

## Group Tax Policy

Mowi Group recognizes the essential role of tax in our operations and in the wider context of the countries we function in. We are committed to a transparent and responsible approach to our tax duties and are aligned with international standards and regulations, such as the EU Taxonomy Regulation, to ensure sustainable economic activities.

### Key Principles

#### ***Compliance and Integrity***

We strictly adhere to tax laws and regulations in all countries we operate in. Mowi Group remains committed to ensuring that all tax-related decisions are made with integrity and in accordance with applicable laws. We uphold a zero-tolerance approach to tax evasion and any activities that may facilitate tax evasion.

#### ***Value Creation and Transfer***

We do not transfer value created to low-tax jurisdictions. All cross-border transactions within the group are based on arm's length prices, in line with OECD Guidelines.

#### ***Business structure***

Mowi Group only uses tax structure with genuine commercial substance. We ensure that our business structures are transparent and justifiable, avoiding any artificial constructs. Contrived or abnormal tax structures that do not align with the spirit of tax laws are strictly avoided.

#### ***Transparency and Reporting***

Mowi group is dedicated to open reporting and adheres to global reporting initiatives to ensure transparency and integrity in our tax-related activities. We proactively engage with stakeholders, including tax authorities, to provide clarity on our tax positions and our commitment to transparency is reflected in our efforts to provide clear and understandable tax-related communications to all interested parties.

#### ***Relationship with Tax Authorities***

We maintain a cooperative and transparent relationship with tax authorities, working constructively on any differing interpretations. Open dialogues and early engagement with tax authorities help ensure clarity and mutual understanding.

#### ***Secrecy Jurisdictions***

Mowi Group does not use secrecy jurisdictions or tax havens for tax avoidance purposes. We ensure that any presence in low-tax jurisdictions is based on genuine business needs and not merely for tax advantages. We are committed to providing clarity on our operations in these jurisdictions, ensuring that they align with our overall tax strategy.



## **Governance**

Our Group Tax Policy dictates tax-related decisions and activities within Mowi Group. The CFO of Mowi ASA oversees tax risk management, ensuring alignment with strategies approved by the Board of Directors. Each subsidiary and business unit is accountable for meeting all tax requirements. Close collaboration with the Corporate Tax and Legal Department ensures these requirements are met.

## **Stakeholder engagement**

Mowi Group believes in active engagement with all stakeholders, including shareholders, employees, customers, and the communities in which we operate. We maintain open channels of communication to address any tax-related concerns and ensure clarity and understanding.

## **Global initiatives**

We actively participate in discussions and collaborations to shape a more transparent and equitable global tax system. Our approach aligns with international best practices.

## **Training & Development**

Continuous training and professional development are crucial for our tax personnel. We invest in keeping our teams updated with the latest tax regulations, guidelines, and best practices to ensure accurate and efficient tax management.

## **Risk Management**

Tax risks are diligently identified, assessed, and managed as part of Mowi Group's broader risk management framework. We employ robust mechanisms and controls to mitigate potential tax risks and ensure alignment with our tax principles.

## **Continuous Review and Reporting**

We commit to regular reviews and updates of our tax policies, and tax is discussed on a regular basis in the Audit Committee, a sub-committee of the Board of Directors.

## **Our Commitment**

Mowi Group believes in sustainable and responsible growth. Our tax strategy reflects our commitment to stakeholders and the communities we serve.

