

MOWI[®]



**Local Communities'
Actions Report
2025**

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 13 000 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 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.

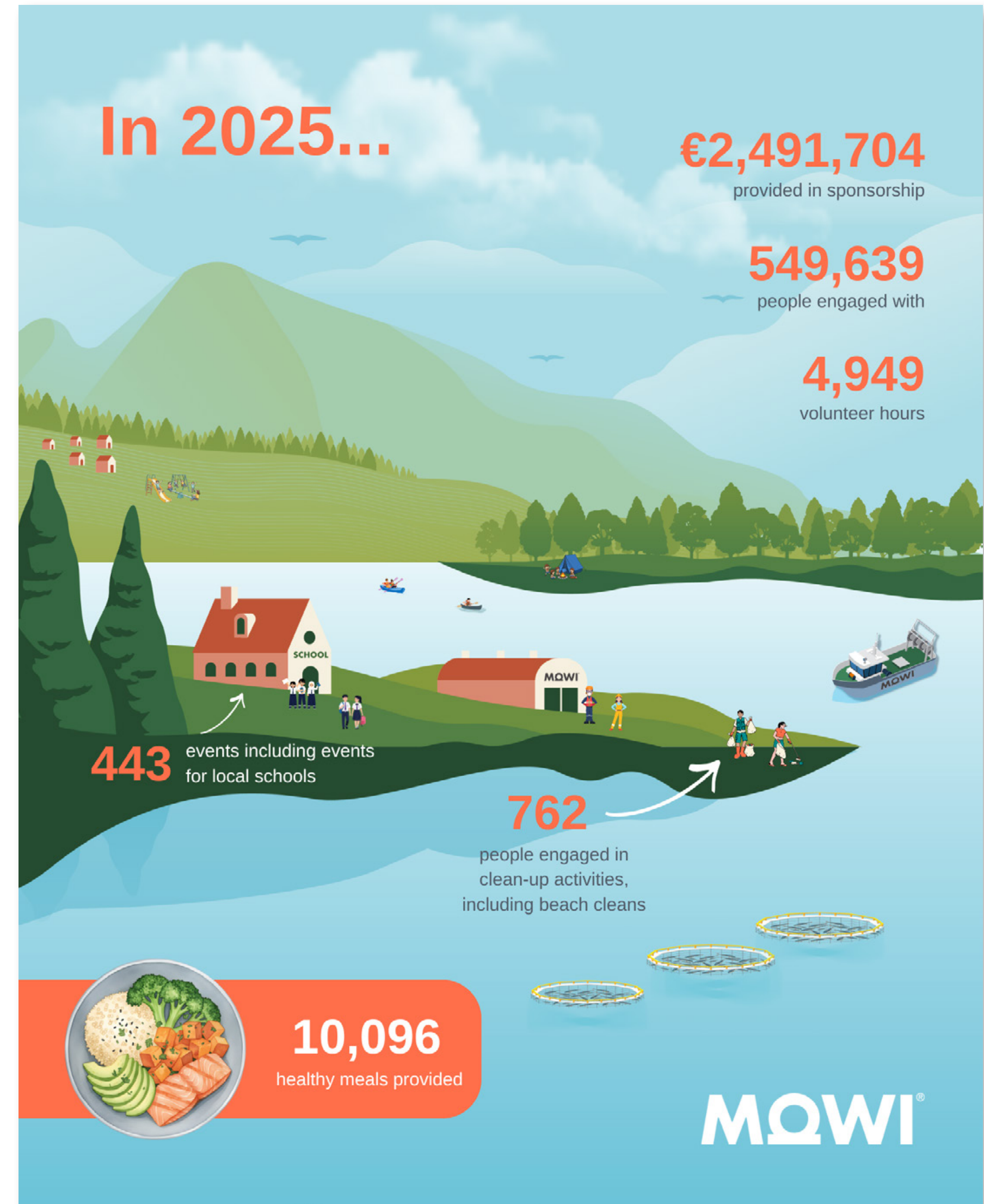
While formal commitments, such as certification standards, require us to engage with local communities regarding our business operations, we are ensuring that social responsibility, ethical conduct and sustainability are at the heart of our corporate culture.

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 in 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 2025 Mowi had 443 events, and we spent over EUR 2.4 million in sponsoring to different local initiatives and events. During 2025 we also delivered more than 4 900 hours of volunteer work, and our events and programmes engaged 549 639 people. 376 035 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

Protecting the environment is an important priority in our local community engagement work. In 2025, this commitment was reflected through several hands-on initiatives.

Mowi Japan inspired the next generation with fun, hands-on learning about how to protect our oceans at the Marine Summer Science Project Festival. Through engaging videos, the Mowi team showed children how our salmon is farm-raised and processed in an environmentally friendly way. Families were also reminded that delicious salmon depends on a healthy ocean through tasty samples of MOWI Pure Salmon sushi.

To mark Earth Day, employees of Mowi Poland volunteered their time to participate in clean-up activities at Ronald Reagan Park in Gdańsk and a scenic beach stretch between Poddąbie and Orzechowo. Both initiatives shared a common goal: to take action for nature, our planet, and local communities.

Sports

We prioritise support for volunteer-led sports, recreational and cultural activities that contribute to inclusive participation and strengthen local communities, with a particular focus on children and young people.

Among several initiatives, one example is Mowi's support for the National Disability Shinty Festival, held in Aviemore in May. The event brought together more than 85 children from nine

schools across Scotland for two days of coaching and organised play. As a long-standing sponsor of shinty, Mowi supports the development of the sport at various levels, with a focus on inclusion and participation.

Community

In 2025, Mowi Chile entered a collaboration with regional and local authorities in the Los Lagos region, as well as private and social sector partners. The collaboration is part of community initiative across Mowi's operating regions and supports improved living conditions in rural communities in Chiloé.

One of the first initiatives under this collaboration is a rural sanitation project currently under development in Puchilco, Puqueldón. The project will improve access to safe drinking water for nearly 250 people. And support long-term social wellbeing in the communities where Mowi operates.

Commenting on the initiative, Mowi Chile's Sustainability and Public Affairs Manager, Álvaro Pérez, highlighted the importance of collaboration between public, private and social sectors, and reaffirmed Mowi's commitment to supporting the long-term development of the region.

Following the devastating floods in Central Vietnam in 2025, Mowi Asia contributed to local disaster relief efforts, through the Vietnam Fatherland Front Committee, with participation from employees.



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.

The Mowi salmon wagon represents a community-focus initiative from Mowi Scotland, supplying delicious salmon to local festivals and events while raising funds for community causes across the country and beyond.

In 2025, Mowi salmon wagon attended 12 events, including nine events where funds were raised for charity associated with the community event.

- Rosyth Gala: Raised £855 for Rosyth community projects.
- Eyeries Family Festival: Raised £1,422 back to the festival.
- North Uist Agricultural Show: Raised £900 for North Uist Agricultural Society.
- Eilean Dorcha Festival, Benbecula: Raised £930 for Addison's Disease Self-Help Group.
- The Lochs Show, Lewis: Raised £546 for Lochs Agricultural Society.
- South Harris Agricultural Show: Raised £900 to the show committee.
- Ardrishaig Gala: Raised £720 for next year's event fund.
- Ben Nevis Race: Raised £540 for Lochaber Mountain Rescue.
- Mowi Shinty Hurling: Raised £1,000 for charity Mikeysline.
- Inchmore Visitor Gallery - Open Day: Free samples for visitors.
- Aquaculture Day, Ullapool High School: Free samples for visitors.
- Aquaculture Day, Portree High School: Free samples for visitors.





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.

In October, members of the Community Partnerships team participated in the Halloween Safety Fair hosted by Kwakiutl First Nation in Tsakis.

The event promoted child safety during Halloween celebrations through the distribution of reflective gear, glow sticks, and flashlights, helping to ensure that children can take part in trick-or-treating activities safely within the community.

This initiative formed part of our ongoing engagement with First Nations communities and reflects our commitment to community partnerships and supporting locally led, safety-focused events that promote the well-being of children and families.

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.



For Mowi, engaging with the younger generation is a key priority. Through a range of initiatives, we promote awareness of the diverse and rewarding career opportunities available in aquaculture.

Scotland Farming hosted university students studying aquaculture-relevant subjects. These placements supported skills development, knowledge exchange, and closer links between education and industry, creating ripple effects for the local community.

Mowi supports local employment through a range of activities and investments. One example is the opening of a new post-smolt facility at Haukå, Norway, in 2025. The facility is among the largest of its kind and represents an important step in the further development of the company's operations in the area.

This expansion contributed to increased local employment, with the number of employees at the site increasing from 11 to 25, including two apprentices. This supports local competence development, provides opportunities for vocational training, and contributes to long-term employment in the region.





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