

MATERIALITY ASSESSMENT

Together with our stakeholders, we have identified our most important Environmental, Social and Governance risks and opportunities. The materiality matrix is the foundation of our [five business pillars](#). All material areas, as well as many significant ones, are covered by Group Policies, to ensure systematic improvement efforts across the Company.

INFLUENCE ON STAKEHOLDER ASSESSMENTS AND DECISIONS	MODERATE			
	SIGNIFICANT	<ul style="list-style-type: none"> Fresh water use Visual and noise pollution Transparency and stakeholder dialogue Community sponsorships 	<ul style="list-style-type: none"> Anti-corruption 	<ul style="list-style-type: none"> Employee health & safety Safe and healthy food Fish health & welfare Protecting wild salmon (escape and sea lice control) Protecting biodiversity & marine ecosystems (local emissions, medicine use, wildlife interaction) Low use of antibiotics GHG emissions Plastics pollution Sustainable feed ingredients (zero deforestation, sustainable marine ingredients, novel ingredients) Human rights, including labour rights Creating attractive jobs Economic performance Corporate governance & responsible business conduct Indigenous rights Climate and nature risk Value creation in local communities
	MATERIAL	<ul style="list-style-type: none"> Data security and privacy 	<ul style="list-style-type: none"> Diversity Recycling & waste management Circular economy R&D/ innovation Lifelong learning for employees 	
		MODERATE	SIGNIFICANT	MATERIAL
		SIGNIFICANCE OF ECONOMIC, ENVIRONMENTAL AND SOCIAL IMPACTS		

The identified topics are based on the positive and negative environmental, social, and economic impacts that our stakeholders identify Grieg Seafood may have through our production and value chain. The materiality analysis is based on stakeholder dialogues and evaluations by our global and regional management teams. It is reviewed and updated annually. The Board of Directors has oversight of the materiality assessment.