

Circular Economy and Waste Management Policy

1. Objective

Blue foods and farmed salmon contributes to global food production, and supports economic activity and employment in the regions where Mowi operates. Aquaculture is intrinsically dependent on a healthy environment and considering the increasing pressure on natural resources, it is fundamental that commercial activities focus on moving from a linear to a circular use of resources.

This policy sets the principles of circularity and waste management across Mowi's business areas.

The importance of circularity

Mowi applies circular-economy principles by seeking to prevent waste and, where technically, legally and environmentally appropriate, retain materials in use through reuse, recycling or recovery. Our circular-economy approach is intended to reduce the use of virgin materials, prevent waste, retain materials in use where practicable and reduce costs associated with material consumption and waste treatment. Performance is monitored through defined waste and resource-use indicators. Our sustainability strategy, includes actions and targets relating to plastic packaging, farming equipment, sludge, processing by-products and solid waste [Sustainability - Mowi Company Website](#). It is also part of our operational reality by upcycling by-products from our processing plants, sludge from our freshwater operations and through solid waste management which promotes reduction, reusability, and recyclability.

2. Risk and Opportunities

Risks related with not embracing a circular economy are increased pollution and increased operational costs. Pollution risks can increase where waste is not prevented, segregated, stored, transported or treated in accordance with applicable legal and operational requirements. Failure to apply circular-economy and waste-management controls may increase pollution, operational costs and legal or reputational risks.

Adopting circularity in aquaculture offers several opportunities, including resource efficiency through the recycling of nutrients as well as waste valorization. Circular practices may create opportunities to improve material efficiency, recover nutrients, develop alternative uses for by-products and support research and development. Any environmental or climate benefit should be assessed using defined indicators and an appropriate baseline or comparator. Furthermore, implementing circular methods and practices in aquaculture can help prepare for new regulatory expectations (e.g. Extended Producer Responsibility, European Green Deal, EU's New Circular Action Plan, Corporate Sustainability Reporting Directive) and policies as well as support the alignment with operating license requirements.

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 the circular economy. Mowi's sustainability strategy, *Leading the Blue Revolution Plan*, includes several sustainability programs which address circular economy: plastic use (reusing and recycling plastic packaging and farming equipment), freshwater stewardship (sludge), efficient and sustainable fish feed (by- products) and waste management (solid waste and plastic).

3.2 Monitoring of compliance

The integration of Mowi's sustainability strategy, *Leading the Blue Revolution Plan*, into our business strategy is ensured by the Group Management Team, including a Chief Sustainability Officer (CSO). The management team and Mowi's global sustainability networks have an oversight of the group's targets, actions and reported performance, and are committed to comply with prevailing environmental laws, regulations and relevant standards and work to continuously improve our environmental management system to reduce our environmental impact.

This policy was developed in alignment with our internal and external stakeholder management processes. For more information see our Sustainability governance Policy [Policies - Mowi Company Website](#).

We 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 outlines our approach in the local communities and Indigenous People, where environmental stewardship and potential impact is addressed.

4. Scope

The scope of this policy is global and includes all business areas: feed, farming and sales and marketing.

5. Actions

5.1 Our strategy

In our own operations, circular approach focuses on three product groups, namely solid waste (including plastics), sludge and by-products. This policy describes each of these circular product groups along our value chain. In our supply chain, we run an environmental due diligence program with our suppliers where circularity is considered through responsible waste management practices.

Solid waste and plastic management

Mowi generates solid waste (including plastic waste) as a result of our feed, farming, and processing operations. Such waste is part of our scope 3 emissions and if not managed responsibly can pose a direct threat to nature. Plastic waste, a component of our solid waste, primarily originates from plastic equipment used in farming operations, such as nets and feeding pipes. Additionally, plastic packaging from our final consumer products adds to our downstream plastic footprint. Mowi assesses reuse and recycling routes for plastic equipment, including nets, feeding pipes and pens. Reported examples include the use of recovered material in products such as swimwear, carpets and garden furniture. (Please see also Mowi's Policy on plastic use and plastic waste management [Policies - Mowi Company Website](#)).

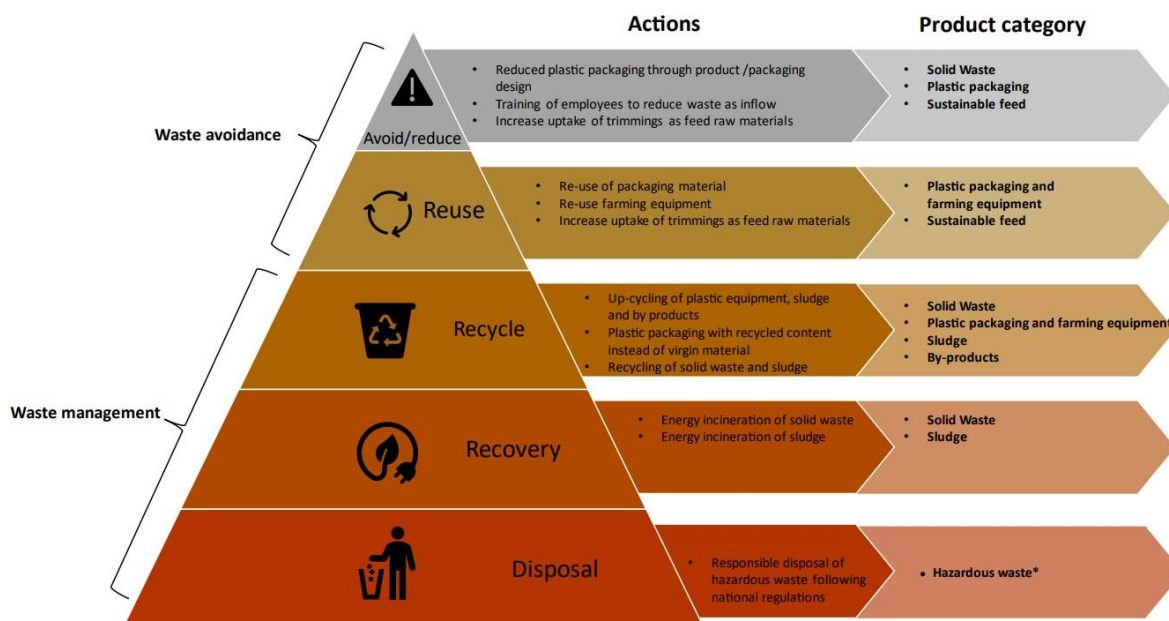
Sludge management

Mowi manages sludge from relevant salmon-farming operations to address identified water-quality, nutrient-loading, legal and operational risks. Disposal risks include negative impacts on water quality, eutrophication, and habitat destruction, with non-compliance and reputational risks as concerns. However, there's potential for environmental and financial opportunities by selling or reusing sludge for biogas production or as fertilizer. In addition, we are addressing the organic loading impact of our marine sludge through national benthic surveys, such as the MOM-B analysis in Norway.

By-product upcycling and management

Mowi produces by-products such as offcuts in our processing activities which would be considered

food waste if not used for other applications such as non-salmon aquaculture diets and pet food. Using eligible processing offcuts as inputs to aquaculture feed or pet-food products can avoid their classification as waste and retain part of their material and nutritional value. Quantities are reported by destination and treatment route. Mowi is well positioned to capture the value of such by-products through Mowi Nutrition ([Sustainable and high quality products for pets. – Mowi Nutrition \(en\)](#)). Such upcycling contributes to achieving a lower Fish in-Fish out (FIFO). FIFO measures the relationship between marine ingredients used in feed and farmed-fish output (more information can be found in Mowi's Integrated Annual Report, [Reports - Mowi Company Website](#)).



*All hazardous waste is handled according to national regulations. In addition, Mowi is actively engaging with waste handlers and working towards reducing the production of hazardous waste from the very beginning. As an example, in Norway, we have a national agreement with one waste handler, to ensure that all materials that are practically reuseable or recyclable are sorted and managed in the appropriate waste streams.

The table below presents an overview of Mowi's targets and strategies related to circularity, aligned with the guidelines from the Corporate Sustainability Reporting Directive (CSRD), whether and how these targets relate to resource inflows, such as plastic for product packaging and transportation, and relevant outflows, such as sludge production from farming operations.

Topic	Target	Strategy	Relation to inflows/outflows*	Waste hierarchy layer
Farming plastic equipment	By 2030, 100% of farming plastic equipment (pens, feeding pipes and seawater grow-out nets (purchased from 2025) reused or recycled	Up-cycling of nets, pens and feeding pipes to products such as swimwear, carpets or garden furniture	Inflow: Increase of circular design Increase of circular material use rate	Reuse & Recycle
Plastic packaging	By 2030, 100% of our EU plastic packaging adhering to PPWR* (Recyclability: recycling performance grade >70% & Recycled content: contact sensitive PET >30%; contact sensitive other plastic >10%; other plastic packaging > 35%)	Focus on packaging re-design, composition, simplification and light-weighting	Outflow: Increase reusability, recyclability or composting of plastic packaging at the end of life cycle Waste management, including preparation for responsible treatment	Reuse, Recycle & Avoid
	By 2030, all our Mowi plastic packaging branded products achieve a recyclability grade A or B (per EU definition)		Inflow: Increase of circular material use rate Minimisation of virgin non-renewable raw material	Recycle
Solid waste	By 2030, zero NH solid waste to landfill from all solid waste generated from Mowi's direct operations (feed, freshwater farming and processing plants)	Focus on reducing, reusing, recycling and recovering waste Focus on packaging design Focusing on enabling a circular economy by upcycling waste Employee training to improve waste sorting	Outflow: Waste management, including preparation for responsible treatment	Reuse, Recycle, Recovery & Avoid
Sludge	Upcycle sludge from freshwater facilities to compost or biogas	Recapturing or reuse, e.g. as input material for biogas production or as fertilizer for agricultural production	Outflow: Increase of circular material use rate Waste management, including preparation for responsible treatment	Reuse, Recycle & Recovery
By-products	By 2030, 100% of offcuts from our processing plants are upcycled to new products	Upcycling of by-products originating from our processing plants to FM and FO used in (non-salmon) aquaculture and pet food	Outflow: Increase of circular material use rate Waste management, including preparation for responsible treatment	Reuse & Recycle
Supply chain	100 % deforestation-free soy	Maintain our zero-deforestation sourcing of soy protein	Inflow: Reversal of the depletion of the stock of renewable resources	Avoid
	Inclusion of 10 – 15 % ingredients from emerging feed raw materials	Increase flexibility of our feed raw material basket while reducing dependency of marine raw materials	Inflow: Reversal of the depletion of the stock of renewable resources	Avoid
	100 % traceability of feed raw materials	Ensure full traceability of our feed raw materials	Inflow: Reversal of the depletion of the stock of renewable resources	Avoid
	100 % of marine raw materials are certified (MarinTrust or equivalent)	Adhere to sustainable sourcing of marine raw materials Increase uptake of trimmings Use of novel feed raw materials	Inflow: Reversal of the depletion of the stock of renewable resources	Reuse & Avoid
	Towards lower FCR	Optimise feed composition and formulation to optimise FCR	Inflow: Reversal of the depletion of the stock of renewable resources	Avoid
	Towards lower carbon footprint of feed raw materials	Optimise feed formulation to reduce carbon footprint	Inflow: Reversal of the depletion of the stock of renewable resources	Avoid
	100 % of feed raw material suppliers screened on environmental due diligence which includes responsible waste management	Encourage suppliers to implement circular and responsible waste management practices in our supply chain	Inflow & Outflow: Increase of circular material use rate Reversal of depletion of the stock of renewable resources Waste management including preparation for responsible treatment	Reuse, Recycle & Avoid

* Target relation to inflows/outflows:

- the increase of circular design (including for instance product design);
- the increase of circular material use rate;
- the minimisation of virgin non-renewable raw material with possibly targets for virgin nonrenewable raw material and targets for virgin renewable raw material;
- the reversal of the depletion of the stock of renewable resources;
- the waste management, including preparation for proper treatment; and
- other targets

Supply chain

Mowi applies environmental due diligence to in-scope feed raw-material suppliers. The process covers defined topics including traceability, deforestation and conversion risk, marine-ingredient sourcing, waste management, wastewater treatment and hazardous-waste controls. Mowi provides relevant training and engages suppliers on identified gaps and improvement actions.

Furthermore, sustainable sourcing of feed raw materials is key in the journey towards circularity. Therefore, Mowi's aims to source feed raw materials sustainably and to continue testing novel feed raw materials in our feed formulation ([Policies - Mowi Company Website](#)). We continue to work closely with our procurement team to provide sustainability training, within the context of circular economy principles, to increase focus and awareness of circularity.

We work with our feed raw material suppliers, through supplier engagement events including training, to require nutrient management plans.

6. Targets and KPIs

The targets below are future environmental-performance commitments. For each target, Mowi defines the scope, baseline, measurement method, applicable exclusions, implementation actions, annual progress and supporting evidence. Where a target depends on regulatory criteria or methodologies that remain under development, Mowi updates the measurement method when the applicable requirements are adopted.

Targets	KPIs
- By 2030, 100% of our EU plastic packaging adhering to PPWR* (Recyclability: recycling performance grade >70% & Recycled content: contact sensitive PET >30%; contact sensitive other plastic >10%; other plastic packaging > 35%) - By 2030, all our Mowi plastic packaging branded products achieve a recyclability grade A or B (per EU definition) - By 2030, 100% of farming plastic equipment (pens, feeding pipes and seawater grow-out nets (purchased from 2025)) is reused or recycled - By 2030, 100% of offcuts from our processing plants are upcycled to new products - By 2030, zero NH solid waste to landfill from all solid waste generated from Mowi's direct operations (feed, freshwater farming and processing plants)	% of EU plastic packaging adhering to PPWR % Mowi plastic packaging branded products achieving recyclability grade A or B % of farming plastic equipment (as defined in the target) reused or recycled % of offcuts upcycled to new products - Total non-hazardous waste sent to landfill from direct operations (i.e. not reused, recycled, recovered or incinerated)

*PPWR= Packaging and Packaging Waste Regulation