

## 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.
- To have a traceability system in place for all our products. For each product delivered, traceability information such as origin of the products, date of production, and harvest date is available. Our internal quality systems and processes, including our certification processes, internal and external audits and traceability of feed raw materials add to how Mowi approaches traceability.
- We regularly test our traceability systems in all our processing plants. Our target for all products is to have 100% traceability (one step back to salmon farm or other previous producer), and one step forward (customer) within 4 hours.
- Our suppliers of seafood are required to be GFSI certified. If this is not the case, we do additional questionnaires and audits as part of the evaluation.
- Logistic suppliers are evaluated based on risk assessment, certification, questionnaires and audits to ensure control of hygiene and temperature during transport
- All processing plants have segregation of different hygiene regimes/ risk zones.
- We actively participate in Listeria reduction activities throughout the whole value chain
- Through internal and external audits, we validate the effectiveness of our HACCP-based quality and food safety management systems. These include, but are not limited to personal hygiene practices, equipment/maintenance and calibration, waste management, temperature control, supplier approvals & raw material checks, CCPs, food contact materials, allergen and temperature controls, sanitation schedules, pest management, and hygiene zone segregation.
- To initiate independent third-party audits to ensure compliance with GFSI recognized food safety standards, and to encourage continuous improvement. Our target is that all our processing plants are certified against a GFSI recognized standard.
- Mowi maintains documented and version-controlled Standard Operating Procedures (SOPs) covering crisis management. This includes how to report, handle, and evaluate food safety incidents.
- 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 is responsible for developing best practices and updating this policy.

## March 2026

In 2025, Mowi had a total of 578 internal food safety audits, and 267 external (certification bodies, food safety authorities, and customers), covering all our operations. Of the external food safety audits, 47 were related to GFSI standards, and 5 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 2025, Mowi had 5 food safety incidents with 2 of them resulting in product recall, with a total volume of 100 tonnes, 93 tons of these were related to the diesel leakage. More details are provided below. On dioxins & dl PCBs our average levels for 2025 remained low at 0.21 pg-WHO-TEQ/g (0.23 in 2023) as well as mercury levels at 0.020 mg/kg (0.017 in 2023). No market bans took place in 2025.

In 2025, our traceability tests showed that we are able to trace back to fish farm and pen level within 4 hours for all our farmed salmon.

When	Incident	Business unit	What happened?	Corrective actions carried out	Recall required	Market bans
Jan	Contaminants	Norway	Diesel leakage	All fish involved in this incident was discarded	No	No
Oct	Microbiology	CE*	Salmonella detected in the product	Review of environmental and personnel hygiene programs. Retesting of the same sample came out negative. Increased product monitoring for salmonella	No	No
Oct	Contaminants	Norway	Cadmium exceeding EU limit in Mowi Salmon_ by Customer.	Screening of same rawmaterial and packaging material was tested for Cadmium, and the results were in compliance with current regulation	No	No
Nov	Microbiology	CE*	Listeria monocytogenes detected in finished product. Third party processor.	Review of the entire production process from farming to packaging department.	Yes	No
Des	Microbiology	WE*	Listeria monocytogenes detected in finished product	Strengthening of control plans, sanitation and training	Yes	No

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