positions, including junior, middle and top management	% Total management workforce	46.06	51.37	45.84	46.89	As part of <i>SeaChange</i> ® 2030, Thai Union is committed to 50% of all management positions to be held by women, by 2030. Our target covers all management positions, namely, junior, middle, top management positions, and management positions in revenue-generating functions within our operations.	
IDS006	405-1 a. (GRI2016)	3.1.4 Females in junior management positions	% Total junior management positions	51.43	54.45	52.12	53.37		
IDS007		- Females in middle management positions	% Total middle management positions	26.15	28.09	35.12	38.79		
IDS008		3.1.4 Females in top management positions	% Total top management positions	7.69	12.00	12.00	10.00		
IDS009	-	3.1.4 Females in management positions in revenue-generating functions (excluding support function)	% All such managers	45.00	56.99	55.39	53.76		
IDS010	-	3.1.4 Females in STEM-related positions (i.e. computer programmer, engineer, scientist, etc.)	% Total STEM positions	-	40.14	39.89	40.77		
IDS011			% of Thai employees	-	57.99	57.73	55.68		
IDS012			% of Ghanaian employees	-	7.47	8.88	9.25		
IDS013	405-1 (GRI2016)	3.1.5 Workforce breakdown based on Nationality, as % of full-time equivalents (FTEs)	% of French employees	-	6.16	5.64	5.84		
IDS014			% of Malagasy employees	-	5.64	5.23	4.79		
IDS015			% of Seychellois employees	-	4.10	3.80	3.38		
IDS016			% of Other employees	-	16.94	18.84	21.06		
IDS017			% of Thai employees	-	71.11	62.74	69.64		
IDS018			% of Ghanaian employees	-	0	1.13	0.84		
IDS019	405-1 a. (GRI2016)	3.1.5 Share in all management position based on Nationality (including junior, middle and senior management)	% of French employees	-	11.05	10	2.88		
IDS020			% of Malagasy employees	-	0	0.09	0.09		
IDS021			% of Seychellois employees	-	0	2.45	2.32		
IDS022			% of Other employees	-	17.84	23.58	24.23		
IDS023			Executive level (base salary only)	0.60	0.85	0.92	0.99		SR PDF p39
IDS024			Executive level (base salary + other cash incentives)	-	0.77	0.83	0.87		SR PDF p39
IDS025	405-2 (GRI2016)	3.1.6 Equal Remuneration Ratio (Female/Male)	Management level (base salary only)	0.73	0.70	0.80	0.79		SR PDF p39
IDS026			Management level (base salary + other cash incentives)	0.71	0.68	0.75	0.83		SR PDF p39
IDS027			Non-management level (base salary only)	0.97	1.00	0.99	0.92		SR PDF p39
IDS028	-	3.1.6 Coverage of Equal Remuneration	%	-	100	100	100		
IDS029	2-30 (GRI2021)	3.1.7 % Employees represented by an independent trade union or covered by collective bargaining agreements	% Employee	81.7	83.17	83.68	83.68		
IDS030	404-1 (GRI2016)	3.3.1 Average hours of training per year	Hours/FTE	4.7	5.9	6.7	4.94		
IDS031		Average amount spent annually on training per FTE	THB/FTE	3,120	1,692	1,394	341.42		
IDS032			Hours/FTE	-	-	7.23	2.10		
IDS033	404-1 (GRI2016)	3.3.1 Breakdown of average hours of training & development per year, and amount spent per FTE on training and development: by gender ¹⁷	male			1,353	334.36		
IDS034			female			-	2.84		
IDS035			THB/FTE	-	-	1,141	357.72		
IDS036		Daily worker	Hours/FTE	-	-	-	16.14		
IDS037			THB/FTE	-	-	61.19	57.30		
IDS038		Non-management	Hours/FTE	-	-	-	19.38		
IDS039	404-1 (GRI2016)	3.3.1 Breakdown of average hours of training & development per year, and amount spent per FTE on training and development: by management level ¹⁷	THB/FTE	-	-	702.57	1,368.77		
IDS040			Hours/FTE	-	-	-	26.24		
IDS041			Junior-management + Middle-management			7029.00	5,453.11		
IDS042			Hours/FTE	-	-	-	23.63		
IDS043		Top-management	THB/FTE	-	-	17160.00	1,686.74		

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2019	FY2020	FY2021	FY2022	TARGET	EXTERNAL VERIFICATION
IDS044	404-1 (GRI2016)	3.3.1 Breakdown of average hours of training & development per year, and amount spent per FTE on training and development: by age group ^{16, 17}	18-25 years	Hours/FTE	-	-	16.77	18.85	
IDS045				THB/FTE	-	-	276.36	747.88	
IDS046			>25-35 years	Hours/FTE	-	-	15.57	23.04	
IDS047				THB/FTE	-	-	1,767.82	2,720.52	
IDS048			>35-49 years	Hours/FTE	-	-	14.30	20.70	
IDS049				THB/FTE	-	-	1,447.79	2,311.54	
IDS050			>49	Hours/FTE	-	-	12.19	15.88	
IDS051	404-1 (GRI2016)	3.3.1 Breakdown of average hours of training & development per year, and amount spent per FTE on training and development: by nationality ¹⁷	Thai	THB/FTE	-	-	832.63	1,264.78	
IDS052				Hours/FTE	-	-	14.92	20.59	
IDS053			Burmese	THB/FTE	-	-	1,427.10	2,198.70	
IDS054				Hours/FTE	-	-	15.46	15.27	
IDS055				THB/FTE	-	-	98.99	263.56	
IDS056			Other	Hours/FTE	-	-	4.89	6.41	
IDS057				THB/FTE	-	-	14,736.78	900.00	
IDS058	-	3.3.1 Coverage of FTE training: breakdown by gender ¹⁷		% of FTEs	-	-	19.16	18.22	
IDS059				% of FTEs	-	-	19.16	18.22	
IDS060				% of FTEs	-	-	19.16	18.22	
IDS061				% of FTEs	-	-	19.16	18.22	
IDS062	201-1 (GRI2016)	3.3.3 HC ROI ⁹		THB/THB	1.32	1.57	1.63	1.56	
IDS063	2-7 b. (GRI2021)	- Total FTE	Person	14,319	12,967	13,571	12,557		
IDS064	401-1 a (GRI2016)	3.4.1 Number of new hires	Number of employees	-	1,867	1,106	1,573		
IDS065		3.4.1 % of open positions filled by internal candidates (internal hires)	%	-	33.51	14.19	7.65		
IDS066		3.4.1 Breakdown of new employee hire and %internal hires: by gender ¹⁷	male	Number of new employees	-	1,028	581	810	
IDS067				%internal hires	-	84	14	6	
IDS068			female	Number of new employees	-	1,130	722	906	
IDS069				%internal hires	-	87	16	7	
IDS070		3.4.1 Breakdown of new employee hire and %internal hires: by management level ¹⁷	Daily worker	Number of new employees	-	1,840	0	0	
IDS071				%internal hires	-	100	0	0	
IDS072			Non-management	Number of new employees	-	256	251	1,591	
IDS073				%internal hires	-	3	10	13	
IDS074			Junior-management	Number of new employees	-	38	47	120	
IDS075				%internal hires	-	0	26	-	
IDS076			Middle-management	Number of new employees	-	22	11	-	
IDS077				%internal hires	-	45	36	1	
IDS078			Top-management	Number of new employees	-	2	2	5	
IDS079				%internal hires	-	0	0	0	
IDS080		3.4.1 Breakdown of new employee hire: by age group ^{16, 17}	< 30 years	Number of new employees	-	-	144	896	
IDS081				%internal hires	-	-	17	7.14	
IDS082			30-50 years	Number of new employees	-	-	160	739	
IDS083				%internal hires	-	-	8	5.89	
IDS084			> 50 years	Number of new employees	-	-	5	81	
IDS085				%internal hires	-	-	80	0.65	
IDS086		3.4.1 Breakdown of new employee hire: by nationality ^{16, 17}	Thai	Number of new employees	-	-	-	883	
IDS087				%internal hires	-	-	-	7.03	
IDS088			Burmese	Number of new employees	-	-	-	2	
IDS089				%internal hires	-	-	-	0.02	
IDS090			Other Nationality	Number of new employees	-	-	-	595	



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2019	FY2020	FY2021	FY2022	TARGET	EXTERNAL VERIFICATION
IDS091			%internal hires	-	-	-	4.74		
IDS092		Coverage of new employee hire and %internal hires: breakdown by gender ¹⁷	% of FTEs	-	36.04	19.16	18.22		
IDS093		Coverage of new employee hire and %internal hires: breakdown by management level ¹⁷	% of FTEs	-	36.04	19.16	18.22		
IDS094		Coverage of new employee hire and %internal hires: breakdown by age ^{16,17}	% of FTEs	-	-	19.16	18.22		
IDS095		Coverage of new employee hire: breakdown by nationality ¹⁷	% of FTEs	-	-	19.16	18.22		
IDS096		Paid parental leave for the primary caregiver provided by Thai Union	Thailand (maternity leave)	days	Not Disclosed	Not Disclosed	45	45	
IDS097		Legal requirement of paid parental leave for the primary caregiver	Thailand (maternity leave)	days	Not Disclosed	Not Disclosed	45	45	
IDS098	401-2 (GRI2016)	Paid parental leave for the non-primary caregiver provided by Thai Union	Thailand (paternity leave)	days	Not Disclosed	Not Disclosed	3	3	
IDS099		Legal requirement of paid parental leave for the non-primary caregiver	Thailand (paternity leave)	days	Not Disclosed	Not Disclosed	0	0	
IDS100		Paid family or care leave beyond parental leave provided by Thai Union	Thailand (personal leave)	days	Not Disclosed	Not Disclosed	5	5	
IDS101		Legal requirement of paid family or care leave beyond parental leave	Thailand (personal leave)	days	Not Disclosed	Not Disclosed	0	0	
IDS102	401-1 (GRI2016)	3.4.5 Total employee turnover rate	% Employee	16.10	17.49	13.23	20.18		
IDS103		3.4.5 Voluntary employee turnover rate	% Employee	14.89	16.02	10.18	13.14		
IDS104		3.4.5 Breakdown of total employee turnover rate: by gender ¹⁷	male	%	-	32	39.73	43.45	
IDS105			female	%	-	28.9	60.27	56.55	
IDS106		3.4.5 Breakdown of total employee turnover rate: by management level ¹⁷	Daily worker	%	-	-	0.00	0.00	
IDS107			Non-management	%	-	-	14.93	18.99	
IDS110			Junior- and Middle-management	%	-	-	8.16	1.15	
IDS111			Top-management	%	-	-	9.09	0.05	
IDS112		3.4.5 Breakdown of total employee turnover rate: by age group ^{16, 17}	< 30 years	%	-	-	36.56	5.74	
IDS113			30 - 50 years	%	-	-	49.61	10.27	
IDS114			> 50 years	%	-	-	13.83	4.17	
IDS115		3.4.5 Breakdown of total employee turnover rate: by nationality ^{16, 17}	Thai	%	-	-	98.03	98.76	
IDS116			Burmese	%	-	-	0.66	0.71	
IDS117			Other nationality	%	-	-	1.31	0.53	
IDS118	-	3.4.6 Employee Engagement: Actively engaged employee	Overall	% Actively engaged employee	-	-	73.00	72.00	% of employees with top level of engagement, satisfaction, wellbeing, or employee net promoter score (eNPS) higher than 70%
IDS119	-		Data Coverage (Overall)	% Employee	100	100	100	100.00	
IDS120	403-9 (GRI2018)	3.5.3 Fatality ⁴	Employee	fatalities	0	0	0	0	Zero Fatality
IDS121			Contractor	fatalities	1	0	0	0	Zero Fatality
IDS122	-		Data Coverage ¹⁰	% Revenue	100	100	99.1	99	SR PDF p39
IDS123	403-9 (GRI2018)	3.5.4 LTIFR ⁴	Employee	n/million worked h	2.32	2.42	1.96	1.67	
IDS124				n/200,000 worked h	0.46	0.48	0.39	0.32	SR PDF p39
IDS125	-	3.5.4	Data Coverage ¹⁰	% Revenue	96	98	99	99	SR PDF p39
IDS126	403-9 (GRI2018)	3.5.5 LTIFR ⁴	Employee	n/million worked h	0.08	1.08	1.96	0.95	
IDS127			Contractor	n/200,000 worked h	0.02	0.22	0.39	0.19	SR PDF p39
IDS128	-	3.5.5	Data Coverage ¹⁰	% Revenue	49	98	99	99	SR PDF p39
IDS129	-	3.6.3		%	98	93	97	99	
IDS130	-	3.7.1	% of total customers using online services	%	1	6.5	6.2	5.97	5% online customers
IDS131	-	3.7.1	% of revenues generated online	%	3.6	8.9	7.7	7.9	5% revenues generated online
IDS132	-	3.7.2	Satisfied respondents	%	81	85	84	86	85% satisfied respondents
IDS133	-	3.7.2	coverage of customers/consumers surveyed	% of revenue	80	80	80	80	
IDEX001	-	-	Exchanging Rate	USD/THB	30.15	30.04	33.42	34.62	

Remarks

- In this year, reporting scope is expanded to Group-wide level which covers all of the operation across Thai Union, resulting in slightly deviated reporting numbers. In this year CSA, the performance figures are amended, which now representing Group-wide level for FY2019-FY2022 data (instead of FY2018-FY2021 Factory)
- 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 2022 PDF page 34 (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 2022 PDF p63 (Document page a22-a23)



Performance of Key Economic, Governance, Environmental and Social Indicators

ID#	GRI STANDARDS	INDICATORS	UNIT	FY2019	FY2020	FY2021	FY2022	TARGET	EXTERNAL VERIFICATION
3		<p>The data of GHG emission are calculated based on the amendment of GHG emission calculation methodology in 2021. The following key amendments of GHG emission calculation methodology are:</p> <ul style="list-style-type: none">-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 (2022), 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. <p>The GHG emission trend in 2022 decreased from GHG emission in 2021 due to the following improvement:</p> <ul style="list-style-type: none">-Changes measurement method of methane generated from wastewater treatment plant by using actual meter reading instead of calculation.-Changes wastewater treatment process in factory in Vietnam-Changes unit of natural gas consumption from m3 to kWh, which can result in the emission factor adjustment to align with the accurate natural gas consumption unit.-Adjust scope of septic tank calculation.							
4		Data and information for selected specific standard disclosures have been evaluated for reliability by Third Party (Sustainability Report 2022 LRQA Independent Assurance Statement PDF p39)							
5		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 2022, Energy PDF p58-left)							
6		Non-renewable electricity purchased is calculated from total indirect energy (electricity) (Sustainability Report 2022, Energy PDF p58-left)							
7		Total renewable energy purchased or generated is calculated from consumption and generation of bio-gas, wood pellet, fuel wood/wood chip, saw dust, and solar panel (Sustainability Report 2022, Energy PDF p58-left)							
8		Data coverage as Group-wide level, covers all of the operation across Thai Union.							
9		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,							
10		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.							
11		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.)							
12		<p>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.</p> <ul style="list-style-type: none">- 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). <p>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.</p> <p>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.</p>							
13		Average annual compensation of the executives is referred from Annual Report 2022 PDF p83, and the average annual compensation of the Company's employees is referred from Sustainability Report 2022 PDF p52							
14		<p>The period of calculation is from January to December 2022</p> <ul style="list-style-type: none">- 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:<ul style="list-style-type: none">• 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 workExclude: 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 2022 plus the total Bonus paid in 2022- 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							
15		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.							
16		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.							
17		<p>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;</p> <ul style="list-style-type: none">- 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)							
18		Food loss categories from our operations include food scraps, by products, and inedible parts of raw materials, mainly seafood							
19		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.							
20		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.							
21		Discharged water in water stressed area does not fit in the criteria of DJSI to be at similar or higher quality as raw water extracted. Therefore, water consumption in waster stressed area will be equal to water withdrawal.							
22		Cacao, Coffee, Cotton and Tabacco is not one of the 9 agricultural crop used in Thai Union's operations. Cattle products (excl. dairy) and swine products is not included as Thai Union's key raw material							