

Recruitment Policy

1. Objective

People are the key to our success. "People" are one of our guiding principles for sustainable growth in an environmental, social, and economic perspective. Leading a revolution requires engaged and passionate people, who share our common vision and values.

The Mowi Recruitment Policy defines common principles and guidelines for recruitment to attract and select people

- With the desired qualifications
- With diversity of competencies, age, cultural background, and gender
- With values, attitudes and personalities matching the Mowi Way
- Believing in the Mowi vision
- To supplement and challenge our business
- Ensuring our recruitment processes are handled in a legal and appropriate manner.

Our end goal is to attract, select, and retain top talent who align with Mowi values and contribute to our long-term success.

2. Risk and Opportunities

Having clear guidelines in our recruitment process can ensure fair and consistent hiring practices, attract top talent, enhance diversity, reduce turnover, and strengthen the company's reputation as an attractive place to work.

However, risks involve potential biases in hiring, which can lead to discrimination or a lack of diversity. There is also the risk of poor hires if the process is not thorough, which can impact team morale and productivity. Additionally, inefficient recruitment processes can lead to high turnover rates and increased costs associated with hiring and training



3. Governance and Implementation

3.1 Roles and Responsibilities

Local Managing Director is responsible for implementing Mowi Recruitment Policy.

The HR Manager of each Business Unit is responsible for ensuring the implementation of the recruitment policy, making job announcements accessible, and ensuring that all hiring managers follow the established recruitment guidelines.

3.2 Governance and Monitoring Process

Group Management defines and approves the recruitment policy and scope. The policy is to be implemented globally.

4. Scope

The scope of the Mowi Recruitment Policy is applicable to all Mowi recruitments globally.

Our recruitment targets are relevant to a number of our stakeholders, including all employees, public policy officials (government bodies), local communities, investors, and suppliers.

5. Actions

5.1 All Candidates

- Design announcements according to Mowi brand profile
- All vacant positions should be announced in our global recruitment system
- Publish all announcements internally
- Conduct at least one formal interview
- Obtain copy of the candidate's id if candidate is not known
- Obtain Grandfather /Grandmother approval
- Check offers and contracts with HR prior to submission
 - o Ensure compliance with Mowi policies, local laws, and regulations



- For Management positions, check compensation and benefits with HR prior to submission
 - o Ensure compliance with Mowi policies
- Perform reference checks
- Delete data on non-qualifiers
- Claim of fees from candidates for securing a recruitment is not acceptable.

5.2 For Senior Management positions:

- The Search process for Senior management positions should normally follow the Basic Recruitment Principles but may be deviated from if necessary to secure the process.
 - o Compensation and benefits levels should be checked with HR prior to submission
 - o Ensure compliance with Mowi policies

5.3 Internal Candidates

Internal recruitment promotes in-house development, career opportunities and retention. It is efficient in terms of cost, time to hire and training.

- Contact all internal candidates
- Invite for interview if the candidate meets the requirements for the position
- Ensure candidates are thoroughly informed if he/she is not recruited



6. Targets and KPIs

Targets	KPIs
<ul style="list-style-type: none">• 100% of all vacancies published internally• Female/male applicant ratio 50/50• Female/Male hires 50/50	<ul style="list-style-type: none">• Number of vacancies published internally• Number of female and male applicants• Number of female and male hires

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