

Human-Wildlife Interactions Policy

1. Objective

Mowi recognizes that there is wildlife surrounding our farms, and wildlife interaction can occur with our operations. Preventing such incidents from happening is an important part of our work to farm in harmony with nature and protect biodiversity and ecosystems.

Human-wildlife interactions is one of several topics that links to our Biodiversity policy and Biodiversity Framework (both documents found here: [ESG Library - Mowi Company Website](#)).

This policy addresses our strategy and commitments to manage human-wildlife interactions resulting in wildlife mortality, and how we work to responsibly manage our operations in order to prevent such risk. This is especially important if our assets are located in areas under conservational protection due to threatened habitats or ecosystems, or where we have assessed that there is a risk of vulnerable bird or marine mammals habituating or migrating through the area.

2. Risk and Opportunities

According to the World Wildlife Fund's biodiversity risk filter tool*, aquaculture may have a negative impact on protected and conserved areas. This has been identified as a relevant reputational transition risk for Mowi through our assessment of sector specific nature-related impacts and dependencies.

There is also a political transition risk related to how such areas will be governed and potentially changed in the future, and how aquaculture might be impacted through stricter regulatory requirements affecting operational practices or production volumes. Political transition opportunities for Mowi are connected with the recognition that coexistence between salmon farming and nature protection is possible, allowing the blue sector to grow and contribute to dietary shifts at scale.

3. Governance and Implementation

3.1 Roles and responsibilities

The Board of Directors take overall accountability and oversight of all risks and opportunities, including those related to biodiversity and ecosystems. The integration of Mowi's sustainability strategy and our policies into our business strategy is ensured by the Group Management Team, including the Chief Sustainability Officer (CSO).

3.2 Monitoring of compliance

The management team and Mowi's global sustainability networks have an oversight of the group's targets and actions towards existing in harmony with nature and are committed to comply with prevailing environmental laws, regulations and relevant standards. They work to continuously improve our environmental management system to reduce the risk of negative environmental impact. For more information see our Sustainability Governance Policy ([ESG Library - Mowi Company Website](#))

This policy was developed in alignment with the requirements from the Corporate Sustainability Reporting Directive (CSRD) from the EU as well as with our internal and external stakeholder management processes, involving key stakeholders such as WWF Global, GSSI and UN Global Compact. We also engage with sustainability benchmark developers (e.g., Collier FAIRR's Index, Seafood Stewardship Index) and adhere to a Code of Conduct for stakeholder interactions. Our publicly available Community Engagement policy ([ESG Library - Mowi Company Website](#)) outlines our approach in the local communities and with Indigenous Rights Holders, where environmental

stewardship and potential impact is addressed.

4. Scope

The scope of this policy is global and includes all Mowi business areas and direct operations belonging to feed, farming and sales & marketing. The policy is however most important for our farming operations, where we are situated the closest to nature and the risk of human-wildlife interactions has been assessed as the most relevant. Biodiversity-related risks are also part of our supplier due diligence process.

5. Actions

5.1 Our strategy

We monitor human-wildlife interactions, apply operational best practices and have preventive measures and equipment in place to avoid and minimise negative impact on local wildlife. Examples are bird nets, predator exclusion nets and reduction of potential sources of food for wildlife.

All bird and mammal mortalities are registered and assessed locally, ensuring that mitigation measures and strategy are adapted to prevent mortality incidents from happening again. In case of new farming sites, potential human-wildlife conflicts are evaluated and assessed, and applicable actions are introduced where needed.

This work and investments contribute to our commitment made through our voluntary certifications**, requiring that predator control must be in place, as well as records for endangered species in the nearby area with reference to global listing organizations such as the International Union for Conservation of Nature (IUCN) Red List. Awareness of such species in the areas close to where we operate becomes important to ensure we prioritise our efforts where it is the most important.

6. Targets and KPIs

Our human-wildlife interaction target is set in alignment with the 4th target of the Global Biodiversity Framework (GBF) which specifically aims to effectively manage human-wildlife interactions to minimize human-wildlife conflict for co-existence. It also supports the EU Biodiversity Strategy for 2030 and specifically its sub target 4.1, aiming for habitats and species to show no deterioration in conservation trend or status. Mowi aims to avoid any harming of animals. However, in rare cases when attacks are too aggressive and persistent, humane culling may be the only option and will always be carried out in accordance with and approval of local regulations and authorities.

Performance monitoring takes place through our monthly corporate sustainability reporting, requiring that all farming BUs report any wildlife mortalities per mortality cause category for birds and mammals, emphasizing species under national protection or classified as a red-listed species by the IUCN. We report publicly and annually on our performance, this information is verified through third party audits.

*See our Biodiversity Framework for more information on this assessment and our LEAP approach to identify and assess our material nature-related risks, opportunities, impacts and dependencies.

**Mowi has committed to the target of yearly harvest volume being 100 % certified with a Global Seafood Sustainability Initiative (GSSI)-recognised standard: the Aquaculture Stewardship Council (ASC), Best Aquaculture Practices (BAP) or GlobalGAP.

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