

PERFORMANCE MANAGEMENT POLICY

PURPOSE

At Mowi, we strive to create and maintain a safe and healthy working environment where employees are engaged, motivated, and offered an opportunity to develop.

This policy established the global fundamentals of performance management assessment at all Mowi business units, in an effort to facilitate structured feedback, to form a foundation for performance-based incentives and to define opportunities and improvement potential for employees, managers, and the company.

OBJECTIVES

Performance management assessment is an evaluation of employee's achievements, contributions, and development opportunities over a set period.

In Mowi, the employee's achievements, skillset, and values are assessed. The performance assessment is linked with performance goals that are relevant to determine employee performance incentives.

SCOPE

Performance management assessments occur annually, with a mid-term review.

The assessment scope is determined annually, and should include the following elements:

1. Assessment of previous year on performance, values, and leadership
2. Assessment of future development – opportunities and development potentials
3. Mid-year assessment – status of agreed development initiatives and performance goals

GOVERNANCE

This policy applies to all business units in Mowi. All employees and managers are required to understand and comply with this policy.

Group Management defines and approves the performance management assessment policy and scope on an annual basis. The policy is to be implemented globally.

PERFORMANCE MANAGEMENT ASSESSMENT TEMPLATE - EMPLOYEES

Completed by Employee and Manager

PURPOSE OF CURRENT ASSESSMENT

Annual Assessment Mid-Point Review Special

EMPLOYEE PERFORMANCE ASSESSMENT GUIDELINE

The performance assessment process should include the following steps:

1. Employee completes the Employee Performance Assessment form and submit to Manager
2. Manager reviews assessment from employee and add own comments in the form
3. Schedule meeting to discuss the assessment
4. Conduct performance assessment meeting
5. Provide copy of signed Employee Performance Assessment to employee
6. Upload the signed Employee Performance Assessment in the employee's file (people HCM)
7. Schedule mid-year meeting to discuss performance and deliveries as agreed



ASSESSMENT OF 2023 PERFORMANCE

A goal is a result that you are expected to accomplish in your job. Goals ensure that you and your manager agree on the primary areas where your efforts should be focused each year and the criteria will be measured in success. Goals should be written in consultation with your manager.

Refer to separate bonus and KPI spreadsheet, as relevant.

IDENTIFY PERFORMANCE OBJECTIVES THAT WENT WELL THIS PAST YEAR

<i>Employee self-assessment</i>	<i>Managers assessment</i>
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DESCRIBE ASPECTS OF YOUR JOB WHERE YOU COULD HAVE PERFORMED BETTER LAST YEAR

<i>Employee self-assessment</i>	<i>Managers assessment</i>
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WHAT NEEDS TO HAPPEN TO MAKE YOU MORE EFFECTIVE?


<i>Employee self-assessment</i>	<i>Managers assessment</i>
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EMPLOYEE FEEDBACK TO MANAGER:


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ASSESSMENT OF EMPLOYEE'S VALUE STANDARDS IN 2023

	<p>In this section employee and manager will review the employee's performance on the company value;</p> <p>PASSION <i>Example: I am dedicated in my job and make an extra effort for us to succeed. I care about people and our company and spread energy and good spirits.</i></p>
<p>EMPLOYEE: Provide examples where you have demonstrated PASSION in your work and /or performance;</p>	
<p>MANAGER: Provide feedback and examples of how the Employee has demonstrated PASSION</p>	
<p>MANAGER and EMPLOYEE: Identify development potential on the company value PASSION</p>	

	<p>In this section employee and manager will review the employee's performance on the company value;</p> <p>CHANGE <i>Example: I actively look for possibilities of improvement. I challenge the existing and propose new ways of working</i></p>
<p>EMPLOYEE: Provide examples where you have demonstrated CHANGE in your work and /or performance;</p>	
<p>MANAGER: Provide feedback and examples of how the Employee has demonstrated CHANGE</p>	
<p>MANAGER and EMPLOYEE: Identify development potential on the company value CHANGE</p>	

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 <p>TRUST</p>	<p>In this section employee and manager will review the employee's performance on the company value;</p> <p>TRUST <i>Example I am open, honest and communicate clearly I am reliable and always keep my promises</i></p>
<p>EMPLOYEE: Provide examples where you have demonstrated TRUST in your work and /or performance;</p>	
<p>MANAGER: Provide feedback and examples of how the Employee has demonstrated TRUST in the work</p>	
<p>MANAGER and EMPLOYEE: Identify development potential on the company value TRUST</p>	

 <p>SHARE</p>	<p>In this section employee and manager will review the employee's performance on the company value;</p> <p>SHARE <i>Example: I share my knowledge and ideas I involve others and listen to them</i></p>
<p>EMPLOYEE: Provide examples where you have demonstrated SHARE in your work and /or performance;</p>	
<p>MANAGER: Provide feedback and examples of how the Employee has demonstrated SHARE</p>	
<p>MANAGER and EMPLOYEE: Identify development potential on the company value SHARE</p>	



EMPLOYEE AND MANAGER ASSESMENT ON FUTURE DEVELOPMENT

HOW WOULD YOU LIKE TO DEVELOP YOUR POSITION AND YOUR CAREER?

Employee input:

AGREED DEVELOPMENT OPPORTUNITIES AND INITIATIVES

AGREED PERFORMANCE GOALS

Date:

Employee signature

Manager signature



2023 MID YEAR PERFORMANCE ASSESSMENT

Date mid-year scheduled assessment date: _____

Employee and manager input on status of the agreed development initiatives and performance goals from the Performance assessment.

Date:

Employee signature

Manager signature

August 2023