

MOWI[®]



Local Communities' Actions Report

2024

Local communities' actions

Mowi is the world's largest producer of farm-raised salmon measured by both volume and turnover. We offer seafood products to more than 70 countries, are represented in 26 countries and employ 11 500 people. Mowi's engagement activities aim to build and foster solid relationships with the local communities in which we operate, contributing to their development, vitality, and quality of life.

Community and Indigenous right holder engagement refer to a diversity of engagement activities with local communities including e.g. financial contributions, volunteerism, and employee engagement.

Our efforts

We aim is to maintain good relations and a positive and meaningful coexistence with the local communities in which we operate. We are committed to contributing to local development by supporting schools, sports, and environmental and cultural initiatives. By offering employment opportunities and allowing our employees to give back to their local communities, we aim to contribute to the development of society. We encourage proactive efforts to engage locally to help prevent any negative impacts on surrounding communities because of our operations.

While formal commitments, such as certification standards, require us to engage with local communities regarding our business operations, we are ensuring that social responsibility, ethical conduct and sustainability are at the heart of our corporate culture.

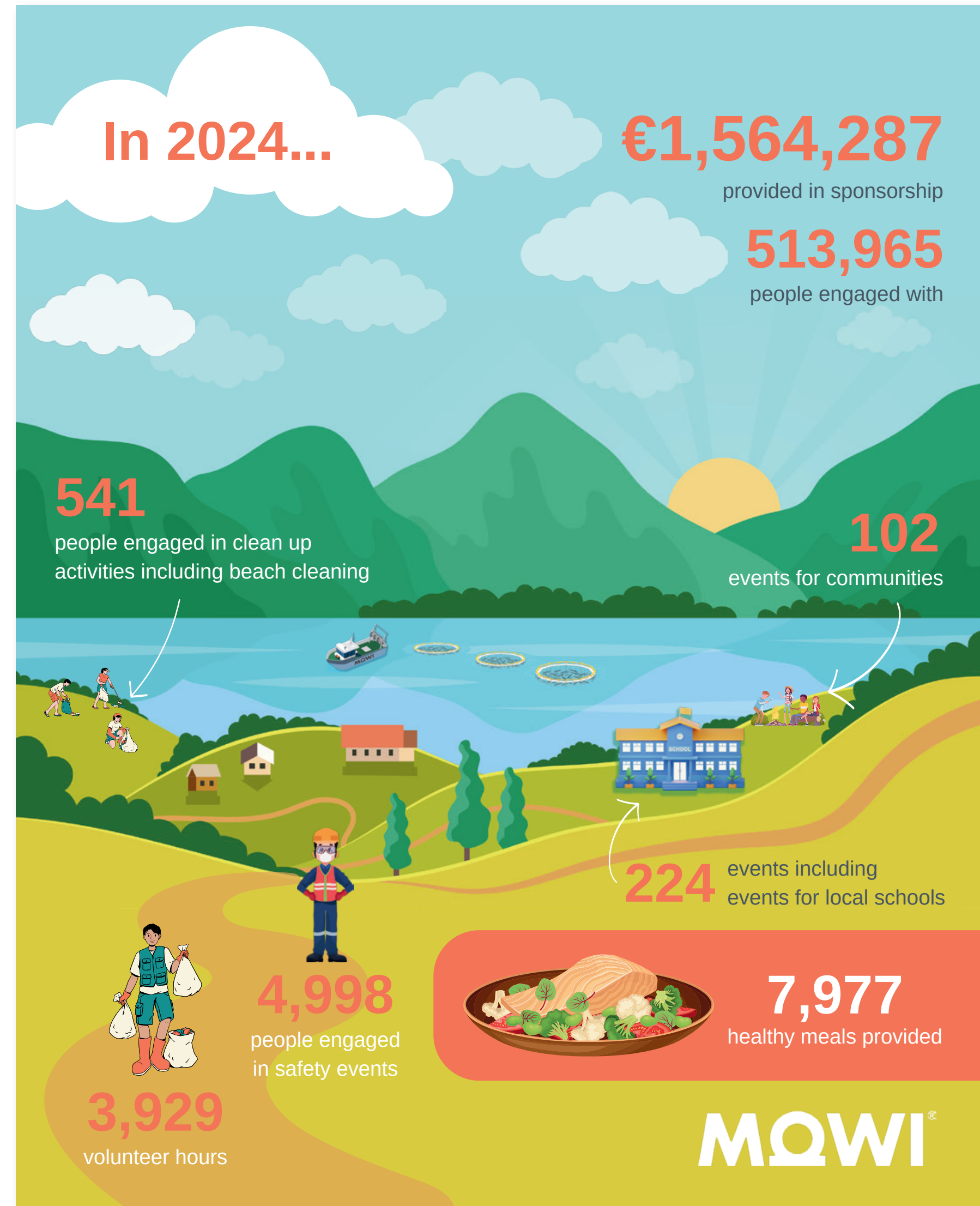
Having productive relationships with the Indigenous right holders in the territories where we operate is an important part of our business. We firmly believe in the right of any Indigenous right holders to meaningfully participate in discussions that affect their territory and to make decisions in their interests.

Our success depends on working together with Indigenous right holders and co-developing business.

Mowi mainly operates in rural areas where we play an important role in the local community. It is important to us that local communities thrive if our business is to thrive on the long term. We use local suppliers whenever possible and create a positive impact by investing in infrastructure that can benefit both Mowi as a business and employer, and the areas where we operate.

Our community engagement programmes, and voluntary certifications ensure good dialogue, sharing and collaborative work with local communities.

In 2024 Mowi had 326 events, and we spent over EUR 1,5 million in sponsoring to different local initiatives and events. During 2024 we also delivered more than 3 900 hours of volunteer work, and our events and programmes reached 108 337 people. Almost 15 000 of the people engaged were participating or part of programme focusing on well-being, sports and healthy living and eating.



Sports, cultural and environmental activities

We are committed to contributing to local development by supporting schools, sports, environmental and cultural initiatives.

Environment

The first 50 of 112 000 trees have been planted as part of a new native woodland being established at Maol Ban on the Isle of Skye by Mowi Scotland.

Speaking of the project, Mowi Head of Environment Scotland, Stephen MacIntyre said:

"Our Maol Ban native woodland project has been six years in the making and is thought to be a first for any aquaculture company in Scotland. It is a unique and exciting project that will produce real outcomes that support Mowi's strategic sustainability programmes and policies on the topics of protecting nature and biodiversity, and delivering actions that contribute to tackling climate change.

"The project is aligned to Scotland's Forestry Strategy, published by the Scottish Government, which seeks to increase woodland cover and contribute to climate change mitigation by reducing greenhouse gas emissions through carbon sequestration. In fact, the woodland is estimated to have the potential to sequester 38,616 tonnes of carbon dioxide over the next 100 years.

"This is a part of our 6-year plan to support biodiversity, reduce carbon emissions, and align with Scotland's Forestry Strategy to help mitigate climate change".

Sports

Mowi Farming Norway Region North sponsored 109 local teams and organizations across 23 different municipalities in 2024, supporting everything from sports clubs in building new facilities and acquiring equipment to hosting social events and strengthening local communities.

Community

Mowi Poland joined forces with its employees to support the residents of Lower Silesia after the devastating September floods in 2024. Employees initiated the effort, donating cleaning supplies, while Mowi provided essential items, including bedding, kitchenware, and building materials, worth nearly PLN 90,000.

These supplies were delivered to Wrocław for distribution in the hardest-hit areas. This initiative, supported by multiple departments across Mowi, showcases the power of teamwork and compassion in times of need.



Food and healthy living

We take great pride in our products. Every day, we produce high-quality farm-raised salmon and value-added products that we would like to share with our local communities.

Mowi Japan hosted a parent-child cooking class with the retailer Coop-Sapporo. A total of 156 people (63 adults and 93 children) participated in the class, which included educational sessions about Mowi salmon, including Mowi's sustainability credentials, as well as the opportunity to prepare three delicious salmon dishes.

The Mowi Salmon Wagon was launched to help raise money for charities and communities across Scotland and serves up delicious salmon, with 100% of proceeds from the sale of food benefitting local causes. Since its launch, the wagon has raised over £20,000 for dozens of causes, enhancing community events and fostering connections.

Mowi salmon wagon attended 10 events during 2024, raising money for the charity associated with the community event.

- Tulloch Homes Camanachd Cup Final: Raised £1,000 for mental health charity Mikeysline in Fort William.
- West Ardnamurchan Regatta: Enhanced the event experience while raising funds to sustain future regattas.
- Small Isles Games: Supported the Isle of Muck Community by raising funds for local projects in this fragile community.
- Glenfinnan Gathering: Raised £900 for the Glenfinnan Games 2025, with attendees praising the delicious dishes.





First nations and Indigenous Right Holders

In areas where farming takes place in territories of Indigenous Right Holders, Mowi has formal agreements in place with the rights holders, therefore respecting land and natural resources rights.

Especially when new operational areas are explored, engagement with local Indigenous Rights Holders is of high importance to Mowi. The most relevant farming country where farming in territories of Indigenous Rights Holders takes place is Canada, where engagement process aims to provide the local First Nation community with a full, comprehensive understanding of the operations and production cycle of salmon farming. Based on this shared knowledge, the community can assess all benefits and potential risks and make an informed decision on whether they wish to make a mutual beneficial agreement. Our agreements are long enough to provide business certainty and include a five-year review cycle that allows us to incorporate input from the Nations into our long-term production plans. Implementation committees are also established to ensure continuous communication with the community through recurring meetings, regular reporting, indigenous presence on our farms and site tours.

Additionally, our Community Partnerships team maintains a physical presence in the areas we farm which allows us to readily address community concerns while providing further opportunities for engagement via community events, training, employment, site tours and student internships.

Our Code of Conduct, covering community engagement, applies to our suppliers as well and we expect equal respect regarding land and natural resources rights from them as well. Mowi's independent Whistleblowing Channel facilitates the

protection of human rights defenders from reprisals. Mowi's operations where land and resources rights are most material are in Canada West and Chile. We have not identified any incidents of violations involving the rights of indigenous right holders during 2024.

For more information see mowi.com/caw/about/first-nations/.



Ripple effects and local jobs

We strive to have a positive influence and enhance the well-being of our communities by providing valuable employment opportunities across all our operating areas. The ripple effects of our operations are strong, contributing not only to job creation but also generating positive outcomes within the local communities.

The opening of Mowi's new factory on Jøsnøya in 2024 marked a milestone in fostering local development and creating ripple effects for the surrounding community.

The project generated 200,000 working hours, equivalent to 120 full-time positions, and involved over 1,000 unique contributors, most of whom were local. The factory now provides 150 jobs across two shifts, supporting families and strengthening the local economy.

Beyond employment, the factory symbolizes a shared effort to build not just a facility, but a community. Together, we've established a culture of pride and collaboration.

Equipped with energy-efficient systems, advanced automated quality grading, and a cutting-edge operations center, the factory represents the future of sustainable aquaculture. From the Jøsnøya control room, we manage feeding across all Mowi Midt locations, optimizing fish welfare and minimizing environmental impact.

This transformative project highlights how Mowi's investments create lasting value for local communities, advancing both economic and environmental sustainability.





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