Human Rights Policy

1. Objective

We believe that business can only flourish in societies where human rights are protected and respected. We recognise that our business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts.

Mowi is committed to the highest standards of business and ethical behaviour, including compliance with all applicable laws and regulations, as well as the Code of Conduct, company policies, procedures, and practices.

Mowi respects internationally recognised human rights as established in the Universal Declaration of Human Rights and the International Labour Organisation's Core Conventions.

Human rights is an area of importance to our employees, workers, shareholders, investors, customers, consumers, the communities where we operate and civil society groups. There is therefore both a business and a moral case for ensuring that human rights are upheld across our operations and our value chain.

We uphold and promote the rights of environmental, land, and human rights defenders (HRDs) as outlined in the UN Declaration on HRDs. We recognise their contribution to civic space and maintain zero tolerance for violence, threats, intimidation, or attacks against them or their families. We are committed to neither interfering in their work nor allowing any form of retaliation against them.

The objective of the Human Rights policy is to:

- Inform employees, business partners and customers of Mowi's commitment to human rights.
- Establish Mowi's commitment to human rights through on-going human rights due diligence.
- Maintain Mowi's high ethical standards.
- Contribute to the realisation of human rights globally.

2. Risks and Opportunities

Incorporating human rights into our operations presents both opportunities and risks. On the opportunity side, it enhances our ethical standing, strengthens our reputation, and builds trust with our stakeholders by showing a commitment to human rights.

However, there are risks, such as potential reputational damage if human rights commitments are not effectively implemented or monitored. Failure to address human rights issues can lead to legal challenges and financial penalties. Successfully navigating these risks and opportunities requires a strong and well-enforced human rights strategy within Mowi.

Mowi prioritises human rights risks based on how serious the potential impact on people may be and, where relevant, how likely it is to occur. Particular attention is given to vulnerable groups and higher-risk areas of our operations and value chain.

3. Governance and Implementation

3.1 Legal Foundation

Mowi's commitment to Human Rights is founded on the principles within:

- The United Nations Guiding Principles on Business and Human Rights
- The International Bill of Human Rights
- The International Labor Organization Declaration on Fundamental Principles and Rights at Work
- The United Nations Global Compact
- Local Labor laws
- The EU Pay Transparency Directive

3.2 Roles and Responsibilities

The Local Managing Director is responsible for implementing Mowi's Human Rights Policy. Engagement with suppliers is managed through the procurement process and documented in the procurement policy.

3.3 Governance and Monitoring Process

Employees and suppliers are expected to comply with this and all applicable Mowi policies. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination and referral to the appropriate authorities.

Where we have sound reason to believe that our partner organisations infringe Human Rights, we reserve the right to cease those relationships as warranted.

Specific to this policy, employees, suppliers and other stakeholders are expected to:

- Never infringe on human rights.
- Be alert to any evidence of human rights infringements in our direct operations or in the operations of our business partners and report any situation in which a human rights infringement is suspected through our Whistleblowing channel.

To report suspected human rights concerns through available reporting channels. Reports made in good faith will be handled without retaliation. 3.4 Human Rights Due Diligence

Mowi is committed to conducting ongoing human rights due diligence in accordance with the UN Guiding Principles on Business and Human Rights.

We assess actual and potential human rights impacts across our operations and value chain and integrate the findings into relevant business processes and decision-making.

Where actual or potential adverse impacts are identified, Mowi engages with relevant stakeholders, where appropriate, to better understand the impacts and inform appropriate actions. Mowi seeks to prevent and mitigate potential adverse impacts and, where appropriate, remediate actual adverse impacts through continuous improvement and stakeholder engagement.

4. Scope

Mowi`s Human Rights policy applies to all Mowi employees worldwide, including non-employees, anyone doing business for or with Mowi and others acting on Mowi's behalf.

This applies to all locations where Mowi conducts business and to all company-sponsored events.

Our Human Rights targets are relevant to several of our stakeholders, including all employees, public policy officials (governmental bodies), local communities, investors, and suppliers.

5. Actions

5.1 Valuing Diversity

Mowi values the diversity of the people with whom we work and the contributions they make.

Mowi has a long-standing commitment to equal opportunity and intolerance of discrimination and harassment.

We are committed to maintaining workplaces that are free from discrimination or harassment based on race, sex, colour, national or social origin, religion, age, disability, sexual orientation, political opinion, or any other status protected by applicable law.

The basis for recruitment, hiring, placement, training, compensation, and advancement at the Company is qualifications, performance, skills, and experience.

Regardless of personal characteristics or status, Mowi does not tolerate disrespectful or inappropriate behaviour, unfair treatment, or retaliation of any kind.

Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to Mowi employees but also to the business partners with whom we work.

5.2 Freedom of Association

Mowi respects and supports our employees' right to freedom of association and collective bargaining across Mowi's operations, supply chain and locations, including the right to join, form, or not to join, a labour union or association without fear of reprisal, intimidation, or harassment.

We are committed to establishing a constructive dialogue and cooperation with the employees' freely chosen employee representatives or legally recognised union representatives. We engage in meetings on a regular and ongoing basis, discussing current issues and long-term direction and plans, and negotiate collective bargaining agreements as relevant in each Business Unit. Collective agreements may be made valid for the larger employee base in the Business Units, as per local decision.

Mowi's commitment to Freedom of association extends to our suppliers, and we require our Suppliers to have a Freedom of association policy for their employees, as part of their Code of Conduct.

5.3 Safe Working Conditions

Mowi provides a safe and healthy workplace and complies with applicable safety and health laws, regulations, and internal requirements. We are committed to maintaining a productive workplace by minimising the risk of accidents, injury, and exposure to health risks.

Mowi is committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

5.4 Workplace Security

Mowi is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

5.5 Forced Labour & Human Trafficking

Mowi prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.

5.6 Child Labour

Mowi is committed to the abolition of child labour, and all forms of forced or compulsory labour.

Mowi considers the minimum age for employment to be not lower than the age of completion of compulsory schooling as set by national law, and in any event not lower than 15 years of age.

Mowi prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is expected.

5.7 Working Hours

Mowi compensates employees competitively relative to the industry and local labour market. We operate in full compliance with applicable working hours as defined by the local law or the ILO conventions.

5.8 Wages & Benefits

The Company compensates employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wages. Compensation is based on transparent, objective, and gender-neutral criteria. Mowi commits to equal pay for equal work or work of equal value, which is a fundamental labour right upheld by applicable national and EU law (EU Pay Transparency Directive, Art. 4 and 6).

No employee is paid less than the official national living wage indicated for the relevant location regarding salary, overtime, sick pay, and benefits set by applicable laws and ILO conventions.

5.9 Responsible Sourcing

Mowi has a large and diverse extended supply chain, and we recognise the critical role our suppliers play in helping us to source responsibly and sustainably.
Our Code of Conduct sets out our expectations with regard to the respect for human rights, including labour rights, of the workers in our extended supply chain.

We will only work with suppliers who comply with our Code of Conduct. Suppliers must agree to ensure transparency, to remedy any shortcomings, and to drive continuous improvement.

Mowi applies a risk-based approach to supplier due diligence and may conduct assessments or audits, or implement corrective action plans where elevated human rights risks are identified.

6.Targets and KPIs

Targets	KPIs
• No Human Rights breaches	• Number of Human Rights breaches reported
• 100% of all white collar employees complete annual Code of Conduct training	• Percentage of white collar employees that completed annual Code of Conduct training
• All business units complete a human rights due diligence process	• Percentage of business units that complete a human rights due diligence process
• 100% of suppliers should adhere to Mowi's Code of Conduct	• Percentage of suppliers adhering to Mowi's Code of Conduct

Definitions

Human rights	Human rights are basic rights inherent to all human beings, regardless of nationality, place of residence, sex, sexual orientation, national or ethnic origin, colour, religion, language, or any other status.