

BIODIVERSITY POLICY FOR CERMAQ GROUP

Global biodiversity loss is, together with climate change are the two major nature challenges our world faces. As food producers we depend on a healthy environment, and we acknowledge that our aquaculture activities could potentially impact biodiversity.

Our operations must strive to maintain stable and resilient ecosystems, with a focus on efforts that can contribute to preserving biodiversity and the ecological goods and services that nature provides us with.

We commit to

- Responsible sourcing of raw materials for feed. This includes certification of ingredients to exclude IUU (Illegal, Unreported, and Unregulated) marine ingredients and terrestrial ingredients from deforested areas (see more details in Code of conduct for feed suppliers).
- Use practices that aim to minimize the effect of our farming activities (with a goal to prevent irreversible impacts) on biodiversity in the water column or on the seabed where we operate.
- Use practices that aim to minimize interactions with wildlife, through preventive measures which protect our salmon while mitigating potential negative impacts on wildlife and protected areas.
- Take measures to avoid fish escapes and other potential impacts on wild fish, through planning of operations, preventive measures and close monitoring.
- Proactively plan and implement practices that aim to prevent any release of potential spills and debris to the environment and keep the shorelines clean in the immediate vicinity of our facilities irrespective of the source of the debris.

We govern our commitment

- Biodiversity for Cermaq is governed through Cermaq's sustainability strategy where the global management team, including the Chief Sustainability Officer, holds overall responsibility. The sustainability strategy is supervised by Cermaq's board of Directors.
- Each operating company sets annual targets for improvement and action plans to follow through.
- Managers involve employees in the commitments and actions related to biodiversity.
- Monitoring impact and performance is the basis for corrective actions and adjustments.

We expect our employees

- Be familiar with Cermaq's sustainability strategy and the goals and programs for the company.
- Contribute to successful performance and report any concerns or gaps.

We monitor our performance

- We measure our performance continuously and adjust when needed.
- We report transparently our performance on key indicators based on agreed industry specific and national regulatory reporting requirements (e.g., EU's CSRD regulations.)