

Biodiversity framework

In Harmony with Nature



Content

1. Why nature is key 3

2. How this framework was developed 6

Governance, strategy and materiality	7
Stakeholder engagement	12

3. LEAP assessment 13

LOCATE

Mowi's nature footprint and priority locations	14
--	----

EVALUATE

Mowi's nature-related impacts and dependencies	15
--	----

ASSESS

Mowi's nature-related risks and opportunities	17
Step 1 Regulatory compliance	18
Step 2 Mowi policies (ONE Mowi)	18
Step 3 Voluntary certifications	19

PREPARE

What we do to protect nature	20
Climate friendly food production	21
Freshwater stewardship	23
Preserve ecosystem integrity	25
Protected and conserved areas	31
Land/freshwater/sea use change	33
Marine resources	36
Responsible supply chain and human rights	38

4. Summary 40

5. References 41

6. Appendix 42

1 Why nature is key



Mowi depends on well-functioning and stable ecosystems to produce our salmon under optimal conditions for them to thrive and be healthy. Several key steps in our value chain are directly dependent on specific nature services needed for production. This ranges from the sourcing of marine and vegetable feed ingredients to the freshwater for rearing smolts, and the coastal marine waters where we farm our salmon until harvest.

Why nature is key

It is important to recognize the potential impact our operations can have on the very same nature services on which we and others rely upon. For these reasons it is critical that we raise awareness of the nature-linked impacts and dependencies in our own operations and in our supply chain. Awareness is the foundation for Mowi to take responsibility and act to protect natural capital.

Climate change is considered one of the most pressing global challenges our planet is facing. In recent years, in addition to, and also linked with, climate change, biodiversity, i.e. the diversity of all living things on our planet, has been declining at an alarming rate. Species and ecosystems are deteriorating at high rates and along with them the services and resources humans depend on for a good quality of life. Although climate change and nature degradation are strongly interconnected, climate change represents only one of five main direct drivers to biodiversity loss. All five drivers are linked with human activities, the other four being land and sea use change, introduction of invasive species, direct exploitation of organisms and pollution¹.

The interplay of planetary boundaries, particularly climate, and loss of biodiversity, is clearly recognized as key, both in science and practice^{2,3}. These systemic risks to society have been considered in the assessment of biodiversity and ecosystems-related risks for Mowi.

To reverse the rapid decline in biodiversity and restore natural ecosystems there is an urgent need to transform and change the way we use and manage nature today. This message was put into action by the adaptation of the Kunming Montreal Global Biodiversity Framework (GBF) by 188 nations gathered at the 15th Conference of Parties (COP15) to the UN Convention on Biological Diversity in December 2022. The framework consists of four global goals and 23 targets to be reached by 2030, providing a package of critical measurements for a turn-around

plan to halt and reverse nature degradation and secure sustainable use of nature for the future⁴. The GBF is also aligned with the European Green Deal⁵ and the EU's Biodiversity Strategy for 2030⁶, which have also been used to develop Mowi's biodiversity strategy. Mowi's benchmarking of the 23 targets set by the GBF can be found [here](#).

The world is paying more attention to biodiversity and how industries are working to manage their nature-related risks and opportunities. Companies are expected to communicate transparently not only on their commitments and progress linked to nature but also how nature impact is assessed and incorporated in their financial planning and strategies. The Taskforce on Nature-related Financial Disclosures (TNFD) published the first set of nature-related disclosure recommendations in September 2023, aiming to guide companies in disclosing and acting on relevant nature-related risks, opportunities, impacts and dependencies⁷. The expectations are further formalized through the EU Corporate Sustainability Reporting Directive (CSRD), which entered into force on January 5th, 2023. The standard has significantly increased and strengthened the reporting requirements on material risks and opportunities linked to climate change and other sustainability topics, including biodiversity and ecosystems⁸. This development not only places biodiversity high on the agenda, it also results in opportunities for those industries that are able to report on progress and are supporting the global transition towards the GBF goals.

Salmon farming is a relatively recent sector compared to others in the food industry. One clear advantage of being a young sector is that the focus on nature dependencies and impacts has been there from the start. Comprehensive regulatory frameworks have been developed over time ensuring that salmon farming operations are located in suitable areas where co-existence with nature is possible. Our work to secure a sustainable balance with nature is further emphasized through Mowi's global company policies on biodiversity topics and our target of



Corporate Sustainability Reporting Directive (CSRD): The new EU directive for sustainability reporting entered into force on January 5th 2023. The directive requires companies to disclose non-financial data through reporting standards established at the European level, aligned with the European green deal. Companies are expected to disclose detailed information on risks, opportunities and material impacts related to social, environmental, and governance issues.



EU Biodiversity Strategy by 2030: EU's biodiversity strategy for 2023 presents the long-term plan set for protecting nature and reverse the degradation of ecosystems. The strategy contains specific actions and targets set to support the turn-around operation towards putting EU's biodiversity on the way to recovery by 2030.



European Green Deal: The EU Green Deal presents the binding commitment under the EU Climate Law for the European commission to become the first climate neutral continent by 2050. It includes proposals for all European sectors to meet the challenge, and the plan for delivering these proposals.



Global Biodiversity Framework (GBF): The GBF presents a global commitment of reaching the global vision of a world living in harmony with nature by 2050, by implementing urgent action to halt and reverse biodiversity loss. The framework was signed by 188 nations during the fifteenth meeting of the Conference of the Parties (COP 15) in December 2022. The framework includes of four overarching goals set for 2050 and 23 specific targets set for 2030.



Global Reporting Initiative (GRI): The GRI is an independent, international organization that has developed a widely used framework for sustainability reporting through global reporting standards, enabling companies to report transparently on their economic, environmental , social and governance performance.



The Taskforce on Climate-related Financial Disclosures (TCFD): The TCFD is a framework with disclosure recommendations for companies to report on their climate-related risks and opportunities.



The taskforce on Nature-related Financial Disclosures (TNFD): The TNFD consists of a set of disclosure recommendations and guidance for organizations to report and communicate on their nature-related risks, opportunities, impacts and dependencies on nature.

having all our harvested volumes certified with a sustainability-recognized standard. Such standards are voluntary and run by independent third-party sustainability certification programs. This target is one of many that connect's to biodiversity through our *Leading the Blue Revolution Plan*, **Mowi's Sustainability Strategy**.

Mowi has implemented a number of strategic sustainability programs with targets and KPIs, including sub-topics related to climate, pollution, freshwater stewardship and social responsibility, among others, which all connect to sustainable nature management. KPIs and progress are tracked annually and reported publicly according to the Global Reporting Initiative (GRI) standard. Mowi also discloses climate-related risks and opportunities through the Taskforce on Climate-related Financial Disclosures (TCFD) framework, as well as disclosing the Climate Disclosure Project (CDP) reports for climate change and water security.

Mowi's biodiversity framework has been developed as an extension of our existing strategic sustainability programs and policies on the topic of protecting nature. The aim is to capture and communicate transparently our efforts to protect biodiversity. Going forward, this framework will function as our main tool for understanding our nature footprint and guide us in the further development of our business planning.

2 How this framework was developed



Throughout the development of Mowi's Biodiversity Framework we ran several engagement meetings with relevant external stakeholders, including the World Wildlife Fund (WWF Global), the Global Sustainable Seafood Initiative (GSSI) and the UN Global Compact. Additionally, several internal stakeholders in Mowi were involved to bring the perspective on nature risks and opportunities, impacts and dependencies of the different steps in our value chain.

Governance, Strategy and Materiality

Mowi's sustainability governance policy is publicly available and includes governance on biodiversity related topics.

The Board is the highest governance body in overseeing Environmental, Social and Governance (ESG) topics, including nature-related dependencies, impacts, risks and opportunities. The Board together with senior executives (Group Management Team, GMT) develop, approve and update Mowi's vision, values, guiding principles, leadership principles, materiality analysis, strategies (including the **sustainability strategy** and this Biodiversity Framework), **policies** and targets related to sustainable development.

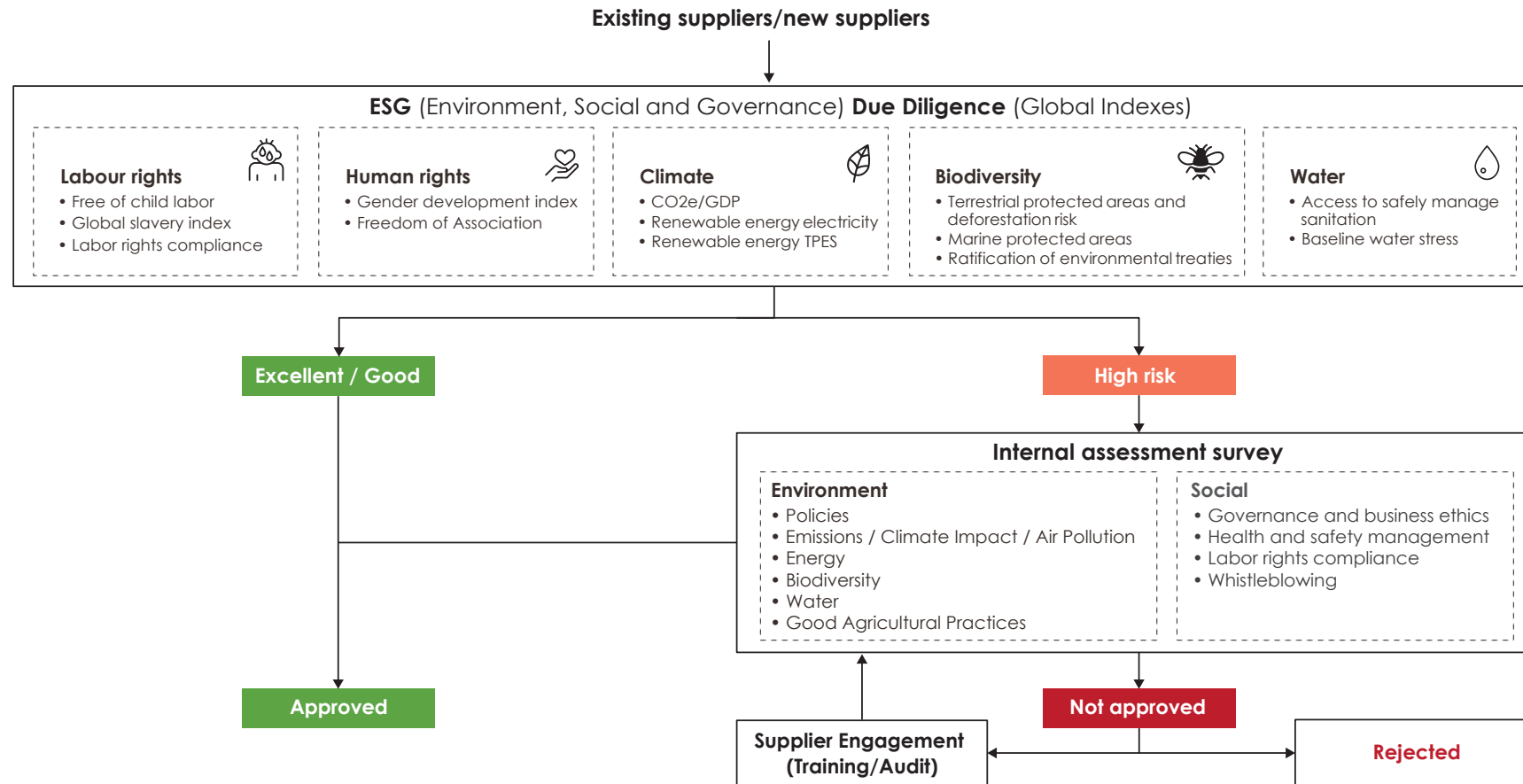
Our double materiality follows GRI recommendations and is described in our Annual Report (under Leading the Blue Revolution section). Specific material topics linked with preserving biodiversity are: Climate Friendly Food Production, Prevent fish escapes, Responsible sea lice management, Responsible use of medicines and chemicals, Efficient and sustainable fish feed, Promote circular economy and responsible waste management, Freshwater stewardship, Responsible supply chain and ensuring human rights and Respectful use of local areas.

Nature-related dependencies, impacts, risks and opportunities have an effect on Mowi's business model, value chain, strategy including transition plans, and financial planning. Our business model focuses on an integrated value chain, where impacts on nature are more easily identified and risks and opportunities more easily managed. Key components for the success of our business, including our own breeding and genetics, feed production (in Europe), freshwater and seawater production, processing and branding, are part of Mowi's ownership.



Mowi's Chile + Energy programme aiming at improving energy efficiency across our operations.

Overview of Mowi's due diligence process in our supply chain



Mowi has in place a global due diligence process for its suppliers. It covers ESG (Environmental, Social and Governance). Our human rights due diligence process is founded on principles of ethical business conduct, as expressed in our Code of Conduct, our global policy framework ONE Mowi, our risk assessment and management processes. More information on our human rights due diligence process is described throughout the People chapter in our Annual Report, and on www.mowi.com/sustainability.

The process on environmental due diligence starts by exposing all suppliers to global indexes addressing biodiversity, water, and climate risks (see illustration). Suppliers rated as high-risk are further exposed to a Mowi survey which goes into more granular questions regarding policies, monitoring and actions taken on climate topics, freshwater stewardship, responsible waste and wastewater management, air pollution and good agricultural practices.

Examples of key strategic decisions made in the recent years with a positive impact on nature are:

- **the start of our own feed production in Europe in 2012**, which allowed us to optimize inbound and outbound logistics with relevant impacts on reducing GHG emissions related with transport. It also allowed us to have more control on sustainable sourcing of feed raw materials and ensure 100% free-deforestation sourcing of soy and 100% sustainable sourcing of marine raw materials. Having ownership to feed produced in Europe, allow us to work towards further reduction in feed conversion ratio (FCR) which is the biggest lever of environmental footprint⁹.
- **incorporating and further developing our secondary processing operations** (eg acquisition of Morpol in Poland in 2013) allowed us to optimize logistics, energy efficiency and ensure that our by-products are upcycled to avoid food waste while bringing to the market marine by-products that can be used as feed raw materials in other aquaculture species. As a consequence pressure on pelagic fisheries as source of feed raw materials can be reduced.
- **the acquisition of Artic Fish in Iceland in 2023**, allowing us to build on the sustainable certification volumes available every year. 100% of our sites in Iceland, at point of acquisition, were ASC certified.
- **investing in new Recirculating Aquaculture System** as part of Mowi's post-smolt strategy allow us to reduce biological risk by reducing the production time at sea and therefore reducing risks of escapes and use of medicines.
- **setting Science Based Targets for the reduction of GHG emissions**, followed by a clear roadmap has been matched with clear operational decisions on connecting sites to land power and use of hybrid energy management systems. This is allowing us to reduce significantly the dependency on fossil fuels in our seawater production.
- **implementing across our operations the mitigation hierarchy principles to avoid waste to landfill** by maximizing reusability and recyclability of solid waste including farming equipment. By promoting the principles of extended producer responsibility in our procurement practices, we are also achieving good progress on reducing and recycling plastic packaging.
- **investing and implementing Smart Farming technology**, such as continuous weight measurement, automatic sea lice counting and assisted feeding, real-time net surveillance at our seawater operations, and real-time water-quality measurements at our Recirculating Aquaculture Systems. Such innovations lead to efficient feeding, improved health and welfare, increased survival and guides informed business decision-making based on data analytics.

The Board and GMT reviews, on at least a quarterly basis, the effectiveness of the action and plans taken to address impacts on the environment. The quarterly financial reports, which also include sections on planet, product and people, are part of this assessment and are approved by the Board prior to publication.

Although the Board oversees all management impacts, the social impacts are delegated to the Chief Human Resources Officer and the environmental impacts to the Chief Sustainability Officer. Delegation is done in alignment with a long-term plan (time horizon of five years), reviewed annually together with all Board members and the group management team. In the long-term planning, financial planning is done to address nature risks and opportunities, such as investments on climate mitigation and adaptation (e.g. new land power connection to seawater production and hybrid energy management systems) and freshwater stewardship (e.g. new Recirculating Aquaculture Systems). Our green financing and the associated impact report, reflect how our financial decisions are impacting the environment (**Green Bond impact report 2020**).

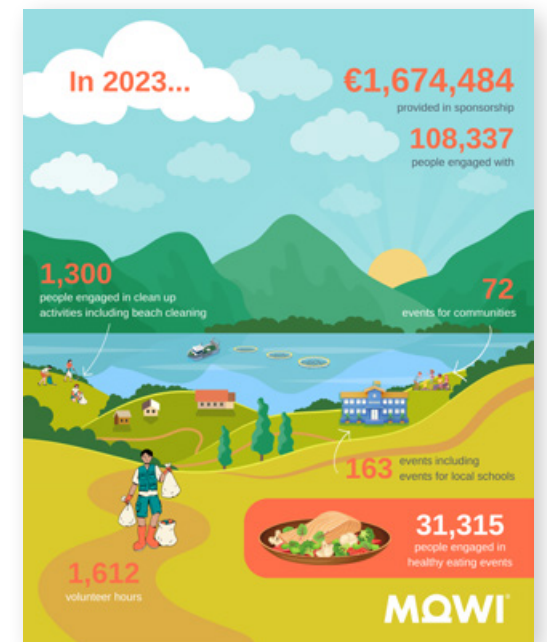
Scenarios, that consider the impact of climate change and freshwater depletion are key tools used and reported in our CDP water and climate, informing our organization on the resilience of our strategy to nature-related risks and opportunities, both physical and transitional. We consider our organization resilient to nature-related risks. For more information, see scenarios in our **CDP climate** and **CDP water** reports.

The Chief Human Resources and Sustainability officers run global network meetings with representatives from each business units to maintain a good link between operational risks and opportunities with the corporate vision and strategy.

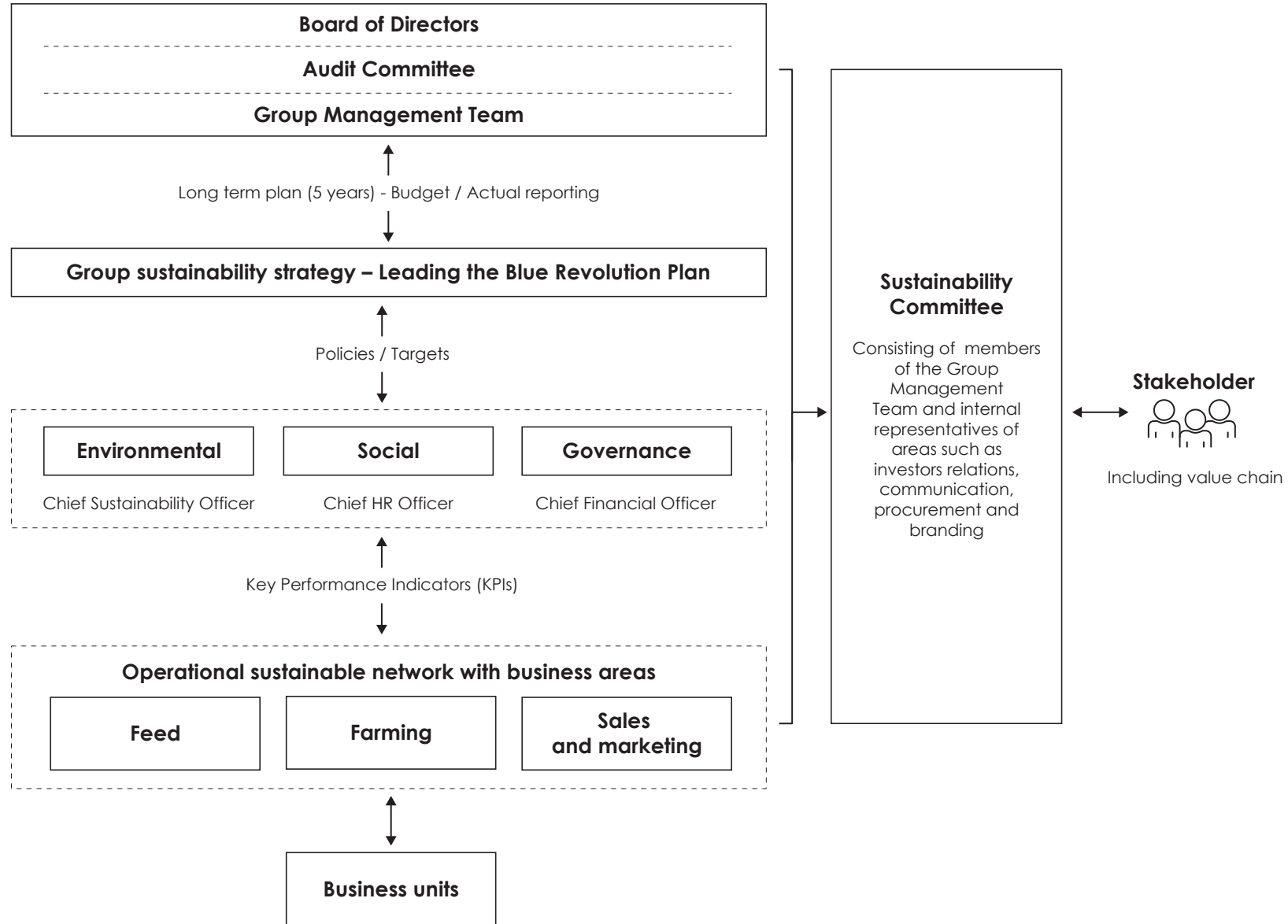
A strategic sustainability committee, composed by members of the Group Management Team and internal representatives of areas such as investors relations,

communication, procurement and branding, meets twice a year to assess progress on Mowi's sustainability strategy *Leading the Blue Revolution Plan*. This sustainability committee engages with the affected stakeholders to identify and manage Mowi's impacts on nature. When needed, Mowi's materiality analysis, strategies, policies and targets are adjusted to reflect stakeholder including local communities, and Indigenous Rights Holders inputs (**Mowi's Policy on Community Engagement**). Our environmental monitoring plans are developed together with Indigenous Rights Holders and nature-related impacts, risk and opportunities are communicated transparently.

Metrics and targets related to nature impacts and dependencies are collected and reviewed on a monthly, quarterly and annual basis together with our business units to ensure alignment of progress. These are identified in our Annual report (see Planet section), sustainability strategy and this biodiversity framework. The framework follows the TNFD guidelines, including a LEAP (Locate, Evaluate, Assess and Prepare) assessment to fully understand our nature-related impacts, dependencies, risks and opportunities. Based on the LEAP assessment we have summarized how we integrate nature in our strategies and decision-making, directing how our investments flow towards biodiversity protection.



ESG - Governance and composition



Stakeholder engagement

Throughout the development of Mowi's Biodiversity Framework we ran several engagement meetings with relevant external stakeholders, including the World Wildlife Fund (WWF Global), the Global Sustainable Seafood Initiative (GSSI) and the UN Global Compact. Additionally, several internal stakeholders in Mowi were involved to bring the perspective on nature risks and opportunities, impacts and dependencies of the different steps in our value chain. These internal stakeholder groups represented finance and investor relationships, human resources, procurement, quality and environment, and operations in all business areas (Feed, Farming and Sales & Marketing). Indigenous Rights Holders as well as stakeholder groups like the media were also considered in this process.

How we engage with our stakeholders and address current and anticipated nature-related impacts, risks and opportunities, is addressed in our **Sustainability Governance Policy**. Especially when new operational areas are explored, engagement with local Indigenous Rights Holders is of high importance to Mowi. In Canada such engagement process aims to provide the local First Nation community with a full, comprehensive understanding of the operations and production cycle of salmon farming. Based on this shared knowledge, the community can assess all benefits and potential risks and make an informed decision on whether they wish to make a mutual beneficial agreement. Our agreements are long enough to provide business certainty and include a five-year review cycle that allows us to incorporate input from the Nations into our long term production plans. Implementation committees are also established to ensure continuous communication with the community through recurring meetings, regular reporting, indigenous presence on our farms and site tours. Additionally, our Community Partnerships team maintains a physical presence in the areas we farm which allows us to readily address community concerns while providing further opportunities for engagement via community events, training, employment, site tours and student internships.



3 LEAP assessment



An initial step in the development of our biodiversity framework is the assessment of our physical assets and their geographic locations. Such mapping is relevant as nature impacts, dependencies, risks and opportunities should be viewed from a local perspective to fully understand the potential effects of our operations.

LOCATE

Mowi's nature footprint and priority locations

We mapped our sites located in priority locations, meaning operational sites in areas of high biodiversity value, such as areas of significant water risk or within the borders of areas designated for protection at national or sub-national levels, wetlands protected under the Ramsar convention, UNESCO world heritage sites and key biodiversity areas (KBAs). For this purpose, the Integrated Biodiversity Assessment Tool (IBAT) was used to screen for sites in sensitive areas, as recommended and provided by the TNFD. Sites classified as being in a priority location area are of special concern to us, as our direct operations potentially pose a higher risk to biodiversity than locations elsewhere. By using the World Resource Institute water risk map we are able to identify sites located in areas of high or extreme overall water risk. The full list of sites in priority areas can be found in **Appendix 2**.

Mowi's supply chain was also in scope for this assessment, meaning that up- and downstream activities outside of Mowi's direct operational control were also assessed. Mowi's internal supplier relationship management (SRM) system was used to support this process, focusing on biodiversity, water and climate risks. We focused on feed raw materials and risks related to high impact commodities such as soy, fish meal and fish oil.

All suppliers of feed raw materials were assessed both on global indices and the more granular Mowi survey. The global indexes, for feed raw materials, covered the following indexes: Biodiversity index, including indexes measuring areas designated as marine protected terrestrial protected as well as an index on the ratification of environmental treaties per country.

For vegetable feed raw material suppliers, the biodiversity index also addresses the loss of forest cover through the addition of a global deforestation index.

The water index consists of a wastewater discharge treatment index and a baseline water stress index referring to the proportion between total water withdrawals and available renewable surface and groundwater supplies. The climate index represents a combination of three different indexes, namely the CO₂e/GDP index - allowing for comparing the efficiency of a country by their national production versus the GHG emission they produce - the renewable energy electricity index as well as the renewable energy of total primary energy supply index - representing the percentage of renewable energy in the Total Primary Energy Supply (TPES). The more granular Mowi survey covers all topics addressed by the global indexes, including specific questions on air pollution and good agricultural practices (GAP), where relevant.

In 2023, our global index assessment identified nine suppliers at high-risk, one supplier of marine feed raw materials and eight suppliers of vegetable (or additives) feed raw materials. All the high-risk suppliers were subject to Mowi's assessment survey which resulted in three of the suppliers being approved, four were rejected and two are in the process of completing Mowi's assessment.

EVALUATE

Mowi's nature-related impacts and dependencies

The next step in our LEAP assessment, is to evaluate Mowi's priority impacts and dependencies, which were identified using the Global Biodiversity Framework, the Taskforce on Nature-related Financial Disclosures and the WWF Biodiversity Risk Filter (BRF) guidelines¹⁰.

The BRF tool provides guidance on sector specific dependencies and impacts for the fishing and aquaculture sectors and it was used to guide our identification of priority dependencies and impacts.

Impact and dependency levels are rated from very high to very low by the BRF, where Mowi has decided to focus on the very *high* and *high* level indicators. One exception is the protected/conserved area indicator, which is rated as a medium impact by the BRF tool, but which Mowi considers as highly relevant for our direct operations from a risk and opportunity perspective.

Our supply chain was in scope for the identification process, including up- and downstream activities where Mowi does not have direct operational control. All listed sector-relevant indicators can be found in **Appendix 3**. The identified priority indicators are presented in the table below, as described by the BRF tool for the fishing and aquaculture sector and assessed as relevant from a risk and opportunity perspective by Mowi.



RISK CATEGORY	INDICATOR	IMPACT/DEPENDENCY	WWF's Biodiversity Risk Rating	MOWI SUSTAINABILITY TOPIC
Provisioning services	Water scarcity	Dependency	Very high	Freshwater stewardship
	Limited marine fish availability	Dependency	Very high	Efficient and sustainable fish feed
Regulating and supporting services – enabling	Ecosystem condition	Dependency	Very high	Climate friendly food production
Regulating services - mitigating	Protection against extreme weather events	Dependency	High-Very high	Climate friendly food production
	Land/forest/aquatic pests and diseases	Dependency	High	Climate friendly food production
Pressures on biodiversity	Land, Freshwater, and Sea use change	Impact	Very high	Preserve biodiversity Freshwater stewardship Efficient and sustainable fish feed
	Pollution	Impact	Very high	Responsible waste management Responsible use of medicines and chemicals
Environmental factors	Protected/ conserved areas	Impact	Medium	Preserve biodiversity
Socioeconomic factors	Labor/Human rights	Impact	High	Responsible supply chain and ensuring human rights

Priority indicators of nature-linked impacts and dependencies for Mowi per risk category. Priority indicators were identified using the full list of indicators sourced from the WWF Biodiversity Risk Filter (BRF) tool for fishing and aquaculture sectors. Priority was assigned by assessment of WWF risk rating, the Global Biodiversity Framework (GBF) targets, the Taskforce on Nature-related Financial Disclosure (TNFD) recommendations and existing strategic sustainability topics in Mowi.

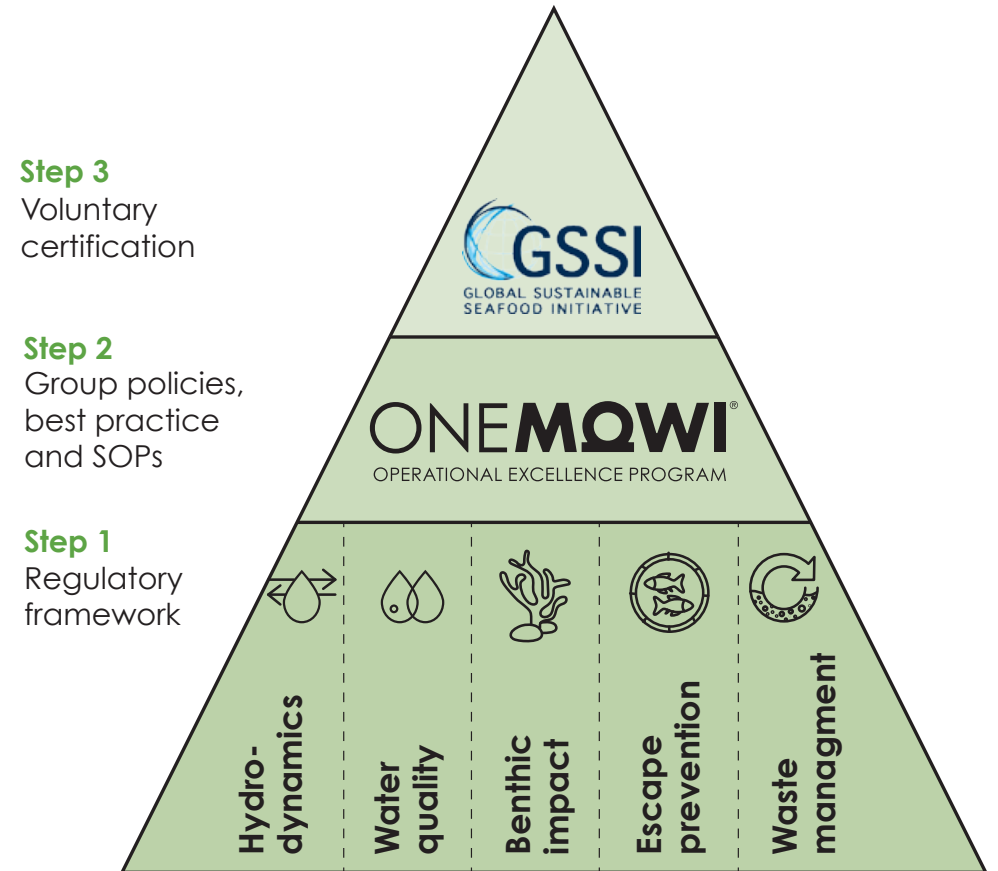
ASSESS

Mowi's nature-related risks and opportunities

For each identified priority indicator for nature impact or dependency, the relevant nature related risks to the organization were assessed and further categorized in terms of location in the value chain, risk type and time horizon. The assessment also considered how nature-related opportunities for Mowi and our business connect to our impacts and dependencies.

Most of the priority indicators are already evaluated and risk assessed on site specific level, as part of the three-step approach we take to ensure we operate in harmony with nature; **1.** Regulatory compliance, **2.** Mowi Policies and **3.** Voluntary standards. Identified risks are already integrated in our internal risk assessments and mitigation practices, where we also monitor and report on related metrics and KPIs for our direct operations.

As part of the Assess phase, we also run scenario analysis to further understand the financial potential implication of risks and opportunities linked with biodiversity protection, including benthic impact, climate change and freshwater stewardship (see Appendix 4).



Step 1. Regulatory compliance

Mowi adheres to applicable laws and regulations including environmental protection. The national laws are not only regulating how we operate but also where we operate. All applications for establishing new or expanding existing sites are evaluated through environmental impact assessments. The aim of this process is to assess if and how the operations might impact nature, based on the environmental and physical conditions of the location and knowledge about the surrounding ecosystems and wildlife. National regulations and requirements thereby establish a knowledge-based and location specific assessment for all sites, which is the first of three steps we take to ensure good ecosystem condition and minimal risk for negative nature impacts.

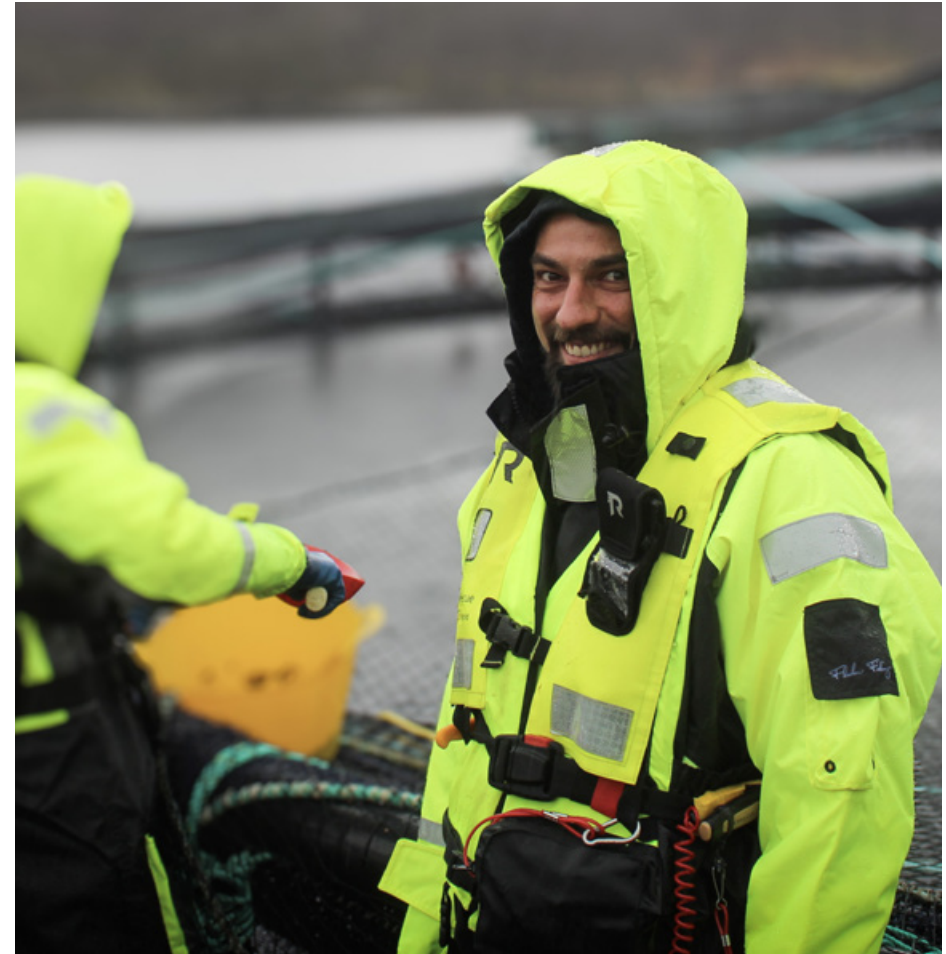
The regulatory requirements in the countries where we farm today ensure responsible and sustainable siting and production through impact assessment of indicators such as hydrodynamics and water quality, benthic impact, escape prevention and waste management. Where there are relevant risks, indicators connected to nature and societal disturbance such as noise, light and odor are also assessed. The robust regulatory frameworks that govern Mowi operations ensure that any new or expanding site developments incorporate appropriate mitigation measures designed to limit or remove any significant adverse environmental effects.

Step 2. Mowi policies (ONE Mowi)

Our global policies ensure we follow a one-company approach, where the policy commitments and requirements are implemented in our local operations all over the world. The policies are directly linked with nature risk assessments and Mowi's governance and mitigation strategies. Policy topics include, but are not limited to, biodiversity, freshwater use, plastics, sustainable salmon feed and use of anti-microbial agents. The complete sustainability policy library can be found [here](#).

ONEMOWI
OPERATIONAL EXCELLENCE PROGRAM

In Harmony with Nature



Step 3. Voluntary certifications

Third-party certification is the final step in our assessment and plays a key part in Mowi's Biodiversity Framework. Mowi's target is that 100 % of our yearly harvest volume is certified with a Global Sustainable Seafood Initiative (GSSI) recognized standard, such as the Aquaculture Stewardship Council (ASC), Best Aquaculture Practices (BAP) or Global GAP standards. To become GSSI recognized, the certification standards are required to include assessments and documentation of nature-related risks connected to key biodiversity topics. The following section summarizes key requirements on biodiversity related topics, categorized as essential components of the GSSI Global Benchmark Tool.

For aquatic animal health management, the standards require that procedures and systems are in place to address and reduce the likelihood of disease and parasite transfer between farms and the natural aquatic fauna. This goes together with appropriate controls for chemicals, including veterinary medicines, which must be used responsibly to minimize any adverse impacts on the environment. Mowi does not use wild seeds, and follow certification requirements for hatchery-raised seeds to be free from relevant pathogens before stocking for grow-out in sea.

The certifications must also require good culture and hygienic standard for the site and daily operations, covering appropriate storage of feed, chemicals, fuels and waste with appropriate pest control in place as well as domestic sewage control, all to avoid local contamination. Effluent water must be monitored against appropriate criteria and key water parameters to reduce adverse impacts on surrounding land and water resources.

For benthic impact, the standards require appropriate management systems for assessing and preventing excessive impacts of aquaculture waste on benthic environment, including methodology for sampling and monitoring. If adverse impacts are detected, it is required by standard to apply appropriate mitigation

and/or remediation actions. For feed use and efficiency there are requirements for fit-for-purpose management systems used by trained staff to measure FCR, FIFO and record visual feeding response.

Risk assessment and preventive measures must be in place to mitigate escapes, as well as measures for detection, response plans, monitoring and analysis of escape incidents if they happen. Staff must be trained in escape prevention and requirements are set for containment infrastructure and maintenance. The certification schemes should also evaluate restoration of damaged sensitive habitats where suitable, and farm verification should consider if this is necessary, to what degree and whether there is suitable justification due to the farm being established before nature assessment and protection. Predator control must be in place, as well as records for endangered species in the nearby area with reference to global listing organizations such as the IUCN Red List. Mowi does not farm genetically modified organisms (GMO).

Mowi recognizes as credible aquaculture sustainability standards those which have been recognized by the GSSI (Global Sustainable Seafood Initiative). Global GAP, ASC and BAP have been recognized by GSSI as certification schemes that successfully completed a rigorous and transparent benchmark process. Such process is based on FAO guidelines and standards assessing overall environmental impact of how seafood is produced.



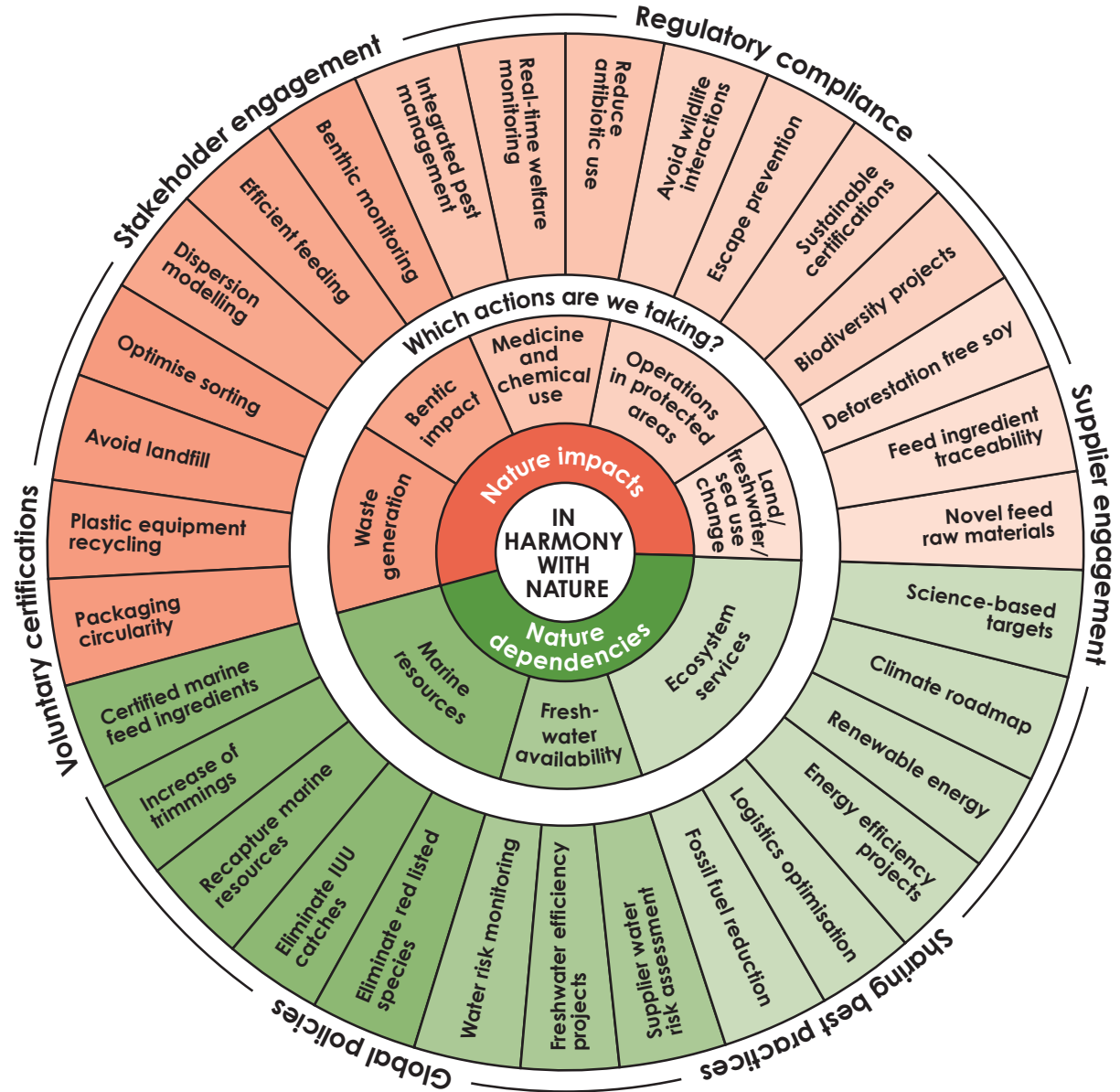
GSSI is one of the largest precompetitive collaborations in the world aligning business, NGOs, governments, and international organizations representing the full seafood value chain.

PREPARE

What we do to protect nature

The following section presents the priority nature-related impacts and dependencies, risks and opportunities as identified in the first three steps of the LEAP assessment. Mowi's global policies, mitigating actions, strategic targets and KPIs are presented per topic, to visualize the full approach we take to protect nature throughout our value chain.

Mowi's Biodiversity Wheel presents our nature-linked impacts and dependencies, connecting them to the actions we are taking to mitigate nature risks and promote a sustainable production of farmed Atlantic salmon, in harmony with nature.





POLICY

Climate Change and Energy Use

Climate friendly food production

The aquaculture industry is dependent on a thriving and stable aquatic ecosystem. A healthy, stable ecosystem condition provides the support of functions such as currents, temperature and oxygen levels needed for our salmon to thrive in the sea. Good ecosystem condition also buffers potential negative impact through natural processes such as nutrient cycling, water dynamics and biomass production. Mowi also depends on the ecosystem's ability to regulate and protect against the effects of climate change driven extreme weather events, such as landslides, extreme heat and fire hazards. Our operations can be vulnerable to climate change, particularly rising seawater temperatures and ocean acidification.

POLICY & TARGETS

Climate change is one of our key sustainability programs, and our global policy on climate change and energy use outlines the governance structure for the topic. The policy also presents our science-based targets for greenhouse gas (GHG) emissions reduction and the identified actions linked to our climate roadmap for all business areas, including up- and downstream activities.

Science-based targets aligned with 1.5 °C have been submitted to the Science Based Targets Initiative, which include new FLAG targets:

- Reduce scope 1 and 2 GHG emissions 51% by 2030 and reduce Scope 3 GHG emissions 28% by 2023 from a 2019 base year
- Reduce absolute Scope 3 FLAG (Forest, Land & Agriculture) GHG emissions by 33% by 2023 from a 2019 base year

KPIs

- Total GHG emissions (Scope 1, 2 and 3)
- % of electricity from renewable resources
- Fuel use



Risk name	Indicator	Risk type	Risk time horizon	Operation	GBF target	SDG
Climate change effects on ecosystem condition and services	Depend-ency	Physical Transition	Medium-long term	Direct Upstream	8, 11	1, 2, 10

GBF = Global Biodiversity Framework; SDG = Sustainable Development Goals

IDENTIFICATION OF RELEVANT RISKS AND OPPORTUNITIES

Rising seawater temperatures can represent a direct risks to salmon farming by altering the ideal water conditions where we farm today, increasing the risk for pests and diseases as well as the occurrence of harmful algae blooms that negatively impact the health and welfare of the salmon. Despite its potential negative impact, climate change represents an opportunity for aquaculture as the world needs more climate friendly food production. **Food from the ocean, including sustainable aquaculture, is considered a solution to climate change, due to its low carbon footprint.** The High-Level Panel for a Sustainable Ocean Economy estimated that ocean economies, including aquaculture and dietary shifts can potentially contribute to a total of 35% of the annual emission reduction needed to limit temperature rise to 1.5 °C by 2050. Making climate-smart protein available to a growing world population, through sustainable aquaculture, is therefore an opportunity to reduce GHG emissions and support the dietary shift¹¹. For a full description of identified climate-related risks and opportunities see our TCFD report available in our integrated Annual Report.

MITIGATION ACTIONS

Mowi is committed to transition into a low-carbon economy, and has adopted a global approach to climate change which is aligned with climate science (our targets are approved by the Science Based Targets Initiative, (SBTi) and the Paris Agreement to limit the increase in the global average temperature to well below 1.5 °C, above pre-industrial levels by the end of the century. By using energy more efficiently we expect to face fewer environmental risks, lower our operational costs and make our supply chain more resilient. As part of our Green Bond and Sustainability-linked loan, Mowi is committed to aligning its capital expenditures with its GHG targets. For more information on this please see our **Green Bond Impact Report**. To reach our targets we have implemented a climate roadmap with specific actions and targets to decrease emissions of GHG emissions in our supply chain towards 2050.

Examples of such actions include but are not limited to:

- Make our supply chain more climate-friendly both up- and downstream
- Use the best available climate-friendly feed raw materials
- Reduce diesel usage at farming sites
- Increasing the share of renewable energy used during farming and processing
- Optimizing our downstream transportation

In 2023, 37% of Mowi's electricity consumption originated from renewable sources, positioning us well on-track for our long-term Group target of all operations running on 100% renewable electricity.

We believe that a global challenge calls for global collaboration for solutions. We are working in collaboration with our peers in the seafood sector (through the Global Sustainable Seafood Initiative and the Federation of European Aquaculture Producers), other ocean economies (e.g. Ocean Panel) and our upstream (e.g. Råvareløftet and dialogue with the aquaculture Industry on Responsible Soy) and downstream supply chain (e.g. Sustainable Air Freight Alliance, SAFA) to optimise the value of the ocean to produce more sustainable food as a strategy against climate change while at the same time increasing our understanding of the potential impacts of climate change to our business.



POLICY
Freshwater



Freshwater stewardship

Freshwater represents a nature dependency for Mowi, as we need available freshwater volumes that meet quality requirements for both our direct production and upstream (sourcing of vegetable feed raw materials) supply chain activities. In our direct operations, freshwater is used both to farm our salmon and to keep the high hygienic standards at our processing plants. The majority of freshwater withdrawn is used to produce the initial life stages of Atlantic salmon. Such production is only done in countries and areas with no risk for water scarcity. Water availability is also a relevant dependency for the production of vegetable feed raw materials, used in salmon feed.

Risk name	Indicator	Risk type	Risk time horizon	Operation	GBF target	SDG
Water scarcity	Dependency	Physical	Short-medium	Direct Upstream	11	12

POLICY & TARGETS

Through our sustainability strategy and freshwater policy, we focus on increasing freshwater use efficiency at our processing plants without compromising the high standards of hygiene we are committed to. We also continue to invest where possible to improve water use efficiency through technological innovations at our freshwater farming sites. Since 2018, green bond proceeds amounting to EUR 35.8 million have been allocated across projects linked to improvement of water-use efficiency, such as upgrades and expansion of recirculating aquaculture systems (RAS).

Mowi also discloses publicly our risks and opportunities related to water management in the Carbon Disclosure Project Water Security questionnaire (CDP Water).

In Harmony with Nature

IDENTIFICATION OF RELEVANT RISKS AND OPPORTUNITIES

For Mowi's direct operations, freshwater-related risks are connected to sites located in areas of high or extreme high risk of water stress. These sites are at risk in the short-medium time perspective, where the physical risk of limited available water resources can potentially affect production by halting or reducing processing activities. Mowi's definition of such sites are sites located in areas of medium-high overall water risk according to the World Resource Institute water risk map^{12,*}. The same risk assessment is done to all suppliers of feed raw materials (using a combination of baseline water stress and access to sanitation). In addition, to those suppliers ranked as high risk from a water stress perspective, we subject them to Mowi's own survey which addresses good agricultural practices, including water stewardship, in more detail.

Freshwater is withdrawn to be used in our direct operations, but Mowi's actual water consumption is negligible, as water withdrawn for farming operations is returned to its source in almost its entirety (in flow-through systems) or is recycled (in recirculating aquaculture systems). Also, none of our farming operations are operated in areas of water scarcity risk. Looking to the future, having a low and potentially lower water consumption compared to other protein productions could lead to opportunities for increased consumer preference and new markets due to product recognition as sustainable from a water stewardship perspective.

* The methodology of the World Resource Institute water risk map was updated mid-year in 2023. Mowi decided to use the previous methodology for 2023 and will make updates in our assessment according to the new methodology in 2024, when it applies for the whole reporting year.

TARGET

- 10% reduction on water intensity (m³/tonne of fish processed) at our processing plants located in medium-high overall water risk by 2025 (using 2018 as reference year).

KPI

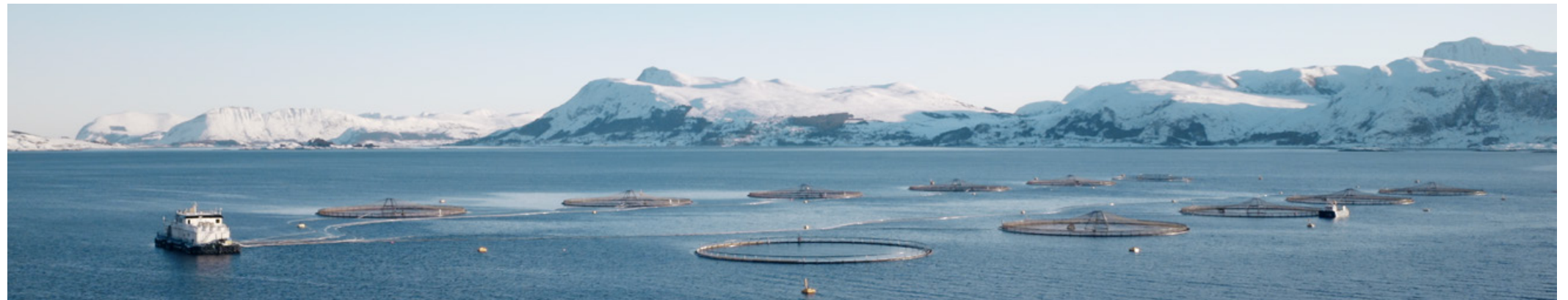
- % reduction in water intensity

Sites in water-scarcity-locations	Target status
Shanghai	On track
Vietnam	On track
Boulogne	On track

MITIGATION ACTIONS

Mowi focuses conservation efforts at plants in medium-high areas for water stress, but the overall aim is for a continuous improvement in water use efficiency in all our business areas. Improved water use efficiency in our operations is driven through stimulation of innovative solutions and technological investments such as recirculating aquaculture systems, by promoting staff awareness and through continuous monitoring and reporting of freshwater use to detect and correct leakages or potential water saving improvements.

Mowi expects all suppliers to use water responsibly. We engage with our vegetable feed raw material suppliers through Mowi's water risk assessment to map and understand their full water risk profiles and the actions they are taking to minimize risks linked with water use, including water use reduction targets. Any feed raw material classified as high risk in this process would initiate further engagement programs with the specific suppliers. Water management requirements set through the Proterra standard supports sustainable sourcing of soy, also from a water use perspective.





POLICY
Biodiversity

Preserve ecosystem integrity

Global biodiversity and ecosystem integrity continue to be eroded at unprecedented rates. It has therefore never been more important to safeguard our environment. It is essential that Mowi acts responsibly, transparently and proactively to preserve biodiversity and the ecosystem goods and services that natural resources provide us with (i.e., natural capital).

Pollution is one of the five main drivers of biodiversity degradation. Mowi runs sustainability programs connected to areas with potential risk for nature impact and release of substances to the environment that can cause negative effects if mitigating strategies and monitoring systems are not in place. The areas in scope are benthic monitoring, solid waste and use of chemicals and medicines.

BENTHIC MONITORING

Producing salmon in pens means that organic substances from fish feces and excess feed can be released to surrounding waters and potentially accumulate in the seabed.

Risk name	Indicator	Risk	Risk time horizon	Operation	GBF target	SDG
Benthic impact	Impact	Transition	Short-medium for sites not meeting criteria for benthic status	Direct	2, 7, 10, 14	12, 14, 17

IDENTIFICATION OF RELEVANT RISKS AND OPPORTUNITIES

Failing monitoring requirements and having poor benthic conditions could have financial implications (longer fallowing period, imposed reduction of biomass) as well as negative reputational effect. This is an especially important risk in sensitive locations. For sites with good benthic condition fallowing between growth cycles can promote benthic recovery and reduce interactions with sensitive species and habitats. Showing how siting and fallowing criteria are working as intended supports sustainable future production within the carrying capacity of the farm location.

POLICY & TARGETS

Our biodiversity policy presents the mitigating actions we take to prevent and/or minimize release of substances to the surrounding environment from the locations where we farm. The targets connect with our ambition to be fully compliant with both the regulatory and the voluntary certification requirements set for benthic conditions during and between production cycles.

TARGET

- 100% of harvest volumes sustainably certified by a GSSI-recognized standard
- 100% of farming sites with minimum benthic impact (as defined per national regulations)

KPIs

- % sites with minimum benthic impact
- % of harvest volumes sustainably certified by a GSSI-recognized standard

In 2023, 99% of the harvested volume was certified by at least one Global Sustainable Seafood Initiative (GSSI)-recognised standard: the Aquaculture Stewardship Council (ASC), Best Aquaculture Practices (BAP), or Global GAP.



MITIGATION ACTIONS

Benthic impact is of critical importance for Mowi, to ensure we coexist in a sustainable way with the surrounding natural environment. Benthic impact connects with all three steps of the environmental risk assessment – covered by regulatory requirements, our global biodiversity policy and voluntary certifications. Regular benthic surveys allow us to apply adaptive management of our farming practices to ensure they have minimum impacts on the seabed and surrounding areas. All farming operations are certified according to standards that account for biodiversity (i.e. GLOBAL GAP, BAP, ASC).

In our farming operations, we use dispersion modelling to predict benthic impact, determine optimal site locations and fallowing where necessary between production cycles to facilitate seabed recovery. Inorganic loading and the risk of eutrophication is assessed by either water quality measurements as requested by certification schemes like ASC (nitrogen and phosphorus), existing classification of water quality as defined by EU Waterframe directive or chlorophyll trends used as a proxy of eutrophication.

In addition, through Smart Farming Technology, autonomous feeding and best practices we ensure efficient feeding and minimize pellet loss. We also keep stocking densities at sea well below 25 kg/m³ to ensure we stay within the carrying capacities of the environment.

% of sites surveyed with minimal benthic impact	Mitigating action
94% of sea sites surveyed in 2023 with minimal impact	Adjust production, reposition pens and/or increase fallow period, i.e. the time between production cycles, to allow the seabed time to recover from organic loading.

% yearly harvest volume certified by a GSSI-recognised standard	Mitigating action
99%	Continue with process to achieve 100% of yearly harvested volumes being certified with a GSSI-recognised standard.

CASE STUDY



Reduce: Integrated multi-trophic aquaculture

Mowi is currently in the fourth year of a collaborative, pioneer project together with partners KelpCrofting and the University of Sterling. The project aims to run parallel farming of salmon, shellfish and seaweed through integrated multi-trophic aquaculture. By farming aquatic species from different trophic levels in parallel and close proximity, the strategy is to reduce environmental release of excess nutrients from the salmon farm through recapture by the other species, also supporting an efficient production and sequestering carbon. Harvested seaweed is further processed into several products such as nutritional supplements, plant-based protein and biodegradable packaging.



RESPONSIBLE WASTE MANAGEMENT

Mowi produces solid waste through our feed, farming and processing operations, which needs to be handled in the most sustainable way. Waste is part of our emission footprint and potentially poses a direct threat to nature if not handled and disposed responsibly. Plastic waste is part of our solid waste. Plastic farming equipment which is used in our farming operations, such as nets and feeding pipes, is part of our waste management program. We also consider plastic packaging as part of our downstream plastic footprint.

Risk name	Indicator	Risk	Risk time horizon	Operation	GBF target	SDG
Waste management	Impact	Transition	Short-medium for sites failing to reach target	Direct Down-stream	7, 10	12, 13, 14, 17

IDENTIFICATION OF RELEVANT RISKS AND OPPORTUNITIES

There is a reputational risk if solid waste is not responsibly managed and end up in nature. Financial risk exists through regulatory driven increase in cost of waste disposal. In addition, financial risks can arise from changes in regulations and market preference for packaging, leading to higher investments and costs to meet market and regulatory requirements.

Our continuous work towards our strategic targets for increased circularity can potentially strengthen our reputation and build market preference connected to sustainability, which also brings financial opportunities by increased sales.



POLICY

Circular Economy and Waste Management

POLICY & TARGETS

Mowi has developed a circular economy and responsible waste management policy available here.

TARGET

- By 2025, zero waste to landfill from our processing plants
- By 2025, 100% of our plastic packaging will be reusable, recyclable or compostable
- By 2025, at least 25% of plastic packaging will come from recycled plastic content
- By 2025, all plastic farming equipment (nets and feeding pipes) is reused or recycled

KPIs

- % non-hazardous waste to landfill from processing plants
- % recycled plastic content in plastic packaging
- % of plastic packaging that is reusable, recyclable or compostable
- % plastic farming equipment that is reused/recycled

MITIGATION ACTIONS

Mowi works towards the goal of zero non-hazardous waste to landfill from our processing plants. We are also reporting and following up our waste streams to understand the footprint related to solid waste. In addition, there is a focus on avoided waste in the first place and if unavoidable to increase the recovery through reuse and material recycling. In Norway, we have a national agreement with one supplier to handle our waste, which results in access to primary data for all Norwegian operations and improved control of our waste streams.

Part of our work involves ensuring that the main plastic components of farming equipment are reused or recycled. We also work closely with our supplier of waste handling to find the best solutions for sustainable and responsible end of life treatment for our plastic equipment. We implement best practices for responsible handling of the equipment and carry out our annual beach clean-ups.

For downstream operations we work to reduce our plastic footprint related to plastic packaging by design to reduce plastic use, improving recyclability and using recycled plastics in our packaging.

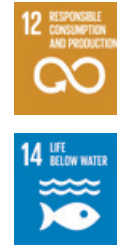
% non-hazardous waste avoided to landfill from processing plants in 2023	Mitigating action
92%	To achieve 100% of waste avoided to landfill continue with employee training to secure better sorting of waste; Strategic engagement and procurement with waste handler suppliers to promote recyclability and reusability of waste where possible; Investment in on-site equipment to improve sorting, storing and reduction of solid waste

CASE STUDY



Reduce: Beach clean-ups

Beach clean-ups are carried out by Mowi employees across our Business Units. Through beach clean-ups we contribute to reduce negative nature-impacts from marine litter and raise awareness of the importance of responsible waste management. In 2023, more than 600 employees from our Farming operations participated in local beach clean-ups, removing 58 tonnes of waste from nature. Also our Sales & Marketing operations engaged with local communities to increase focus on the challenge of marine litter in 2023. Mowi Japan participated in an event for children at the Beach Saver Park at Enoshima Beach in Kanagawa, Japan. The event, which was run by the Nippon Foundation, included fun activities to educate children on marine litter to help them develop an interest and concern for the ocean and its conservation.



RESPONSIBLE USE OF CHEMICALS AND MEDICINES

Mowi only uses medicines when other measures are not sufficient or when fish welfare may be compromised. To not use antimicrobial medicines under such circumstances would be unacceptable from a fish health and welfare perspective. Under prescription of health or veterinarians, approved medicines may be used to protect the welfare of our stock.

Risk name	Indicator	Risk	Risk time horizon	Operation	GBF target	SDG
Responsible use of chemicals and medicines	Impact	Transition	Short-medium	Direct	7, 10	12, 14

IDENTIFICATION OF RELEVANT RISKS AND OPPORTUNITIES

Despite responsible use and residue control aligned with regulatory compliance, there is a reputational risk for Mowi when using antimicrobials. This is linked with the concern for antimicrobial resistance.

Through good husbandry and management practices we minimise the need for antibiotics and ensure good effect if and when needed. Healthy stocks and good fish welfare are basic prerequisites for our industry to succeed and give the opportunity for growth in the future.



POLICY

Use of antimicrobial agents

POLICY & TARGETS

The policy outlines Mowi's approach towards responsible use of licensed anti-microbial veterinary medicines and minimising the risks of development of antimicrobial resistance, while ensuring compliance with respective laws and regulations. Furthermore, this policy ensures that any use of antimicrobial agents is in line with World Health Organization (WHO) guidelines to mitigate the risk of human health consequences related to development of antimicrobial resistant bacteria.

TARGET

- Reduction in antibiotic use from 2015

KPI

- Antimicrobial use and % of stock treated

MITIGATION ACTIONS

Mowi ensures licensed antimicrobials are used in a responsible manner through good husbandry and management practices, biosecurity programs and veterinary health plans on all our sites, all under the supervision of our fish health professionals, to control bacterial infections. Our fish health/veterinary health plans are designed with an emphasis on fish well-being disease prevention, mitigation of stress and to limit any potential spread of infection if fish become sick.

Mowi's fish health professionals attend training with a focus on disease prevention, management and medicine use. We ensure that 100% of our fish are vaccinated against bacterial and viral infections. Only licensed and prescribed antimicrobial medicines are used and we perform thorough residue and quality control.

Antibiotic use and % stock treated	Mitigating action
Stable	For further reduction of antimicrobial use we are working with our suppliers to develop/improve vaccines, implement best-practices and continue to maintain our responsible antibiotic use policy.





POLICY
Biodiversity



Protected and conserved areas

Mowi has identified sites in areas under protection, such as Marine Protected Areas (MPAs). Such priority locations must be managed responsibly to avoid impacting vulnerable or highly valuable nature types, species and ecosystems.

Risk name	Indicator	Risk	Risk time horizon	Operation	GBF target	SDG
Protected and conserved areas	Impact	Transition	Medium-Long term for assets in areas of current or future protection	Direct	1,2, 3, 4, 6, 10	14, 15

IDENTIFICATION OF RELEVANT RISKS AND OPPORTUNITIES

For Mowi there is a transition risk related to marine protected areas, and how they will be governed and potentially changed in the future. If regulations for existing operations or sectors in the area would become stricter there might be consequences in terms of changes in allowed biomass, following periods or other operational requirements leading to increased costs or limitation of production. Opportunities for Mowi would come from the recognition of the coexistence between salmon farming and nature, allowing the blue sector to grow and contribute to dietary shifts at scale.

POLICY & TARGETS

Our biodiversity policy states clearly the requirement of paying special attention to critical, highly sensitive environmental areas, special areas of conservation (SAC), and special protected areas (SPA) located close to / around our farms. This is especially important in terms of risks related to benthic impact (see separate chapter on this topic), fish escapes and wildlife interactions.

TARGETS

- Zero Wildlife mortality linked with our operations every year
- Zero escapes every year
- 100 % of site personnel trained on Mowi's Farming Excellence Program – Zero Escapes

KPIs

- Wildlife interactions
- Escape incidents

MITIGATION ACTIONS

For operations located in protected areas it is important that we prevent and minimise impact from our operations on the surrounding nature. Regular benthic surveys allow us to adapt our farming practices to ensure they have minimum impacts on the seabed and surrounding areas. All operations are certified according to standards that account for biodiversity (i.e. GLOBAL GAP, BAP, ASC). All site personnel are trained in Mowi's Farming Excellence Program – Zero Escape and we have established a Global Escape Action Group to define key improvement priorities, track progress and share learned experiences, all to ensure fish escapes are avoided at all costs.

We monitor wildlife interactions and have preventive measures in place such as the use of bird nets to avoid wildlife mortalities. All bird and mammal mortalities are registered with a special emphasis on red listed species. Awareness of such species in the nearby areas of our operations becomes important to ensure we prioritise our efforts where it is the most important. The table below presents the identified red listed species that theoretically inhabit or migrate through the areas of our operations based on local risk assessments, national conservation lists* and the International Union for Conservation of Nature (IUCN) "Red list of Threatened Species". In 2023 we experienced that 25 birds of the species European herring gull (*Larus argentatus*) were impacted in Norway by accidental mortalities. This species is currently listed as Vulnerable (VU) on national conservation list and is categorised as Least Concern (LC) on the IUCN red list. Mitigations such as improved quality check and maintenance of preventative tools and adjustment of feeding equipment were strengthened to prevent such incidents from happening in the future.

GROUP	Critically endangered	Endangered	Vulnerable	Near threatened	Least concern
	11	74	84	105	553

* National conservation lists used were Norsk Rødliste for Arter 2021 (Norway), the Scottish Biodiversity List (Scotland) and the Species at risk public registry (Canada). A high-level approach was used in this assessment, selecting the counties or provinces where we operate for geographical scope. We have considered the IUCN list per country (as required by the GRI standard). However, due to the lack of granularity regarding species presence in the relevant areas where we farm, we have reported this metric by using more granular national lists and local assessment.

Wildlife interactions indicator	Mitigating action
0.18 Accidental bird mortalities** 0.09 Accidental red-listed bird mortalities***	Changing position of and adjust feeder. Ensure optimal use and maintenance of bird nets on all pens.

Escape incidents	Mitigating action
Four escape incidents in 2023 3 497 escaped fish in 2023	Improve procedures for inspection and critical work operations, including check points. Improved training. Implementation of equipment maintenance system.

** Wildlife interactions indicator is calculated as total number of mortalities divided by total number of active sites in the reporting year. In 2023 all bird mortalities were accidental, no mammal mortalities took place.

*** Red-listed bird mortalities were all European herring gull (*Larus argentatus*), currently categorized as **Vulnerable**.



POLICY

Sustainable Salmon Feed



Land/freshwater/sea use change

This indicator has been classified as one of five main drivers of nature change, where change or increase in use of areas, both land, freshwater or aquatic, can pose a risk of negative impact on biodiversity.

Risk name	Indicator	Risk type	Risk time horizon	Operation	GBF target	SDG
Land/ Freshwater/ sea use change	Impact	Transition	Medium-long term	Direct Upstream	1, 2, 10	12, 14

IDENTIFICATION OF RELEVANT RISKS AND OPPORTUNITIES

For our marine operations, benthic monitoring in combination with good siting conditions and operational practices including fallowing are integral components of our farming practices, which reduce impact and facilitate the recovery of seabed between production cycles. We therefore do not consider salmon farming as a permanent sea use change.

In our direct operations a potential risk is linked with changes in regulations for freshwater and land-use change, as expansion or new smolt production or processing plants could require conversion of land and freshwater use.

For upstream activities, the main risk is land use change and deforestation linked with sourcing of vegetable feed raw materials. Considering high risk natural commodities⁷, both soy and palm oil* are feed ingredients we use in our direct

feed production operations as well as upstream by external feed suppliers. This potential transition risk for Mowi, in terms of financial implications related to stricter regulations, is mitigated by sourcing only certified products.

Opportunities for Mowi are linked with improved resource efficiency and contribution to increase the availability of less natural-resource intensive raw materials, such as vegetable ingredients produced by regenerative agriculture practices. Such transition could have a positive reputational effect for Mowi and result in access to new or expanded markets due to consumer awareness and preference for sustainable feed ingredients.

POLICY & TARGETS

Our policy on sustainable salmon feed presents our requirements for feed raw materials and external feed suppliers, including sustainable certifications, traceability and human rights.

TARGETS

- 100% traceability of feed raw materials
- 100% of soy is certified (Proterra or equivalent)
- 100 % of palm oil is certified (RSPO or equivalent)

KPIs

- % Soy Proterra or equivalent certified
- % Palm oil RSPO or equivalent certified

* Palm oil, if used, is only used in Chile and Canada by our external feed suppliers. All palm oil, if used, originates from certified sources such as the Roundtable on Sustainable Palm Oil (RSPO) or equivalent. Mowi accepts mass balance supply chain RSPO or a higher level of certification (segregated or identity preserved).

MITIGATION ACTIONS

As outlined in our sustainable feed policy, we require that all salmon feed suppliers are GLOBAL GAP or BAP certified by an accredited certification body (CB) and we collaborate with suppliers of agricultural raw materials to promote adherence to good agricultural practices. We also require 100% traceability of feed raw materials.

All soya must be deforestation free and certified according to the ProTerra and Roundtable for responsible soy standards or their equivalents such as the Europe Soya Standard. Palm oil, if used, must come from certified sources such as the Roundtable on Sustainable Palm Oil (RSPO) or equivalent. Through our sourcing policy and sustainable procurement we aim to support the global transition towards healthy, good agricultural practices and production.



CASE STUDY



Regenerate: Native woodland planting

Mowi Scotland has initiated a project with the aim to establish 102 hectares of native broadleaved woodland on the Isle of Skye, where we currently operate a number of fish farms. Mowi also owns the adjacent land, which comprises an open hillside / low ridge on the north side of Loch Ainort, Isle of Skye, lying within the Cuillins Special Protection Area (SPA). By planting native broadleaves, primarily consisting of Native Upland Birch, the woodland will strengthen soil and water, protect and enhance habitat quality and biodiversity with resulting overall benefits to the designated site features of the SPA. The project will support the Scottish Government's target to increase woodland cover through Scotland's Forestry Strategy and contribute to climate change mitigation by reducing greenhouse gas emissions through carbon sequestration. It is estimated that the woodland will have the potential to sequester 38 616 tonnes of carbon dioxide over the next 100 years.



Restore: Mowi gets buzzing

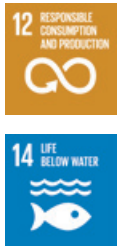
Honeybees perform a key function in nature through the pollination of trees and flowers, supporting plant species abundance and maintaining healthy ecosystems and food production. Almost 90% of wild plants and 75% of leading global crops depend on animal pollination, and with increasing habitat loss and fragmentation it is becoming more important than ever that we take action to support the presence and abundance of pollinating species¹³.

At our plants in Gdansk Poland and Bruges and Ostend in Belgium, Mowi has established beehives to support pollination and promote local biodiversity. The hives are located at the roof of our office building in Gdansk, and in the green area of our processing plant grounds in Bruges and Ostend. The honey produced in our Honeybeez project in Belgium is sold to local staff, raising financial support to a local charity that works to provide housing, education and training for children in need of additional support. Promoting biodiversity, delicious and nutritious food and community engagement: all thanks to the great work of our Bruges 'Honeybeez'!



Marine resources

In our direct operations, farming an aquatic species and depending on marine sources for feed it is clear that the sustainable use and governance of marine resources is of high importance and a priority to Mowi.



Risk name	Indicator	Risk type	Risk time horizon	Operation	GBF target	SDG
Marine resources	Impact	Transition	Medium-long term	Direct Upstream	6	12, 14

IDENTIFICATION OF RELEVANT RISKS AND OPPORTUNITIES

In our direct operations we must ensure we do not cause any negative impact on marine wildlife and wild fish species, there is a reputational risk connected to escaped fish and their potential impact on wild salmon populations through genetic introgression. Opportunities are linked with continuous improvement towards our targets of zero escapes and wildlife mortalities to support sustainable coexistence of aquaculture and the marine environment.

For Mowi, risks related to marine resources connect to sourcing of marine raw material in salmon feed. Both fish meal (FM) and fish oil (FO) are important sources of key nutrients, and high quality feed is essential for ensuring the best possible fish health and performance. Threats to wild fish stocks such as climate change and overexploitation could lead to reduced availability of such main ingredients, resulting in financial risks for Mowi.



There are also opportunities; by supporting sustainable fisheries, improving the use of trimmings and continue our work to diversity our options and reduce single-ingredient dependency through emerging feed raw materials, we believe there is opportunity for increased sustainable feed production in the future. Improved feed quality can also result in improved FCR, resulting in increased growth performance and reduced release of organic substances.



POLICY

Sustainable Salmon Feed

POLICY & TARGETS

Our Sustainable salmon feed policy and policy on emerging feed raw materials outline the strategy and requirements for sustainable sourcing of marine feed raw materials.



POLICY

Emerging Feed Raw Materials

TARGET

- 100 % traceability of feed raw materials
- 100 % of marine raw materials are certified (MSC, Marine Trust or equivalent)
- Achieve 10-15% ingredients from novel feed raw materials by 2030

KPIs

- % FM and FO Marine Trust or equivalent certified
- % trimmings
- Recaptured FIFO
- Inclusion of emerging feed raw materials

Since the Fish in-Fish out concept first arose in the 2000s, technological improvements have been realised across the entire FM/FO value-chain. The recapture of FM/ FO from farmed fish takes this process a step further; we call this the Recapture FIFO (rFIFO), a metric that more accurately reflects the ‘net’ use of FM/FO. Mowi is able to recapture FO and FM from our Mowi Nutrition operations (in Norway and Poland). This allows us to keep giving back into the global fund of marine ingredients – and to continue “doing more and better with less”. In 2023 Mowi’s rFIFO was 0.56, reflecting a clear advantage of circularity and ensuring that all value of our product is fully utilized.

MITIGATION ACTIONS

Our mitigation strategy for preventing negative impact on wild species, including populations of marine animals, are described in the section under land, freshwater and ocean use change.

All ingredients used in salmon feed shall have a traceability system in place. Our marine raw materials processed from whole fish are sourced from suppliers who adhere to responsible fishery management practices and that are certified as sustainable (MSC, Marine Trust standard or similar) or part of Fisheries Improvement Projects (FIPs). None of our raw materials originate from illegal, unregulated and unreported (IUU) catches, or from fish species classified as endangered on the International Union for the Conservation of Nature (IUCN) red list.

We also work to continuously improve the fish in-fish out (FIFO) ratio, which provides the amount of kg of wild fish (excluding trimmings) it takes to produce one kg of salmon. The species used in fish meal and fish oil production are from reduction fisheries and trimmings not used for human consumption. We are also dedicated to increase the use of fish trimmings to produce fishmeal and fish oil, in both our integrated feed production and externally sourced feed. Mowi supports and closely follows the ongoing development and testing of novel feed raw materials. This is the case for oils rich in Omega-3, as well as novel protein sources from sustainable production. Within this scope, we include products derived from insects, alcohol fermentation, CO₂ capture and forestry.

Marine feed raw materials sourced sustainably	Risk	Mitigating action
100%	Reputational Financial	We continue to apply our sourcing policy and to investigate novel feed raw materials to further reduce dependency of marine feed raw materials.



POLICY

Human Rights



Responsible supply chain and human rights

Human rights are at the core of a sustainable business. We believe that businesses can only flourish in societies where human rights are protected and respected. Human rights and biodiversity are strongly connected, as healthy ecosystems and thriving biodiversity have been recognized as prerequisites for achieving the sustainable development goals (ESGs) and ensuring human rights¹⁴. Human rights include access to healthy ecosystem services providing for basic needs such as safe and clean environments, food, medicines, clean air and water. Biodiversity degradation and habitat loss are therefore also threats to human rights.

Risk name	Indicator	Risk type	Risk time horizon	Operation	GBF target	SDG
Responsible supply chain and human rights	Impact	Transition	Medium-long term	Direct Upstream Downstream	15, 22	8, 10, 11

IDENTIFICATION OF RELEVANT RISKS AND OPPORTUNITIES

Biodiversity degradation threatens the overarching goal of ensuring human rights. This is a risk to Mowi on several levels, considering commercial and legislative consequences that might impact our direct production, supply chain, reputation and potential for sustainable growth. Supporting the GBF targets and goals to halt and reverse biodiversity degradation and ensure sustainable nature thereby also becomes an opportunity. Namely the opportunity to support human rights, so that both people and our industry can flourish together with nature in the future.

POLICY & TARGETS

Our human rights policy outlines our commitments, scope and requirements linked with human rights and our standard for ethical business conduct and behavior.

TARGET

- Full compliance with the Code of Conduct by employees and suppliers
- 100% of suppliers exposed to environmental and social due diligence

KPIs

- % of employees trained and tested on CoC
- % suppliers exposed to environmental and social due diligence



POLICY

Code of Conduct



POLICY

Human Rights framework

MITIGATION ACTIONS

Our commitment to human rights in our operations as well as our supply chain is held in close collaboration with our vision Leading the Blue Revolution, our Sustainability Plan, our **Code of Conduct** (CoC), and the business strategy as a whole. Our human rights commitment to prevent, mitigate and remedy adverse human right impacts is expressed in our Code of Conduct for ethical business conduct, global policies, procedures and public communication. Our Code of conduct and Human Rights principles are incorporated into policies and contractual terms internally as well as with external suppliers.

Mowi implemented our **Human Rights program** in 2021, with the intention to provide insight into Mowi's commitment and approach to secure fundamental Human rights and decent working conditions in connection to our business.

For supply chain we have developed, and continue to improve, our global supplier relationship management system. The system provides the framework for our Human rights due diligence process where all suppliers have been assessed, and provides valuable data on our supply chain performance and compliance. This forms the basis for reporting, mitigation and remedy, learning and decision making in relation with our supply chain and other stakeholders.



4 Summary

- Mowi depends on healthy biodiversity and nature to produce healthy, nutritious salmon in the sea.
- Food from the ocean is part of the solution to prevent biodiversity loss through:
 - Low climate footprint
 - Low freshwater consumption
 - Low land use
 - Low feed conversion ratio (i.e. high feed efficiency)
 - Deforestation-free vegetable feed ingredients
 - Sustainable certifications
- Nature-related risk and impact assessments are integrated in the Mowi way of working and are governed through national regulations, internal policies and recognized voluntary certification programs.
- Identified nature-related risks and opportunities are incorporated in our Blue Revolution Plan and global sustainability programs and targets.
- We monitor and report on our progress towards specific targets to reduce or prevent negative nature-related impacts and realize nature-related opportunities.
- We invest in technology and solutions to improve resource efficiency and prevent negative nature-impacts.
- Mowi engages with our supply chain through our supplier due diligence process, assessing biodiversity, climate and freshwater risks.

5 References

1. IPBES, 2019. *Global assessment report in biodiversity and ecosystem services of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services*. <https://zenodo.org/records/6417333>
2. The Stockholm Resilience Center, 2023. *Planetary Boundaries*. <https://www.stockholmresilience.org/research/planetary-boundaries.html>
3. Richardson et al, 2023. *Earth beyond six of nine planetary boundaries*. *Science Advances* 9, 37. **Earth beyond six of nine planetary boundaries | Science Advances**
4. UN Global Biodiversity Framework 2022 **Kunming-Montreal Global Biodiversity Framework | UNEP - UN Environment Programme**
5. The European Commission, 2023. The EU Green Deal. **The European Green Deal - European Commission (europa.eu)**
6. European Commission, 2023. EU Biodiversity strategy for 2030. https://environment.ec.europa.eu/strategy/biodiversity-strategy-2030_en
7. TNFD, 2023. *Recommendations of the Taskforce on Nature-related Financial Disclosures*. **Recommendations_of_the_Taskforce_on_Nature-related_Financial_Disclosures_September_2023.pdf** (tnfd.global)
8. EU, 2022. *Directive (EU) 2022/2464*. <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32022L2464>
9. Gephart, J.A., Henriksson, P.J.G., Parker, R.W.R. et al. *Environmental performance of blue foods*. *Nature* 597, 360–365 (2021). <https://www.nature.com/articles/s41586-021-03889-2>
10. WWF, 2023. Biodiversity Risk Filter. <https://riskfilter.org/biodiversity/inform/investigate-industries>
11. Ocean Panel, 2023. *The Ocean as a Solution to Climate Change*. **The Ocean as a Solution to Climate Change: Updated Opportunities for Action - Ocean Panel**
12. WRI, 2023. *Aqueduct Water Risk Atlas*. <https://www.wri.org/aqueduct>
13. World Wildlife Foundation, 2023. *Fascinating facts on bees*. **Learn these top 10 facts about bees | WWF**
14. United Nations (UN) Environment Programme (UNEP), 2021. *Human rights and biodiversity: Key Messages*. **Human Rights and Biodiversity: Key Messages | UNEP - UN Environment Programme**

6 Appendix

APPENDIX 1

Mowi benchmarking of the 23 targets set in the Global Biodiversity Framework (GBF) to be achieved by 2030 and beyond to safeguard and sustainably use biodiversity.

APPENDIX 2

Mowi sites located in protected areas or areas of high biodiversity value per December 31st 2023.

APPENDIX 3

Complete list of direct impact and dependency weightings for the fishing and aquaculture sector, from the WWF Biodiversity Risk Filter tool.

APPENDIX 4

Scenario analysis used to explore the resilience and potential of Mowi's strategy to nature-related risks and opportunities, focusing on climate, water and benthic impact.

APPENDIX 1 (1/7)

Mowi benchmarking of the 23 targets set in the Global Biodiversity Framework (GBF) to be achieved by 2030 and beyond to safeguard and sustainably use biodiversity.

GBF TARGET		MOWI BENCHMARK
1	Ensure that all areas are under participatory integrated biodiversity inclusive spatial planning and/or effective management processes addressing land and sea use change, to bring the loss of areas of high biodiversity importance, including ecosystems of high ecological integrity, close to zero by 2030, while respecting the rights of indigenous peoples and local communities.	Aligned. All new sites, relocations or expansions require regulatory approval. Mowi commits to actively engage with communities and Indigenous Right Holders that are directly impacted through our business, to share the results of environmental impacts assessments and measurements, as well as openly discuss outcomes, alternatives, and solutions.
2	Ensure that by 2030 at least 30 per cent of areas of degraded terrestrial, inland water, and coastal and marine ecosystems are under effective restoration, in order to enhance biodiversity and ecosystem functions and services, ecological integrity and connectivity.	Aligned. Mowi monitors benthic impact to ensure no cumulative impact on the benthic environment where we operate.
3	Ensure and enable that by 2030 at least 30 per cent of terrestrial, inland water, and of coastal and marine areas, especially areas of particular importance for biodiversity and ecosystem functions and services, are effectively conserved and managed through ecologically representative, well-connected and equitably governed systems of protected areas and other effective area-based conservation measures, recognizing indigenous and traditional territories, where applicable, and integrated into wider landscapes, seascapes and the ocean, while ensuring that any sustainable use, where appropriate in such areas, is fully consistent with conservation outcomes, recognizing and respecting the rights of indigenous peoples and local communities including over their traditional territories.	Aligned. Coexistence of salmon farms and conservation areas have been taking place for several years already.

APPENDIX 1 (2/7)

GBF TARGET		MOWI BENCHMARK
4	Ensure urgent management actions, to halt human induced extinction of known threatened species and for the recovery and conservation of species, in particular threatened species, to significantly reduce extinction risk, as well as to maintain and restore the genetic diversity within and between populations of native, wild and domesticated species to maintain their adaptive potential, including through in situ and ex situ conservation and sustainable management practices, and effectively manage human-wildlife interactions to minimize human-wildlife conflict for coexistence.	Aligned. Our biodiversity policy and mitigating actions ensure measures are in place to prevent human-wildlife interactions from taking place, supporting our target of zero wildlife interactions with birds and mammals in the sites where we operate.
5	Ensure that the use, harvesting and trade of wild species is sustainable, safe and legal, preventing overexploitation, minimizing impacts on non-target species and ecosystems, and reducing the risk of pathogen spill-over, applying the ecosystem approach, while respecting and protecting customary sustainable use by indigenous peoples and local communities.	Not applicable. Mowi focus is on farmed species.
6	Eliminate, minimize, reduce and or mitigate the impacts of invasive alien species on biodiversity and ecosystem services by identifying and managing pathways of the introduction of alien species, preventing the introduction and establishment of priority invasive alien species, reducing the rates of introduction and establishment of other known or potential invasive alien species by at least 50 percent, by 2030, eradicating or controlling invasive alien species especially in priority sites, such as islands.	Aligned. The risk of establishment of Atlantic salmon on Chile and Canada has been assessed scientifically, and historically there have been few escape incidents from Mowi operations in these BUs.
7	Reduce pollution risks and the negative impact of pollution from all sources, by 2030, to levels that are not harmful to biodiversity and ecosystem functions and services, considering cumulative effects, including: reducing excess nutrients lost to the environment by at least half including through more efficient nutrient cycling and use; reducing the overall risk from pesticides and highly hazardous chemicals by at least half including through integrated pest management, based on science, taking into account food security and livelihoods; and also preventing, reducing, and working towards eliminating plastic pollution.	Aligned. Mowi has benthic surveys and monitoring in place to prevent cumulative effects on the seabed due to excess organic nutrients from our production. We work to ensure responsible management of waste, including plastics, reduce antimicrobial use and optimize feeding practices and technology as well as promoting good agricultural practices in our vegetable supply chain.

APPENDIX 1 (3/7)

GBF TARGET		MOWI BENCHMARK
8	Minimize the impact of climate change and ocean acidification on biodiversity and increase its resilience through mitigation, adaptation, and disaster risk reduction actions, including through nature-based solution and/or ecosystem-based approaches, while minimizing negative and fostering positive impacts of climate action on biodiversity.	Aligned. Production of Atlantic salmon is climate friendly; Mowi has set Science-Based Targets for emission reduction, which are implemented in our climate roadmap and sustainability program for climate change, with strategic targets for development, investment and adaptation to reach our targets. Technical standards are in place to ensure the use of resilience equipment at our sites.
9	Ensure that the management and use of wild species are sustainable, thereby providing social, economic and environmental benefits for people, especially those in vulnerable situations and those most dependent on biodiversity, including through sustainable biodiversity-based activities, products and services that enhance biodiversity, and protecting and encouraging customary sustainable use by indigenous peoples and local communities.	Not applicable. Mowi focus is on farmed species. Wild pelagic fish used for fish meal and oil is limited and sustainably sourced.
10	Ensure that areas under agriculture, aquaculture, fisheries and forestry are managed sustainably, in particular through the sustainable use of biodiversity, including through a substantial increase of the application of biodiversity friendly practices, such as sustainable intensification, agroecological and other innovative approaches contributing to the resilience and long-term efficiency and productivity of these production systems and to food security, conserving and restoring biodiversity and maintaining nature's contributions to people, including ecosystem functions and services.	Aligned. Mowi ensures sustainable management of aquaculture areas through adhering to regulatory requirements, implementation of sustainability policies and certification by third-party voluntary sustainability certification standards.
11	Restore, maintain and enhance nature's contributions to people, including ecosystem functions and services, such as regulation of air, water, and climate, soil health, pollination and reduction of disease risk, as well as protection from natural hazards and disasters, through nature-based solutions and ecosystem-based approaches for the benefit of all people and nature.	Aligned. Our Blue Revolution Plan encompasses our strategy, targets and actions to mitigate negative impacts on nature and avoid contributing to the main drivers of nature and ecosystem degradation, both in our direct operations as well as up- and downstream activities.

APPENDIX 1 (4/7)

GBF TARGET		MOWI BENCHMARK
12	Significantly increase the area and quality and connectivity of, access to, and benefits from green and blue spaces in urban and densely populated areas sustainably, by mainstreaming the conservation and sustainable use of biodiversity, and ensure biodiversity-inclusive urban planning, enhancing native biodiversity, ecological connectivity and integrity, and improving human health and well-being and connection to nature and contributing to inclusive and sustainable urbanization and the provision of ecosystem functions and services	Not applicable.
13	Take effective legal, policy, administrative and capacity-building measures at all levels, as appropriate, to ensure the fair and equitable sharing of benefits that arise from the utilization of genetic resources and from digital sequence information on genetic resources, as well as traditional knowledge associated with genetic resources, and facilitating appropriate access to genetic resources, and by 2030 facilitating a significant increase of the benefits shared, in accordance with applicable international access and benefit-sharing instruments.	Not applicable.
14	Ensure the full integration of biodiversity and its multiple values into policies, regulations, planning and development processes, poverty eradication strategies, strategic environmental assessments, environmental impact assessments and, as appropriate, national accounting, within and across all levels of government and across all sectors, in particular those with significant impacts on biodiversity, progressively aligning all relevant public and private activities, fiscal and financial flows with the goals and targets of this framework.	Aligned. Aquaculture is already a heavily regulated sector in terms of sustainable and transparent use of natural resources and biodiversity impacts. Environmental impact assessments and monitoring are basic requirements for our license to operate. Our commitment to be 100 % certified by third-party sustainability certification standards also supports the strong integration of biodiversity values and requirements we follow throughout the value-chain.

APPENDIX 1 (5/7)

GBF TARGET		MOWI BENCHMARK
15	<p>Take legal, administrative or policy measures to encourage and enable business, and in particular to ensure that large and transnational companies and financial institutions:</p> <p>(a) Regularly monitor, assess, and transparently disclose their risks, dependencies and impacts on biodiversity including with requirements for all large as well as transnational companies and financial institutions along their operations, supply and value chains and portfolios;</p> <p>(b) Provide information needed to consumers to promote sustainable consumption patterns;</p> <p>(c) Report on compliance with access and benefit-sharing regulations and measures, as applicable;</p> <p>in order to progressively reduce negative impacts on biodiversity, increase positive impacts, reduce biodiversity-related risks to business and financial institutions, and promote actions to ensure sustainable patterns of production.</p>	<p>Aligned.</p> <p>Mowi has several policies already implemented which are aligned with biodiversity as described in point a-c.</p>
16	<p>Ensure that people are encouraged and enabled to make sustainable consumption choices including by establishing supportive policy, legislative or regulatory frameworks, improving education and access to relevant and accurate information and alternatives, and by 2030, reduce the global footprint of consumption in an equitable manner, halve global food waste, significantly reduce overconsumption and substantially reduce waste generation, in order for all people to live well in harmony with Mother Earth.</p>	<p>Aligned.</p> <p>Our Leading the Blue Revolution plan, which is publicly available, communicates the importance and benefits of a global, dietary shift towards increased seafood consumption, which is recognized as part of the solution to climate change.</p>
17	<p>Establish, strengthen capacity for, and implement in all countries in biosafety measures as set out in Article 8(g) of the Convention on Biological Diversity and measures for the handling of biotechnology and distribution of its benefits as set out in Article 19 of the Convention.</p>	<p>Not applicable</p>
18	<p>Identify by 2025, and eliminate, phase out or reform incentives, including subsidies harmful for biodiversity, in a proportionate, just, fair, effective and equitable way, while substantially and progressively reducing them by at least 500 billion United States dollars per year by 2030, starting with the most harmful incentives, and scale up positive incentives for the conservation and sustainable use of biodiversity.</p>	<p>Not applicable</p>

APPENDIX 1 (6/7)

GBF TARGET	MOWI BENCHMARK
<p>19 Substantially and progressively increase the level of financial resources from all sources, in an effective, timely and easily accessible manner, including domestic, international, public and private resources, in accordance with Article 20 of the Convention, to implement national biodiversity strategies and action plans, by 2030 mobilizing at least 200 billion United States dollars per year, including by:</p> <p>Substantially and progressively increase the level of financial resources from all sources, in an effective, timely and easily accessible manner, including domestic, international, public and private resources, in accordance with Article 20 of the Convention, to implement national biodiversity strategies and action plans, by 2030 mobilizing at least 200 billion United States dollars per year, including by:</p> <ul style="list-style-type: none"> (a) Increasing total biodiversity related international financial resources from developed countries, including official development assistance, and from countries that voluntarily assume obligations of developed country Parties, to developing countries, in particular the least developed countries and small island developing States, as well as countries with economies in transition, to at least US\$ 20 billion per year by 2025, and to at least US\$ 30 billion per year by 2030; (b) Significantly increasing domestic resource mobilization, facilitated by the preparation and implementation of national biodiversity finance plans or similar instruments according to national needs, priorities and circumstances (c) Leveraging private finance, promoting blended finance, implementing strategies for raising new and additional resources, and encouraging the private sector to invest in biodiversity, including through impact funds and other instruments; (d) Stimulating innovative schemes such as payment for ecosystem services, green bonds, biodiversity offsets and credits, benefit-sharing mechanisms, with environmental and social safeguards (e) Optimizing co-benefits and synergies of finance targeting the biodiversity and climate crises, (f) Enhancing the role of collective actions, including by indigenous peoples and local communities, Mother Earth centric actions and non-market-based approaches including community based natural resource management and civil society cooperation and solidarity aimed at the conservation of biodiversity. 	<p>Aligned.</p> <p>Mowi is directing significant financial resources towards sustainable operations and practices, including but not limited to site planning, certifications, benthic monitoring, training of employees, vaccination, equipment to prevent escapes and wildlife interactions and R&D activities for new and improved technical solutions and practices.</p> <p>Mowi is committed to reaching 100% sustainable financing by 2030.</p>

APPENDIX 1 (7/7)

GBF TARGET		MOWI BENCHMARK
20	Strengthen capacity-building and development, access to and transfer of technology, and promote development of and access to innovation and technical and scientific cooperation, including through South- South, North-South and triangular cooperation, to meet the needs for effective implementation, particularly in developing countries, fostering joint technology development and joint scientific research programmes for the conservation and sustainable use of biodiversity and strengthening scientific research and monitoring capacities, commensurate with the ambition of the goals and targets of the framework.	Aligned. Mowi supports innovation development and has ongoing R&D projects in several areas related to biodiversity.
21	Ensure that the best available data, information and knowledge, are accessible to decision makers, practitioners and the public to guide effective and equitable governance, integrated and participatory management of biodiversity, and to strengthen communication, awareness-raising, education, monitoring, research and knowledge management and, also in this context, traditional knowledge, innovations, practices and technologies of indigenous peoples and local communities should only be accessed with their free, prior and informed consent, in accordance with national legislation.	Aligned. Mowi is communicating transparently on biodiversity-related metrics in our Annual Report, as well as our CDP Climate and Water risk reports and reporting according to the TCFD.
22	Ensure the full, equitable, inclusive, effective and gender-responsive representation and participation in decision-making, and access to justice and information related to biodiversity by indigenous peoples and local communities, respecting their cultures and their rights over lands, territories, resources, and traditional knowledge, as well as by women and girls, children and youth, and persons with disabilities and ensure the full protection of environmental human rights defenders.	Aligned. We can only farm in first-nations areas if we have formal agreements in place. Mowi has set gender targets which are presented and described as part of our policy on diversity and inclusion.
23	Ensure gender equality in the implementation of the framework through a gender-responsive approach where all women and girls have equal opportunity and capacity to contribute to the three objectives of the Convention, including by recognizing their equal rights and access to land and natural resources and their full, equitable, meaningful and informed participation and leadership at all levels of action, engagement, policy and decision-making related to biodiversity.	Aligned. Mowi has set gender targets which are presented and described as part of our policy on diversity and inclusion.

APPENDIX 2 (1/2)

Mowi sites located in protected areas or areas of high biodiversity value per December 31st 2023.

COUNTRY	SITE	OPERATION	PRIORITY CATEGORY
NORWAY	Lille Åsvær	Marine	Marine Protected Area
NORWAY	Ramnøya	Marine	Marine Protected Area
NORWAY	Voravika	Marine	Marine Protected Area
NORWAY	Hegnes	Marine	National Salmon Fjord
NORWAY	Napp	Marine	Marine Protected Area
NORWAY	Buksevika	Marine	Marine Protected Area
NORWAY	Pinnen	Marine	Marine Protected Area
NORWAY	Skipningsdalen	Marine	Marine Protected Area

CANADA	Otter Cove	Marine	Key Biodiversity Area
CANADA	Man O'War	Marine	Key Biodiversity Area
CANADA	Eagle Eye-Head Harbour	Marine	Key Biodiversity Area
CANADA	JD-Cubs Point	Marine	Key Biodiversity Area
CANADA	Long Island	Marine	Key Biodiversity Area

IRELAND	Kindrum	Freshwater	Special Area of Conservation
IRELAND	Altan	Freshwater	Special Area of Conservation
IRELAND	Pettigo	Freshwater	Special Area of Conservation
IRELAND	Millbrook Hatcheries	Freshwater	Special Area of Conservation

COUNTRY	SITE	OPERATION	PRIORITY CATEGORY
IRELAND	Glinsk	Freshwater	Marine Protected Area
IRELAND	Clare Island	Freshwater	Special Area of Conservation
IRELAND	Clare Island - Inishdoonver	Marine	Marine Protected Area
IRELAND	Clare Island – Inishcannon	Marine	Marine Protected Area
IRELAND	Inishfarnard	Marine	Marine Protected Area
IRELAND	Deenish	Marine	Marine Protected Area
IRELAND	Millstonre	Marine	Marine Protected Area
IRELAND	Kindrum	Marine	Marine Protected Area
IRELAND	Cranford A	Marine	Marine Protected Area
IRELAND	Cranford B	Marine	Marine Protected Area
IRELAND	Moross	Marine	Marine Protected Area
IRELAND	Letterard	Marine	Key Biodiversity Area

SCOTLAND	Ardnitoul	Marine	Marine Protected Area Special Area of Conservation
SCOTLAND	Bagh Dail nan Cean	Marine	Marine Protected Area Special Area of Conservation
SCOTLAND	Camas Glas	Marine	Marine Protected Area Special Area of Conservation
SCOTLAND	Colonsay	Marine	Special Area of Conservation

APPENDIX 2 (2/2)

COUNTRY	SITE	OPERATION	PRIORITY CATEGORY
SCOTLAND	Duich	Marine	Marine Protected Area National Scenic Area
SCOTLAND	Greanem	Marine	National Scenic Area
SCOTLAND	Grey Horse Channel	Marine	National Scenic Area
SCOTLAND	Groatay	Marine	National Scenic Area
SCOTLAND	Hellisay	Marine	Special Area of Conservation
SCOTLAND	Invasion Bay	Marine	Marine Protected Area Special Area of Conservation
SCOTLAND	Leven	Marine	National Scenic Area
SCOTLAND	Loch Alsh	Marine	Marine Protected Area Special Area of Conservation
SCOTLAND	Macleans Nose	Marine	Marine Protected Area Special Area of Conservation
SCOTLAND	Maol Ban	Marine	Special Area of Conservation
SCOTLAND	Muck	Marine	Marine Protected Area Special Area of Conservation National Scenic Area
SCOTLAND	Noster	Marine	National Scenic Area
SCOTLAND	Poll na Gille	Marine	Marine Protected Area Special Area of Conservation
SCOTLAND	Rum	Marine	Marine Protected Area Special Area of Conservation National Scenic Area
SCOTLAND	Scalpay	Marine	Special Area of Conservation

COUNTRY	SITE	OPERATION	PRIORITY CATEGORY
SCOTLAND	Sconcer Quarry	Marine	Special Area of Conservation
SCOTLAND	South West Shauna	Marine	Marine Protected Area Special Area of Conservation
SCOTLAND	Torridon	Marine	National Scenic Area
SCOTLAND	Trilleachan Mor	Marine	National Scenic Area
SCOTLAND	Inverpolly	Marine	National Scenic Area
SCOTLAND	Glenfinnan	Freshwater	Area of Special Scientific Interest (national protection) Key Biodiversity Area
SCOTLAND	Loch Garry	Freshwater	Area of Special Scientific Interest (national protection) Key Biodiversity Area

CHILE	Quitralco 6-2	Marine	Wildlife Sanctuary
CHILE	Quitralco 7	Marine	Wildlife Sanctuary

VIETNAM	Vietnam plant	Processing	Medium-high overall water risk
---------	---------------	------------	--------------------------------

CHINA	Shanghai plant	Processing	Medium-high overall water risk
-------	----------------	------------	--------------------------------

FRANCE	Boulogne-sur-Mer plant	Processing	Medium-high overall water risk
--------	------------------------	------------	--------------------------------

APPENDIX 3 (1/2)

Complete list of direct impact and dependency weightings for the fishing and aquaculture sector, from the WWF Biodiversity Risk Filter tool.

RISK TYPE	RISK CATEGORY	INDICATOR	IMPACT/DEPENDENCY	FISHING AND AQUACULTURE
Scope physical risk	Provisioning services	Water scarcity	Dependency	Very high
		Forest productivity and distance to markets	Dependency	Not applicable
		Limited wild flora and fauna availability	Dependency	Medium
		Limited marine fish availability	Dependency	Very high
	Regulating and supporting services – enabling	Soil condition	Dependency	Very low
		Water condition	Dependency	Very high
		Air condition	Dependency	Medium
		Ecosystem condition	Dependency	Very high
		Pollination	Dependency	Not applicable
	Regulating services - mitigating	Landslides	Dependency	Very high
		Fire hazard	Dependency	High
		Plant/forest/aquatic pests and diseases	Dependency	High
		Herbicide resistance	Dependency	Medium
		Extreme heat	Dependency	Very high
		Tropical cyclones	Dependency	Very high
	Cultural services	Tourism attractiveness	Dependency	Not applicable
	Pressures on biodiversity	Land, freshwater and sea use change	Impact	Very high
		Tree cover loss	Impact	Very low
		Invasives	Impact	Medium
		Pollution	Impact	Very high

APPENDIX 3 (2/2)

RISK TYPE	RISK CATEGORY	INDICATOR	IMPACT/DEPENDENCY	FISHING AND AQUACULTURE
Scope reputational risks	Environmental factors	Protected/conserved areas	Impact	Medium
		Key biodiversity areas	Impact	Low
		Other important delineated areas	Impact	Low
		Ecosystem condition	Impact	Low
		Range rarity	Impact	Medium
	Socioeconomic factors	Indigenous peoples (Ips); Local communities (LCs) lands and territories	Impact	Medium
		Resource scarcity: Food – water – air	Impact	Low
		Labor/human rights	Impact	High
		Financial inequality	Impact	Low
	Additional reputational factors	Media scrutiny	Dependency	Very high
		Political situation	Dependency	Medium
		Sites of international interest	Dependency	Medium
		Risk preparation	Dependency	Low



APPENDIX 4 (1/3)

SCENARIOS
Climate

DESCRIPTION OF RISK	Climate change has been identified as an operational, strategic, reporting and compliance risk to Mowi which can potentially impact our business in the short, medium and long term. Mowi follows the COSO (Committee of Sponsoring Organisations) enterprise risk framework to assess and identify risks, including climate change risks. The physical related climate risks and opportunities relate to extreme weather events, sea levels and temperatures, the frequency of algae blooms, and the availability of the raw materials for our fish feeds (medium to long term impact). The transition risks and opportunities include legislation or regulations imposing overall caps or taxes on greenhouse gas emissions, or mandating the increased use of electricity from renewable energy sources (short-term impact).
FINANCIAL RISK SCENARIO (EXAMPLE)	Acute physical/Increased severity and frequency of extreme weather events such as cyclones and floods leading to escape incidents. Potential financial impact: 19 MEUR. Explanation: The financial impact assumes an escape event where 600 000 fish escape from one site. Considering the harvest values of 4.5kg fish at 5 EUR/kg, the financial impact would be approximately 19 MEUR). Mitigation actions: Use of resilient equipment and escape prevention and mitigation training
DESCRIPTION OF OPPORTUNITY	Climate change is likely to influence the use of new technologies. Fuel costs are expected to increase in Norway. In Mowi Norway there is an opportunity to replace diesel generators for hybrid generators or connect sites to land power as a source of energy for the feeding equipment at sea sites. The hybrid system installed on feed barges can lead to 30-60% reduction in diesel consumption while the connection to land power can eliminate completely the need of diesel generators to operate the feeding equipment.
FINANCIAL OPPORTUNITY SCENARIO (EXAMPLE)	Use of new technology to reduce dependency of fossil fuels Potential financial impact figure (MEUR): 2 MEUR Explanation: The potential financial impact refers to reducing diesel consumption by 50% at 40 sea sites in Norway. An assumption of 100 000 liter of diesel used per site and per year was used (at 1 EUR per liter). The yearly cost related with diesel use in one site powered by traditional diesel generators would be 1 00 000 EUR (4 MEUR for 40 sites). A reduction of 50% diesel use would mean 2 MEUR saved in one year.
FOR MORE INFORMATION	Mowi's CDP Climate; Mowi_ASA_- CDP_Climate_Change_Questionnaire_2023_.pdf Mowi's TCFD Report (part of our annual integrated report); Reports - Mowi Company Website Mowi's Policy on Climate Change and Energy Use, 230519-Mowi-Climate-Change-and-Energy-Use-Policy.pdf Climate scenarios (RCP2.6 and 4.5 climate scenarios and two IEA scenarios for carbon tax/pricing modelling, the Stated Policies Scenario (STEPS)and the Sustainable Development Scenario (SDS); Reports - Mowi Company Website



APPENDIX 4 (2/3)

SCENARIOS

Water

DESCRIPTION OF RISK	Water availability and quality can become a physical risk to Mowi as we are dependent of water for the production of our smolts (either in flow-through systems or in Recirculating Aquaculture Systems). Water availability is also important upstream in our feed production and downstream at our processing plants to maintain high hygienic standards. In our supply chain, water availability is also important to ensure the production of crops used as feed raw materials. Transition risks relate with regulatory frameworks in some countries which may lead to increased costs of water use and discharge.
FINANCIAL RISK SCENARIO (EXAMPLE)	<p>For our processing plant Mowi Boulogne in France, we have found an increased risk for droughts resulting in a potential constrain of our processing operations. In case of permanent droughts potential regulatory actions might be taken by the French government to regulate water flows and ensure that water is been used efficiently and for the most urgent sectors and industries – meaning that the water withdrawal volumes needed for full operation at Mowi Boulogne might be limited/reduced.</p> <p>Potential financial impact: 19 MEUR.</p> <p>Explanation: Mowi Boulogne could face a partial operation stop during summer (assuming 4 summer months). Assuming an annual production volume of 26 000 tonnes and an operational EBIT of 2.17 EUR/Kg for salmon would potentially result in a financial loss of 18.8 MEUR per year.</p> <p>Mitigation actions: Implement water saving initiatives and dilute any possible effects by e.g. fulfilling contractual delivery obligations through other processing plants nearby.</p>
DESCRIPTION OF OPPORTUNITY	Water savings achieved by installation of brand new production capacity or upgrades to existing Recirculating Aquaculture Systems (RAS) can lead to both significant water savings. Use of RAS technology is an important strategy for Mowi for the production of smolts and post-smolts.
FINANCIAL OPPORTUNITY SCENARIO (EXAMPLE)	<p>Water-use efficiency can be achieved by investing in RAS for the production of smolts and post-smolts. In our Green Bond Impact Report we use water efficiency projects and investments as allocated proceeds.</p> <p>Potential financial impact: water saving per EUR 1 million invested: 3.4 million m³/year.</p> <p>Explanation: Mowi has allocated proceeds to water use efficiency projects of 35.8 MEUR, corresponding to 121 m³/year of water savings attributed to allocated proceeds.</p>
FOR MORE INFORMATION	<p>Mowi’s CDP Water; Mowi_ASA_-_CDP_Water_Security_Questionnaire_2023_.pdf</p> <p>Mowi’s Policy on Freshwater Stewardship; 230519-Mowi-Freshwater-Policy.pdf</p> <p>Green Bond Impact Report, Bonds - Mowi Company Website</p>



APPENDIX 4 (3/3)

SCENARIOS
Biodiversity

DESCRIPTION OF RISK	Biodiversity-related risks include potential impacts related with benthic impact, sourcing of marine and vegetable feed raw materials, wildlife interactions, waste management and the already described climate and water risks.
FINANCIAL RISK SCENARIO (EXAMPLE)	<p>The potential costs of impacting the benthic beyond its carrying capacity may lead to a reduction in seawater production and therefore harvested volumes.</p> <p>Potential financial impact: 6.8 MEUR.</p> <p>Explanation: If we assume a reduction of 20% in a seawater site that would produce approximately 5000 tonnes and take a sales price of 6.8 EUR/kg, the total financial impact would be $0,2 \cdot 5\,000\,000\text{ kg} \cdot 6,8 = 6,8\text{ MEUR}$.</p> <p>Mitigation actions: Mowi minimizes the risk of such financial impact by monitoring benthic biodiversity and planning production cycles according to the carrying capacity of the local environment.</p>
DESCRIPTION OF OPPORTUNITY	Biodiversity-related opportunities arise from a recognition that the world needs more food from the ocean. Sustainable aquatic foods have a lower carbon footprint, land and water use as compared to land animal proteins. Therefore, dietary shifts towards sustainable aquatic foods can have an overall positive effect on biodiversity.
FINANCIAL OPPORTUNITY SCENARIO (EXAMPLE)	<p>We have assumed a potential revenue increase from product recognition / ESG credentials of about 1-2% over the course of 10 years while cutting costs of about 1% in total.</p> <p>Potential financial impact: 2.8 MEUR in year 1.</p> <p>Explanation: In this model we assume that consumer product's revenue growth is held constant and we only look at the 1-2% top line ESG credential growth isolated. We used as sales revenue base year 2021, and we model 1-2% increase throughout the years. Each year is calculated back to Year 0 (2022) by using a discount rate.</p>
FOR MORE INFORMATION	<p>Mowi's Biodiversity Policy; 230310-Biodiversity-Policy.pdf (mowi.com)</p> <p>Mowi's TNFD Report (part of our annual integrated report); Reports - Mowi Company Website</p>