

Algal Monitoring and Mitigation Policy

1. Objective

Plankton are a natural occurrence which have long been recognised in the marine and freshwater ecosystem with the function and structure of the bloom being dependent on the geographic location. Although plankton are a significant contributor to the marine food chain, they can be harmful to fish when found in large densities by irritating the gills. A smaller number of plankton species can impact gill function through toxin production, mechanical damage to fish gills or deoxygenation. Mitigation measures allow us to reduce or avoid these impacts on our fish.

This policy together with internal training on plankton surveillance, risk management and response plans, are designed to contribute to fewer incidents and losses associated with algal blooms.

2. Risk and Opportunities

The presence of harmful algal blooms or toxic species, with their impact varying depending on the species and/or combinations involved, presents a potential risk to farmed salmon stock. The frequency of algal blooms is expected to increase as a result of climate change, and rising seawater temperatures. Establishing standardised and regular algal monitoring across Mowi sites creates the opportunity to allow fish health and site managers to better understand algal population trends to make early site management decisions to effectively protect their stock. Mitigation methods are relatively limited, but Mowi is committed to an innovation programme that explores additional potential solutions, with existing methods outlined in further detail below.

3. Governance and Implementation

3.1 Roles and responsibilities

Mowi's strict production practices and standards, matched by our dedicated fish health professionals and trained staff, ensure the welfare of our fish is monitored and secured on a daily basis, throughout the entire production cycle.

3.2 Monitoring of compliance

Our Managing Directors and Group Management Team have responsibility for our plankton monitoring and mitigation policy and respective implementation.

4. Scope

Mowi's policy on plankton monitoring and mitigation practices applies to all our farming operations and is complemented by internal standards on plankton monitoring and fish welfare. Mowi's standards meet and exceed regulatory requirements and industry guidelines on fish welfare.

This policy applies to farmed Atlantic salmon, which is the only species that Mowi produces for human consumption. It also applies to all MOWI branded products. All principles stated herein apply to 100 % of farmed Atlantic salmon produced by Mowi.

5. Actions

5.1 Our strategy

Monitoring

Mowi site monitoring protocols (applicable in Chile, Canada, Scotland, Ireland and some regions of Norway) are based on algal bloom risk levels, which trigger relevant monitoring and mitigation approaches. Categorisation of risk level includes information such as history of harmful algal blooms, number of events and/or recordings of known harmful plankton species over a defined threshold. This information is used to determine the risk period and monitoring plan for the site or area. Depending on the allocated risk category, a sampling frequency and plankton identification plan is established. Plankton species are either identified in-house or samples are analysed by external laboratories. Useful resources such as interagency tools, namely satellite imagery or national monitoring systems (e.g. Irish Marine Institute Harmful Algal Bloom weekly bulletin and the Institute of Marine Research national monitoring programme), are used to monitor the risk of algal blooms, where available.

Mitigation

Our sites are located in areas where the environmental conditions are optimal for our fish. If natural weather conditions may threaten oxygen levels, we have systems in place to provide additional water flow and aeration to our fish. During algal bloom events we follow a response plan and protect our fish by using measures such as aeration systems, halting feeding and guiding fish to safer depths using deep lights. Fish may also be moved from an affected site or area if permitted by local authorities and if biosecurity practices are not breached in any way.

March 2026