

Food Safety Policy

At Mowi, our commitment is to never compromise on the food safety, compliance and quality of our products and services.

Mowi commitment to quality and food safety:

Following principles are the foundation of Mowi's commitment to quality and food safety:

- Our employees understand their responsibility and are empowered to act to protect all employees, our customers and our brands.
- To build quality and food safety capabilities, mindset, and culture, through structured programs that develop employees' competencies and skills.
- To increase food safety awareness, manage risk and drive increasing levels of excellence across the organization.
- To be a trustworthy company for our stakeholders, by meeting the safety and quality expectations of our customers and consumers.
- Mowi has traceability on all our products. We can track and trace affected Mowi products if an adverse incident occurs, and we regularly test our traceability programs in each plant.
- Through internal and external audits, we validate the effectiveness of the HACCP based quality and food safety management systems.
- To initiate independent third-party audit to ensure compliance with GFSI recognized food safety standards and to encourage continuous improvement.
- To ensure our fish and feed comply with the limits set by the Food Safety Authorities both in producing countries and in the markets where we sell our products, and that analytical methods used to analyze fish and feed follow national legislations.
- To ensure that our processing facilities are hygienically designed to manufacture products that can be trusted and ensure safety for our employees and consumers.
- We annually review and report on the progress of the company's performance in implementing this policy and use this information to identify continuous improvements.

Governance

Managing Directors and the Group Management team have the responsibility for implementing this policy, and the best practices related to this policy. Mowi's global Technical Food Safety & Quality Team are responsible for developing best practices and updating this policy.

March 2025

In 2024, Mowi had a total of 514 internal food safety audits, and 273 external (certification bodies, food safety authorities and customers), covering all our operations. Of the external food safety audits, 38 were related to GFSI standards, and 6 major non-conformities were reported, all of which were closed within 30 days. Our certification table overview is available here: [Our certifications - Mowi Company Website](#)

In 2024, Mowi had 3 food safety incidents with all resulting in product recall, with a total volume of 2.4 tonnes, with details provided below. On dioxins & dl PCBs our average levels for 2024 remained low at 0.23 pg-WHO-TEQ/g (0.26 in 2023) as well as mercury levels at 0.017 mg/kg (0.016 in 2023). No market bans took place in 2024.

When	Incident	Business unit	What happened?	Corrective actions carried out	Recall required	Market bans
Jan	Labelling	WE*	Lack of best before date	Request for actions from the service provider	Yes	No
Apr	Microbiology	WE*	Detection of Listeria	Raw material lot number blocked - Positive release - Strengthening cleaning	Yes	No
June	Labelling	CE*	Incorrect best before date on label	Additional control and verification steps, training of the relevant employees, and improvement of data systems.	Yes	No

*Western Europe (WE), Central Europe (CE)