

MATERIALITY ASSESSMENT

MANAGEMENT OF MATERIAL TOPICS

With our vision of farming the ocean for a better future, we demonstrate our commitment to corporate responsibility by operating profitably and sustainably in a manner that conforms with fundamental ethical norms and respect for the individual, the environment and society as a whole. We apply the precautionary principle as our strategy for approaching issues of potential harm when scientific knowledge is lacking. We aim to collaborate and take part in research to develop and test new solutions. In pursuit of our vision, we will face risks and opportunities. Our risk management is clearly connected with a multitude of stakeholder expectations, and the topics we have identified as material.

The Board exercises oversight of strategic, operational and financial matters, including the nature and extent of major risks. The Board and the CEO have delegated responsibility to the various business areas and functions, ensuring that operational responsibility is an integral part for all management teams and units and departments. We have implemented Group policies and targets aligned with our pillars and 2026 strategy.

DETERMINING MATERIAL TOPICS

The materiality assessment is fundamental to our holistic and integrated reporting. Together with our stakeholders, we have identified our current and future positive and negative impact on the environment, economy and people, including human rights. The topics listed under each pillar is identified as important to our organization and our stakeholders, and is covered by group policies. The highlighted topics represent the list of material topics reported in line with the GRI standards.

OUR PILLARS



HEALTHY OCEAN



SUSTAINABLE FOOD



PROFIT & INNOVATION



PEOPLE



LOCAL COMMUNITIES

SDG ALIGNMENT



MATERIAL TOPICS

- Fish health & welfare
- Protecting wild salmon (escape and sea lice control)
- Protecting biodiversity & marine ecosystems (local emissions, medicine use, wildlife interaction)

- Safe and healthy food
- Sustainable feed ingredients
- Climate action
- Recycling and waste management
- Plastic pollution

- Profitable operations
- Our market
- Research, development and innovation
- Responsible business conduct
- Corporate governance

- Human rights
- Embracing diversity
- Creating attractive jobs
- Keeping our employees safe

- Local value creation
- Indigenous relationships
- Dialogue and engagement