

Taprobane Seafoods

Sustainability Report

2025

*Progress with Purpose.
Year after Year....*

TAPROBANE
blue CHANGE





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About

Taprobane Seafoods continues to grow with a clear sense of purpose to produce responsibly, act with integrity, and safeguard the resources that sustain our industry. This section offers an insight into who we are today, the values that guide us, and the commitments that shape our long-term approach to sustainable aquaculture.



Our Report

We are pleased to present our fifth Sustainability Report, covering the performance and progress of Taprobane's seafood operations in Sri Lanka for the period 1 January to 31 December 2025. This report outlines how we manage our environmental, social, and governance responsibilities across the business. It sets out our approach to sustainability, the issues that are most material to us, and the systems and policies in place to manage our impacts. The report also reflects the steps taken during the year to address social priorities that are important to our employees, partners, and the wider communities connected to our work. Although the report focuses on the 2025 reporting period, it is supported by ongoing programmes and long-term commitments that continue beyond the year under review. Together, these demonstrate Taprobane's continued dedication to responsible practices and transparent reporting.

Reporting Frameworks

This report has been prepared in line with key Environmental, Social, and Governance (ESG) indicators and is aligned with the Global Reporting Initiative (GRI) Standards and the United Nations Sustainable Development Goals (UNSDGs). By following the GRI Standards, we prioritise accuracy, balance, clarity, and reliability in our disclosures. The selection of content is guided by these standards and informed by our most recent materiality assessment.

Taprobane has been a signatory to the United Nations Global Compact (UNGC) since 2022, and we continue to uphold

the Ten Principles on human rights, labour, the environment, and anti-corruption. This report is issued together with our annual Communication on Progress (CoP). During 2025, we also began the process of voluntarily aligning with SLFRS S1 and S2, the local sustainability reporting standards issued by the Institute of Chartered Accountants of Sri Lanka, in line with the IFRS Sustainability Disclosure Standards. As this alignment progresses, we expect to expand the level of detail and structure of our disclosures in the years ahead.

Forward-looking Statements

This report contains information relating to past and current performance, as well as forward-looking statements based on Taprobane's strategies, policies, and expectations at the time of reporting. These statements may differ from future outcomes due to economic, regulatory, environmental, or other external factors beyond the company's control.

Board Responsibility & Assurance

Assurance for this report is drawn from a combination of internal verification and external reviews. The Board of Directors assumes overall responsibility for the integrity, accuracy, and completeness of the information presented in this Sustainability Report. All content has been reviewed and confirmed by the relevant business heads and subsequently examined by the Chairman and Managing Director prior to its submission to the Board for approval. The Greenhouse Gas (GHG) verification was carried out by Control Union and covers the organisational level carbon footprint of our two principal product categories: pasteurised crab meat and frozen shrimp. The most recent verification relates to the period from 1 April 2024 to 31 March 2025.

Artwork & Content Creativity

The preparation of this Sustainability Report reflects the collective efforts of the Taprobane Sustainability Team comprising; Udari Morawake (Head of Sustainability and CSR), Inoka Madumali (Sustainability and CSR Officer) and Maduka Nayanaranga (Junior Sustainability Officer). Also the Sinhala translations were completed by the Sustainability Team, while Tamil translations were carried out by Varathakumar Shankary from the Taprobane Mini Processing Plant- Pesalai, Mannar.s

The layout, design, and artwork were led by Maduka Nayanaranga, whose attention to detail contributed to the overall presentation and coherence of this report. The combined expertise and dedication of the team have been essential to producing a report that is both informative and visually well-structured. We gratefully acknowledge the contributions of OPMEER REPORTS- Netherlands, UNGC Network Sri Lanka, and Taprobane team for the images used in this report.

Feedback or Queries

For any feedback or inquiries regarding this report, please feel free to contact:

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Email: udari@tsf.lk, inoka@tsf.lk, maduka@tsf.lk

Find more : [About our previous sustainability reports](#)

Corporate Website : www.tsf.lk

Sustainability Website : [blueCHANGE sustainability](#)

Our Previous Sustainability Reports



2021



2022



2023



2024



Who We are

Taprobane Seafoods Pvt Ltd proudly stands as Sri Lanka's largest and most fully integrated seafood company. Since our founding in 2010, we have grown into a dynamic operation spanning a number of processing facilities, 1,000 acres of sustainable shrimp farms, hatcheries, retail outlets, and a robust feed and healthcare business. With nearly 2,000 employees across the country, Taprobane continues to be a centre of excellence in Sri Lanka's seafood sector. Our commitment to environmental stewardship, ethical labour practices, responsible sourcing, and community well-being forms the backbone of our success.

2000

Skilled and Dedicated Employees Supporting Operations

13+

Years of Industry Excellence

10+

International Export Destinations

300+

Strong and Reliable Farmer Network Across Regions

12+

Recognised Global Certifications and Sustainability Commitments

15

Modern and Efficient Processing Facilities Nationwide

1000

Acres of Sustainably Managed Shrimp Farming Land

2

Advanced Aquaculture Hatchery

3

Company-owned Retail Outlets

1.5 bn

Annual Post-Larvae Production

90%

Market Leadership in Sri Lanka's Premium Crab Sector

Our People & Inclusive Opportunities

As pioneers in post-war economic revitalisation, Taprobane was the first private-sector company to invest in the Northern Province, supporting a region rebuilding after a 30-year conflict. Today, around 70% of our workforce is women, many of whom are war widows who serve as the primary breadwinners in their families. Through meaningful employment and long-term opportunities, we have helped uplift entire households, significantly increasing family incomes and creating lasting social impact.

Our dedication to inclusivity is equally strong. In 2014, we became the first privately owned seafood company in the region to employ persons with disabilities, fostering a workplace where everyone can bloom.

Leadership that Shapes our Journey

Taprobane's growth is guided by an exceptional leadership team. Timothy O'Reilly, Dilan Fernando, and Sathya Rathnayake provide strategic and operational stewardship, while Cheng Niruttinanon, Executive Chairman of Thai Union, brings invaluable global insight. Our Board of Directors further includes accomplished leaders such as Nathan Sivagananathan, a YPO Global Impact Award regional nominee, and cricket icons Mahela Jayawardene and Kumar Sangakkara, co-founders of the world-renowned Ministry of Crab restaurant. Together, they steer Taprobane towards new horizons of excellence and global competitiveness.

Sustainability at the Heart of our Growth

Driven by our vision to be a global leader in sustainable and socially responsible seafood, Taprobane upholds the highest standards of quality, integrity, and environmental conservation. As the only Sri Lankan seafood company in the UN Global Compact Sri Lankan network, we supply premium seafood to renowned global brands, meeting the strictest international benchmarks. We are industry trailblazers, introducing Sri Lanka's first eco-recommended fishery and Asia's first Blue Swimming Crab fishery in Palk Bay and the Gulf of Mannar. Our certifications, including ASC, BAP 4-Star, BRGS, IFS, FSSC 22000, GlobalG.A.P., COSTCO Social Audit, SMETA ETI 4-Pillar, ISO 14064-1, etc., underscore our commitment to sustainable and ethical operations.

Our blueCHANGE® Commitment

Our blueCHANGE® vision continues to steer the way we operate, grounding our work in respect for internationally recognised human rights, safe and lawful labour practices, and a deep responsibility to protect the environment for those who will follow us. At the same time, we remain firmly committed to preventing corruption in all its forms, ensuring that the foundations we build today support a responsible and sustainable future.

Our Ethos

Vision: To be the global leader in sustainable & socially responsible seafood.

Mission: Create a premium quality seafood product for iconic brands, sourced responsibly from sustainably managed (Sri Lankan) fisheries

Our Global Partners



Our Values

High-Quality Standards : We will strive for the highest quality standards feasible, based on industry best practices and international benchmarks.

Integrity : We will demonstrate honesty, fairness, openness and ethics in our interactions, behaviours and practices.

Social Responsibility : We prioritise safeguarding our people's rights and expect ethical labour practices from our suppliers.

Sustainability : We are implementing sustainable manufacturing best practices such as renewable energy, resource optimisation, waste utilisation and biodiversity conservation to address global challenges.

Success : We will keep going for success by taking responsibility for our actions, being innovative, learning new things and always improving.

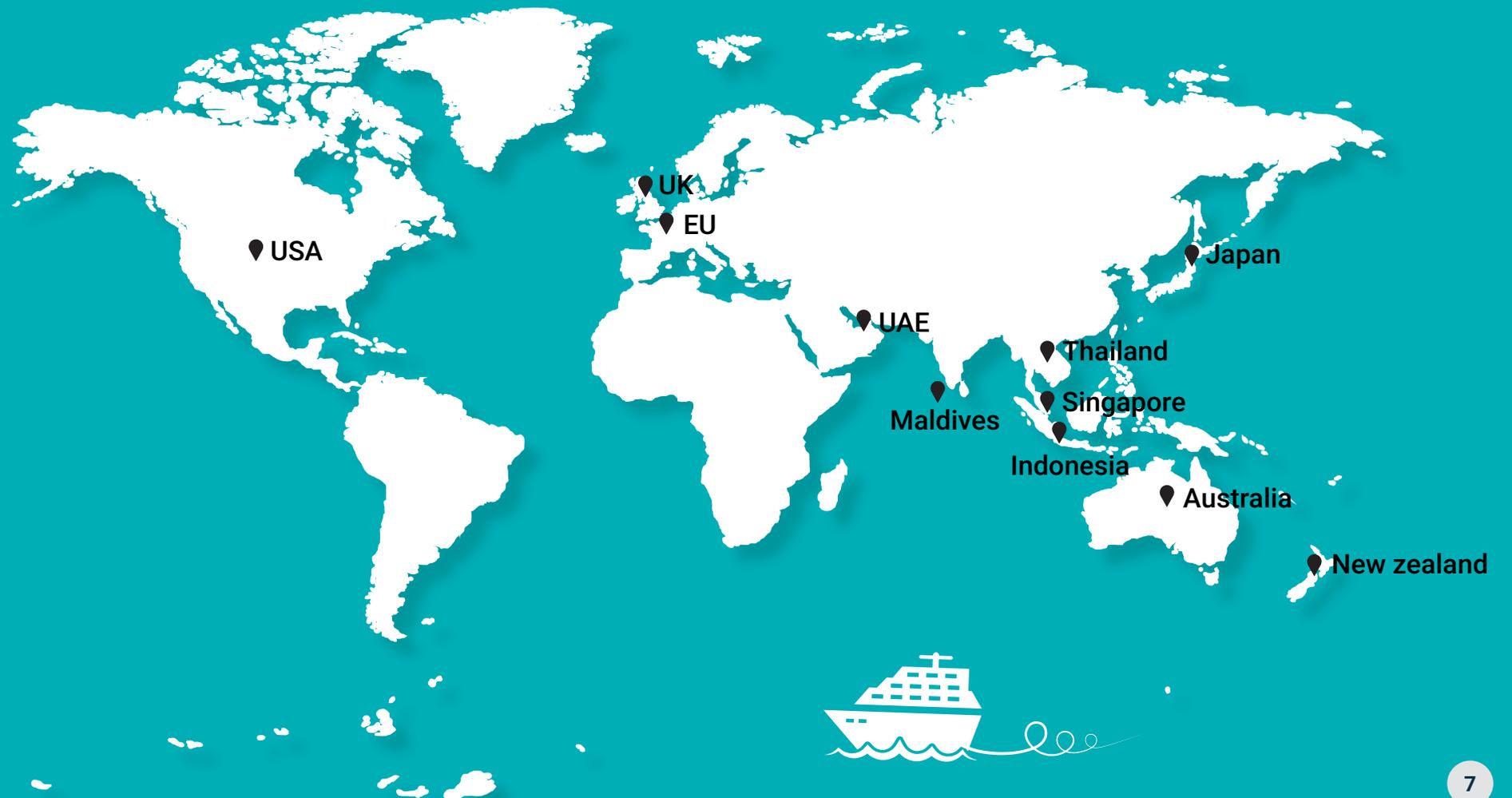


Our Footprint

- Hatcheries
- Out Grower Farms
- Mini Processing Plants
- Main Processing Plants
- Taprobane Farms/ Contracted Farms
- Prospective Farms/ Mini Processing Plants



Our Export Market



Message from the Chairman & the Managing Director

As Chairman and Managing Director, we approach our roles with a shared purpose: to guide Taprobane Seafoods with integrity, clear vision and a strong sense of responsibility. Rather than viewing sustainability as a separate stream of work, we see it as the lens through which every major decision is made, whether operational, strategic or financial. We focus on setting a direction that balances long-term growth with accountability to the environment and society. We help shape the organisation’s purpose, values and priorities, working closely with our teams to ensure that the strategies we approve reflect both the opportunities ahead and the responsibilities that come with being a leader in Sri Lanka’s seafood sector.

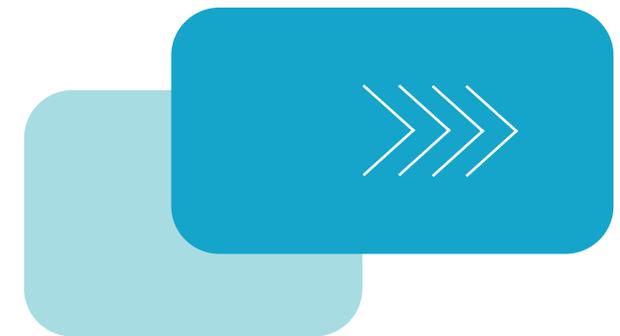
A significant part of our oversight lies in understanding how our actions influence the wider world. We evaluate Taprobane’s economic, environmental and social impacts through established governance processes that encourage honest reflection and timely action. These assessments are supported by broad engagement with those connected to our operations; our employees, suppliers, communities and other partners. Their feedback often provides early insight into emerging challenges, and we treat these interactions as an essential part of our decision-making.

We hold integrity at the heart of our governance structure. Avoiding conflicts of interest and ensuring transparent processes are principles we expect at every level of the organisation, including our own. These safeguards enable us to make decisions that serve the best interests of the company and its stakeholders. Sustainability responsibilities are shared across the organisation, not confined to the boardroom. Different teams contribute to managing our economic, environmental and social performance, supported by periodic reviews to ensure alignment with our commitments under the United Nations Global Compact and the Sustainable Development Goals. Although compliance with SLFRS S1 and S2 will only become mandatory for us in coming years, we have already begun adopting these standards to strengthen the quality of our reporting and to prepare the company for future expectations. Our sustainability report reflects this commitment to transparency. It undergoes a thorough internal review to ensure that it presents a clear and balanced account of our progress, as well as areas where further work is required. Each year, we aim to improve not only in our performance but also in how openly and accurately we communicate it. Looking ahead, our ambition remains firm. We are committed to guiding Taprobane Seafoods as a responsible and forward-thinking organisation, one that delivers sustainable growth while creating lasting value for our employees, partners, communities and the environment that supports us all.

Dilan Fernando & Timothy O’Reilly
Chairman & Managing Director
December 2025



Dilan Fernando & Timothy O’Reilly



Message from the Board of Directors

As we present the Sustainability Report 2025, we reflect on a year shaped by progress, learning and a continued commitment to responsible growth. For us at Taprobane, sustainability is not an annex to the business, it is the standard by which we measure our decisions, conduct and long-term purpose. It remains central to how we create value for our stakeholders and contribute meaningfully to the communities and environments in which we operate. The thinking behind our blueCHANGE® philosophy continues to guide this direction. It encourages us to look beyond short-term gains and to embed environmental care, ethical practice and social well-being into the heart of our enterprise. Through this approach, we aim to ensure that Taprobane's success strengthens the resilience of the ecosystems we rely on and supports the people who stand alongside us.

This year has again demonstrated the importance of adaptability and responsible leadership. The challenges facing the global seafood sector, environmental pressures, shifting market expectations and growing scrutiny of supply chains have underscored the need for strong governance and thoughtful action. We are proud that our teams have upheld the values of integrity, responsibility and quality throughout these evolving conditions. Our work in sustainability continues to extend across multiple fronts. We have strengthened our commitments in responsible aquaculture, humane farming practices and traceable operations, while progressing

initiatives that support our longer-term aspiration of becoming a carbon-neutral organisation. Projects underway, from renewable energy investments to habitat restoration efforts, are helping to build the foundations for this transition.

Taprobane remains fully aligned with the Ten Principles of the United Nations Global Compact, which continue to inform our commitments in human rights, labour, environmental protection and anti-corruption. Our alignment with the United Nations Sustainable Development Goals further reinforces our intention to advance sustainable development within and beyond our value chain. In keeping with our commitment to transparency and improved disclosure, we have also begun preparing for the forthcoming Sri Lanka Financial Reporting Standards S1 and S2, familiarising ourselves early with their expectations on sustainability-related governance, risk management and climate disclosures. This voluntary adoption strengthens the robustness of our reporting and ensures that our stakeholders benefit from clearer, more consistent and decision-useful information.

Our partnerships have been vital to these efforts. Collaboration with local communities, government institutions, industry peers and international organisations has strengthened our ability to address emerging risks and to drive practical solutions at scale. The progress captured in this report is a reflection of these collective efforts. As we look ahead, our focus remains steady: to uphold strong governance, elevate industry standards and deliver lasting, responsible growth. This Sustainability Report marks another chapter in that journey. We extend our sincere appreciation to our employees, partners and stakeholders whose contributions, insights and commitment have guided our work throughout the year. With shared purpose and continued determination, we move

forward, dedicated to shaping a future that balances progress with responsibility, and commercial success with care for people and the planet.

Board of Directors
December 2024

The Board of Directors



Dilan Fernando
Co Founder & Chairman



Timothy O'Reilly
Co Founder & Managing Director



Nathan Sivagananathan
Director



Sathya Rathnayake
Director



Mahela Jayawardena
Director



Kumar Sangakkara
Director



Cheng Niruttinanon
Director

Our Operation

At Taprobane, every product begins as a promise, a promise of purity, responsibility and craftsmanship. Our journey from ocean to table is anchored in a philosophy that blends innovation with nature, ensuring that every shrimp and crab we deliver reflects our deep respect for ecosystems and communities.

As Sri Lanka's leading force in Vannamee shrimp production, we have cultured a fully integrated supply chain that champions transparency and sustainability. With 90% of the nation's post-larvae nurtured in our own hatchery, we create thriving beginnings that set the foundation for healthy stocks and resilient farming systems. This holistic model not only elevates quality but also safeguards the future of Sri Lanka's shrimp aquaculture.

Strategically located mini-processing facilities in Jaffna and Mannar bring swiftness and precision to our operations. Situated in the heart of Sri Lanka's celebrated crab belt, these centres ensure that every harvest is handled at peak freshness, preserving the delicate flavour and premium texture that define our seafood.

Our journey reaches its pinnacle at the advanced processing complex in Dankotuwa, where cutting-edge technology meets artisanal expertise. Here, every product is refined with meticulous care by a skilled team dedicated to upholding the highest global standards. The result is a portfolio of seafood that carries the unmistakable mark of Taprobane's excellence.

From hatchery to harvest and from processing to plate, our story is one of continuous evolution where, ocean stories become sustainable harvests.

“Step by step, day by day, we continue to grow... pushing boundaries, refining our craft and moving ever closer to excellence”



Production Journey for Vannamei Shrimp

Our Farms + Other Farms



Export



Hatchery



Dankotuwa Main Processing Plant

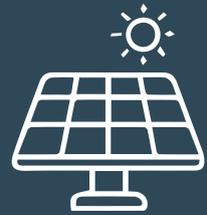


Customers

Production Journey Sri Lankan Blue Swimming Crab



Sustainability Highlights



1,573 MWh

Solar Generated Power



17,967 m³

Recycled Water



35%

*Grid Electricity
CO₂e Reduction*



185 tons

Waste Recycled and Reused



3500+

Benefited under CSR



70%

Female Labour Force



100%

Recyclable Packaging Materials



0 %

Total Fatal Incidents

Sustainability Journey





Our Sustainability Approach

Since our establishment in 2010, Taprobane Seafoods has grown into Sri Lanka's leading seafood company, operating 15 processing facilities and providing employment to nearly 2,000 people across the North-Western, Northern, Eastern, and Southern provinces. Over the years, our focus has remained constant, building a responsible, world-class seafood business grounded in integrity, innovation, and sustainability.

At Taprobane, sustainability is not a separate function; it is woven into every decision we make. We work to balance our impact across three key areas, the economy, the environment, and society, while supporting long-term, inclusive growth. As one of the most influential players in Sri Lanka's seafood sector, we recognise the importance of leading by example, upholding the highest standards across our operations and supply chains. Transparency remains central to our approach, and we openly share our progress, learnings, and areas where we continue to grow.

Our work is guided by the Taprobane Sustainability Strategy, which sets out clear commitments to drive positive change both locally and globally. This strategy reflects our dedication to responsible resource use, innovative technologies, and the continuous improvement of our environmental performance, from energy efficiency and GHG reduction to water stewardship and biodiversity protection.

Equally important is our commitment to people. We prioritise safe working conditions, skills development, fair labour practices, and community empowerment. Our coastal communities, employees, customers and supply chain partners are central to our story, and we work to ensure that our growth creates shared value for all.

We believe business has the power to do more than generate profit; it can spark transformation. By placing sustainability at the core of our purpose, Taprobane aims to help solve pressing global challenges while supporting Sri Lanka's blue economy. Our goal is to shape a future where responsible seafood production strengthens ecosystems, uplifts communities, and contributes to a more resilient world.

The Purpose behind blueCHANGE®

Taprobane blueCHANGE® is our commitment to driving meaningful, measurable transformation. This initiative reflects our promise to embed sustainability into every layer of our operations, from hatcheries, farms and facilities to our supply chain, customers, and communities. blueCHANGE® outlines a clear path forward, centred on four priority areas that guide our journey toward globally aligned, future-ready sustainability leadership. These pillars help us focus our efforts, measure our progress, and continuously elevate our performance as we work toward long-term, responsible growth.



Our Roadmap for Action

Our sustainability roadmap sets a renewed direction for Taprobane, bringing together our strengths, values, and long-term ambitions under one cohesive framework. It aligns our Environmental, Social, and Product sustainability priorities across the entire Taprobane supply chain, ensuring that every step from hatchery to finished product reflects our commitment to responsible growth.

At the core of our philosophy is a promise to build a fair, ethical, and environmentally responsible future. Guided by globally recognised principles, we are committed to:

Upholding Human Rights: Respect for every individual is a non-negotiable value at Taprobane. We align with international human rights standards to ensure that every person connected to our operations is treated with fairness, dignity, and equality.

Ensuring Safe and Legal Labour Practices: The safety and well-being of our workforce come first. We provide a secure, legally compliant, and supportive work environment where all employees can grow while maintaining strong ethical labour standards.

Protecting and Restoring the Environment: We recognise our responsibility to protect the natural ecosystems we depend on. Through efficient resource use, responsible farming practices, and ecosystem restoration efforts, we enhance environmental resilience and contribute to global sustainability goals.

Promoting Integrity and Zero Tolerance for Corruption: Integrity guides every decision we make. We maintain strict transparency, reject all forms of corruption, and ensure accountability across our operations and partnerships.



Climate Change

Climate change is increasing population displacement to the shorelines & to mega coastal capitals.



Sea Level

Climate change is resulting in sea level rise: Shoreline floods could affect more than 570 coastal cities – 1.5bn people – increasing shoreline land-based competition, poverty and instability.



Involuntary Displacements

More than 62 million people in South Asia, including over 12 million in Sri Lanka alone, will be forced migration from their homes due to climate disaster by 2050 in the business-as-usual scenario.



Coastal Capitals

Coastal cities are going to face the most complex challenges: population growth, land-based competition, flooding, shorelines degradation, waste and sanitation management among others.

Environmental & Social Responsibility Policy

Taprobane Seafoods is a leading seafood company in Sri Lanka, established in 2010, the company has several processing facilities, direct employees throughout the North-Western and Northern Provinces. Taprobane, one of Sri Lanka's largest and pioneering raw, processed and value-added seafood exports, began its success story with committed and visionary leadership. Taprobane has the firm intention to conduct business with responsibilities for all groups of stakeholders, both inside and outside the company, including employees, shareholders, customers, business partners, government agencies and society. It is our policy to seek continual improvement throughout our business operations to lessen our impact on the local and global environment by conserving energy, water and other natural resources; reducing waste generation and recycling. In parallel, Taprobane promotes appropriate stakeholder engagement. Hence;

We are conducting our business with transparency, fairness, and accountability with an emphasis on the growth of the company, along with the improvement of the quality of life of employees, communities, society, and the environment, while protecting the interests of stakeholders according to the company's vision and mission.

We systematically comprehend the optimal use of natural resources while minimising the impact on stakeholders, society, communities and the environment.

We minimise our production of waste through careful planning and Good Manufacturing Practice (GMP), including using external advice to ensure continuous improvement. We are committed to environmental excellence and pollution prevention, meeting or exceeding all environmental regulatory requirements, and purchasing products that have greater recycled content with lower toxicity and packaging. Wherever possible, we reuse items and recycle.

We are committed to providing opportunities for conducting, promoting and communicating the best environmental and social responsibility activities and projects together with the communities, society and other stakeholders from all levels to foster environmental and social sustainability.

In order to produce sustainable marine products, we continuously work to strengthen sustainable fisheries, responsible farming, and limit our impact on marine ecosystems. Our goal is always not to damage the marine ecosystems that we all depend on while at the same time contributing to the sustainable development of the seafood industry and its value creation.

We always monitor and review our environmental and social performance, exploring innovations and learning to drive continual improvement towards world-class performance in the seafood industry.

Taprobane is committed to controlling and preventing air pollution by minimising emissions, adopting cleaner technologies, and ensuring regulatory compliance. We strive to reduce our carbon footprint and protect air quality as part of our broader environmental responsibility.

This policy applies to all Taprobane employees who shall support and push forward with joint actions in accordance with the established policy.

Timothy O'Reilly & Dilan Fernando

Co-Founders

Taprobane Seafoods (Pvt) Ltd.

Our Commitment

At Taprobane Seafoods, we remain firmly committed to the principles of the United Nations Global Compact (UNGC), reflecting our responsibility to act ethically and responsibly in every part of our business. We continue to uphold the UNGC's ten principles on human rights, labour, the environment, and anti-corruption, ensuring that our operations contribute meaningfully to the achievement of the Sustainable Development Goals (SDGs).

We are strengthening our role as a leader in sustainable seafood production by expanding the use of renewable energy, improving resource efficiency, and advancing biodiversity conservation. Our aim is to steadily reduce our environmental footprint across energy use, carbon emissions, water consumption, wastewater management, and solid-waste generation, setting a clear example for the sector. In keeping with our commitment to transparency and responsible disclosure, we have voluntarily begun adopting the requirements of SLFRS S1 and S2, well ahead of the national compliance timeline. This early alignment strengthens the credibility of our reporting and ensures that our climate-related disclosures reflect international best practice.

Our people are central to our progress. We are committed to fostering a workplace where innovation, excellence, and diversity flourish, and where every employee has the opportunity to reach their full potential. Through fair recruitment, continuous training, and equal opportunities, we work to increase representation across the organisation, with particular attention to women and persons with disabilities.

We hold ourselves to high ethical standards and support internationally recognised human rights, including the ILO Declaration on Fundamental Principles and Rights at Work. We maintain a safe, fair, and respectful working environment and uphold a strict zero-tolerance approach to discrimination, forced labour, child labour, and any form of exploitation. Equally, our stance against corruption is unwavering, and we work continuously to strengthen transparency and accountability in all areas of our business. Our success rests on how faithfully we honour these commitments. We therefore remain dedicated to providing transparent, accurate, and honest reporting, demonstrating our progress and reinforcing the trust placed in us by our stakeholders.

Sustainability Team

Taprobane Seafoods (Pvt) Ltd

15th December 2025



Sustainability Principles

At Taprobane Seafoods, we are guided by a clear purpose: to advance sustainable and socially responsible seafood production while setting a higher standard for the industry. We are committed to delivering premium-quality seafood sourced responsibly from well-managed fisheries across Sri Lanka. Our ambition is not only to meet recognised standards, but to influence genuine, long-term change within our own operations and the wider seafood sector.

Our shared principles bring the entire organisation together. Fairness, diversity, inclusion, equality and strong social and environmental compliance form the foundation of how we operate. We see sustainability not only as a moral responsibility, but also as a sound business approach that strengthens resilience and creates opportunities for future growth. We acknowledge the complex challenges facing our industry and work closely with experts, partners and local communities to develop practical, science-based solutions. By considering the needs and expectations of different stakeholders, we aim to contribute meaningfully to community well-being and support sustainable development. Our vision is to help shape the future of the seafood industry through responsible leadership and continuous improvement.

Partnership is at the heart of our sustainability work. Strong, trusted relationships with our stakeholders are essential to achieving real progress. These collaborations encourage innovation, enhance responsible practices and ensure that

we deliver seafood that meets high environmental and social standards. Beyond industry-specific concerns, we also address broader issues such as climate resilience, ethical labour practices and fair economic value for workers. We work with businesses, technical experts, NGOs, policymakers and community groups to build transparency, encourage open dialogue and accelerate positive change. Through these collective efforts, we aim to create benefits that reach well beyond our value chain, contributing to a more sustainable future for the industry and the planet.



Empower our People: We recognise our people as our most valuable assets and prioritise their empowerment. Our workforce is essential to delivering high-quality results and advancing our business. We invest in the professional growth of our employees, providing opportunities to enhance their knowledge and skills. This commitment includes fair compensation, the right to collective bargaining, the elimination of forced, compulsory, or child labour, a firm stance against discrimination and the provision of safe and supportive working conditions, all while upholding human rights.



Safeguard our Environment: Taprobane is dedicated to proactively protecting the environment through a holistic approach. We focus on measurement, monitoring, reporting and reduction strategies to reduce our environmental impact. This includes ongoing efforts to identify innovative ways to cut down greenhouse gas emissions and energy usage. We actively engage with both existing and new partners to help achieve our climate objectives, promoting a lowemission society. Our commitment also involves full compliance with local laws and regulations.



Protect our Oceans: Central to our business is the creation of long-term value through the promotion of healthy oceans. We are committed to sustainability in our marine products by supporting responsible fishing practices, sustainable aquaculture and reducing our impact on marine ecosystems. Our goal is to contribute to the sustainable growth of the seafood industry while ensuring the preservation of the marine ecosystems that we all depend on.



Strengthen our Communities: The success of our business is closely linked to the prosperity of the local communities along the Sri Lankan coast. We actively contribute to local value creation by generating employment, partnering with local suppliers and supporting social initiatives. Our responsibility goes beyond environmental protection; we are committed to sustainable value creation and strengthening communities. We recognise the mutual relationship between our operations and the well-being of the communities in which we operate.



The Supply Chain & Stakeholder Transparency: We champion responsible and ethical business practices across our operations and supply chain. Our focus on combating corruption is aligned with our commitment to supporting local institutions and fostering economic development. By producing healthy and sustainable marine products, we strive to create lasting value while ensuring transparency that directly benefits our stakeholders. Launched in 2022, blueCHANGE® reflects Taprobane's commitment to sustainable action and stakeholder expectations.

“Creating Lasting Value.....”

Our Commitment & Certifications



United Nations Global Compact



United Nations Sustainable Development Goals



Marine Stewardship Council (MSC) certification in progress



Aquaculture Stewardship Council (ASC) Certified



Best Aquaculture Practices (4* BAP) Certified



Food Safety Management System Certified (FSSC 22000)



GlobalG.A.P. Certified



BRCGS Global Standard for Food Safety Certified



IFS Food Standard Certified



SMETA ETI Certified



Good Manufacturing Practices



ISO 14064-1:2018 (Organisation-level quantification and reporting of Greenhouse Gas (GHG) emission & removals) Certified



Certificate of Ethical Trading (CET) issued by the National Chamber of Exporters of Sri Lanka (NCE)



Stick to Hazard Analysis Critical Control Point (HACCP) standard



U.S. Food & Drug Administration (FDA) registered

Aligning With Global Sustainability Frameworks

Taprobane Seafoods, as an organisation with a growing global reach, is firmly committed to advancing the values and principles of the United Nations Global Compact (UNGC). Our dedication to responsible business practices extends across every part of our operations, reflecting our intention to contribute positively to both local and international communities. We actively integrate the UNGC's ten principles, covering human rights, labour standards, environmental protection and anti-corruption, into the way we work. These principles guide our conduct and help ensure that our business practices meaningfully support the achievement of the United Nations Sustainable Development Goals (UNSDGs).

To reinforce this commitment, our reporting approach is aligned with the GRI Standards, allowing us to present our progress in a clear and consistent manner. This alignment strengthens the connection between our strategy, the UNSDGs and the core principles of the UNGC, while ensuring transparency throughout our disclosures. As early adopters of SLFRS S1 and S2, we continue to refine the way we assess, manage and report on sustainability-related impacts, risks and opportunities.

We recognise that progress on global challenges relies heavily on collaboration. By working closely with partners, communities, experts and industry stakeholders, we aim to play an active role in driving collective action. The sections that follow highlight how our sustainability initiatives and business practices contribute to these global goals in practical and measurable ways. Through this work, Taprobane Seafoods continues to strengthen its contribution towards the global sustainability frameworks and play a meaningful part in shaping a more sustainable and responsible global business landscape.



1 NO POVERTY

End poverty in all its forms, everywhere

We provide stable, long-term income opportunities for fishers and workers across our operations. By improving livelihoods at every stage of the value chain, we help families earn more, live better, and build stronger economic resilience.



2 ZERO HUNGER

End hunger, achieve food security, improve nutrition and promote sustainable agriculture

Our work provides essential income opportunities for coastal communities while delivering high-quality, nutritious seafood to consumers. Programs such as the Blue Swimming Crab Fishery Improvement Project (BSC FIP) help uplift over 3,000 fishermen by promoting responsible fishing and long-term resource protection. Endorsements from the Monterey Bay Aquarium Seafood Watch and the Marine Stewardship Council further reinforce our dedication to sustainable and ethical aquaculture practices. In addition, our CSR programmes extend this support to the wider community, offering essential food and supplies during times of need, including disaster relief, to strengthen resilience and wellbeing.



3 GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all at all ages

We prioritise the health, safety, and overall well-being of our employees and the communities connected to our operations. Through focused initiatives, we ensure access to essential healthcare, maintain strong monitoring and screening measures during public health risks, and carry out safety checks for all sea-related activities. We also take proactive steps to address substance-related risks and provide medical support whenever needed. These efforts reflect our continuous commitment to creating a safe and supportive environment for everyone in our value chain.



4 QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

We are dedicated to strengthening and empowering our employees by providing meaningful training and development opportunities. These programmes enhance their technical skills, reinforce essential health and safety practices, and support their overall integration into our workplace culture. Beyond our operations, our CSR initiatives extend this commitment to the wider community by promoting education at multiple levels. Through these efforts, we help build a skilled, informed, and engaged workforce, both within Taprobane and across the communities we serve.



5 GENDER EQUALITY

Achieve gender equality and empower all women and girls

We are dedicated to fostering an inclusive and equal workplace, where opportunities are open to all regardless of race, gender, or creed. Our commitment is reinforced through our Code of Ethics, Code of Conduct, and The Way We Work policies, which actively prevent discrimination and promote fairness. Over the past year, we are proud to report zero incidents of gender discrimination, reflecting the effectiveness of these measures. Equality is evident across our Northern operations, where women contribute in a wide range of roles, from security staff to management and supervisory positions. Of our 15 mini-processing plants and factories, 13 are led by women in senior management roles, showcasing our dedication to breaking gender barriers. We also support diversity among our suppliers, with our second-largest crab supplier being a woman, and remain committed to expanding opportunities for female farmers and partners.



Ensure availability and sustainable management of water and sanitation for all

We ensure that all areas of our operations have reliable access to safe, potable water to meet the diverse needs of our workforce. Employee well-being is further supported through clean and well-maintained washroom facilities, fostering a hygienic and comfortable work environment. On our farms, we rely exclusively on ocean water as the primary source, reflecting our commitment to sustainable practices and responsible environmental management in aquaculture.



Ensure access to affordable, reliable, sustainable and modern energy for all

We are advancing our transition to renewable energy with initiatives designed to reduce our environmental footprint. At our Dankotuwa factory, a 1.3 MW solar PV system has been installed, with plans underway to expand its capacity. In Mannar, we are piloting floating solar technology, demonstrating innovative approaches to sustainable energy.

Alongside these projects, we actively work to reduce GHG emissions each year, with the long-term goal of achieving carbon neutrality. By gradually replacing fossil fuels in electricity generation and transportation, we are contributing to a cleaner, greener future. These efforts reflect our ongoing commitment to environmental stewardship and sustainable operations, reinforcing Taprobane's role as a responsible leader in the seafood industry.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

We contribute to the economy through strategic investments and active engagement with local communities. Anticipating growth in Vannamei shrimp, we are expanding participation across farming and processing operations. Employee well-being remains a priority, with provisions for meals and accommodation. In the Northern region, we provide employment opportunities for women affected by the war, without discrimination based on gender, race, or background, many of whom are the primary earners in their families. Through the Taprobane Club loyalty programme, we support small-scale farmers, fostering inclusivity and broader industry participation. In addition, we collaborate with over 250 farmers, approximately 80% of whom are small-scale, to promote responsible practices and safeguard marine resources for future generations.



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

We are continuously enhancing our infrastructure to meet operational needs, focusing on optimising assets and phasing out obsolete facilities. Innovation remains at the forefront of our approach, exemplified by the planned introduction of floating solar at our Mannar farm. As we expand our farms and processing plants to meet growing demand, we prioritise new technologies, innovations, efficiency, quality, and sustainability. We also actively monitor the practices of our fishing fleet to ensure alignment with environmentally responsible and sustainable principles, supporting both long-term growth and stewardship of marine resources.



Reduce inequality within and among countries

At Taprobane, we prioritise equitable growth and fair income opportunities for all, maintaining wages above the national minimum for lower-skilled roles. Our policies actively prevent discrimination and uphold inclusion, equality, and ethical practices. Equality is evident across our Northern operations, where women contribute in a wide range of roles, from security staff to management and supervisory positions. These principles are reflected in our Code of Ethics, supplier agreements, and zero-tolerance approach to forced and child labour. By collaborating directly with farmers and promoting transparency throughout the supply chain, we cultivate a fair, inclusive, and ethical working environment.



Make cities and human settlements inclusive, safe, resilient and sustainable

Through employment, educational initiatives, and corporate social investments, we actively support the well-being of communities, fostering sustainability and shared growth. Acknowledging the impacts of climate change, we prioritise awareness-raising and information sharing to promote environmental stewardship. Our stakeholder engagement is inclusive and collaborative, focused on building meaningful partnerships with local communities to advance our sustainability objectives. Furthermore, we are committed to strengthening the resilience and well-being of coastal communities, implementing strategic initiatives to protect them from climate-related challenges.



Take urgent action to combat climate change and its impacts

We have installed a 1.3 MW solar PV system at our Dankotuwa factory and are planning to gradually transition all Northern mini-processing plants to renewable energy in the coming years. Last year, we also deployed floating solar technology at our shrimp farms, further demonstrating our commitment to sustainable energy solutions. Our strategy includes a consistent reduction of GHG emissions each year, with the ultimate goal of achieving carbon neutrality. Since 2020, we have been calculating our carbon footprint annually to track progress and identify opportunities for improvement. This year, we achieved a 35% reduction in emissions from grid electricity compared to the previous year, primarily due to increased renewable energy use. In addition, we are committed to responsible land use, ensuring no deforestation occurs and optimising areas designated for Vannamei shrimp farming near coastal regions with no viable alternative uses. This integrated approach underscores our dedication to environmental stewardship, innovation, and sustainability across all operations. By investing in renewable energy and reducing reliance on fossil fuels in both electricity generation and transportation, we are actively contributing to a cleaner, greener future.



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Conserve and sustainably use the oceans, seas and marine resources for sustainable development

We remain committed to sustainability and the protection of marine ecosystems, focusing on reducing pollution, restoring habitats, and addressing illegal fishing through science-based management practices. Our initiatives actively support fish stock recovery, ocean restoration, and mangrove replanting, safeguarding the long-term health and resilience of marine life for future generations. In partnership with the National Fisheries Institute Crab Council of Sri Lanka (NFI), we have implemented a project on turtle live-release combined with community improvement grants tied to the number of turtles released. This initiative mitigates the impacts of fishing on turtles in the Gulf of Mannar Blue Swimming Crab Fishery along the North-West Coast of Sri Lanka, while also supporting the well-being of local communities



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification and halt and reverse land degradation and halt biodiversity loss

Our mission is to restore degraded mangrove forests, revitalising these vital ecosystems to their natural, healthy state. Through targeted restoration initiatives, we aim to rebuild mangrove habitats, recognising their critical role in supporting biodiversity, protecting coastal communities, and maintaining the health of marine environments. This work reflects our ongoing commitment to responsible environmental stewardship and to safeguarding essential ecosystems for the benefit of current and future generations.



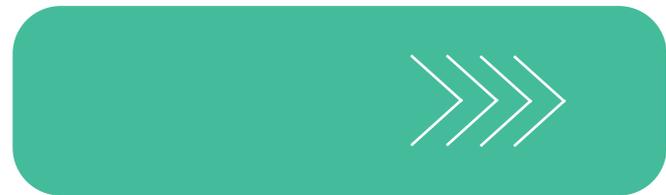
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

We remain committed to building strong, ethical and transparent institutions across our operations. Our governance framework is strengthened through consistent compliance with rigorous reporting standards and transparent disclosures, reinforcing accountability at every level. To further embed ethical excellence, we are developing a comprehensive Code of Ethics that outlines clear expectations on integrity, responsible behaviour, anti-corruption measures and transparent communication. This code will guide employees, suppliers and partners in maintaining the highest ethical standards. We uphold strict zero-tolerance policies for bribery, corruption and fraudulent practices, ensuring that all stakeholders operate with honesty and fairness. Our commitment to legal compliance includes accurate tax reporting and constructive engagement with relevant authorities to support responsible fiscal practices. Through these efforts, we aim to cultivate an organisational culture built on trust, accountability and ethical leadership, core values required to strengthen institutions and contribute to a just and transparent society.



Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development

Recognising that sustainable development requires shared solutions, we actively collaborate with businesses, experts, NGOs, trade unions, research institutions and policymakers to drive meaningful progress across the seafood value chain. Our partnerships focus on addressing global challenges, including climate change mitigation, fair wages, responsible sourcing, marine ecosystem protection and the advancement of industry-wide sustainability standards. By engaging in multi-stakeholder initiatives, we contribute to knowledge-sharing, capacity-building and the development of best practices that benefit both people and the planet. These collaborative efforts reinforce our belief that long-term sustainability is only achievable through strong partnerships, open dialogue and collective action. By aligning with SDG 17, we continue to strengthen our contribution to national, regional and global sustainability goals.



UNGC 10 Principle's Alignment

The United Nations Global Compact (UNGC) is founded on ten guiding principles that help businesses align their strategies and operations with globally recognised standards in Human Rights, Labour, Environment, and Anti-Corruption. These principles provide a framework for responsible and ethical business conduct, encouraging companies to operate in ways that create long-term value for both society and the planet.



HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Recognition and proactive actions for protection of human rights under the sections of Sustainability Principles, Governance & Risk, Inspired Employees, Safeguarding Our Environment, Occupational Health & Safety, Our Supply Chain.

Principle 2: Make sure that they are not complicit in human rights abuses.

Recognition and proactive actions for protection of human rights under the sections of Sustainability Principles, Governance & Risk, Fair & Ethical Labour Practices, Safeguarding Our Environment, Occupational Health & Safety, Sustainable Supply Chain are not complicit in human rights abuses.



LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Collective bargaining right & freedom of association has been upheld under the sections of "Sustainability Principles" and "Fair & Ethical Labour Practices."

Principle 4: The elimination of all forms of forced and compulsory labour.

All forms of forced and compulsory labour was identified and forbidden under the sections of "Sustainability Principles" and "Fair & Ethical Labour Practices."

Principle 5: The effective abolition of child labour.

The effective abolition of child labour was duly addressed in the sections of "Sustainability Principles" and "Fair & Ethical Labour Practices."

Principle 6: The elimination of discrimination in respect of employment and occupation.

The elimination of discrimination in respect of employment and occupation was duly addressed in the sections of "Sustainability Principles" and "Fair & Ethical Labour Practices."



ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges.

The importance of proactively addressing the environmental challenges was addressed under the sections of "Sustainability Principles" and "Safeguarding Our Environment."

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Initiatives to promote greater environmental responsibility were mentioned under the sections of "Sustainability Principles" and "Safeguarding Our Environment."

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

The importance of development and diffusion of environmentally friendly technologies were emphasis in "Sustainability Principles" and "Safeguarding Our Environment" sections.



ANTI-CORRUPTION

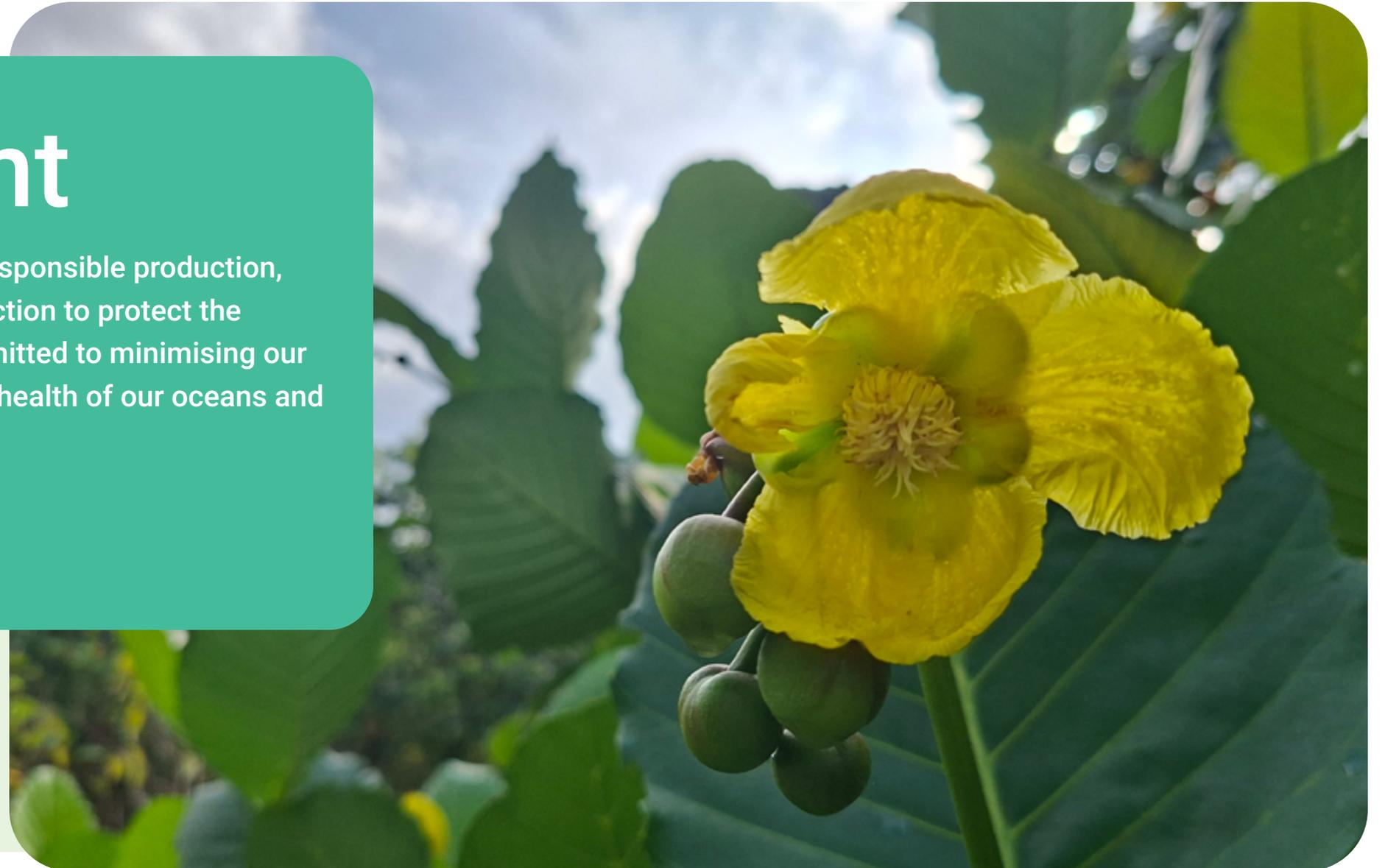
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Corruption in all its forms, including extortion and bribery was opposed by the "Sustainability Principles", "Corporate Governance", "Fair & Ethical Labour Practices" and "Sustainable Supply Chain" sections.



Environment

Our environmental focus is centred on responsible production, efficient resource use, and meaningful action to protect the ecosystems we rely on. We remain committed to minimising our footprint while supporting the long-term health of our oceans and coastal environments.



Safeguarding Our Environment

Our Pledge to the Planet: Responsibility in Action

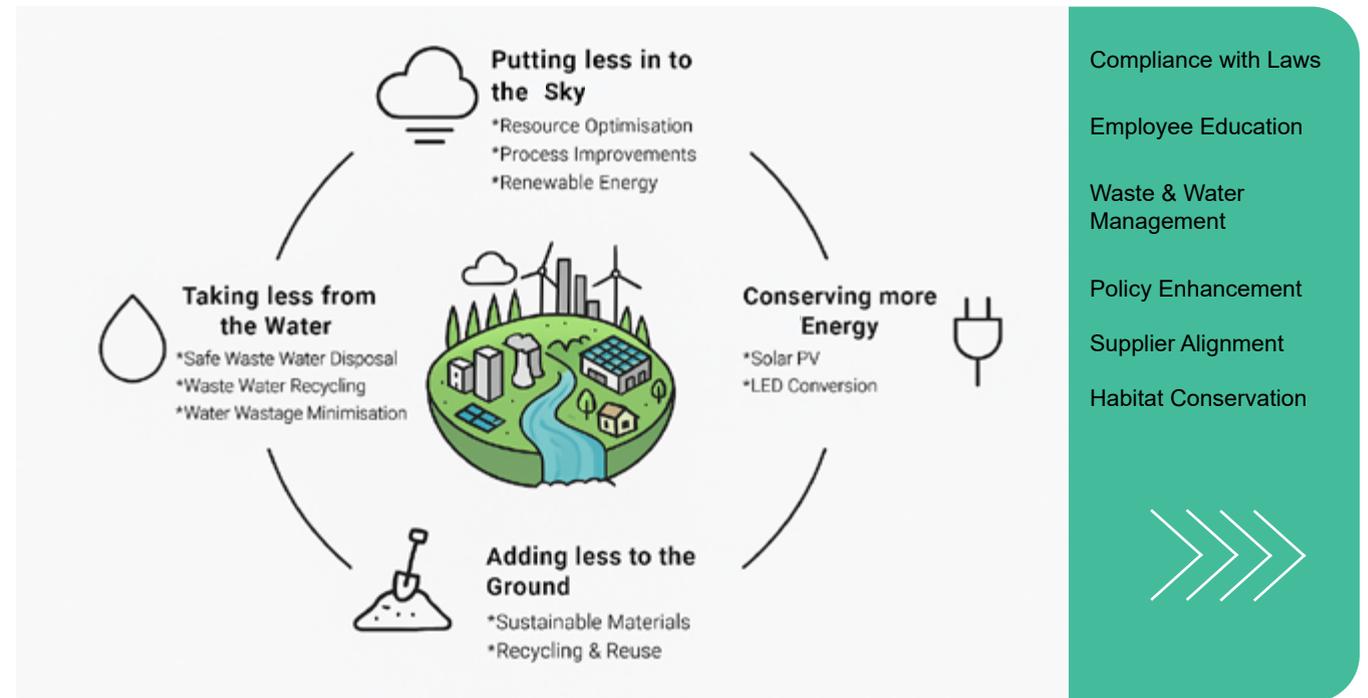
At Taprobane Seafoods, our commitment to environmental stewardship is not just an aspiration, it is a promise woven into our Environmental and Social Policy and upheld by every individual across our organisation. Sustainability is not the work of one department; it is a collective duty embraced by all who share in our vision.

We operate with an unwavering dedication to meeting and exceeding relevant environmental laws, regulations and industry standards. Through a robust self-monitoring system, we continuously evaluate our performance, ensuring compliance while driving meaningful improvements across our operations. Our environmental management approach evolves alongside customer expectations, community priorities, regulatory shifts and the insights gained from regular internal reviews. Empowering people is central to our philosophy. We cultivate environmental awareness among our employees, helping them understand both their responsibilities and the solutions available to address environmental challenges. This shared understanding extends to our value exceed suppliers and contractors, who are required to align with our environmental standards and contribute to our sustainability goals. Responsible waste management is another cornerstone of our efforts where, reduction, recycling and resource-efficient practices guide

our decisions. At the governance level, we ensure that our directors remain well-briefed on environmental issues and corporate policies, reinforcing strong leadership and informed decision-making.

Our commitment to Environmental and Social Responsibility is transparent and accessible. Our policy is publicly available on our website, reflecting our openness with stakeholders; suppliers, customers, employees and community members who are integral to our sustainability journey. To honour the linguistic diversity of our communities, we proudly display the policy in Sinhala, Tamil and English at our facility, ensuring everyone has access to this important message. Aligned with our Environmental and Social Management System, we have appointed a dedicated team entrusted with driving our environmental vision forward. As we continue to strengthen our practices, we are forming a specialised team to further advance our Environmental Management System, underscoring our commitment to sustainable, responsible operations. One of our key goals is achieving ISO 14001:2015 Certification, a globally recognised benchmark for environmental excellence. This pursuit reflects our determination to align with the highest international standards and continuously elevate our performance.

At the heart of our journey lie four core environmental commitments focused on climate impact, energy efficiency, water conservation, air quality and the protection of our natural world. Through these pledges, we strive not only to reduce our ecological footprint but to thoroughly understand, assess and minimise our impacts across every aspect of our value chain.



Taprobane Seafoods remains steadfast in its mission: to safeguard the environment today while creating a resilient, responsible and sustainable tomorrow.

Taprobane, we have pledged to uphold adhering to relevant environmental protection laws, regulations and standards in all business operations, implementing a self-monitoring system to ensure compliance and continuous improvement. We strive to enhance our environmental management policies and performance based on customer demands, community expectations, regulatory changes and periodic reviews. Additionally, we prioritise promoting environmental awareness among employees, ensuring they understand their

responsibilities and potential solutions for environmental issues. We also ensure that our suppliers and contractors align with our environmental goals and policies. Waste management is handled responsibly, with a focus on reducing and recycling waste. Finally, we ensure that our directors are well-informed about environmental matters and our corporate policies to guide effective decision-making.



Energy & Greenhouse Gas Emissions

Energy for tomorrow

At Taprobane, we believe that the future belongs to those who reimagine energy. Our mission is to accelerate the decarbonisation of systems long anchored in fossil fuels most notably, energy generation and transportation. By championing a bold transition toward clean and renewable power, we are laying the foundation for a more sustainable, climate-resilient future. Reducing emissions begins with rethinking how we power our world. Our strategy centres on replacing carbon-intensive fuels with clean electricity, a transformation that extends across our industrial operations and transportation networks. This shift unlocks new opportunities for renewable energy integration, enabling us to contribute to a thriving global green economy.

In line with global movements toward vehicle electrification, we are actively converting our company fleet to electric vehicles. This transition is more than an operational upgrade; it is a pledge to cleaner air, reduced emissions and responsible corporate mobility. Each electric vehicle on our roads brings us one step closer to a greener tomorrow.

Renewable Energy: Powering a New Era

Renewable energy stands at the core of our sustainability vision. Our journey began by harnessing the power of the sun on land and on water. At our flagship processing facility in Dankotuwa, we commissioned Taprobane's first Rooftop Solar System, delivering an impressive 1,341 kWh of clean energy. This installation showcases our commitment to reducing grid dependency and lowering our carbon footprint.

Pushing boundaries even further, we pioneered Sri Lanka's first-ever Floating Solar System, designed with a proposed capacity of 1.6 MW, a landmark achievement for the country's renewable energy landscape. This innovation not only optimises unused water surfaces but also symbolises our drive to lead through creativity and sustainable engineering.

Our dedication to energy innovation extends to the heart of aquaculture. We are spearheading Sri Lanka's first initiative to power, automated pond aerators using clean energy. Equipped with real-time Dissolved Oxygen (DO) monitoring, these advanced aerators ensure optimal pond conditions while significantly reducing energy consumption. This project marks a transformative leap for sustainable aquaculture operations.

Looking ahead, we are preparing to extend our renewable energy footprint even further by transforming our mini-plants into clean-energy-powered facilities. This next chapter in our journey promises to illuminate our operations with 100% renewable power, bringing us closer to a truly carbon-smart aquaculture future.

Through these forward-thinking investments, Taprobane is redefining what it means to operate responsibly—creating energy solutions that honour the planet, empower communities and build a cleaner, brighter future for generations to come.

Taprobane has taken bold strides in redefining its energy future, steering its operations toward a cleaner, renewable powered horizon. Leading this transformation are two state-of-the-art solar roofing systems installed at our main processing plant in Dankotuwa, marking a powerful milestone in our journey to weave renewable energy into the very fabric of our operations.

Consumed Energy 2024-2025

4,358 MWh
Purchased Electricity

25,137 L
Stationary Fuel Consumption

Energy in Transportation 2024-2025

234,293 L
Fuel Consumption

Electricity Mix for Main Processing Plant

70%
Purchased Electricity

30%
Solar Energy



Greenhouse Gas Emission Management

Confronting global climate change stands as one of humanity's greatest collective challenges, a call that demands unity, innovation and unwavering commitment. Rising to this responsibility, Taprobane has launched a series of purposeful and forward-looking initiatives designed to create real, measurable impact in the fight against a warming planet. These efforts focus on priority action areas that inspire responsibility, drive meaningful change and build a healthier, more resilient world for future generations.

At the heart of our sustainability vision lies an unshakable commitment to climate action. Guided by the urgency underscored by the Intergovernmental Panel on Climate Change (IPCC), we are aligning our roadmap with global ambitions to limit warming to 1.5°C and to achieve net-zero carbon emissions by 2050. This commitment shapes everything we do from elevating operational efficiency to embedding deep, science-driven strategies that steadily reduce our greenhouse gas emissions. As we strengthen this journey, we are advancing toward joining the Science Based Targets initiative (SBTi), ensuring our climate actions remain credible, transparent and firmly anchored in global best practices.

Our renewable energy transition sits at the center of this evolution. From rooftop solar arrays to pioneering floating solar systems, we are reimagining the very foundation of how we power our operations. Each installation brings us closer to reducing dependence on fossil fuels and accelerating a cleaner energy future, one that benefits both our business and the planet.

As we look ahead, our ambition remains clear and unwavering: to significantly and continuously shrink our emissions footprint. Through bold actions, forward-thinking investments and a steadfast commitment to sustainability, Taprobane is stepping confidently into a future where environmental responsibility and operational excellence go hand-in-hand, ensuring we do our part in confronting the defining climate challenges of our time.

Assessing our Impact

Taprobane has undertaken a comprehensive journey to understand the full breadth of its emissions, examining every corner of our diverse operations and activities. This deep dive into our carbon footprint has brought together data from multiple sources, painting a clear and accurate picture of our environmental impact. We are proud to share that we have successfully completed a detailed Carbon Footprint Analysis encompassing Scope 1, Scope 2 and all relevant Scope 3 emissions. Conducted in strict alignment with the Greenhouse Gas (GHG) Protocol and ISO 14064-1:2018 standards, this assessment reinforces the accuracy, integrity and global credibility of our organisational emissions reporting.

Our monitoring extends across key greenhouse gases; Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O) and Hydrofluorocarbons (HFCs) all carefully quantified and converted into carbon dioxide equivalents (CO₂e). This meticulous approach reflects our steadfast commitment to transparency and environmental responsibility, ensuring that our actions remain accountable and aligned with the highest international standards as we work to meaningfully reduce our footprint.

Taprobane's total emissions for the 2024/2025 FY (Scope 1, Scope 2 and Scope 3) amounted to 6,983.82 tCO₂e. Scope 1 emissions totalled 3,042.04 tCO₂e (44%), while Scope 2 emissions reached 1,770.02 tCO₂e (25%) and Scope 3 emissions amounted to 2,171.26 tCO₂e (31%).



Facility Contribution

Take a moment to dive deeper into how each of Taprobane's business units shapes our overall carbon footprint! Each one contributing in its own unique way to the bigger sustainability picture. From farm to processing facility to logistics, every unit plays a vital role in defining our environmental impact. These insights not only highlight where we stand today but also illuminate the pathways for meaningful improvements as we collectively push toward a more sustainable future.

Every step we take no matter how small, moves us closer to a greener tomorrow. And when these steps come together across our entire value chain, the impact becomes truly powerful. Our unified actions demonstrate that real change is not just possible but achievable, proving that when we work together, we can drive a future where sustainability is not only a goal but a lived reality!

Per Product Facility Level Emission Intensity

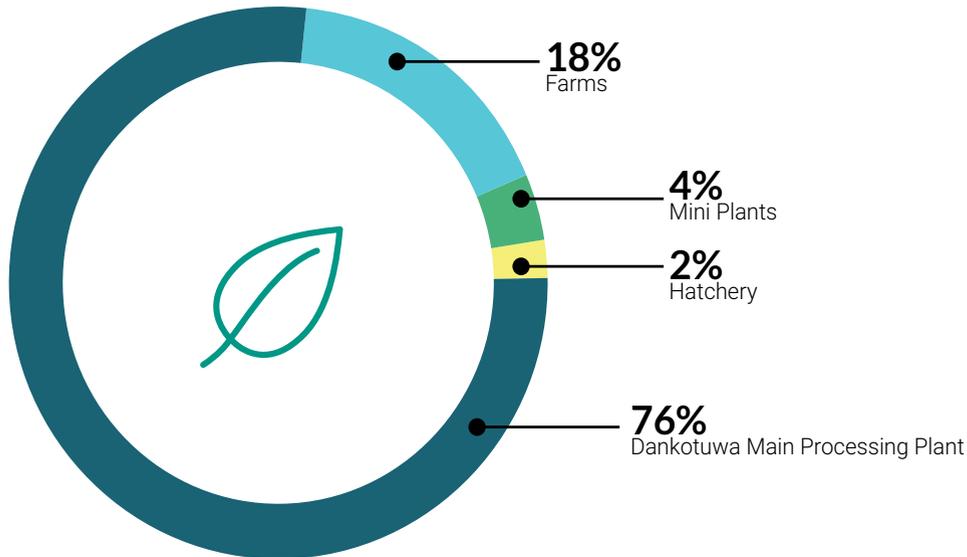
We have adopted the Life Cycle Assessment (LCA) methodology as a powerful tool to evaluate the environmental impact of our products with precision, consistency and scientific integrity. By taking a holistic life cycle perspective, we look far beyond our immediate operations, capturing emissions from every stage of the value chain, both upstream and downstream. Through this comprehensive approach, we have carefully measured and documented the Greenhouse Gas (GHG) emissions linked to two of our signature products: Pasteurised Crab Meat and Frozen Shrimp. This initiative reflects our steadfast commitment to transparency and our determination to continuously reduce the environmental footprint of everything we bring to market.

Based on the total production quantity, the Per Product (1kg) Facility Level Emission Intensity of Pasteurised Crab Meat is determined to be

2.1 kgCO₂e

Based on the total production quantity, the Per Product (1kg) Facility Level Emission Intensity of Frozen Shrimp is determined to be

2.8 kgCO₂e



Emission by Sources

5028.31 tCO₂e

CO₂

2.01 tCO₂e

CH₄

12.39 tCO₂e

N₂O

1941.02 tCO₂e

HFC

Water Stewardship

At Taprobane, water is not merely a resource - it is the very lifeline of our seafood processing operations. Recognising its irreplaceable value and the growing global challenges of scarcity, we have made it our mission to protect, preserve, and respect every drop. From safeguarding water sources across our lands to ensuring a clean, continuous supply for our operations and surrounding communities, we are deeply committed to sustaining this vital resource for both present and future generations.

Driven by innovation, we have adopted advanced monitoring tools to track and optimise our water use with precision. By integrating water-efficient technologies across our production lines and domestic facilities, we strive for smarter, more responsible consumption. Today, we proudly recycle and repurpose nearly 95% of the raw water we draw, channeling it back into irrigation and reinforcing our dedication to circular, sustainable water management.

Looking ahead, we are preparing to tap into the power of nature itself with a state-of-the-art rainwater harvesting system across our farms. This forward-thinking solution will secure a dependable water supply even in the driest seasons, strengthening our resilience. And we're not stopping there, plans are already in motion to further expand our rainwater harvesting capacity, reflecting our unwavering commitment to environmental stewardship and long-term sustainability.

Water-Smart Farming: Where Innovation Meets Sustainable Aquaculture

At Taprobane, we are redefining the future of shrimp farming by placing water stewardship and pollution prevention at the heart of our operations. After every harvest, our culture ponds undergo a meticulous cycle of draining and cleaning, ensuring an optimal environment for live feed production. Rigorous health checks guarantee that only the strongest, healthiest shrimp are stocked, upholding both biosecurity and product quality from the very beginning.

Our commitment to water conservation is brought to life through advanced Recirculating Aquaculture Systems (RAS), which recycle and reuse water, dramatically reducing overall consumption. To combat pollution, we rely on a powerful, multi-layered treatment system: sedimentation, solid waste filtration, probiotics and tilapia work harmoniously within our effluent treatment ponds to naturally clean the water. This is followed by chlorination and biological treatments, ensuring that any water leaving our farms is completely free of contaminants. These innovative approaches not only shrink our environmental footprint but also strengthen our promise to farm responsibly and sustainably.

A Living Classroom for the Future of Aquaculture

At our Pallamadu Farm, we have created a visionary space where technology, sustainability and education converge. This model farm stands at the forefront of modern aquaculture, offering university students an immersive, hands-on learning environment. Here, they experience advanced water-

efficient systems, cutting-edge cultivation methods and real-world sustainability practices that represent the future of eco-conscious seafood production. As an educational hub, Pallamadu Farm empowers the next generation of aquaculture leaders, inspiring them to drive innovation and resilience within the industry.

A Drop Well Spent: The Art of Water Optimisation in Shrimp Processing

Sustainable thinking guides every aspect of our seafood processing operations. At our main processing plant, we have transformed traditional methods by eliminating continuous water flows in cleaning and conveying lines. Instead, we've adopted smart water management systems that deliver water precisely when and where it is needed, ensuring that no drop is wasted.

Through innovative recycling, strategic filtration and optimised flushing systems, we maintain impeccable hygiene and product quality while significantly reducing water use. This approach not only preserves a vital resource but also sets a new benchmark for environmentally responsible seafood processing. By refining how we use water, we ensure our shrimp are processed with care, efficiency and a deep respect for the environment proving that sustainability and excellence can go hand in hand.



Ocean Stewardship

At the heart of Taprobane's business lies an unwavering commitment to safeguarding the health of our oceans; the foundation of life, livelihoods and lasting value. We believe that thriving marine ecosystems are essential not only for biodiversity but also for the resilience of coastal communities and the future of the seafood industry. By strengthening sustainable fisheries, advancing responsible aquaculture and minimising our footprint on marine ecosystems, we work to ensure that the oceans we depend on continue to flourish for generations to come. Our mission is clear: to protect the delicate balance of marine life while driving innovation, sustainable growth and shared value across the seafood value chain.

Oceans are the lifeblood of millions worldwide, sustaining aquaculture, fisheries and coastal economies. At Taprobane, we recognise that the future of these communities and our planet depend on responsible ocean stewardship. As a trusted industry leader, we embrace our responsibility to champion sustainable fisheries, promote ethical farming practices and continuously reduce environmental impact. Our commitment goes beyond compliance; it is about ensuring that oceans remain productive, resilient and economically vital for generations ahead.

Championing Sustainable Fisheries

Taprobane Seafoods has proudly partnered with the Sri Lankan Blue Swimming Crab Fishery Improvement Project (SLBSC FIP) since 2016; an initiative launched by the National Fisheries Institute Crab Council (NFI) and the Seafood Exporters Association of Sri Lanka (SEASL). Sri Lanka stands uniquely recognised as the only Asian country certified for ethically sourced Blue Swimming Crab by the Monterey Bay Aquarium Seafood Watch. Among 25 fisheries assessed across Asia, only the Palk Bay and Gulf of Mannar fisheries have achieved the coveted "Good Alternative" rating, an achievement that reflects a deep commitment to sustainable fishing and marine ecosystem protection.

The SLBSC FIP stands as Sri Lanka's only eco-recommended fishery and Asia's sole recognised BSC fishery. We are proud to announce the next step in our journey: advancing the SLBSC FIP towards Marine Stewardship Council (MSC) certification. The MSC certification is a globally recognised standard for sustainable fishing, ensuring seafood is sourced responsibly while protecting marine ecosystems.

Recognising the rigor of this process, Taprobane formally initiated the MSC certification journey in October 2024. Since then, key milestones including desktop assessments and on-site evaluations have been successfully completed and the project is now in its final stage of assessment. The certification effort focuses on the Palk Bay and Gulf of Mannar, regions renowned for their ecological significance and longstanding fishing communities. Currently, no Blue Swimming Crab Fishery in Sri Lanka or the wider region is

MSC-certified. Upon completion, this achievement would position Taprobane as the first company in Sri Lanka and the first in the region, to attain MSC certification for a Blue Swimming Crab Fishery. This milestone reflects our unwavering commitment to achieving the highest international standards in sustainability, ensuring responsible fisheries, healthy crab populations and the protection of marine ecosystems for generations to come. We are optimistic that by the time of our next sustainability report, this landmark certification will be realised.

Raising the Bar for Sustainable Seafood

While all food production carries an environmental footprint,

Taprobane is committed to setting a higher standard; particularly in aquaculture. Seafood already holds a lower climate footprint compared to other animal proteins, yet we continue to push boundaries to do better. By optimising resource efficiency, minimising ecosystem impacts and engaging in collaborative, multi-stakeholder initiatives, we actively contribute to the advancement of sustainable fisheries management. Through innovation, smarter processes and forward-looking solutions, we continuously work to reduce our environmental footprint; ensuring that marine ecosystems remain healthy, productive and resilient.



Certified Responsibility, Embedded Sustainability

At Taprobane, sustainability is not a destination; it is a way of doing business. We proudly align with global best practices and uphold rigorous standards designed to conserve biodiversity and protect endangered species. Certifications such as the Aquaculture Stewardship Council (ASC), Best Aquaculture Practices (4 *BAP), GlobalG.A.P and the BRCGS Global Standard for Food Safety are pillars of our responsible production framework.

Our proactive approach includes continuous environmental impact assessments and strict compliance with local, national and international regulations. By going beyond compliance, we aim not just to meet global standards but to redefine them.

Precision, Accountability & People at the Core

Precision and responsibility guide every aspect of our operations. We operate a robust monitoring and reporting system that ensures regular assessments across farms and mini-plants, supported by real-time reporting for any critical or unusual events. Our quality management system is a dynamic decision-making tool, designed to adapt, evolve and improve as knowledge and best practices advance.

People remain at the heart of our success. Through continuous training and capacity building, we empower our teams to make informed, resource-efficient decisions. By optimising resource use, reducing unwanted bycatch and embracing knowledge-driven management, Taprobane is

not just producing seafood; we are shaping a future where sustainability and innovation thrive together in harmony with our oceans.

Restoring Blue Carbon Ecosystems

In the heart of Mannar, Taprobane Seafoods has set in motion an inspiring Mangrove Restoration Project at Erukkalampiddy, in partnership with the Marine Environment Protection Agency (MEPA). This initiative aims to revive degraded coastal landscapes while strengthening nature's frontline defenses against climate change.

At the core of this effort is Taprobane's own mangrove nursery, where mature, healthy saplings are carefully cultivated from the ground up reflecting our deeply hands-on approach to ecosystem restoration. This nursery has grown beyond serving our own restoration needs, becoming a source of hope and collaboration for surrounding communities. Responding to numerous community requests, Taprobane is proud to freely distribute mangrove saplings to support coastal conservation efforts led by local stakeholders. We are actively working with partners such as the Sri Lanka Navy, reinforcing a shared commitment to protecting and restoring Sri Lanka's fragile coastlines.

Through these actions, we safeguard vital blue carbon ecosystems; nature's powerful carbon sinks that play a critical role in climate mitigation, coastal protection and biodiversity conservation. This initiative reflects a promise we hold firmly: to restore, protect and nurture the ecosystems that sustain livelihoods, strengthen communities and secure a resilient future for generations to come.

OUR PROMISE

Our farms are located in legal and permitted zones for aquaculture development.

We perform environmental and social impact assessments for new sites.

We do not set up new farms within the following locations:

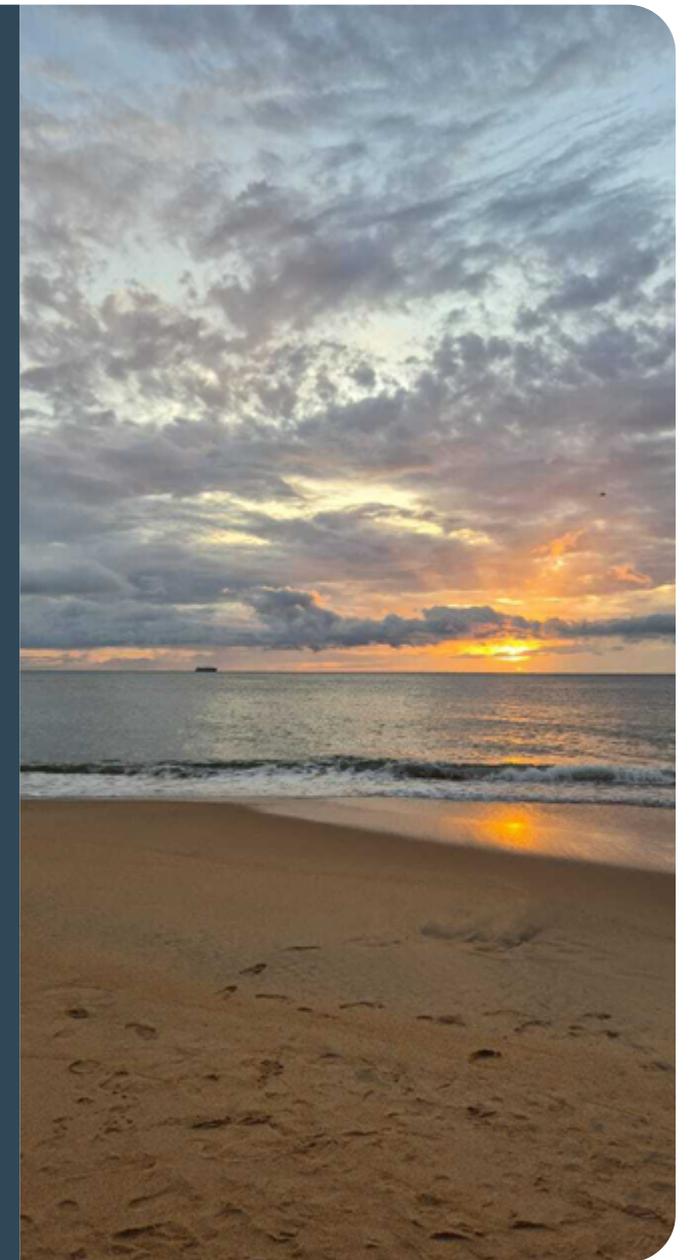
- Existing sanctuaries, marine protected areas, and conservancies.
- Within any area where there is identified critical habitat for endangered species.

We comply with local and national legal requirements in regards to minimum distances where a farm can be located.

We monitor changes to legislation and perform revisions accordingly to the relevant assessments.

We are committed to ensure all our operations are according to standards that take account of biodiversity. These standards include ASC, 4-star BAP, SMETA ETI, BRC and GlobalG.A.P include criteria to minimise environmental impact and preserve biodiversity.

- The power of healthy oceans propels our growth -



Mission towards LifePulse Restoration

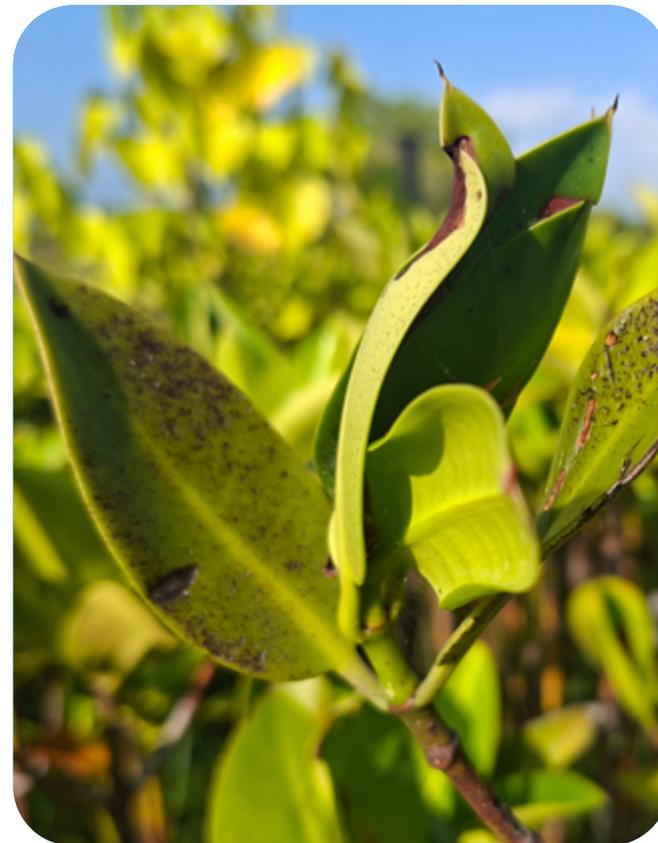
OceanBridges – Nurturing Mangroves for Tomorrow’s Seas

Mangrove ecosystems are among the planet’s most vital lifelines and at Taprobane, we are committed to restoring their strength and resilience. Guided by scientific insight and strengthened through community partnership, our mangrove restoration initiative is designed to revive coastal ecosystems, enhance biodiversity, support local livelihoods and shield shorelines from erosion and climate-related impacts. As part of our broader sustainability journey, this initiative will be formally recognised as a “Carbon In-setting” project—marking a significant step toward achieving a carbon-neutral footprint.

Located along the Erukkalampiddy coastline in the Mannar District and the landscape, shaped by tidal movements, is enriched with highly fertile, sediment-laden muddy soils—creating ideal conditions for mangrove regeneration. While the area already hosts patches of native mangrove species, their natural growth has been hindered by human disturbance and the spread of invasive species, underscoring the need for active ecological restoration.

Responding to strong community interest, Taprobane is distributing mangrove saplings from our nursery to local stakeholders, engaging them to take part in a shared mission to protect and restore these invaluable ecosystems. Our approach emphasises the planting of native species, nurturing young mangroves through eco-friendly practices and empowering communities with the knowledge and tools needed to value and conserve these natural assets.

Based on site-specific ecological assessments, *Rhizophora mucronata* (Kadol) and *Avicennia marina* (Manda) have been identified as the most suitable species for restoration, demonstrating strong potential to thrive under the area’s existing geographic and environmental conditions. Through close collaboration with the Coast Conservation & Coastal Resource Management Department and the Marine Environment Protection Authority and by applying innovative restoration techniques, we are shaping a future where coastal ecosystems flourish; ensuring their protection, productivity and legacy for generations to come.



SLBSC FIP

Taprobane, in partnership with the National Fisheries Institute Crab Council of Sri Lanka and under the overall coordination of Pelagikos (Pvt) Ltd, plays a pivotal role in the Sri Lanka Blue Swimming Crab Fishery Improvement Project (SLBSC FIP). Anchored along Sri Lanka’s northwest coast, this initiative is dedicated to safeguarding marine life, particularly by reducing interactions between fishing activities and sea turtles in the Gulf of Mannar Blue Swimming Crab Fishery.

At the heart of the project is a powerful blend of conservation and community care. Through Turtle Live-Release Programs, fishers are supported and incentivised to safely release accidentally captured turtles back into the ocean. These efforts are reinforced by community improvement grants linked directly to successful live releases, ensuring that sustainability delivers tangible social and economic benefits. Together, these actions help strengthen a Blue Swimming Crab supply chain that is rooted in responsibility, fairness and long-term ecological balance.

As we close 2025, we celebrate a year of remarkable progress, marked by a substantial number of successful live turtle releases and meaningful improvements to the livelihoods of coastal communities. Building on this momentum, Taprobane moves forward with renewed commitment and purpose, ready to deepen our impact in the year ahead by protecting marine ecosystems and empowering the communities that depend on them.



Advancing Shrimp Welfare in Aquaculture

Humane Slaughter Initiative - Advocating for compassion-driven & humane harvest practices

At Taprobane, compassion and responsibility guide every stage of our shrimp farming practices. Through our Humane Slaughter Initiative, we are actively redefining animal welfare standards in aquaculture by advocating harvest and slaughter methods that minimise stress and pain. Central to this initiative is the adoption of electrical stunning technology, a globally recognised advancement that ensures shrimp are rendered insensible prior to slaughter, significantly improving welfare outcomes while reinforcing ethical and sustainable production.

As Sri Lanka's largest shrimp producer, Taprobane Seafoods has proudly partnered with the Shrimp Welfare Project and Seafood Connection B.V. to drive this transformation. By introducing humane electrical stunning technology developed by the Shrimp Welfare Project and supplied via Optimar, we take a decisive step toward more ethical shrimp farming. This innovation not only elevates animal welfare but also contributes to improved biosecurity, reduced disease risk, lower mortality and positive environmental outcomes. Together with our partners, we are committed to setting a new benchmark, demonstrating that responsible practices and operational excellence can go hand in hand.



Taprobane has already transitioned to an eyestalk ablation-free approach, reaffirming our commitment to humane, responsible and forward-thinking aquaculture. This achievement is independently validated through our certification under the GlobalG.A.P. standard, which recognises our adherence to rigorous animal welfare requirements.

A Future without Eyestalk Ablation

Our commitment to shrimp welfare extends beyond harvest practices. Taprobane is taking a bold stand by transitioning to eyestalk ablation-free shrimp farming; a move that prioritises humane treatment and long-term sustainability. Traditionally used to accelerate reproductive maturation, eyestalk ablation has raised ethical concerns within the industry. By embracing innovative breeding techniques and optimising environmental conditions, we enable natural shrimp maturation without compromising welfare.

By eliminating eyestalk ablation and embracing innovative, welfare-focused breeding practices, we demonstrate that productivity and compassion can coexist. This milestone reinforces Taprobane's leadership in ethical shrimp farming, setting new benchmarks for sustainability, quality and industry responsibility. Through compassion-driven innovation, we continue to shape a future where shrimp welfare, environmental stewardship and sustainable growth advance together.

Waste Management

At Taprobane, we are reimagining waste management as a powerful driver of sustainability. Through innovation and intent, we have built a forward-thinking waste management model that reduces our environmental footprint while unlocking value from what was once considered waste. By eliminating reliance on open dumping and landfilling, we are transforming waste into opportunity, working toward a future where efficiency, circularity and environmental responsibility move in harmony and where a waste-free world becomes a shared legacy.

Over the past decade, waste management has evolved from a linear “take–make–dispose” model into a regenerative, closed-loop system grounded in the principles of the circular economy. At Taprobane, we embrace this shift by designing materials and processes that prioritise reuse, recycling and refilling; keeping resources in circulation and out of landfills. Through robust recycling programs, innovative reuse initiatives and responsible disposal practices, we are redefining waste as a resource and accelerating our transition toward a circular future.

Our holistic approach blends regular waste audits, to identify opportunities for improvement with strategic collaborations that reduce packaging waste at its source. By embedding sustainability across every layer of our operations, we not only lessen environmental impact but also strengthen operational efficiency. Working closely with our partners, we continue to shape smarter, more sustainable solutions that benefit both the planet and our business.

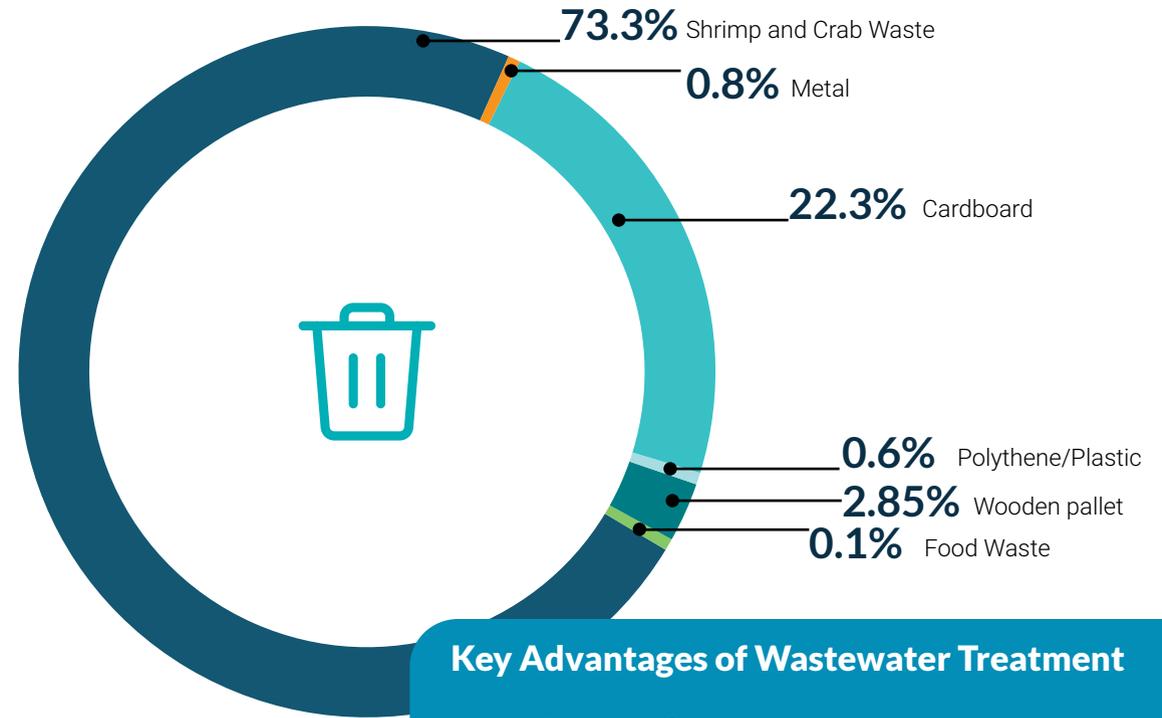
Looking ahead, we have set a bold ambition: by 2030, 100% of non-hazardous waste generated from our manufacturing processes will be reused, repurposed or recycled. This milestone reflects our unwavering commitment to environmental stewardship and reinforces our journey toward a truly circular economy, where waste is no longer a burden, but a valuable resource.

Turning Responsibility into Opportunity.....

Breaking Barriers in Wastewater Treatment

At Taprobane, responsible waste management extends beyond solids to water stewardship. We take pride in operating an advanced wastewater treatment system designed for maximum efficiency, environmental protection and sustainability. Our state-of-the-art process integrates the Up-Flow Anaerobic Floating Filter (UAFF) System, Facultative Bacteria Tanks (FBT) and a Slow Gravity Multimedia Filter, delivering a robust and innovative solution for wastewater treatment.

This integrated system functions as an enhanced Up-Flow Anaerobic Sludge Blanket (UASB) process, strengthened with Bacteria Growing Media (BGM) and hibernated cultured bacteria to significantly boost treatment performance. Capable of treating a wide range of biodegradable effluents with COD levels from 600 mg/L to 80,000 mg/L, this technology sets new benchmarks in both efficiency and environmental responsibility.



Key Advantages of Wastewater Treatment

Minimal energy consumption
during operation, maximizing energy efficiency

No noise pollution
supporting a cleaner and quieter environment

Zero sludge generation
eliminating secondary waste challenges

Odor-free operation
improving working conditions

Effective removal of contaminants
including viruses, bacterial pathogens, protozoa, and helminths

Disaster Management

Building Resilience Through Preparedness & Care

At Taprobane, disaster preparedness is embedded into the way we plan, operate and protect our people. Guided by a comprehensive Disaster Management Plan developed in line with national disaster management legislation, we work in close alignment with government authorities, adhering strictly to official guidelines and collaborating proactively with relevant agencies. Our approach goes beyond compliance; it is anticipatory by design. By continuously identifying priorities, assessing risks and strengthening internal coordination, Taprobane remains focused on minimising potential impacts before disasters strike. Our operational units are strategically located to reduce exposure to natural hazards, particularly those linked to coastal and climate-related risks, reinforcing resilience across our value chain.

Despite these measures, the recent impact of Cyclone Ditwah tested our preparedness in unprecedented ways, affecting a significant portion of our operations and communities. In response, Taprobane acted swiftly to support employees whose homes and livelihoods were disrupted, providing immediate financial assistance and essential relief to ease hardship and support recovery. This response reflects our belief that employee well-being extends beyond the workplace and into moments of personal and community crisis.

The effort was further strengthened by the solidarity shown by our international buyers, whose support underscored the strength of our global partnerships and shared responsibility. In the aftermath, Taprobane has intensified its strategic planning, reshaping operational strategies, strengthening capabilities and reassessing locations and recovery mechanisms, to better anticipate unexpected disaster scenarios and accelerate operational recovery. Through compassion, preparedness and continuous improvement, Taprobane remains committed to building a resilient business that stands ready to protect people, operations and communities in times of uncertainty.

Our Commitment

“To protect our people, safeguard operations, and strengthen resilience before, during, and after disasters.”

Our Approach



Sustainable Supply Chain & Packaging

At Taprobane Seafoods, we recognise that responsible sourcing and sustainable packaging are essential to reducing our environmental footprint and strengthening long-term supply chain resilience. As a seafood producer operating across diverse regions, we understand the importance of ensuring that every material used supports our broader sustainability goals. Therefore, we work closely with our suppliers to uphold high ESG standards, ensuring that the materials entering our value chain align with global sustainability expectations and national regulatory requirements.

Sustainable packaging plays a vital role in our commitment to circularity, waste reduction, and product integrity. We prioritise packaging solutions that are recyclable, reusable, responsibly sourced and free from substances that may pose risks to human health, marine ecosystems, or product quality. Through clear guidelines, supplier engagement, and continuous monitoring, we aim to transition our packaging footprint toward safer, greener, and more resource-efficient alternatives. These efforts strengthen our sustainability performance while supporting industry-wide progress toward environmentally responsible seafood production.

Sustainable packaging commitments of Taprobane Seafoods Pvt Ltd.

Taprobane Seafoods is committed to sustainable packaging by encouraging our packaging material suppliers to comply with all the applicable local and international laws and regulations. And by using recyclable and reusable packaging materials that will not have any adverse impacts on food safety, product quality and marketing aspects.

Packaging goals of Taprobane Seafoods Pvt Ltd.

2.1 Use recyclable and reusable packaging materials.

2.1.1 Suppliers may follow the design guidelines provided at The Association of Plastics Recyclers |

APR Design ® Guide ([plasticsrecycling.org](https://www.plasticsrecycling.org))

2.1.2 The suppliers shall confirm that the packaging or packaging components such as interior and exterior coatings, inks, labels etc. do not contain any of the following non-recyclable materials

- 2.1.2.a Polystyrene or Expanded Polystyrene (9003-53-6)
- 2.1.2.b Polyvinyl Chloride (9002-86-2)
- 2.1.2.c Polyvinylidene Chloride (9002-85-1)
- 2.1.2.d Polycarbonates (multiple CAS)
- 2.1.2.e Polyhydroxyalkanoates (multiple CAS)
- 2.1.2.f Polylactic Acid as a rigid structure (26100-51-6)

2.2 Have suppliers who use certified fibres for packaging materials such as corrugated boxes.

Suppliers are encouraged to maintain certifications such as Forest Stewardship Council (FSC) which will promote environmentally and socially important and economically feasible management of the world's forests.

2.3 Have suppliers that comply with ISO 14001 Environmental Management System.

Suppliers are encouraged to maintain ISO 14001 Environmental Management Systems which provide a specific framework for implementing relevant sustainable practices.

Restricted substances in food packaging.

The suppliers shall confirm that the below-mentioned chemicals or chemical classes are not intentionally added to any food package or packaging component during the process of manufacturing.

Table No. 01 Chemicals /Chemical classes not to be intentionally added to food packaging materials.

Table No; 01	
Chemical or Chemical Class	CAS Number
Heavy Metals (pb, cd, cr, VI, Hg)	
Arsenic	7440-38-2
Ortho- phthalates	All Ortho Phthalates
Per- and polyfluoroalkyl substances (PFAS)	All PFAS classes
perchlorate	14797-73-0
Bisphenol A	80-05-7
Bisphenol B	77-40-7
Bisphenol F	620-92-8
Bisphenol S	80-09-1
Bisphenol A diglycidly ether	1675-54-3
Benzophenone	119-61-9
2- Ethoxyethanol	110-80-5
2-Methoxyethanol	109-86-4
N-methy-2-pyrrolidone	872-50-4
Toluene	108-88-3

Digital Transformation for Sustainability

Digital transformation plays a critical role in strengthening the efficiency, accuracy and resilience of our operations. By integrating advanced digital tools and data-driven platforms, we are able to improve performance monitoring, optimise resource allocation and minimise procedural inefficiencies. These systems support informed decision-making, enhance internal controls and enable more consistent compliance with sustainability and quality standards. The adoption of digital workflows also improves user experience, ensuring greater reliability and responsiveness for both internal teams and external stakeholders.

Integrated Traceability Systems across the Supply Chain

Taprobane has implemented an enhanced QR-based traceability architecture covering all mini-processing plants and cooking centres across the North Western and Northern Provinces. This system enables end-to-end product traceability for Sri Lankan blue swimming crab from the point of capture and landing sites to the final export consignment. The digital platform captures time-stamped data at each operational stage, including processing activities, quality assessments and movement between facilities. This provides a verifiable chain of custody, reduces the risk of data loss, and supports compliance with international seafood traceability and sustainability requirements.

Our leadership in traceability directly supports our broader ESG commitments. The system reinforces social and economic integrity within the supply chain, ensuring accountability, equitable value distribution and improved transparency for artisanal and small-scale fisheries.

Supporting Small-Scale Fisheries through Data & Transparency

Small-scale fisheries are central to our supply chain, and the digital traceability system enhances their long-term viability. As fishing communities achieve improved income stability, their capacity to adopt environmentally responsible harvesting practices increases. By ensuring 100% traceability, Taprobane provides a mechanism through which the economic benefits of sustainably sourced seafood can be shared more evenly across local fishing communities. This transparency strengthens market access, supports compliance with international sustainability certifications and fosters a culture of responsible resource stewardship. Ultimately, traceability acts as a core mechanism for ensuring product integrity, regulatory compliance and continuous process improvement.

All our products are,



People & Community

We believe in creating opportunities that uplift our people and strengthen the communities around us. Through ethical labour practices, inclusive engagement, and community-led initiatives, we aim to support shared progress across every region where we operate.



Our People & Community

At Taprobane, our people are the cornerstone of our achievements. Their skill, dedication and innovative thinking enable us to deliver exceptional value to stakeholders while strengthening our long-term sustainability and commercial performance. Every success we celebrate is rooted in the energy, passion and commitment of our employees, who drive our strategic priorities forward and help us remain resilient in an evolving global landscape.

We are dedicated to creating a workplace where individuals feel inspired to contribute their best. Our culture is built around creativity, autonomy and a shared sense of purpose, encouraging employees to challenge convention, bring forward new ideas and take ownership of their contributions. Strong, values-led leadership guides this environment, ensuring that our teams remain connected to our mission and aligned with our organisational goals.

Learning and development form a central pillar of our people strategy. Through targeted training initiatives, leadership programmes and skills-development workshops, we empower employees to grow with confidence and adapt to emerging industry needs. This focus on capability building strengthens both individual progression and overall organisational resilience.

Recognising that attracting and retaining talent is vital for long-term success, we provide a workplace that balances motivation with support. Digital work solutions offer flexibility, while our values-based leadership model promotes fairness, empathy and accountability. Transparent communication, regular performance dialogues and a culture of recognition help us build strong relationships and a sense of belonging across all teams. Competitive compensation, long-term career pathways and continued investment in employee well-being further reinforce our commitment to a people-first approach.

As a signatory to the United Nations Global Compact, we integrate the Guiding Principles on Business and Human Rights across all operations and within our wider value chain. These principles shape our employment practices, supplier relationships and community programmes, ensuring that dignity, equality and respect are embedded in everything we do. Upholding these standards not only strengthens our Corporate Responsibility commitments but also supports our contribution to the 17 UN Sustainable Development Goals.

We also recognise that diversity and inclusion are catalysts for innovation. By embracing varied perspectives, across gender, age, background, experience and culture, we broaden our capacity to solve complex challenges and drive meaningful, sustainable change. Our diverse workforce is one of our greatest strengths, enriching our decision-making and enabling us to remain adaptive, forward-looking and responsive to stakeholder needs.

At Taprobane, trust, mutual respect and shared responsibility define the way we work. By empowering our people and investing in their development, we nurture a motivated, capable and purpose-driven workforce, ensuring that excellence remains the hallmark of our journey towards a more sustainable and inclusive future.



Occupational Health & Safety

At Taprobane, safeguarding the well-being of our workforce is central to how we operate. We believe that a safe, healthy and supportive working environment is essential not only for protecting our people, but also for sustaining long-term organisational performance. Our approach to occupational health and safety (OHS) is therefore grounded in prevention, continuous improvement and a strong culture of shared responsibility.

Our operations span a wide range of environments, from open seas to processing plants, each with its own set of risks. Employees may face unpredictable weather conditions, heavy machinery, moving equipment and high-intensity processes. To manage these risks effectively, we have developed clear safety standards and operational guidelines that are embedded into everyday work practices. Comprehensive training programmes equip employees, contractors and fishing partners with the knowledge and skills required to work safely and responsibly. We maintain strong oversight through regular inspections, performance monitoring and adherence to statutory OHS requirements. Health and Safety representatives in each facility receive specialised training in first aid, fire response, emergency management, pest control

and workplace hygiene, ensuring that the highest standards of safety are consistently upheld across all sites.

Supporting employee well-being extends far beyond incident prevention. We have established on-site medical centres in all major facilities, staffed by qualified professionals who provide immediate care at no cost to employees. Our medical readiness is further enhanced by strategically placed first aid units and comprehensive insurance coverage that protects staff in the event of illness or injury. To strengthen long-term health outcomes, we organise periodic wellness programmes such as dental, eye and general medical clinics. Recognising the demands of shift-based work, especially for employees travelling long distances, we provide clean and comfortable rest areas and hostel facilities, enabling them to recuperate and perform at their best.

At Taprobane, safety and well-being are deeply engrained values, not just policies. By nurturing a workplace where people feel protected, respected and supported, we reinforce our commitment to responsible business practices and empower our teams to contribute to a safer, stronger and more sustainable future for all.

Safe & Resilient Workplace

At Taprobane, safeguarding our employees is a core organisational duty and a reflection of our commitment to responsible and sustainable operations. Our Safety and Security Policy provides a clear framework for maintaining a secure and supportive working environment, and its implementation is led by a dedicated safety team representing all levels of the organisation. This inclusive structure ensures

that diverse perspectives inform safety decisions and that health and safety matters receive the attention they warrant. Central to our safety governance is the Fire and Health Safety Team, which plays a pivotal role in upholding rigorous workplace standards. The team conducts proactive assessments of operational areas, identifies potential hazards and recommends corrective actions to strengthen employee protection. All incidents and complaints are handled with urgency, followed by thorough investigation and referral to the appropriate supervisors or departments for resolution. Each action taken is carefully documented, reinforcing accountability and enabling continuous learning.

Training and awareness-building are fundamental to our safety culture. Regular capacity-building sessions equip employees with the knowledge required to prevent accidents, manage risks and respond effectively during emergencies. These programmes go beyond statutory requirements, reflecting Taprobane's commitment to a preventative and forward-looking approach to safety management.

A structured incident-tracking mechanism further strengthens our oversight, enabling us to monitor trends, identify recurring issues and intervene before risks escalate. This system also provides an open channel for general managers to raise safety concerns directly, ensuring that leadership remains fully informed and responsive to emerging risks. Through these integrated practices, Taprobane continues to cultivate a culture grounded in safety, transparency and accountability. Our workplace safety leadership not only protects our employees but also aligns with our broader commitment to responsible growth and long-term sustainability.



Emergency Preparedness

At Taprobane, building a safe and resilient workplace is a core value woven into everything we do, and not just a responsibility. Our commitment to occupational health and safety begins with empowering our people through knowledge, readiness, and practical skills that help them stay safe and respond confidently in any situation.

Each year, we conduct comprehensive OHS training workshops for all employees. These sessions cover essential safety practices, including first aid, CPR, and basic medical response, ensuring our team is equipped to take swift and appropriate action during emergencies. We also emphasise correct use of Personal Protective Equipment (PPE), safe workplace behaviours, and hands-on training in firefighting, including the proper use of various fire extinguishers. To

strengthen these efforts further, we collaborate with reputable third-party specialists who deliver expert-led training and advanced safety workshops. Their guidance enhances our internal capabilities and ensures that our teams remain informed, updated, and prepared.

Taprobane's OHS System has significantly improved how we report, investigate, and address incidents. It has helped reduce lost-time injuries, improve response efficiency, and manage absenteeism more effectively. In 2025, our commitment to keeping people safe resulted in a remarkable milestone; zero workplace fatalities across all our factories, farms, and mini-processing plants. This achievement reflects more than compliance; it represents our unwavering dedication to creating a workplace where every individual feels protected, supported, and valued.



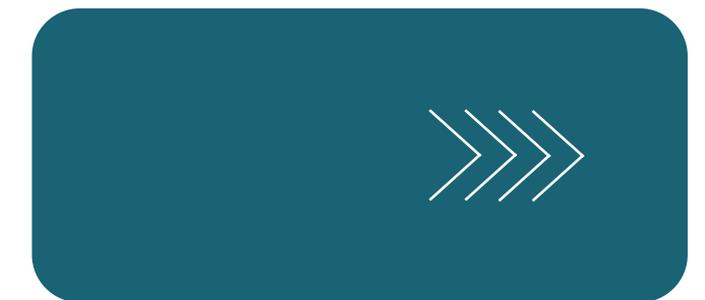
Electrical & Chemical Safety

At Taprobane, the health, safety, and welfare of our employees, alongside the protection of our infrastructure, are central to our operational resilience. Guided by our comprehensive Safety and Security Policy, we remain steadfast in our commitment to maintaining a secure, compliant, and incident-free working environment. Our proactive approach prioritises stringent controls in high-risk areas, particularly chemical and electrical safety, to ensure the integrity of our operations.

To mitigate chemical-related risks, Material Safety Data Sheets (MSDS) and advisory signboards are prominently displayed at all chemical handling locations, providing essential information on hazards, safe usage, and emergency response procedures. Employees are equipped with appropriate Personal Protective Equipment (PPE), including safety shoes, gloves, helmets, ear protectors, and uniforms, supplied at no cost, reinforcing our commitment to providing the necessary tools for safe and efficient performance. Emergency preparedness is a core aspect of our safety framework. Eye-wash stations are strategically installed near chemical zones, ensuring rapid response capability in the event of exposure. All facilities are supported by a 24/7 emergency vehicle service to guarantee immediate transport to medical care when required. Electrical safety is strengthened through clear demarcation of machine operating zones, insulated rubber mats placed beneath power panels, and strict lock-out/tag-out procedures to minimise electrical hazards.

Compliance with regulatory requirements and internal standards is embedded across our operations. We maintain detailed Standard Operating Procedures (SOPs) for chemical handling, storage, transport, and disposal, as well as structured spill-response protocols. Our maintenance team undergoes regular specialised training to remain aligned with evolving safety standards and technical best practices, supporting safe equipment operation and preventive maintenance. A culture of continuous improvement underpins our safety governance. Regular awareness programmes, refresher training, and internal communications ensure that employees remain well informed of revised safety guidelines and operational updates. This encourages shared accountability and strengthens safety ownership across all levels of the organisation.

Despite global operational challenges, Taprobane has consistently upheld high standards of safety performance while maintaining business continuity. This resilience reflects a deeply embedded organisational ethos where safety is not merely a compliance requirement, but a core value that enables our people and operations to thrive sustainably.





Ethical Labour & Human Rights

Fair Remuneration & Ethical Labour Practices

At Taprobane, we recognise that the dedication, skills, and commitment of our employees are fundamental to the organisation's long-term success. This belief is reflected in our remuneration and benefits framework, which is designed to recognise contribution, motivate performance, and support a positive and sustainable workplace culture. Our compensation structure is transparent, equitable, and performance-oriented, ensuring that individual and collective contributions are fairly

rewarded. Remuneration practices are aligned with applicable local labour regulations and collective bargaining agreements, reinforcing our commitment to legal compliance and responsible employment practices.

Ethical labour standards remain central to our approach. Taprobane upholds a strict policy of equal pay for equal work, with no distinction between male and female employees, reaffirming our commitment to gender equity and workplace fairness. This principle supports our broader objective of fostering an inclusive and diverse working environment where opportunities and rewards are based solely on merit.

In addition to competitive wages, our employees benefit from social security coverage and other welfare provisions that safeguard their financial stability and overall well-being. By adopting a holistic approach to compensation, one that addresses both economic security and social protection, we aim to create a workplace where employees feel valued, respected, and supported.

At Taprobane, fair and ethical labour practices extend beyond compliance. They are integral to our corporate values and play a vital role in sustaining employee motivation, trust, and organisational growth.

Employee Engagement, Representation, & Freedom of Association

Taprobane's organisational culture is grounded in core values of quality, integrity, social responsibility, sustainability, and shared success. We actively promote open and constructive dialogue across the organisation, encouraging employees and

their representatives to engage meaningfully in discussions on operational and strategic initiatives. Effective internal communication is central to this approach.

Our shared communication platform enables transparent information exchange and ensures that employees across different locations have equal access to updates, discussions, and decision-making processes. This system strengthens collaboration, supports knowledge-sharing, and reinforces a cohesive organisational culture across geographical boundaries.

We fully respect and uphold the right of employees to freely form and join trade unions and to participate in collective bargaining. Our Welfare Society plays a key role in employee representation, providing a structured platform through which employee concerns, suggestions, and interests are formally communicated to management. Management works closely with Welfare Society representatives from across departments and job categories, fostering mutual trust, cooperation, and shared responsibility. Taprobane maintains a zero-tolerance policy towards any form of anti-union discrimination, from recruitment through the entirety of employment.

This commitment ensures a workplace environment founded on respect, fairness, and inclusivity, one where employees are empowered, their voices are valued, and constructive engagement supports long-term organisational stability and social harmony.

Diversity, Equity & Inclusion (DEI)

At Taprobane, we recognise diversity, equity and inclusion as essential drivers of organisational resilience, innovation, and long-term sustainability. As an equal-opportunity employer, we are committed to fair and unbiased recruitment and employment practices, appointing individuals based solely on merit, skills, qualifications, and demonstrated capability. This approach ensures that every role within the organisation is filled by the most suitable candidate, while fostering a workplace grounded in fairness and respect.

Our commitment to inclusion extends beyond policy into meaningful action. Taprobane takes pride in being the first private-sector company to establish operations in Northern Sri Lanka following the end of the 30-year civil conflict. Since 2014, Taprobane has led inclusive employment practices in the region by actively recruiting and supporting persons with disabilities, contributing to economic participation and social reintegration while setting a benchmark for equitable employment.

Gender equity remains a core pillar of our organisational values. We are dedicated to cultivating a workplace where all employees, regardless of gender, have equal access to opportunities, rights, and professional development. Recognising that structural and societal barriers can limit equal participation, we implement targeted measures where necessary to promote fairness and inclusion. Our long-term objective is to achieve genuine gender equality, ensuring that roles, responsibilities, and career progression are determined solely by capability and performance.

At Taprobane, inclusion is not confined to formal frameworks; it is embedded within our organisational culture. Through conscious leadership, inclusive practices, and ongoing engagement, we strive to create a respectful and enabling environment where every individual feels valued and empowered to contribute fully. This commitment defines our identity and underpins our vision for a more equitable, inclusive, and sustainable future.

Women at the Heart of Inclusive Growth

At Taprobane, we firmly believe that empowering women is essential to building a resilient, inclusive and future-ready organisation. This commitment is deeply embedded within our operations and organisational culture, particularly in Northern Sri Lanka, where our processing facilities are staffed entirely by women across all functions from security and operational roles to supervisory and management positions.

Many of these women, including war widows and single heads of households, serve as the primary income earners for their families. Their participation in the workforce not only provides financial stability but also plays a critical role in restoring livelihoods and strengthening communities in post-conflict regions. By creating meaningful employment opportunities, we support long-term social recovery while fostering dignity, independence and confidence among our employees.

We place strong emphasis on creating an enabling environment that supports women's personal and professional growth. Through structured training programmes, skills development initiatives and fair access to career advancement, we ensure that women are equipped to



progress into leadership roles. Our workplaces are designed to be safe, respectful and supportive, allowing women to perform with confidence and pride.

Beyond individual empowerment, our approach contributes to broader economic inclusion by strengthening local economies and promoting gender-balanced development. By recognising and investing in the potential of women, Taprobane reinforces its commitment to equity, social responsibility and sustainable growth. At Taprobane, women's empowerment is not a standalone initiative; it is an integral part of how we operate, grow and create lasting value for our people, our communities and our business.



Talent Growth & Employee Wellbeing

At Taprobane, responsible employment practices form the backbone of our operational integrity. Every employee is engaged through formal, written contracts that clearly outline responsibilities, entitlements and conditions of work. This clarity establishes trust and consistency while ensuring alignment with applicable labour laws, international conventions and ethical employment standards. Compliance is not treated as a minimum requirement, but as a baseline from which we continue to strengthen workplace practices.

Our approach to remuneration is structured, equitable and performance-driven. Compensation frameworks are designed to remain competitive within the industry while recognising individual contribution and accountability. Permanent employees participate in an annual incentive scheme linked to performance outcomes, reinforcing a results-oriented culture. Regular performance evaluations and career discussions ensure that development opportunities are identified and supported across all levels of the organisation.

Taprobane recognises that employee engagement is closely connected to personal well-being. We support our workforce through maternity benefits, flexible working arrangements where operationally feasible and long-term financial security mechanisms such as gratuity payments. These measures reflect our commitment to supporting employees not only during active employment but throughout different stages of their working lives.

Skills development is a strategic priority at Taprobane. Training programmes are systematically delivered to enhance operational excellence, compliance and leadership capacity. These programmes are tailored to both role-specific requirements and broader organisational objectives, ensuring that employees are equipped to respond to evolving industry, safety and sustainability demands.

Core training areas include:

- Food safety and quality management systems
- Machinery operation and technical competency
- Environmental responsibility and resource efficiency
- Occupational health, safety and emergency response
- Leadership, supervision and communication skills
- Workplace awareness programmes addressing health, productivity and resilience

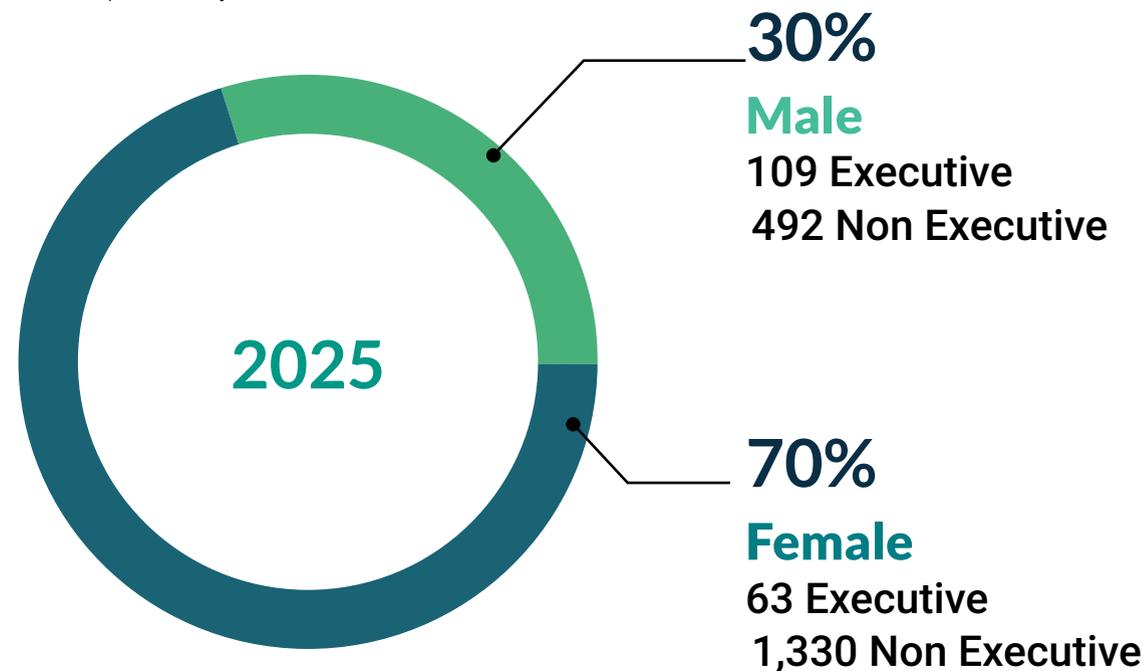
Average Training Hours by Gender & Employee Category

We strive to create a work environment where participation, respect and recognition are embedded into daily operations. Employee engagement is strengthened through inclusive policies, open communication channels and structured recognition mechanisms. By valuing contribution and encouraging collaboration, we foster a workplace culture that supports retention, morale and shared accountability. Taprobane's internship programme provides emerging talent with meaningful exposure to the seafood industry and sustainability-led operations. Designed to offer practical

learning and professional mentoring, the programme supports knowledge transfer, skills development and long-term career pathways within the sector.

Through fair employment practices, targeted development and inclusive engagement, Taprobane continues to build a capable and committed workforce. Our people remain central to delivering operational resilience, ethical business practices and sustainable growth, ensuring the organisation is well-positioned to meet future challenges.

Our commitment to our employees goes beyond day-to-day operations. By creating opportunities for growth, providing industry-leading training, and fostering a supportive environment, we ensure that every Taprobane team member is a stakeholder in our success. Together, we are building a workforce that is skilled, resilient, and prepared to meet the challenges of tomorrow.



Male	Executive	Non Executive
1,962	8,856	

Female	Executive	Non Executive
1,134	23,940	

Our Stakeholder Philosophy

Where Transparency Meets Trust

At the heart of Taprobane’s values lies a simple yet powerful truth, our stakeholders are not just connected to our work; they shape it. Every individual and institution touched by our operations contributes to the rhythm of who we are and what we stand for. We move beyond acknowledging their importance; we invest in building authentic, lasting partnerships built on trust, shared purpose and mutual progress.

Our commitment begins with communication that is open, honest and meaningful. We believe in conversations that matter, spaces where voices are heard, insights are shared and goals are aligned. In this flow of transparent dialogue, we cultivate unity, strengthen respect and lay the groundwork for enduring collaboration. Trust becomes not just a value but the backbone of every relationship, empowering collective solutions and shared victories.

Responsiveness for us, is more than timely action; it is foresight in motion. We work to understand emerging needs before they are spoken and address concerns with care, clarity and responsibility. By engaging across multiple levels and responding with intention, we elevate every interaction, transforming challenges into opportunities for improvement and deeper connection. Through unbiased, scientifically

grounded assessments, independently commissioned studies, on-ground field observations, and continuous stakeholder consultations, Taprobane has reaffirmed its dedication to transparency and integrity. Our engagement extends to all—NGOs, media activists, suppliers, buyers, community members, and anyone invested in sustainable aquaculture.

At the core of this commitment lies our dynamic Stakeholder Engagement Policy; a framework that identifies and mitigates environmental and social risks while building meaningful, resilient relationships with diverse stakeholder groups. This approach stands on three key pillars:

Open Dialogue: Regular stakeholder meetings that cultivate trust, encourage diverse viewpoints and bridge understanding across parties.

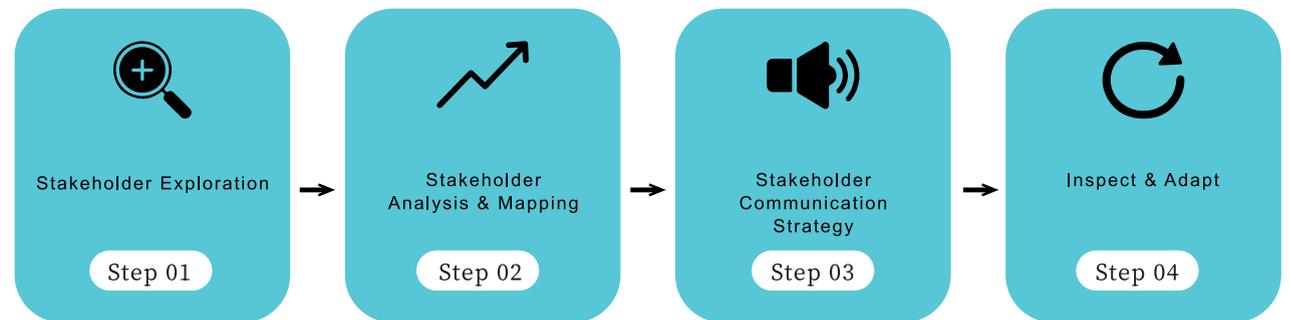
Accessible and Inclusive Engagement: Clear contact details displayed at every farm, a publicly accessible grievance mechanism on our website and multiple communication channels ensure communities can voice concerns freely and effectively.

Proactive Risk Management: Robust social and environmental risk identification processes and impact assessments that integrate stakeholder perspectives into decision-making.

Our stakeholder philosophy is rooted in collaboration, transparency and adaptability. By nurturing strong, respectful and purposeful relationships, we reinforce the sustainability of our operations and contribute to a wider ecosystem of shared growth. In doing so, we ensure that every step we take honours the perspectives, aspirations and well-being of those who walk this journey with us.

Together, We Thrive...

Taprobane approach on Stakeholder Engagement





Our Stakeholder Engagement Landscape

In our journey, every stakeholder is a partner helping shape a more responsible, resilient and future-ready Taprobane. Each group brings unique expectations, insights and aspirations and we respond through meaningful, consistent and transparent engagement.

Champions of Conscious Choices - Customers are increasingly interested in sustainable products and are looking to understand their impact along the value chain. We cultivate trust by keeping this dialogue open, informative and accessible through:

- Emails and telephonic conversations
- Contract negotiations and ongoing day-to-day interactions
- Meetings, including immersive site visits and personalised one-on-one discussions

Our Strength, Our Innovators - Employees expect to be encouraged, challenged and empowered to contribute to sustainable development and we nurture this spirit through:

- Emails, notices and transparent internal communication
- Regular meetings with employee representatives
- Performance reviews and feedback sessions
- Company website updates
- Induction programs
- Ongoing training and development sessions

Partners in Responsible Growth - Suppliers expect a fair and reliable business relationship that fosters intensive dialogue and close cooperation. Engagement is strengthened through

- Emails and telephonic conversations
- Contract negotiations and routine operational interactions
- Meetings, site visits, and cooperative discussions
- Supplier compliance audits
- Service-level agreements
- Comprehensive annual supplier reviews

Custodians of Long-Term Value - Shareholders expect sustainability of the business, return on capital invested, execution of growth strategies, appropriate risk identification and management processes and keep them closely informed through

- Virtual meetings
- Print media updates
- Site visits
- Ad hoc meetings on request

Guiding Compliance and Accountability - Government & Regulatory Authorities expect compliance with laws and regulations of authorities. Key engagement channels include

- Emails and telephonic conversations
- Site inspections and audits
- Industry association meetings
- Certifications and accreditations Licenses & approvals

Our Neighbours, Our Responsibility - We recognise our role in fostering social well-being, environmental stewardship, and community development. Our interactions include

- Website updates
- Social media outreach
- Press releases
- CSR programmes, public relations, and awareness initiatives
- Direct one-on-one dialogues

Voices for Collective Impact - Associations & NGOs expect active, sincere contributions to sustainable development. We stay engaged to actively promote sustainable development.

- Stakeholder meetings
- Social media platforms
- Fair and transparent disclosures
- Ad hoc meetings whenever needed

Community Engagement & Sustainable Development



At Taprobane, strengthening local communities is integral to our purpose and long-term sustainability. We recognise that the resilience and well-being of the communities in which we operate are closely linked to our own success, providing not only a skilled and committed workforce but also the social and environmental foundations that support responsible growth.

Our community initiatives are grounded in three key pillars: Economic opportunity, Social development and Environmental stewardship. By generating employment, engaging local suppliers and investing in community-led programmes, we contribute to improving livelihoods and fostering inclusive, long-term development. We approach community challenges as opportunities to create shared value, supporting education, enhancing skills and enabling individuals and families to build more secure futures.

Education and capacity building remain central to our approach. Through TSF Arunalu: A Gift of Knowledge from Taprobane, we provide bursaries and scholarships to support the educational aspirations of employees and neighbouring communities, helping to expand access to learning and skills development. Complementing this, the Taprobane Club Loyalty Programme delivers targeted technical training to farmers, strengthening productivity, resilience and sustainable income generation across our supply base.

Environmental responsibility is embedded within our community engagement efforts. Ongoing initiatives such as OceanBridges: Nurturing Mangroves for Tomorrow's Seas, implemented in collaboration with the Coastal Conservation and Coastal Resource Management Department, focus on mangrove restoration in Mannar, Sri Lanka. This programme supports carbon sequestration, coastal protection and the long-term sustainability of aquaculture ecosystems. In parallel, Coastal Care, our beach clean-up initiative, promotes environmental awareness while contributing to the protection of coastal and marine habitats.

We also invest in building future capacity within the sector through knowledge sharing and youth engagement. Sea Scholar Odyssey: A Dive into the World of Sustainable Seafood provides university students with practical exposure to sustainable aquaculture and marine conservation. Through structured farm visits, participants gain first-hand insight into responsible seafood production, technological innovation and ecosystem stewardship, supported by engagement with industry professionals.

Our approach to community development is strengthened through collaboration with government institutions, civil society organisations and other stakeholders. By fostering inclusive partnerships and maintaining open dialogue, we enhance the effectiveness, relevance and long-term impact of our initiatives.

At Taprobane, community empowerment is not viewed as an obligation but as a shared commitment. Through sustained engagement and responsible investment, we continue to support stronger communities, improved livelihoods and a more resilient and inclusive future.



Highlights from the Reporting Year...

Academic Engagement & Capacity Building: University Field Visits

As part of our commitment to knowledge sharing and sector capacity building, Taprobane continued to facilitate structured field visits for undergraduate students from several Sri Lankan universities during the reporting year. Students participated in guided visits to the Rekawa Shrimp Farm and LG Farm, where they were introduced to practical aquaculture operations and sustainable farming practices.



The programmes provided exposure to key technical areas including site selection, pond design, water quality management, aquaculture chemistry, feed and disease management, pond preparation and day-to-day farm operations. Led by Taprobane's technical specialists, these sessions combined classroom-style discussions with on-site observations, enabling students to connect academic theory with real-world application. By supporting experiential learning opportunities, Taprobane contributes to developing the next generation of aquaculture professionals and strengthening long-term technical capacity within the sector.



Marine Conservation & Biodiversity Protection: Turtle Live-Release Programme

Taprobane continued its involvement in marine biodiversity protection through the Turtle Live-Release Programme, implemented under the Sri Lanka Blue Swimming Crab Fishery Improvement Project (SLBSC FIP). The programme is conducted in partnership with the National Fisheries Institute (NFI) Crab Council of Sri Lanka and coordinated by Pelagikos (Pvt) Ltd, with the support of the Department of Wildlife Conservation (DWC).

The initiative focuses on reducing the unintended impacts of fishing activities on sea turtles within the Gulf of Mannar blue swimming crab fishery. Live-release events are complemented by post-release monitoring activities, including extended coastal patrols to observe turtle nesting sites and assess conservation outcomes. Through this programme, Taprobane reinforces its commitment to responsible fisheries management, marine conservation and community-based stewardship, aligning sustainable seafood production with ecosystem protection.



Coastal Ecosystem Restoration: Mangrove Planting Programme

In collaboration with the Sri Lanka Navy, Taprobane continued its mangrove restoration efforts aimed at mitigating coastal erosion and enhancing shoreline resilience. Mangrove saplings cultivated at Taprobane’s own mangrove nursery were donated for planting in selected coastal areas, supporting habitat restoration and long-term ecosystem health. Mangroves play a critical role in carbon sequestration, biodiversity conservation and coastal protection. By contributing planting material and technical support, Taprobane strengthens collaborative conservation efforts while promoting nature-based solutions to climate and environmental challenges. The programme is intended to be expanded in future years through continued partnerships.



Employee Well-being & Inclusion: International Women’s Day Commemoration

In recognition of International Women’s Day, Taprobane marked the occasion at its Mannar Mini Processing Facility, acknowledging the contribution of women across operational, supervisory and managerial roles. The event served as an opportunity to reinforce Taprobane’s commitment to gender inclusion, respect and equal opportunity within the workplace. Such engagements complement Taprobane’s broader diversity and inclusion initiatives, particularly in regions where employment opportunities for women contribute directly to household stability and community resilience.

Ocean Awareness & Advocacy: World Ocean Day Celebration

Taprobane participated in the national World Ocean Day programme organised by the Marine Environment Protection Authority (MEPA) at Port City Beach, Colombo. The event brought together government institutions, non-governmental organisations, private sector representatives and coastal communities to promote awareness of marine conservation, the Blue Economy and youth engagement in ocean protection. Through its participation, Taprobane reaffirmed its commitment to collaborative action in safeguarding marine ecosystems and supporting national efforts to promote responsible ocean stewardship.



Employee Welfare & Community Support: Housing Assistance for an Employee

Taprobane extended financial assistance to support the renovation of a damaged roof at an employee’s residence following severe rainfall. The timely intervention helped restore safe living conditions for the affected employee and their family, reducing the immediate risks associated with weather exposure and structural damage. This support reflects Taprobane’s people-centred approach to employee welfare, which extends beyond the workplace to address genuine personal hardships. By responding to unforeseen circumstances and providing targeted assistance, the Company seeks to enhance employee well-being, stability and resilience. Such initiatives reinforce our commitment to fostering a supportive work environment where employees feel valued, protected and enabled to maintain continuity in both their professional and personal lives.





Emergency Relief for Employees Affected by Cyclone Ditwah

During the year, Taprobane extended immediate support to employees impacted by Cyclone Ditwah, which caused significant disruption and damage to homes and livelihoods in several regions. Recognising the urgency of the situation, the company provided financial assistance and essential relief to affected employees, helping them address immediate needs and begin the process of recovery.

This response reflects Taprobane’s commitment to standing by its people during times of crisis, acknowledging that employee well-being extends beyond the workplace. By offering timely assistance, we aimed to reduce hardship, restore a sense of stability, and support affected families as they navigated the aftermath of the disaster.

Notably, this effort was strengthened through the solidarity shown by our international buyers, who also extended their support during this critical period. Their contribution underscores the strength of Taprobane’s global partnerships and the shared responsibility across our value chain to support people during times of adversity. Through these collective actions, Taprobane reaffirms its commitment to compassion, resilience and responsible business conduct, ensuring that our employees are supported not only in their professional roles but also in moments of personal and community challenge.



Looking ahead...

These initiatives reflect Taprobane’s ongoing commitment to responsible community engagement, environmental stewardship and inclusive development. By integrating conservation, education and social responsibility into our operations, we continue to strengthen relationships with stakeholders while contributing to resilient ecosystems and sustainable livelihoods.

Global Recognition & Industrial Engagement

Ongoing engagement with international stakeholders remains a key element of Taprobane Seafoods' approach to responsible business. During the year, the company welcomed a range of overseas visitors, including buyers, certification bodies, technical partners, and sustainability specialists, who engaged directly with our farms, processing facilities, and management teams.

These engagements provide an opportunity for independent observation of operational practices, compliance systems, and sustainability performance across the value chain. Open access to facilities and data enables constructive assessment, supports knowledge sharing, and strengthens confidence in Taprobane's governance, environmental and social management frameworks.

Beyond validation, such interactions play a practical role in driving improvement. Feedback from international partners informs process refinement, risk management, and alignment with evolving global standards in seafood sustainability, labour practices, and traceability. These exchanges also facilitate mutual learning, ensuring that Taprobane remains responsive to market expectations and regulatory developments.

Through consistent, transparent engagement with global stakeholders, Taprobane Seafoods continues to strengthen its international standing as a responsible producer. The company views these relationships not as one-off engagements, but as long-term collaborations that contribute to resilient supply chains, protected marine ecosystems, and sustained value creation for all stakeholders.

Visit by the New Zealand High Commissioner to Sri Lanka

Taprobane Seafoods had the privilege of hosting the New Zealand High Commissioner to Sri Lanka, His Excellency Mr. David Pine, during the reporting period. The visit provided a valuable platform to showcase the company's commitment to sustainable aquaculture, social responsibility, and international compliance standards. Discussions highlighted Taprobane's initiatives in environmental stewardship, traceability, and ethical labour practices, alongside opportunities to strengthen bilateral trade and collaboration in the seafood sector. The engagement also offered insights into global best practices and innovation in aquaculture, reinforcing the importance of sustainable, climate-resilient food systems.

By welcoming such high-level international delegations, Taprobane continues to position itself as a responsible, globally connected player in the seafood industry, fostering knowledge exchange, partnership, and mutual growth.



Visit by the Canadian High Commissioner

Taprobane Seafoods had the privilege of hosting the Canadian High Commissioner to Sri Lanka at our Mannar Mini processing facility. This visit offered a platform to showcase the company's ongoing commitment to sustainability, ethical labour practices, and community development. During the engagement, our team presented how Taprobane creates meaningful employment opportunities, empowers local communities, and upholds the highest standards of responsible seafood production. The discussions provided a practical view of our initiatives in environmental stewardship, social responsibility, and supply chain integrity.

The High Commissioner's visit reinforced the value of international dialogue and collaboration in advancing sustainable business practices. We appreciate the encouragement and support extended during this engagement and look forward to future opportunities that strengthen partnerships and promote positive impact across communities and ecosystems.



FMO Visit: Showcasing Progress & Sustainability

Taprobane Seafoods was pleased to host the team from FMO- the Dutch Entrepreneurial Development Bank at the main processing facility. Nearly two years after their initial support, the visit provided an opportunity to demonstrate the advancements we have made across our operations and sustainability initiatives. The programme included a guided tour of the facility, interactive sessions with our employees, and a tree planting ceremony to commemorate the occasion. We are grateful to FMO for their ongoing support and confidence in our vision, reinforcing the value of strong partnerships in driving sustainable growth.



Strengthening Aquatic Animal Health at Taprobane Hatchery

Taprobane Seafoods had the privilege of hosting two scientists from the World Organisation for Animal Health (WOAH) under the Performance of Veterinary Services (PVS) Pathway for Aquatic Animal Health Services (AAHS). The visit focused on evaluating our shrimp health management protocols, hatchery operations, and the support provided by NAQDA and NARA to Sri Lanka’s aquaculture sector. The scientists’ observations and recommendations provide valuable guidance, helping us further refine our practices and uphold the highest standards in aquatic animal health and sustainable aquaculture.



Governance

Strong governance underpins our reputation and guides every strategic decision we make. Taprobane Seafoods maintains a firm commitment to transparency, accountability, and responsible leadership as we continue to advance sustainable business practices.



Corporate Governance & Management

Taprobane Seafoods' governance approach provides the foundation for effective oversight, ethical conduct and long-term value creation. The Board of Directors holds overall responsibility for guiding the company's strategic direction, ensuring that sustainability, risk management and corporate responsibility are embedded within decision-making processes. Governance practices are designed to balance commercial objectives with environmental stewardship, social responsibility and regulatory compliance.

The board oversees the implementation of clear policies, codes of conduct and internal controls that promote transparency, integrity and accountability across all levels of the organisation. These frameworks are aligned with the company's mission and strategic priorities, ensuring consistent application of ethical and responsible business practices throughout operations.

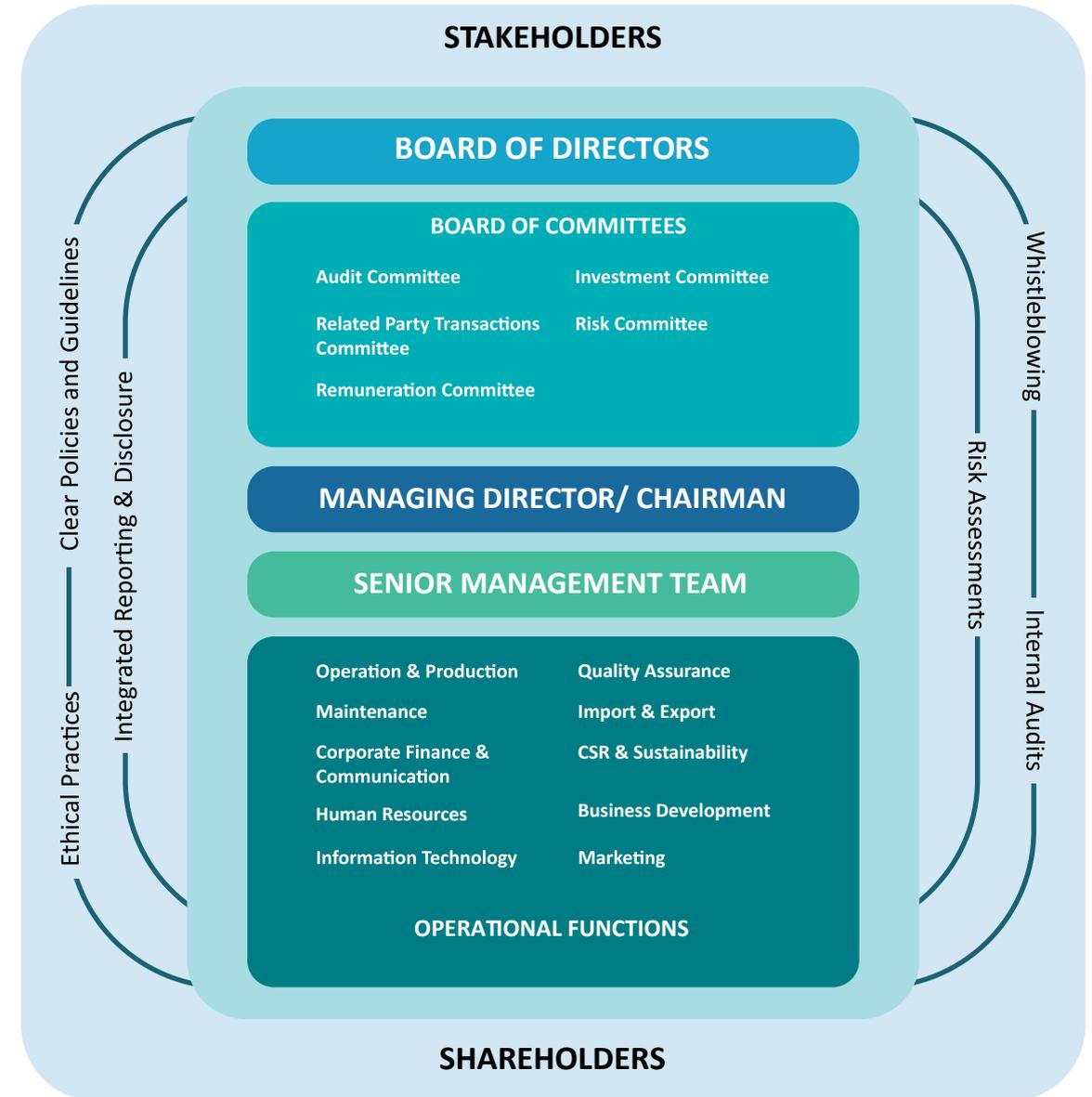
Risk management is integrated into Taprobane Seafoods' governance structure and supports the board's oversight role. The company systematically identifies, assesses and manages key risks across strategic, operational, human resource, environmental and compliance-related areas. Regular reviews enable the timely identification of emerging risks, particularly those related to climate variability, supply chain resilience, labour practices and regulatory changes

within the seafood sector. Appropriate mitigation measures are implemented to safeguard business continuity, protect stakeholder interests and preserve organisational reputation.

Management is responsible for implementing risk controls and reporting on risk performance, while the board maintains oversight to ensure that risk exposure remains within acceptable thresholds. This structured approach strengthens decision-making and supports the company's long-term resilience in a complex operating environment. Stakeholder engagement further reinforces governance effectiveness. The company maintains structured and ongoing engagement with employees, suppliers, customers, regulators, communities and industry partners. Insights gained through these interactions inform board-level discussions, risk assessments and strategic planning, enhancing transparency and accountability while ensuring alignment with stakeholder expectations.

Through strong board oversight, disciplined risk management and open stakeholder engagement, Taprobane Seafoods reinforces its commitment to responsible governance. This integrated approach supports sustainable growth, strengthens trust and ensures that business performance is underpinned by shared values and long-term accountability.

Governance Structure



Strong corporate governance underpins Taprobane Seafoods' commitment to sustainable growth, ethical conduct and responsible value creation. Our governance framework provides the foundation through which the company is directed and controlled, ensuring accountability, transparency and integrity across all operations.

Oversight of the company rests with the board of directors, which is responsible for setting strategic direction, approving policies and ensuring that sustainability and corporate responsibility are embedded within business decisions. The Board works in close coordination with the Managing Director to define performance objectives, risk appetite and governance priorities, enabling balanced and informed decision-making. To support effective oversight, the board has established five dedicated subcommittees: Audit, Investment, Related Party Transactions, Risk, and Nominations. These committees provide independent review and specialised oversight in key governance areas, strengthening internal controls, risk management and compliance. Regular evaluations ensure that committee structures and practices remain aligned with regulatory requirements, stakeholder expectations and evolving industry standards.

Taprobane Seafoods adheres to the corporate governance guidelines issued by the Institute of Chartered Accountants of Sri Lanka (ICASL), reflecting our commitment to recognised best practices and high standards of corporate accountability. The board comprises seven directors and reflects the company's commitment to inclusivity and gender diversity through the representation of women at the board level. This diversity of perspectives contributes to sound governance,

ethical leadership and long-term organisational resilience. Through this strong governance structure, Taprobane Seafoods ensures responsible oversight, effective leadership and sustainable value creation, reinforcing trust among stakeholders and supporting the company's long-term strategic objectives.

Audit Committee

The Audit Committee supports the board in overseeing the integrity of financial reporting, internal controls and disclosure processes. It reviews the effectiveness of internal control systems, risk management practices and compliance with applicable accounting standards and regulatory requirements. The committee also facilitates effective communication between management and external auditors, ensuring auditor independence and the objectivity of audit outcomes. Through regular reviews and oversight, the Audit Committee strengthens financial transparency, accountability and governance discipline across the organisation.

Related Party Transactions Committee

The Related Party Transactions Committee ensures that all related party transactions are conducted on an arm's length basis and in the best interests of the company and its shareholders. The committee reviews, evaluates and approves such transactions in accordance with applicable regulatory requirements and governance policies. By enforcing transparency, fairness and accountability in related party dealings, the committee safeguards shareholder interests and upholds high standards of ethical business conduct.

Investment Committee

The Investment Committee is responsible for overseeing the company's investment strategy, policies and performance, with due consideration of associated financial and operational risks. Acting as a standing committee of the board, it evaluates proposed investments to ensure alignment with Taprobane Seafoods' long-term strategic objectives, sustainability commitments and risk appetite. By monitoring investment performance and capital allocation, the committee supports prudent financial stewardship and contributes to the company's long-term growth and resilience.

Remuneration Committee

The Remuneration Committee oversees the development and implementation of remuneration policies for directors and senior management. Its mandate is to ensure that compensation structures are fair, transparent and aligned with performance outcomes, market conditions and the company's long-term strategic objectives. By linking remuneration to accountability, performance and ethical conduct, the committee promotes a merit-based culture that supports leadership effectiveness and organisational sustainability.

Risk Committee

The Risk Committee assists the board in establishing and overseeing an effective enterprise risk management framework. It is responsible for identifying, assessing and monitoring strategic, operational, financial and compliance risks that may affect the Company's performance and reputation. Working closely with management, the committee ensures that appropriate mitigation measures are in place and that risk considerations are integrated into strategic decision-making. This structured approach enables Taprobane Seafoods to manage uncertainty while supporting sustainable and resilient growth.

Dilan Fernando

Co-Founder & Chairman

Dilan Fernando holds a B.Sc. and BA degree in Computer and Business Studies from the University of Warwick in the United Kingdom. He is Co-Founder and current Chairman of Taprobane Seafoods Pvt Ltd which is one of the largest seafood exporting companies in Sri Lanka. With over 20 years of extensive experience in the seafood industry, Dilan has established himself as a prominent figure in his field.

Currently, he serves as the President of the Seafood Exporters Association of Sri Lanka, where plays a vital role in representing and advancing the interests of the seafood export industry in the country. Dilan is an active member of the Seafood Advisory Committee at the Export Development Board & Seafood Advisory Committee at the Ministry of Finance, contributing valuable insights to shape seafood sector in a way that sustainable and economically beneficial practices for the industry.

Timothy O'Reilly

Co-Founder & Managing Director

Tim holds a Master's in Business Administration from the University of Northampton, UK and brings over 25 years of industry experience. His career includes more than a decade of work across Malaysia, Thailand, Cambodia, Myanmar, the Philippines, Vietnam, China and India.

19 years ago, Tim laid the foundation of Sandy Bay Seafood in South India, marking the beginning of his impactful journey in the seafood industry. His entrepreneurial spirit and deep understanding of aquaculture then led him to Sri Lanka, where he joined forces with Dilan to establish Taprobane Seafoods, a company that has since become a leader in sustainable seafood production. Beyond his business ventures, Tim is a highly sought-after speaker and an esteemed resource person at internationally recognised aquaculture forums, where he shares his extensive expertise and insights, inspiring innovation and best practices in the global seafood industry.

Mahela Jayawardena

Director

Mahela is an international cricket legend with a career filled with glittering success. He has followed his on-field achievements with immediate coaching success as the new Head Coach of the Mumbai Indians in the Indian Premier League. He has also been recently inducted into the prestigious ICC Cricket Hall of Fame.

Outside of the cricketing world, Mahela is a co-founder of the successful restaurant, Ministry of Crab. He also has significant experience with the agriculture sector, including family interests growing teak and coconut, as well as more recently plantation investments growing pepper, sandalwood and fruit.

Nathan Sivagananathan

Director

Nathan is a visionary business leader, philanthropist and entrepreneur in Sri Lanka. He previously served as Chief Growth Officer and Board Director at MAS Holdings, a leading apparel technology company. With extensive experience in the apparel industry, Nathan has cultivated a robust network spanning South and Southeast Asia, Europe and the United States.

He is the co-founder of Hatch, Sri Lanka's premier co-working space and has held notable leadership roles, including Chairperson of the Young Leaders at the Ceylon Chamber of Commerce. Nathan was recognised as one of the Ten Outstanding Young Persons in Business, Economics and Entrepreneurship by Junior Chamber International Sri Lanka in 2013. In 2021, he was a YPO Global Impact Award Regional Nominee for his philanthropic efforts to enhance cancer infrastructure in Sri Lanka.

Kumar Sangakkara

Director

Kumar is a global cricket legend and the most prolific batsman in Sri Lanka's history. A successful captain and a greatly respected personality within the global game, serving on the International Cricket Committee (ICC) since 2008 and on the influential MCC World Cricket Committee.

Kumar also has considerable business acumen with a variety of property interests and is the co-founder of the successful restaurant, Ministry of Crab. He is also a shareholder and director of Ceylon Coconut, a boutique coconut processing company.

Sathya Rathnayake

Director

Sathya completed her primary and secondary education at St. Bridget's Convent and Wycherley International School in Colombo before earning a Bachelor's degree in Media and Advertising Studies from the University of East London.

She spearheads Taprobane Fresh, the local sales division of Taprobane Seafoods, where her strategic vision and leadership have been pivotal to its success. As an integral member of the management team, she not only oversees operations but also drives innovation and market expansion. Under her guidance, Taprobane Fresh has achieved remarkable growth, firmly establishing itself as a trusted supplier of premium seafood to the Sri Lankan market. Her dedication to quality, customer satisfaction and sustainability has set new benchmarks, solidifying the company's reputation as a leader in the industry.

Cheng Niruttinanon

Director

Cheng Niruttinanon serves as the Executive Chairman and the most influential figure of Thai Union Group. He also holds key leadership roles as Chairman of Asian-Pacific Can Co., Ltd., Chairman of Lucky Union Foods Co., Ltd., and as a director on multiple boards.

A seasoned expert in Finance, Accounting, Economics and the Capital Market, Mr. Niruttinanon demonstrates exceptional leadership in Business Transformation. His expertise extends to Marketing, Public Relations, ESG & Sustainability and International Business, with a particular focus on the Food and Fish industries. His vision and strategic acumen continue to drive global growth and sustainable impact.

The Board of Directors

Ethical Foundations

People & Labour

At Taprobane, our employees are our greatest asset, and ensuring their rights and welfare is central to our operations. Our certification by the SMETA Ethical Trading Initiative (ETI) reflects our commitment to adhering to globally recognised labour standards. The ETI Base Code, aligned with International Labour Organisation (ILO) principles, serves as a guiding framework to ensure our workforce operates in a safe, fair, and supportive environment.

The nine core principles of the ETI Base Code underpin every aspect of our labour practices: employment must be freely chosen; freedom of association is respected; working conditions are safe and hygienic; child labour is strictly prohibited; living wages are paid; working hours are reasonable; discrimination in any form is rejected; regular employment is provided; and harsh or inhumane treatment is not tolerated.

Taprobane actively works with our suppliers and partners to ensure these principles are embedded across the supply chain. Regular audits, training programmes, and continuous monitoring reinforce adherence, helping to create workplaces where all employees can thrive and contribute effectively.

Environmental & Social Responsibility

Sustainability is a fundamental part of Taprobane's strategy. We are committed to reducing environmental impacts, supporting social development, and ensuring economic fairness throughout our operations. A key component of this commitment is our traceability system, which tracks seafood from the farm to the final shipment, ensuring responsible sourcing and compliance with environmental and social standards.

Our environmental initiatives focus on conservation, waste reduction, and sustainable resource management. For instance, our aquaculture operations prioritise water quality management, responsible feed usage, and protection of local biodiversity. Social responsibility programmes, including community education, skills development, and livelihood support, extend our impact beyond company boundaries and into the communities where we operate. Through these efforts, Taprobane demonstrates that environmental stewardship and social responsibility are not separate from business success; they are integral to long-term resilience and industry leadership.

Integrity & Anti-Corruption

Integrity is a cornerstone of Taprobane's business ethos. We operate with zero tolerance for bribery, corruption, or unethical conduct. Our Environmental and Social Management System (ESMS) Policy provides clear guidance to employees, suppliers, and partners, ensuring decisions are made transparently and ethically. We promote a culture where honesty and fairness are expected in all dealings, and breaches of ethical conduct are taken seriously. Regular

training and awareness campaigns reinforce the importance of ethical behaviour and accountability, ensuring that all members of the organisation act in line with our high standards.

Transparent Financial Practices

Responsible financial governance underpins Taprobane's sustainability agenda. We commit to accurate, timely, and transparent tax reporting, ensuring compliance with national regulations and fostering trust with local authorities and stakeholders. Our approach goes beyond legal compliance, reflecting a broader principle of corporate responsibility. In situations of dispute or differing interpretation of tax obligations, we engage constructively and transparently, upholding integrity while maintaining positive relationships with regulatory bodies. These practices reinforce the company's credibility and demonstrate our commitment to long-term sustainable growth.

Diversity & inclusion

Diversity and inclusion are not just principles for Taprobane; they are important business imperatives. We actively cultivate an environment where differences in experience, perspective, and background are recognised as strengths that drive creativity and innovation.

Taprobane implements targeted programmes to promote equity, eliminate discrimination, and enhance awareness of diversity at all levels of the organisation. By providing training, mentoring, and inclusive policies, we ensure that every employee has the opportunity to contribute meaningfully, grow professionally, and feel valued within the company. This inclusive culture strengthens engagement, loyalty, and performance across our operations.

Whistleblowing & Ethical Accountability

Taprobane has implemented a robust whistleblowing framework to ensure concerns about misconduct, unethical practices, or non-compliance can be reported safely and effectively. Employees, contractors, and stakeholders may submit reports anonymously or directly, and all cases are thoroughly investigated in accordance with our whistleblowing policy. Serious allegations are escalated to the appropriate authorities, while corrective actions are taken promptly to address issues. This system promotes accountability, reinforces ethical behaviour, and provides a mechanism for continuous improvement across the organisation.

Managing Conflicts of Interest

A strong governance framework underpins our approach to conflicts of interest. Taprobane requires all employees, directors, and stakeholders to disclose any relationships or activities that could compromise impartial decision-making. Regular training and awareness initiatives ensure that all personnel understand their responsibilities, while a strict code of conduct governs areas such as self-dealing, favouritism, or undue influence in procurement, operations, and stakeholder engagement. These measures strengthen trust, uphold ethical standards, and safeguard the company's reputation with partners, customers, and the wider community.



Corporate Governance & ESG Integration

At Taprobane Seafoods, sustainability is central to our corporate governance and business strategy. ESG principles are embedded across our operations, guiding decision-making, strategic planning, and daily practices. ESG is not treated as a compliance requirement but as a practical and evolving framework that shapes how we operate, respond to risks, and create value for our stakeholders.

The Board of Directors plays a pivotal role in overseeing ESG integration. It regularly reviews and monitors sustainability objectives, performance metrics, and the alignment of initiatives with the company's long-term strategic goals. This governance ensures that sustainability is not peripheral, but a strategic priority that influences all aspects of our business.

Environmental stewardship is a key focus of our ESG approach. Taprobane tracks GHG emissions across all operations annually, benchmarking progress against established carbon reduction targets. Oversight by the board ensures these targets remain ambitious yet achievable, reinforcing our commitment to climate action and responsible resource management. We are also advancing our reporting in line with SLFRS S1 and S2, ensuring that climate-related disclosures and sustainability performance are integrated into financial and operational decision-making.

Social sustainability is equally central to our governance

practices. Taprobane is committed to promoting gender equality, fair labour practices, and employee welfare. Regular audits, employee surveys, and welfare programmes help evaluate our performance, while board oversight ensures continuous improvement and compliance with ethical labour standards. By embedding social responsibility into our operations, we create a safe, inclusive, and equitable work environment that values every employee.

Transparency and accountability underpin our ESG reporting. Taprobane adheres to GRI standards, providing consistent, comparable, and verifiable disclosures on our environmental, social, and governance performance. Our operations also align with the ten principles of the UNGC and the UNSDGs, with the board periodically reviewing this alignment to ensure that our business decisions uphold the highest ethical and sustainability standards.

Our ESG framework is designed to evolve alongside global and local expectations. By integrating ESG into our governance, risk management, and operational processes, we continually refine our practices, manage environmental and social impacts effectively, and foster resilience across the business. This approach ensures that responsible practices are embedded in every facet of the company, from strategic oversight to day-to-day operations, creating long-term value for employees, communities, customers, and investors alike.

Through this integrated governance and ESG approach, Taprobane demonstrates that sustainable and responsible business practices are inseparable from long-term growth

and resilience. Our commitment to ESG reflects our belief that ethical, transparent, and environmentally conscious operations are essential not only for business success but also for the broader social and ecological systems on which we all depend.





Our Strategic Architecture: Integrating Global Standards for Local Impact

At Taprobane, our sustainability strategy is not a standalone initiative but a deeply integrated architecture designed to drive long-term value. We have synchronised several world-class frameworks to ensure our operations are ethical, transparent, and resilient.

Taprobane Seafoods operates with a steadfast commitment to ethical, transparent, and sustainable business practices, embedding these principles across every aspect of our operations. Central to our approach is adherence to the ten principles of the UNGC, which guide our respect for human rights, commitment to fair labour standards, protection of the environment, and prevention of corruption. These principles inform our decision-making at all levels, ensuring that integrity,

accountability, and ethical conduct remain the foundation of our business.

To prioritise our sustainability efforts effectively, Taprobane undertakes regular Materiality Assessments. We adopted the Materiality approach, which assesses both how ESG issues affect the company and how the company's operations impact society and the environment. This dual perspective informs our strategic planning and reporting, ensuring that our resources are focused on initiatives that deliver meaningful outcomes for both the business and the wider community.

Transparency and accountability are reinforced through adherence to the GRI Standards, which provide a structured framework for disclosing our environmental, social, and governance performance. By aligning material topics with GRI metrics, we deliver information that is reliable, comparable, and accessible to our stakeholders, strengthening trust and enabling informed engagement. Complementing this, Taprobane is actively preparing for alignment with the Sustainability Disclosure Standards (SLFRS S1 and S2). These standards guide the consistent and decision-useful reporting of sustainability-related risks and opportunities, integrating ESG considerations directly into financial reporting and ensuring that stakeholders have a comprehensive view of how sustainability affects enterprise value. In addition, we align our material impacts with the UNSDGs, ensuring that our local actions contribute to the global 2030 Agenda. Our initiatives focus on areas where we can have the greatest influence, including responsible production, climate action, community development, and the promotion of decent work and economic growth.

Integration of ESG principles extends beyond reporting into operational decision-making, risk management, and innovation. ESG-related risks, such as those arising from

climate change or supply chain practices, are identified, assessed, and incorporated into our corporate risk management framework, enabling proactive mitigation. At the same time, sustainability challenges are leveraged as opportunities to innovate, creating circular business models, eco-efficient production methods, and products that reduce environmental impact while delivering competitive advantage.

Our governance structures, led by the board and supported by specialised committees, ensure that ESG integration is embedded at every level of the organisation. The Board oversees CO₂ emission reduction targets, gender equality initiatives, fair labour practices, and employee welfare programs, ensuring continuous progress and alignment with ethical standards. Regular audits, employee engagement initiatives, and operational monitoring support a culture of accountability and continuous improvement, while digital platforms facilitate efficient governance and transparent communication across all teams.

Through this integrated approach, Taprobane Seafoods ensures that ethical conduct, sustainability, and responsible operations are not separate obligations but fundamental aspects of our corporate identity. Every decision, from strategic planning to day-to-day operations, reflects a commitment to long-term resilience, social responsibility, and environmental stewardship, delivering meaningful value to our stakeholders, communities, and the planet.

Element	Role in Taprobane Framework	Linkage to Standards
Materiality	Identifies the "vital few" ESG issues relevant to Taprobane's sector.	Drives the selection of GRI disclosures.
UNGC 10 Principles	Sets the minimum ethical standards for operations.	Ensures compliance with the social/governance metrics in GRI.
UNSDGs	Defines Taprobane's contribution to global societal goals.	Material issues are mapped to specific SDG targets.
GRI Standards	Provides the quantitative and qualitative data for transparency.	Demonstrates progress on SDGs through evidence-based reporting.
Risk Mitigation	Identifies climate, social, and regulatory threats.	Uses Materiality results to prioritise risk management activities.
Innovation	Converts ESG challenges into competitive advantages (e.g., sustainable products).	Leverages SDG alignment to attract mission-driven capital.

The Sustainability Committee

At Taprobane, sustainability is embedded in the core of our business strategy, guiding how we operate, make decisions, and engage with our stakeholders. We have implemented robust management systems to address ESG challenges, ensuring that our actions are responsible, transparent, and aligned with both local and international standards. By integrating sustainability into everyday operations, we aim to create a culture where ethical practices and environmental stewardship are second nature. Our approach extends beyond operational compliance. Taprobane is committed to supporting employees, promoting fair labour practices, safeguarding community livelihoods, and preserving natural resources. This holistic perspective ensures that every decision considers the impact on people, ecosystems, and long-term business resilience. Central to this approach is our Sustainability Committee, which provides strategic oversight and drives the integration of ESG principles across all business units.

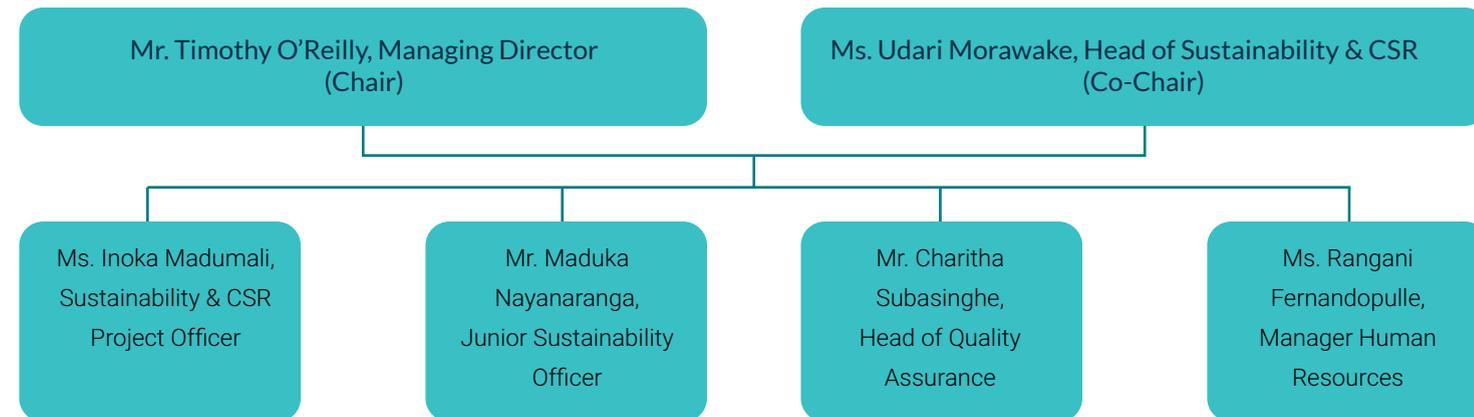
Comprising senior leaders from key functions, the sustainability committee meets regularly to assess emerging risks and opportunities, monitor performance against ESG targets, and develop forward-looking policies. Through this structure, sustainability is not an isolated initiative but a collective responsibility embedded throughout the organisation. Taprobane aligns its ESG efforts with global standards, including the UN Global Compact Principles, the UN Sustainable Development Goals, and internationally recognised reporting frameworks such as the GRI. We also track our environmental impact using ISO-aligned metrics

and are advancing our reporting in line with IFRS S1 and S2 standards, ensuring that climate-related disclosures and sustainability performance are integrated into our financial and operational decision-making.

By leveraging ESG data for both reporting and strategic planning, Taprobane identifies risks, explores opportunities for innovation, and enhances resilience. From minimising carbon emissions to improving supply chain transparency and advancing social inclusion, our integrated approach ensures that sustainability informs every aspect of our operations. This commitment reinforces our leadership in responsible seafood production and demonstrates that business growth, social responsibility, and environmental stewardship can progress hand in hand.



Members of the Sustainability Committee





Materiality Assessment

At Taprobane, we prioritise key issues through effective stakeholder engagement. We assess the impact of ESG matters on our business and address the most relevant concerns, following the GRI guidelines for our materiality index. Our stakeholders have open communication with us, and our board and executive team emphasise the importance of integrating stakeholder concerns into our strategy. Our success is closely tied to the strong, trustworthy relationships we maintain with our stakeholders, regardless of any formal framework.

Environmental conservation is a central focus within our organisational materiality framework, recognising its significant influence on nature, communities, and businesses. As such, environmental and social compliance, energy and GHG emissions, water stewardship, waste management, and supply chain management have been identified as key material topics in our organisational strategy.

In line with our commitment to transparency and sustainability, we have identified 10 Material ESG Topics for 2025. These topics reflect the most critical and impactful issues for both our business and stakeholders, highlighting our dedication to responsible corporate practices and long-term sustainability.

Material Topics - Environment	Reason for Materiality	Topic Boundary	Management Approach	GRI Evaluation	UNSDGs
Energy & GHG Emission	Supports the national & global environmental goals	Internal/ External	<ul style="list-style-type: none"> Reduce carbon emission Manage our direct environmental impacts Promote energy efficiency Promote the application of renewable energy 	GRI 302 GRI 305, GRI 3	
Water Stewardship	Supports the national & global environmental goals	Internal/ External	<ul style="list-style-type: none"> Wastewater treatments in line with local regulatory standards Promote sustainable water use & management 	GRI 303, GRI 3	
Waste	Supports the national & international environmental goals	Internal/ External	<ul style="list-style-type: none"> Material and waste management Promote the efforts to recycle and reuse waste and to reduce waste generation Responsible sourcing 	GRI 306, GRI 3	

Material Topics - Governance	Reason for Materiality	Topic Boundary	Management Approach	GRI Evaluation	UNSDGs
Environmental & Social Compliance	Fostering ethical behaviour	Internal/ External	<ul style="list-style-type: none"> Ensure compliance with all applicable national laws and regulations as well as international certifications and standards Integration of climate-related and natural disaster risks into enterprise risk management processes 	GRI 2	
Anti-Corruption	Fostering ethical behaviour	Internal/ External	<ul style="list-style-type: none"> Well-maintained anti-corruption policy Transparent engagements with our stakeholders 	GRI 205	

Material Topics - Social	Reason for Materiality	Topic Boundary	Management Approach	GRI Evaluation	UNSDGs
Occupational Health & Safety	Ensure employee confidence, health & safety	Internal/ External	<ul style="list-style-type: none"> Keep a safe and healthy workplace in line with local and global best practices Address employee health and safety concerns regularly Emergency preparedness and response planning for climate-related and natural disaster risks 	GRI 403 GRI 3	
Fair & Ethical Labour Practices	<ul style="list-style-type: none"> Builds trust among employees Ensures sound labour practices 	Internal/ External	<ul style="list-style-type: none"> Maintain operations in compliance with local regulations and international best practices such as the 10 Principles of UN Global Compact 	GRI 406 GRI 405 GRI 408 GRI 409 GRI 3	
Sustainable Community Development	<ul style="list-style-type: none"> Helps reduce socioeconomic disparity Promotes corporate social investments 	External	<ul style="list-style-type: none"> Follow the Sustainable Development Goals (SDGs) and Principles of UN Global Compact to confirm a positive social impact on the community, employees & stakeholders. Build strong relationships Support for community resilience and recovery during natural disasters 	GRI 413 GRI 3	
Talent Development & Engagement	<ul style="list-style-type: none"> Workplace transformation & Diversity Ensure employees are inspired and motivated 	Internal	<ul style="list-style-type: none"> Direct and transparent employee & supplier relationships Inspire employee achievements Provide access to L & D to improve employee skills Attract & retain talent 	GRI 404 GRI 3	
Supply Chain Management	<ul style="list-style-type: none"> Improves consistency and reliability of products to enhance customer satisfaction 	Internal/ External	<ul style="list-style-type: none"> Treat our suppliers fairly Promote responsible investment Develop proper long-term partnerships with suppliers 	GRI 2	

Industry Leadership & Commitment

Taprobane’s sustainability leadership is strengthened through active engagement in external meetings, specialised trainings and collaborative platforms that drive continuous learning and industry-wide progress. The company consistently represents its voice at cross-industry sustainability summits, working alongside partners from diverse sectors to exchange perspectives, build meaningful collaborations and co-create solutions for shared environmental and social challenges. Participation in global sustainability forums at the local level such as GRI-aligned dialogues enables Taprobane to stay aligned with emerging international standards, strengthen in-house expertise and remain responsive to evolving sustainability trends. Complementing this external engagement, Taprobane prioritises capacity building through targeted sustainability trainings, including water auditing, water footprinting, and advanced GHG accounting, ensuring that teams are equipped with the latest technical knowledge to enhance environmental performance across operations.

In parallel, Taprobane remains an active and committed participant in UN Global Compact Sri Lanka Network activities, working closely with fellow member companies to advance collective action for sustainable development. Through regular involvement in UNGC working group meetings, field visits, workshops and knowledge-sharing sessions, the company both learns from peer experiences and contributes its own insights and best practices.

This two-way exchange of knowledge fosters innovation, strengthens partnerships and reinforces a shared drive for excellence positioning Taprobane not only as a responsible industry player, but also as a collaborative leader shaping the future of sustainable business.



Annexures





GRI Index

Statement of use

Taprobane Seafoods (Pvt) Ltd. has reported the information cited in this GRI content index for the period of 1 Jan 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)

GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
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General disclosures

2-1 Organisational details	Page 3-7	
2-2 Entities included in the organisation's sustainability reporting	Page 7	
2-3 Reporting period, frequency and contact point	Page 4	
2-6 Activities, value chain and other business relationships	Page 3-7, 10,12	
2-7 Employees	Page 37-43	
2-8 Workers who are not employees	Page 44-45	
2-9 Governance structure and composition	Page 52- 59	
2-11 Chair of the highest governance body	Page 8-9, 52- 59	
2-12 Role of the highest governance body in overseeing the management of impacts	Page 8-9, 52- 59	
2-13 Delegation of responsibility for managing impacts	Page 8-9, 52- 59	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
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	2-14 Role of the highest governance body in sustainability reporting	Page 8-9, 52- 59	
	2-15 Conflicts of Interest	Page 8-9, 52- 59	
	2-16 Communication of critical concerns	Page 8-9, 52- 59	
	2-17 Collective knowledge of the highest governance body	Page 55	
	2-19 Remuneration policies	Page 52-59	
	2-20 Process to determine remuneration	Page 52-59	
	2-21 Annual total compensation ratio	Page 43	
	2-22 Statement on sustainable development strategy	Page 16	
	2-23 Policy commitments	Page 16, 52- 59	
	2-24 Embedding policy commitments	Page 16, 52- 59	
	2-25 Processes to remediate negative impacts	Page 44-45, 52-59	
	2-26 Mechanisms for seeking advice and raising concerns	Page 44-45, 52-59	
	2-27 Compliance with laws and regulations	Page 8-9, 16, 52- 59	
	2-29 Approach to stakeholder engagement	Page 44-45	
	2-30 Collective bargaining agreements	Page 17, 22, 56	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 60	
	3-2 List of material topics	Page 60, 19-22	
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 52-59	
	205-2 Communication and training about anti-corruption policies and procedures	Page 52-59	
	205-3 Confirmed incidents of corruption and actions taken	Page 52-59	
Tax			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	
GRI 207: Tax 2019	207-1 Approach to tax	Page 52-59	
	207-2 Tax governance, control, and risk management	Page 52-59	
	207-3 Stakeholder engagement and management of concerns related to tax	Page 44-45, 52-59	
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Page 13, 25-27	
	302-4 Reduction of energy consumption	Page 13, 25-27	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
Water and Effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	13.7.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 28-31	13.7.2
	303-2 Management of water discharge-related impacts	Page 28-31	13.7.3
	303-4 Water discharge	Page 28-31	13.7.5
	303-5 Water consumption	Page 28-31	13.7.6
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	13.1.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 25-27	13.1.2
	305-2 Energy indirect (Scope 2) GHG emissions	Page 25-27	13.1.3
	305-3 Other indirect (Scope 3) GHG emissions	Page 25-27	13.1.4
	305-4 GHG emissions intensity	Page 25-27	13.1.5
	305-5 Reduction of GHG emissions	Page 13, 25-27	13.1.6
	305-6 Emissions of Ozone-Depleting Substances (ODS)	Page 25-27	13.1.7
	305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions	Page 25-27	13.1.8



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	13.8.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 33	13.8.2
	306-2 Management of significant waste-related impacts	Page 33	13.8.3
	306-3 Waste generated	Page 33	13.8.4
	306-5 Waste directed to disposal	Page 13, 33	13.8.6
Supplier environmental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 32, 35-36	
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 35	
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	13.19.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 39-40	13.19.2
	403-2 Hazard identification, risk assessment, and incident investigation	Page 34, 39-40, 57-59	13.19.3
	403-3 Occupational health services	Page 39-40	13.19.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 39-40, 43	13.19.5

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
	403-5 Worker training on occupational health and safety	Page 39-40, 43	13.19.6
	403-6 Promotion of worker health	Page 39-40	13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 39-40	13.19.8
	403-8 Workers covered by an occupational health and safety management system	Page 39-40	13.19.9
	403-9 Work-related injuries	Page 39-40	13.19.10
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 43	
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 37-51	
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 37-51	
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	13.15.1
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 37-51, 52-59	13.15.2
	405-2 Ratio of basic salary and remuneration of women to men	Page 37-51	13.15.3



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	13.15.1
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 37-51, 52-59	13.15.4
Freedom of association and collective bargaining			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	13.18.1
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	Page 17, 22, 37-51, 44-45, 52-59	13.18.2
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	13.17.1
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Page 20, 22, 56	13.17.2
Forced or compulsory labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	13.16.1
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Page 20, 22, 56	13.16.2
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	13.12.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 20, 34, 46-51	13.12.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 20, 34, 46-51	13.12.3

* A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.

GHG Verification

GREENHOUSE GAS VERIFICATION OPINION

Certificate Code: C 891294CU-GHG-01.2026

GHG statement in the reporting year 2024/2025 of

TAPROBANE SEAFOODS (PRIVATE) LIMITED
 Bubulla Watte, Maldanduwana, Dankotuwa, Sri Lanka

has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

ISO 14064-1:2018

Control Union Certifications has inspected and verified the unit(s) of the above-mentioned client, in accordance with the standards mentioned and declares that

01 Direct emissions	3,042.54 tonnes of CO ₂ e
02 Indirect emissions from imported energy	1,770.02 tonnes of CO ₂ e
03 Other indirect emissions	2,171.26 tonnes of CO ₂ e
04 Biogenic emissions	5.37 tonnes of CO ₂ e

Total Verified Greenhouse Gas Emissions: 6,983.82 tonnes of CO₂e

GHG statement covers the operations of twelve (12) months
 from April 01, 2024, to March 31, 2025

Date of Verification:
27 Jan 2026

Place and Date of Issue:
Colombo 07, 09 February 2026

Declared by
On behalf of the Managing Director

Gayan Ranasinghe
Reviewer
Control Union Inspections (Pvt) Ltd
2nd Floor, BAM Musee Tower,
52 Sir Marcus Fernando Mawatha,
Colombo 07, Sri Lanka

This summary is not valid without the full Assurance Statement attached on pages 2 to 4 to which it applies.



TAPROBANE
SEAFOODS

Together We are Strong

