

# CLIMATE CHANGE POLICY

Climate change and global biodiversity loss are the two major nature challenges our world faces. Our operations are vulnerable to climate change, particularly rising water temperatures and ocean acidification, but also land based feed ingredients may be impacted by climate change.

We believe that salmon farming can be part of the solution, by striving to provide high quality, healthy food with a goal of achieving a lower carbon footprint than most alternative animal sources\*. Our operations must use energy efficiently, reduce the carbon footprint of our production, and adapt our operations to climate change.

## We commit to

- Cermaq's efforts and approach to climate change is aligned with climate science and the Paris Agreement to limit the increase in the global average temperature to well below 2°C, and ideally no more than 1.5°C, above pre-industrial levels by the end of the century. Therefore, Cermaq has set Science Based Initiative (SBTI) approved targets, see climate goals on [www.cermaq.com](http://www.cermaq.com).
- Work with our suppliers and customers to identify and implement effective and efficient measures to reduce Scope 3 emission through multiple measures including novel feed ingredients.
- Identify and implement strategies to transition to a larger share of renewable energy as part of our total energy use and be a local driving force for improving local and regional infrastructure for sustainable energy.
- Identify and implement strategies that focus on adapting technology and facilities for sustainable operations that consider the impact of the expected climate change.

## We govern our commitment

- Climate mitigation action plan 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, aligned with the global target.
- Managers involve employees in the basis for and actions related to climate action.
- Monitoring impact and performance is the basis for corrective actions and adjustments.

## We expect our employees

- Be familiar with relevant climate goals and programs for the company.
- Contribute to successful performance and report any concerns or gaps.

## We monitor our performance

- We monitor our performance continuously and adjust our actions.

We report transparently on our performance on key indicators to CDP and in line with international standards, national regulatory requirements and EU's CSRD regulations.

2 July 2025

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1) Joint FAO-WHO Expert Consultation. (2023). Joint FAO/WHO Expert Consultation on Risks and Benefits of Fish Consumption Summary Report. [https://cdn.who.int/media/docs/default-source/food-safety/jecfa/summary-and-conclusions/jecfa-summary-risks-and-benefits-of-fish-consumption.pdf?sfvrsn=af40f32c\\_5&download=true](https://cdn.who.int/media/docs/default-source/food-safety/jecfa/summary-and-conclusions/jecfa-summary-risks-and-benefits-of-fish-consumption.pdf?sfvrsn=af40f32c_5&download=true)

2) USDA. (2024). Fish, Salmon, Atlantic, Farm Raised, Raw. *USDA FoodData Central*. <https://fdc.nal.usda.gov/food-details/2684441/nutrients>

3) Gephart et al. (2021). Environmental performance of blue foods. *Nature*, 597, 360–365. <https://doi.org/10.1038/s41586-021-03889-2>