

Community and Indigenous Rights Holders Engagement Policy

1. Objective

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. For Mowi's business to succeed long-term, the local and Indigenous communities where we operate must also prosper.

Mowi recognizes the local and Indigenous communities 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.

Our end goal is to develop and support local communities and indigenous rights holders where we operate.

2. Risk and Opportunities

Incorporating Community and Indigenous rights holders' engagement activities can secure community support, mitigate risks, foster sustainable relationships, and enhance our company's reputation.

However, there are also risks such as legal and regulatory challenges, operational disruptions, and encountering conflicts over land and resources.



3. Governance and Implementation

3.1 Roles and responsibilities

Local Managing Director is responsible for implementing Mowi Community Engagement Policy and identify persons in own BU to organise community interactions including monitor/report progress.

3.2 Monitoring of compliance

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

4. Scope

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

Our Community and Indigenous rights holders' engagement targets are relevant to various stakeholders, like, all employees, public policy officials (governmental bodies), local communities, indigenous rights holders, investors, and suppliers.

5. Actions

Community and Indigenous engagement refer 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, minimize, 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.



5.1 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 plans. Community meetings must be held at least yearly or more regularly if pollution has been identified.
- All local business units create action plan to increase engagement.

6. Targets and KPIs

Targets	KPIs
<ul style="list-style-type: none"> • 100% of all complaints regarding local communities or First Nation are handled and followed up within defined timeline • Enhance our local community impact 	<ul style="list-style-type: none"> • Number of community and First Nation complaints resolved within the defined timeline • Number of: <ul style="list-style-type: none"> ○ People engaged ○ Events ○ Amount sponsored ○ Volunteer work (hours) ○ Healthy meals provided



Appendix

Definitions:

Community engagement: refers to a diversity of engagement activities with the local community including financial contributions, volunteerism and employee engagement in the community and use of Mowi's operational resources such as equipment, machinery, and skills.

The type and level of engagement varies according to topic, the audience, and the level of flexibility in each case.

The core grouping for Mowi's social activities is the local community like organizations, councils, business and development groups, harbour user's associations, sports clubs, tourist groups, schools, youth clubs, salmon enhancement programs etc.

This procedure recognizes that the expression of our collective commitment varies from country to country.

Mowi should be globally aligned towards the best practices identified.

