



Diversity

-as a business enabler

NASF 2022

Why diversity is important

1. Taking responsibility

Basic human
rights

«the right thing
to do»

Ethical business
conduct

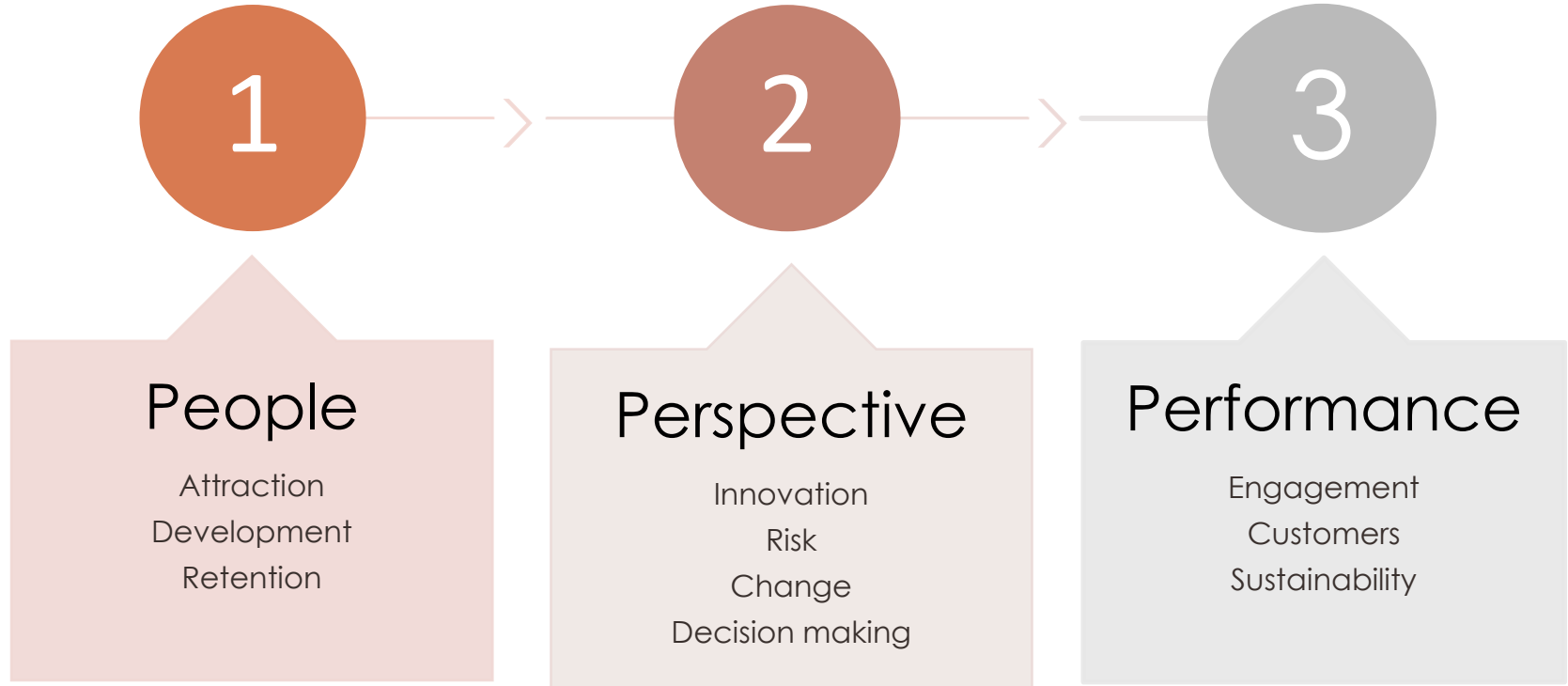
Making
commitment

Sustainability

Making
impact

Why diversity is important

2. Enabling business



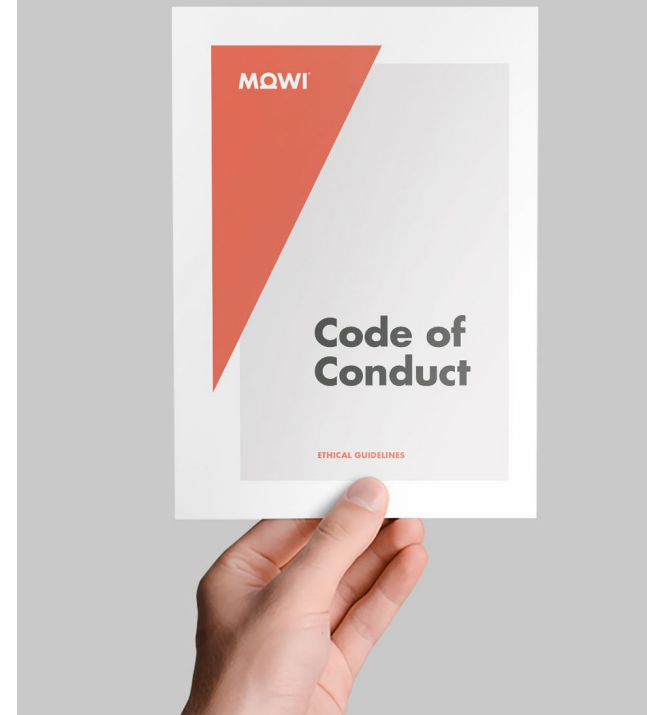
Ethical business conduct

Ethical business conduct

- Ethical business conduct is a core element in our ability to engender trust and is an integral part of the Mowi Way

Our strategy

- ✓ continue our efforts to ensure full compliance with the Code of Conduct
- ✓ maintain an open and transparent culture, emphasizing good and timely communication
- ✓ promote reporting of concerns and incidents with regard to potential compliance matters



> Mowi's Code of Conduct

[Learn more about our ethical business conduct:](#)

TARGETS

- > Full compliance with the Code of Conduct by employees and suppliers

KPIs

- > % of employees trained and tested on CoC
- > # of whistle-blower cases raised and followed-up



Diversity & Equality

Our strategy

- ✓ Focus on three areas: *Seeking diversity, Creating inclusion and Driving Accountability*
- ✓ Driving the Diversity agenda is a responsibility of management, as a part of our leadership vision, where you lead being a role-model of openness and respect
- ✓ Aim to get the basics right and create new solutions that support our diversity culture
- ✓ Track progress: the success of our strategy is measured by the biennial global employee engagement survey and by compliance reporting

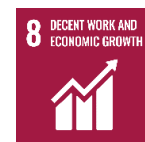


TARGETS

- 30% women in leadership roles by 2025
- 50/50 employee gender ratio by 2025
- No significant differences between genders in Global Employee Engagement Survey

KPIs

- % of women in leadership roles
- Employee gender ratio
- Employee survey results per gender

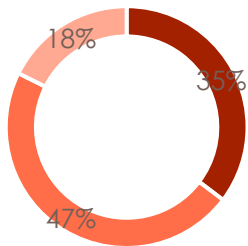


TARGETS

- > Full compliance with the Code of Conduct by employees and suppliers
- > 30% women in leadership roles by 2025
- > 50/50 employee gender ratio by 2025
- > No significant differences between genders in Global Employee Survey

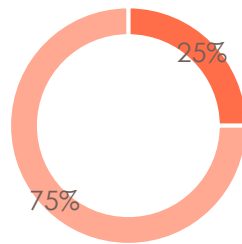
Diversity goals tracking

Whistleblowing categories



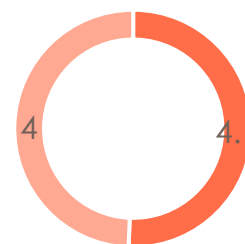
- Harrassment
- Breach of policy
- Breach of law

Leadership



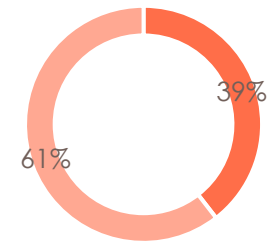
- Female
- Male

Engagement



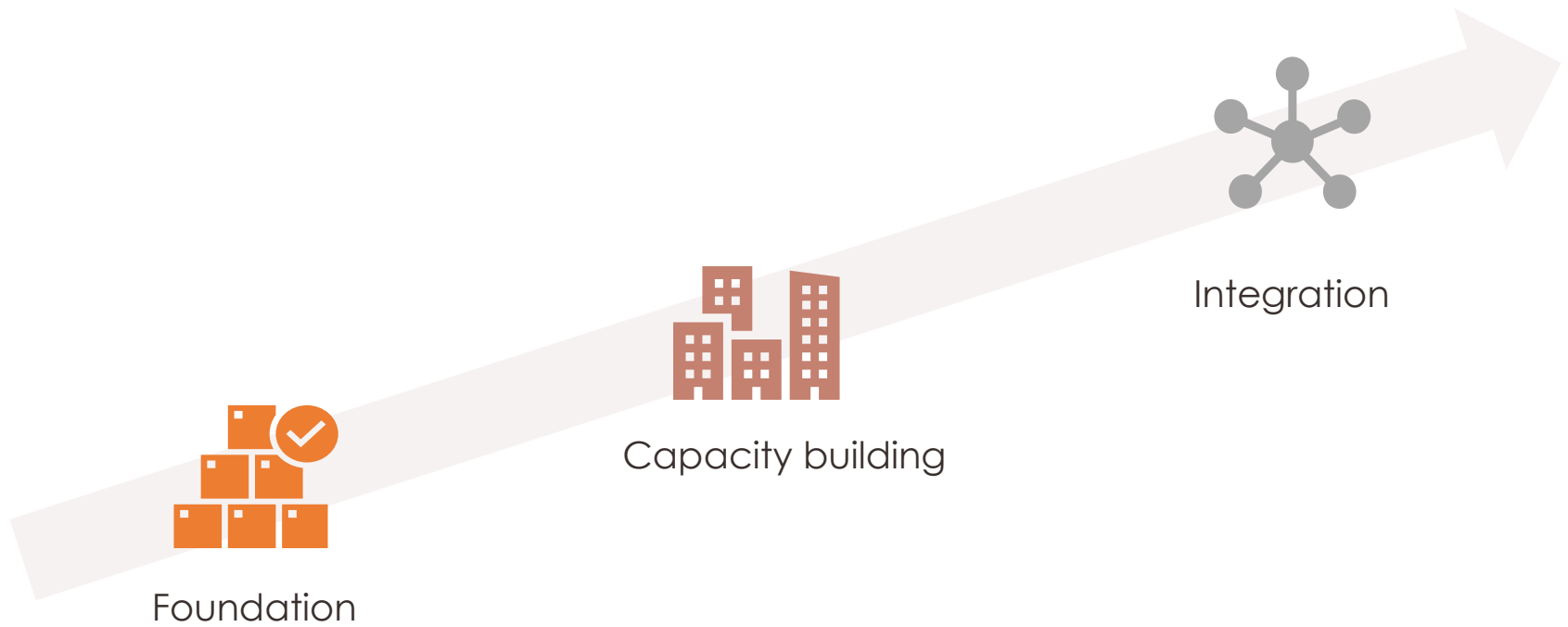
- Female
- male

Gender split



- Female
- male

Diversity approach



Diversity Program & initiatives



We Are Mowi | October Engagement Campaign

The aim of this campaign was to communicate the diversity of people and roles within Mowi and the initiatives that Mowi is actively taking to ensure that diversity stays at the top of the agenda now and in the future. We showed the fun aspects of working at Mowi with trending TikTok style dances, showing real people laughing, beautiful scenery and at work.

For the visuals, we gathered new vlog style videos of Mowi employees carrying out different aspects of their daily work routines.

WE ARE MOWI

Mowi Cares

After almost two years of global pandemic, we are eager to hear from you. You have all demonstrated an impressive solution-oriented attitude and we would like to know how you see now and how you see the future of Mowi.

We appreciate if you take the time to answer 20 questions. Your responses will be kept strictly anonymous and will be used in an aggregated way only. This will give us valuable insights to how we as a company have been affected by Covid at the workplace.

October 4th and October 25th

If you do not have a mobile email, enter the QR code and give your feedback.

MOWI Diversity Day

1 OCTOBER 2021

WE ARE ONE MOWI
Mowi's Diversity Day is a chance to talk about diversity at the workplace and how we work together and communicate as One Mowi. By raising awareness of these topics, we can ensure that Mowi is offering equal and fair opportunities for all employees.

Integrated Annual Report 2021 ESG Index **305**

ESG Index 2021

Mowi collects and reports on a large number of sustainability metrics. The table below consolidates our environmental and social data to help with further analysis.

Mowi Group	2021	2020	2019
Energy consumption			
Direct energy consumption (Scope 1)	2 006	2 212	2 119
Indirect energy consumption (Scope 2), market-based	1 476	1 519	1 379
Total energy consumption (CO ₂ e)	3 482	3 730	3 498
% renewable electricity	25%	0%	n/a
GHG emissions			
Direct energy consumption (Scope 1)	107 374	109 961	105 640
Indirect energy consumption (Scope 2), market-based	125 285	162 975	201 517
Indirect energy consumption (Scope 2), location-based	85 031	96 794	93 235
Total GHG emissions - scope 1 and 2 (Scope CO₂e, market-based scope 2)	263 660	322 836	306 762
Indirect energy consumption (Scope 2)	1 620 745	1 946 085	1 979 231
Total GHG emissions - scope 1, 2 and 3 (Scope CO₂e, market-based scope 2)	2 089 405	2 263 921	2 335 973
Sustainability certifications			
% of the harvested volume certified by a GSSI-recognized standard	98%	100%	100%
Number of ASC sites certified	103	118	99
% of total sites that are ASC-certified	50%	65%	37%
Plastic Packaging			
% reusable, recyclable or compostable	74%	n/a	n/a
% repackaging consumption	12%	n/a	n/a
% of farming plastic equipment reused or recycled	88%	85%	n/a

Thank you

