



## Our Performance Q4 2020

### CERMAQ CANADA October – December 2020

Cermaq Canada had an absence rate of 1.9 percent and lost time injury rate of 0 injuries per million working hours. There was one fish escape during this quarter where Cermaq reported seven fish lost to Fisheries and Oceans Canada. The escape was due to partial failure of a net pen seam during fish handling operations. There were no non-compliances in the quarter. Average sea lice levels are 1.58 adult female and mobile lice versus 1.84 female and mobile lice during the same quarter last year. 0.3 grams active ingredient per ton of live weight fish produced of in-feed treatment were used during the quarter compared to 0.4 grams active ingredient per ton produced in the same quarter last year.

The rolling 12 month fish survival rate increased compared with the same period last year, with a rolling survival rate of 89.1 percent; the use of antibiotics by closed cycle was zero in the quarter as in the same quarter in the previous year.

CERMAQ CANADA				
Indicator	Unit	Q4 2020	Q4 2019	Calendar year 2019
<b>FISH HEALTH</b>				
Survival rate in our fish farming (Atlantic Salmon)	12 months rolling rate	89.1%	87.9%	87.9%
Use of antibiotics	gAPI/ton harvested	0	0	14
Use of treatments against sea lice (in feed)	gAPI/ton produced	0.3	0.4	0.2
<b>ENVIRONMENT</b>				
Escapes	Number of fish escaped	7	0	37
Sea lice counts	Average adult female and mobile lice	1.48	1.84	1.2
<b>SOCIAL</b>				
Non-compliances	Number of non-compliances closed with a fine	0	0	0
Absence rate	Absentee days as a % of total work days	1.9%	2.5%	2.9%
Lost time injury rate (H1)	Lost time injuries per million working hours	0	8	2
Injury frequency rate (H2)	Injuries per million working hours	7	8	10
Lost time frequency rate (F-value)	Lost time from injuries per million working hours	316	0	252

## CERMAQ Chile October – December 2020

Occupational health and safety performance was good in our Chilean operations this quarter. The absence rate of 4.6 percent increased from the absence rate in the same quarter last year, while injury frequency rate, lost time injury rate were unchanged and lost time frequency rate decreased from the same quarter last year. Two non-compliances were closed with a fine this quarter. Sea lice counts increased compared with the same period last year at 1.59 lice per fish versus 0.67 lice per fish and sea lice treatment increased. There were no fish escapes in Chile during the quarter.

The survival rate for Atlantic Salmon increased this quarter compared to the same period last year, with rolling survival rate of 96.3 percent. Survival rates were 91.3 percent for Coho Salmon and 89.9 percent for Trout. This quarter we had an increase in our measure of antibiotic use compared to the same quarter last year, with a use of 363 grams active ingredient used per ton harvested compared with 183 grams per ton during Q4 2019. The main reasons for antibiotic use were control of Piscirickettsiosis (SRS) and BKD. We describe our guidelines for antibiotic use at the end of this report below.

Cermaq has a strong commitment to finding a sustainable solution for SRS, which currently can be partially controlled by traditional vaccination and managed by the use of antibiotics. For the last five years Cermaq's R&D team has worked actively with industry and academic partners to develop new and effective vaccines to fight SRS, promote vaccine innovation and their proper use. Cermaq Chile will continue to work on initiatives to reduce SRS during the farming stage, by encouraging the development of new vaccine prototypes, development of novel vaccination strategies and the use of these vaccines in Cermaq Chile sites.

CERMAQ CHILE				
Indicator	Unit	Q4 2020	Q4 2019	Calendar year 2019
<b>FISH HEALTH</b>				
Survival rate in our fish farming (Atlantic Salmon)	12 months rolling rate	96.3%	95.4%	95.4%
Survival rate in our fish farming (Coho)	12 months rolling rate	91.3%	93.7%	93.7%
Survival rate in our fish farming (Trout)	12 months rolling rate	89.9%	94.5%	94.5%
Use of antibiotics	gAPI/ton harvested	363	183	197
Use of treatments against sea lice (bath)	gAPI/ton produced	9.3	8.8	6.9

ENVIRONMENT				
Escapes	Number of fish escaped	0	0	15859
Sea lice counts	Average adult female lice (Caligus)	1.59	0.67	0.9
SOCIAL				
Non-compliances	Number of non-compliances closed with a fine	2	2	7
Absence rate	Absentee days as a % of total work days	4.6%	2.4%	2.4%
Lost time injury rate (H1)	Lost time injuries per million working hours	8	8	7
Injury frequency rate (H2)	Injuries per million working hours	10	10	8
Lost time frequency rate (F-value)	Lost time from injuries per million working hours	65	204	149

## CERMAQ Norway October – December 2020

Absence rate was 3.6 percent this quarter in Cermaq Norway, a decrease from the same period in 2019, and the lost time injury rate was 0 while the injury rate and lost time frequency rate increased compared to the same period in 2019. There were no non-compliances closed with a fine during the quarter.

In terms of environmental performance, sea lice counts were 0.14 adult female lice per fish, up from 0.11 adult female lice per fish during the same period in 2019, while 0.30 grams active ingredient of sea lice bath treatment per ton of live-weight fish produced was used. There was one fish escape where 4 fish escaped due to a pumping error after a fish lice count. The majority of farms have very good sanitary conditions and overall lice counts are maintained well below the regulatory limit of 0.5 average adult female lice per fish.

The rolling fish survival rate increased compared with the same period last year, with a rolling survival rate of 96.1 percent this quarter. There was no use of antibiotics by closed cycle per ton of salmon harvested this quarter in Cermaq Norway.

## CERMAQ NORWAY

Indicator	Unit	Q4 2020	Q4 2019	Calendar year 2019
<b>FISH HEALTH</b>				
Survival rate in our fish farming (Atlantic Salmon)	12 months rolling rate	96.1%	90.9%	90.9%
Use of antibiotics	gAPI/ton harvested	0.0	0.5	0.4
Use of treatments against sea lice (in bath)	gAPI/ton produced	0.3	0.0	0.0
<b>ENVIRONMENT</b>				
Escapes	Number of fish escaped	4	0	21
Sea lice counts	Average adult female lice	0.14	0.11	0.1
<b>SOCIAL</b>				
Non-compliances	Number of non-compliances closed with a fine	0	1	2
Absence rate	Absentee days as a % of total work days	3.6%	4.2%	3.7%
Lost time injury rate (H1)	Lost time injuries per million working hours	0	0	5
Injury frequency rate (H2)	Injuries per million working hours	10	3	7
Lost time frequency rate (F-value)	Lost time from injuries per million working hours	211	37	47

## How each indicator is measured

### Fish health

**Fish survival:** The welfare status of farmed fish is of interest to a range of industry stakeholders. In Cermaq, we continuously strive to improve fish welfare through a range of measures and initiatives.

Survival can be used as one simple measure to gain an overview of the fish health situation. The indicator is a rolling 12 month measure which calculates survival number for the last 12 months as a proportion of the estimated number of fish in the sea in the last 12 month of the year (adjusted for harvest and mortalities). This is to adjust for short term variations and to enable to show longer term trends.

**Antibiotic use:** Medicines are a necessary tool in all kinds of animal farming to ensure animal welfare. In salmon farming, some geographical regions or companies have been able to significantly reduce their use of antibiotics over time, whilst others are relatively high users. This measure is useful to gain an overview

and control of the antibiotics use in the operations, and ensure that our antibiotic policy is adhered to. We measure the total use of antibiotics divided on the biomass harvested within a quarter. We have chosen this measure as we consider that it gives the best indication of the sustainability of our production and product safety. Also this measure gives a good relation between antibiotic use and stock treated by period and provides better association between treatments and final products.

In Cermaq it is important that antibiotic treatments are held to a minimum, only when strictly needed to restore fish health and welfare. Our policy for the use of antibiotics is to limit the use to cases where:

- Animal welfare is threatened by a bacterial disease
- A diagnosis of disease exist with a prescription of antibiotic by an authorized person
- The antibiotic has a proven therapeutic effect against the disease, and
- The antibiotic is approved for use in fish farming

**Sea lice treatment:** This indicator seeks to quantify the amount of different types of sea lice treatment used by Cermaq. Bath treatments and in-feed treatments are included in the indicator, How each indicator is measured where the most significant by region is published. Preventive methods are not included in the reporting; only treatments to ensure that sea lice levels are in compliance with regulatory set limits. A summary of non-pharmaceutical and preventive measures used in Cermaq, can be seen [here](#). In Canada, only treatment in feed is used, while in Norway and Chile, bath treatments are most common are hence reported here. Treatments with hydrogen peroxide is not included in this figure.

**Escapes:** Our goal in Cermaq is zero escapes. Escapes may pose negative effects through possible interaction between the escaped salmon and wild salmon including the risk of compromising genetic integrity and increase competition in the freshwater environment. For fish farmers, escapes also represent a loss of valuable assets. Preventing escapes is a high priority and in the case of any incidents of escape, we work intensively to recapture as many fish as possible. This indicator aims to quantify the number and extent of fish escape incidents and what action has been taken to prevent recurrence, to minimize the risk of similar incidents in the future.

## Environment

**Sea lice counts:** Sea lice represent a continuing challenge across operations in many regions. Control of sea lice in a sustainable way is critical to the future sustainability and growth of the salmon farming industry. We are therefore closely monitoring the sea lice counts in each region to gain an overview of the lice situation in Cermaq. Counts are made for each site, and the number reported here represents an average of each Cermaq operating company. The lice counting for

each country is linked to the sea lice levels triggering treatment in the different salmon farming areas.

**Non-compliances:** Our clear goal is to comply with all applicable laws and regulations in our countries of operation. The level of any non-compliances within our operating companies also helps indicate our ability to ensure that operations conform to expected performance parameters. From an economic perspective, ensuring compliance helps to reduce financial risks that occur either directly through fines or indirectly through impacts on reputation. This indicator seeks to measure the compliance with environmental, social, and product regulations in our operations. It refers to final non-compliances closed with a fine.

## **OHS**

Cermaq employees shall be safe and secure at work. Occupational health and safety initiatives are integral parts of the Group's risk management. The OHS challenges are differing between the operating companies. Each operating company identifies its own relevant and suited initiatives to reduce the level of injuries and absence due to illness. Operating companies also engage regularly in the sharing of best practices to manage and mitigate common challenges, including the definition and measurement of a set of common OHS indicators reported monthly to the management.

**Absence rate:** This indicator measures absence related to employees' health including sickness, lost time from injuries (at work or outside work), or occupational disease.

**Lost time injury rate (H1):** This indicator measures injuries among our employees that lead to lost time direct per million working hours.

**Injury frequency rate (H2):** This indicator measures the total number of injuries among our employees per million working hours.

**Lost time frequency rate (F-value):** This indicator measures lost time from injuries among our employees per million working hours.