



Our Performance Q4 2021

CERMAQ CANADA October – December 2021

Cermaq Canada had an absence rate of 1.6 percent and lost time injury rate of 0 injuries per million working hours. There were zero fish escapes during this quarter and one non-compliance closed with a fine. Average sea lice levels are 3.65 adult female and mobile lice versus 1.48 female and mobile lice during the same quarter last year. No active in-feed treatment was used during the quarter compared to 0.3 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 90.4 percent; the use of antibiotics by closed cycle was 30 grams active pharmaceutical ingredient(API) per ton of fish harvested in the quarter compared to 0 grams API per ton of fish harvested in the same quarter in the previous year.

CERMAQ CANADA				
Indicator	Unit	Q4 2021	Q4 2020	Calendar year 2020
FISH HEALTH				
Survival rate in our fish farming (Atlantic Salmon)	12 months rolling rate	90.4%	87.9%	89.1%
Use of antibiotics	gAPI/ton harvested	30	0	259
Use of treatments against sea lice (in feed)	gAPI/ton produced	0	0.3	0.4
ENVIRONMENT				
Escapes	Number of fish escaped	0	7	7
Sea lice counts	Average adult female and mobile lice	3.65	1.48	1.3
SOCIAL				
Non-compliances	Number of non-compliances closed with a fine	1	0	0
Absence rate	Absentee days as a % of total work days	1.6%	1.9%	2.6%
Lost time injury rate (H1)	Lost time injuries per million working hours	0	0	3
Injury frequency rate (H2)	Injuries per million working hours	7	7	8
Lost time frequency rate (F-value)	Lost time from injuries per million working hours	0	316	451

CERMAQ Chile October – December 2021

Occupational health and safety performance was good in our Chilean operations this quarter. The absence rate of 6.8 percent increased from the absence rate in the same quarter last year, while lost time injury rate, injury frequency rate and lost time requency rate decreased from the same quarter last year. Three non-compliances were closed with a fine this quarter. Sea lice counts decreased compared with the same period last year at 0.51 lice per fish versus 1.59 lice per fish and sea lice treatment decreased. There were no fish escapes in Chile during the quarter.

The survival rate for Atlantic Salmon remained level this quarter compared to the same period last year, with rolling survival rate of 96.3 percent. Survival rate was 95.0 percent for Coho Salmon. This quarter we had an decrease in our measure of antibiotic use compared to the same quarter last year, with a use of 345 grams active ingredient used per ton harvested compared with 363 grams per ton during Q4 2021. 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 2021	Q4 2020	Calendar year 2020
FISH HEALTH				
Survival rate in our fish farming (Atlantic Salmon)	12 months rolling rate	96.3%	96.3%	96.3%
Survival rate in our fish farming (Coho)	12 months rolling rate	95.0%	91.3%	91.3%
Use of antibiotics	gAPI/ton harvested	345	363	262
Use of treatments against sea lice (bath)	gAPI/ton produced	5.1	9.3	6.7

ENVIRONMENT				
Escapes	Number of fish escaped	0	0	50638
Sea lice counts	Average adult female lice (Caligus)	0.51	1.59	1.2
SOCIAL				
Non-compliances	Number of non-compliances closed with a fine	3	2	8
Absence rate	Absentee days as a % of total work days	6.8%	4.6%	3.0%
Lost time injury rate (H1)	Lost time injuries per million working hours	4	8	6
Injury frequency rate (H2)	Injuries per million working hours	8	10	7
Lost time frequency rate (F-value)	Lost time from injuries per million working hours	20	65	135

CERMAQ Norway October – December 2021

Absence rate was 6.0 percent this quarter in Cermaq Norway, an increase from the same period in 2020, and the lost time frequency rate increased compared to the same period in 2020, while injury frequency rate decreased and the lost time injury rate was 0. There were no non-compliances closed with a fine during the quarter.

In terms of environmental performance, sea lice counts were 0.12 adult female lice per fish, down from 0.14 adult female lice per fish during the same period in 2020, while sea lice bath treatment use decreased. There was one fish escape during the quarter where one fish escaped during due to a small net tear. 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 decreased compared with the same period last year, with a rolling survival rate of 95.1 percent this quarter compared to 96.1 percent in the same quarter last year. No antibiotics were used on salmon harvested this quarter in Cermaq Norway.

CERMAQ NORWAY

Indicator	Unit	Q4 2021	Q4 2020	Calendar year 2020
FISH HEALTH				
Survival rate in our fish farming (Atlantic Salmon)	12 months rolling rate	95.1%	96.1%	96.1%
Use of antibiotics	gAPI/ton harvested	0	0	0.1
Use of treatments against sea lice (in bath)	gAPI/ton produced	0.2	0.3	0.2
ENVIRONMENT				
Escapes	Number of fish escaped	1	4	4
Sea lice counts	Average adult female lice	0.12	0.14	0.2
SOCIAL				
Non-compliances	Number of non-compliances closed with a fine	0	1	3
Absence rate	Absentee days as a % of total work days	6.0%	3.6%	3.9%
Lost time injury rate (H1)	Lost time injuries per million working hours	0	0	3
Injury frequency rate (H2)	Injuries per million working hours	3	10	9
Lost time frequency rate (F-value)	Lost time from injuries per million working hours	200	211	75

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.