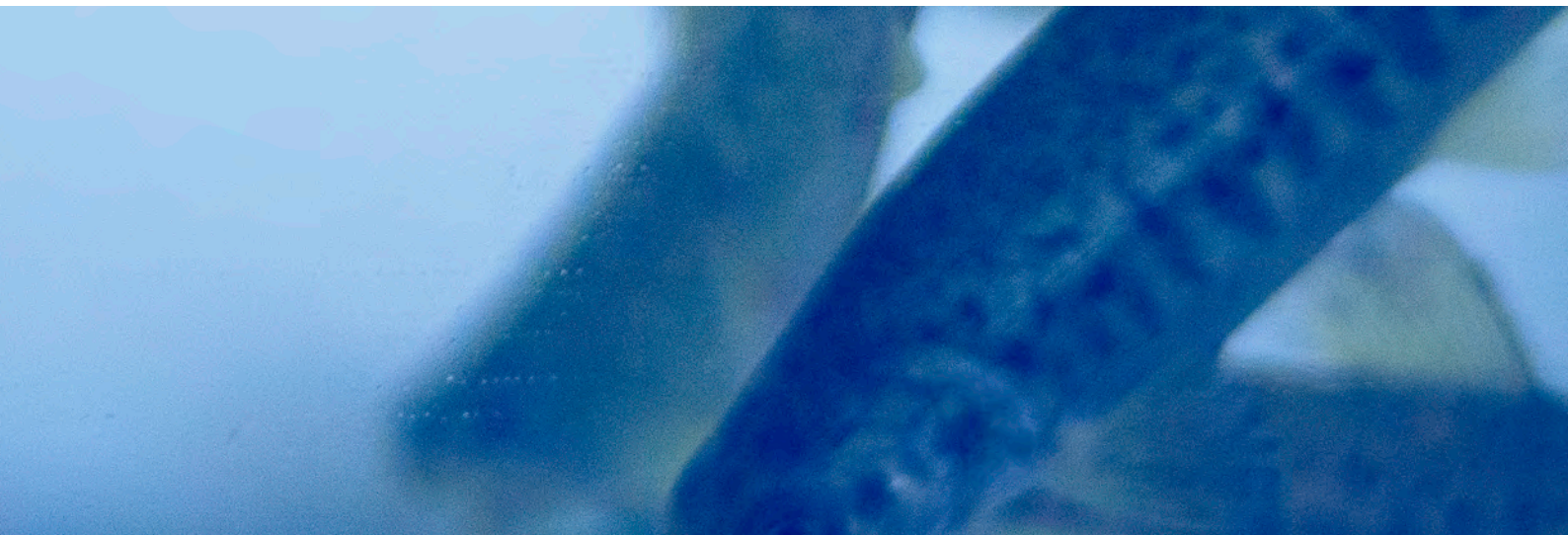




Sustainability Report 2022

for the Salten Aqua Group



Innhold

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Foreword

We are proud to be able to present our annual Sustainability Report for the Salten Aqua Group. 2022 was a year of development for us, especially in our sustainability work. We have focused on enhancing our data collection skills to ensure that we are able to provide an even more comprehensive picture of our operations and business as a whole. Raising awareness of how we impact our surroundings and how our surroundings affect us has been very educational.

Successes are often what we focus on when presenting a business, and – naturally enough – they form an important part of our story. Polar Quality and Salten Salmon have achieved extremely good financial results, but we have also improved in many other areas that we feel are important to highlight. We have become better equipped to document the many aspects of our operations, we have launched multiple projects that we believe will have a positive ripple effect in our region and we have increasingly taken initiatives to map and reduce our impact on the environment. You can't improve, what you can't measure. The work we have done, and the work we are still doing, makes it possible for us to set specific objectives within a larger sustainability framework.

It has to be possible for us to work towards these objectives in all the various parts of our value chain – at all levels.

This year's report has been created for our stakeholders and for those who want to get to know all the different aspects of our business better. Animal welfare, local communities, the environment and our employees are very visible in this report. Our local roots are part of our identity, and we are very grateful for the role we play in the local communities of which we form a part. That is why we practise transparency, and we hope that our Sustainability Report reflects this for our readers.



Jarle Solemdal
Chief Executive Officer of Salten Aqua

Ripple effects in 2022

Tax employees:

NOK 51,945,864



Tax from the companies:

NOK 67,230,379



Financial value creation:

**NOK
363,250,000**



**300
employees**

in the Salten Aqua Group



85%

of all our procurement is from
suppliers in Northern Norway



Support for sports teams and
associations:

NOK 4,372,500



**61.3 million
meals***

from our own offshore production

*See page 89



Who are we?

The Salten Aqua Group comprises local aquaculture businesses that are owned and operated locally. Our companies are pillars of our local communities with a clear vision of how to produce seafood for people locally, nationally and internationally.

We impact the world around us, but we also depend entirely on the world around us. We are active members of the communities in which makes us transparent and accessible to our surroundings. Our joint Sustainability Report collects and presents current indicators and results for our local communities, the environment and our finances. Sustainability reporting needs to provide a thorough and systematic review of the company's social, environmental and financial impact on society and the environment. It also provides insight into the company's other on-going sustainability work.

For Salten Aqua, sustainability represents great value and forms an important part of the company's overall strategy. The company aims to produce seafood in a sustainable way. This requires careful control, monitoring and reporting of environmental impact and social issues related to our operations. Sustainability reporting is also a tool that provides an overview of the areas in which we are performing well and the areas that present challenges that require further work.

Sustainability reporting is also a tool for communicating and engaging in dialogue with stakeholders, such as customers, investors and the local communities surrounding the business. It also provides an opportunity for stakeholders to provide feedback and input on the company's ongoing sustainability work.

We have chosen to publish an annual report in accordance with GRI Standards. The report applies to the entire Salten Aqua Group, which comprises Gildeskål Forskningsstasjon AS, Wenberg Fiskeoppdrett AS, Edelfarm AS, Salten Stamfisk AS, Salten Smolt AS, Salten FOU AS, Salten N950 AS, Salten Salmon AS, Polar Quality AS and Salten Aqua AS.

300
employees
91 women and 209 men

NOK 2.7
billion
in turnover

0
escaped salmon

0
serious accidents





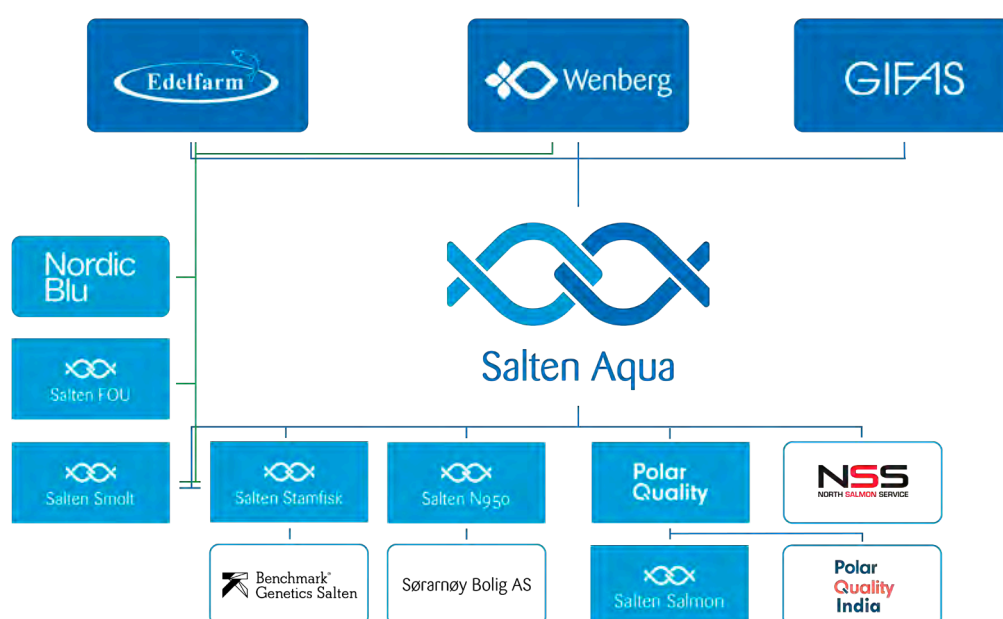
Group description and ownership in the Salten Aqua Group

The Salten Aqua Group is a group of companies that handles salmon right from the roe stage until the fish reach the store shelf. In other words, the companies in the Salten Aqua Group make up our entire value chain.

The group mainly includes the locally owned companies in Salten Aqua AS, the Salten Aqua Group and the companies Salten Smolt AS and Nordic Blu, in which Edelfarm and Wenberg Fiskeoppdrett are majority shareholders. Salten Aqua AS and its subsidiaries also own several companies that are not considered part of the Salten Aqua Group itself, and a few companies that are not included in the model shown below. The two colours in the Salten Aqua logo represent parent companies and subsidiaries. The model shows all companies that form part of the Salten Aqua Group in the same colour in their respecti-

ve boxes: light blue and dark blue.

We have a minority shareholding in Benchmark Genetics Salten through Salten Stamfisk AS (25%). Polar Quality India AS is part of the Polar Quality Group, but is not regarded as a direct part of the Salten Aqua Group. We own shares in Nordland Skipsholding AS (15%) which, in turn, operates and owns two well-boats through NSS (100%), Færøy AS (97%) and Steinar Olaisen AS (97%). This is reflected in the box marked NSS which is the brand name customers associate with the well-boat company.



Our history

Salten Aqua is a company that was founded a little over 20 years ago. But Salten Aqua's roots go back to the 1980s, and the company has a presence all over the Salten Region. For many, we have been a secure workplace for more than 30 years. For others, we have helped to set up sports teams that we still support today. Our roots tell as much of a story about who we are and where we come from as where we are going and who we want to be in the future.



Local family-owned companies set up the breeding companies of Gildeskål Forsøksstasjon AS, Edelfisk AS and Wenberg Fiskeoppdrett AS

The 1990s

Before 1990

The Gigante Group is established, and Gildeskål Forsøksstasjon AS and the Gigante Fiskekroken salmon slaughterhouse on Sørarnøy are added to the portfolio. Edelfarm AS and Wenberg Fiskeoppdrett AS set up Salten Havbruk AS





Salten Aqua AS becomes a shareholder in SalmoBreed Salten AS (subsequently Benchmark Genetics Salten AS) and Nova Sea Service AS (subsequently North Salmon Service AS). Two new companies are added to the group: Saltenlaks AS and Salten Salmon AS. The Salten Aqua Group has 300 employees. 2021: opening of new salmon slaughterhouse. 2022: opening of new smolt facility.

2010-2015

Salten N950 AS enters into a partnership with Bra Kasser AS to build its own box factory on Sørarnøy.

Work on setting up own roe producer is launched.

The Salten Aqua Group now has approximately 200 employees.

2015-2022



Salten Aqua Invest AS is founded with its main shareholders being Gildeskål Forsøksstasjon AS, Edelfisk AS and Wenberg Fiskeoppdrett AS. Salten Havbruk AS and Gigante Fiskekroken AS become part of Salten Aqua.

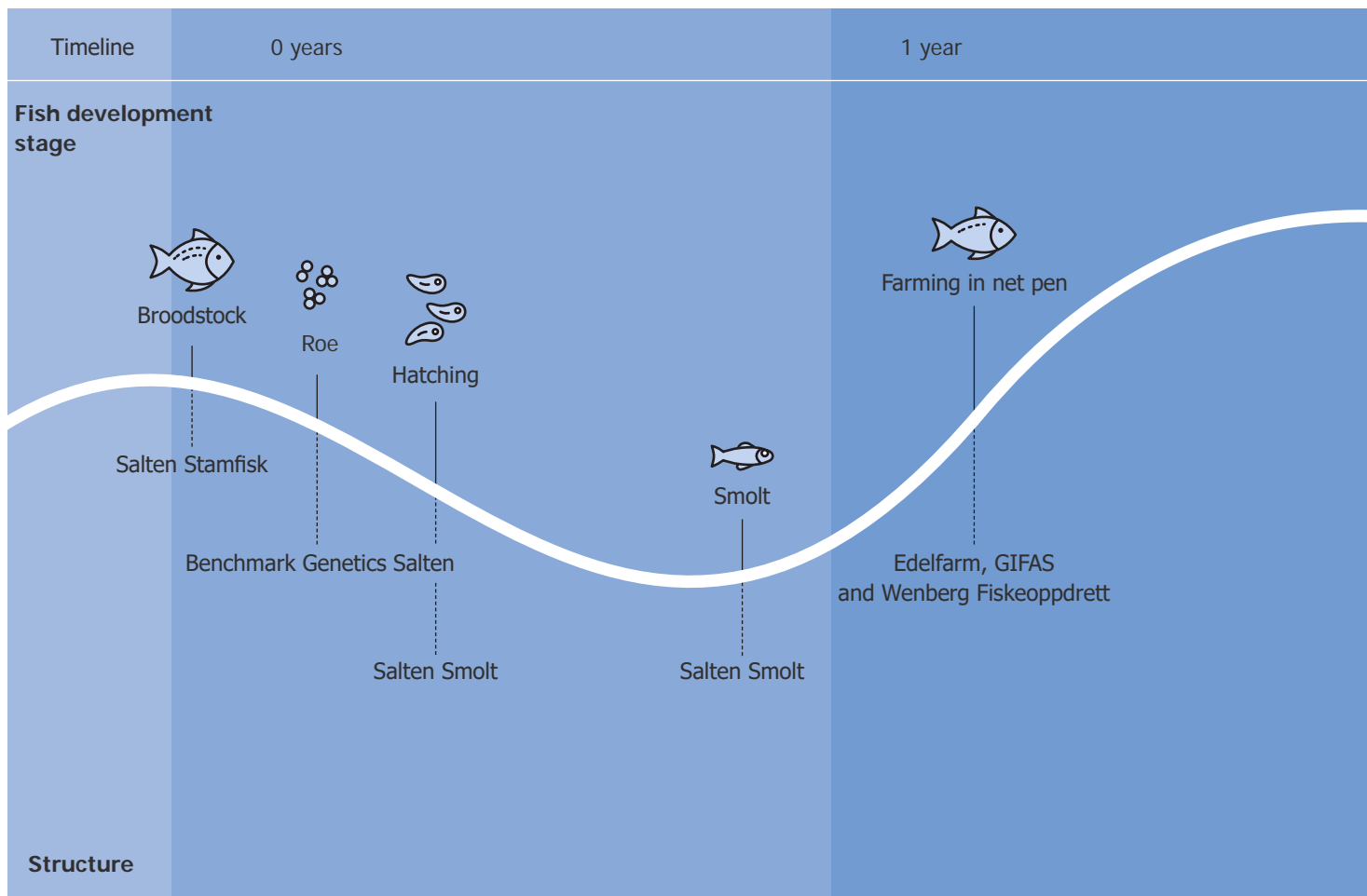
The 2000s

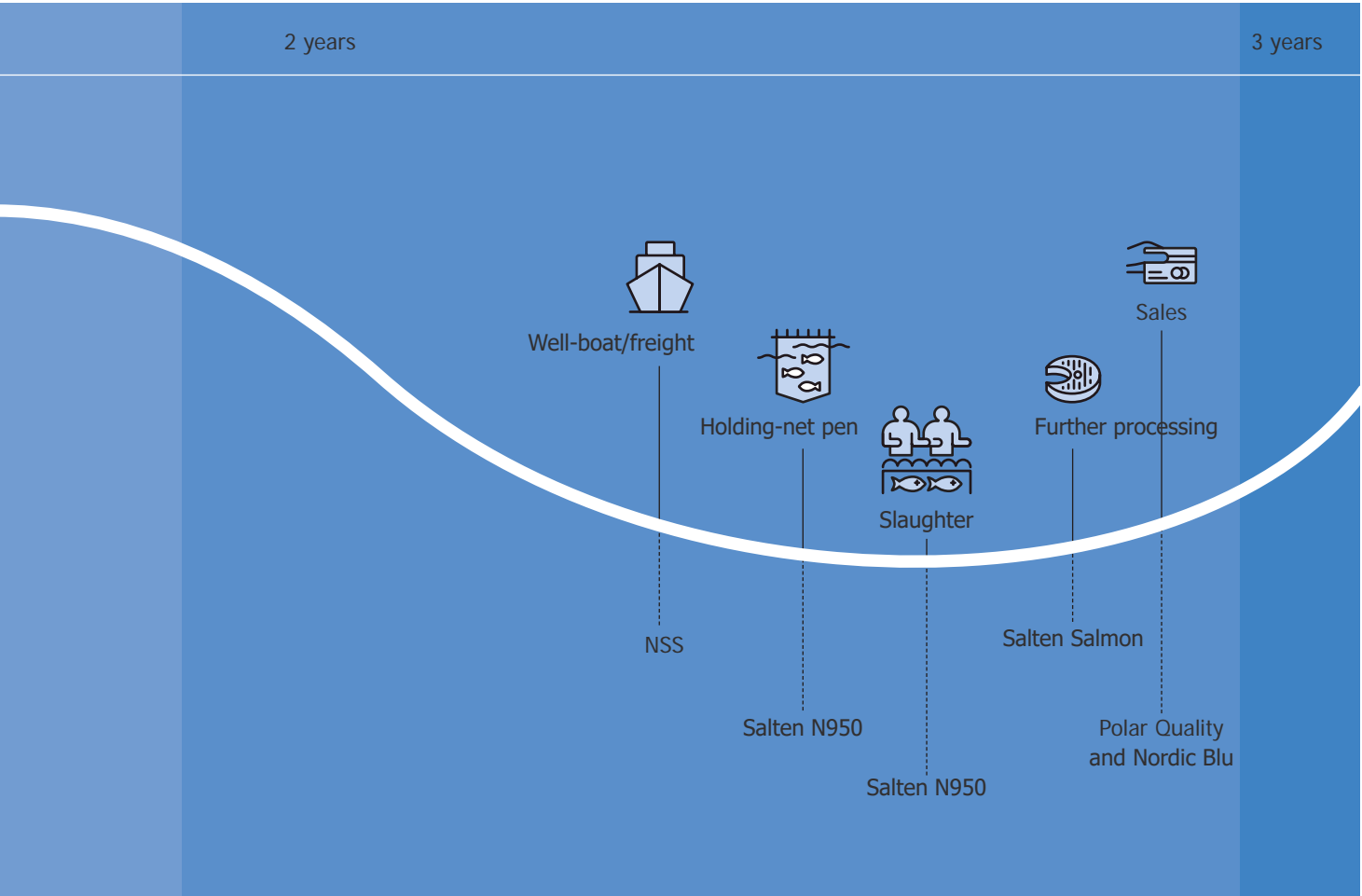
New companies in the Salten Aqua Group after start-up: Polar Quality AS
Salten Stamfisk AS

The Salten Aqua Group now has approximately 100 employees.

The value chain

The Salten Aqua Group handles the salmon throughout the process – from roe right up until the fish reach the store shelf. The figure above shows our value chain over a three-year period as well as the companies responsible for the various stages of the process. Proximity to raw materials and comprehensive quality management are important advantages of managing the entire value chain within our own organisation. For some customers, we can guarantee that the salmon have never left the sea in the Salten Region in Northern Norway. Chain of Custody is key to our quality management, and all the companies in our group and their employees are responsible for our quality management work.





Where to find us

The Salten Aqua Group is located exclusively in the Salten Region of Northern Norway. Our local approach is deeply rooted in our company strategy. This approach is applied to procurement, investment and choice of focus areas. We feel a very strong sense of belonging and a responsibility for the area in which we operate. Our companies are domiciled in the municipalities of Bodø, Giljeskål, Fauske and Saltdal.

Bodø:
Salten Aqua AS, Salten Salmon AS,
Polar Quality AS

Sørarnøy:
Salten N950 AS

Inndyr – Sund:
Giljeskål Forskningsstasjon AS

The Arctic Circle
66° N



Breivik in Salten:
Salten Smolt AS

The image shows a stylized map of the Salten region in Norway, with various locations marked by white dots and connected to text boxes. The locations are Sørarnøy, Bodø, Inndyr, Breivik, Rognan, and Fauske. Three text boxes provide details about fish farming operations at these locations. The background is a light blue gradient with a dark blue map outline.

Fauske:
Wenberg Fiskeoppdrett AS, Salten
Aqua AS, Salten Stamfisk AS

Saltdal – Øksengård:
Edelfarm AS

The Salten Aqua companies



a



Edelfarm

Edelfarm AS is headquartered in Øksengård near Rognan in Saltdal Municipality. The company operates salmon farms and has facilities in Skjerstad Fjord in the municipalities of Bodø, Fauske and Saltdal. These facilities are operated in partnership with Wenberg Fiskeoppdrett AS. Edelfarm AS forms part of the Edelfisk Group which is one of the most important contributors to the local business community in Rognan and Saltdal Municipalities. Shareholders in the company are exclusively local. Edelfarm and Wenberg Fiskeoppdrett are behind the Nordic Blue brand name which can be found on store shelves both locally and internationally.

2022 started with the appointment of Alice Øksheim as new general manager of the company. Øksheim took over the role as general manager from Sven Inge Skogvoll. Sven Inge took on the position of production manager for all production in Skjerstad Fjord and the companies affiliated with Edelfarm AS and Wenberg Fiskeoppdrett AS. Edelfarm is a family-owned business founded by Jan Øksheim in 1983. His son Roger Øksheim took over management of the company in 1997. Alice Øksheim is thereby the third generation of fish farmers to manage operations in Øksengård.

The company board comprises Tarald Sivertsen (chairman), Geir Wenberg, Ørjan Wenberg, Roger Øksheim, Alice Øksheim and Jan-Robert Øksheim. The company is 100% owned by Edelfisk AS. Edelfisk is currently owned by Øksheim R AS (55.86%), Wenberg Fiskeoppdrett AS (32.46%) and AL Strøm AS (11.68%).

Edelfarm AS – org. no. 947 038 877 – Øksengård, 8253 Rognan

19,472
tons CO₂

2,480
tons MAB*

4
women

19
men

*Maximum Allowable Biomass – this figure represents the company's concession, not volume produced.





The sustainable
salmon choice



Gildeskål Forskningsstasjon

Gildeskål Forskningsstasjon AS (GIFAS) is a privately owned aquaculture facility headquartered on Inndyr in Gildeskål Municipality. Gildeskål Forskningsstasjon conducts research projects on biological and technological issues for the fish farming industry.

In trials conducted in cooperation with industrial partners, the company contributes to meeting the continual need for up-to-date expertise in the field of aquaculture.

Small-scale trials especially include raw materials for feed and feed composition.

As salmon farmer, GIFAS has facilities in Bodø and Gildeskål Municipalities and a slaughter agreement with Salten N950 AS on Sørarnøy in the latter municipality.

Gildeskål Forskningsstasjon AS (GIFAS) is owned by the Lorentsen and Storholm families through the company Gigante Havbruk. The parent company also has a majority shareholding in Gigante Salmon and its associated subsidiary Gigante

Salmon Rødøy which in 2022 was working to complete its first onshore aquaculture facility. GIFAS currently has two general managers – Roy-Arne Eilertsen, who is responsible for the operation of large-scale production, and Ronald Jørgensen, who is responsible for the research facility at the Langholmen site.

The company board comprises Morten Mangset Lorentsen (chairman), Randi Busch Bøkestad, Jarle Solemdal, Robert Johansen, Arve Moen Storholm and Tomas Bjørnå (deputy and employee representative). The company is 100% owned by Gigante. Havbruk AS

Gildeskål Forskningsstasjon AS – org. no. 950 912 278 – Øya 49, 8140 Inndyr

28,626
tons CO₂

10
women

4,436
tons MAB*

33
men

*Maximum Allowable Biomass – this figure represents the company's concession, not volume produced.



lund



Wenberg Fiskeoppdrett



Wenberg Fiskeoppdrett AS has its onshore base and offices in Skysselevika in Fauske Municipality. The Wenberg Fiskeoppdrett facilities can be found in Skjerstad Fjord and are unique in the field of aquaculture. The facilities provide extremely excellent breeding conditions for the salmon – with environmental benefits and good fish health. Saltstraumen, the world's strongest maelstrom, ensures good water exchange and optimum conditions for the fish and the fjord. Edelfarm and Wenberg Fiskeoppdrett are behind the Nordic Blue brand name which can currently be found on store shelves both locally and internationally.

The company has a dedicated team working hard to produce healthy and tasty salmon.

The company is committed to creating positive effects for the local communities in which they operate, where they are a growing employer and have contributed to economic growth in the region. In 2022, the company started construction of a second building in Wenberg Innovation Park, the innovation park owned by Wenberg Fiskeoppdrett. The new building will be leased to the technology company Stingray Marine Solutions AS, which eventually envisages being able to create 20-25 new jobs in Fauske Municipality. In 2022, the company put a new feed barge in place in partnership with Edelfarm. The barge is powered by electricity and is connected to onshore power.

Wenberg Fiskeoppdrett AS is a family-owned business whose general manager is Ørjan Wenberg. Jørgen Trones Wenberg is the assistant General manager, and Geir Wenberg is chairman of the board. The board comprises Geir Wenberg (chairman), Grethe Pernille Wenberg, Roger Øksheim, Jonas Engan Wenberg, Jørgen Trones Wenberg and Ørjan Wenberg.

The company has five shareholders: Wenberg Invest AS (32.514%), Wenberg Holding AS (32.514%), Edelfisk AS (31.286%), own shares (2.457%) and Norwell AS (1.229%).

Wenberg Fiskeoppdrett AS – org. no. 937 504 446
Straumøyveien 26, 8211 Fauske.

21,455
tons CO₂

4
women

2,052
tons MAB*

19
men

*Maximum Allowable Biomass – this figure represents the company's concession, not volume produced.

Salten Smolt

On 22 June 2022, Salten Smolt marked the official opening of a new hatchery in Breivik, just outside Skjerstad in Bodø Municipality. The new facility was built a stone's throw away from the previous building, which is still in use. Salten Smolt produces smolt, which is sold on to salmon farmers – mainly in Northern Norway. The new building is a recycling facility, which collects water from Mølnelva which flows down from Gardsvatnet wetlands.

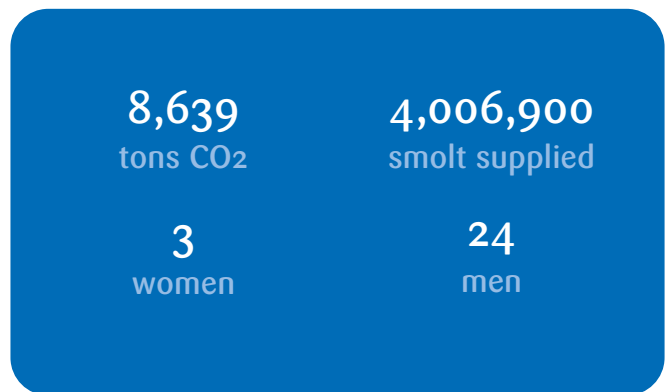
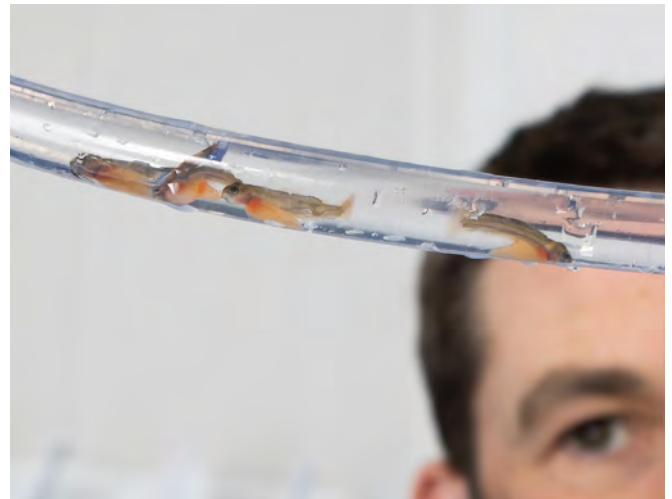
Salten Smolt was set up in 2000, but went was called Salten Havbruk at that time. Until 2022, the company had two departments: a division in Breivik and a division in Vik in Saltdal Municipality. Ever since Salten Smolt was founded, the employees have acquired cutting-edge expertise in producing high-quality smolt. With a growing workforce, the company has also been able to add new employees and regularly to modernise its working methods. The salmon supplied by the smolt producer has to be of high quality and come from an ILA-free segment in Skjerstad Fjord.

The company's aim is to be flexible in order to be able to meet customer requirements.

The company's first general manager was Geir Wenberg who currently represents the owner, Wenberg Fiskeoppdrett AS. Børge Andreassen took over this position in 2007 and has now worked as general manager of Salten Smolt for 14 years. In 2022, the board comprised chairman Geir Wenberg, deputy chairman Tarald Sivertsen, Roger Øksheim, Tom Jarle Bjørkly, Ørjan Wenberg and Jarle Solemdal.

The company has nine shareholders: Wenberg Fiskeoppdrett AS (38.474%), Edelfarm AS (38.474%), Salten Aqua AS (18.488%), Mortenlaks AS (2.758%), Salten Stamfisk (0.645%), Nova Sea AS (0.544%), Eidsfjord Sjøfarm AS (0.475%), own shares (0.121%) and private individual Per Asbjørn Jakobsen (0.021%).

Salten Smolt AS – org. no. 982 671 809 - Mølnhågen 2, 8103 Breivik in Salten







Salten Salmon

Salten Salmon AS has a filleting factory in Rønvikleira in Bodø Municipality, near the town centre. The company currently produces several finished products for its customers that can be found both in the Norwegian and international markets. The filleting factory is a service provider which further processes salmon for fish farmers within the group, external fish farmers and exporters throughout Northern Norway.

At the end of December 2022, Salten Salmon had produced more than 46 million meals and exceeded 100 employees.

The workplace has a major ripple effect locally and has shown positive growth since its inception in 2019. The company's general manager is Robert Johansen, who is also the general manager of majority shareholder Polar Quality AS. Aleksander Lyngved Pedersen is the factory manager and manages day-to-day production.

The Salten Salmon AS board comprises Chairman Jarle Solemdal, Daniel Arntzen-Nordqvist (deputy chairman), Lars-Arve Jakobsen, Berit Helen Wilhelmsen and Morten Mangset Lorentsen. The company is currently owned by Polar Quality AS (51%), Coop Nordland SA (34%), Edelfisk AS (5%), Gildeskål Forskningsstasjon AS (5%) and Wenberg Fiskeoppdrett AS (5%).

Salten Salmon AS – org. no. 920 184 138 – Dreyfushammarn 30, 8012 Bodø

1,238
tons CO₂

7,709,160
kg produced

43
women

72
men



OC Salten N950



Salten N950



Salten N950 AS is a salmon slaughterhouse on Sørarnøy, which supplies slaughter services for salmon farmers and exporters throughout Northern Norway. Since the 1990s, the company has grown to become a crucial pillar of the community on Arnøyene and has over the years developed into a modern salmon slaughterhouse. By focusing on continuous development, the company has ensured that it keeps up with the constantly changing requirements and needs of the industry.

In 2022, Salten N950 AS could mark one year of operation in a new salmon slaughterhouse which officially opened in 2021.

In the autumn of 2022, the company launched the construction of 12 new housing units on Sørarnøy, a stone's throw from

the salmon slaughterhouse. In October last year, Roy-Tore Rikardsen also joined as the company's new general manager.

The company's shareholders include Salten Aqua AS as the majority owner with 81.322%, Selsøyvik Havbruk AS with a shareholding of 11.593%, Kvarøy Fiskeopdrett A/S with 5.311% and Lofoten Sjøprodukter with 1.774%. The company owns 100% of the shares in Sørarnøy Bolig AS, its subsidiary. The general manager of the company is Roy-Tore Rikardsen. The board comprises Jarle Solemdal (chairman), Morten Mangset Lorentsen, Aksel Owe Olsen, Hans Ørjan Wenberg and Alice Øksheim.

11,906
tons CO₂

16
women

25,272,136
kg produced

29
men

Salten Stamfisk

All Salten Stamfisk's production takes place in Skjerstad Fjord in partnership with Wenberg Fiskeoppdrett and Edelfarm in shared facilities. The company has permission to produce salmon in the sea, in addition to being able to select the best salmon as broodstock for new generations. The company was established in December 2007 in response to a strong demand for the production of broodstock and roe in Northern Norway and the need to ensure production and supply to the aquaculture industry in general.

In partnership with Benchmark Genetics Norway AS (formerly Salmo-Breed), Salten Stamfisk was able to complete a new roe factory at Kobbelv in Sørfold Municipality in 2017. Benchmark Genetics Salten AS owns and operates the roe factory. The salmon for Salten Stamfisk is taken ashore here, before it is stripped of roe and grown into the next generation of Salten Aqua salmon. With a 25% stake, Salten Stamfisk is one of the shareholders. The remaining shares are held by Benchmark Genetics Norway AS.

In January 2022, Øyvind Bjørknes (26) was appointed broodstock coordinator at Salten Stamfisk AS on Fauske. Bjørknes works on the broodstock at the Edelfarm and Wenberg Fiske-

oppdrett facilities, in addition to the onshore facilities owned by Benchmark Genetics Salten in Sørfjord.

Salten Stamfisk has three shareholders: Wenberg Fiskeoppdrett AS (24.5%), Edelfarm AS (24.5%) and Salten Aqua AS (51%). The company's general manager is Jarle Solemdal who is also managing director of Salten Aqua AS.

Salten Stamfisk AS – org. no. 992 130 636 – Straumøyveien 28, 8211 Fauske

96 819 072

roe fertilised

Target: 70 million roe
(2 concessions)

1

man





🇳🇴 SLAKTING

Norske myndigheter stille ikke påfører fisken unødig

Mens laksen venter på å bli drept, krever myndighetene at slakterne bruker så lite unødvendig lidelse, og for eksempel å slå laksen mot hodet eller elektrisk støt, så fort som mulig.

Slaktning av laks er regulert, og myndighetene krever at slakterne bruker god praksis, eller øyeblikkelig bevissthet, slik at laksen opplever smerte, frykt og kvaliteten på den ferdige maten.

🇬🇧 SLAUGHTER

Norwegian authorities require that the fish unnecessary stress

While the salmon is waiting to be killed, authorities require that the slaughterers avoid unnecessary suffering, for example by knocking the fish to the head or by electric shock, as soon as possible.

Slaughter of salmon is regulated, and authorities require that the slaughterers use good practice, or immediate consciousness, so that the salmon experiences pain, fear and the quality of the finished product.

🇳🇴

er et fl
eder
til h
nan
len

IR
03-2026

**Polar
Quality**



*Fresh quality seafood,
straight from the polar seas*



Polar Quality

Polar Quality AS is our export company, which is located centrally in Bodø. Polar Quality sells Norwegian salmon and has 30 countries in its customer portfolio, including customers in Norway. The company has a wide network of partners and customers all over the world and focuses on building long-term relationships with its partners. 2022 was an eventful year for the export company, which boasted record-high sales volumes.

Polar Quality is the majority shareholder of the Salten Salmon AS processing company in Bodø which provides Polar Quality with a broad product portfolio.

Robert Johansen is the general manager of the company, in addition to being general manager of the subsidiary Salten Salmon AS.

In 2022, for the first time, Polar Quality started to report its direct greenhouse gas emissions for shipping to customers, so-called Scope 3 emissions.

Polar Quality only has local aquaculture operators among its shareholders, who are also represented on the board. The board comprises Jarle Solemdal (chairman), Daniel Arntzen-Nordqvist (deputy chairman), Aksel Owe Olsen and Roy-Arne Eilertsen. The shares are distributed as follows: Salten Aqua AS (55.153%), Nordlaks Oppdrett AS (12.939%), Selsøyvik Havbruk (10.307%), Kvarøy Fiskeoppdrett



Robert Johansen
General manager Polar Quality

2,025
tons CO₂

7
women

28,754,000
kg sold

5
men

Salten Aqua

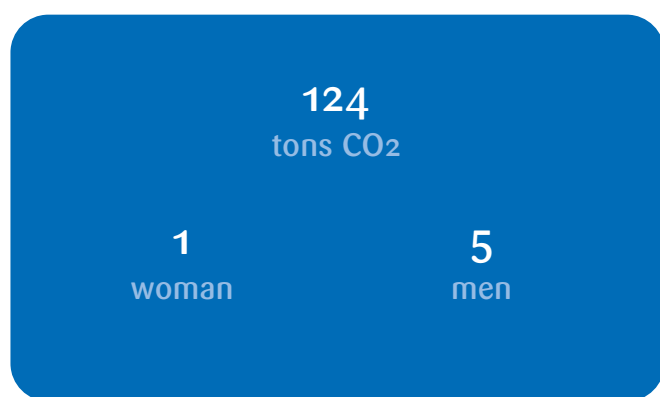
Salten Aqua AS makes up the administrative part of the Salten Aqua Group. Salten Aqua employees are responsible for finance, environment, HR and communication. The subsidiaries make up the Salten Aqua Group. This also includes Salten Smolt AS, in which Salten Aqua AS has a shareholding of approximately 18.5%.

Jarle Solemdal is managing director and occupies the role of chairman of all the companies in the Salten Aqua Group. In 2022, Salten Aqua AS had six employees: Asbjørn Hagen is environmental manager, John-Christian Andreassen is marketing and communications manager, Monica Brunsvik is HR manager, Rune Johansen is CFO and Stig Roland Nyvik is business controller. Asbjørn Hagen is responsible for sustainability reporting in the Salten Aqua Group.

The board of Salten Aqua AS comprises representatives of the shareholders in the company. The board comprises Chairman Roger Øksheim, Ørjan Wenberg, Geir Wenberg, Johan Edvard Andreassen, Kjell Arild Lorentsen, Morten Mangset Lorentsen and Alice Øksheim.

The company has five shareholders: Gildeskål Forskningsstasjon AS (GIFAS) (32.09%), Edelfisk (31.081%), Wenberg Fiskeoppdrett AS (30.897%), private individual Johan Edvard Andreassen (3.006%) and Gigante Havbruk (2.926%).

Salten Aqua AS – org. no. 982 268 443 – Straumøyveien 28, 8211 Fauske





Nordic Blu

The salmon from Nordic Blu is produced north of the Arctic Circle. Not far from Saltstraumen, one of the world's strongest tidal currents, conditions are almost perfect for sustainable salmon farming. The salmon have the space required for an active and healthy life. The fish eat clean and nutritious feed, and we are proud to produce salmon that we know are thriving. The result is salmon with a fantastic taste, a firmness to the meat and a perfect red colour and marbling.

The Nordic Blu salmon come exclusively from Skjerstad Fjord and are produced by Edelfarm AS, Wenberg Fiskeopdrett AS, Salten Stamfisk AS and Salten FOU AS. Nordic Blu is exported by Polar Quality AS. All the companies form part of the Salten Aqua Group.

Find out more about Nordic Blu at www.nordicblu.no



Low density

We maintain low density in our netpens in Skjerstad Fjord. We continuously monitor the fjord and nearby rivers to ensure that the water and the seabed are healthy and clean.



Escape

In addition to a complete set of underwater cameras, we regularly use divers to check the netpens. Our dedication has paid off and has resulted in zero escapes in the past 12 months.



No chemicals

Our salmon receive a feed which is nutritious and free of chemicals, antibiotics and hormones.



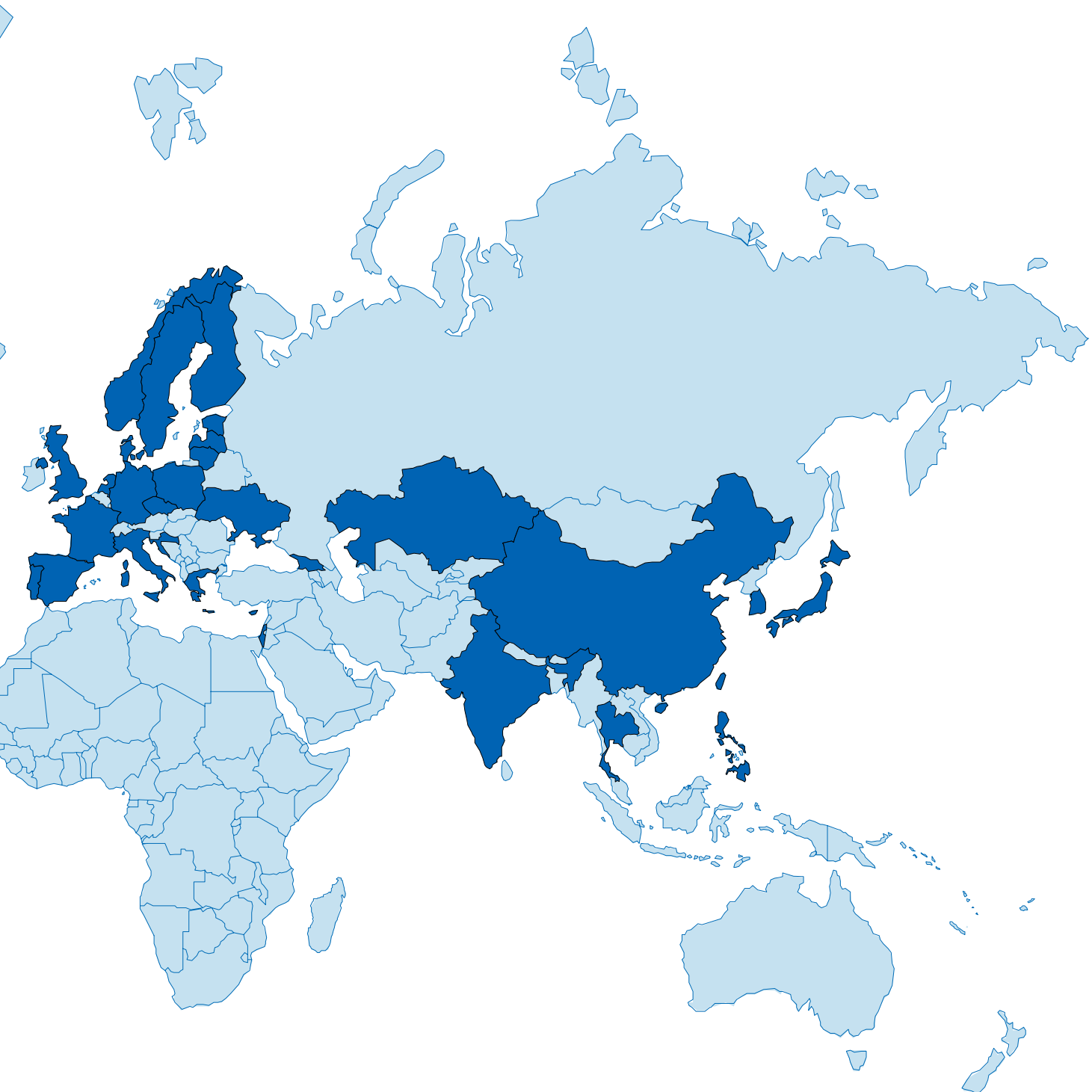




Our customers

Most of our production is sold internationally – usually as gutted salmon. But we also serve the Norwegian market, where we sell gutted salmon, smoked salmon and salmon fillets. We further process salmon in Northern Norway at our own fillet factory – Salten

Salmon which is located in Bodø. Polar Quality AS is our export company and supplies 30 countries worldwide with Norwegian salmon. We have also launched our own-brand products through Nordic Blu, which can be found on store shelves in the United States. We follow the Norwegian government's guidelines for the export of Norwegian seafood and have a long-term customer agreement strategy in place. ³⁸

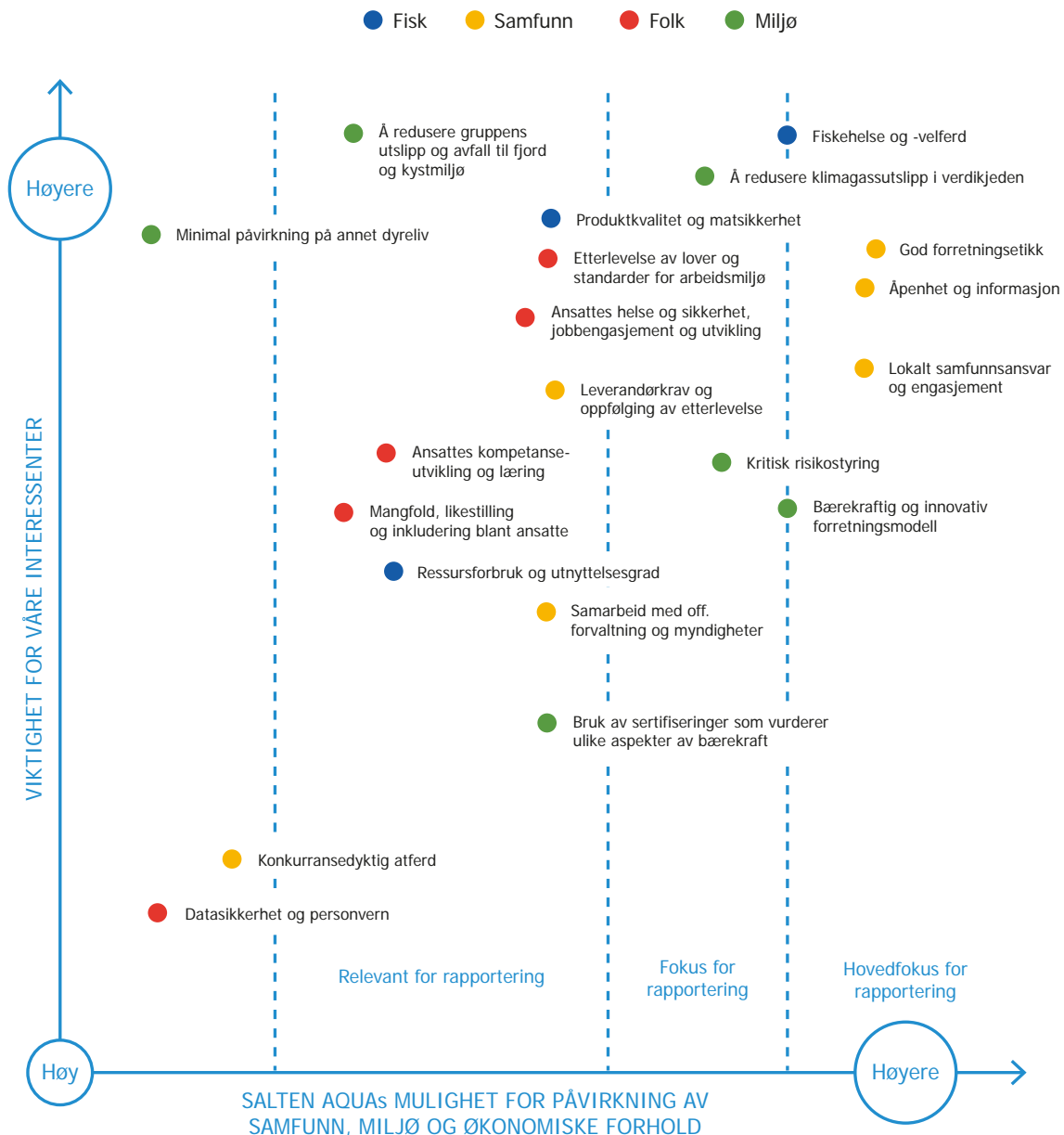


Materiality analysis

The Salten Aqua Group performed a complete materiality analysis at the end of 2021. The materiality analysis sheds light on areas that are important to our internal and external stakeholders and the ways in which we are able to affect these areas.

Based on an initial mapping of stakeholders, four important stakeholder groups were defined in the categories of internal influence, customer groups, business relationships and external influence. These stakeholders are important premise setters in our operations and are able either to influence us or be influenced by us. A list of potentially significant areas was also drawn up in accordance with the SASB (Sustainability Accounting Standards Board) framework, GRI Standards, UN Sustainability Development Goals, as well as industry and professional expertise provided by BDO Accountants and the Salten Aqua management group.

Data were obtained using BDO's digital survey tools as well as through structured interviews with important representatives of the various stakeholder groups. In total, 160 stakeholders shared their insight with the Salten Aqua Group. The materiality analysis identified 19 important areas that have been categorised within our four focus areas: Environment, Fish, People and Local Community.



Focus areas

● Fish

- Fish health and welfare*
- Product quality and food safety*
- Use of resources and utilisation rate
- Use of certifications

● People

- Compliance with working environment legislation and standards*
- Employee health and safety, job satisfaction and development*
- Employee skills development and learning
- Diversity, equality and inclusiveness among employees
- Data security and privacy

● Environment

- Reducing climate emissions in the value chain*
- Reducing the group's emissions and waste into the fjord and coastal environments*
- Minimal impact on other wildlife*
- Critical risk management of incidents*
- Sustainable and innovative business model*

● Society

- Transparency and information*
- Local community responsibility and commitment*
- Supplier requirements and verification of compliance*
- Good business ethics*
- Cooperation with public sector bodies and authorities
- Competitive conduct

* – The main focus of our stakeholders and thereby the most important areas on which we report.

UN Sustainability Development Goals

For the Salten Aqua Group, sustainability acts as a guide in both strategic choices and day-to-day operations. Reporting using the GRI Standards is an active choice which also prepares us for the EU's new Corporate Sustainability Reporting Directive (CSRD) which requires that businesses increasingly place their sustainability and financial reporting on the same footing.

Aquaculture plays a decisive global role in the production of food. Increased demand for seafood cannot be met by fishing marine stocks alone. Farming salmon is an efficient way of producing seafood and is therefore a good alternative. We operate our salmon production for the long term and safeguard the environment, local communities and economies in our interaction with stakeholders, suppliers and customers. The UN's Sustainability Development Goals are the 17 agreed goals that have been designed to lead the world community to sustainable development in the fields of the economy, social issues and the environment. To a greater or lesser extent, the companies in the Salten Aqua Group affect many of these goals both positively and potentially negatively if we do not take special measures throughout our value chain. In line with a previous materiality analysis, we have given special priority to the UN's Sustainability Development Goals nos. 8, 12, 13 and 14.



Growing in the right way

The UN's Sustainability Development Goal no. 8 is about promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. We comprise local businesses owned by locals and work for the long term. We are also a major employer operating in a wide range of fields and want to ensure that our employees, apprentices and students work in the best possible environment. Through certifications, operations and requirements for suppliers, we also seek economic growth without putting increased pressure on the environment and society, and this is one of the Salten Aqua Group's most important objectives.



Salten Aqua and climate change

Climate change affects us through the natural parameters within which we operate. We therefore ensure that we can operate safely during both dry and rainy periods. The production of fish has a low climate footprint, but we work to reduce greenhouse gas emissions through electrification, correct feed choices and transport solutions.



Producing in the right way

The UN's Sustainability Development Goal no. 12 is about ensuring sustainable consumption and production patterns. In all our activities, we have to contribute to responsible consumption and production through reduced wastage and high survival in production. We must also ensure the least possible emission of undesirable substances, while making the best possible use of residual raw materials and waste in circular value chains.



Our most important resource is the sea

We use resources from the sea and impact the sea with our production. Our objective is that the environmental standards of our facilities should be good or very good. Raw marine materials for our production have to come from legal and regulated fishing. We support R&D initiatives for the best possible knowledge of the areas impacted by our operations, so that both we and the Norwegian government can make the right decisions. Salten Aqua is a member of the no. 14 Network, which forms part of the Action Now initiative of Football Club Bodø/Glimt and BDO.



Transparency

Transparency plays a crucial role in ensuring that our world moves in a sustainable direction. Transparency creates the foundation for honest communication, trust and cooperation, which is essential for tackling the complex challenges currently facing society. By sharing knowledge, information and ideas, we can build a common foundation to protect both people and our planet. Transparency also provides room for critical reflection and inclusive decision-making processes to ensure that different perspectives and voices are heard. By embracing transparency, we will be able to create a future based on cooperation, mutual respect and collective action.

For Salten Aqua, transparency means more than being transparent with information about our operations. We actively communicate externally about our business, the choices we make and our internal events. We are grateful for the environment we have and count ourselves lucky to have enjoyed these surroundings for many decades. We produce salmon with the permission of society as a whole within the parameters set by nature. That is why we feel a responsibility to ensure that outsiders are given adequate insight into our operations in order to be able to trust that we manage our production areas in the best way possible.

Our fish

Fish welfare

Excellent fish welfare is essential for the fish to grow and develop the quality the market requires. Thorough breeding work over many generations has ensured that the fish have been adapted to our areas and production as well as efficient and good growth. The group also has its own broodstock production which gives both Benchmark Genetics Salten and us access to high-quality roe. A common measure of fish health is overall survival rates. We have an ongoing objective of a survival rate of 97% in the sea phase, but it can be difficult to achieve this. Survival is affected by multiple factors such as quality of smolt, feed, disease, salmon lice, treatments and conditions that cannot be controlled such as algae blooms and temperature conditions. All operations throughout the value chain have to ensure the best possible fish welfare and a well-established IC system (internal control) and certifications are in place to ensure this. Survival is

also a very important indicator of sustainability both environmentally and financially. This applies in particular to reduced survival rates for large fish late in the production phase.

At all facilities have a good standard of veterinary health plans, and medicines, such as antibiotics, are only used on the recommendation and prescription of a veterinarian/fish health service that attends the facilities on a regular basis. In 2022, there was a need to treat the fish for winter sores (*Moritella viscosa* and *Tenacibaculum* spp.) at GIFAS with 375 kg florfenicol at the Stigvika site. At Edelfarm, *Moritella* also appeared at the Øksengård and Daumannvik sites, where 64 kg of florfenicol and 236 kg of florfenicol were used respectively. Wenberg Fiskeopdrett did not use antibiotics in 2022. If fish are required to be sedated, Benzoak Vet is used.

Survival

85%

GIFAS

94.41%

Edelfarm

98.14%

Wenberg

Biological feed factor

1.11

GIFAS

1.09

Edelfarm

1.08

Wenberg

0 escapes

The Salten Aqua Group had no escapes in 2022. We always set a zero target for escapes from our facilities, and historically there have been no major escapes from the companies in the group. Genetic inbreeding in wild salmon populations is considered a high risk factor for escaped farmed fish, and it is therefore very important to maintain zero escapes.

Sea lice

Sea lice can have a negative effect on production and fish welfare. Sea lice are considered one of the biggest environmental challenges to the impact of aquaculture on wild populations of anadromous fish. Therefore strict limits are imposed on the level of sea lice at the facilities, which means that the fish must be treated in areas where some sea lice occur. Infestations of sea lice have to be prevented by the use of lice lasers or establishing operations in areas with few sea lice and little possibility of spread between facilities or to wild fish.

In Skjerstad Fjord, where Edelfarm, Wenberg Fiskeoppdrett and Salten Stamfisk have their production, there are generally low levels of sea lice. In 2022, there were no breaches of the lice limit set by the government. In the coastal areas, where GIFAS has its sites, higher levels of sea lice occur, but

there has been no breach of the prescribed lice limit here either.

Lice treatment is mainly based on non-medicinal/non-chemical treatment. In Skjerstad Fjord, only lasers were used in 2022. In 2022, GIFAS used SLICE in-feed premix containing Emamektin Enzoat and mechanical processing to combat sea lice.

The impact of sea lice on wild fish also governs the traffic light system that regulates growth in the industry.

“In our production area, the impact on wild fish is low and has the green light.”

Certification

Our quality management is an important part of our day-to-day work, and we often use the term 'documented quality'. Quality is linked to our own routines and internal surveys, but also to our ability to document incidents, findings and practices.

At sea, for example, we take seabed samples to examine the way in which we affect the conditions on the seabed. We also report to several bodies on the content of our salmon feed and the ways in which we follow our own HSE routines. Unwanted incidents and breaches of our own routines are reported as deviations. An action plan is then drawn up on how to reduce the risk of future deviations. Our quality work is audited annually, where all our deviations and our ability to document are taken into account. If our production and quality management work are satisfactory, we qualify for one or more certifications. The certifications confirm to the outside world that we satisfy the requirement specifications set by each individual certification standard. The ASC certification confirms to the consumer that our production has worked to minimise our impact on the environment and local communities, while GlobalG.A.P. has clear guidelines that stipulate that we must take good care of our employees.

GLOBALG.A.P.



GlobalG.A.P. is a certification standard that ensures food safety, traceability, good animal welfare and environmental responsibility. The standard also sets rigorous requirements for employee health, safety and welfare. The standard also places strict demands on our suppliers. Our companies that are GlobalG.A.P.-certified and their certification numbers are shown below:

- Salten Smolt AS – 4052852684514
- Wenberg Fiskeoppdrett AS – 4052852632935
- Edelfarm AS - 4052852633222
- Gildeskål Forskningsstasjon AS – 4052852687935
- Salten N950 AS – 4052852633314
- Salten Salmon AS – 4059883897326
- Polar Quality AS – 4052852632959

ASC



ASC (Aquaculture Stewardship Council) is a standard for environmentally certified and responsible fish farming. This certification sets strict requirements to minimise the effects of the business on the environment and society as a whole. Each site is certified, and in the Salten Aqua Group, ASC-approved salmon is produced at Salten Smolt, Salten Stamfisk, Salten FOU, Wenberg Fiskeoppdrett and Edelfarm. Any company wanting to handle ASC salmon as a processor or exporter also has to be ASC certified. Our companies with ASC certification and their certification numbers are shown below:

- Edelfarm AS, Daumannvik farm – ASC-DNV-198999
- Edelfarm AS, Øksengård farm – ASC-DNV-212585
- Wenberg fiskeoppdrett AS, Leivsethamran – ASC-DNV-199001
- Wenberg fiskeoppdrett AS, Storvika – ASC-DNV-191114
- Polar Quality AS – ASC-C-00870
- Salten Salmon AS – ASC-C-02245
- Saltenlaks AS – ASC-C-01915
- Salten N950 AS – ASC-C-00876



Debio – organic salmon



Organic salmon production sets special requirements for raw feed materials, reduced fish density and an operation that must minimise its impact on the external environment. Production is regulated by the Norwegian Ecology Regulation and certified by Debio.

Affiliated companies: Salten N950 AS, Salten Salmon AS. Salten Smolt's hatchery production is certified.

FSSC 22000

FSSC is an abbreviation of Food Safety System Certification. FSSC 22000 is a certification scheme that aims to provide consumers with safe food.

Affiliated companies: Salten Salmon AS

Methodology – HACCP

HACCP is an internationally recognised method for managing food safety risks. The HACCP requirement applies to all businesses that store, produce or sell foodstuffs. HACCP lays the foundation for other food safety standards and certification, such as ISO 22000 and FSSC 22000. The certification shows customers and partners that the business has adequate safety procedures in place and focuses on hygiene and health.

Affiliated companies: Salten Salmon AS; Salten N950 AS

Kosher

The document that shows that the food is produced in accordance with the Jewish faith is called the Kosher Certificate. In addition to religious rules, this document shows that the food products are reliable, of high quality and are suitable for human consumption.

Affiliated companies: Salten Salmon AS



Our feed

Well-composed feed affects both human and fish health. The right feed improves the health, survival and quality of the fish and ensures excellent products for our customers.

Today, fish farming is the type of food production that in many ways 'gives the biggest return' on feed. On average, a farmed fish requires 1.1 kg of feed to gain 1 kg of body weight. Some of the raw materials could have been used for human consumption, and we believe that it is important that we therefore use the feed as efficiently as possible. We focus on the choice of feed and work closely with our suppliers. We have our own feed recipes, and we only buy feed with raw materials from deforestation-free areas. Salmon feed makes up approximately two thirds of our total CO2 footprint as indirect emissions from our suppliers (Scope 3).

During feeding, underwater cameras and sensors are used to minimise the amount of salmon feed that passes through the pen without the salmon being able to eat it. We also regularly perform seabed tests at our site to map our impact on the marine environment. In the event of critical findings, measures are taken to maintain a safe environmental conditions on the seabed and in the sea around our production sites.

The example below shows how the feed is composed by raw material categories (NordicBlu 2022)

Raw	materials
Marine protein	11%
Vegetable protein	35%
Starch	17%
Vegetable oil	19%
Microalgae	4%
Marine oil	9%
Microingredients	3%
Other	1%
TOTAL	100%

Soy protein

Soy beans supply the seafood feed industry with high-quality protein and oils. Soy beans are naturally high in protein as they exist in a symbiotic relationship with rhizobial bacteria, which extract nitrogen from the atmosphere. All the soy we use is certified, non-GMO and deforestation/forest degradation free.

Vegetable oil

Vegetable oil is an excellent source of energy in seafood feed. We use rapeseed (*Brassica napus*), which is an oil-rich plant in the same family as cabbage, Brussels sprouts and mustard. It is the third largest source of vegetable oil in the world.

Pea starch and protein

Peas (*Pisum sativum*) are used as a high-quality protein and binder to improve the pellet's technical properties. Peas are nitrogen-fixing legumes that require minimal fertilisation and have been cultivated for at least 7,000 years in many parts of the world – for both human food and animal feed.

Guar protein

The protein in the guar bean is an excellent raw material because it is very easily digestible. Guar (*Cyamopsis tetragoloba*) is a nitrogen-fixing legume that can withstand drought and high temperatures. Guar as a crop mostly requires rainwater and minimal fertiliser.

Krill

Krill is a natural pigment source and is harvested from sustainable fisheries rated 'A' by the Sustainable Fisheries Partnership (SFP). Krill obtain EPA and DHA as phospholipids, the preferred type of marine lipids in nutrition.

Microalgae

Microalgae are a highly sustainable raw material that contributes to reduced dependence on wild fish stocks. AlgaPrime DHA™ is produced by cultivating the microalgae *Schizochytrium sp.*, an important marine omega-3 producer. The raw material for the fermentation is sugar cane which is a deforestation-free and non-GMO ingredient. The production of AlgaPrime™ DHA therefore has a low impact on carbon, water and land use.

Marine protein

Marine protein is the most complete and easily digestible protein for salmon, and it is mostly used for North Atlantic herring, sprat and cod. This industrial fish is 100% certified sustainable according to MSC, MarineTrust or Fishery Improvement Projects. The majority comes from circular by-products (off-cuts from filleting), which ensures the best possible use of resources. The content of marine protein has gradually decreased and currently constitutes a far smaller proportion than from terrestrial sources.

Marine oil

Marine oils contain the essential and heart-healthy omega-3 fatty acids. Fish oil has been in use in Northern Europe since the Viking Age and was an important source of vitamin D. The fish oil is obtained from sustainable fisheries and here, too, by-products are primarily used, e.g. trimmings from filleting.

Wheat starch and protein

Wheat is used as a binder to improve the pellet's technical properties. The protein in wheat is easily digestible and suitable for seafood feed. Wheat has one of the lowest carbon footprints of the agricultural crops.

Sunflower

Sunflower oil is an excellent source of energy for the fish. Sunflower protein can also be enriched and used as an alternative to fishmeal.

Other raw materials

Fish need vitamins, minerals and long-chain omega-3 fatty acids EPA and DHA – just like humans do.

→ GRI 13.3.6

For a more detailed review of feed factors, the species included, origin and proportion of offal in the feed, please refer to e.g. ASC reports for each site and production cycle (Edelfarm and Wenberg).

Production and food safety

We always want to ensure the best possible use of resources in our production. Our feed suppliers use raw materials that ensure good fish health, excellent growth and quality in the finished products. Food safety is key, and all raw materials from both marine and land-based sources are carefully monitored through control of feed by both producers and the Norwegian Food

Safety Authority to ensure compliance with national and international regulations. Part of this includes reduced use of raw materials that could otherwise have been used for direct human consumption. Various certifications also ensure

food safety throughout the value chain. Residual raw materials from our own production and slaughterhouse are included in new value chains.

Food fish production figures	GIFAS	Edelfarm*	Wenberg
Feed consumption (kg)	8,370,000	5,591,701	5,091,518
Production (kg)	6,301,928	5,148,141	4,717,457
Slaughter (kg)	6,865,000	2,058,997	8,791,879
FCR (feed conversion ratio)	1.11	1.09	1.08
Survival (%)	85	94.41	98.14

The figures above include Salten Stamfisk, which is produced as part of ordinary production at Edelfarm and Wenberg. Production refers to the amount of salmon measured in kilos that was produced last year, also called produced biomass. Survival is calculated as a whole for the company, but may vary from site to site and within a site. Reduced survival in 2022 was mainly due to winter ulcers.

Operators

Our salmon are living animals, who deserve consideration, respect and good living conditions. The day-to-day work that is performed tells us a great deal about how the salmon are doing. This requires dedicated employees.

In the past, the fish were fed by hand, and those who worked on the pens had the title of 'keepers' (røktere), which is a term that is often used today – even though many of the manual tasks have been replaced by automation. Mats Karlsen is employed as an operator at Wenberg Fiskeoppdrett and is what we can call now a modern 'keeper'. Karlsen works every day on keeping an eye on the salmon and making sure that the fish are growing and doing well.

“If the fish are doing well, we succeed in our goals. Fresh and strong salmon can be translated into good production,” says Karlsen.

Today, the salmon are fed automatically, and physical intervention is very rarely required. The automatic feeders, laser nodes and software analyse how much the salmon eat and how much they grow and provides an indicator of the health of the fish. Karlsen knows what he is looking for when his shift starts.

“The behaviour of the salmon reveals a lot. We get to know the salmon and can see relatively quickly if something has changed. We monitor whether the salmon swim in shoals as well as changes in swimming patterns, whether they display a good appetite and other signs that indicate that they are doing well,” explains Karlsen.

Although the job requires experience and knowledge of the fish, routine work is a key part of day-to-day work.

“We conduct daily checks where we register deviations when



we observe them. Deviations rarely occur, but it is important that everything is documented. One type of deviation may be if we find salmon that have died, or birds that have become stuck in the bird net, which can happen in the summer season,” says Karlsen.

One of the operator’s most important areas of responsibility is animal welfare, and Karlsen emphasises the importance of the work that is done on the pens.

“Quality and animal welfare go hand in hand. We do everything we can to ensure that the fish are in the best possible condition and achieve the best possible quality before we hand them over to the well-boat,” concludes Karlsen.

Animal welfare is an important part of daily life



People and society

The Salten Aqua Group has chosen to approach our role and social responsibility with a high level of awareness. We put down long-term roots in the areas where we establish ourselves. If we are to grow in the right direction, it is crucial for us to work closely with the local communities around us. We want to create commitment within local communities and contribute to more people being able to establish themselves in the areas where we operate. Local value creation is the lifeblood of our region and creates ripple effects for the whole of Northern Norway. We are keen to build strong partnerships and collaborations to strengthen and enrich the society that we form part of.

85%

of all our purchases
are from suppliers in
Northern Norway

NOK

4,372,500 in
support for sports teams
and associations

0

serious
events

Ripple effects and jobs

For more than 20 years, we have had a long-term investment strategy in our value chain, a value chain that is now complete. Before the salmon are released into the sea, they spend the first part of their lives at Salten Smolt in Breivik. When the salmon are ready for slaughter, they are transported to Sørnøy, before the gutted salmon are exported or sent to Bodø to be filleted. Altogether, this amounts to approximately 300 full-time positions, distributed across sites throughout the Salten Region.

In 2021 we opened a new salmon slaughterhouse on Sørnøy, and in 2022 a new smolt plant in Breivik. For Sørnøy, the history of the salmon slaughterhouse began in the early 1990s, and as production has increased, we have also invested in the facility. Until the establishment of the salmon slaughterhouse, Gildeskål had experienced a gradual population decline.

This trend was reversed when the salmon slaughterhouse opened. Over the past 15 years, the population has increased

from around 200 to 300 residents, which has meant a great deal for the school, the local business community and the preservation of the coastal culture in the district. The smolt site in Breivik has a similar story and here too the facility helps to ensure activity in the town. Today, almost 30 people work at the smolt site, which employs a relatively young workforce consisting of technical staff, middle managers, operators and apprentices. Activity breeds more activity. Our procurement philosophy contributes to our production benefiting local businesses to a greater extent. As far as this is possible, we choose to purchase goods and services from local suppliers offering jobs to the local community of which we are a part. We also have a responsibility to look after employees – both those who have recently joined us and existing employees.

In the autumn of 2022, we launched the development of 12 new housing units on Sørnøy, which will be made available to all employees who are relocating in order to work with us. We want our workplaces to be inclusive, and we understand that as an employer we are in a position to provide a good



framework for our employees. The ripple effects from our production will strengthen local value creation and contribute to developing the districts of which we are form a part.

New onshore GIFAS facility

In 2022 Gildeskål Forskningsstasjon (GIFAS) completed its new onshore base on Nordvågen, in Gildeskål Municipality. The investment was NOK 17 million, and construction was completed in December 2022.

“The division had a small building with changing rooms and storage, as well as a ferry that was used for storage and accommodation. Now this ferry is to leave Nordvågen, and we are giving the site a real boost with up-to-date and functional premises,” said Morten Lorentsen, acting chairman of GIFAS.

Since the project started and plans for a new onshore site were drawn up, GIFAS has chosen largely to use local suppliers. The new onshore site was designed by Gnist Arkitekter AS from Bodø. Arnøy Bygg AS from Sørnøy is the turnkey contractor. In March 2022, the foundation works started. These were performed by Terje Halsan AS from Glomfjord. Everything from ventilation to electrical and plumbing has

been installed by Haaland AS from Bodø.

“Many people have been involved in Nordvågen, and we are lucky to have access to talented people locally,” says Lorentz.

Among the local contractors is Arnøy Bygg AS. The company is based on Sørnøy in Gildeskål Municipality and also has an office in Bodø. For them, the project in Nordvågen has been important.

“We had between six and ten people working at Nordvågen every day.” We have been lucky in that local industry chooses local contractors and that gives us the opportunity to be involved in exciting projects. We started work in 2022, and the project was very important to us this year,” says Jon Kristian Karlsen, general manager of Arnøy Bygg AS.

Karlsen has worked on several projects in the area and emphasises the fact that the onshore site is more than a commercial building.

“The design of the onshore site gives it a modern and complete feel – not just for those who work there, but also for those who live here. Those who come to work and those who see the building can feel a sense of pride, and it becomes something more than just a workplace or warehouse,” concludes Karlsen.





Local ripple effects – an entrepreneur in the open sea

In order to produce high-quality salmon, food producers depend on their surroundings. A strategic choice to prioritise local suppliers has been decisive, not only for the suppliers, but in the long term also for the client. For the construction company Arnøy Bygg AS, this strategic choice has had a particular importance and has created ripple effects that have benefited the client, the contractor and the local community in several different ways.

Arnøy Bygg was established in 2005 by John Gisle Karlsen and his son Jon Kristian Karlsen – with head offices in Nordarnøy in Gildeskål Municipality. Three years later, they founded Arnøy Brygge, which offers overnight accommodation and its own restaurant and focuses on fishing tourism with its own fishing guides. Almost 15 years later, both companies have developed, and Karlsen can look back on a journey that has had its ups and downs.

“We have had to readjust a couple of times. Mostly we have had 25 employees working at Arnøy Bygg alone, but the global situation in the past three years has put the brakes on. It has almost been like starting afresh,” says Karlsen.

Karlsen states that many of the fishing tourists they had previously invested in came from Ukraine and Russia. Like many other tourist businesses, Arnøy Brygge felt the impact of the worldwide pandemic. The construction company also felt the changes in costs of materials in 2022, before the salmon industry announced an investment freeze in autumn 2022 as a result of the introduction of tax on ground rent. Arnøy Bygg and Arnøy Brygge adapted to the changes and secured its operations during the period through local investment and an aquaculture industry that did not halt its development.

“We have been very lucky having the aquaculture industry here and that they have chosen to invest in local contractors. The fact that Salten N950 chose to go ahead with the construction project on Sørarnøy not only secured projects for our construction company, but also for Arnøy Brygge, which was able to provide accommodation for the workers,” says Karlsen.

Arnøy Bygg has worked on ongoing projects for local Salten Aqua companies throughout this period. In 2021, they worked as a subcontractor on the new salmon slaughterhouse for Salten. Arnøy Bygg has worked on ongoing projects for local Salten Aqua companies throughout the period. In 2021, they worked as a subcontractor on the new salmon slaughterhouse

for Salten N950 – with additional projects in the following years. Eventually they were also commissioned to work on the onshore site at Nordvågen for GIFAS, and in the autumn of 2022 construction of Sørarnøy Bolig commenced for Salten N950 as the client. Arnøy Bygg is the main contractor on this project.

Salten N950, Salten Smolt, GIFAS and several of the Salten Aqua companies are located near towns with a relatively low number of inhabitants. Over the past few years, many of these places have experienced growth, and Jon Kristian Karlsen mentions diversity and skills as being key.

“If we who live here continue to establish businesses that complement each other, that specialise and require a workforce with different types of expertise, this will have a long-term effect on our area. We open up more opportunities for those who are relocating, which, in turn, makes it easier to recruit labour for Salten N950, among others,” explains Karlsen. Karlsen further states that both Arnøy Bygg and Arnøy Brygge are now experiencing excellent growth and praises local organisers on Arnøyene. He has the same goal for the future – for both companies:

“Our aim is not to become the biggest, but to become big and robust enough to cope with adversity. Our aim is that both Ar-

nøy Bygg and Arnøy Brygge should not be dependent on new initiatives, but able to work on their own,” concludes Karlsen.

By the end of 2022, Arnøy Bygg had a dozen employees working on Sørarnøy Bolig, while being able to help complete the onshore site at Nordvågen for GIFAS. Arnøy Brygge currently retains its fishing tourism and regular customers, but is investing more in the corporate market. They offer a conference room with restaurant and accommodation for courses, seminars, conferences and other events.



The opening of a new smolt facility

The new smolt plant for Salten Smolt AS was officially opened on Wednesday, 22 June 2022. More than 350 people attended the opening and were offered a tour of the new facility.

“A more sustainable future can be built by investing in resources, knowledge and responsibility, and today we have seen a smolt plant which forms part of the solution,” said Storting President Masud Gharahkhani (Norwegian Labour Party) during the opening. The development has a price tag of NOK 600 million and has led to improvement of both the electricity grid and fresh water access to the town. One of the owners of the company is Geir Wenberg from Wenberg Fiskeopdrett AS in Fauske. Wenberg was chairman of Salten Smolt in 2022 and is one of the principal organisers of the project.

“The construction of the new Salten Smolt would not have been possible without the support of the local population and the public sector. Bodø Municipality and Nordland County have been very helpful throughout the process. Effective case management and good feedback have been crucial in the realisation of the project. As chairman, co-owner

and principal organiser, I am incredibly moved, happy and proud that the new facility has finally been completed. We are privileged to be allowed to create value and jobs locally,” said Wenberg.

Børge Andreassen is general manager at Salten Smolt AS and took the opportunity to emphasise the importance of local ownership in the company.

“This is a big day for those who work here and for those who live here. Our shareholders have invested in continuing local ownership, and the profits go back into the local community, where new attractive workplaces are built. We extend a big thank you to our owners who are behind this venture, and the incredible neighbourliness the locals have shown throughout the construction period,” said Andreassen during his opening speech.

Breivik in Salten is part of Bodø Municipality, which was represented at the opening by Mayor Ida Pinnerød. Storting President Masud Gharahkhani (Norwegian Labour Party) was among attendees, and he took the opportunity to comment on developments in the aquaculture industry and further investment in green technology.

“The aquaculture industry gives us a livelihood, and this is what we will focus on in the future. Future generations

are completely dependent on us now applying all our knowledge and all our abilities to adjust the course we were on before. “A more sustainable future can be built by investing in resources, knowledge and responsibility, and today we have seen a smolt plant which is part of that solution,” said Storting President Gharahkhani.

Ida Pinnerød (Norwegian Labour Party), mayor of Bodø Municipality, had the honour of cutting the ribbon and declaring the new Salten Smolt officially open. Pinnerød also took the opportunity to highlight the development of new and green technology as well as the ripple effects local investments have.

“We are part of a historic opening – for Breivik, Bodø and the entire Salten Region. It is important that the food comes from the sea and from an industry that invests in new expertise and new technology. We have a business community with local roots, and we must built on that. This means that we gain more jobs, more people settle here, which, in turn, means more children in the school,” Pinnerød said in her speech before she and the Storting president cut the ribbon together.





Diversity and society

As an organisation, we have often highlighted our work culture as one of our most important competitive advantages. The diversity among our employees has helped shape this culture. Many of our employees originally come from other countries, and we have a large age range among our staff. This contributes to the exchange of experience taking place naturally. As a workplace, we are able to acquire new perspectives on how we can work together in the best possible way. Salten Salmon, based in Bodø, currently has a large workforce with several employees who have permanently relocated to Norway and to Bodø to work at the filleting factory. The company does not use contract workers, which requires new employees to settle in the area. This means a great deal to our region and contributes to creating a working environment that is inclusive, where everyone feels welcome and respected regardless of nationality, background or language.

In the long term, we believe that our diversity strategy will help to strengthen us as an organisation, while also creating a rich culture in our local community. As we always have schemes in place to accommodate new employees, this contributes to more people putting down roots in our region. For Sjøarnøy School, the school district of Sjøarnøy and Nordarnøy, the addition of new pupils has been crucial in allowing the town to retain its school. This has been a direct consequence of the recruitment to Salten N950, which currently includes employees from a range of cultural backgrounds.

We believe in a work culture that values differences and inclusion, something which we believe leads to increased tolerance and respect for different cultures and lifestyles in our society. An inclusive and diverse workplace is an important success factor – and for our local community this contributes to increased employment and economic growth.





Stig Even's journey

Stig Even Edvinsen joined Salten Salmon as an HR employee in 2022. Edvinsen has more than 20 years' experience as a professional driver and has driven delivery vans, lorries and road trains up and down the coast of Norway. His need for a job change came when his two decades as a professional driver started to affect his work.

"It's not unusual in this profession, and some of us are more prone to injury than others. Back pain meant that I could no longer continue in the same way as before. You know yourself that you want to do more than you're able to. But it's clear that if your back is locked into the same position for an extended period, things won't work in the long run," says Edvinsen.

Edvinsen contacted the Norwegian Labour and Welfare Administration (NAV) who helped to map out new career opportunities for him. Edvinsen also decided to study HR at Nord University, a field that interested him. In recent years, Salten Aqua and HR Manager Monica Brunsvik have worked with the Norwegian Labour and Welfare Administration (NAV) and brought in several employees for permanent positions. This is also the way the story went for Stig Even, who is now permanently employed in HR at the fillet factory in Bodø.

"I've arrived at a workplace where I can adapt my working life. I have the freedom to manage my own day, which in itself makes me look forward to coming to work. My back isn't under the same kind of strain as it was before, and you notice that you're making a difference when you're at work," says Edvinsen.

"You feel like you are making an impact"

As an HR employee, Edvinsen works closely with more than 100 employees at Salten Salmon, on everything from new recruits to those facing a career change crossroads. For Stig Even, his day-to-day work is varied, and he is in a role where he gets the opportunity to support his employees.

"We have many people who have moved, many different cultures and several different languages. We know that if the people here feel comfortable, production runs better. That's why we help to ensure that those who are here actually thrive and have the framework needed to think for the long term," says Edvinsen.

Edvinsen goes on to say that the advice he provides is what gives his job the greatest value. Edvinsen has helped employees with language problems, in understanding Norwegian laws and regulations, culture and norms and with major life events.

"Everyone has things happening in their life, and no one is exactly the same. Changing perspectives or helping out when changes take place at work is definitely what gives this job its meaning," concludes Edvinsen.



Generating commitment

Many of the companies in the Salten Aqua Group are pillars of their respective local communities. We want our presence to have a positive effect and for us to be more than a production site or an office community. Ripple effects are important, and we look at the synergy effects of our presence. People are our most important resource, and in order for us to be a full-fledged workplace, it is important for us to see things a whole – internally in our company as well as externally.

Sports teams, associations and voluntary organisations create commitment, organise leisure activities and develop the local community.

Commitment breeds commitment, and the effect of working with local organisers is great in terms of building a well-functioning community and an inclusive environment where we feel we belong. A friendly environment, with leisure activities and events for children and young people, promotes well-being and contributes to more people seeing the value of settling in our local communities. We see an obvious social benefit that also has a very positive effect on local businesses and which creates a local environment that is perceived as safe and inclusive for those who live here.

Sports teams

As a socially responsible business, we have a clear long-term strategy when we enter into cooperation agreements with sports teams. We look for common goals and at how we can contribute to both parties developing the local community of which we form a part. With this as our starting point, we often emphasise culture over merit, recreational teams over competitive teams and activity over advertising and publicity. We believe that this approach is more sustainable, as it strengthens the sports club more than traditional sponsorship

would have done. Sports teams often rely on volunteers, on committed young people and committed parents. We work to ensure that they have all the tools in place that they need to succeed.

Through our partnership with Football Club Bodø/Glimt a separate Salten Aqua gathering is organised annually, which brings together talents from the whole district for a weekend of knowledge sharing and development for the participating children. We see many of these players again at a higher level, where they also inspire new children and young people to devote their free time to sport and leisure activities.

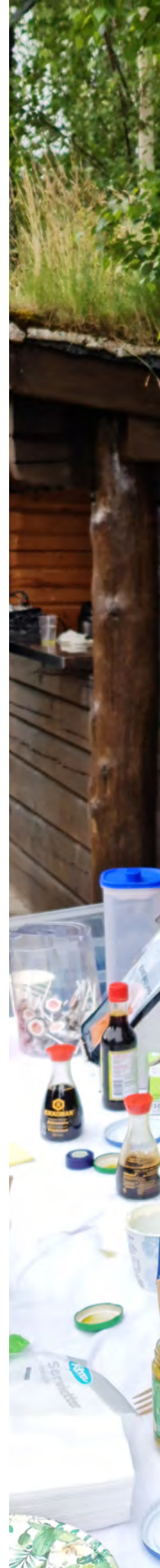


Cultural contributor

Cultural life in the area is important, in the same way that sport is. Culture builds identity and engages people across gender, age and affiliation. As a sponsoring partner of many different festivals, concerts, exhibitions and conservation projects with a long local history, we help to promote the cultural heritage of the various local communities of which we form a part. We are an important part of the coastal communities in the Salten Region and have chosen to take responsibility for strengthening our coastal culture, which has laid the foundation for the lifeblood of the area that we have been able to develop.

In 2022, we were able to work with several local cultural institutions, who promote local communities and our coastal culture. In 2020, we entered into a partnership agreement with From Jonsok to Olsok, which has close ties with the Kulturveien project. This was the first year in which the summer festival took place, and we have been involved since its inception. The festival believes in presenting nature and culture to children and young people in order to create early engagement. From Jonsok to Olsok is organised along Kulturveien, which stretches from Saltraumen to Beiarn, along Skjerstad Fjord.

Salten Mat is an annual food festival organised in Fauske – and we partnered on this in its very first year. The food festival highlights the rich food culture that exists in the Salten Region. We organise a filleting competition every year, with local food producers and seafood specialists among the participants.





Saltenlaks

Saltenlaks



Saltenlaks
Sunt, godt og lokalt

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EHS

We want to ensure that all our employees arrive safely home from work every day. By applying effective EHS measures, we not only ensure that our employees are protected, but also that we maintain a high quality of work and contribute to a sustainable society. We are constantly working actively to make the conditions right so that our employees have the best possible working conditions.



Health

We value our employees. Their health and well-being are crucial for us to be able to achieve excellent results and succeed in achieving the long-term goals we have set. By implementing effective EHS measures, we ensure safe workplaces and reduce the risk of occupational injuries and illnesses. This helps to increase employee motivation and job satisfaction.

Occupational Health Services

The companies in the Salten Aqua Group are associated with the occupational health services Avonova and Hemis. We work closely with Occupational Health Services to ensure that our employees have good working conditions. Occupational Health Services provides advice and guidance to employees and employers on health and safety issues in the workplace. They also help perform risk assessments and give advice on how the companies can implement control measures to eliminate/minimise dangers and risks. Occupational Health Services also assists us in fulfilling legal requirements for preventing injuries and illness and promoting healthy and safe working environments with healthy and motivated employees.

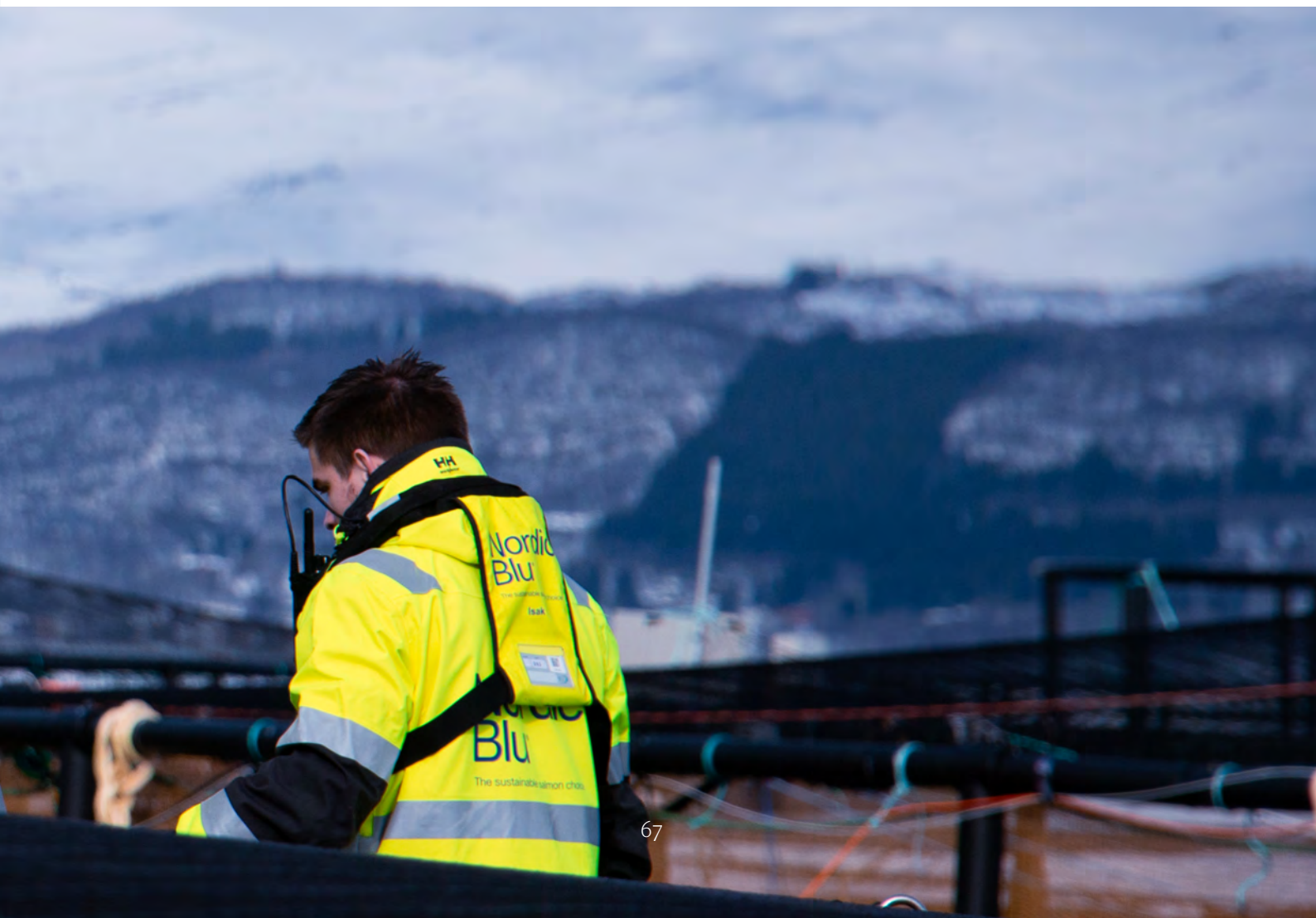
Workplace health and safety training

Our employees are offered skills training involving professional courses, professional training, seminars and management development, in addition to statutory or mandatory courses. All training is aimed at increasing awareness of occupational hazards and dangerous situations as well as providing the knowledge and skills needed to perform the job safely and effectively.

The general training includes instruction in ergonomics, fire safety, first aid and handling dangerous chemicals. Training is also provided in the use of protective equipment and how to prevent strain injuries.

In addition to general training, employees receive training in specific work-related hazards and dangerous situations that may arise while performing their various tasks.

In 2022, we recognised that we needed to keep statistics on the number of training hours provided in our companies and therefore introduced a new HR system on 1 January 2023. As of 2022, we cannot therefore produce an accurate report showing course hours.



Safety

We put our employees' safety first by risk assessing operations and premises in line with current regulations and requirements. A high level of safety is a prerequisite for the sustainable development of our companies.

We are proud of the fact that we have had no reported breaches on public HSE regulations, and we continuously work to maintain and improve our safety procedures. Risk assessments start with a systematic review of the workplace and work processes in order to identify possible hazards that could lead to injuries or illness among employees.

This includes both routine and non-routine assessments. Once hazards have been identified, the risk assessment is used to evaluate the severity of the threat and pinpointing the measures required to mitigate the risk. This includes identifying and taking action to remove hazards, reduce exposure to hazards and provide protective equipment to employees where necessary. The companies have procedures for employees in place to give them the opportunity to report work-related hazards and dangerous situations.

The procedures require all employees to report all hazards and dangerous situations that they discover in the workplace. This can be done by recording the incident as a deviation in the quality management system, filling in a reporting form or by reporting to an immediate manager. If an incident occurs, a systematic investigation is performed to identify the underlying causes and to develop corrective measures to prevent future incidents.

We also have policies and processes in place to ensure that

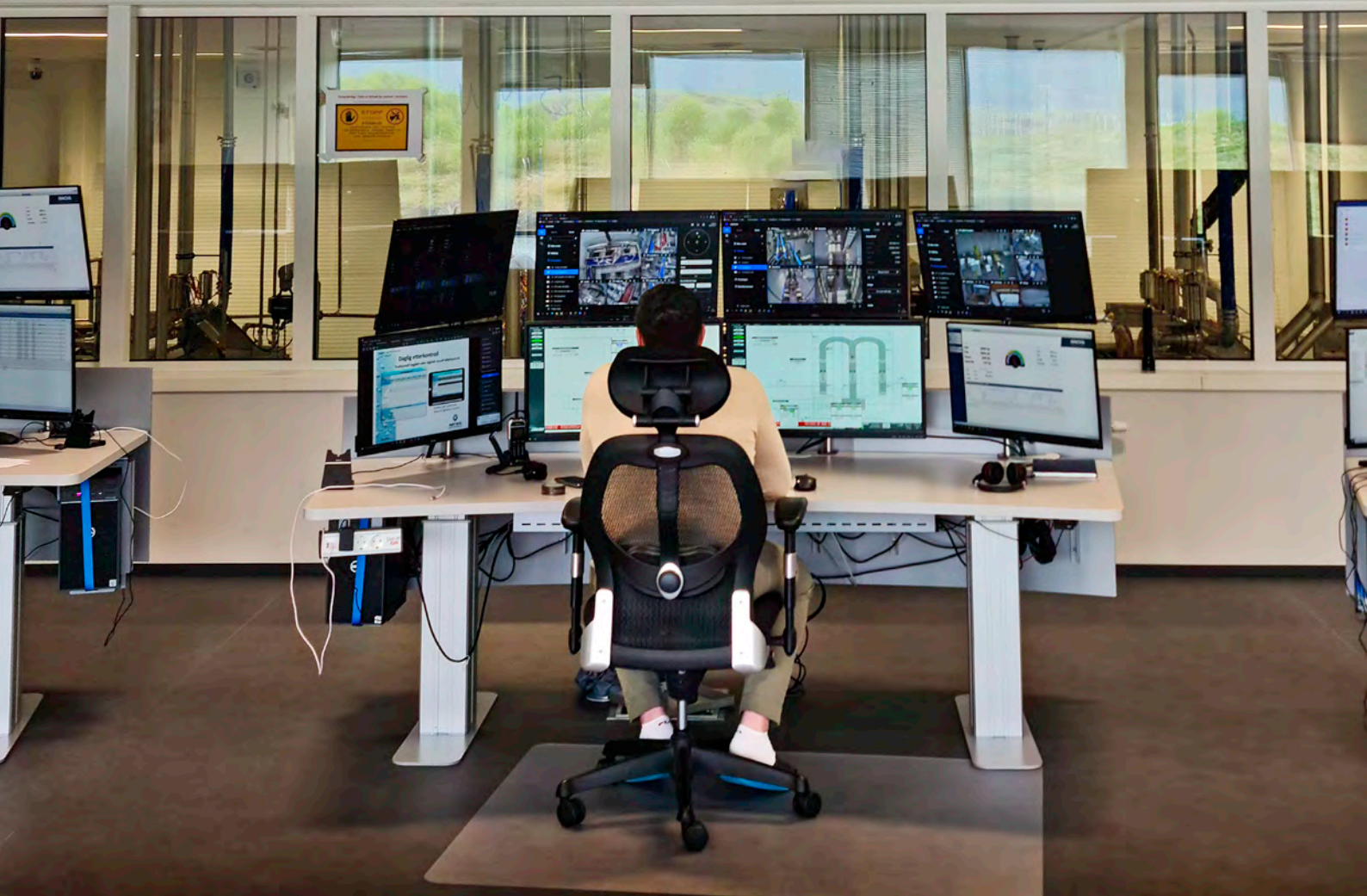
workers can remove themselves from work situations they believe may cause injury or ill health. The guidelines mean that workers who feel unsafe or insecure in the workplace immediately report to their immediate supervisor and leave the work area.

To protect workers from retaliation, Salten Aqua has a policy in place that prohibits retaliation against workers who report hazards or dangerous situations. This means that employees who report hazards or dangerous situations will not be punished or harassed in any way. Salten Aqua also provides employees with training on how to identify hazards and dangerous situations in the workplace and how to report them. This ensures that employees have the necessary skills to contribute to a safe and secure workplace.

Working environment and channels for raising concerns

We value our employees. Their health and well-being are crucial for us to be able to achieve excellent results and succeed in achieving the long-term goals we have set. By implementing effective HSE measures, we ensure safe workplaces and reduce the risk of occupational injuries and illnesses. This helps to increase employee motivation and job satisfaction.

We need to take care of each other and show mutual respect, regardless of gender, age, orientation, nationality, ethnicity or political and religious conviction.



Occupational injuries

	Total	Salten Aqua	Polar Quality	Salten Salmon	Salten N950	Salten Stamfisk	Salten Smolt	Wenberg	GIFAS	Edelfarm
Injuries with absence	9	0	0	5	0	0	1	0	1	0
Days of absence due to injury	27	0	0	20	0	0	5	0	5	0

In 2022, the Salten Aqua Group had nine injuries that involved sickness absence. These nine injuries resulted in a total of 27 days of absence.

Sickness absence

	Total	Salten Aqua	Polar Quality	Salten Salmon	Salten N950	Salten Stamfisk	Salten Smolt	Wenberg	GIFAS	Edelfarm
Employees	295	6	12	115	45	N/A	27	23	43	23
Sickness absence	6.85%	0.44%	10.30%	10.40%	4.13%	N/A	6.20%	2.00%	7.00%	6.60%
of which self-reported absence	1.47%	0.40%	0.20%	1.70%	1.10%	N/A	1.10%	0.30%	3.10%	0.60%

No work-related illnesses were reported in 2022.

Recruitment and appointment

We work actively to ensure that we continue to be attractive employers so that we can attract, develop and retain the best employees.

We have skilled employees with broad-ranging skills and high commitment which provides excellent opportunities for learning and development. Several of the companies in our group are pillars of their communities, and we therefore invest in the communities in which we operate. This is also reflected in our recruitment processes, where we look for candidates who not only fit into our company, but who will also be able to contribute positively to the local communities in which we are established.

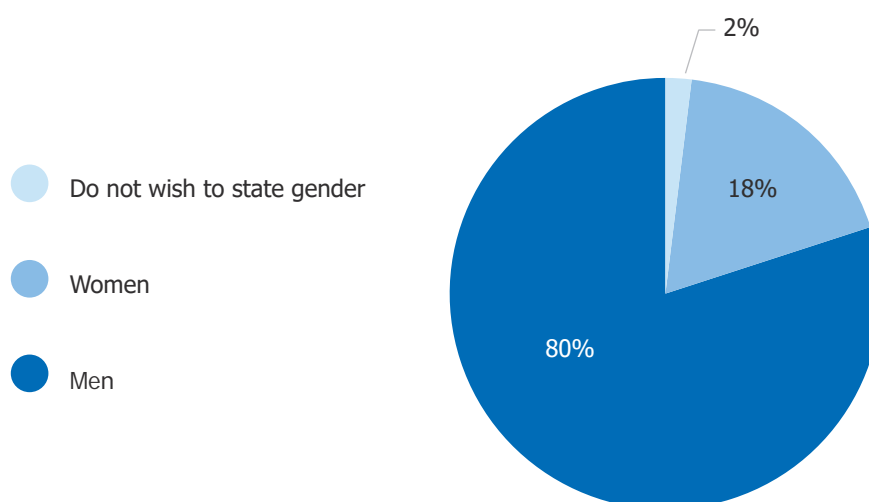
We are keen to recruit employees with the right skills and preferably with local connections. We are delighted to note that we attract great interest when we advertise vacancies.

Nevertheless, we believe that recruiting qualified labour for the aquaculture industry is a demanding task. That is why we have worked to achieve an excellent partnership with the Norwegian Labour and Welfare Administration (NAV). This partnership gives people who for various reasons need assistance the opportunity to re-enter the labour market.

We always have employees on work schemes, and in 2022 we had 11 employees in work training in partnership with the Norwegian Labour and Welfare Administration (NAV).

We are keen to promote equality, and appointments are made on the basis of skills – not gender. Regrettably, we see that applicants for the jobs we advertise are still dominated by men.

Gender distribution of applicants in 2022





Recruitment guidelines

Our companies are keen to adhere to a fair and transparent recruitment process. We work to ensure that all job advertisements are clear, inclusive and non-discriminatory. Qualifications and experience are assessed objectively and based on relevance to the position.

Diversity and inclusion

We value diversity and encourage the recruitment of candidates from different backgrounds and life perspectives. We seek to achieve an inclusive working environment where all employees are respected and valued for their unique skills and experience.

Discrimination

Discrimination on the basis of race, sex, religion, age, nationality or other protected characteristics is prohibited. All applicants are assessed solely on the basis of their qualifications and skills.

Quality assurance of the recruitment process

We ensure that the recruitment process is fair and objective by using standardised methods and tools, such as job descriptions, interviews and reference checks.

Confidentiality and privacy

We respect the privacy of all applicants and ensure the confidentiality of personal information that has been collected during the recruitment process. Personal information will only be used for the purpose of assessment and selection of candidates.

Clear employment agreements and terms

All our employees receive written contracts that clearly define agreed working conditions, wages, benefits and other applicable conditions. The contracts are drawn up in Norwegian and translated, if required, so that they are always comprehensible to the employee.

Responsible use of recruitment agencies

We usually manage our recruitment process ourselves. If we need to use recruitment agencies, we use only agencies that share our ethical values and recruitment principles. The agencies have to work in compliance with applicable legislation and standards.

Apprentices and students

Apprentices

Skilled workers are a prerequisite for us to continue producing high-quality salmon. With our apprenticeship scheme, we ensure access to the skills we need while offering young people a path into working life. GIFAS, Wenberg, Edelfarm and Salten Smolt all employed aquaculture apprentices in 2022. We have a large influx of young people who want an apprenticeship in our companies, and in 2022 the companies will have trained nine aquaculture apprentices.

From university to netpen partnership with Nord University

As an organisation and aquaculture operator, the Salten Aqua Group contributes to shaping tomorrow – through research and development as well as sustainable ventures, projects and investments. One of our most important resources, which shape the future of aquaculture, is people. That is why we have chosen to be proactive and welcoming towards the next generation and share tools in the form of knowledge and expertise. In this way, the next generation of employees, researchers and innovators benefits from the best conditions for developing our and the entire industry's core business in a sustainable direction.

Students

In addition to our partnership with secondary schools, we work closely with Nord University. Every year we accept students who need to complete an internship as part of their studies. In the past, this has been students in Aquaculture and Management, but in 2021 we expanded this partnership to include master's students at the Business School at Nord University. Various doctoral projects with field work are also performed at or near our sites. Our students gain varied and valuable experience. We, for our part, get to know new talents who contribute with new expertise and helpful input.

Internships

The Business School at Nord University (HHN) offers students the HNN Internship Master as an elective subject to students studying for a Master of Science in Global Management or Master of Science in Business. The internship period must take place within a framework of 16 weeks with a host organisation. The aim of the HHN Internship Master is to give students a unique opportunity to gain insight into regional or international working life by giving them the opportunity to put their knowledge and skills into practice during their studies. Salten Aqua has been offering internships since 2021.



Active presence

We take an active approach to both faculty and students from our nearest educational institutions, especially within aquaculture, sustainability and innovation. We participate in Blast-off Week, an annual part of the Engage programme (Centre for Engaged Education through Entrepreneurship). Engage is an interdisciplinary development and research environment for entrepreneurship as a method in university subjects. In the past two years, we have contributed almost ten different case assignments, for which the students try to find solutions.

Since 2017, we have developed a separate scheme, which sets high expectations for our internship students and ourselves as a company offering such internships. All our internship students have to participate in the entire value chain – from roe production to marketing and sales. Our experience is that students acquire a holistic overview of how to produce Norwegian salmon and learn about how to prioritise critical control points throughout this process. Students get work at all levels in the organisation and are assigned a separate project that they have to work on continuously throughout their internship period.

Internship scheme

Since 2017, the Salten Aqua Group has had a long-term agreement in place with Nord University to host students studying Aquaculture Management. In their fourth semester, students must undertake an internship with a host company. The internship allows students to learn about the company, the industry and how to perform tasks related to the core business on a day-to-day basis.

The feedback at the end of the internship period has been excellent in recent years, and we maintain contact with former internship students.

Environment

Environmental sustainability is a prerequisite for long-term operations. In the Salten Aqua Group, we impact the external environment through emissions of greenhouse gases, organic load, land use and the choice of input factors in production.

All factors are strictly regulated by the Norwegian government within respective sectors. We try as far as possible to reduce our impact and see this as very important for both the local communities that we form part of and for customers with high demands for quality and the environment.

93,485

tons CO emissions
in total

0

escapes

11

seabed surveys
performed in total

Protection of biological diversity and ecosystems

Safeguarding the biological diversity and ecosystems around us is one of the most important goals for our long-term operations in the coastal and fjord areas we use in our production. This is important both for the intrinsic value of the areas, but also for how the surroundings respond to our production in the form of organic load or manoeuvring of water reservoirs for onshore production.

The land used by the Salten Aqua Group is locally regulated by politically adopted district plans in Saltdal, Fauske, Gildeskål and Bodø Municipalities, where areas are set aside for use in aquaculture after an extensive application process and permits. As long as production is ongoing, the areas are tied up for this purpose, while the area loss is reversible for sea areas. For production facilities onshore, it is more difficult to reverse the loss of area, but mitigation measures can be applied here too. The development of the Wenberg Innovation Park in Sysselevik involves positive land use with the transformation of an industrial area and gravel roof. This is in combination with modern Breeam-certified commercial buildings and green areas/planting.

Protected areas

The Salten Region counts a number of conservation areas that ensure the protection of large contiguous areas. These are mainly onshore areas while several smaller marine protected areas exist in coastal areas and some nature reserves that extend into the sea in shallow areas. All with different distances to our production sites. None of our sites are within protected areas or affect them. The Saltstraumen marine conservation area is located at the entrance to Skjerstad Fjord, where Wenberg Fiskeoppdrett and Edelfarm have their sites 15-35 kilometres further in. Through the Saltstraumen, which is the world's strongest tidal current, large quantities of water are pumped in and out of the fjord, which contributes to the entire water column being rich in oxygen. This also contributes to the excellent environmental condition of the fjord. GIFAS uses the Storevika site, which is on the outside of Sundstraumen and has approx. five kilometres running close to the marine conservation area which also enjoys very good current conditions.

Inside Skjerstad Fjord lies the Ljønesøya Nature Reserve, which is an important nesting area for seabirds. Kvalnesbukta, the nearest aquaculture site, is about two kilometres away. In recent years, the site has been used for experiments with kelp production. Skansenøyra Nature Reserve lies furthest inside Saltdal Fjord, about three kilometres from the nearest site of Øksengård. The conservation area was established to safeguard the rich bird life at the mouth of Saltdalselva.

Impact on biological diversity

Substantial direct impact on biological diversity can be linked to areas directly below aquaculture facilities. We regularly undertake seabed surveys to monitor conditions with the objective of safeguarding good or improved environmental conditions. In 2022, we also performed surveys of vulnerable habitats around the aquaculture sites in Skjerstad Fjord. In part, this was related to applications for adjustment of site location or for any future amendment of MTB (Maximum Permitted Biomass) for a site.

In the area also has several waterways containing anadromous fish such as salmon, sea trout and char. One of the risk factors for wild fish is genetic cross-breeding from escaped fish and increased mortality among migrating smolt due to sea lice. For several years, we have financed video surveillance of Botnvassdraget. In 2022, however, the water flow was too great for a barrier fence and camera to be installed. The work will be continued in 2023 and will provide us and other stakeholders with valuable data on population size and the prevalence of sea lice. The limits for the amount of sea lice in farms are set by the Norwegian government and efforts are made to stay well below these limits at all times. In 2022,

“In 2022, the international agreement on nature was signed, and we support the goal that 30% of land and sea on earth should be preserved by 2030, as well as the goal that all nature should be managed sustainably.”

Monitoring of Red List species

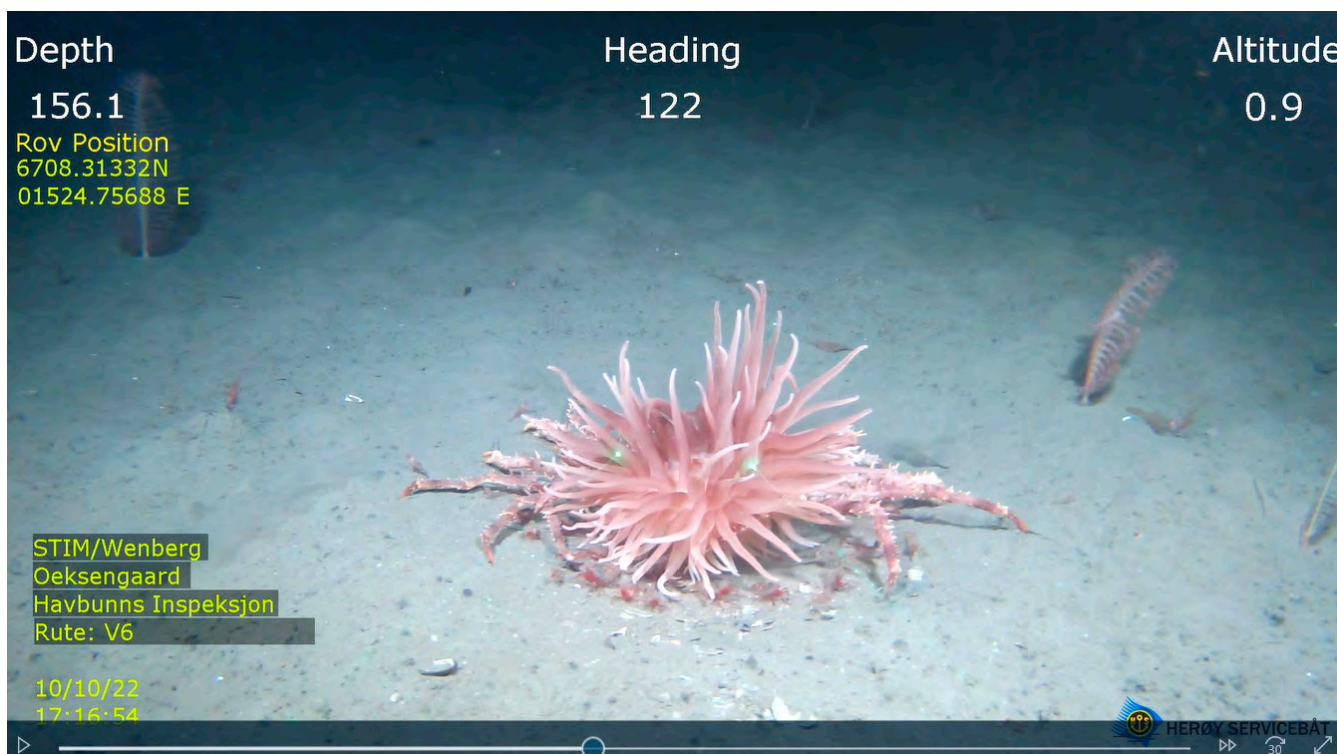
Our production sites are located in areas with great species diversity. Several of the species are also on the Norwegian Red List for Species. This is true for various seabirds, such as eiders (vulnerable according to the Red List) that graze on moorings and search for food close to our sites. Some seagull species are also observed at and on our facilities. To avoid injuring birds, we have effective routines in place that prescribe bird netting over our pens. Through mapping of vulnerable nature types on the seabed in areas close to marine sites, species such as bubblegum coral and dwarf bubblegum coral have also been recorded which are near threatened and form the habitat type of hard coral forest. Species and nature types

there have been no escape incidents from our sites.

Indirect impact on biological diversity is key in relation to suppliers of special feed for our production where we set requirements for certified raw materials. There are no area plans or conservation processes in progress in our areas at the moment. Should this become the case, we will be an active contributor with both experience-based knowledge and the expertise we have gained through environmental monitoring at our sites.

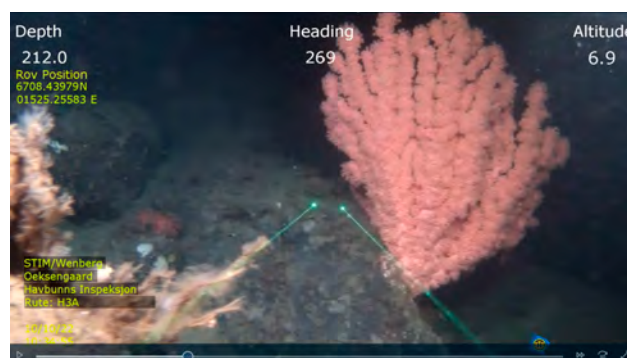


which are taken into account for emission permits and operations. As a follow-up to the permit for regulation of Lake Gardsvatnet and water withdrawal for Salten Smolt, a complete survey of river mussels was performed in 2022. A vulnerable species on the Red List. It is therefore very good news that this stock has been found to be viable and has recruitment. Regulation is upstream of the stock and water withdrawal is downstream, which ensures a smoother water flow in the waterway and better conditions for river mussels as the risk of drying out during periods of bare frost is reduced.



Seabed surveys

We performs regular seabed surveys at all offshore sites to monitor our impact. This includes surveys both below and around our facilities. In case of condition rating 2 or higher and by regular following, we ensure that the biological diversity of the benthic fauna is safeguarded and ensure the breakdown of organic load from fish and feed production. We publish the reports with more detailed information from these surveys on our website so that they are available to everyone. In addition, the surveys are reported to the applicable government authorities. In 2022, 9 out of 11 surveys received the rating 2 good or 1 very good.



MOM survey 2022

Condition – number of surveys	GIFAS	Edelfarm*	Wenberg
Very good (1)	2		3
Good condition (2)	3		1
Poor (3)	1		1
Very poor (4)			0

*Edelfarm performed no MOM surveys in 2022 as the production cycle involved a survey in the autumn of 2021 and winter 2023 in compliance with survey standards



Greenhouse gas emissions

Climate change affects us in terms of the natural surroundings within which we operate. Changes to weather conditions or water temperatures may occur, and we therefore ensure that we can operate safely under changing conditions. The production of salmon offshore has a low climate footprint compared to food production onshore. We still believe that it is important to work with emission reductions, and we are constantly looking at opportunities to reduce emissions from our value chain.

The largest emissions in the group come from suppliers of feed, transport of fish and development projects. But we are able to implement changes at local level through simple electrification and energy-reducing measures in operations. These changes and supplier requirements make it possible for us to reduce climate gas emissions. 2022 was the first year in which we set specific target emissions requirements for our suppliers regarding. The uncertain situation globally also presents challenges for suppliers to meet these requirements.



Climate accounting

The Salten Aqua Group is part of Klimapartner Nordland, which obliges us to undertake work to reduce emissions, perform environmental certifications and keep climate accounts. For many years we have kept energy accounts, and through their ASC certification, several of our companies have kept climate accounts based on individual production cycles. On the Klimapartner Nordland website, we publish a complete overview of the climate accounts for the entire Salten Aqua Group. In 2022, we presented an overall climate account based on direct consumption figures and financial allocation in line with Klimapartner Nordland's methodology, with assistance from Asplan Viak.

We report in accordance with the GHG protocol on direct emissions (Scope 1), indirect emissions from energy supply (Scope 2) and emissions from the value chain/suppliers (Scope 3). Polar Quality, one of our subsidiaries, has started the process of recording emissions from export links in the value chain, but the database for 2022 is not complete. National data can still provide us with information on the emissions depending on the method of transport – whether it be by train, car or plane. We have, for example, seen an increase in transport by rail rather than by road.

Every year we publish our overall climate account on the Klimapartnerne website (www.klimapartnerne.avinet.no/7/nordland).

The GHG Protocol is the official international standard for calculating climate emissions. GHG stands for Greenhouse Gases. For the Salten Aqua Group, Scope 1 to Scope 3 can be seen in this context:

- **Scope 1.** – Direct emissions from our production
- **Scope 2.** – Indirect emissions from energy supply
- **Scope 3.** – Indirect emissions from suppliers, including our feed suppliers with Land Use Change (LUC) and well-boat services

Scope 1. – Direct emissions

Business	Wenberg	GIFAS	Edelfarm	Polar Quality	Salten Smolt	Salten N950	Salten Salmon	Salten Aqua adm
Tons CO2	400	660	141	0	23	3	1	0

Total Scope 1 Salten Aqua Group: 1,228 tons CO2

Scope 2. – Indirect emissions

Business	Wenberg	GIFAS	Edelfarm	Polar Quality	Salten Smolt	Salten N950	Salten Salmon	Salten Aqua adm
Tons CO2	8	24	8	0	134	52	53	0
Total Scope 2 Salten Aqua Group: 279 tons CO2								

Total internal emissions Salten Aqua Group (Scope 1+2): 1,507 tons CO2

Scope 3. – Total emissions Scope 1+2+3 distributed across the companies

Business	Wenberg	GIFAS	Edelfarm	Polar Quality	Salten Smolt	Salten N950	Salten Salmon	Salten Aqua adm
Tons CO2	21,046	27,940	19,322	2025	8,481	11,850	1183	123

Total emissions distributed across businesses

Business	Wenberg			GIFAS			Edelfarm		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Tons CO2	17,677	25,732	21,455	28,376	30,336	28,626	14,530	14,159	19,472

Business	Polar Quality			Salten Smolt			Salten N950		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Tons CO2	10	795	2025	8,595	5,642	8,639	4,565	5,301	11,906

Business	Salten Salmon			Salten Aqua adm		
	2020	2021	2022	2020	2021	2022
Tons CO2	372	579	1,238	38	104	124

93,485 tons of CO2 from the entire Salten Aqua Group in 2022

2022 shows an increase in our greenhouse gas emissions compared to 2021. This is mainly due to completed construction projects at Salten Smolt and Salten N950. Part of this increase is due to improved reporting and more contributing items from Polar Quality and a somewhat adjusted intensity of emissions.

Emission intensity

Our climate accounting is based on the companies' emissions and cannot be transferred directly to calculate an intensity per produced volume. This is because the group also produces smolts and broodstock and performs slaughter, in addition to further processing. Salmon is also sold to external operators.

Reduction of CO2 emissions

A significant expected reduction of Scope 3 emissions was not achieved in 2022 due to the geopolitical situation and access to raw materials at supplier level. Our direct emissions are expected to decrease in line with the electrification of boats and machinery.

In 2022, there will be a stronger clearer focus on energy as part of construction work. Development of the Wenberg Innovation Park is an example of how work is now being undertaken with the use of Breeam certification and the establishment of sea heating systems and solar cells in combination with the electrification of boats.

71%-86%

of our emissions
come from feed

Waste

Waste management

The Salten Aqua Group has a joint agreement on waste management with associated waste plans that have been adapted to each company, site and business type. The aim is to sort waste to the highest possible extent for material recycling, while adapting the system to the transport solutions that are available to the company in question.

This may result in the sorting rate varying considerably.

The offshore division of the group in particular uses large quantities of plastic. For many years, we have emphasised the responsible handling of plastic in purchasing, usage and disposal. In 2022, we participated in Sjømat Norge's working group on plastics and prepared a guide for handling plastics in the aquaculture value chain. We have a zero tolerance for plastic going astray, but we see that situations may occur which mean that annual inspections and beach clean-ups in our local areas may still be required.

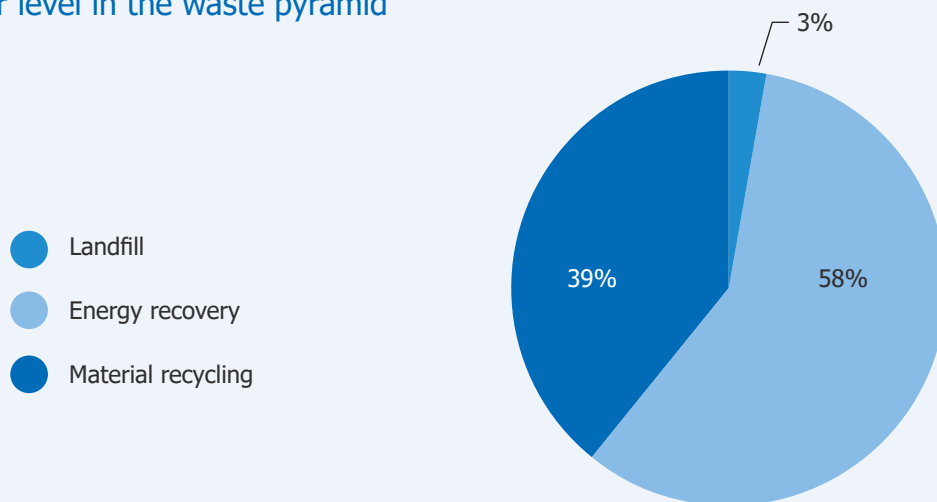
Our companies also produce organic waste in the form of Category 2 and 3 silage as well as sludge from sewage treatment plants.



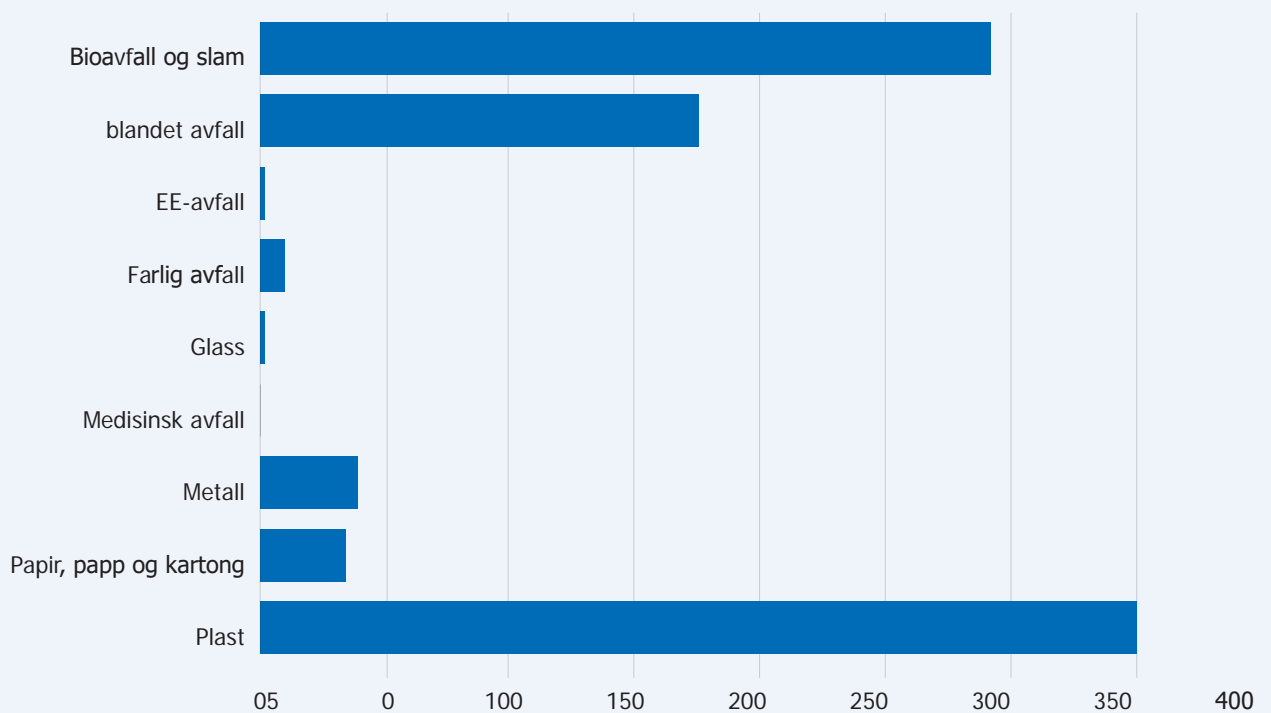


Waste processing

– Share per level in the waste pyramid



Total volumes (tons)



Waste by company

Table 1 – volume of K2 and K3 silage (in tons)

	Edelfarm	GIFAS	Salten N950	Salten Smolt	Wenberg
C2 silage	131.62	298.4	254.3	69.9	132.2
C3 silage			3883.1		

C3 silage

Waste	GIFAS		Edelfarm		Wenberg	
	2021	2022	2021	2022	2021	2022
Volume (kg)	56,639	34,822	139,011	45,627	29,898	952,888
Material recycling	3,588	5,097	99,104	37,369	18,237	88,720
Energy recovery	6396.6	33,443	36,027	29,526	8,501	33,016
Landfill (kg)	46,640	24,190	3,880	0	3,160	1740

Waste	Salten Salmon		Salten Smolt		Salten N950	
	2021	2022	2021	2022	2021	2022
Volume (kg)	524,815	673,960	54,063	34,914	75,081	43,520
Material recycling	94,265	410,100	32,230	21,167	12,755	11,920
Energy recovery	430,550	263,860	21,780	19,647	62,326	31,600
Landfill (kg)	0	0	0	0	0	0

The data from Salten Stamfisk and Salten FOU are included with Edelfarm and Wenberg Fiskeoppdrett.

GRI 2

GRI-2-4 Restatements of information

In 2022 we changed the way in which we calculate the number of meals produced. Calculated yield 67% and meal portion 200 grams. With our new calculation method, the number of meals produced would have been 79 million in 2021 instead of 101 million as reported.

GRI-2-5 External assurance

We have no external certification of our Sustainability Report.

GRI-2-9 Governance structure and composition

The board of Salten Aqua AS represents local shareholders in the business in 2022. Board composition in 2022.

Roger Øksheim	Chairman of the Board	Represents one of three main shareholders in Salten Aqua AS. Roger Øksheim is a second-generation fish farmer in the family-owned Edelfisk AS and Edelfarm AS.
Ørjan Wenberg	Member of the Board	With his brother, Geir Wenberg, Ørjan Wenberg represents one of the three main shareholders in Salten Aqua AS. Ørjan Wenberg is a second-generation fish farmer in the family-owned Wenberg Fiskeoppdrett AS.
Geir Wenberg	Member of the Board	With Geir Wenberg, Ørjan Wenberg represents one of the three main shareholders in Salten Aqua AS. Geir Wenberg is a second-generation fish farmer in the family-owned Wenberg Fiskeoppdrett AS.
Kjell A. Lorentsen	Member of the Board	With his son, Morten M. Lorentsen, Kjell A. Lorentsen represents one of three main shareholders in Salten Aqua through his ownership of Gildeskål Forskningsstasjon AS. Lorentsen founded the Gigante Group in the early 1990s which now owns Gildeskål Forskningsstasjon AS.
Morten M. Lorentsen	Member of the Board	With his father, Kjell A. Lorentsen, Morten M. Lorentsen represents one of three main shareholders in Salten Aqua. Morten M. Lorentsen currently works as acting chairman of the board of Gildeskål Forskningsstasjon AS.
Alice Øksheim	Member of the Board	With her father, Roger Øksheim, Alice Øksheim represents one of the three main shareholders in Salten Aqua AS. Alice Øksheim is a third-generation fish farmer in the family-owned Edelfarm AS where she currently works as general manager.
Johan E. Andreassen	Member of the Board	Johan E. Andreassen was a co-founder of Salten Aqua AS in 2001 and has managed Salten N950 AS, the salmon slaughterhouse on Sørarnøy since the beginning of the 1990s (Salten N950 AS was formerly known as Fiskekroken AS). Currently owns 3% of the shares in Salten Aqua AS.

GRI-2-10 Nomination and selection of the highest governance body

The Salten Aqua Group consists of local companies with local shareholders. Our shareholders are almost all represented on the board of all the companies in the Salten Aqua Group. The board composition of our companies plays key roles in the value chain and contributes to us having a holistic perspective on our entire business.

We emphasise corporate governance, where shareholder units are elected and represented on a board. Influence through ownership and decision-making authority from the entity they represent is part of the criteria, in addition to size of shareholding. We consider input from employees, but voting and strategy guidelines rest largely with those with shareholding interests and decision-making authority.

The description above fits all the companies in the Salten Aqua Group, with some exceptions. As stated in the first paragraph, shareholdings are used as the basis for board seats, where shareholding units with a low shareholding are often not represented on the board. Polar Quality, Salten N950 and Salten Smolt have shareholding units that are not represented by board seats. For Polar Quality, this applies to the shareholding units of Salaks AS and Nordlaks Oppdrett AS. For Salten Smolt AS, this applies to Eidsfjord Sjøfarm AS, Nova Sea AS and the private individual Per Asbjørn Jakobsen. For Salten N950, this applies to the shareholding units of Kvarøy Fiskeopdrett AS and Lofoten Sjøprodukter AS.

GIFAS, Salten Smolt and Edelfarm have, in addition to board members who represent shareholdings in each company, board members who do not represent a shareholding unit in the company. GIFAS has an employee representative, while Salten Smolt and Edelfarm have a chairman who holds no shares. Once a company has exceeded 40 employees, employees are entitled, cf. the Norwegian Companies Act, to an employee representative on the board. This requirement has been put forward and met in GIFAS.

The shareholders in the Salten Aqua Group largely consist of family-owned companies, where shareholdings govern representation on the various boards. Criteria such as diversity have therefore not been taken into account, without excluding a diverse presence on each individual board. To a large extent, none of the board members in any of the companies in the Salten Aqua Group are independent, but the various shareholder representatives are independent of each other. All board members in the Salten Aqua Group, as well as general managers, are given the opportunity to complete board courses.

GRI-2-11 Chair of the highest governance body

None of the companies in the Salten Aqua Group have persons who are both chairman of the board and general manager in one and the same company. However, not everyone is equally independent. At the parent companies of Edelfarm and Wenberg Fiskeopdrett, the general manager is also the owner, while GIFAS's two general managers are both considered external without direct ownership of the company for which they have day-to-day responsibility. The general manager of Salten Aqua AS is also chairman of Polar Quality AS, Salten Salmon AS, Salten N950 AS and Sørnøy Bolig AS.

The descriptions above apply to all companies in the Salten Aqua Group, including those that are the subject of this Sustainability Report.

GRI-2-12 Role of the highest governance body in overseeing the management of impacts

The board is responsible for developing the company's(ies') strategy, in light of the board's vision and the purpose of the organisation. Regular board meetings are held, where the shareholding units in the company are largely represented. HR/HSE (human resources), the environment and finances are regular subjects for discussion at all board meetings. The board works to ensure that all these areas are measurable, with regular follow-up to assess the work completed in the various areas and the target achievements that can be expected.

The board usually consists of shareholding units, which for Salten Aqua are largely local salmon farmers.

Our companies are in a close dialogue with interest organisations, neighbours and associations about the environment, production and finances. This is largely done through briefing meetings. Joint meetings, dialogue forums, status meetings and management meetings are also held as are meetings where stakeholders actively participate. The board gathers expertise from all the meetings, which helps to lay a foundation for future strategic adaptations. Quality assurance of the work includes the use of satisfaction surveys.

All the boards in the group conduct meetings according to a formalised plan, which takes into account measurement frequency and reporting frequency in the areas of the environment, finance and HR/HSE. As previously stated, the subject areas are fixed items as is internal quality assurance regarding compliance with the GDPR and the Norwegian Transparency Act.

The descriptions above apply to all companies in the Salten Aqua Group, including those that are the subject of this Sustainability Report.

GRI-2-13 Delegation of responsibility for managing impacts

The board works to ensure that the work done within HR/HSE (human resources), the environment and finance is measurable, with regular follow-up to assess the work done in the various specialist areas and the target achievement that be expected. All the specialist areas are looked after by specialist managers, who follow up on the specialist areas collectively for the entire Salten Aqua Group as well as internally in each company. The role of these specialist managers is to report to the general manager who then takes action. A quality manager, for example, has professional responsibility in his business and designs an action plan in partnership with the general manager. In the same way, the HR manager has professional responsibility to ensure that the framework for dealing with whistleblower cases is in place and ensures that any concerns raised are handled in partnership with the general manager. The sequence of events and any results are presented to the board of each company. In the event of major incidents, the parent company is also informed about the matter in question at the board meeting. The board records data for information purposes and decides on any onward action if required.

Salten Aqua has its own administrative managers for the areas of environment, finance and HR, who have the main responsibility for ensuring that these areas are addressed throughout the Salten Aqua Group. Each company also has its own quality managers and general managers, who also work to ensure that these areas are addressed. Regular reporting is performed at company level in addition to group level by the managers responsible, and information is presented to the governance body at board meetings. Finance follows monthly, interim, quarterly and annual reporting. Applicable surveys and reports that affect the environment are performed in accordance with applicable requirements formulated by certification bodies, such as Global GAP and ASC. HR has previously carried out satisfaction surveys and uses its own HR system to generate reports for all sections and incidents that involve staff responsibility in the business. Absences, self-reporting, sick reports etc. are recorded in a separate system, from which the responsible manager is able to generate reports. The reports are regularly presented to the governance body, but also as required.

GRI-2-14 Role of the highest governance body in sustainability reporting

Sustainability reporting is another fixed item on the board meeting agenda. The board is continuously informed of findings and progress made on the work to produce the Sustainability Report. Upon completion, the board is briefed with information from the current report. Proposals for action plans are only drawn up if the reported data do not meet the objectives set for a given period or if there are obvious points that require more attention.

The board is responsible for approving any work to be performed as required by the sustainability reporting. Upon completion, highlights from the report are presented at board meetings, and every board member has access to the report both in writing and digitally.

GRI-2-15 Conflicts of interest

The board works to prevent and reduce conflicts of interest. Nevertheless, issues on the board will naturally be affected by other roles undertaken by each board member. With boards that are largely represented by shareholdings in each respective company, it is only natural that each shareholding unit and board member may have multiple perspectives in different situations. A good example of this is the way in which the board works in Polar Quality AS, our export company. With individual salmon farmers represented on the board and as customers, it is natural that the salmon farmer as customer is seeking the most advantageous prices possible. The same salmon farmers act as board members and have to ensure that the export company operates at a good profit when they enter into agreements with customers – even if the same board members make up the customer base.

With cross-ownership and board compositions in the highest governance body also representing customers and suppliers in various companies, clear guidelines are set for how information and long-term strategies are to be implemented. Shareholder representatives who are also board members have to balance two perspectives and two different roles, which requires that all parties reach an agreement on the goals for the business that coincide with the objectives of e.g. a salmon farmer who is both a customer and a shareholder in the company.

In order for the board to reach agreement and for all the parties representing ownership interests to be able to work towards common goals, open dialogue is practised with all parties, with full transparency about possible conflicts of interest. In the event of possible conflicts of interest, issues are resolved through open dialogue as and when the situation requires.

The descriptions above apply to all companies in the Salten Aqua Group, including those that are the subject of this Sustainability Report.

GRI-2-17 Collective knowledge of the highest governance body

Sustainability is not treated as a separate area by the board, but as an integral aspect of every part of the business. We set objectives and perform assessment of how we work and must work sustainably within e.g. HR, environment, quality, production, finance etc. Sustainable development as an independent topic is often part of the strategy we set at management meetings in which the board also participates. The board is included in all processes that are prepared in each company, where sustainable development is taken into account in the various areas that comprise our daily operations and our entire business. Sustainable development in all our various business areas is a recurring theme at our various meetings, including management meetings, board meetings, forums, quality meetings etc.

The descriptions above apply to all companies in the Salten Aqua Group, including those that are the subject of this Sustainability Report.

GRI-2-18 Evaluation of the performance of the highest governance body

The board's task is to monitor the management of the organisation's impact on finances, environment and people. As of 2022, we have no fixed measurement points to evaluate the board's work, and consequently no evaluations to refer to that are either independent or external. There has not previously been a need for this, as we have active board members who often hold positions in an affiliated company.

The board's ability to monitor the management of the organisation's impact on finances, environment and people is nevertheless a subject of discussion at board meetings from time to time, where the Salten Aqua Group can point to examples where we have brought in new board members to ensure a more independent perspective on the business and other organisational practices.

The descriptions above apply to all companies in the Salten Aqua Group, including those that are the subject of this Sustainability Report.

GRI-2-20 Process to determine remuneration

Board remuneration is determined by the general meetings of each company. Shareholder management is practised in most cases by the management of the various shareholders participating in the board of companies in which the shareholding or the activity is significant. Board fees are therefore kept low, but at the same time remuneration is made for the personal responsibility involved in a board position.

GRI-2-21 Annual total compensation ratio

	Chairman of the Board	Member of the Board
Gildeskål Forskningsstasjon	NOK 60,000	NOK 30,000
Wenberg Fiskeoppdrett	NOK 50,000	NOK 25,000
Edelfarm	NOK 200,000	NOK 20,000
Salten Stamfisk	NOK 30,000	NOK 20,000
Salten Smolt	NOK 15,000	NOK 15,000
Salten FOU	-	-
Salten N950	NOK 20,000	NOK 10,000
Salten Salmon	NOK 20,000	NOK 10,000
Polar Quality	NOK 40,000	NOK 20,000
Salten Aqua	NOK 75,000	NOK 20,000

GRI-2-23 Policy commitments

We have guidelines in place in each company to ensure that we as a company act in a responsible manner. Our companies have key people on the board, management or among staff in general, who have several years of experience and who have contributed to developing the work culture that we have today in the various companies.

The experience we have gathered means that we have developed measurement points in each individual company which are applied to evaluate our operations. For Polar Quality AS, our export company, this includes reporting our approaches and foreign currency hedging as well as our own risk reports that look at the entirety of all hedges, purchases, sales and inventory management and produce monthly reporting. Our fish farmers have clear goals that include salmon survival rates and evaluation of results of seabed surveys.

On the basis of long-standing experience, the salmon slaughterhouse and the fillet factory have an extra strong focus on quality work, as hygiene and quality assurance are considered highly critical success factors in running a sound business. All of our companies are subject to applicable government legislation and have undertaken to follow the requirements for permits from the Norwegian Food Safety Authority, and we regularly report to government authorities on key areas of our business. We have also chosen to obtain various certifications, which require a high level of documentation in areas such as health, environment and safety and external impact on the environment. On this basis, each company in the Salten Aqua Group works with clearly formulated guidelines for how efficient and safe production and operation must be ensured. Nevertheless, the Salten Aqua Group as a whole works in areas for which there are no written, formulated or published guidelines for the way in which we should behave externally, act as a business operator or interact with and safeguard

many of our stakeholders. In other words, we have no formal policy documents prepared for publication, but have described our internal policies, guidelines, instructions and routines in our quality system – and these are available to all employees.

We have guidelines in place that safeguard the human rights of our employees. These are implemented in each company according to applicable legislation. Our employees are protected according to national, as well as international, guidelines which are designed to protect human rights. This includes the UN's guiding principles for business and human rights, the ILO and Workers' Rights and the right to a decent working life. In 2022, we had no published guidelines, other than what we are required to publish. Our guidelines have been approved by the board. None of our documented guidelines apply to the organisation's business relationships or activities beyond core business or ordinary operations. The exception applies to our suppliers, as we have clear guidelines in place for purchasing feed which stipulate that we must use local suppliers where the local suppliers have approximately the same delivery expertise as applicable competing suppliers. All our employees operate in accordance with current legislation and rules which serve as guidelines for ordinary business conduct.

The descriptions above apply to all companies in the Salten Aqua Group, including those that are the subject of this Sustainability Report.

GRI-2-24 Embedding policy commitments

To ensure that our guidelines are complied with throughout the organisation, we perform a number of different activities for employees, managers and board members. In terms of internal activities, we require that workers make use of an internal quality management system that is designed in accordance with the framework set out in our guidelines. Externally, management, board members and key people participate in public forums and events to consolidate their knowledge and skills in various professional fields. We have also taken the initiative to establish a number of meeting places internally where employees are able to discuss our organisational practices, in addition to consolidating their knowledge of current guidelines. Management, board members and the key people who participate in these joint activities, especially internally, undertake to contribute to ensuring that the applicable organisational practices and guidelines are implemented correctly in their organisation. For us, strategy work, practice and guidelines go hand in hand. An effective strategy requires that we operate as a responsible company with solid routines, in the same way that our quality work dictates our application areas when we set out company strategy.

GRI-2-25 Processes to remediate negative impacts

The companies in the Salten Aqua Group have effective procedures in place for managing complaints and these are handled and responded to as soon as possible. Examples of complaints are e.g. emissions, noise or light pollution from our sites. Complaint handling will vary from case to case, and we prefer to prevent complaints. But there will inevitably be incidents or a general requirement for information or questions. At annual meetings with stakeholders, we also receive feedback on how we need to inform affected parties in the event of an incident. With our requirements for suppliers, we are also highlighting how complaints need to be handled outside links in the value chain that we directly control. Should serious incidents occur, these will be reported to the applicable government authorities. In 2022, no incidents resulted in fines or criminal investigation.

GRI-2-29 Approach to stakeholder engagement

Internal influences – employees, shareholders and the board/management

How do we listen?	What are they telling us?
<p>Salten Aqua is a family-run company, where shareholders sit on the board and some are also employees of the group. In addition to monthly board meetings and owner meetings, regular dialogue, both physically and digitally, is conducted between owners, the board, managers and employees. We conduct annual interviews with employees to survey job satisfaction and the working environment and have dedicated whistleblower channels for complaints and suggestions from employees.</p>	<p>Internal stakeholders are keen to ensure that we work employees' HSE as well as on well-being and engagement and that we comply fully with all laws and standards. They are concerned that we manage our own waste and minimise our impact on other wildlife. Good fish health and welfare, as well as ensuring product quality and food safety, are important. Good business ethics is also highlighted as an important area to protect.</p>

Business connections – partners, suppliers, service providers and R&D partners

How do we listen?	What are they telling us?
<p>We are keen to establish relationships based on openness and trust, but are also clear about the requirements and expectations we have of our business partners. We engage in ongoing dialogue with our partners and suppliers at both physical and digital meetings.</p>	<p>Our business partners are keen for us to reduce emissions to the fjord and coastal environment as well as manage our own waste effectively and ensure minimal impact on other wildlife. Fish health and welfare as well as product quality are important. They are particularly concerned that we set supplier requirements that are enforced, act on the basis of good business ethics and risk management and comply fully with laws and standards.</p>

Customer groups – existing customers, new customers, international customers, Norwegian customers

How do we listen?	What are they telling us?
<p>We maintain an ongoing dialogue with our customers at both physical and digital meetings. We also facilitate visits to showcase our value chain and production sites.</p>	<p>Our customers are particularly concerned about good fish health and welfare and that we ensure product quality and food safety. They are keen for us to manage our waste effectively and adhere to good business ethics. Credible and complete market information is important, where transparency is a particular priority.</p>

External influence – government authorities and administrative bodies, industry associations, advocacy groups, NGOs, research organisations, local communities, media

How do we listen?	What are they telling us?
<p>We are keen to establish relationships based on openness and trust, but are also clear about the requirements and expectations we have of our business partners. We engage in ongoing dialogue with our partners and suppliers at both physical and digital meetings.</p>	<p>Our business partners are keen for us to reduce emissions to the fjord and coastal environment as well as manage our own waste effectively and ensure minimal impact on other wildlife. Fish health and welfare as well as product quality are important. They are particularly concerned that we set supplier requirements that are enforced, act on the basis of good business ethics and risk management and comply fully with laws and standards.</p>

GRI 13

13.2 Climate adaptation and resilience

In our business, we have to manage climate risks in various areas. An expected rise in water temperature can provide better conditions for growth, while simultaneously causing uncertainty about the spread of disease. This is not something we notice directly in our current production, but we are already seeing that climate-related events may affect reliability of supply.

Through regulation of Gardsvatnet and the use of RAS technology, our smolt plant is ensured a better and more stable freshwater supply. This also reduces risk throughout the value chain.

Extreme weather events are currently prevented by the technical requirements that are set for sites and their location. As far as we are aware, we should be relatively resistant to incidents that could lead to major accidents and escapes. Climate change has both a financial aspect that potentially means enhanced growth and production while input factors and infrastructure mean greater investment costs.

GRI 201-2 Financial implications and other risks and opportunities due to climate change

In a changing climate, physical risk is one of the most important challenges for the salmon farming industry. More extreme weather can lead to greater stress on materials, installations and facilities as well as increase the risk of escape, diseases and algae blooms. Higher sea temperatures can also affect salmon growth, quality and feed availability.

The salmon farming industry therefore has to adapt to the acute and chronic effects of climate change by designing and building more robust structures and facilities, as well as monitoring and controlling the biological factors that may trigger diseases and parasites. It is also important to reduce emissions of greenhouse gases from the industry so that we contribute to limiting global warming. Technological risk: This is the risk that technological solutions used in the farming industry become outdated or ineffective due to climate change. For example, more extreme weather can damage or destroy pens, nets, sensors and other equipment. Technological risk may also be associated with the possibility of developing or adopting new technology that can reduce climate emissions or adapting to climate change.

Farmed salmon has a low climate footprint compared to red meat. This means that the fish farming industry has a competitive advantage in a market that is becoming more concerned with environmentally friendly food products. But the fish farming industry is also facing stricter climate requirements going forward. One of the biggest climate challenges for the fish farming industry is the airfreight of salmon to distant markets. Airfreight is a major source of CO₂ emissions and could become more expensive if higher CO₂ taxes are introduced.

The fish farming industry therefore has to find ways of

reducing air freight, e.g. by increasing production near its markets, or by using more environmentally friendly forms of transport such as trains or ships. Market risk: This is the risk of climate change affecting demand for salmon or competition from other operators in the marketplace. For example, changing consumer preferences, increased awareness of the climate footprint of foodstuffs, changing transport or trade conditions or an increased supply of alternatives to salmon affect the sale and price of salmon.

Great activity and innovation is taking place in salmon farming – both onshore and offshore. The salmon industry does not use much energy, but since the sites are often located far from the power grid, diesel generators are used a great deal. This can be reduced with renewable energy. Many Norwegian salmon farmers are in the process of switching to land current or hybrid solutions. This significantly reduces CO₂ emissions. We are also working on electrification/hybrid solutions for the boats.

From a global perspective, the seafood industry is seen as a winner – with great opportunities for growth in a world where the demand for protein is rising and it may become more difficult for agriculture to produce enough food. The uncertainty about access to feed is an important factor, as we have stated in the section on physical risk. The production of salmon takes place far from consumers. Transport therefore becomes a problem. Air freight significantly increases the climate footprint. Both higher CO₂ taxes on air freight and negative reactions from consumers could be a threat to this model. The key is to get consumers to accept frozen fish and freezing technologies that preserve quality.

The salmon industry is an important part of the Norwegian economy and society. It creates jobs, value and innovation along the entire coast. It produces healthy and sustainable food that is in demand all over the world. But the salmon industry also faces challenges that must be solved in a responsible way. This includes feed access, local pollution, climate footprint and transport to markets. The salmon industry works with government authorities, research communities and other actors to find effective solutions to these problems.

13.4 Natural ecosystem conversion

13.4.1 How we handle our impact on ecosystems

Production in open pens has a local impact on the ecosystem surrounding the site. This is something we see through species composition under facilities that are regularly monitored in MOM surveys. In 2022, vulnerable nature types in particular were highlighted both internally and by the government pollution control authority. Slow-growing corals will be more susceptible to impact. It is therefore important that these species are not unnecessarily affected. This will again have an impact on determining the sites that are suitable for production in the future or where work with closed/semi-closed technology should be intensified.

Raw materials for feed are sourced from many different places around the world, and suppliers commit to deforestation-free soy and certified fisheries for raw materials from the sea. This is largely based on certifications and self-declarations from suppliers.

13.7 Water and effluents

GRI 303-1 Interactions with water as a shared resource

Offshore production in the Salten Aqua Group takes place in areas set aside for aquaculture in the municipalities of Gildeskål, Bodø, Fauske and Saltdal. This is in accordance with the respective municipalities' district plans. In Skjerstad Fjord, this is based on inter-municipal coastal zone plans adopted in each municipality. Our policy is that we are keen to promote coexistence between different stakeholders in the coastal zone and encourage the municipalities to ensure this in their planning work.

GRI 303-2 Management of water discharge-related impacts, GRI 303-3 Water withdrawal, GRI 303-4 Water discharge

All the production companies in the group have emission permits that set the framework for and limits to production. The size of each individual offshore facility has been adapted to the recipient's capacity and can only be put into use after an extensive application process coordinated by Nordland County Council, where all sector authorities grant permits and stipulate any requirements according to their area of responsibility.

Wenberg, Edelfarm and GIFAS, for the food fish producers, are subject to specific discharge permits for each site with a specified maximum permitted biomass (MTB).

The Salten Smolt offshore site has a point discharge into the sea that complies with a discharge permit issued by the county governor. For the withdrawal of fresh water for production purposes, a licence has been granted by the Norwegian Water Resources and Energy Directorate (NVE) for water withdrawal from Mølnelva and regulation of Gardsvatnet. Through the development and establishment of recirculating aquaculture systems (RAS), the relative water requirement is now less compared to the previous facility with only flow-through.

The Salten N950 slaughterhouse also has its own emissions permit. In 2022 work has also been completed on the commissioning and operation of treatment plants. As of today, the facility has not been adapted to the new limit values for emissions for BAT – AEL (Best Available Technique – Associated Emission Levels), and an exemption from this requirement is currently being sought. Cleaning that meets the limit values will now increase waste quantities, CO₂ emissions and chemical use disproportionately. We are also looking at the possibility of enhanced water treatment using various techniques, increased filtration and precipitation in order to be able to make better use of the waste water.

Salten Salmon discharges waste water to Bodø Municipality's sewage plant. This is subject to a discharge permit. In 2022, production will have reached a level which, for capacity reasons, will require a new disinfection and purification system. This will be installed in 2023.

GRI 303-5 Water consumption

Water usage Salten	
Salten Smolt	Average usage: 25 m3/min
Salten N950	84,254 m3/year
Salten Salmon	73,810 m3/year

13.9 and 13.10 Food security and food safety

At slaughterhouses and in further processing, samples are taken regularly to ensure food safety. In 2022, there were no recalls of fish sold by Polar Quality.

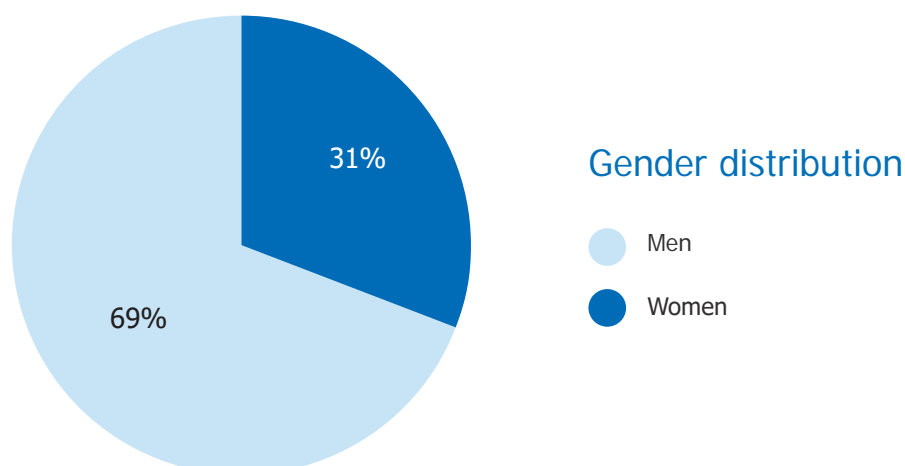
13.14 Rights of indigenous peoples

Our companies work close to nature. We naturally respect all the rights, culture and traditions of our neighbours. We are currently not aware of operations in any areas that may infringe on the rights of others.

Our companies recognise the rights of indigenous peoples in accordance with national legislation, international standards and agreements such as the UN Declaration on the Rights of Indigenous Peoples. This includes respect for land rights, the right to self-determination and the protection of cultural and spiritual heritage. Our company complies with guidelines and requirements as stipulated in our certifications. We are also regulated and approved in the form of operating permits issued by the county council. See also section on how we cooperate with local communities. We have had no recorded incidents of violations of indigenous peoples' rights, either in 2021 or in 2022.

13.15 Non-discrimination and equal opportunity

13.15.2 405-1 Diversity of governance bodies and employees



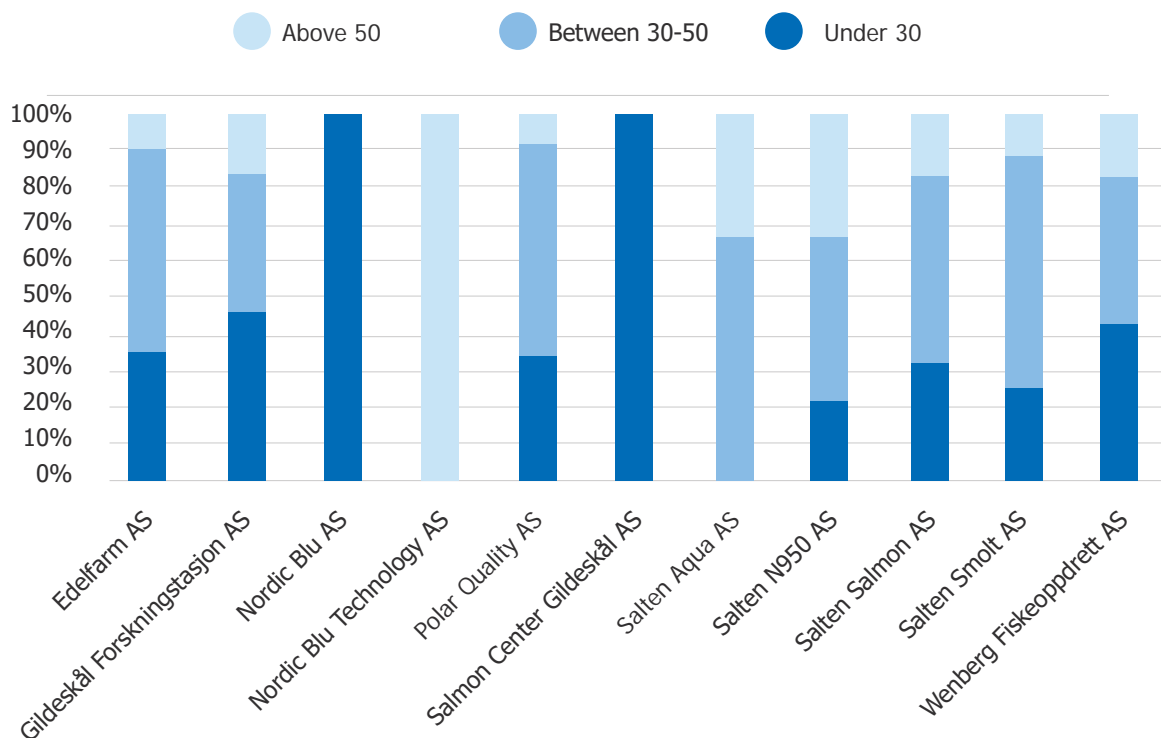
Share of employees per employee category in each of the following diversity categories:

	Female	Male	Total
Edelfarm AS	4	19	23
Gildeskål Forskningsstasjon AS	10	33	43
Nordic Blu AS		1	1
Nordic Blu Technology AS		2	2
Polar Quality AS	7	5	12
Salmon Center Gildeskål AS	2		2
Salten Aqua AS	1	5	6
Salten N950 AS	16	29	45
Salten Salmon AS	43	72	115
Salten Smolt AS	3	24	27
Wenberg Fiskeoppdrett AS	4	19	23
Total	90	209	299

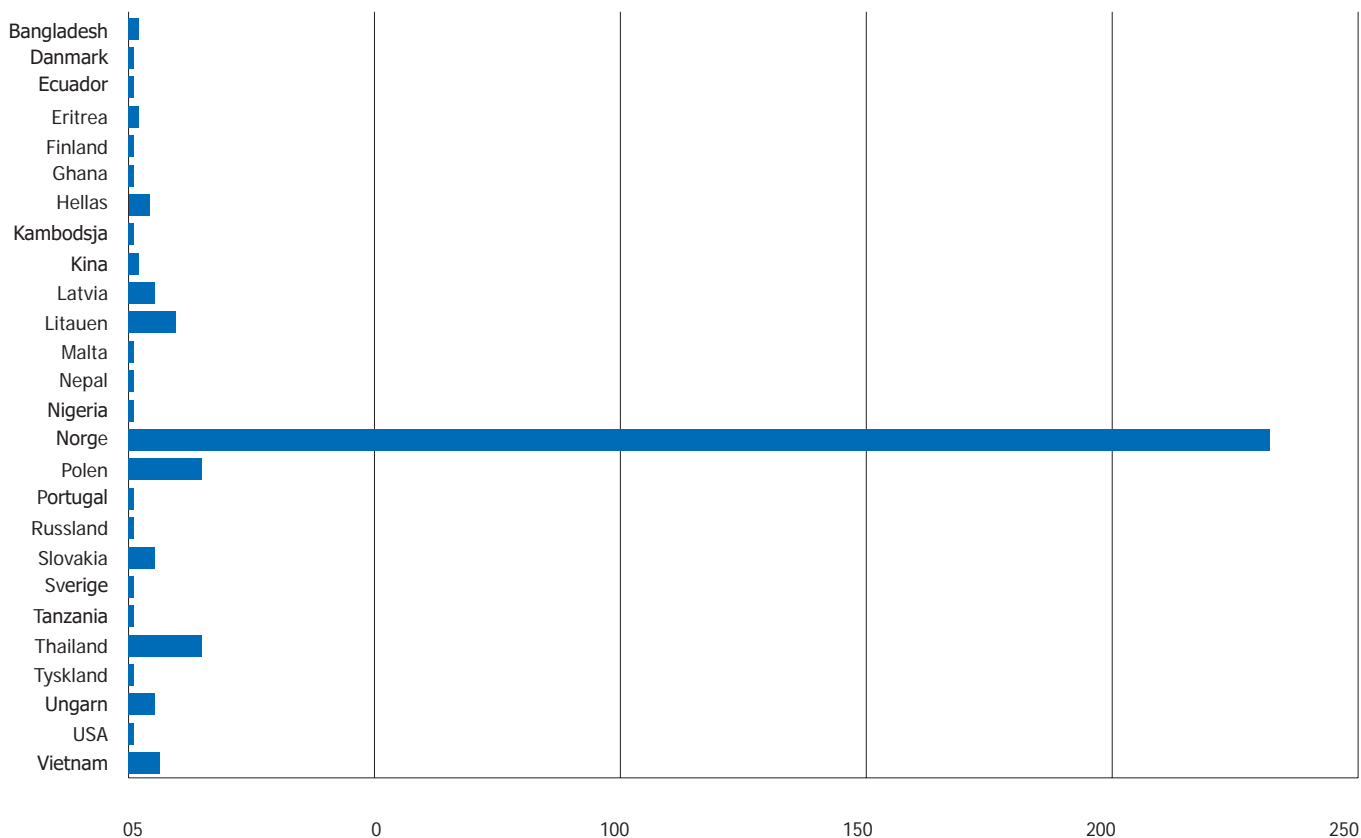
ii. Age group: under 30, 30-50, above 50

	Under 30	Between 30-50	Above 50	Total
Edelfarm AS	8	13	2	23
Gildeskål Forskningsstasjon AS	20	16	7	43
Nordic Blu AS		1		1
Nordic Blu Technology AS			2	2
Polar Quality AS	4	7	1	12
Salmon Center Gildeskål AS	2			2
Salten Aqua AS		4	2	6
Salten N950 AS	10	20	15	45
Salten Salmon AS	37	58	20	115
Salten Smolt AS	7	17	3	27
Wenberg Fiskeoppdrett AS	10	9	4	23
Total	98	145	56	299

Age composition



Employees from 26 different countries



13.15.3 - 405-2 Ratio of basic salary and remuneration of women to men

We do not differentiate between genders when setting salaries. Our companies have salary agreements in place that are based exclusively on skills and seniority.

13.15.4 - 406-1 Incidents of discrimination and corrective action taken

No alarms about discrimination have been raised by whistleblowers in previous years.

13.15.5 Any differences in employment terms and approach to compensation based on workers' nationality or migrant status.

We have employees in our companies from a total of 26 different nationalities. Our companies have salary agreements in place that are based exclusively on skills and seniority. We treat our employees equally and do not discriminate on the basis of gender or nationality.

Permanent and temporary employees are paid according to the same local wage scale agreements/tariffs.

13.16 Forced or compulsory labour

13.16.2- 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour

The subsidiaries and shareholders of Salten Aqua AS together make up the Salten Aqua Group, where the companies share the same values in terms of quality management work and production. Our risk assessments promote respect for basic human rights and decent working conditions. We offer competitive conditions in all job categories and facilitate a healthy and sustainable working life.

Our company is assessed in accordance with GLOBALG.A.P.

GLOBALG.A.P. is an internationally recognised standard for good production methods in agriculture and aquaculture. Certification means that producers comply with GLOBALG.A.P. standards. The GLOBALG.A.P. certificate gives consumers and retailers peace of mind that the food has an acceptable level of safety and quality and has been produced in a sustainable way. The health, environment and safety of workers and the environment and animals are safeguarded. Transparency and traceability are the most important conditions in GLOBALG.A.P. applications.

Our most important suppliers are monitored using a checklist (GRASP). This GRASP checklist is to be used by assessors to evaluate the implementation of the GRASP module. (GRASP is the abbreviation for GLOBALG.A.P. Risk Assessment on Social Practice).

After the assessment, this completed checklist is uploaded to the GLOBALG.A.P. database.

- This triggers the product status of 'assessed' and makes the results available to GRASP observers.
- Check our accreditation here: <https://database.globalgap.org/globalgap/search/SearchMain.faces>

Our accreditations can be found below

Global GAP no.:

Salten Smolt AS – 4052852684514

Wenberg Fiskeoppdrett AS – 4052852632935

Edelfarm AS - 4052852633222

Gildeskål Forskingsstasjon AS – 4052852687935

Salten N950 AS – 4052852633314

Salten Salmon AS – 4059883897326

Polar Quality AS – 4052852632959

Information about potential negative consequences.

- We have not uncovered any negative consequences during our audits.

Information on measures.

- We have drawn up routines for due diligence assessments to be implemented in the companies.
- We have also drawn up ethical guidelines for our suppliers and will ensure that they are accepted and complied with by the suppliers.

• If a supplier cannot document satisfactory safeguarding of basic human rights and decent working conditions, this may have consequences for the supplier relationship. In such cases, we will attempt to persuade the supplier to minimise the risk and contribute to positive development.

13.17 Child labour

Included in the assessment in 13-16. .

13.18 Freedom of association and collective bargaining

Included in the assessment in 13-16.

13.19 Occupational health and safety

13.19.1 Describe policies on maximum working hours and minimum hours of rest for workers

All our companies are covered by Norwegian legislation. We comply with the provisions contained in Chapter 10 of the Norwegian Working Environment Act and keep records of working hours for all our employees. Most of our companies are also covered by collective agreements, which regulate working and rest time.

The wage scales that are followed are those contained in the Aquaculture Agreement and the Fisheries Industry Agreement.

13.19.5 403-4 Worker participation, consultation and communication on occupational health and safety

Our employees and their participation form an important part of Salten Aqua's corporate culture. Our companies emphasise a culture of open and inclusive communication where all employees are encouraged to provide input and ideas. Employee representatives work with management to develop, implement and evaluate the health and safety management system in the workplace. Communication between employee representatives and management takes place through meetings, e-mail, intranet and other communication channels. Regular meetings are organised where employees have the opportunity to present their ideas and discuss them with colleagues and management. Employee representatives have access to all applicable information about health and safety in the workplace, including risk assessments, safety procedures and training programmes. In this way, we ensure that employees have the opportunity to influence their own working life and to contribute to the company's development and success. In order to strengthen cooperation and exchange experiences, quality managers and managers regularly organise meetings to discuss issues and share experiences. We are keen to have the best employees to produce the best fish. This means that we want to give our employees opportunities to develop in line with their ambitions. Even during the pandemic with its restrictions and limitations, this has been a focus area which we have again chosen to prioritise going forward.

13.19.7 403-6 Promotion of worker health

As responsible companies, we are keen to ensure that our employees have safe workplaces. We perform regular safety inspections to ensure that employees have good working conditions and a safe working environment. Our company is certified to GlobalG.A.P. which also sets out requirements for employee health, safety and welfare. We work closely with Occupational Health Services to ensure that we have good guidance in matters of ergonomics and take good care of our employees. All our permanent employees have treatment insurance covered by the company. This ensures that employees have access to assistance beyond the public health system.

13.19.8 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.

As part of our GlobalG.A.P. certifications, audits of suppliers are also carried out to ensure that employees at the suppliers have conditions in line with our own requirements.

13.19.9 403-8 Workers covered by an occupational health and safety management system

All our employees are covered by the company's HSE and quality system.

13.21 Living income and living wage

Salten Aqua recognises the importance of ensuring fair and competitive pay for all employees. We are keen to ensure equality, fairness, performance-based rewards and compliance with applicable laws and regulations. Our companies are covered by collective agreements that ensure equal conditions for our employees. Local wage agreements reflect equal pay for equal work. Through the collective agreements, we ensure that our employees receive a salary that is sufficient to achieve a decent standard of living. Wage scales are negotiated by the Confederation of Norwegian Enterprise (NHO) at Sjømat Norge. Local negotiations also take place at our companies. The companies do not differentiate between genders when it comes to remuneration.

13.21.2 Hiring of employees – recruitment agencies

Our Salten N950 slaughterhouse has an agreement with a publicly approved recruitment agency in place. In 2022, we had a total of 22 contract workers during the year who were recruited with the help of a temporary agency – for shorter or longer periods. The reason for the use of contract workers is vacant and unfilled positions and seasonal variation. Converted to full-time positions – the contract workers will in total have worked in excess of five full-time positions.

All contract workers are paid according to the same terms as our own permanent employees and regulated by the Norwegian Fishing Industry Agreement.

13.21.3 Proportion of contract workers with viable income

Salten N950 has 45 permanent employees. When converting the hours of contract workers to full-time positions, this amounts to 11% of the employees at the company. All our employees and contract workers have a viable income as defined by Norwegian standards.

13.22 Economic inclusion

13.22.2 201-1 Direct economic value generated and distributed

Please see the table on page 107.

13.22.3 – 203-1 Infrastructure investments and services supported

Wenberg Fiskeoppdrett invested NOK 1.7 million in improving the power supply to Skysselvika as part of the development of the Wenberg Innovation Park.

GRI-201-1 Direct economic value generated and distributed

(Figures in thousands).

Company name	Turnover	Profits for the year	Payroll costs	Dividends	Tax on ordinary profit and loss	Equity
Wenberg Fiskeoppdrett AS	266,327	44,043	22,173	30,000	11,506	272,528
Edelfarm AS	338,191	45,137	26,692	30,000	12,962	248,166
GIFAS AS	415,707	88,863	37,123	0	25,451	333,096
Salten Aqua AS	29,640	1,597	7,188	0	766	202,545
Salten Stamfisk AS	147,499	12,090	N/A	5,000	3,410	79,821
Salten FOU AS	64,421	10,515	0	0	2,966	20,404
Salten Smolt AS	74,762	-30,297	24,538	0	-8,408	209,667
Salten N950 AS	110,803	-24,060	28,098	0	-6,772	154,023
Sørarnøy Bolig AS	0	-18	0	0	-5	11,512
Salten Salmon AS	106,274	6,723	45,722	0	1,885	26,565
Polar Quality AS	2,166,077	28,543	15,569	0	8,284	74,133

13.24 Public policy

GRI-415-1 Political contributions

Public guidelines

As a company that is a pillar in our local communities as well as a major business with sites in five municipalities, we recognise that we exert an indirect, in some cases direct, influence on business policy issues and the public space. We are aware of this ourselves and have made strategic choices about how we want to influence our surroundings, limit our influence and how we communicate internally and externally.

The Salten Aqua Group offers great diversity – in terms of gender, nationalities, age, religion and political affiliation. Our region is also made up of many different residents, and we want to be a company for everyone. That is why we have chosen to support associations, sports teams, projects and other voluntary organisations that are inclusive and that reflect this diversity. But our strategy excludes projects and organisations that promote certain interests. We are politically independent and make no donations to political parties. We do not participate in religious or other political debates, other than what concerns our professional field, which is aquaculture and further processing.

The ground rent tax is an example of an area in which we have expressed an opinion on how the tax proposal might affect our business, but from a professional aquaculture, export and further processing perspective. Our shareholders have also expressed their opinions on this subject based on their role as company owners, investors and taxpayers. Nevertheless, it is important that all our employees have their own opinions and can express their views on life freely. They are free to express their opinions as long as this is within the framework of the law. We are therefore keen to ensure that this is done as a private individual and not from a position they may occupy in the Salten Aqua Group.

Salten Aqua – membership and interest organisations

According to Statistics Norway, Norway has more than 100,000 different associations and, like many other industries and sectors, the Salten Aqua companies are members of one or more membership organisations. Membership organisations are a meeting place where many actors in the same industry can meet and share professional expertise. Our industry has developed at an extremely high pace over the past 20 years, and we are dependent on participating in various different forums in order to ensure an up-to-date approach to the many different challenges we face in our operations. We are a member of the following member organisations, where our role in each individual organisation is also disclosed if we play a role beyond that of member:

Hold Norge Rent: Hold Norge Rent (HNR – Keep Norway Beautiful) is a non-profit membership organisation that works to prevent littering. The basic idea is that littering is a shared responsibility and that everyone can contribute.

Sjømat Norge: Organises a large number of events within many different themes related to local food production. When new rules are introduced or when new certification become available, Sjømat Norge contributes with meeting places to consolidate the knowledge and expertise of the member companies. In the public debate on ground rent tax, they have collected information from their members and communicated this externally to politicians, authorities and the population.

Sjømatbedriftene: Sjømatbedriftene is a national and politically independent employer and industry organisation that represents all stages of the seafood industry – from production to sales. Sjømatbedriftene sets the framework for the seafood industry, and this is achieved through trust-building liaison with government authorities.

NCE Aquaculture: Industry cluster that focuses on research and innovation in the commercial production of salmon and seafood for a global market. One of their slogans is 'cooperation on sustainable innovation in the aquaculture industry'. We

have an employee who sits on the board.

Bodøregionens Utviklingsselskap (BRUS): Bodøregionens Utviklingsselskap is a development company consisting of 46 larger companies in the Bodø Region. These are companies that take on extended social responsibility, companies that want to contribute to the

development of their own region by creating more higher paid jobs and working with the local policy-makers on this.

Fauske Næringsforum: Fauske Næringsforum works to strengthen business frameworks, interaction and visibility and is an important network for meeting other businesses. Fauske Næringsforum works to develop the Salten Region further into an exciting and dynamic place to live and work.

KIGOK: KIGOK consists of two foundations – Kunnskapscenteret i Gildeskål (Knowledge Centre in Gildeskål) and Opplæringskontoret for fiskerifag i midtre Nordland (Training Office for Fisheries in Central Nordland). Since the 1990s, KIGOK has been a resource centre for training and development work for the marine sector and local communities. We have two employees on the board.

We have provided information on the number of employees with a governing role in each organisation above, but do not keep records of employees with membership in political organisations or parties. The list above excludes organisations where our membership is not significant for our own operations or the work of the member organisation.

In addition to being active members in the organisations listed in the previous section, we have agreements with and retain membership in several organisations that have an active voice externally as well as being highly visible in the media. This includes, but is not limited to:

Bellona has received financial support from us. Kirkens Bymisjon (Church City Mission) has received food items from us. We are co-owners of Nordlandsglimt. This agreement was entered into to help Bodø/Glimt Football Club financially when the club lacked liquidity. The ownership share is 1.7%. The organisation found itself in the public spotlight in 2022 and the football club is now in an excellent financial position due to excellent sporting results. We are also a co-owner of Bodøregionens Utviklingsselskap (Bodø Region's Development Company) (BRUS). Our ownership share is 2%. We also have an employee who sits on the board. BRUS is active in the media on business policy issues.

GRI 13.26 Anti-corruption

Salten Aqua has a zero tolerance for corruption in all its forms. We are committed to conducting our business in an ethical and transparent manner and to complying with all applicable laws and regulations governing anti-corruption.

Our employees, board members and business partners must avoid any action or situation that may lead to or be perceived as corruption. This includes bribes, gifts, offers of benefits, favours or rewards that may influence or be perceived to influence a person's decision-making.

We expect our employees and business partners to report any suspected violations of our anti-corruption policy to us immediately. We will investigate all reported violations and take appropriate action to resolve any issues.

Salten Aqua will also cooperate with government authorities and regulators to fight corruption and comply with all applicable laws and regulations relating to anti-corruption. We take our commitment to fighting corruption very seriously and will continue to evaluate and improve our policies and practices in this area.

GRI-205-2 Communication and training about anti-corruption policies and procedures

All employees have access to and are under obligation to familiarise themselves with the company's staff handbook in which our policy on anti-corruption can be found.

GRI-205-3 Confirmed incidents of corruption and actions taken

No such events or matters that give rise to suspicion of such events have occurred.

Appendices

Appendix 1

Our company is assessed in accordance with GLOBALG.A.P.

The subsidiaries and shareholders of Salten Aqua AS together make up the Salten Aqua Group, where the companies share the same values in terms of quality management work and production. The companies in the Salten Aqua group together form a full-fledged value chain for the production and sale of salmon. The group handles the salmon from the time they hatch from the egg and all the way until they can be found on store shelves. The companies are located in the Salten Region, specifically in the following municipalities: Saltdal, Fauske, Bodø and Gildeskål.

Our risk assessments promote respect for basic human rights and decent working conditions. We offer competitive conditions in all job categories and facilitate a healthy and sustainable working life.

Our company is assessed in accordance with GLOBALG.A.P.

GLOBALG.A.P. is an internationally recognised standard for good production methods in agriculture and aquaculture. Certification means that producers comply with GLOBALG.A.P. standards. The GLOBALG.A.P. certificate gives consumers and retailers peace of mind that the food has an acceptable level of safety and quality and has been produced in a sustainable way. The health, environment and safety of workers and the environment and animals are safeguarded. Transparency and traceability are the most important conditions in GLOBALG.A.P. applications.

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Our accreditations can be found below:

Salten Smolt AS – 4052852684514
 Wenberg Fiskeoppdrett AS – 4052852632935
 Edelfarm AS - 4052852633222
 Gildeskål Forskingsstasjon AS – 4052852687935
 Salten N950 AS – 4052852633314
 Salten Salmon AS – 4059883897326
 Polar Quality AS – 4052852632959

Information about potential negative consequences.

- We have not uncovered any negative consequences during our audits.

Information on measures.

- We have drawn up routines for due diligence assessments to be implemented in the companies.
- We have also drawn up ethical guidelines for our suppliers and will ensure that they are accepted and complied with by the suppliers.
- If a supplier cannot document satisfactory safeguarding of basic human rights and decent working conditions, this may have consequences for the supplier relationship. In such cases, we will attempt to persuade the supplier to minimise the risk and contribute to positive development.

Please contact us on post@saltenaqua.no if you should require further information.

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13.13 Land and resource rights			
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13.13.3	Report the number, size in hectares, and location of operations where violations of land and natural resource rights (including customary, collective, and informal tenure rights) occurred and the groups of rightsholders affected.	NA	No breaches.

GRI 13: Aquaculture			
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13.14.4	<p>“Report if the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organisation’s activities, including, in each case:</p> <ul style="list-style-type: none"> – whether the process has been mutually accepted by the organisation and the affected indigenous peoples – how the organisation ensured that the constituent elements of FPIC have been implemented as part of the process – whether an agreement has been reached and, if so, whether the agreement is publicly available.” 	100	
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13.19.11	403-10 Work-related ill health	70	
13.20 Employment practices			
13.20.1	3-3 Management of material topics	Pages 71, 73 and 93	
13.21 Living income and living wage			
13.21.1	3-3 Management of material topics	105	
13.21.2	Workers who are not employees	106	
13.21.3	Percentage of employees and workers on viable income	106	

GRI 13: Aquaculture			
Number	Description	Page number	Omissions and comments
13.22 Economic inclusion			
13.22.1	3-3 Management of material topics	55 and 100-102	No data on measures taken to support financial inclusion of fish farmers and fishermen and their communities
13.22.2	Report the percentage covered by collective agreements that have terms related to wage level and frequency of wage payments. Report on both employees and non-employee workers	105	
13.22.2	201-1 Direct economic value generated and distributed	106	
13.22.3	203-1 Infrastructure investments and services supported	106	
13.22.4	203-2 Significant indirect economic impacts	107	
13.22.4	203-2 Significant indirect economic impacts	Page 109	
13.23 Supply train traceability			
13.23.1	3-3 Management of material topics	49-51	
13.23.2	"Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or a specific point of origin (e.g., farms, hatcheries, and feed mill levels)."	49-51	
13.23.3	"Report the percentage of sourced volume certified to internationally recognised standards that trace the path of products through the supply chain, by product and list these standards."	49-50	
13.23.4	"Describe improvement projects to get suppliers certified to internationally recognised standards that trace the path of products through the supply chain to ensure that all sourced volume is certified."	46-47	
13.24 Public policy			
13.24.1	3-3 Management of material topics	108	
13.24.2	415-1 Political contributions	108-109	

GRI 13: Aquaculture			
Number	Description	Page number	Omissions and comments
13.25 Anti-competitive behaviour			
13.25.1	3-3 Management of material topics		
13.25.2	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	NA	
13.26 Anti-corruption			
13.26.1	3-3 Management of material topics	109	
13.26.2	205-1 Operations assessed for risks related to corruption	109	
13.26.3	205-2 Communication and training about anti-corruption policies and procedures	109	
13.26.4	205-3 Confirmed incidents of corruption and actions taken	109	



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