



2021

Sustainability Report

From the CEO



Juan Corrales
CEO, TRI MARINE GROUP

2022 marks Tri Marine's 50th year in business. That's a half-century of tuna done right.

Since our founding in 1972, we have steadily grown to become one of the largest tuna supply companies in the world, representing over 10% of the total global tuna harvest. This is only possible because of the respect and appreciation we have always maintained for marine resources, our suppliers, our customers, and our people.

While last year presented challenges—notably the continued hardships related to COVID-19—throughout it all, our commitment to safety never wavered. Tri Marine maintained strict health and safety measures and human rights protections thanks to the efforts of our frontline workers, while promoting the same with our suppliers. We continued our leadership in the Seafood Task Force and maintained our Fair Trade certification in the Solomon Islands including passing our third annual audit of best-in-class treatment for our fishing crew and shore staff. We also continued our profit-sharing commitment to support community development projects and launched a collaboration with Oxfam in Ecuador to invest in a human rights needs assessment at our processing facilities.

The health, safety, and rights of the people we work with is always paramount, as is the sustainability of the resources upon which our business and the livelihoods of millions depend. For 50 years, Tri Marine has served as a bridge between the East and the West, and in that time we have been consistently active in many broad reaching organizations committed to the shared goal of global seafood sustainability.

We remain invested in collaboration with RFMOs and their scientific bodies, working with stakeholders in industry, government, and NGOs, to advance the best available science to inform policy, and promote compliance.

In addition:

- We collaborate with stakeholders around the world, including helping advance the environmental and scientific work of the International Seafood Sustainability Foundation (ISSF).
- We commit to the ongoing adoption of Marine Stewardship Council (MSC) sustainability certifications globally.¹
- We support fisheries improvement projects (FIPs) through direct and in-kind investment that moves fisheries toward MSC certification.²
- We monitor progress on carbon emissions to support our goal of a 25% reduction by 2030 and are continually reducing our water usage, waste generation, and packaging consumption.

The long-term sustainability of tuna and the broader marine ecosystem takes the combined effort of us all, and while progress has been made, we as an industry still have work to do.

Whether it's providing healthy, high-quality tuna to a growing global population, ensuring our workplace is a safe and positive environment for our international teams, or investing in the long-term sustainability of the fisheries and the health of our oceans and our planet, we are steadfast in our commitment to doing tuna right.

Thank you for being a key part of the mission and vision that has made us Tri Marine. Together, we can make a difference.

Sincerely,

A handwritten signature in dark ink, appearing to read "Juan", written in a cursive, flowing style.

¹50% of Tri Marine's tuna supply came from Vessels who participate in MSC certified fisheries in 2021.

²84% of Tri Marine's tuna supply was either MSC certified, under MSC full assessment, or in a FIP in 2021.

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About Tri Marine

Tri Marine is reaching a milestone in 2022 with 50 years in business. Since its founding, Tri Marine has been a key player in the evolution of the global tuna supply. From its European origin, the company has built strong relationships with suppliers and customers around the world and is well-recognized for its global leadership in innovation, sustainability, and social responsibility.

1972

Tri Marine Associates Pte (Ltd) is established in Singapore as a subsidiary of SOPAL, an Italian Government Agency and owner of the brand ALCO, with the goal to procure 10,000 tons of yellowfin annually for the growing Italian canned tuna market.

1986

Tri-Marine International, Inc. is privatized by four individual investors, establishing the headquarters in San Pedro, California, and trading 30,000 tons of tuna annually, with revenues of about \$30 million. The expansion continued with investments in Japan and the Western Pacific.

1997

Tri Marine identified the Central and South American regions as strategic for its continued growth. Established in 1997 initially as a trade support office with plans for expansion, the Tri Marine Panama office allowed the business to nurture the relationships with all the major vessel owners and tuna processing facilities in the area.

TODAY

8
TRADING
OFFICES

5,368
EMPLOYEES

3
PROCESSING
PLANTS

12
FISHING
VESSELS

TRADES OVER 10%
OF THE GLOBAL CATCH

Tri Marine is a part of the Bolton Group and celebrates 50 years of tuna done right—recognizing its evolution from a tuna trading company to a fully vertically integrated business with a network of international branches in trading, processing, and fishing. Driving positive change in the industry with its people and practices, Tri Marine is the first in the industry to obtain ISO global traceability certification. Additionally, we are now a member of the United Nations Global Compact reinforcing our collaborative approach and commitment to a more sustainable future.

FISHING IS A SOLUTION

- Nutritious protein
- Low carbon footprint
- Food and livelihoods for millions of people

TUNA PEOPLE MATTER

- Specialized workforce that makes great sacrifices
- History and heritage
- Highly dependent communities

GOOD OCEAN MANAGEMENT WORKS

- Good scientific advice and management measures work
- Effective regulations = long-term sustainability

COLLABORATE WITH KEY STAKEHOLDERS

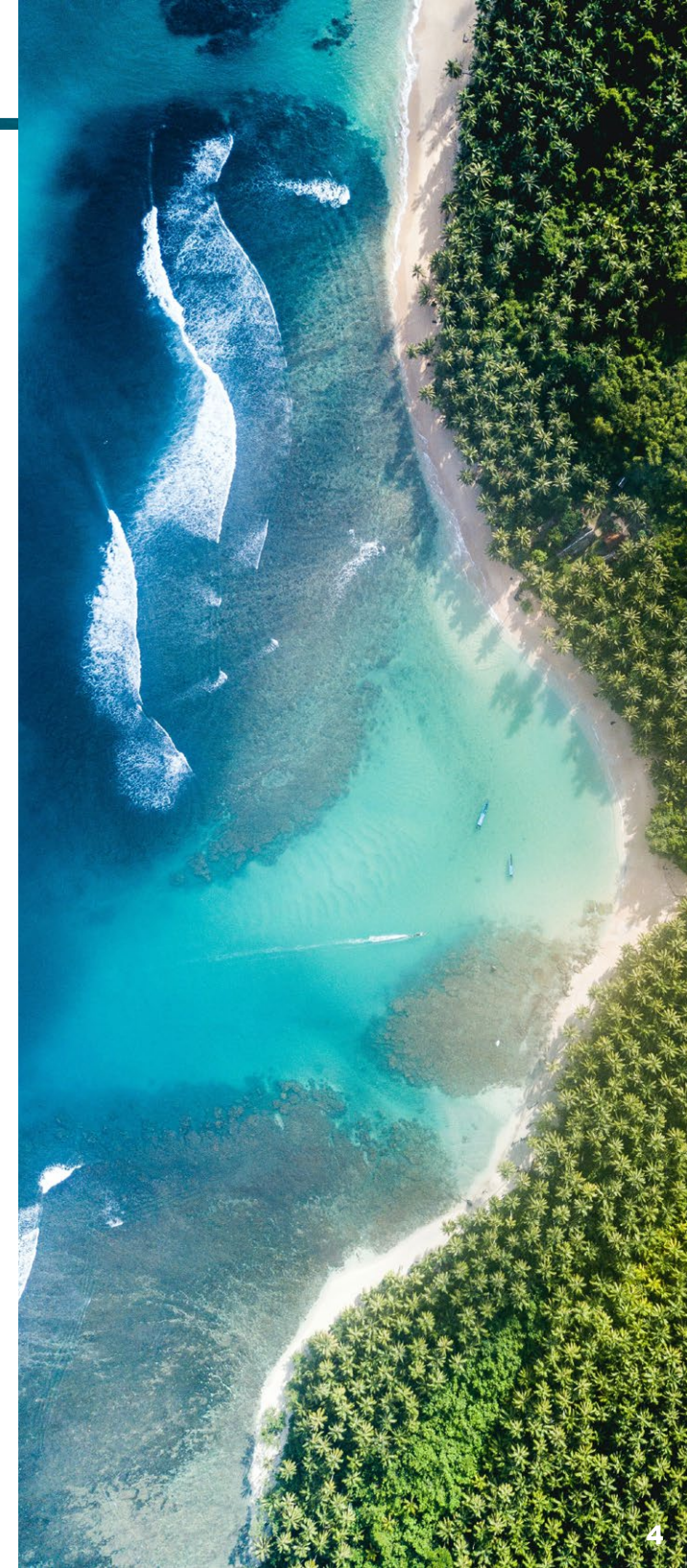
- Regional Fisheries Management Organizations
- National authorities
- NGOs and industry
- Local communities

PROMOTE THE BALANCE OF A BLUE ECONOMY

- Conservation of biodiversity
- Sustainable use of the resources
- Food security
- Economic benefit

SUPPORT CONTINUOUS IMPROVEMENT

- Fisheries Improvement projects and MSC certification
- Human Rights
- UN SDGs and BG KPIs

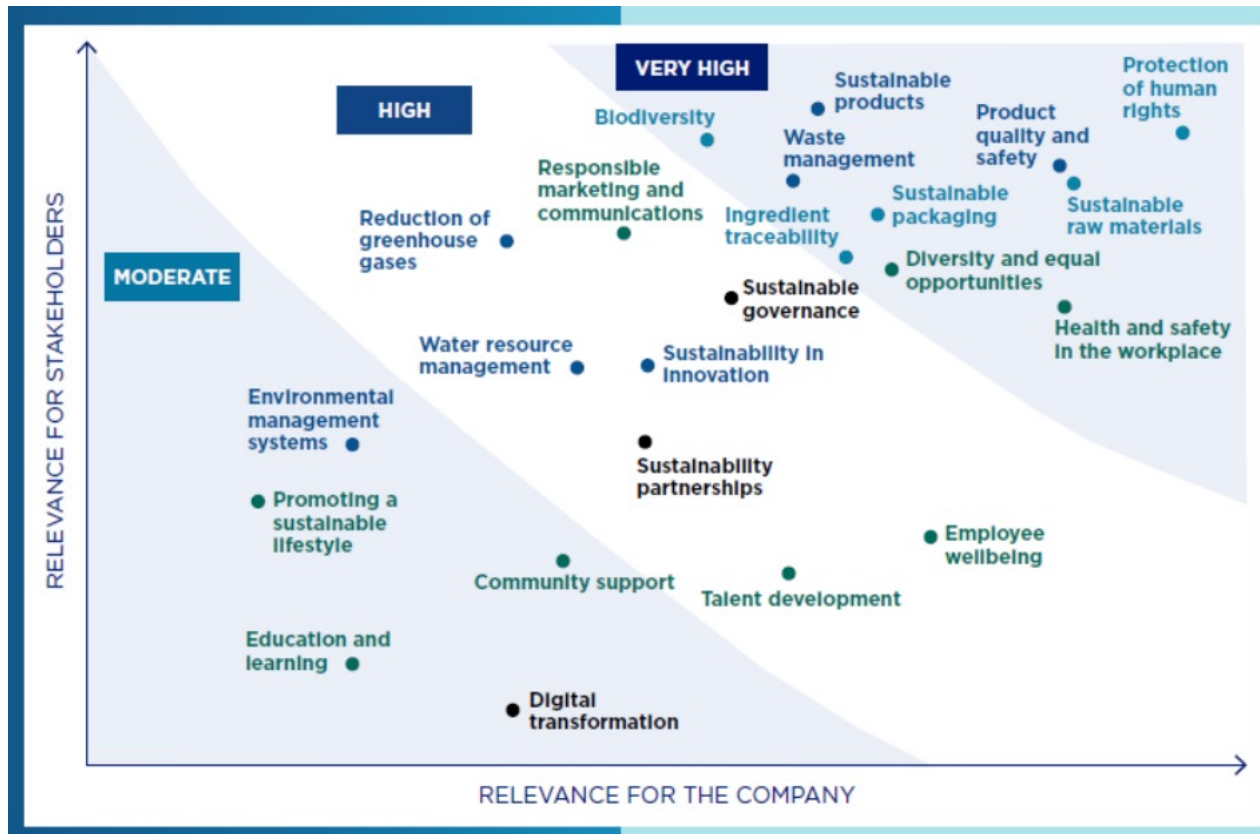


About This Report

This is the third Tri Marine Annual Sustainability Report. In our inaugural report in 2019 we provided a comprehensive [sustainability policy update](#) and a historical review of our key environmental and social responsibility programs over ten years. In the [2020 report](#), we expanded our reporting beyond core responsible sourcing activities to include key performance indicators on production and people in alignment with the Bolton Group, and relevant [United Nations Sustainable Development Goals \(UNSDGs\)](#). In the 2021 report we are updating achievements on sourcing, production, and people, expanding our emphasis on the UNSDGs by following the reporting guidelines of the UN Global Compact, and establishing a more comprehensive set of sustainability performance targets.

United Nations Sustainable Development Goals (UNSDGs)

To better prioritize UNSDGs for Tri Marine, we participated in the development of the Bolton Group materiality matrix. This included a comprehensive review of the environmental and social elements most important to our business units and key stakeholders, across a broad range of external and internal interviews.



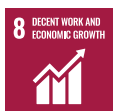
The following goals reflect “Very High” priorities as rated by stakeholders and Tri Marine.



Tri Marine actively works towards achieving gender equality and empowerment for all women and girls. Fifty-five percent of our global workforce is female, and 19% of our executives are women. In addition, our focus on children’s rights supports a number of educational programs.



Aboard both the vessels we own and those we source, we are committed to providing clean drinking water. On land, our processing plants require freshwater and Tri Marine is committed to building water treatment facilities to improve water quality.



In addition to Tri Marine’s business in tuna trading, we are also a major producer. We own and operate fishing vessels and processing facilities in the Solomon Islands, Ecuador, and Colombia where we maintain a stable working environment. We are also part of the Bolton [Oxfam](#) partnership where we evaluate our work environment using UN standards.



We are committed to ensuring more sustainable consumption and production patterns. This includes promoting a zero-injury culture on fishing vessels and in our processing plants as well as promoting equal opportunities regardless of gender and position.



Our objective with sustainable production is to better understand our impact through improved measurement. We set goals in 2020 to reduce emissions and waste, limiting consumption of non-essential materials, energy and water with production metrics that include quality-control mechanisms such as safety checks, complaints, and related certifications.



All our activities aim to conserve and responsibly use the oceans, seas, and marine resources for sustainable development. In 2021, Tri Marine met its commitment to increase the availability of [Marine Stewardship Council](#) (MSC)-certified sustainable tuna and drive fisheries improvement projects (FIPs) for fisheries that do not yet meet MSC standards..



Throughout this report are detailed examples of our partnerships with national and local governments, NGOs and pre-competitive collaborative projects. All aimed at working to achieve the SDGs together. We’ve marked both SDGs on those pages.



Tri Marine is focused on core compliance with [International Sustainable Seafood Foundation](#) (ISSF) conservation measures, and increasing the available volume of tuna from Marine Stewardship Council (MSC) certified fisheries, fisheries in MSC full assessment, or fisheries in fisheries improvement projects (FIPs). We are also committed to ensuring human rights protections in our supply chains through our [Ethical Sourcing Policy](#) (ESP) and we continue to improve metrics for production and people in our fleets and processing facilities. In each of these areas, our activities are aimed at achieving key 2025 objectives as outlined below:

AREA	ACTIVITIES	2025 OBJECTIVES
Sourcing - Environmental	<ul style="list-style-type: none"> • ISSF and RFMO compliance • MSC certification • Fisheries improvement projects (FIPs) 	<ul style="list-style-type: none"> • 100% ISSF and RFMO compliance • 90% MSC or FIP sourcing
Sourcing - Social	<ul style="list-style-type: none"> • Tri Marine Ethical Sourcing Program • Seafood Task Force • Bolton Food Oxfam Partnership 	<ul style="list-style-type: none"> • 100% suppliers self-audited • 50% supplier fleets 3rd Party Audited • Top 3 supply chain geographies engaged with Oxfam
People	<ul style="list-style-type: none"> • Supporting gender equality and diversity • Fair Trade Certification • Supporting local schools • Offering medical and child care 	<ul style="list-style-type: none"> • Zero reports of gender or racial discrimination • \$500k in Fair Trade premium reaches community • 100% workers' children have access to childcare and education • 100% workers have emergency medical access
Production	<ul style="list-style-type: none"> • Carbon data analysis • Processing plant improvements • Offsetting for fleets • Water reuse and self-reliance • Reduction of packaging waste • Improving waste management 	<ul style="list-style-type: none"> • 15% reduction of Scope 1 & 2 emissions • 100% suppliers submit Scope 3 emissions surveys • 3rd party certified offsetting program established • 20% reduction in water consumption • 50% of packaging recycled or biobased • 100% of waste recycled, treated, or properly disposed

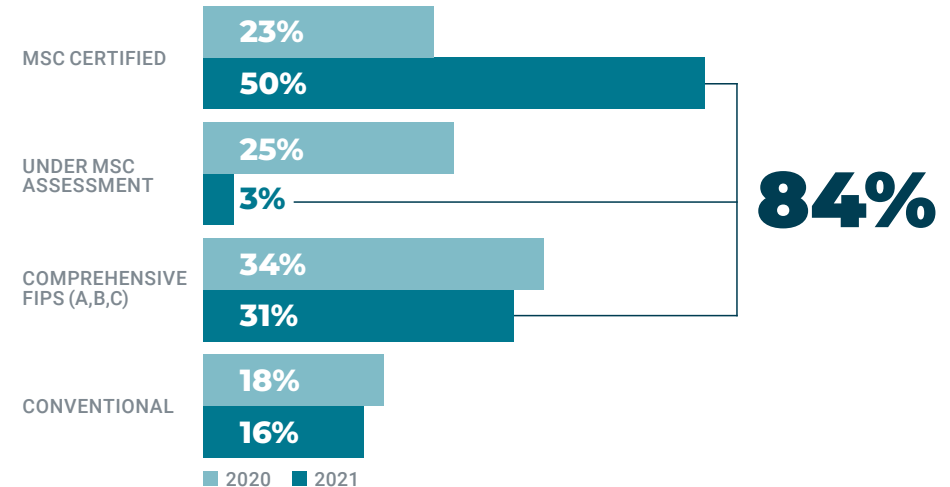


In 2021, Tri Marine bought tuna from 206 purse seine vessels, 153 longline vessels, and 117 pole-and-line and hand line vessels. This is in addition to the two scout boats, five purse seiners, and three pole-and-line vessels we own and operate in the Solomon Islands, managed by National Fisheries Developments (NFD). We also took over management of the Via Ocean fleet in 2021, including the newly launched Via Alize.

Tri Marine traded over 580,000 metric tons of tuna in all of its different forms—round fish, precooked loins, and shelf-stable finished goods—representing slightly over 10% of the global tuna catch of 4.9 million metric tons reported by ISSF. Our global significance allows us to leverage our market position to pursue best practices in sustainability, and commitment to corporate social responsibility and the environment.

Tri Marine has offices and operations in strategic locations around the world, employing 5,368 people and generating \$1.2 billion USD in revenue. Organizationally, our CSR team continues to work on environmental and social issues in tandem with our production plants, fleets, suppliers, and customers including the Bolton Group.

Connectivity during the pandemic and across our offices continued to be primarily virtual in 2021. As such, we held two Global TMG events, each spanning six time zones, fourteen legal entities, with over 90 attendees. In an ever-changing environment of travel restrictions, we also managed to hold our first in-person meeting in two years. As travel restrictions continue to loosen, we look forward to working both virtually and in-person in 2022 to maximize engagement with stakeholders and team members around the world.



Vessels

206 PURSE SEINE

153 LONG-LINE

117 POLE & LINE/HANDLINE

Responsibly sourcing our supply of tuna, natural resources, and raw materials is the first pillar of the [Tri Marine Sustainability Policy](#). We hold ourselves and our suppliers accountable as we source and sell skipjack, yellowfin, bigeye, and albacore tuna from the world's oceans. As a founding member of ISSF, we adhere to several sustainability initiatives aimed at conserving these vital and renewable marine resources and in conjunction with ISSF priorities we continually advance advocacy to the RFMO scientific bodies in the [IATTC](#), [ICCAT](#), [IOTC](#) and [WCPFC](#).

RFMO scientific bodies report that over 87% of total global tuna catch comes from stocks that are abundant, but we still face challenges with the remainder that are either at intermediate or overfished levels. Even with healthy stocks, we want to ensure management measures are in place to maintain those levels long-term and minimize impacts on the ecosystem by fishing activities. Tri Marine continues to lead several multi-stakeholder initiatives aimed at improving tuna stock health and protecting the marine environment. These include our founding membership of ISSF, our active participation in FIPs, the multiple MSC certifications we hold, and our direct advocacy for improved tuna fisheries management at the RFMOs.

In 2021 our procurement from tuna fisheries that are MSC certified or in comprehensive FIPs was 486,513 metric tons, up from 324,133 metric tons in 2020—a 44.6% increase. Of that, 288,603 metric tons were MSC certified in 2021—a 219% increase

over 2020's 131,624 metric tons. Furthermore, Tri Marine purchased 17,875 metric tons of tuna in 2021 from fisheries that had entered into MSC full-assessment but were not accounted for in these other categories.

In total, 84% of Tri Marine's 2021 tuna supply came from vessels participating in either MSC certified, FIP, or under MSC assessment fisheries.

Our sustainable sourcing extends beyond tuna and the oceans to the operations at Tri Marine's processing facilities. By establishing a baseline for all raw material use, we are actively working towards the goal of reducing plastic and non-recyclable content. Lower-impact packaging will be a new area of emphasis for Tri Marine in the years ahead.

Human rights also remain at the forefront of our sourcing initiatives. All our suppliers are expected to sign our Ethical Sourcing Policy and implement the [Seafood Task Force Code of Conduct and Vessel Auditable Standards](#) to demonstrate their shared commitment to worker protections. To help meet this requirement, Tri Marine provides training tools as well as third-party oversight with a comprehensive auditing program.

84% MSC CERTIFIED, FIP,
OR UNDER MSC ASSESSMENT
TRI MARINE
SUPPLY FROM **FISHERIES**

219%

CERTIFIED
SUSTAINABLE
SEAFOOD
MSC
www.msc.org



45%

MSC/FIP
FISHERIES



Photo credit: Francisco Blaha

8 DECENT WORK AND
ECONOMIC GROWTH



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



14 LIFE
BELOW WATER



17 PARTNERSHIPS
FOR THE GOALS



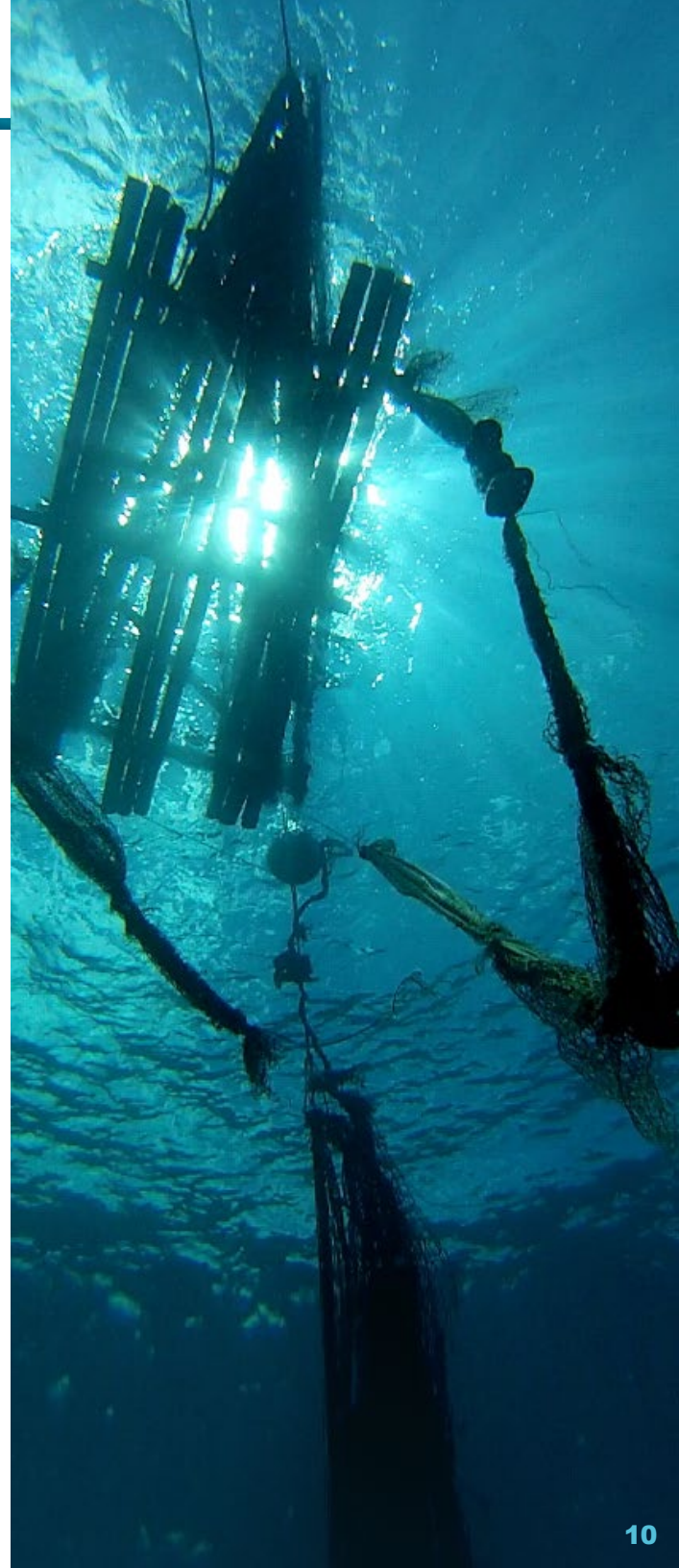


Combining good science with effective management in the service of sustainability requires a multi-stakeholder approach that includes industry, government, academic institutions, and NGOs. To advance this goal, in

2009 Tri Marine joined with other industry leaders to establish the [International Seafood Sustainability Foundation](#) (ISSF). ISSF's mission is to initiate and facilitate science-based programs to promote the long-term conservation and sustainable use of global tuna stocks, reduce bycatch, and maintain tuna ecosystem health.

Over the last ten years, ISSF has become the foremost organization addressing tuna sustainability, and is a cornerstone of Tri Marine's collaborative environmental stewardship. As ISSF members we welcomed several new conservation measures in 2021 and continued to advance commitments made in 2020.

- ▶ Agreed to an 11% reduction of sourcing Indian Ocean yellowfin effective July 31, 2021.
- ▶ Worked with our purse seine fleets to ensure they had FAD management plans in place beginning June 30 for large-scale purse seine, and December 31 for smaller purse seine vessels.
- ▶ Continued to raise awareness about new best practices for longline vessels that come into effect in 2022.
- ▶ Advanced supply chain transparency by voluntarily expanding our reporting of landings data to all RFMOs as part of conservation measure 2.2 for the first full calendar year. In addition to our fully owned and controlled facilities, we also included all tuna we trade globally and accounted for fishing vessel details, trip dates, area of catch, and catch by species and size. This information provides scientists and resource managers the tools they need to make data-based decisions about harvest strategies.
- ▶ Submitted 2,821 fishing trip data sets, including 74,874 data points, significantly increasing the quantity and quality of information across all four RFMOs compared to 2020.
- ▶ In adherence with conservation measure 2.4, we published our second annual [Tri Marine Supply Chain Transparency Information Report](#).
- ▶ Passed our annual third-party surveillance audit against all ISSF conservation measures with no non-conformities or observations.
- ▶ Continued our monthly compliance report of vessels currently listed on the Pro-Active Vessel Register (PVR), identifying any changes or deficiencies in their status, and expanding it to include categories found on the Vessels in Other Sustainability Initiatives (VOSI). This helps ensure Tri Marine sources from vessels that are using best conservation practices and who follow through on their commitments. Launched in

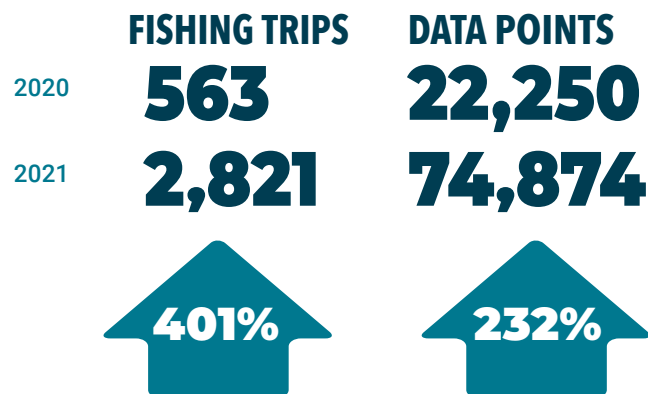


October 2020, the Vessels in Other Sustainability Initiatives (VOSI) is a searchable list of vessels that operate in Marine Stewardship Council (MSC)-certified tuna fisheries, or that participate in tuna Fishery Improvement Projects (FIPs) worldwide. While the list is voluntary, we began encouraging vessels to join to increase transparency within the tuna community.

- ▶ In 2021, Tri Marine and other ISSF-participating companies contributed more than \$4 million to scientific research and conservation projects. That amount does not include contributions of vessel time and equipment, which is valued at over \$80 million each year.
- ▶ Made progress on the TUNACONS project aimed at developing bioFADs to reduce marine plastic pollution.
- ▶ Our Via Ocean fleet also began laying the groundwork to participate in ISSF's new BioFAD design trials (Jelly FADs).

These and many other measures continue to advance efforts to help maintain fishing at sustainable levels as ISSF incorporates its scientific research into advocacy for regulatory measures at the RFMOs. For many years, Tri Marine has been an advocate at RFMOs through our participation as a delegate to the United States, Solomon Islands, Panama, Colombia, and Ecuador. Our internal advocacy committee between Bolton Group, Bolton Food and Tri Marine met twice in 2021 to set priorities in advocacy at the RFMO level. As we look toward the future, we do so invested in building upon the progress made to encourage the continued adoption sustainable fishing practices by the entire tuna industry.

RFMO Data Submissions



COMPREHENSIVE DATA NOW COVERS ALL THE TUNA TRI MARINE TRADES GLOBALLY:



- ✓ FISHING VESSEL DETAILS
- ✓ TRIP DATES
- ✓ AREA OF CATCH
- ✓ CATCH BY SPECIES AND SIZE





Marine Stewardship Council

Certification (MSC) continues to be the world's most highly-recognized sustainable seafood certification and ecolabel. Major global seafood brand owners and retailers have maintained

firm sustainable sourcing commitments to only source from fisheries which are MSC-certified, in-assessment or engaged in credible fisheries improvement projects (FIPs) with a genuine intention to proceed to MSC certification. In doing so, these consumer-facing brands and retailers, together with MSC-engaged fisheries, continue to support MSC's three principles: sustainable fish stocks; minimal environmental impact; and, effective fisheries management.

In 2021, 413 fisheries were MSC-certified, with another 69 in full-assessment, taking the total number of 'MSC-engaged' fisheries to over 480. Collectively, these fisheries caught 14.6 million tons, accounting for 17.4% of the global wild capture fisheries catch. The number of consumer-facing MSC-labelled seafood products exceeded 20,000 and is valued at over \$12 billion USD. Tuna fisheries represented 14% of MSC-engaged fisheries in 2021, reaching 60 MSC-certified and in-assessment fisheries. Almost 40% of global commercial tuna catch was MSC-certified, with an additional 18% in-assessment. The total volume of tuna covered

by 'MSC-engaged' fisheries in 2021 was 2.9 million metric tons.

Tri Marine's MSC engagement (also taking into account FIPs) continues to cover four tuna fishing gear types (purse seine, longline, pole and line, and handline) in all four oceans (Western and Central Pacific, Eastern Pacific, Indian, and Atlantic Oceans). In 2021, Tri Marine maintained its existing three MSC fishery certifications, with another two in-assessment (see below). Tri Marine also continued to maintain multiple MSC Chain of Custody certifications, ensuring full traceability and separation of MSC catches in its global fishing, unloading, transshipment, trading, and processing operations.

In 2021, two of Tri Marine's MSC-certified fisheries were successfully re-certified with an expanded scope to cover all purse seine set types in a single trip: (1) Solomon Islands Purse Seine and Pole and Line Skipjack and, Yellowfin Fishery; and, (2) Tri Marine WCPO Purse Seine Skipjack and Yellowfin Fishery. Scope extensions included additional species coverage of bigeye for both certifications. Additional vessels were also added to our WCPO purse seine certification to cover the majority of vessel flags supplying Tri Marine.

To meet US buyers' requirements for MSC-certified (or credible FIP) albacore, in addition to the Solomon Islands Longline Albacore and Yellowfin Fishery, Tri Marine has another two longline albacore fisheries in assessment in the Atlantic and Pacific Oceans. Collectively, these two certifications cover around 120 vessels, representing the majority of the company's longline supply base. These assessments are expected to be completed in 2022.

Tri Marine purchased 288,603 MT of tuna (whole round equivalent) from MSC-certified fisheries in 2021, representing 49% of total supply. In addition, 16,704 MT was purchased from 'in-assessment' fisheries in 2021. Hence, a total of 300,404 MT was purchased from MSC-engaged fisheries, representing 52% of Tri Marine's total supply in 2021. A further 178,740 MT (31%) was sourced from robust-FIPs, taking Tri Marine's combined total supply of MSC and FIP-sourced tuna to 576,693 mt (84%).

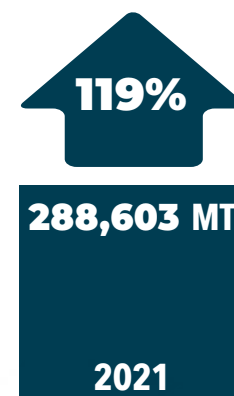


Photo credit: Francisco Blaha



**Eastern Atlantic Tuna Initiative (EASTI)**

In 2021, Tri Marine was assigned ownership and oversight of the Via Ocean fleet—the French-flagged LSPS operating in the eastern Atlantic

Ocean—to bring our expertise into the fleet's operation. Although Via Ocean's participation in the FIP is through its membership in ORTHONGEL, Tri Marine has contributed its 'know-how' through pro-active, direct engagement with the project management team of the EASTI FIP.

In 2021, the FIP entered its third year of implementation fully committed to complete the necessary steps to improve its Fisheryprogress.org score. Emphasis this year included strengthening vessel-level scientific data collection and consolidation to support RFMO requirements. Additional emphasis was placed on non-target species management plans as well as development, adoption and implementation of a vessel-based Code of Practice for reduction in non-target catches in the unit of certification.

**Tuna Conservation Group (TUNACONS)**

During 2021, the work of [TUNACONS](#) focused on the MSC full assessment process with an emphasis on yellowfin tuna certification, the development of a skipjack stock assessment,

and continued advancements on bioFADs (see page 15). This included providing the RFMO's scientific staff the best available science to support existing and proposed conservation measures. The group also focused on harmonizing their improvements work with other FIPs in the eastern tropical Pacific Ocean. Together with Tri Marine, TUNACONS was proactive in IATTC policy advocacy including with the delegations of the United States, Colombia, Ecuador, El Salvador, Guatemala, Panamá, Perú, and Venezuela. As a result, we achieved consensus on a revolutionary new tropical tuna conservation measure that extends the closure period specifically for vessels catching the most bigeye tuna, the most sensitive stock in the region, which in turn has conservation benefits for yellowfin, skipjack, and other species.



In 2021, Tri Marine continued its fishery improvement efforts with small-scale pole-and line, handline, and purse seine vessels in Indonesia.

In January 2021, 380 pole-and-line and handline vessels operating in archipelagic waters around Flores, Bitung and Maluku (Western and Central Pacific Ocean) transitioned from a Fisheries Improvement Project (FIP) to become MSC-certified. A second tranche of Unit of Assessments (UoAs) are scheduled to enter MSC assessment in 2022, including Kendari, where Tri Marine sources a significant volume of one-by-one caught tuna.

These UoAs remain in comprehensive A-rated FIPs coordinated by the [Indonesian Pole-and-Line and Handline Fisheries Association](#) (AP2HI). FIP activities continued to focus on strengthening data collection systems, particularly use of human observers, port enumerators and time lapse cameras on board small handline vessels.

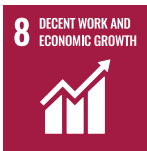
[Tri Marine's Indonesia South-East Sulawesi Purse Seine](#) FIP entered its third year of implementation in 2021 and maintained its A-rating. Much of the focus revolved around strengthening vessel-level scientific data collection and compliance. An additional 15 observers were deployed to Kendari in 2021, taking the total to 16—and another five observers were secured for 2022. The FIP continues to stay on track with its phased onboard observer strategy, with 10-15% of total fishing trips having an onboard observer. The FIP is aiming for voluntary 20% coverage by the end of 2023.

In addition, 100 'Spot Trace' Vessel Monitoring Systems (VMS) were purchased, with eight units deployed on vessels on a trial basis in the fourth quarter of 2021. The VMS units are intended to augment compliance monitoring and traceability, as well as improve safety-at-sea. Additional units will continue to be rolled out on Kendari purse seine vessels throughout 2022.

Our FIP Coordinators and participating vessel owners and captains have assisted in a comprehensive research project on the use of anchored FADs. The FIP is also supporting efforts to establish a national Indonesian purse seine association to facilitate better industry representation and engagement with the government and other tuna fishery stakeholders. The PS FIP is regularly referred to by Indonesian fisheries officials when providing updates on improvements to national catch data estimates.

In 2021, a total of 222 Indonesian small-scale purse seine, pole-and-line and handline vessels participating in these FIPs supplied almost 27,000 MT of raw material for loins processing. Collectively, these vessels employed at least 3,300 fishers.


3,300
FISHERS
WERE EMPLOYED ON **222**
INDONESIAN SMALL-SCALE
TUNA VESSELS



The greatest challenge for the adoption of fully biodegradable fish aggregating devices (BioFADs) continues to be the availability of adequate materials in sufficient quantities and of reliable quality. Guided by the spirit of collaboration, 2021 was characterized by sharing success stories between several fishery improvement projects (FIP) as well as regional fishery management organizations (RFMO) and NGOs, such as ISSF.

In sharing success stories, the task of replacing traditional FADs with bioFADs, progressed steadily throughout the year. The TUNACONS FIP group, which includes key Tri Marine suppliers, exceeded their 20% bioFAD (vs. conventional nylon) commitment in 2021 and has deployed 1,401 bioFADs to date. While improvements to durability are still needed, early signs are encouraging with a reasonable yield per set on bioFADs.

Many obstacles still need to be overcome before viable alternatives are developed, but the data collected during 2021 has greatly helped to advance the learning curve. By following a path in incremental steps, we believe we will reach our goal of adopting biodegradable fish aggregating devices across our industry.



1,401
BIOFADS
JOINTLY DEPLOYED



Tri Marine continues its long-standing and proactive engagement in tuna regional fisheries management organizations (RFMOs). Our RFMO engagement now spans four major tuna RFMOs: Western and Central Pacific Fisheries Commission (**WCPFC**); Inter-American Tropical Tuna Commission (**IATTC**); the International Commission for the Conservation of Atlantic Tunas (**ICCAT**); and, the Indian Ocean Tuna Commission (**IOTC**). This enables us to maintain a strong handle on regional fisheries management developments operating across the Pacific, Atlantic, and Indian oceans.

Industry remains a critical stakeholder in tuna fisheries management, and Tri Marine takes our role in this effort seriously. Our company representatives continue to participate actively in RFMO meetings as members of national delegations aligned with the geographic location of our major business operations. We also collaborate in pre-competitive RFMO advocacy initiatives with other industry members and NGOs including TUNACONS, the International Seafood Sustainability Foundation (ISSF), World Wildlife Fund (WWF), International Pole and Line Foundation (IPNLF), Global Ghost Gear Initiative (GGGI), NGO Tuna Forum, and the Global Tuna Alliance (GTA). In addition, we continue to participate in voluntary research projects supporting RFMO scientific initiatives including tuna tagging, bycatch mitigation, FAD management, bioFAD R&D, and onboard electronic monitoring.

In 2021, COVID-19 continued to greatly impact all tuna RFMOs. Scientific data collection and compliance monitoring were impeded by the suspension of many human observer onboard deployments. All RFMO meetings remained virtual with significantly constrained agendas, but there were still several noteworthy outcomes:

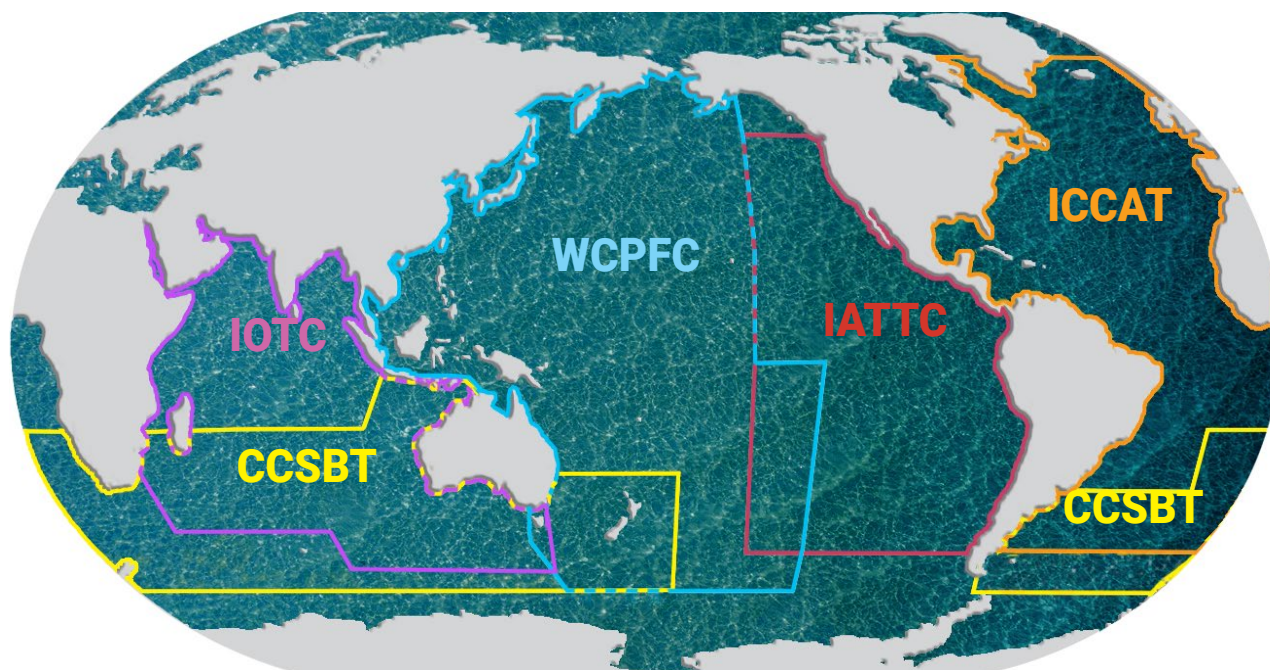
WCPFC – A new tropical tunas measure was adopted (CMM 2021-01) for two years, which was largely a status quo roll-over of provisions from the previous measure. This measure continues to serve as a bridging measure while WCPFC transitions to harvest strategies for key tropical tuna stocks.

IATTC – A new tropical tuna measure was adopted for three years, maintaining a 72-day closure period for all class 4-6 purse seine vessels, but extending the closure for vessels catching over 1,200 mt of bigeye. The measure further decreased the allowable number of active FADs.

ICCAT – An updated bigeye tuna conservation measure increased total allowable catch by 500 mt to 62,000 mt due to continued stock recovery, and adopted a full harvest strategy for North Atlantic albacore.

IOTC – A revised yellowfin stock-rebuilding strategy was adopted by the majority (not all) members which implements reductions bringing total allowable catch in line with Maximum Sustainable Yield (MSY). While an improvement, it is not enough of a reduction to meet scientific advice.

In all RFMOs, Tri Marine continues to advocate for the development of harvest strategies for key tuna stocks and the adoption of harvest control rules. We proactively support the adoption of management measures focused on precautionary management of tuna stocks which maintain healthy stocks and re-build overfished stocks. This includes hard catch/effort limits and strengthened FAD measures. We also advocate for strengthened monitoring at-sea through increased human and/or electronic observer coverage.





NFD and SolTuna in the Solomon Islands achieved **Fair Trade USA certification** in early 2019 and continue to maintain the certification. The program covers the SolTuna labor force of 2,200 plant workers and 254 NFD fishers who catch and process skipjack and yellowfin tuna.

Fair Trade Premiums have been put towards various community projects in Noro. Projects addressed the areas of Healthcare, Housing & Infrastructure, Environment and Education with a total budget of \$220,603 SBD. The local Noro clinic has been a beneficiary, receiving much needed essentials—from medical equipment (otoscopes, pulse oximeters, nebulizers) to general sanitation equipment and supplies to new mattresses for existing beds. Other areas that were supported by the Fair Trade Program include sponsored environmental cleanup programs around Noro organized by youth groups. In addition, materials were procured for a compost and nursery center and funds were allocated to local schools for assistance with playgrounds and physical education programs which will continue roll out in 2022. Since the COVID-19 outbreak in the country, the Fair Trade Committee has agreed to direct some premium funds towards COVID-19 assistance to help communities and family of crew/fishers.


2,200

&
254


SOLTUNA WORKERS

NFD FISHERS

COVERED BY FAIR TRADE PROGRAM





The **Seafood Task Force** (STF) is an industry-led organization driven by 35 commercial members, including major direct sourcing buyers like Tri Marine, FCF, Thai Union, and Star-Kist, as well as many of the world's largest retailers and brands such as Walmart, Costco, and Mars Pet Care. STF aims to demonstrate continuous improvement in addressing and preventing illegal forced and slave labor on fishing vessels throughout the supply chain. Its work is guided by the **Seafood Task Force Code of Conduct and Vessel Auditable Standards**, which set out clear guidelines. Many buyers, brands, and retailers now require the adoption of the STF Code of Conduct by their supply vessels.

In 2021, we continued our auditing work and expanded the program to include all oceans we source from, geographic regions and gear types. We asked our suppliers to complete the STF Self-Assessment Questionnaire and offered support if requested on meeting the STF standards. Tri Marine employees contributed to the Task Force by co-leading the Tuna Subgroup, participating in the Special Working Group on Audit Protocols, and leading the Worker Voice Work Group. The latter focused on developing a catalog of grievance mechanisms currently available locally, regionally, and globally, creating a bibliography of projects that relate to grievance mechanisms, and developing a grievance mechanism template that will be available for fishers to use. Tri Marine employees also led work on benchmarking the STF Vessel Auditable Standard against other social standards.

SEAFOOD TASK FORCE PROVIDES WORKER PROTECTION

RELATED TO 15 BASIC PRINCIPLES

INCLUDING hiring practices, worker contracts, compensation, working hours, treatment of employees, wages and benefits to safety and several other factors.

[CLICK HERE TO LEARN MORE](#)



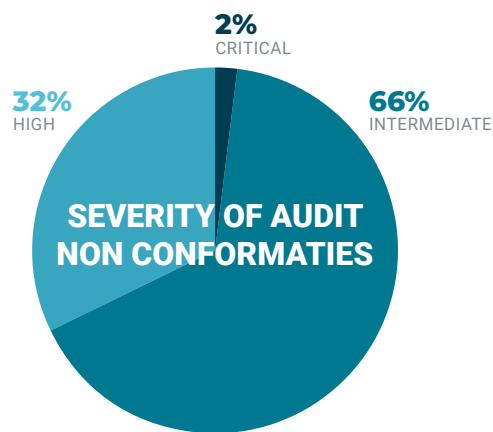
Tri Marine expanded the geographic range of our ethical sourcing audits to include all RFMO regions and a variety of gear types in 2021. Due to the resurgence of the COVID-19 pandemic, we were limited to mostly desktop audits, but were able to conduct several full audits as well.

This year's results yielded thousands of data points. Analysis of the data identified ten indicators within the standards that accounted for the majority of non-conformities. The top five related to documentation of procedures and training.

While much work remains to be done on improving human rights for fishers, we continue to develop a grievance mechanism for fishers that can be fine-tuned to meet the needs and requirements of nationality, fishing region, and flag state of the vessel.

AREAS FOR IMPROVEMENT

- Health & Safety/Training
- Wages & Benefits
- Working Conditions and Hours
- Grievance and Complaints
- Private Employment Agencies
- Recruitment Requirements
- Child/Forced Labor
- Freedom of Movement/Association



KEY AUDIT QUESTIONS FOR IMPROVEMENT

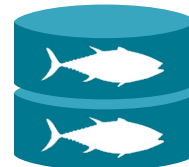
- 1 Does the employer evaluate the effectiveness of their training and awareness?
- 2 Are effective measures in place to ensure that workers know how to use this procedure and feel safe and free from potential retaliation if doing so?
- 3 Is formal training on how to handle grievances provided to implementers?
- 4 Is the grievance procedure communicated to all workers, including at the beginning of employment?
- 5 Are workers trained on use of personal protective equipment (PPE)?

In 2021, Tri Marine joined forces with the Via Ocean fleet in the Eastern Atlantic Ocean, adding to its existing fishing operations of the NFD fleet in the Solomon Islands. Tri Marine also maintained its processing capacity with the SolTuna cannery in the Solomon Islands, Seafman in Ecuador, and Gralco in Colombia.

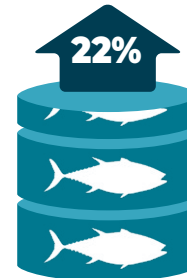
The combined catch from Tri Marine's fleets totaled 42,301 metric tons of tuna from Fair Trade, MSC, or FIP fisheries, while its plants processed 59,332 metric tons of responsibly caught tuna into cans and loins, for a total of 98,472 metric tons—an overall increase in production of 17% over 2020.

The following details the production of these business units, while also highlighting ESG KPIs related to our carbon footprint, water use, packaging, and waste.

TOTAL CANNED TUNA AND COOKED TUNA LOIN PRODUCTION METRIC TONS

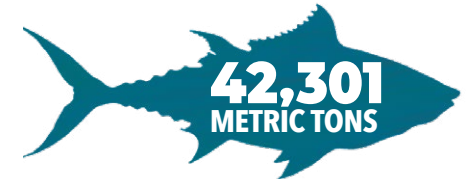


48,731
2020



59,332
2021

TOTAL TUNA CATCH FROM TRI MARINE FLEET

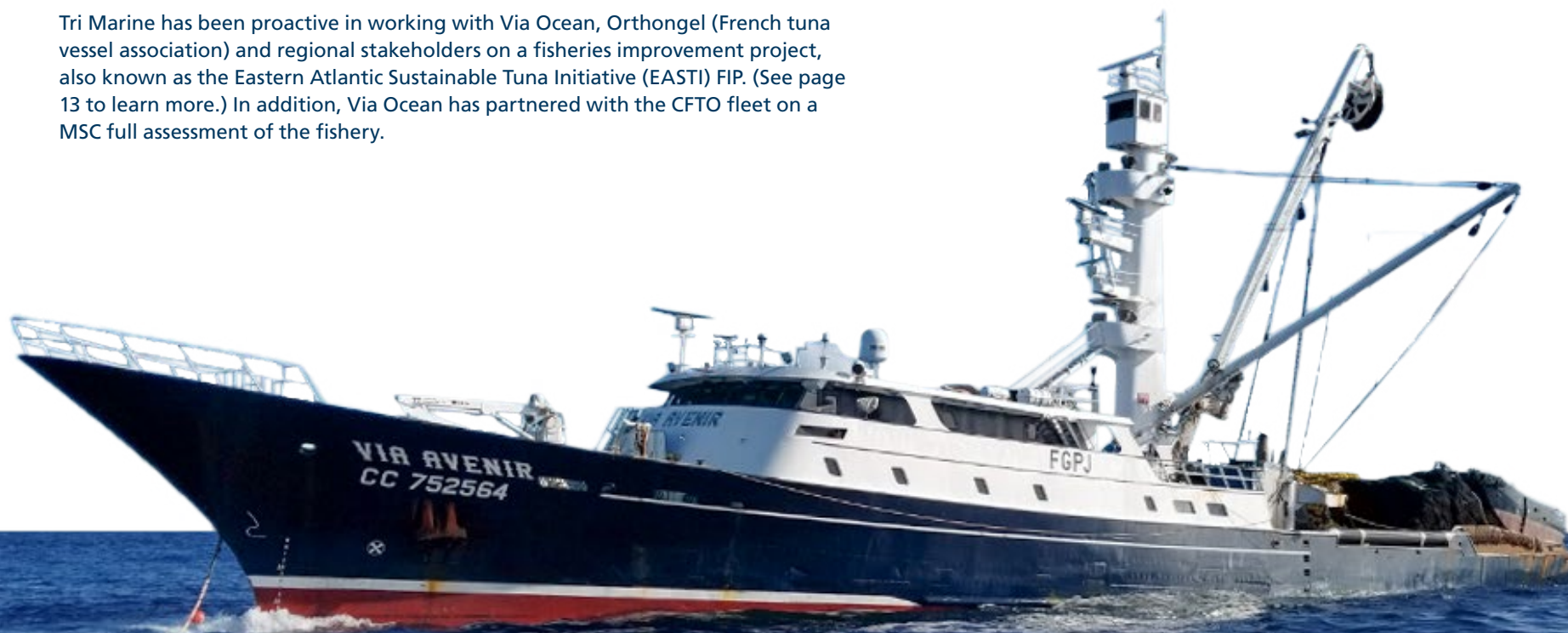




The French flagged Via Ocean fleet managed by the team in Concarneau, Brittany is comprised of four large-scale tuna purse seiners: the Via Alize, Via Avenir, Via Euros, and Via Mistral. The vessels primarily fish out of Abidjan, Cote d'Ivoire and in 2021, the fleet's total catch was 15,279 metric tons of mostly yellowfin tuna.

Yellowfin tuna in the Eastern Atlantic where the Via Ocean fleet fishes is considered abundant, as is skipjack, though there are concerns about a lack of a recent comprehensive stock assessment for the species (update due in 2022).

Tri Marine has been proactive in working with Via Ocean, Orthongel (French tuna vessel association) and regional stakeholders on a fisheries improvement project, also known as the Eastern Atlantic Sustainable Tuna Initiative (EASTI) FIP. (See page 13 to learn more.) In addition, Via Ocean has partnered with the CFTO fleet on a MSC full assessment of the fishery.

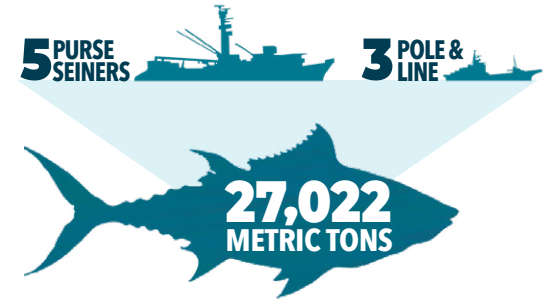




The NFD fleet is composed of five smaller-scale purse seiners and three pole and line vessels. The combined catch by this fleet was 27,022 metric tons in 2021, up 20% from 22,487 in 2020.

The purse seine fleet furthered its best-in-class position by adding log and drifting FAD sets to its existing MSC sustainability certification for anchored FAD and free school sets in 2021. The fleet also maintained its Fair Trade certification, one of the few fisheries in the world to have such status. Fair Trade not only reflects the highest level of both environmental and social protections, it also ensures shared value from the fishery to the local community.

Fair Trade Premiums as agreed by the premium participants have been put towards various community projects in Noro to address vital needs, including: healthcare, housing and infrastructure, environment, and education with a total budget of \$220,603 SBD. The local Noro clinic has also received much needed essentials that were lacking, from medical equipment (otoscopes, pulse oximeters, nebulizers) to general sanitation equipment and supplies to mattresses for existing beds. Other areas supported by the Fair Trade Program included sponsored environmental cleanup programs around Noro organized by youth groups, the procurement of materials for compost at the nursery center, as well as funds allocated to local schools for assistance with playgrounds and physical education programs which will continue to be rolled out in 2022. Since the COVID-19 outbreak in the country and Noro in early 2022, the Fair Trade Committee has agreed to direct some premium funds towards COVID-19 assistance to help communities and families of crew/fishers.





In 2021 SolTuna achieved significant growth with 20,914 metric tons of tuna products produced, up 27% from 16,405 metric tons in 2020. Products produced by SolTuna came predominately from local waters caught by the best-in-class Fair Trade and MSC certified NFD fleet. The canned brands of SolTuna and Solomon Blue are iconic food staples in the Solomon Islands, with a growing following in surrounding countries like Papua New Guinea, Vanuatu, Fiji, and New Zealand.

SolTuna has also invested in reducing its water and energy use, as well as improving its overall waste management. Rainwater catchment systems continued to be expanded, and a sea water fish thawing system will be completed in 2022, helping to greatly reduce the demand of fresh water supply from the municipal system that the community depends on. SolTuna has also made improvements to its diesel generators and boilers, contributing to decreases in energy per ton of product by 15% in the last two years. Furthermore, a waste heat evaporator was installed on the fish meal and fish oil plant in 2021, increasing efficiency while also reducing effluent outflows. Plans for the future include additional wastewater treatment, solar power, and new, more efficient cold storage.



**20,914 METRIC TONS
OF TUNA PRODUCTS**





Seafman significantly increased its production to 28,357 metric tons in 2021, up 16% from 2020.

Seafman sources its tuna from the

Eastern Pacific, where the first regional fisheries management organization (RFMO), the Inter-American Tropical Tuna Commission, has adopted strong conservation measures (see page 16). In addition, Seafman's primary suppliers are members of the TUNACONS FIP (see page 13) and the OPAGAC FIP MSC certification programs.



**28,357 METRIC TONS
OF TUNA PRODUCTS**

16%

The historic Seafman cannery is located in Manta, Ecuador. Over the years, it has continually evolved, with a growing emphasis on low-impact production methods. Recent additions to the cannery to meet those goals include:

- ▶ Monitoring for electric energy consumption using a SCADA system.
- ▶ Implementing of variable speed drives in high-power motors.
- ▶ Replacing low-efficiency equipment.
- ▶ Implementing real-time controls of cold store temperatures.
- ▶ Reducing reprocessing activities for the packaging of slices.
- ▶ Improvements in waste management made through manufacturers and/or suppliers.
- ▶ Replacing of disposable batteries with rechargeable ones.
- ▶ Controlling of inventories and uses of chemicals.
- ▶ Donating used implements to farmers.
- ▶ Introducing a permanent program for separating plastic, cardboard and paper for recycling.
- ▶ Digitizing documents and traceability records using computer systems.
- ▶ Reusing computer parts.
- ▶ Reducing dependency on municipal and truck-supplied fresh water by tying into the CIESA self-source water system.





Production at the Gralco cannery increased to 12,944 metric tons of tuna products in 2021, up 65% from 7,828 metric tons in 2020 (more than double the 2019 production).

Strategically located in Barranquilla, Colombia, Gralco sources its tuna from both the Atlantic and Pacific Oceans, with proximity to Northern Atlantic albacore. This species is coveted for its quality color and well-managed status under the quota system of the International Commission for the Conservation of Atlantic Tunas, entering MSC full assessment with Tri Marine in 2021 (see page 12).

The Gralco facility maintained its environmental certifications for handling AENOR APR Responsibly Caught Tuna, MSC certified tuna, and Dolphin Safe certification from the Earth Island Institute. The company also instituted water use reduction plans, increased recycling facilities, and made plans to upgrade its wastewater treatment facility.



**12,944 METRIC TONS
OF TUNA PRODUCTS**

65%



6 CLEAN WATER
AND SANITATION



8 DECENT WORK AND
ECONOMIC GROWTH



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



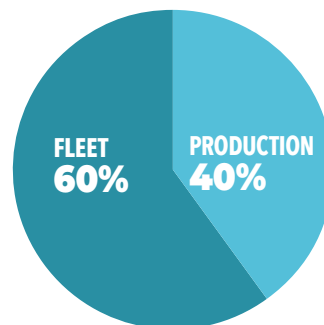
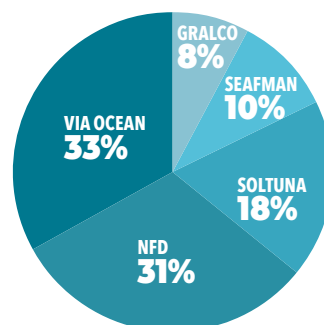
In 2021 we updated our calculations of the carbon footprint of our Scope 1 (fuel consumption and emissions of our fishing fleet and factories) and Scope 2 emissions (energy consumed from third parties such as power we draw from local grids). This included the new addition of the Via Ocean fleet to our dataset. A preliminary analysis of Scope 3 emissions, or those produced by our suppliers, was conducted. This report presents the combined Scope 1 and 2 emissions, as an evaluation of our owned fleet and processors including Via Ocean, NFD, SolTuna, Seafman, and Gralco.

In total, Tri Marine's operations reduced its CO₂ emissions by 2%, generating an estimated 68,791 tons of CO₂ equivalent in 2021—down from 69,975 tons in 2020. In 2021, we also decreased the average tons of CO₂ emissions per single ton of tuna produced (cans and loins converted to whole round equivalent) from 0.83 in 2020 to 0.7 in 2021. The emissions index on production for the canneries also decreased from 0.51 in 2020 to 0.47.

Total Tons of CO₂ Equivalent (tCO₂eq)

LEGAL ENTITY/PRODUCTION SITE	2020	2021
Gralco	5,473	6,208
Seafman	6,702	8,115
SolTuna	12,677	13,411
NFD	22,070	19,742
Via Ocean	23,053	21,314
TOTAL	69,974	68,790

While fishing fleet emissions continue to be the largest contributor to our carbon footprint, they remain far lower than those of other animal protein production. The addition of the four large-scale purse seiners with the Via Ocean fleet was our single largest contributor at 21,314 tons of CO₂ equivalent in 2021. The smaller-scale NFD fleet in the Solomon Islands contributed 19,742, for a total of 41,056 tons of CO₂ equivalent across our fleets. Increased efficiency with engines and propellers continues to reduce impact and plans are in place to explore additional offsetting options.



Our goal is to reduce emissions in our processing facilities by 25% by 2030. We made progress last year with a reduction of 4% per ton of produced product.

In addition, Tri Marine converted all gas oil fuel sources to low sulfur fuel, and a number of projects are planned at SolTuna, Seafman, and Gralco to accelerate our carbon reduction plan. This includes prioritizing green grid energy procurement, solar installations, and boiler improvements for improved efficiency together with NOx filtration.

Looking ahead, as part of the Bolton family, Tri Marine is participating in a comprehensive review of its carbon emissions and reduction strategy in partnership with Denkstatt. Results and next steps will be featured in next year's report.

CO₂ Emissions Index on Finished Product (tCO₂eq/t)

LEGAL ENTITY/PRODUCTION SITE	2020	2021
Gralco	0.70	0.75
Seafman	0.27	0.26
SolTuna	0.77	0.67
NFD	0.98	0.75
Via Ocean	1.78	1.64
TOTAL	0.83	0.70

As Tri Marine makes progress in reducing its carbon emissions, we are also updating our usage of water and packaging use, as well as recalculating waste generation.

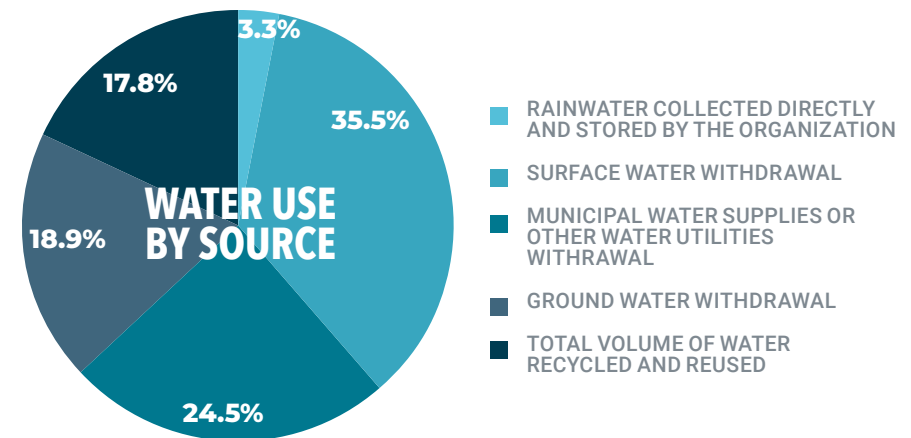
While our combined water usage increased to 1.03 million cubic meters from 965,740 cubic meters the previous year, our water use per ton decreased since our overall production was up 17%. In 2020, our water use was 2.43M3/ton while in 2021, it was 1.83M3/ton. This reduction was achieved by emphasizing recycling and reuse of water and reducing our dependency on municipal supplies needed by the community with rainwater catchment systems at SolTuna, drawing on the adjacent major Magdalena River at Gralco, and linking up with the neighboring plant self-supply of CIESA at Seafman.

Waste generation totaled 1,629 tons across the entire Group in 2021, a nominal 3% increase over the 1,584 in 2020 given the double-digit growth in overall production. Of the waste, only 43% was landfill, and we continue to look for ways to further reduce our waste generation, including increasing the amount of recyclable content in our waste streams and packaging.

The total amount of packaging material used in 2021 increased by 34%—up from 7,006 in 2020 to 9,388 tons. This increase was driven by production growth and improved data collection. While the numbers have increased, so have the circularity of inputs, with 49% of all packaging materials coming from recycled or biobased sources in 2021, up from 38% in 2020. We recognize and aim to address the negative impacts of plastics and have already nearly reached our goal of 50% recycled and biobased packaging by 2025.



49% OF PACKAGING MATERIALS FROM RECYCLED OR BIOBASED SOURCES



People & Communities

Tri Marine employs 5,368 people across three processing plants, eight trading offices, and 12 fishing vessels. Our people did an exceptional job continuing to catch and process tuna for the world while navigating the many ongoing challenges of COVID-19. Fishers and processors kept delivering despite having to work under stringent safety protocols and with repeated coronavirus testing.

In 2021, 53% of Tri Marine's global workforce was female and we continue to support gender equality and diversity with the aim of eliminating any form of discrimination in the workplace.

At all our facilities and across our fleet, we continue to work towards an injury-free workplace. While we have not achieved that goal yet, our injury rate per million hours worked dropped 4.7% to 15.6.

PEOPLE STATISTICS	2020	2021
Total Number of Employees	5,413	5,368
Total Number of Men	2,438	2,493
Total Number of Women	2,975	2,875
% Women	55%	54%
Turnover of Employees	1,378	1,381
% Turnover of Employees	25%	26%
Total Hours Worked	10,392,431	11,356,040
Injuries	170	177
High-Consequence Injuries	1	1
High-Consequence Injuries/mil hours worked	.1	.06
Injury Rate/mil hours worked	16.4	15.6
Training Hours	43,048	72,634

*Includes contracted worker hours. Covid impacted hours.
Comparative hour data may not be fully reconciled.


5,368
EMPLOYEES

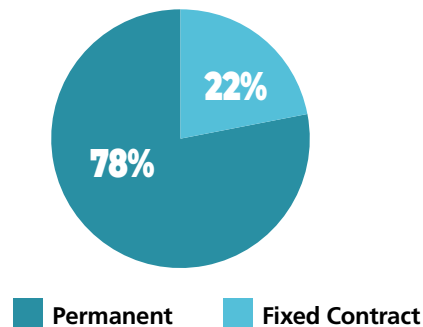

11,356,040
HOURS WORKED*


45%
TRAINING
HOURS

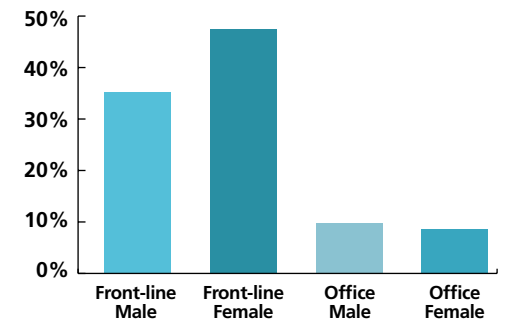


Globally 78% of Tri Marine employees are on permanent hire and less than a quarter of all employees are in contracts lasting a fixed amount of time. Of the workforce 18% are white collar workers with most of our employees in blue collar positions working directly with tuna through our fleets and processing plants. Of these workers 47% of our blue-collar workers are female compared to 35% of males. The ratio of male and female white-collar workers is within 1% of the total work force. We continue to hire locally with 85.3% of all employees coming from their home countries and communities. We also globally exceed the 10% of non-local hires target set to increase diversity within our company.

EMPLOYEES BY TYPE



WORKFORCE BY OFFICE AND FRONT-LINE



With humble beginnings, the SolTuna and the Solomon Blue brands have become an important part of the Solomon Islands national identity over the past 40 years. Not only is our canned tuna found in every village across the 900-island nation, but the cannery draws workers from all nine provinces representing more than 30 different languages and ethnicity groups.

This mixed cultural workforce is unusual in a young country that still maintains strong local island and village cultural identities. While it can sometimes be difficult to reach nationwide consensus on important political issues, everyone agrees that Solomon Blue and SolTuna Brands provide the “True Best Tuna for Everyone Everywhere”. Solomon Blue is a staple in the national diet and an important part of nationwide food security. In addition, SolTuna contributes to the health and well-being of the local community.



Although Noro has become a center of fishing and processing, it is still located in a remote part of the world with limited government services. As a responsible employer, SolTuna is a key supplier of much needed health and medical services to employees, their families, and non-employees alike. Our established health outreach program for surrounding communities helped to get accurate information out quickly on the COVID-19 pandemic. This helped us get most of the local population and all our employees vaccinated. SolTuna continues to be a major supporter of the government-led effort to control the spread of the virus by providing housing, additional testing nurses, test kits and protective equipment for local health department workers.



Noro started as a fishing base without a traditional village. Housing has been a challenge ever since, as many people continue to come to Noro seeking employment and opportunity not found in their home villages. SolTuna has programs to encourage people to build their own houses, while it also builds new houses on company land, and rents houses from the Western Province government and private landlords. While efforts to provide land to workers to build their own dwellings has been delayed due to land ownership issues, we continue to invest in the informal housing sectors.



We encourage workers to grow their own vegetables. Popular varieties of seedlings are grown from seed and provided at no cost to employees and their families. Our objectives are to improve diets with fresh produce, increase food security and provide an enjoyable activity that can be shared with families and communities. Space has been set aside in the Woman's Hostel for planting so those without their own land can still have a garden.



Our newest project is to build and operate a day care center for our employees with young children. The Australian Government “Strongim Bisnis” aid program is providing materials and training and SolTuna is putting up the land, labor, and staff. There is a large need for this service as many workers have young children but do not have the traditional extended family support for childcare. We hope that other companies will follow our lead to address this important issue.



SolTuna Ltd. and its sister fishing company NFD employs 2,000 Solomon Islanders with minimum dependence on the eight expat workers in the SolTuna plant, and the NFD fleet officers and crew are predominantly Solomon Islanders. This is the real importance of our fleet, production plant and products, where a valuable local resource is caught, processed, and distributed to the benefit of the true resource owners.



Seafman continued to support its workforce, families, and the greater community in 2021. This included:

- ▶ Distribution of 170 backpacks filled with supplies for employees' children.
- ▶ 25 scholarships awarded to 9–18-year-olds who achieved academic honors.
- ▶ Sponsorship of several sports teams.
- ▶ Community workshops and awareness campaigns that attracted more than 600 attendees on topics including:
 - How to intervene in cases of child labor.
 - Promotion of good treatment and prevention of child abuse.
 - Procedures and protocols for intervention in domestic violence.
- ▶ Beach cleanup events in Los Esteros to collect debris, educate the public on ocean preservation, and set an example for others. The events attracted 119 dedicated volunteers who hauled over 820 kilos of trash including plastic, household trash, fishing gear, automobile parts, organic waste, and textiles.
- ▶ A COVID-19 vaccination campaign that covered 7,297 people in the community.
- ▶ Support of the Ministry of Public Health (MSP) with donations including 5,000 syringes for immunization against COVID-19.

Coordination for these events and activities included Seafman employees, Los Esteros residents, RACSE foundation and the Ecuadorean Red Cross.



Gralco S.A. strengthened its CSR work through participation in events and training courses held by the Colombian Government, academia, and other social organizations to learn more about different practices, initiatives and public programs that are available regarding human rights. Using these new trainings, Gralco continued to expand on projects and in 2021 they collaborated with thirteen charitable organizations in Barranquilla, Colombia, providing nutritious meals for children, the elderly, homeless, migrants, and other vulnerable workers.

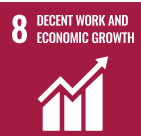
In addition to food donations, Gralco developed a program called Fortalecete Mujer open to forty of its female operations workers. The program focused on increasing women's skills, self-esteem, decision-making power, and access to financial resources. Participants learned how to form savings and lending groups while also learning about income generating activities to help more women achieve their financial goals and overcome persistent, gender-based barriers.

Gralco also developed and implemented the employment program for migrants supported by CUSO International and the mayor's office as part of its inclusion plan.

EVENTS IN SUPPORT OF FEMALE VICTIMS OF VIOLENCE

- Health Week Awareness Campaigns
- Psychosocial and legal counseling: free, immediate, and specialized service.
- Comprehensive Care Procedures for Girls and Women who are victims of violence
 - Help line for victims
 - Emergency Assistance
 - ICBF and national free line information specifically on prevention of human trafficking.
 - Training for HR personnel.

Our work in reducing hunger and empowering women along with economic growth in Barranquilla lead to recognition from the mayor's office in 2020 -2021.



Summary

As we celebrate 50 years in business, we recognize both the challenges and opportunities that led to this milestone moment.

Last year, Tri Marine grew its reach and production, increasing our ability to make positive change in the industry and advance sustainability efforts around the world.

Trading over 580,000 metric tons of tuna in all its different forms, Tri Marine represented over 10% of the global tuna catch. Production of canned tuna and cooked tuna loins increased 22%, and we grew our fleet, by joining forces with Via Ocean in the Eastern Atlantic Ocean.

While progress has been made, we know that we still have work to do. That work is most impactful when it is collaborative across industries, governments, and NGOs with both a global vision and local focus. To that end, 84% of Tri Marine's 2021 tuna supply was sourced from vessels participating in either MSC certified, FIP, or under MSC assessment fisheries. We replaced over 20% of traditional FADs with bioFADs in our TUNACONS FIP. We also joined other ISSF-participating companies in contributing more than \$4 million to conservation projects.

As we make strides to improve the health of our marine resources, we also remain invested in the health of our communities and the well-being of the people who make up this industry.

The National Fisheries Development Ltd. (NFD) in the Solomon Islands is now one of the few fisheries in the world to have Fair Trade status—reflecting not only the highest level of both environmental and social protections, but also ensuring shared value from the fishery to the local community, addressing vital needs in healthcare, housing, infrastructure, environment, and education.

Our work with SolTuna, Seafman and Gralco also has also advanced environmental stewardship while increasing production and economic opportunity for the region. As active participants in the Seafood Task Force (STF), we continue to address and prevent illegal forced labor on fishing vessels throughout the supply chain, expanding our third-party auditing program to include all geographic regions and gear types.

In all of what we do, we are aware that our size and reach gives us the unique ability—and responsibility—to influence positive change. Reflecting on 50 years of tuna done right, we recognize that “doing the right thing” isn’t easy. We must balance conservation and food production for a growing global population. In doing so, we must also ensure that the communities that are most closely tied to those resources benefit from them as we strive to advance human rights and environmental justice around the world.

Together, we can make a difference.



GRI Content Index

Statement of Use: Tri Marine has reported the information cited in this GRI content index for the period January 1, 2021 to December 31, 2021 with reference to the GRI Standards.

GRI 1 Used: GRI 1: Foundation 2021

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	2-2 Entities included in the organization's sustainability reporting	About Tri Marine Page 3
	2-3 Reporting period, frequency and contact point	About this Report Page 5
	2-4 Restatements of information	About Tri Marine Page 3
	2-5 External assurance	Contact Page 37
	2-6 Activities, value chain and other business relationships	UN Sustainable Development Goals Page 6
	2-7 Employees	Tri Marine People Page 32
	2-8 Workers who are not employees	Tri Marine People Page 32
	2-9 Governance structure and composition	Contact Page 37
	2-10 Nomination and selection of the highest governance body	Contact Page 37
	2-11 Chair of the highest governance body	Contact Page 37
	2-12 Role of the highest governance body in overseeing the management of impacts	From the CEO Page 1
	2-13 Delegation of responsibility for managing impacts	From the CEO Page 1
	2-14 Role of the highest governance body in sustainability reporting	From the CEO Page 1
	2-16 Communication of critical concerns	Our Principles Page 4
	2-22 Statement on sustainable development strategy	From the CEO Page 1
	2-23 Policy commitments	From the CEO Page 1
	2-24 Embedding policy commitments	From the CEO Page 1
	2-27 Compliance with laws and regulations	From the CEO Page 1
	2-28 Membership associations	From the CEO Page 1
	2-29 Approach to stakeholder engagement	From the CEO Page 1
GRI 3: Material Topics 2021	3-1 Process to determine material topics	About this Report Pages 5-7
	3-2 List of material topics	About this Report Pages 5-7
	3-3 Management of material topics	About this Report Pages 5-7
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	From the CEO Page 1
	203-2 Significant indirect economic impacts	From the CEO Page 1

GRI STANDARD	DISCLOSURE	LOCATION
GRI 301: Materials 2016	2-22 Statement on sustainable development strategy	From the CEO Page 1
	2-23 Policy commitments	From the CEO Page 1
	2-24 Embedding policy commitments	From the CEO Page 1
	2-27 Compliance with laws and regulations	From the CEO Page 1
	2-28 Membership associations	From the CEO Page 1
	2-29 Approach to stakeholder engagement	From the CEO Page 1
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Carbon Footprint Page 26
	302-2 Energy consumption outside of the organization	Carbon Footprint Page 26
	302-3 Energy intensity	Carbon Footprint Page 26
	302-4 Reduction of energy consumption	Carbon Footprint Page 26
	302-5 Reductions in energy requirements of products and services	Carbon Footprint Page 26
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Waste, Water and Packaging Page 27
	303-2 Management of water discharge-related impacts	Waste, Water and Packaging Page 27
	303-3 Water withdrawal	Waste, Water and Packaging Page 27
	303-4 Water discharge	Waste, Water and Packaging Page 27
	303-5 Water consumption	Waste, Water and Packaging Page 27
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Sourcing Pages 9-16
	304-3 Habitats protected or restored	Sourcing Pages 9-16
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon Footprint Page 26
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon Footprint Page 26
	305-3 Other indirect (Scope 3) GHG emissions	Carbon Footprint Page 26
	305-4 GHG emissions intensity	Carbon Footprint Page 26
	305-5 Reduction of GHG emissions	Carbon Footprint Page 26
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste, Water and Packaging Page 27
	306-2 Management of significant waste-related impacts	Waste, Water and Packaging Page 27
	306-3 Waste generated	Waste, Water and Packaging Page 27
	306-4 Waste diverted from disposal	Waste, Water and Packaging Page 27
	306-5 Waste directed to disposal	Waste, Water and Packaging Page 27

GRI STANDARD	DISCLOSURE	LOCATION
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	From the CEO Page 1
	308-2 Negative environmental impacts in the supply chain and actions taken	From the CEO Page 1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	From the CEO Page 1
	403-2 Hazard identification, risk assessment, and incident investigation	People Page 28
	403-3 Occupational health services	People Pages 28-32
	403-4 Worker participation, consultation, and communication on occupational health and safety	People Pages 28-32
	403-5 Worker training on occupational health and safety	People Pages 28-32
	403-6 Promotion of worker health	People Pages 28-32
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People Pages 28-32
	403-8 Workers covered by an occupational health and safety management system	People Page 28
	403-9 Work-related injuries	People Page 28
	403-10 Work-related ill health	People Page 28
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	People Page 28
	404-2 Programs for upgrading employee skills and transition assistance programs	People (Gralco) Page 31
	404-3 Percentage of employees receiving regular performance and career development reviews	People Page 28
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People Pages 28-32
	405-2 Ratio of basic salary and remuneration of women to men	People Pages 28-32
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sourcing Human Rights Pages 18-19
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sourcing Human Rights Pages 18-19
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sourcing Human Rights Pages 18-19
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sourcing Human Rights Pages 18-19
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Production Pages 20-25
	413-2 Operations with significant actual and potential negative impacts on local communities	Production Pages 20-25
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sourcing Human Rights Pages 18-19
	414-2 Negative social impacts in the supply chain and actions taken	Sourcing Human Rights Pages 18-19

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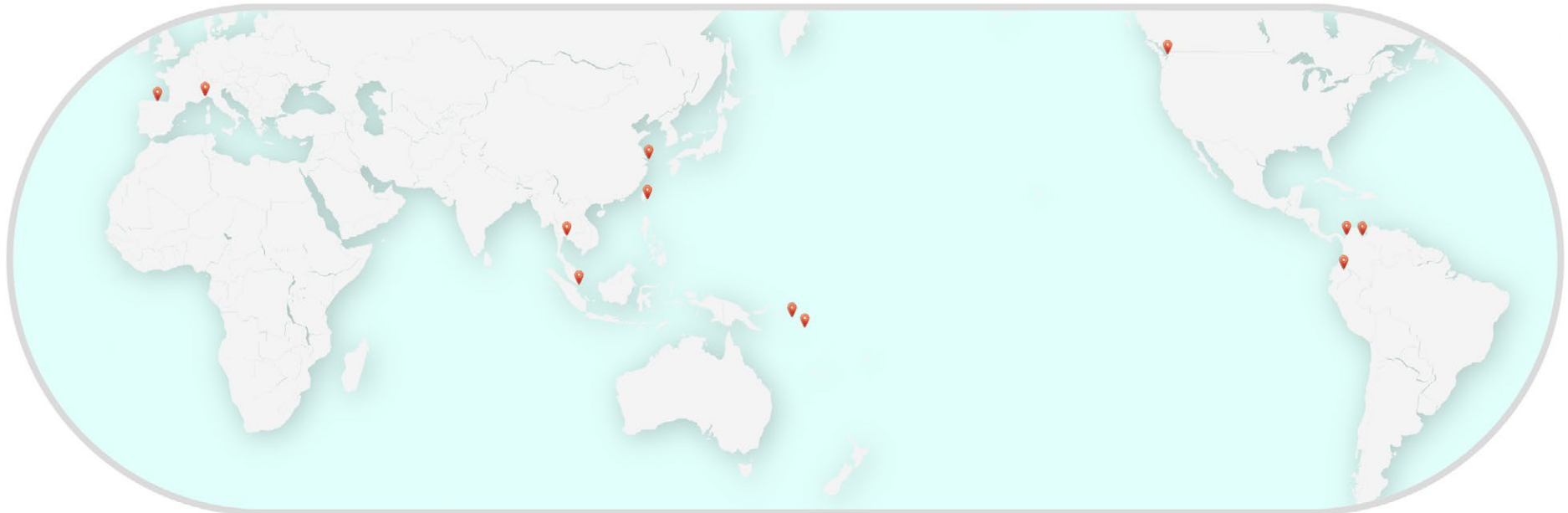
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All images are copyright of Tri Marine unless otherwise stated. All data in this report is correct as of June 8, 2022, unless otherwise stated. The reporting period is January 1, 2021 to December 31, 2021.

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