

Policy on diversity and inclusion

Mowi is made up of unique people with different backgrounds, such as but not limited to, cultures, languages, customs, competences and ways of experiencing the world.

Our diversity contributes to what makes us a great company, which greatest value are the people working here. Our continued success depends on our capability to attract, recruit and develop a diverse and highly skilled group of employees.

We are a non-discrimination company, and everyone should have equal opportunities. Diversity and Inclusion is embedded in the Mowi Way: From our vision, our values, our leadership principles to our Code of Conduct. Diversity and Inclusion are part of our company's DNA and we must make them visible in all business and operational processes.

The objectives of the Diversity policy are

- To promote and build a diverse workforce
- To promote an environment that is inclusive and serves the needs of all employees from diverse background
- To incorporate the benefits of diversity and inclusion so that no potential is lost in achieving bottom-line organizational objectives

Diversity & Inclusion targets for 2025 are

- Employee Gender Ratio of 50/50
- Management Gender ratio of 70/30 between Male / Female

Roles and Responsibilities

It is the responsibilities of the Company and managers in all business unites to develop Diversity targets for their organization.

It is the responsibility of managers to build awareness and knowledge on Diversity and Inclusion (D&I) in their organizations. Managers are owners of Diversity and Inclusion Plans and Training Programs that are developed, and they must act as role models.

It is the responsibilities of Human Resources to implement and drive the D&I Program and activity in the Company. This includes defining key "D&I Champions", defining and developing data to measure, track and drive return of investment of D&I.

It is the responsibility of Managers to ensure that Company activities are conducted without discrimination based on ethnicity, national or other, origin, disability, age, gender, sexual orientation, language, religion, or any other characteristic where a person is not treated as an individual.

In Mowi, people should :

- Always show respect for each other
- Base employment decisions on the basis of job qualifications, merit and organizational-fit
- Provide a work-environment free from harassment, sexual harassment and bullying



Consult with higher-level management, or report an incident as described in our Code of Conduct, if a conflict arises between this provision and the laws, customs or practices of a particular area.

Board Diversity and Inclusion

Mowi's board is composed of at least 40% of each gender and complies with the requirements and best practices set by the Norwegian Code of Practice for Corporate Governance (The Norwegian Code of Practice for Corporate Governance).

