



2025

SUSTAINABILITY REPORT

**“We have a bond with the ocean.
When it prospers, we prosper.”**

—
Chuck Bundrant
Founder and Former CEO, Trident Seafoods



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About This Report

This report communicates Trident's sustainability strategy and performance on issues where the company is uniquely positioned to impact people, the environment or the economy.

The information in this report describes Trident's policies, programs and goals and includes performance data for the 2023 and 2024 calendar years unless stated otherwise. All references to dollars are to U.S. dollars unless otherwise noted. The information in this report is accurate as of its initial publication date.



A LETTER FROM OUR CEO

Welcome to our 2025 Sustainability Report.


This is Trident Seafoods' second report, and a reflection of our continued commitment to ensuring our positive impact. It's also a reflection of the hard work of our more than 7,700 employees worldwide. Over the past two years, I have witnessed countless examples of Trident employees working together with a clear sense of purpose and drive, and with the level of grit that defines this company.

Trident Seafoods has grown substantially over the five decades since my father, Chuck Bundrant, founded the company. We recognize that the key to another successful half century is linked to our ability to operate sustainably. Our company is focused on continually improving our operations — making everything we do as efficient as possible, reducing our impact on land and at sea, and creating a rewarding workplace where our people can grow and innovate.

I am proud of the achievements we made in 2023 and 2024, many of which now set us up to accelerate our progress. We have fully implemented an environmental management system (EMS) designed to improve and systematize environmental performance across our global operations. And we have successfully completed a multiyear initiative to establish a baseline for energy use across our land-based operations — an important first step in setting initial goals for reducing our environmental impact. This critical foundational work positions us to better measure the outcomes of our efforts and hold ourselves accountable to our commitments.

We have some of the most talented people in the industry working together to provide the most delicious wild-caught Alaska seafood from the best-managed fisheries in the world — and it shows. I'm proud to share we donated more than 1.3 million pounds of seafood to local food banks, and I'm humbled to be among Alaska's finest organizations, as one of the top five employers in the state.

We're confident about our future and steadfast in our commitment to leave the world better for generations to come. Thank you to our many stakeholders who have helped make our achievements possible, and to you, for reading the collective work of our dedicated team.



Joe Bundrant
CEO, Trident Seafoods

HIGHLIGHTS FROM 2023 & 2024



Contributed **\$700,000+** to foundations and academic institutions conducting research on marine ecosystems and sustainable fisheries management

Donated 1.3+ million pounds of protein-dense seafood to food banks, through our partnership with SeaShare



Celebrated the **20+ year** anniversaries of **230 Trident employees**

Recognized **117 employees** with the newly launched **Thumbs Up employee recognition program**



Achieved **97%** recyclable or recycle-ready packaging

Welcomed back **100% of our seasonal workforce** for the 2024 A-season and **98%** for the B-season



Launched a **paid employee volunteer program**, giving every employee two days of paid time a year to volunteer

Graduated our inaugural class from the Trident Skilled Trades Training Program

Established a baseline for energy use across all Trident U.S. and international land-based operations



Fully implemented an environmental management system to improve and systematize environmental performance across our operations

Invested more than **\$1.7 million** in employee wellness incentives



Achieved a **19% reduction** in safety incidents company-wide in 2024 compared to 2023

Earned the 2024 **Rita Sholton Large Business of the Year** award from the Alaska Chamber



Launched a new **employee onboarding program**



Marked **1,000+ days** without a recordable injury at our Old Yard facility in Seattle



ABOUT TRIDENT SEAFOODS

We're a family-owned company that's been bringing wild-caught seafood from the pristine waters of Alaska to families worldwide for more than 50 years.

Trident Seafoods is a fishing company founded by a fisherman. In 1973, Chuck Bundrant started the company with two fisherman partners. Their flagship vessel, the 135-foot Billikin, the first vessel of its kind with crab processing and freezing equipment on board, changed the course of the seafood industry.

Today, Trident is North America's largest vertically integrated seafood harvesting and processing company. Trident is a privately held, 100% USA-owned company with global operations in six countries and serves customers in almost 60 countries.

Headquartered in Seattle, Washington, Trident employs approximately 7,700 people worldwide each year and partners with more than 2,700 independent fishermen and crew members. Trident harvests and processes virtually every commercial species of salmon, whitefish and crab harvested in the North Pacific and Alaska. The global supply chain also includes cultured and wild species from a network of trusted sources worldwide.

TRIDENT SEAFOODS AT A GLANCE

7,700⁺

Employees

each year, contributing
to our success

2,700⁺

Independent Fishermen and Crew Members

whom we consider to be part of our family



10

Alaska-Based

shore plants and support operations
in 9 communities



10

Lower 48 USA

processing and production plants
and Seattle headquarters



20

International

value-added processing plants
and sales or support offices



2

Shipyards

in Washington with
support in Alaska



27

Company-Owned Vessels

including harvesting vessels,
support vessels, catcher-processors
and a floating processor vessel



650⁺

Independent Vessels

who choose to work
with Trident each year

ANCHORED IN ALASKA, SERVING THE WORLD

OUR VISION

We make people's
lives better.

OUR MISSION

We work together to
responsibly share wild Alaska
seafood with the world.

OUR VALUES

We care for each other.
We pursue excellence.
We do the right thing.





OUR FISHERMEN'S PLEDGE



Providing service to our fishermen and demonstrating appreciation for our fleet is a primary goal for every Trident employee.

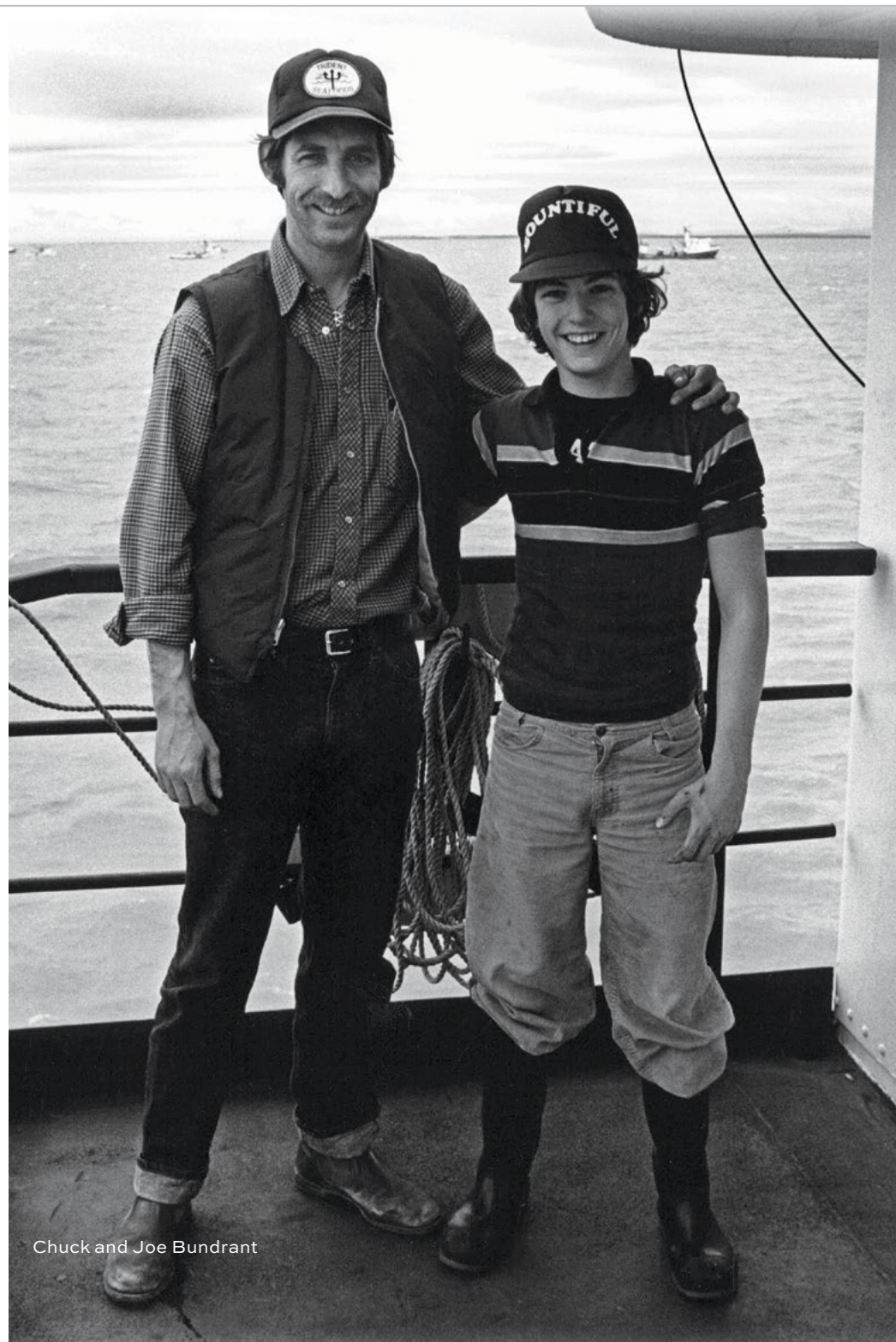
OUR HISTORY

In 1961, Chuck Bundrant arrived in Seattle with \$18 in his pocket and made his way to Alaska. He found work on the deck of a crabber, fishing some of the world's roughest waters in the nation's most dangerous profession.

A little more than 10 years later, Chuck founded Trident Seafoods with the Billikin — the first American crab ship at sea that could process crab on the same vessel where it was caught. The Billikin laid the groundwork for Trident's future success and our culture of innovation.

Chuck's fearless leadership and love for the sea made him a fishing pioneer. Now more than 50 years later, his legacy continues to guide Trident's mission to work together to responsibly share wild Alaska seafood with the world.

The F/V Billikin



Chuck and Joe Bundrant

FROM ALASKA TO OUR GLOBAL LOCATIONS

It takes dedicated people, specialized equipment and an uncompromising commitment to excellence to produce the world's finest seafood. With facilities and teams of professionals around the world, we stand firmly behind every piece of wild Alaska fish we sell.



OUR APPROACH TO SUSTAINABILITY

Our bond with the ocean runs deep. Fishing is what we have always done, and if we continue to do it sustainably, it is what we will always do. We're committed to operating in an environmentally, socially and economically responsible manner and to conducting business with a high standard of ethics. Our approach to sustainability holds us accountable to our commitments.

"I am proud of who we are and what we do, and even more proud of how we do it."

—
Joe Bundrant
CEO, Trident Seafoods



ENVIRONMENT

- Supporting science-based resource management
- Developing operational excellence
- Optimizing our supply chain
- Collaborating on innovative policy



PEOPLE & COMMUNITIES

- Supporting communities
- Engaging customers and consumers
- Supporting independent fishermen
- Cherishing our employees



RESPONSIBLE BUSINESS

- Leading strategically
- Upholding ethical standards and complying with the law
- Providing safe, high-quality food
- Managing risk responsibly

OUR STAKEHOLDER MODEL

Our founder, Chuck Bundrant, believed that no single stakeholder group can be successful in the long run unless all are successful. This remains a belief that sits at the core of how we operate.

Our stakeholder model ensures we acknowledge and address the needs of our stakeholders and provides valuable insights that influence our sustainability strategy and goals. We collaborate closely with fishermen, employees, communities, vendors, customers, scientists, fishery managers, public officials and many others who share our commitment to sustaining a healthy seafood sector.



UN SDG

17 PARTNERSHIPS FOR THE GOALS



METHODS OF ENGAGEMENT

STAKEHOLDER	STRATEGY PRESENTATION	BOARD OR ASSOC. MEMBERSHIP	ONLINE CONSULTATION	IN-PERSON MEETINGS	CONFERENCES	SITE VISITS	TRAININGS	EVENTS	WEBSITE, INTRANET, SOCIAL MEDIA	SURVEYS	SUSTAINABILITY CAMPAIGNS
Trident Board	●	●	●	●		●	●	●	●	●	
Trident Executive Leadership	●	●	●	●	●	●	●	●	●		●
Trident Management	●		●	●	●	●	●	●	●	●	●
Trident Global Employees	●		●	●		●	●	●	●	●	●
Fishermen			●	●		●	●	●	●	●	●
Customers	●	●	●	●	●	●	●	●	●	●	
Consumers							●	●	●	●	
Suppliers	●		●	●	●	●	●	●	●	●	
Community Leaders		●	●	●	●	●		●	●		●
Nonprofits / NGOs / Foundations		●	●	●	●	●		●	●		●
Industry Associations		●	●	●	●	●	●	●	●		
Policymakers / Regulators	●		●	●	●	●		●	●		
Research / Academic Partners		●	●	●	●						

ENVIRONMENT



ENVIRONMENT

On land and at sea, we're taking steps to reduce the impact of our operations and manage resources responsibly.

At Trident, we go above and beyond to conserve and manage resources in a way that ensures abundance — not just for this season and the next, but for future generations. Our guiding principles for managing environmental resources and impacts include the following:

Science-Based Resource Management

We use the best available science to inform our fisheries and ecosystem management actions, using the objectives and processes established in the [Magnuson-Stevens Fishery Conservation and Management Act](#) and the [State of Alaska's Sustainable Salmon Policy](#).

Operational Excellence

We seek to establish and maintain world-class performance on our vessels and in our facilities, minimizing waste and environmental impacts wherever possible.

Supply Chain Optimization

We minimize environmental impacts throughout our supply chains, working with partners and vendors to reduce waste and maximize efficiency.

Innovative and Collaborative Policy

We collaborate across industry, government and not-for-profit organizations to ensure the U.S. maintains the most sustainably managed fisheries in the world, advances practical and effective solutions to climate change, and reduces risk in global seafood supply chains.



HOW WE CATCH

The ocean is at the heart of what we do. That's why we're serious about shrinking our impact on marine ecosystems and managing resources responsibly.

UN SDGs



Supporting Research and Science-Driven Management

There's no denying that warming ocean temperatures and other climate-related changes are altering marine ecosystems. The urgency and scale of these challenges require collective action, a commitment to science-based management practices, and an investment in technology and practices that increase efficiency and reduce the impact of our own fishing operations.

Science-Based Harvest Controls

Trident continues to be a stakeholder in the fisheries management processes of Alaska and the North Pacific. We actively support and defend a transparent, science-driven management process that includes opportunities for fishermen and other stakeholders to provide input and equitable opportunity for all impacted by federal fisheries management. We make it a top priority to advocate for full funding of science and management and a strong peer review and public process.

Full Catch Accounting, Monitoring and Enforcement

While catch accounting, monitoring and enforcement methods vary across fisheries, fisheries in the North Pacific and Pacific are managed under global- and industry-leading accountability and enforcement measures. Trident remains fully committed to these collaborative, transparent and science-driven fisheries management practices. We will continue to advocate for the scientific data and analytical capabilities needed to maintain and improve them.

Ecosystem Science and Management

We advocate for advances in the scientific evaluation of climate impacts on marine ecosystems and for awareness of the communities most affected by these changes. This includes calling for increased funding for more robust state and federal data collection systems and scientific analyses, which are the linchpin of sustainable fisheries management. We also fund ecosystem research to go beyond what agencies maintain as core function/mission critical.

Cooperative Research

Trident has long supported cooperative research between industry and fishery managers, investing millions over several decades toward the development of gear innovation and scientific research. Our in-house Fisheries Research and Improvement team drives innovation even further, with a focus on minimizing bycatch and habitat impacts from fishing gear.





\$700K for Science

In 2023 and 2024, Trident contributed more than \$700,000 to research foundations and academic institutions conducting research on pressing fisheries management needs. These were the recipients:

- **The Bering Sea Fisheries Research Foundation**, a nonprofit research foundation working to determine and develop the best scientific approach for gathering information for management of the Bering Sea crab fisheries
- **The Pollock Conservation Cooperative Research Center**, an advocate for conservation and sustainability of Alaska's marine resources
- **The Fisheries, Aquatic Science, & Technology (FAST) Laboratory at Alaska Pacific University**, which trains future scientists by immersing students in applied fisheries research
- **The Alaska Salmon Program at University of Washington**, an independently funded program focused on discovery science to support education and the management and conservation of salmon ecosystems in western Alaska



Protecting the Source

Trident is committed to making improvements and creating new solutions to reduce the environmental impacts of our fishing operations.

Reducing Incidental Impact

Every day, our captains work hard to avoid bycatch (incidental capture of non-targeted species) using bycatch reduction devices; real-time video cameras inside the trawl; fleetwide catch data and information from our operations team, processing plants, and cooperatives; and a third-party catch data manager.

In addition, Trident is taking measures to further reduce incidental impact through collaborative research with others in our industry as well as in-house initiatives. These measures include the following:

- Evaluating new products and approaches that reduce waste and reduce environmental impact on marine ecosystems
- Leading international working groups focused on innovation and sustainability in fisheries
- Developing a modified pollock trawl footrope to reduce bottom contact when targeting pollock found near the seafloor
- Evaluating and improving bycatch reduction devices (BRDs) and bycatch migration strategies for Pacific salmon, Pacific halibut and crab
- Exploring and investing in innovations including new cameras and sensors, the use of artificial intelligence in fisheries research, and the use of new technologies to obtain necessary oceanographic data

Responsible Sourcing

Our core fisheries throughout the North Pacific are managed based on proven pillars of sustainability, including science-driven decision-making; precautionary management; strong monitoring and enforcement; and engagement from harvesters, processors, and other stakeholders supporting world-class research and management programs. We source only from fisheries with demonstrated responsible management practices.

We aim to use

EVERY PART OF THE FISH



Fillets and Surimi

The key ingredient in high-quality seafood products



Bones

Remove heavy metals and radioactive waste from contaminated soil



Roe, Milt and Stomachs

Highly valued specialty food items



Fish Meal

Used in top-quality aquaculture feeds

Oil

High levels of EPA and DHA omega-3 fatty acids

Near-Zero Source Waste

One of the most important steps we can take to minimize the impact of our operations is to waste less fish by using as much of it as possible. We believe doing more with a fixed quantity is a wise use of the resource — a conservation value that drives everything we do.

Over the past two decades, Trident has increased utilization rates to achieve almost zero source waste. We've developed new products from material that would have previously been wasted. These include methods of increasing raw product use, such as salmon and pollock burgers and pet food, as well as secondary product recovery for fish oil, fish meal and salmon-protein concentrate.

99% CERTIFIED

Almost all of Trident's seafood products are harvested from fisheries independently certified under the Global Sustainable Seafood Initiative benchmarked assurance program.



HOW WE MANAGE

We measure, manage and reduce environmental impact and waste.

We set a high standard for how we manage our operations. We are committed to making continuous progress to reduce the impact of our operations and boost efficiency in all that we do.

Environmental Management

Environmental Management System

In 2023, we fully implemented an environmental management system (EMS) designed to streamline and standardize processes across our facilities.¹ In 2024, we certified our EMS with an independent third-party audit.

In addition to helping us reduce inefficiencies and errors, identify and close gaps in compliance, and establish an internal accountability mechanism for our environmental performance, the EMS us do these things:

- Foster communication between facility-level environmental staff, managers, engineering staff, the corporate environmental team and Trident's top leadership. This keeps environmental responsibilities top of mind for everyone and helps us solve problems faster, ensures resources are allocated as needed and integrates environmental considerations into operational decisions.
- Facilitate regular environmental performance reviews, both at the plant level and throughout the U.S. These evaluations facilitate a continuous improvement mindset by examining past performance, anticipating future changes and identifying opportunities for improvement.

- Integrate a qualitative risk assessment into our company-wide operational and business review process. Scores from the assessment help us identify areas of persistent or elevated risk of noncompliance or environmental incidents, establish an action plan to reduce the risks, and approve the plan with the Executive team. Our goal is to bring all risk scores below the action threshold.

We are currently working on an accompanying, company-wide safety management system (SMS), planned for implementation in 2026.

Organizational Structure

In 2024, we created a single environmental, health and safety (EHS) organization by merging our Environmental Compliance team with our Occupational Safety organization. This move has resulted in increased collaboration and sharing of best practices between the functions and has improved our ability to communicate with staff at our facilities, who often work in both the safety and environmental fields.

UN SDGs



¹ This EMS is based on the compliance-focused EMS framework published by U.S. Environmental Protection Agency (2005).

REDUCING RISK, INCREASING COMPLIANCE

In 2024 we implemented a quantitative risk assessment program for environmental requirements identified in the EMS, leading to a reduction in overall environmental risk for 2024 when compared to the previous year. We also used the results of the risk assessments to set compliance-related goals for 2025 that are targeted to reduce risk in specific areas.



Our Environmental Footprint

In 2024, we completed the final phase of a multiyear initiative to establish a baseline for energy use across all Trident U.S. and international land-based operations. We also established a baseline for Trident-owned fleet emissions. As a result we are now able to establish data-driven key performance indicators (KPIs) and track our progress and performance in these areas. We continue to digitize water usage and standardize methods of reporting solid-waste handling while driving site-specific improvements.²

Reducing GHG Emissions

Establishing a baseline for our environmental impacts has given us critical insight into our Scope 1 and 2 greenhouse gas (GHG) emissions and the ability to identify areas with the greatest potential for reduction.³ As a first step, we have established carbon dioxide equivalent (CO₂e) reduction goals of 3% to 5% annually for several of our U.S. facilities.

2024 GHG Emissions

Scope 1: 182.997 metric tons CO₂e Scope 2: 37.364 metric tons CO₂e

In addition, we are working with other organizations, including the [Fishery Friendly Climate Action Campaign](#), as we know collaboration is key to developing solutions that take our entire industry further, faster. For example, transitioning to lower-carbon fuels for our fishing vessels not only requires innovations in readily available future fuels but also the development of reliable supply chains and other key components. Our collaboration includes exploring how we might tackle these kinds of challenges together.

² Within the U.S., we do not manufacture or process seafood in water-scarce locations as defined by CDP.

³ Trident Seafoods does not currently track Scope 3 GHG emissions.

Netting Big Energy Reductions in Anacortes



In December 2023, Trident's Anacortes, Wash. plant enrolled in Puget Sound Energy's [Business Demand Response](#) program, joining together with local organizations and residents to reduce energy use during times of high demand. In the first year of participation, our Anacortes facility reduced its annual energy use by 7.8%, or 868,107 kilowatt-hours (kWh).

Energy Management

Over the past several years we have been working closely with a third-party vendor to identify and execute energy efficiency projects at select facilities, including Sand Point and Akutan, Alaska. These projects — including upgrades and routine maintenance of HVAC, refrigeration and pump systems — have saved us energy and reduced our emissions. As we plan and invest in capital projects and maintenance, we continue to thoughtfully integrate energy-efficient solutions and other environmentally sustainable practices.

AKUTAN			
Year	Energy Savings	Calculated Diesel Savings	Avoided Emissions (Metric Tons CO ₂ e)
2022	6,391,621 kWh	505,450 gal	5,171
2023	3,393,449 kWh	218,917 gal	2,240
2024	7,502,605 kWh	504,688 gal	5,164

SAND POINT			
Year	Energy Savings	Calculated Diesel Savings	Avoided Emissions (Metric Tons CO ₂ e)
2022	2,727,913 kWh	211,235 gal	2,161
2023	3,217,574 kWh	262,785 gal	2,689
2024	3,393,046 kWh	271,880 gal	2,782

HOW WE DELIVER

We work to improve transparency in our supply chains and optimize efficiency in each link of the chain.

Our goal is to reduce the impact of transporting our products to and from our facilities and to make it easier for consumers to recycle our packaging.

Transportation

Our Global Logistics team is constantly looking for ways to reduce the environmental footprint of transporting finished product to our customers and production facilities. Our approach is to reduce the number of containers requiring power and trucking by shipping as much product as possible in every container from Alaska. We also seek partnerships with shipping companies who share our commitment to the environment and can help us reach our goals.

In 2024, our team conducted a thorough evaluation of all the shipping routes and services used by our ocean freight partners to identify the most efficient plan for each country where we ship product. This effort helped us successfully increase the average container weight for containers coming from several of our Alaska locations to Seattle by approximately 5,000 pounds.

Reducing the Footprint of Fish Oil

Many people take fish oil daily for a boost of Omega-3s, vitamins and antioxidants. Now, transporting that fish oil from source to shelf comes with a lower environmental impact. In 2024 we made the switch from liquid bulk packaging and wood pallets to flexitanks. These large, flexible containers are food-approved and easy to recycle. Making the switch has helped us increase our container-load efficiency by 34%.



Packaging

Packaging plays a critical role in maintaining the quality and safety of our products. We're continually working to reduce packaging materials, increase the recycled content of our packaging and improve the recyclability of packaging materials throughout our business. As new products are developed, we work closely with customers to design packaging solutions that meet our shared goals.

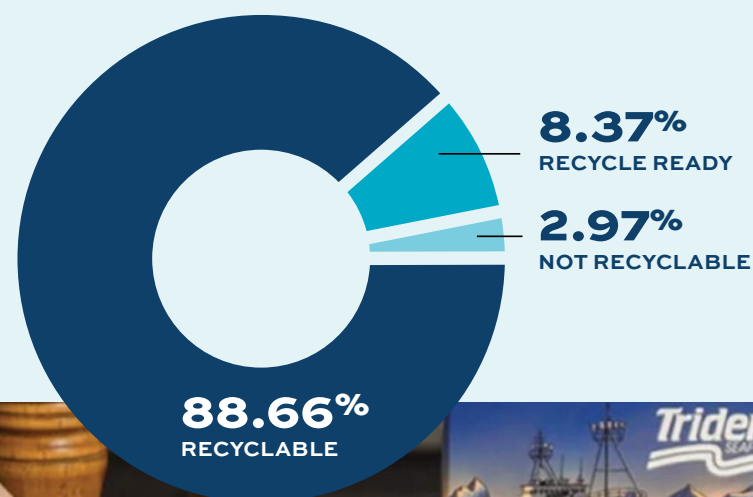
Packaging Goals

	GOAL	PROGRESS	STATUS
Reduce	Cut problematic materials to 0% ⁴	Completed the assessment and elimination of all problematic materials	Achieved
	Decrease the use of virgin plastics by 10%	Transitioned to bulk packaging in Alaska, reducing the number of containers and weight of packaging by half	In progress
Reuse	Increase average post-consumer recycled plastic content by 25%	Sourced 100% certified recycled fiber in paperboard cartons; completed initial testing of increased levels of post-consumer recycled plastic content in poly liners	In progress
Recycle	Make 100% of our packaging recyclable	Implemented multiple products into recycle-ready polyethylene films; completed shelf-life testing and initial implementation of recycle-ready forming films	In progress

⁴ For more information on problematic materials, see <https://usplasticspact.org/problematic-materials/>.

TRIDENT'S RECYCLABLE PACKAGING

TOTAL PERCENT RECYCLABLE BY WEIGHT
AS OF THE END OF 2024



HOW WE COLLABORATE

We work globally to advocate for sustainable solutions for our industry and the responsible management of ocean resources.

Delivering healthy, sustainable seafood to the world is hardly an individual effort. To make significant, systemic progress, we must work together with governments and nongovernmental organizations (NGOs), nonprofit organizations and others in our industry to develop solutions that benefit us all.

Fisheries Science and Regulatory Policy Support

Our ability to get fish across the dock is tied to having good science and data. That's why we consistently support and advocate for full and expanded funding for National Oceanic and Atmospheric Administration (NOAA) Alaska Fisheries Science Center trawl surveys, which provide the bedrock of information for stock assessments of almost every major commercial species in Alaska. We also champion funding for core Alaska Department of Fish and Game budgetary needs. In addition, we invest significant resources annually to support academic research programs in Alaska and Washington that improve the science behind sustainable fisheries management.

Trident also serves as a resource for regulators and decision-makers. We regularly share information regarding our operations, open our plants to tours so regulators can better understand the processing sector and participate in pilot programs to help shape new regulatory measures.



International Policy Advocacy and Partnerships

No one is immune to the challenges associated with climate change. We have joined with like-minded partners to raise awareness of the impact of climate change on marine ecosystems, food production, and food-system security and to coordinate our actions.

We believe that addressing the systemic conditions that could threaten the viability of seafood production requires policy leadership at all levels. That's why we also work with other seafood producers to engage U.S. and international policymakers and other stakeholders in discussions about the future of seafood production and in developing or using existing policy tools to strengthen the global seafood sector.

BOARD AND ASSOCIATE MEMBERSHIPS



SUSTAINABILITY PARTNERSHIPS



RESEARCH PARTNERSHIPS



Low Carbon, High Protein

Food production accounts for approximately one-quarter to one-third of GHG emissions. However, wild-capture fisheries are among the lowest-carbon modes of protein production.

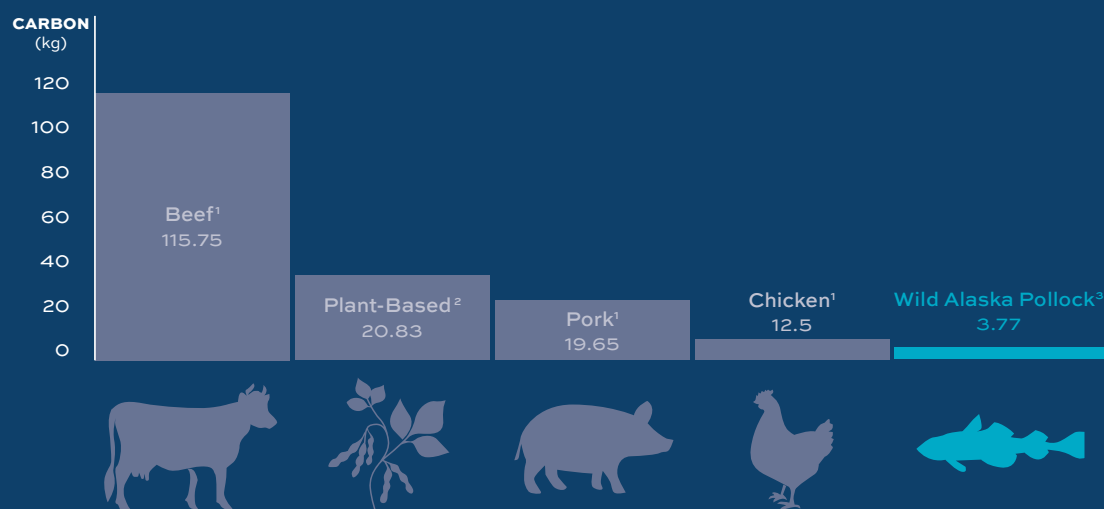
We believe we can help the world shift its focus toward the production of aquatic foods — often referred to as “blue foods” — as part of a long-term strategy for developing climate-resilient food systems. As an outcome of our partnerships and policy work, we hope to contribute to a broader public understanding of the health and environmental benefits of a seafood-rich diet.

¹ Monterey Bay Aquarium/Dalhousie University Seafood Carbon Emissions Tool; measured as kg CO₂-eq per kg of protein-based on midpoints for reported range (as of July 14, 2021)

² Comparative environmental LCA of the Impossible Burger® with conventional ground beef burger, Quantis International (2019)

³ Quantis International, Life Cycle Assessment of Wild Alaska Pollock: ISO LCA Report (2021)

CARBON IMPACTS OF WILD ALASKA POLLOCK COMPARED TO OTHER PROTEINS (kg CO₂-eq of proteins)



PEOPLE & COMMUNITIES



PEOPLE & COMMUNITIES

We are a people business, through and through.

Our success as a company is tied to the success of our employees, the independent fishermen, and the scientists and fisheries managers we work with, as well as the communities where we fish and work. Our reason for being is to make people's lives better, including those who purchase and consume our products. Here are our guiding principles:

Supporting Communities

We care for and invest in the long-term vitality of the communities in which we operate and wherein we serve.

Engaging Customers and Consumers

We treat our customers as strategic partners and support efforts to educate the world about the health and environmental benefits of seafood consumption — especially our wild Alaska seafood.

Supporting Independent Fishermen

We treat independent fishermen as integral members of the Trident team and do everything we can to ensure their success.

Cherishing Our Employees

We take care of each other and encourage our people to innovate, grow and thrive.





“Our commitment to creating opportunity and supporting the seafood industry is at the heart of everything we do.”

—
Joe Bundrant
CEO, Trident Seafoods

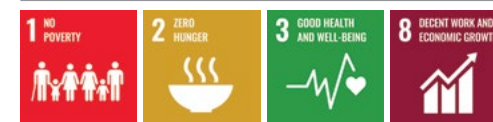
OUR COMMUNITIES

We take care to contribute to the well-being of the communities where we live and work.

We are strongly committed to supporting and improving the communities where we do business. We feel a deep sense of responsibility to the communities who depend on access to a sustainable resource, jobs and income generated both directly and indirectly from commercial fishing and seafood processing.



UN SDGs



Our Economic Impact

Trident is dedicated to making a positive impact in the local economies where we operate. We invest millions each year to support and maintain our facilities by sourcing parts, supplies and gear for our fleets and plants. Wherever possible, we partner with local businesses. Our investments provide millions of dollars of indirect benefits to businesses and individuals in these communities.

In Alaska, for example, we contribute tens of millions of dollars annually to the state and to local communities in the form of fisheries landing taxes. These revenues help fund local employment, school budgets, road maintenance and local infrastructure programs and are the foundation of many coastal communities' tax base. We are proud to be a member of several regional economic development organizations in the state, including the [Southwest Alaska Municipal Conference](#), the [Southeast Conference](#) and the [Alaska Chamber](#).

We also work with Community Development Quota (CDQ) entities through harvest agreements, custom processing arrangements and support for local community fisheries. The CDQ program provides extensive support and benefits to western Alaska communities, and we are proud to work with these groups.

Our Community Impact

For more than 50 years, Trident has supported countless community initiatives through charitable giving, employee volunteering and strategic partnerships with local organizations. To maximize the impact of our giving, we focus our time and resources on four strategic areas.



ENVIRONMENT

Creating a positive impact and supporting local environmental efforts



HUNGER RELIEF

Partnering with organizations providing hunger relief in our communities



HEALTH AND WELL-BEING

Educating and supporting mental and physical health and well-being



FAMILIES AND YOUTH

Supporting families and providing youth with opportunities and vocational education

FOUR
STRATEGIC
AREAS

Environment

Our employees engage with community leaders and organizations to support grassroots environmental efforts. In addition, our company advocates for and supports research organizations that work to advance the science necessary to combat climate change and ensure healthy environmental ecosystems.

Hunger Relief

As a global seafood company, we're fortunate to be in a position to help — and we proudly partner with organizations that provide hunger relief to support communities in need. Our employees also volunteer, raise money and distribute food on behalf of these organizations. Trident supports organizations that provide on-the-ground food services during times of crisis and natural disasters.

Health and Well-Being

Trident supports mental and physical health education, and partners with organizations that are advancing research in these areas. Our employees volunteer and raise money and awareness for health-related causes in their communities. In addition, we support community health clinics and services that are critical in some of the remote locations where our employees live and work. We also support organizations providing on-the-ground medical support and health services during times of crisis and natural disaster.

Families and Youth

We invest in building technical vocational skills for young people through school-based and industry-supported skills training. In addition, our employees volunteer at local events that encourage family bonding and healthy social interactions.

Employee Giving and Volunteering

Many Trident employees take an active role in engaging with their communities, contributing their time and financial resources to benefit others. In 2023, we took a step toward supporting their efforts by launching a paid employee volunteer program. This program provides full-time employees with the chance to spend up to two days a year volunteering with a nonprofit organization of their choice. We also support the generosity of our people by matching their charitable contributions with an equivalent employer dollar-match contribution.

PAID EMPLOYEE VOLUNTEER PROGRAM



In 2023, we launched a program giving every Trident employee up to two days of paid time a year to volunteer in their community.

FIGHTING FOOD INSECURITY

Since 1994, Trident has proudly donated 33.98 million servings of protein-packed seafood to SeaShare, a nonprofit organization dedicated to increasing the availability of nutrient-dense seafood in food banks. In 2023 and 2024 we donated more than 1.3 million pounds of seafood and proudly earned the title of SeaShare's 2024 Hunger Relief Champion.



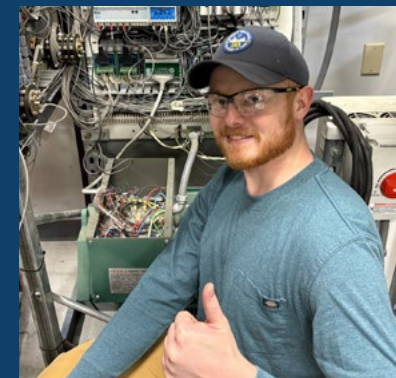
Developing the Workforce of the Future

We created the Trident Skilled Trades Training Program in 2022 to help create opportunity for local residents and to recruit, train and retain a workforce that is skilled in technical trades. This four-year program provides on-the-job learning, mentorship and technical training for every participant. To remove as many barriers to entry as possible, Trident provides trainees with a full ride to the Alaska Vocational Technical Center (AVTEC) and an hourly wage while trainees are enrolled in school and pays for required tools, room and board, and travel. Graduates are considered for permanent engineering roles throughout Trident once they complete the program.

We've welcomed 21 people to the program since it started. And we're proud to report that in the spring of 2024, our inaugural class of trainees from the Trident Skilled Trades Training Program completed two years of classroom instruction at AVTEC and started their on-the-job training with Trident.

“Trident is helping invest in us as individuals and footing the bill for all this education and experience. It really shows the company cares about its people and cares about moving forward and bringing its employees along.”

Quinn Routson
Trident Skilled Trades Training Program Trainee



OUR CUSTOMERS AND CONSUMERS

Our practices ensure we never compromise on quality. We proudly guarantee unbeatable freshness in every catch.

Trident's diverse product portfolio includes several brands and hundreds of products — including Wild Alaska Pollock Fish Sticks, Alaska salmon fillets, surimi and omega-rich fish oils. For more than 50 years, we've been bringing customers and consumers the healthiest, freshest, best-tasting products available.

Exceeding Customer Expectations

We value our long-term relationships with our customers and strive to earn their trust by offering the following:

High-Quality Products

Our vertical integration ensures we maintain control of our products from fleet to fork, including high-quality raw material used in hundreds of applications and finished packaged products for people and pets.

Sustainable Practices

We take responsibility for everything we harvest, including maximizing fish use and working hard to avoid waste. We not only process the best wild Alaska fish for their incredible fillets, but we also use all parts of the fish for products such as oil.

Innovative Product Development

We work closely with our customers to understand, respond to and shape the evolution of consumer preferences. We are committed to maintaining a culture of innovation.

UN SDGs



THE TRIDENT DIFFERENCE

Our vertical integration guarantees consistent supply and quality from fleet to fork.



FLEET

We catch wild Alaska pollock, Alaska salmon and cod specifically and only in American waters with our own fleet and partner fisherman, strictly adhering to responsible harvesting practices.



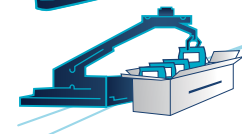
PRIMARY PROCESSING

We capture peak freshness at all-season plants and secondary facilities worldwide, meeting market demand for the highest quality Alaska seafood.



TRANSPORT

We carefully manage our transport for efficient, timely arrivals while striving to minimize the environmental impact.



VALUE-ADDED PROCESSING

We process and package with precision, optimizing nearly every part of the fish to minimize waste and environmental impact.



MARKET

We offer a diverse portfolio of wild Alaska seafood products, including options ideal for food service, retail, restaurants and industrial use that cater to various industry and customer needs.



FORK

We uphold some of the world's most sustainable practices, ensuring the health of our waters and our ability to serve the world's best seafood for generations to come.

New Product Development

At Trident, we develop new products inspired by in-depth global customer insights, market trends and our in-house expertise.

TRIDENT'S R&D INNOVATION CENTERS



Research and development (R&D) at Trident is led by our U.S. value-added R&D team, comprised of food product developers and support technicians, culinary professionals, certified food scientists and process engineers in three technical R&D centers. This team drives new product and technology development, renovation and optimization of current products and processes, and the ongoing research of market trends and scientific information. The team operates under all requirements for internal food safety, [Brand Reputation Compliance Global Standards](#) (BRCGS) and [U.S. Food and Drug Administration](#).

Every year we hold an annual Innovation Summit to feed future product launches, working closely with external partners to explore new product opportunities.

Consumer Education

Fish is a healthy and sustainable food source. Yet some people are unaware of or unsure about the benefits of eating fish. We work with our wholesale and retail customers, partners and associations including [Seafood Nutrition Partnership](#), the [Global Organization for EPA and DHA Omega-3s](#) (GOED) and others to help consumers learn more about our industry, our company and our products. We also support consumer education about the nutrition and health benefits of a seafood-rich diet and collaborate with other seafood producers to ensure federal government and local school systems better integrate seafood into school lunch programs.

GETTING A TASTE OF THE FUTURE

Who's better than a Trident employee to provide our R&D team with feedback on potential new products? Absolutely no one! That's why Trident's SeaFoodie Taste Test volunteer program was started, giving employees a chance to taste and evaluate new seafood products before they ever hit store shelves. In addition, we invite all employees to submit ideas for new products or suggestions to improve existing products through a form on our internal website.

OUR FISHERMEN

We're a family of fishermen committed to sharing wild, sustainable Alaska seafood with the world.

A strong partnership with our fishermen is the cornerstone of our business. We simply wouldn't be here without them. Throughout our more than 50 years, we have maintained vital connections with our fleet and independent fishing partners, many of whom have been working with us for multiple generations.



UN SDG

8 DECENT WORK AND
ECONOMIC GROWTH

Improving Fleet Experience

At Trident, our goal — shared by every employee — is to support the more than 2,700 independent fishermen and crew members who make up our fleet. We strive to constantly improve the overall quality of our operations by sharing knowledge and experiences with fishermen, both shoreside and on the water. As part of our commitment, Trident's Fleet Experience team is responsible for supporting our fishermen and helping resolve problems when they occur. This team has deep ties to the fisheries and communities they work with.

STAYING CONNECTED FAR FROM HOME

As of 2024, all Trident vessels have internet onboard, a significant change for vessels at sea. Our fisherman can now more efficiently stay connected to each other, shoreside staff and loved ones at home.

Competitive Market Access

We provide access to competitive markets for the fleets who choose to fish with us. We work with fishermen on an ongoing basis to improve quality, develop sustainable business practices and ensure we continue to provide the best possible products to our customers.

We believe that traceability flows both ways: Our fishermen are proud to deliver fish to a market where they know their catch will be transformed and ultimately consumed with the highest regard for quality and integrity.

Access to our markets is not without the support of our coastal communities. We recognize that our fleets and communities have entrusted us with selling their catch and providing the best available means to market. We respect our relationships and the commitments we've made in the spirit of keeping that trust.



Get To Know Captain Bill

William “Bill” Prout has been independently fishing Alaskan waters for 50 years — and delivering to Trident Seafoods for more than 30. After starting out as a young deckhand, he quickly rose to become one of the youngest captains on the Bering Sea, taking the helm of the F/V *Icelander* at just 23 years of age. During his career as a crab fisherman, Bill captained dozens of fishing vessels and has earned a reputation as a legend of the Bering Sea.

Today, Captain Bill owns and operates the F/V *Silver Spray* along with three of his sons and longtime crew. His family calls Kodiak, Alaska, home but takes the boat to both ends of the state yearly, catching crab in the Bering Sea in the winter and tendering salmon in the summer in Prince William Sound.

OUR EMPLOYEES

Trident is a family-owned business – and we treat each other like family.

At Trident, our company culture is founded on the “can do” spirit. Our more than 7,700 talented employees worldwide are a big reason for our success, empowering us to lead the seafood industry.

We are firmly committed to creating a work environment where our employees can grow. We create opportunities to learn, teach and share on the job. We look for and recognize positive contributions and cultivate pride in our organization and our people.

Respect for others sits at the foundation of everything we do. We strive for the equitable and fair treatment of employees, regardless of race, color, gender, religion, sexual orientation or any other aspect of diversity. We value a work culture that encourages the free and open flow of information and ideas.

“We care for each other. It’s right there in Trident’s values. At the end of the day, that’s what health and safety at Trident is all about.”

—
Jeff Welbourn
President, Trident USA



A Culture of Safety

Safety, quality and compliance with the U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) and other safety standards are nonnegotiable at Trident. In 2024, we achieved a 19% reduction in safety incidents companywide compared to 2023. We also cut our Days Away, Restricted or Transferred (DART) rate in half. While we’re proud of our safety record, we’re not done yet. Continually improving workplace safety is a core value.

We made major strides in improving safety for our vessels and shore plants in 2024.

- We implemented a Serious Injury and Fatality (SIF) Prevention Policy. This policy identifies the 12 highest risk activities (“Big 12”) across the company with tools to identify precursors and prevent serious injuries and fatalities. We integrated the SIF Prevention Policy into our Safety Incident App for all accidents and near misses, allowing us to see our serious injury and fatality risk in real time. In 2025, we plan to use the Big 12 to create monthly safety-focused communications and trainings.
- We developed a Chemical Management Review Program, safeguarding the use and storage of cleaning and maintenance chemicals in our facilities and on our vessels.
- We improved our emergency response planning by establishing a Core Incident Command team at our Seattle headquarters. In addition, our shore plants regularly engage in emergency response drills/tabletop exercises.



SAFETY INCIDENT RATES

	Total Case Incident Rate (TCIR) ⁵	Days Away, Restricted or Transferred (DART) ⁶
2024	2.52	1.18
2023	3.11	2.14



In 2024, we achieved a
19%
reduction in safety incidents
companywide compared to 2023.

⁵ The Total Case Incident Rate (TCIR) is defined as the number of work-related injuries per 100 full-time workers during a one-year period.

⁶ The Days Away, Restricted or Transferred (DART) rate is the number of recordable incidents, per 100 full-time employees, that results in one or more days away from work, or one or more days of restricted work or job transfer.

Here are examples of ongoing safety measures at our Trident facilities and vessels:

Facilities

- Rotating safety messages from all levels and departments of employees during weekly Operations calls
- Tabletop safety drills and exercises
- Internal risk assurance and third-party audits
- Compliance protection standards including plant-wide hearing-protection testing, air-quality testing, machine guarding, fall-protection training, Hazardous Waste Operations and Emergency Response (HAZWOPR) certifications, and OSHA trainings
- Onsite integration of safety conversations and callouts during operational meetings
- A Safety Incident App at all U.S. facilities, complete with injury, illness and near-miss map

Vessels

- Yearly in-water survival training for 750+ vessel personnel
- Yearly classroom training for 750+ vessel personnel on donning a survival suit, launching a life raft, hearing protection, basic fire extinguisher use, bloodborne pathogens and fall protection
- In-person OSHA, hazmat, first aid and firefighting training during transit north on Trident catcher-processors and processor vessels
- Biannual safety audits of all vessels
- Annual visits to vessels to conduct U.S. Coast Guard-required safety drills
- Safety messages from managers during weekly Operations meetings
- Safety tracker app for operational readiness



SUCCESS AT THE SURVIVAL SUIT RACE

Each year, Trident employees participate in the Survival Suit Race, an event that benefits the Seattle Fisherman's Memorial Foundation. In this fun and unusual race, teams of four don survival suits and swim from the dock at Seattle's Fisherman's Terminal to a raft anchored 150 feet away. The team with the fastest time wins. In 2024, our Trident team proudly took the champion's cup.

CELEBRATING 1,000+ DAYS OF SAFETY

On November 15, 2023, Trident's Old Yard facility in Seattle marked a significant milestone: more than 1,000 days without a workplace recordable injury. Trident leaders, including CEO Joe Bundrant, joined Old Yard employees for a well-deserved barbecue cookout to celebrate their accomplishment. As of the end of 2024, we still hadn't had a recordable injury at the site.



Employee Health and Wellness

We continually evaluate and modify our wellness programs to evolve with the needs of our people and organization. Over the past two years, we added to our wellness offerings in the following ways:

- Launched Personify Health, a wellness platform available to employees and their spouses who are enrolled in a Trident medical plan. The platform encourages healthy lifestyle habits and provides wellness tools including activity and nutrition trackers, educational content and fitness challenges.
- Offered our employees incentives for completing preventive care and engaging in regular healthy lifestyle habits. We invested more than \$1.7 million in wellness incentives and succeeded in getting more than 650 employees and 122 spouses to complete an annual physical exam.
- Hosted annual mobile mammogram screenings at our headquarters in Seattle, free to Trident employees and their spouses, in partnership with Swedish Health Services.

Ensuring Employees Are Paid Fairly

In all of Trident's operations around the world, we pay above minimum wage. Our aim is to ensure that we provide fair, living wages to all employees, including entry-level and seasonal workers. Our high returning seasonal workforce rate is evidence of how we care for our employees. In 2024, 100% of our seasonal workforce returned for the A-season and 98% for the B-season.



Supporting Employees in Times of Need

Employees care for one another at Trident — and it shows. In 2024, more than 975 employees donated to their coworkers who were experiencing hard times, through employee campaigns.

That's why we've made it a 2025 priority to launch an Employee Assistance Fund for all active U.S. employees. This program, in partnership with [America's Charities](#), will allow Trident employees to apply for financial support following an unexpected hardship or during a federally declared emergency. While Trident will seed the Fund initially, employees donations will ensure its lasting legacy.

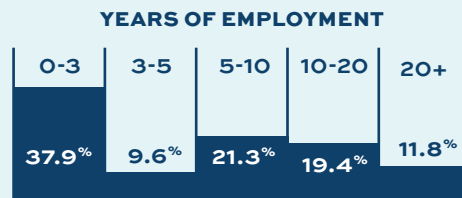
A Workplace Where Everyone Belongs

We aspire to attract and retain a workforce reflective of the communities where we do business. Our vision is to create an inclusive culture that fosters a sense of belonging for everyone.

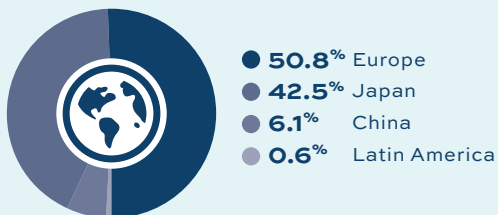


2024 WORKFORCE DEMOGRAPHICS⁷

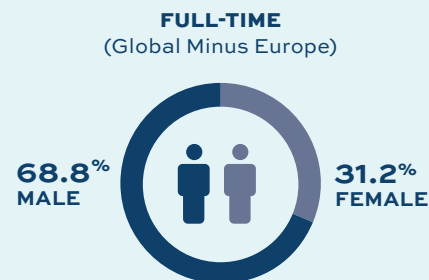
FULL-TIME EMPLOYEES BY TENURE (Global Minus Europe)



FULL-TIME EMPLOYEES BY REGION (Non-U.S.)



EMPLOYEES BY GENDER (Global Minus Europe)



SEASONAL (U.S. Only)



EMPLOYEES BY ETHNICITY

FULL-TIME (U.S. Only)



- 45% White
- 22.1% Hispanic / Latino
- 18.4% Asian
- 7.8% Black / African American
- 3.2% Native Hawaiian / Pacific Islander
- 2.3% Two or More Races
- 1.2% American Indian / Alaska Native

SEASONAL (U.S. Only)



- 48.7% Hispanic / Latino
- 23.3% Asian
- 15.1% Black / African American
- 7.6% White
- 4.2% Native Hawaiian / Pacific Islander
- 0.6% Two or More Races
- 0.4% American Indian / Alaska Native

⁷ Percentages may not total 100 due to rounding.

Europe does not disclose gender or tenure demographics

Employee Experience

For the past two years, we've focused on improving the employee experience at Trident based on the feedback we received through our 2022 employee engagement survey. In particular, we've worked on helping our Alaska workforce feel more supported by providing healthier dining options, comfortable accommodations, and other amenities when they are working far from home.

In early 2025, we distributed our most recent employee engagement survey to our global employees in nine languages. Eighty-three percent of employees — many of whom are frontline workers — participated in the survey. We are committed to listening to their feedback and taking action in areas aligned with our overall company goals and strategy.

Employee Experience Starts on Day One

In March 2024, we launched a new-hire orientation program at our headquarters in Seattle and welcomed 62 new hires to experience it. Like other onboarding programs at Trident, new employees joined an orientation cohort, gaining support, relationship-building opportunities and professional development during their first 90 days. A seasoned Trident employee led the cohort, answering questions and helping to address the challenges that come with being a new employee. The program has earned an average 4.62/5 satisfaction score based on anonymous feedback. In 2025, we plan to introduce a similar program at all other U.S. locations.



Recognizing Employees with a Thumbs Up

We launched a companywide employee recognition program, called the Thumbs Up program, in August 2024. So far, more than 115 employees have been recognized by their managers for going above and beyond to bring Trident's values to life. The Thumbs Up program was named in honor of our founder, Chuck Bundrant, who after years of battling Parkinson's disease, lost his ability to speak. He would hold up his thumbs and give a "thumbs-up" to express his appreciation, gratitude, and recognition of a job well done.

Meet a Few of Our Thumbs Up Award Winners



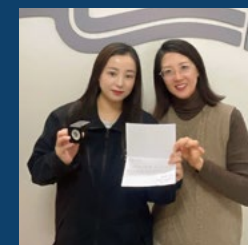
O'Neal Elliot
Shipping & Receiving Coordinator
Everett, Washington
We Pursue Excellence



Cherry Pan
Office Manager
Shanghai, China
We Pursue Excellence



James Sandoval
Foreperson 3
Sand Point, Alaska
We Care For Each Other



Tina Xu
QA Technician
Dalian, China
We Do the Right Thing

Learning and Development



We offer leadership and employee development programs for employees at every level of the company. We are committed to providing employees and their managers with the tools and resources needed to support successful careers.

Employees at Trident have access to a wide variety of continuous learning and development opportunities, including instructor-led, on-the-job development and training, and access to formal education. In addition, we provide many e-learning opportunities for employees as part of our Trident Learning — Chart Your Course initiative. Employees can refine or develop their professional skills, learn new software and explore other careers as they plan for their futures.

Given the complexity and variety of employee roles at Trident, our Learning and Development team has multiple Learning Management Systems to ensure all employees receive professional development opportunities in addition to the trainings required to perform their work. This includes the following:

Frontline Workforce Training

We employ an international best-in-class training solution designed specifically for frontline food manufacturing employees. Subjects include, but are not limited to, current Good Manufacturing Practices and OSHA-compliant employee awareness-level safety training.

Developing Future Leaders

We have piloted a Development Review Board (DRB) to identify, nurture and retain top-tier talent at Trident. This is a strategic initiative that is critical to our long-term success. The DRB ensures we continue to build a robust pipeline of skilled professionals who are ready to assume critical leadership roles and foster a culture of continuous development and innovation.

Professional/Administration Training

We use Ceridian Dayforce to engage, empower and develop our people. This online platform helps us to facilitate and track traditional e-learning, social learning and compliance training. In addition, we use Skillsoft, a third-party vendor of legal compliance content, for required legal compliance training.

LinkedIn Learning

Our employees have on-demand access to LinkedIn Learning Hub, a digital library of more than 23,000 courses covering a wide range of technical, business, software and creative topics. Employees can also access Trident courses through the Hub.



Strengthening Specialized Engineering Skills

We've made major investments over the past two years in advancing the skill sets of our small-but-mighty Engineering team. For two years in a row, we have partnered with the International Institute of All-Natural Refrigeration (IIAR) to bring onsite training on ammonia refrigeration systems to our plants in Alaska. These training sessions have provided our team with new tools to help design and operate systems that are safe and fully compliant with IIAR standards.

We've also provided our Engineering team members with opportunities to attend the Mechatronics program at Clover Park Technical College in Washington. This innovative, cross-disciplinary program gives participants the mechanical, electrical, telecommunications, control and computer engineering skills they need for the design and production of automated industrial equipment — a highly valuable skill that ensures our processing facilities operate as efficiently as possible.

RESPONSIBLE BUSINESS



RESPONSIBLE BUSINESS

We do the right thing and live by Trident's core values each and every day. Our promise to operate a responsible business rests with every employee.

Strong corporate governance and a positive economic performance are fundamental to the sustainability of our business. Trident is a privately held company, and as such, we are not required to disclose our financial performance. Here are our guiding principles for doing business responsibly:

Strategic Leadership

Our executive leadership team relies on the strategic advice and guidance of our highly professional and independent Board of Directors.

Ethics and Compliance

We are honorable, compete fairly and honestly, follow the law everywhere and always, and require the highest standards of integrity throughout our organization and our supply chain.

Food Safety and Quality

We provide our customers with safe, nutritious seafood products that meet or exceed regulatory requirements and are produced in accordance with industry best practices.

Risk Management

Enterprise risk management drives organizational resiliency and strategic success.

2024 BUSINESS OF THE YEAR

In 2024, Trident earned the Rita Sholton Large Business of the Year award from the Alaska Chamber. The award honors businesses that demonstrate strong leadership, ethical practices and show consistent community involvement in Alaska.



UN SDGs



OUR LEADERSHIP

Our leaders ensure we create value for our stakeholders and uphold our sustainability commitments.

Trident's Board of Directors

Our Board consists of 10 directors, chaired by Stein Kruse. The Board has five committees to help in discharging its duties: the Audit committee, Compensation committee, People and Organizational Development committee, Nomination and Governance committee, and Conflicts committee.



Joe Bundrant

CEO of Trident and son of founder, Chuck Bundrant



Diane Bundrant

Wife of founder, Chuck Bundrant; has played an integral role at Trident for more than 30 years



Stein Kruse

Former CEO of Holland America Group and Carnival UK; current senior advisor to the chair and CEO of Carnival Corporation & plc; chair of Board of Directors of Trident Seafoods



Tom Lindquist

Former president and COO of Plum Creek Timber



Leif Mannes

Veteran fisherman and longtime Trident supporter; Leif, along with Arne Ness, represents the Ness family and their ownership stake



Jim McManus

Industry veteran and former president of Trident subsidiary, Royal Viking Inc.



Jim Murphy

Former managing partner at Deloitte and longtime tax advisor for Trident and the Bundrant family



Arne Ness

Veteran fisherman and longtime Trident supporter; Arne, along with Leif Mannes, represents the Ness family and their ownership stake



Tim Punke

West Coast managing partner of Monument Advocacy



Jan Tharp

President of Infinium Spirits; former president and CEO of Bumble Bee Foods

ETHICS AND COMPLIANCE

How we do business is just as important as what we do.

A sustainable and successful business starts with ethical behavior. Our founder instilled a sense of honor and integrity in our culture and one of our core values is, “We do the right thing.” We remain committed to doing business the right way, competing fairly and honestly, and following the law everywhere.

Our Code of Conduct

Our Code of Business Conduct (the “Code”) reflects our company values, beginning with the simple and all-encompassing directive that “we follow the law everywhere.” We’ve made the Code available in 12 languages on our Ethics and Compliance intranet website for Trident employees.

Reporting Unethical Behavior

Everyone plays a critical role in maintaining the Code by reporting any violations of the Code, related company policies or the law. We give people multiple channels to report potential violations and communicate these channels in onboarding materials, training sessions, policy documents, and company emails and town halls. Those who make reports can remain anonymous, where allowed by law. We have a strict no-retaliation policy to protect anyone who makes a report in good faith.



“Accountability is a big topic, and it’s lived through a million small actions.”

—
Mike Quinn
COO, Trident Seafoods



MAKING REPORTING ACCESSIBLE

We provide our employees, suppliers, customers and other stakeholders with multiple channels to report potential unethical behavior. Our reporting channels support multiple languages to account for our global presence and diverse workforce.

- Using the **EthicsPoint** website or toll-free hotline
- Sending a **confidential email** to an account monitored by the Trident legal department, or meeting with them under the team's **open-door policy**
- Talking to a **supervisor**, **human resources** representative or member of Trident's **Internal Audit team**



Responsible and Ethical Labor Practices

We require that all people be treated with dignity and respect. We take measures to ensure our workplace environment is safe and healthy for our employees, and we do not tolerate harassment, discrimination, bullying or retaliation.

Our hiring and promotion decisions are based on job skills and experience. We promote a culture of equal opportunity for all. Employees are paid in accordance with all applicable local and national wage requirements. We are dedicated to making improvements in responsible and ethical labor practices, demonstrated by the following actions:

- Conducting internal audits throughout our global facilities
- Verifying social compliance through third-party audit firms to ensure the health, safety and ethical treatment of employees
- Registering with the [Supplier Ethical Data Exchange](#) (Sedex), a not-for-profit membership organization dedicated to driving improvements in ethical and responsible business practices in global supply chains

Training

All employees are expected to attend training on the Code and other related topics when hired. In addition, we provide specialized training on specific subject matters to certain employees at periodic intervals.

Specialized Training Topics

- Anti-harassment
- Antitrust and fair competition
- Conflicts of interest
- Bribery and corruption prevention
- Business gifts and entertainment
- Contact with government organizations
- External communications
- Legal Compliance Training
- Trident Ethical Trading Initiative
- U.S. Customs and Border Protection Customs Trade Partnership Against Terrorism (CTPAT)

Our Global Supplier Code of Conduct

We value productive, long-term relationships with our suppliers, founded on principles of honesty, integrity, transparency and the on-time delivery of quality products, attentive service and value.

Trident's [Global Supplier Code of Conduct](#) ("Supplier Code") aligns closely with the Code of Business Conduct for our own employees. The Supplier Code states suppliers must treat people with dignity and respect and provide a healthy and safe work environment for their employees. Both the Code of Business Conduct and Supplier Code prohibit forced or child labor or any kind of human trafficking.

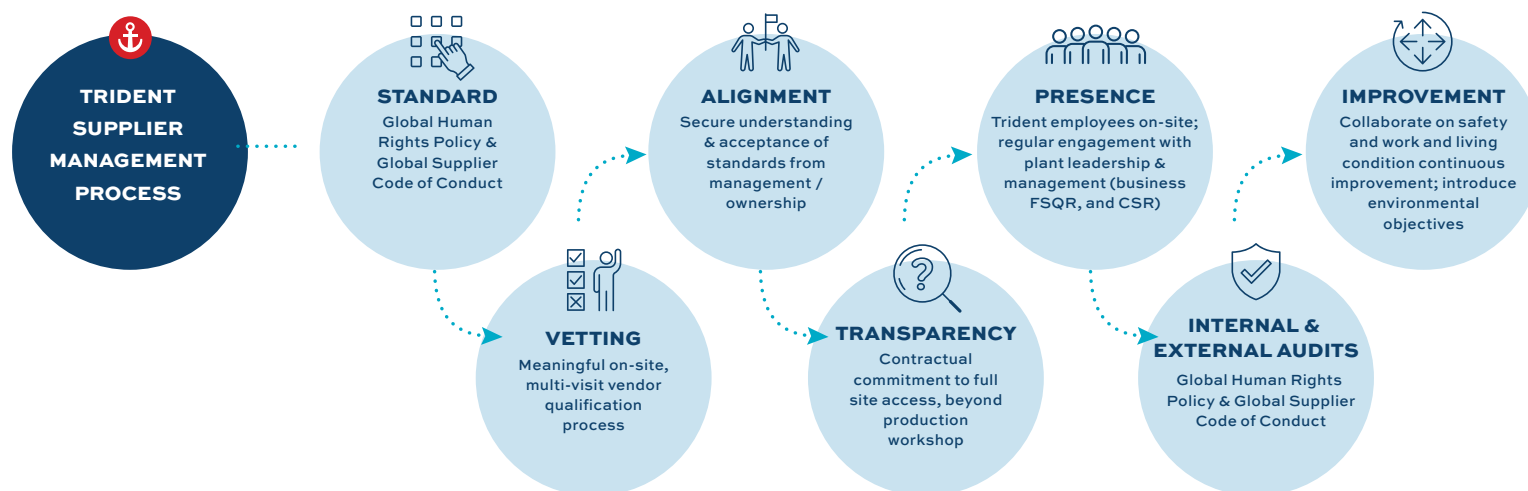
We created the Supplier Code and [Global Human Rights Policy](#) with guidance from the [United Nations Global Compact](#), [Ethical Trading Initiative \(ETI\)](#) and the [International Labour Organization \(ILO\)](#) to align with most international standards that are recognized and widely accepted by global companies. Trident requires all suppliers to sign and state they are following the Supplier Code along with the Global Human Rights Policy, as a condition of doing business with Trident.

Supplier Vetting and Auditing

We have a robust program to vet potential suppliers and perform ongoing audits of their operations to ensure their practices and policies are in line with Trident's Supplier Code. Trident suppliers undergo a thorough vetting process, including preliminary social compliance visits from a member of our team and a third-party social auditor. For suppliers in high-risk regions, these visits occur prior to doing business and we often engage outside experts to conduct additional due diligence. In low-risk regions, these visits occur within one year of starting business. To date, Trident has visited and evaluated more than 100 seafood supplier facilities in 14 countries.

Once a supplier is vetted, we ensure ongoing compliance with our Supplier Code through visits and third-party audits. Supplier facilities are required to undergo internal and external audits on a regular cadence. When we determine a supplier is in nonconformance with our Supplier Code, we terminate relationships where improvement has been slow or lacking.

TRIDENT SUPPLIER MANAGEMENT PROCESS



FOOD SAFETY AND QUALITY ASSURANCE

Safety, quality and compliance with industry standards are nonnegotiable.

We demonstrate our commitment to food safety, quality, compliance and authenticity by participating in a scheduled annual audit program using the BRCGS. The BRCGS is a comprehensive third-party standard that meets the benchmarks for the Global Food Safety Initiative (GFSI). Trident was one of the first Alaska primary processing sites to voluntarily embrace this third-party audit program. In addition to BRCGS, Trident's Everett and Anacortes plants participate in the Safe Quality Food Institute (SQFI) and Global Seafood Alliance (GSA) audits, respectively. Both audit schemes are GFSI benchmarked.

In addition to our legal requirements, we are committed to providing all employees with the necessary information they need for food safety in the workplace, ensuring our employees understand and adhere to relevant GFSI requirements and are vigilant about our responsibilities.





ENTERPRISE RISK MANAGEMENT

We take action to reduce risk and run a resilient business.

Our Enterprise Risk Management (ERM) teams, including executive leadership and other key business leaders, periodically assess global strategic risks that could lead to immediate or longer-term impacts to our business if not strategically managed. We develop strategies and prioritize action plans based on the likelihood and magnitude of the risk, in order to mitigate the impact. Our ERM teams meet quarterly to assess progress against agreed-upon milestones and address issues. Periodic status updates are provided to the Board of Directors for continued awareness and alignment.

Our ERM teams assess a broad range of risks and take action to mitigate them, by doing the following:

- Conducting business continuity planning
- Managing fishery resource risks
- Investing in supply chain diversification
- Ensuring traceability and preventing seafood fraud
- Maintaining the security of customer and employee data
- Ensuring Trident's physical assets, data and intellectual property are well protected
- Assessing risks covered by our Codes of Conduct and Global Human Rights Policy



Cybersecurity

Our comprehensive cybersecurity program safeguards Trident's intellectual property, customer data, employee data, and computer systems and networks. We are committed to protecting the security and confidentiality of the information entrusted to us by our employees, customers, business partners and vendors.

Cybersecurity Platform

Trident's cybersecurity program is aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) and ISO 27001. These frameworks guide our security program and focus on reducing risk across our enterprise. Additional NIST CSF publications and industry best practices inform our cybersecurity strategy and keep Trident safe.

We also focus on additional security protections for operational technology (OT) to ensure continued business operations and minimize the risk of ransomware affecting them. To further keep Trident secure, members of our Cybersecurity team participate in and work closely with cybersecurity professional networks and nonprofits to understand best practices and threats specific to our industry.

Cybersecurity Training and Education

Informed and vigilant employees are key to the success of our cybersecurity program. All new employees with access to the company's digital network must complete an online cybersecurity awareness training course within 60 days of hire and are required to take a refresher training course each year. Employees receive additional training when needed. We raise employees' awareness of phishing through ongoing campaigns that test whether they can successfully identify multiple types of phishing attempts, based on real situations. Anyone with a Trident email account can report suspicious emails.



Threat and Vulnerability Management

Trident has enhanced monitoring tools on its network and systems. An independent third-party performs attack and penetration testing biannually. We perform internal vulnerability scans on a regular schedule and manage findings to address remediation and mitigate threats, giving priority to the most critical issues.

Incident Response

We have a cybersecurity threat intelligence and response team dedicated to monitoring threat intelligence and ensuring we are aware of advancing threats and known indicators of compromise. Trident uses a managed security service for intrusion detection and response, including 24/7 monitoring and managed incident response.



APPENDIX

A fisherman wearing a red and black jacket, blue gloves, and yellow pants is holding a large fish. The fish has a brown and white mottled pattern. The word "APPENDIX" is overlaid in white text across the center of the image.

Trident Policies

Trident has global policies, regional policies and site-specific policies as is appropriate. All policies are available through Trident's intranet and at kiosks on-site (for non-wired employees). The policies listed below are some of our most frequently referenced global policies and are available on our public website.

[Global Bribery and Corruption Prevention Policy](#)

[Global Environmental Policy](#)

[Global Food Safety and Quality Assurance \(FSQA\) Policy](#)

[Global Workplace Health and Safety Policy](#)

[Global Human Rights Policy](#)

[Global Supplier Code of Conduct](#)

[Trident Commitment to Responsible Marketing](#)

[Global Anti-Discrimination, Harassment, and Retaliation Policy](#)

UN Sustainable Development Goals

Trident supports the United Nations (UN) Sustainable Development Goals (SDGs). Trident has programs and initiatives that contribute to progress against 10 of 17 goals.

We are committed to helping reach these SDGs directly through our operations and investments and through collaboration with our stakeholders. The SDGs are referenced throughout the report.

UN SUSTAINABLE DEVELOPMENT GOALS

SDG	FOCUS AREA	TRIDENT'S ACTIONS
 1 NO POVERTY	End poverty in all its forms everywhere	<ul style="list-style-type: none"> • Our Communities: Our Community Impact
 2 ZERO HUNGER	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture	<ul style="list-style-type: none"> • How We Catch: Supporting Research and Science-Driven Management, Protecting the Source • Our Communities: Our Community Impact • Our Customers and Consumers
 3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> • Our Communities: Our Community Impact • Our Customers and Consumers: Consumer Education • Our Employees: Employee Health and Wellness • Food Safety and Quality Assurance
 7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none"> • How We Manage: Environmental Management, Our Environmental Footprint
 8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all	<ul style="list-style-type: none"> • Our Communities: Our Economic Impact • Our Fishermen • Our Employees • Ethics and Compliance: Our Code of Conduct, Our Global Supplier Code of Conduct
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	<ul style="list-style-type: none"> • How We Catch: Supporting Research and Science-Driven Management • How We Manage: Environmental Management, Our Environmental Footprint • How We Deliver: Transportation • How We Collaborate
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> • How We Catch: Protecting the Source • How We Deliver: Packaging • How We Collaborate • Our Customers and Consumers: Consumer Education
 13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none"> • How We Catch: Supporting Research and Science-Driven Management • How We Deliver: Transportation • How We Collaborate
 14 LIFE BELOW WATER	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	<ul style="list-style-type: none"> • How We Catch • How We Manage • How We Collaborate • Enterprise Risk Management
 17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalize the global partnership for sustainable development	<ul style="list-style-type: none"> • Our Stakeholder Model • How We Manage: Our Environmental Footprint • How We Collaborate

Summary of Our Commitments and Actions in 2023 & 2024



ENVIRONMENT

PRINCIPLES	COMMITMENTS	ACTIONS
Science-Based Resource Management	Maintain and expand science-based conservation and management of ocean ecosystems	<ul style="list-style-type: none"> Contributed \$700,000+ to research foundations and academic institutions conducting research on pressing fisheries management needs
	Increase utilization and quality of our directed catch, minimize habitat and bycatch impacts, and maintain Alaska fisheries' standards globally	<ul style="list-style-type: none"> Used real-time catch data to avoid or minimize bycatch Explored innovations to reduce incidental impact Sourced 99% of Trident seafood from fisheries independently certified under Global Sustainable Seafood Initiative (GSSI) Maintained near-zero source waste
Operational Excellence	Modernize processing operations to best-in-class standards	<ul style="list-style-type: none"> Identified and executed projects to maximize energy efficiency at facilities, including Sand Point and Akutan, Alaska
	Systematically manage and reduce environmental impacts across all processing operations to achieve near zero waste	<ul style="list-style-type: none"> Fully implemented an environmental management system (EMS) Established a baseline for energy use across all Trident U.S. and international land-based operations, and established a baseline for Trident-owned fleet emissions Established CO2e reduction goals of 3% to 5% annually for several of our U.S. facilities
Supply Chain Optimization	Collaborate with partners and vendors to reduce environmental impacts in our supply chains	<ul style="list-style-type: none"> Reviewed shipping lines with our ocean carriers to optimize our shipping strategy and identify more efficient shipping plans
	Eliminate nonrecyclable materials	<ul style="list-style-type: none"> Achieved 97% recyclable or recycle-ready packaging
Innovative and Collaborative Policy	Collaborate to improve fisheries science and regulatory policy	<ul style="list-style-type: none"> Advocated for full and expanded funding for National Oceanic and Atmospheric Administration (NOAA) Alaska Fisheries Science Center trawl surveys and for core Alaska Department of Fish and Game data collection and analysis Collaborated in the testing and development of new regulatory measures
	Collaborate in the development of federal and international policies to improve climate-resilient food production	<ul style="list-style-type: none"> Engaged policymakers and other stakeholders in discussions about the future of global seafood production and in the development or use of existing policy tools to strengthen seafood production




PEOPLE AND COMMUNITIES

PRINCIPLES	COMMITMENTS	ACTIONS
Support Communities	Maintain Trident's economic contributions to the communities where we operate	<ul style="list-style-type: none"> Conducted plant divestitures in consultation with employees and communities. We actively sought buyers who share our values and demonstrated a commitment to continuing to invest in local communities. Trident remains focused on living our vision to make people's lives better, everywhere that we operate around the world.
	Work with groups from the Western Alaska Community Development Quota (CDQ) Program to ensure their long-term success	<ul style="list-style-type: none"> Continued to work with CDQ entities
	Participate in regional economic planning and community development efforts	<ul style="list-style-type: none"> Actively engaged in the Southwest Alaska Municipal Conference (SWAMC), the Southeast Conference, the Alaska Chamber and related efforts in other regions
	Empower employees to serve community needs	<ul style="list-style-type: none"> Launched a paid employee volunteerism program in 2023
Engage Customers and Consumers	Collaborate with customers in new product development	<ul style="list-style-type: none"> Worked with external partners on exploring opportunities for new products, presented at Trident's annual Innovation Summit
	Improve consumer awareness of the health benefits of seafood	<ul style="list-style-type: none"> Supported the Seafood Nutrition Partnership and other stakeholders who can educate the public about U.S. dietary guidelines and the health benefits of seafood consumption
Support Fishermen	Never leave a problem unresolved	<ul style="list-style-type: none"> Deployed Fleet Experience team to resolve problems
	Provide competitive market access	<ul style="list-style-type: none"> Supported more than 650 independent harvesting vessels and more than 2,700 independent fishermen and crew members
Cherish Our Employees	Zero safety incidents	<ul style="list-style-type: none"> Achieved a 19% reduction in safety incidents companywide in 2024 compared to 2023 Marked 1,000+ days without a workplace recordable injury at Trident's Old Yard facility in Seattle
	Support a lifestyle of holistic well-being	<ul style="list-style-type: none"> Launched an employee wellness platform Invested more than \$1.7 million in employee wellness incentives
	Attract, retain and fully leverage a workforce reflective of the communities where Trident operates	<ul style="list-style-type: none"> Continued our investment in the Trident Skilled Trades Training Program
	Provide employees with an optimal work experience	<ul style="list-style-type: none"> Launched a new employee onboarding program at our headquarters Launched Thumbs Up, a new employee recognition program
	Provide opportunities for personal and professional growth	<ul style="list-style-type: none"> Delivered instructor-led, online learning, on-the-job development and training, and access to formal education Supported continuing employee education through conferences, professional association memberships, and board memberships Launched a leadership program called the Development Review Board (DRB) for high-potential leaders; currently in second cohort with plans to expand further
	Develop and continuously improve a healthy and flexible work environment	<ul style="list-style-type: none"> Supported our Alaska workforce with healthy dining options, comfortable accommodations and other amenities



RESPONSIBLE BUSINESS

PRINCIPLES	COMMITMENTS	ACTIONS
Ethics and Compliance	All employees understand and comply with our Code of Business Conduct (“the Code”)	<ul style="list-style-type: none"> Continued to make the Code available in 12 languages on our Ethics and Compliance intranet website Trained all new employees on the Code
	Continuously communicate and reinforce ethics and compliance	<ul style="list-style-type: none"> Provided employees with multiple channels to report potential unethical behavior
	All suppliers who conduct business with Trident understand and comply with our Global Supplier Code of Conduct (“Supplier Code”)	<ul style="list-style-type: none"> Visited and evaluated more than 100 seafood supplier facilities (to date) to ensure their practices and policies are in line with Trident’s Supplier Code
Food Safety and Quality Assurance	All employees understand the importance of food safety in the workplace and adhere to relevant Global Food Safety Initiative (GFSI) requirements	<ul style="list-style-type: none"> Provided regular employee trainings Participated in audit programs using the Brand Reputation Compliance Global Standards (BRCGS) Participated in the Safe Quality Food Institute (SQFI) and Global Seafood Alliance (GSA) audits (select plants)
Risk Management	Senior leadership systematically evaluates and mitigates strategic and operational risks	<ul style="list-style-type: none"> Held quarterly meetings of our Enterprise Risk Management (ERM) teams, including executive leadership and other key business leaders to assess risks Provided periodic status updates to the Board of Directors
	Source supplies exclusively from responsibly managed fisheries	<ul style="list-style-type: none"> Sourced 99% of Trident seafood from fisheries independently certified under GSSI
	Protect all intellectual property, customer data, employee data, and computer systems and networks	<ul style="list-style-type: none"> Maintained a cybersecurity program aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) and ISO 27001



**“We’re in this for the long haul.
We are dedicated to sustaining the
ocean resources that sustain our
fishermen, our employees, and our
communities for generations to come.”**

Joe Bundrant
CEO, Trident Seafoods



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