



SEAFOOD SUPPLY CHAIN DUE DILIGENCE PROGRESS 2024-2025

At Hy-Vee, we are committed to continuously improving the environmental sustainability, social responsibility, and supply chain transparency of the seafood we source. Each year, we undertake key activities to uphold the commitments outlined in our Seafood Procurement Policy. These efforts are guided by our Seafood Supply Chain Due Diligence Plan, which follows a five-step, iterative process designed to enhance the overall sustainability of our seafood supply chain. Below is a selection of activities conducted in collaboration with FishWise during the 2024–2025 partnership year.

5 COMMUNICATE & ITERATE

- Released our fourth public Tuna Vessel Name List on the Hy-Vee Corporate Responsibility webpage, maintaining our position as the only U.S. retailer to share this level of transparency.
- Updated our Responsible Choice Seafood webpage to accurately reflect program content and highlight key achievements.

4 ACT

- Signed advocacy letters calling on the Indian Ocean Tuna Commission (IOTC) and the Western and Central Pacific Fisheries Commission (WCPFC) to strengthen international tuna management practices.

3 ENGAGE

- Collaborated with seafood suppliers to improve the accuracy of reported data while supporting their compliance with our Seafood Procurement Policy.
- Participated in FishWise's The Future of Sustainable Seafood Retailer Forum to collaborate, align, and drive progress in sustainable seafood.
- Assumed a leadership role in the Food Marketing Institute's Seafood Strategy Leadership Council by being elected Co-Chair, enhancing our engagement in the seafood industry.

1 EMBED

- Continued to refine the draft of our new Seafood Procurement Policy, with plans to finalize by the end of the 2024–2025 partnership year.
- Developed an internal implementation guide to support the upcoming rollout of our new Seafood Procurement Policy.
- Reviewed and updated our Seafood Supplier Expectations and Code of Conduct Letter to clearly communicate sourcing requirements to our seafood suppliers.

2 COLLECT & ASSESS

- Collected and assessed environmental sourcing data for all seafood products to verify alignment with the Seafood Procurement Policy.
- Collected and assessed tuna vessel name data from private label suppliers to complete our fourth annual public tuna vessel name list.
- Surveyed all tuna suppliers to understand their approaches to implementing grievance mechanisms in their supply chains.

