

## Community Engagement Policy

Mowi's engagement activities are aimed at building and fostering solid relationships with the local communities in which we operate, with the purpose to contribute to their development, vitality and quality of life. The local and Indigenous communities in which Mowi's operations are located need to thrive if our business will thrive in the long term.

Mowi recognizes the Indigenous right to self-determination and the rights of Nations to meaningful participation in decisions on matters that impact those rights. Mowi is also aware of its responsibility towards communities that are indirectly impacted through our business.

### Scope

Mowi's Community and Indigenous Peoples Engagement Policy applies to all Mowi business areas, business units and sites worldwide.

### Community and Indigenous engagement

Community and Indigenous engagement refers to a diversity of engagement activities with local communities including e.g. financial contributions, volunteerism and employee engagement.

Appropriate consultation will be undertaken within local communities and Indigenous Peoples to identify, avoid, minimise and/or mitigate risks, impacts and potential conflicts through open and transparent communication, engagement and processes to address potential impacts.

We create a positive impact on local and Indigenous communities by providing employment opportunities and enabling development through for example supporting local schools, youth clubs, and cultural activities, or actively engaging with organisations such as advisory councils, associations, or environmental stewardship and conservation programmes such as wild salmon enhancement projects.

### Governance

Each BU is responsible for appointing a person to take on ownership and responsibility for specific projects with local and Indigenous communities. This includes the implementation of this policy and the adherence to best practices related to this policy.

### Our commitment

We commit to actively engage with communities and Indigenous Peoples 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.

### Our strategy

- Identification of the needs and interests of local and Indigenous communities and corresponding adaptation of Mowi's actions and support.
- Regular interactions with local communities and Indigenous Peoples as part of our certification programmes, such as the ASC.
- Sharing results of our production performance and environmental monitoring programmes, including benthic impact, and discussing future plans. Community meetings must be held at least yearly or more regularly if pollution has been identified.