Escape Prevention and Mitigation Policy

1. Objective

This policy addresses our strategy and commitments to manage escape incidents, and summarises how we work to responsibly manage our operations in order to reduce associated risks.

Escape incidents very rarely occur during a production cycle, however due to unintended factors, fish may escape from our farming facilities. Salmon escapes are most commonly caused by human error, severe weather and structural issues at farming sites. It is critical that all of Mowi's operations with live fish are risk assessed to minimise any potential for such events to occur.

Our escape targets are relevant to a number of our stakeholders, including public policy officials (governmental bodies), civil society (NGOs), local communities, first nations, investors, and suppliers.

2. Risk and Opportunities

Escaped farmed fish can potentially impact both biodiversity and profitability. There is a reputational risk associated with escaped fish, and their potential impact on wild salmon populations through genetic introgression and the risk of transferring disease. Mowi seeks to ensure no negative impact on biodiversity and therefore has this policy in place to minimize the risk of escape incidents.

Opportunities are linked with continuous improvement towards our target of zero escapes to ensure sustainable coexistence of aquaculture and the marine environment. Our focus on preventing escape incidents includes a wide variety of actions focusing on working with suppliers to promote technological innovations that increase robustness of our farming equipment and make it more resilient, and on preventing human errors through training.

3. Governance and Implementation

3.1 Roles and responsibilities

Fish escapes are governed through our sustainability strategy, Leading the Blue Revolution Plan (Sustainability - Mowi Company Website) and sustainability governance policy (Policies - Mowi Company Website). The strategy implementation across our business units is driven by Mowi's Global Sustainability Networks which are run by the Chief Sustainability Officer (CSO) who is a member of the Group Management Team and reports directly to the CEO.

3.2 Monitoring of compliance

Mowi has a Global Escape Action Group which meets digitally on a frequent basis to define key improvement priorities, track progress and share learned experiences. A sub-group was established to focus only on defining the equipment needs for exposed sites.
The management team and the strategic networks have an oversight of the reported quarterly and annual escape statistics and ongoing initiatives to improve these.

4. Scope

Escape prevention is important for all farming operations within Mowi.

5. Actions

5.1 Our strategy

Mowi's operations

Mowi's business units in different localities are governed by different standards, all of which ensure installations used for aquaculture are correctly manufactured, installed, operated and maintained to avoid escapes. Norway applies the NYTEK 23 regulations, which include requirements for the design operation, and especially the escape-proofing of marine aquaculture facilities. Complementing these regulations, the NS 9415:2021 standard provides detailed technical specifications for the equipment used in these facilities, such as mooring components. Together, NYTEK 23 and NS 9415:2021 form a comprehensive framework for the sustainable and secure management of aquaculture facilities in Norway. Requirements related to freshwater equipment are complemented by technical regulation and the Norwegian standard NS 9416:2013 for land-based aquaculture facilities, also to prevent escape incidents from flow-through and Recirculating Aquaculture Systems. A Scottish technical standard for finfish aquaculture is also in place. In Chile, a technical standard has been established in 2020 with standardised methodology for the information collection, processing and calculations of the engineering study, and technical specifications of the fish farming structures.

As a global company, Mowi operates to ensure escape-proof design, and operation of our sites, with every site having a site-specific escape mitigation plan, known to all site employees. All employees that work with live fish must also undergo escape prevention training on an annual basis. If any escape incidents do occur, all are tracked and investigated for cause of incident for information sharing and learning. Number of escaped individuals are counted at the time of the event if possible, or, if necessary, during the next treatment or harvesting event, when exact numbers can be determined. In the event of an escape, all equipment must be immediately inspected to determine the cause of the incident, and repaired or rectified to prevent any further escapes at that time. All reasonable efforts to recapture escaped fish must be made, which may include deployment of gill nets. All escape incidents must be reported in Mowi's incident reporting module. All relevant authorities must be notified in line with their required timeline.

If an escape event does occur, an escape information sheet is prepared in Spanish, English and Norwegian, and this is distributed to all site managers globally to ensure learning points are shared and any appropriate technical or operational adaptations are undertaken. Data relating to escapes is reported in our annual report (under ESRS E4), and the data is audited.

Mowi works together with wild fisheries associations on genetic introgression studies to better understand current levels of hybridisation and possible impacts on recipient wild populations.

Priorities going forward to reduce the number of escape incidents include:

1. Strengthening collaboration and training with equipment and service suppliers
2. Improving our training programmes to increase awareness and minimise human error, ensuring that best practices for critical operations are followed
3. Implementing anti-fouling strategies that reduce the need for net cleaning

Supply chain

Continuous R&D efforts are prioritised to test farming equipment for severe weather conditions, and this work is completed alongside our suppliers. In Norway, a weather risk matrix has been developed and applied. When establishing new sites, this risk matrix is used to optimise pen design. Mowi strives to always use best-in-class equipment for all sites, and continuously refine our operational procedures, main equipment types and support technologies according to new knowledge, improved analytical tools and rapid technological advancement. Working alongside our suppliers to ensure resilient equipment, Mowi implement technical requirements for our farming operations in order to prevent escapes.

6. Targets and KPIs

Targets	KPIs
• Zero escapes, every year. • 100% completion of site personnel completing escape prevention training, every year.	• Number of escape incidents, and escaped fish, each year. • % of site personnel trained in escape prevention, each year.

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