



milarex

NEWS

April, 2021

Sustainability

- our ambition

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In Milarex we take pride in actively promoting sustainable and affordable farmed raised salmon as a healthy protein source for a growing global population. We strive to be the benchmark for safe and sustainable salmon processing.

Thomas Farstad - CEO

Milarex sustainability ambition - Our goal

Our goal:

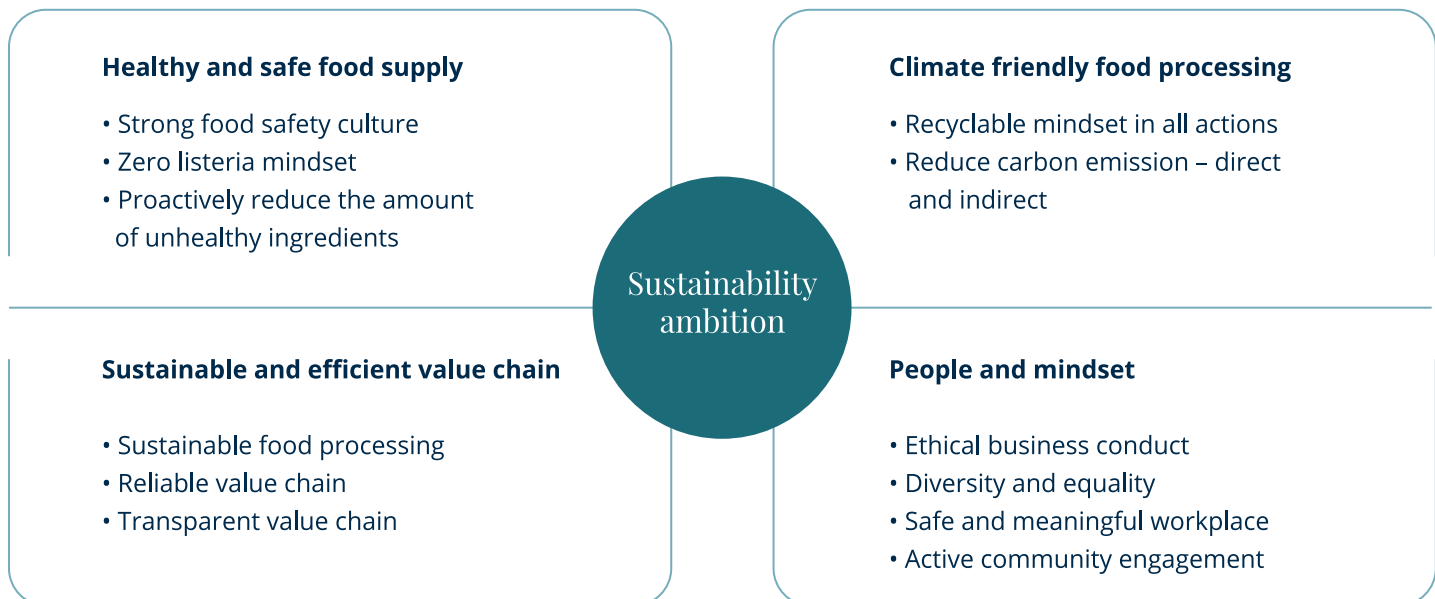
The benchmark for safe and sustainable salmon processing.

What this means:

Achieve extra profits through sustainably sourced salmon processed in the best climate friendly way, in accordance with ethical business conduct, securing a healthy and safe food supply to a growing population.

Our strategic approach and commitments

We believe that sustainable business conduct drives superior performance and that this is the only way to create long-term value for all our stakeholders. Businesses that will be successful in the future will be those that serve society today. Our sustainability ambition is built on 4 key themes.



Sustainability achievements in 2020

- ✓ 100% Recyclable plastics in our consumer brand ArcticFish
- ✓ Setting up strategic sourcing of green energy farmed salmon for new product concept
- ✓ Yearly share of sourced raw material certified by a sustainability standard higher than 90%
- ✓ Zero consumer product recalls based on pathogen findings
- ✓ More than 30% reduction in lost time injuries (LTI)
- ✓ Customer complaints less than target of 7 per million consumer packs sold

Our sustainability commitments

To us sustainability is a natural part in being a successful company and we always strive to act in an transparent, responsible and ethical way, expecting our business partners to do the same. To always be in the forefront in sustainable practices and meet our ambitions we need to develop and make clear commitments. Below you will find our key targets for the period 2020 – 2025.

Commitments	Targets
<p>1 Climate friendly food processing</p> <ul style="list-style-type: none"> A — Recyclable mindset in all actions B — Reduce carbon emissions, indirect and direct 	<ul style="list-style-type: none"> • Zero waste to landfill by 2025 • 100% recyclable plastics in consumer packaging by 2025 (External) • 100% of plastics consumed in production process are used, reused or recycled by 2025 (Internal) • 100% green licensed renewable energy in Milarex processing by 2023 • Set up carbon reducing customer initiatives starting from 2021 with an ambition of reducing Milarex carbon emission with 10% by 2025
<p>2 People and mindset</p> <ul style="list-style-type: none"> A — Ethical business conduct B — Diversity and equality C — Safe and meaningful workplace D — Active community engagement 	<ul style="list-style-type: none"> • Implement Milarex policy for ethical business conduct by 2021 (Internal) • Develop and implement a code of conduct with all relevant suppliers by 2022 (External) • Year-on-year reduction of LTI per million hours worked • Short term absents rate and sick leave below 4% • Run mandatory HSE training yearly • Above 35% of each gender in leadership roles by 2025
<p>3 Sustainable and efficient value chain</p> <ul style="list-style-type: none"> A — Sustainable food processing B — Reliable value chain C — Transparent value chain 	<ul style="list-style-type: none"> • Yearly share of sourced raw material certified by a sustainability astandards higher than 90% • Fish in food out ratio higher than 70% • Customer service level higher than 99% • Customer complaints less than 7 per million consumer packs sold
<p>4 Healthy and safe food supply</p> <ul style="list-style-type: none"> A — Strong food safety culture B — Zero listeria mindset C — Proactively reduce the amount of unhealthy ingredients 	<ul style="list-style-type: none"> • Zero consumer product recalls based on pathogen findings • Listeria readings on incoming farmed salmon and trout raw materials below 3% by 2023

We align with relevant SDGs

In September 2015, the United Nations adopted 17 UN Sustainable Development Goals (SDGs) in an effort to end extreme poverty, reduce inequality and protect the planet by 2030. These goals were developed to guide society, governments and businesses to join efforts in changing towards a more sustainable development. The SDGs highlighted below are the most relevant and material for Milarex.

Environmental goals



With a recyclable mindset Milarex is reducing the use of plastics in its production and consumer packaging. Milarex is targeting 100% recyclable plastics in its consumer products.



Salmon carbon footprint is lower than most other protein sources. Milarex is maximizing the utilization of its fish to minimize waste.



Milarex also acts to avoid harm to life below water by sourcing sustainability-certified salmon. 93% of the company's raw materials were certified in 2020.

Social goals



By providing a safe, healthy, affordable source of food protein and achieving a high ratio of fish-in food-out (yield), as well as supporting aquaculture, Milarex helps cover the world's growing nutritional need.



Farm-raised salmon is a rich source of omega-3 fatty acids, minerals and vitamins. Its benefits to human health are well-documented.

Governmental goals



Milarex produces in a compliant manner and ensures the highest standards of food safety and quality.

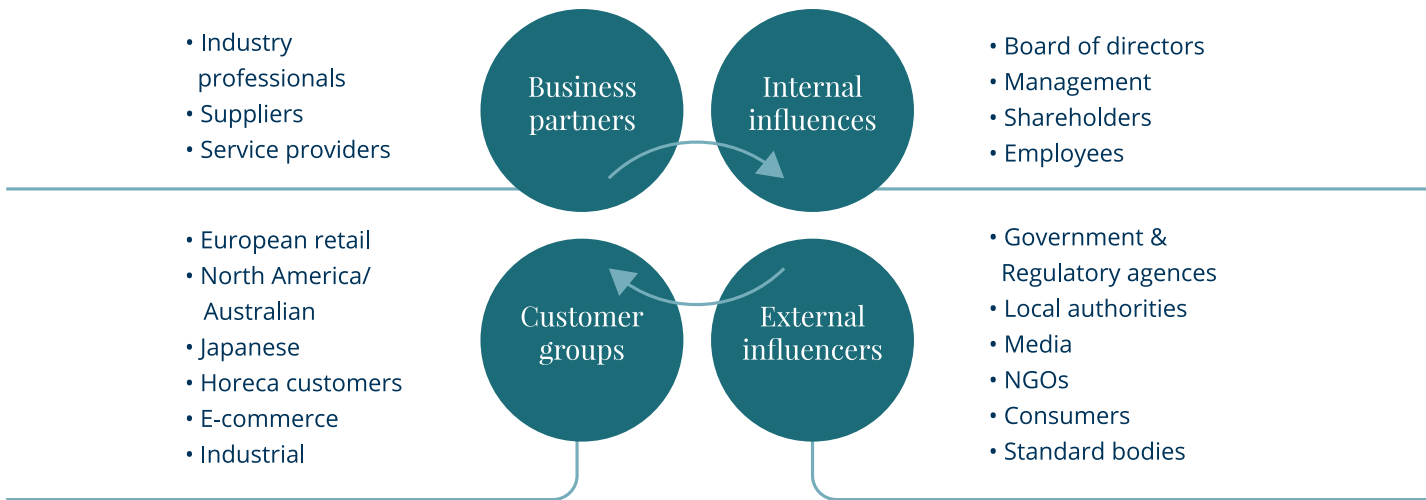


Milarex aims to motivate its broader ecosystem to promote sustainability and partner on sustainable development.

How did we identify and prioritize the important ESG topics?

We engage with our stakeholders. Stakeholder engagement is essential to grow our business and to reach our ambitious targets. By understanding the needs and interests of our stakeholders, our strategy aims to better meet their expectations and prioritize

our reporting on the issues that our stakeholders take interest in. We have a dialogue with our stakeholders, we ask our stakeholders about what is important to them and we review and analyze what our stakeholders express through their own actions and publications.



We prioritize the important topics. We live in an uncertain and constantly changing world. A material assessment helps us identify and prioritize on the sustainability issues that matter most to stakeholders and our business. An issue is material to Milarex if it meets two conditions. Firstly, it impacts our business

significantly in terms of growth, cost or risk. And secondly, it is important to our stakeholders. We revise our assessment to make sure it reflects changes in our business and the external environment. A major external revision and update is done in cycles of three years.

