

GLOBAL POLICY ON LOCAL COMMUNITY AND INDIGENOUS PEOPLES

Salmon farming cannot operate successfully in local communities unless it has good relationships with the community as the farming in the sea takes place in common waters. As a food producer in many remote areas, salmon farming is also vital to society where aquaculture is a key driver for vibrant, local communities, and a large contributor to value creation in multiple countries.

In some regions, Cermaq operates in areas where indigenous communities have ancestral rights and connections to the land and sea where salmon farming takes place.

We commit to

- Being an active and responsible partner in the communities where we operate, contributing to competence building and shared value creation.
- Where appropriate, we will share relevant business and operational updates with local governments and administration.
- Without delay, inform local community administration on serious incidents in our operations
- Arranging community meetings in line with certifications programs and other agreements as relevant
- Respecting the rights and titles of indigenous peoples in the areas in which we operate, guided by the United Nations Declaration of Rights for Indigenous Peoples (UNDRIP)

We govern our commitment

- Our relationships with stakeholders and indigenous communities are the responsibility of the Managing Directors, and the CEO holds overall responsibility.
- The Managing Director appoints specific persons based on location and/or function to manage the daily relations to local communities and indigenous communities.
- Each operating company sets annual targets and action plans to follow through.

We expect our employees

- To engage in Cermaq's community activities when appropriate
- To raise any concerns related to Cermaq's social license and local communities or indigenous peoples' rights.

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.)

2 July 2025