

Statement on the Norwegian Transparency Act - 2025

In accordance with Section 5 of the Norwegian Transparency Act (Åpenhetsloven), Milarex Group publishes this statement describing the company's due diligence activities related to fundamental human rights and decent working conditions.

Milarex Group conducts due diligence assessments in accordance with the Norwegian Transparency Act and OECD Due Diligence Guidance for Responsible Business Conduct.

As an international company operating within the seafood industry with more than 1500 employees and 5 sales offices outside Poland, Milarex has a responsibility to respect and promote fundamental human rights and decent working conditions throughout its own operations, business relationships, and supply chain. This applies to our own business, our business partners, and our suppliers. The company applies a risk-based approach to identify, assess, and monitor potential adverse impacts related to fundamental human rights and decent working conditions within its operations and supply chain.

Milarex Group primarily sources salmonid raw materials and cooperates with suppliers and service providers in several countries. The supply chain includes raw material suppliers, transportation services, third-party labor services, packaging suppliers, and other operational business partners.

Milarex Group due diligence activities are supported by internal policies and procedures, **including the Code of Conduct, Supplier Code of Conduct, Anti-Corruption Policy, Environmental Policy, Whistleblowing Procedures, and Fish Welfare Policy.**

The due diligence process includes supplier risk assessments, country and sector risk evaluation, Supplier Code of Conduct implementation, certification verification, ongoing supplier monitoring activities, and follow-up of corrective actions identified through external social audits.

During 2025, the highest inherent risks identified within the supply chain remained related to:

- third-party labor services,
- transportation services,
- fish feed ingredients,
- wild-caught salmon supply chains,
- raw material Coho – Chile,
- raw material Trout – Bulgaria.

Milarex Group continued monitoring and engagement activities with suppliers, including contractual compliance verification, and sourcing from certified suppliers.

During the reporting period, Milarex Group did not identify any confirmed severe adverse impacts related to fundamental human rights or decent working conditions within its own operations or direct supply chain as part of its due diligence activities.

No written requests for information related to the Norwegian Transparency Act were received during 2025.

Requests for additional information related to this statement and Milarex Group's work on human rights may be submitted to: office@milarex.com

Milarex Group will continue developing its due diligence processes through ongoing supplier monitoring, review of higher-risk supplier categories, and continued integration of responsible sourcing requirements into procurement processes.

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