



NOVA  
S E A

Sustainability Report  
2022

Nova Sea's sustainability report is structured to be in reference to the guidelines issued by the Global Reporting Initiative (GRI 2021). Using the sector specific standard GRI 13 Agriculture Aquaculture and Fishing Sectors 2022, we have conducted a materiality analysis to determine our most significant material topics.

Our sustainability report also covers the Norwegian Transparency Act (åpenhetsloven). You will find the needed information under the following chapters: Employment practices, Non-Discrimination and Equal Opportunity and Supply Chain Traceability and Fairtrade.



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# 1 Key Facts

Sea Lice  
(average number)



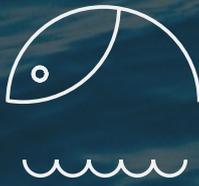
2021

**0,145**

2022

**0,143**

Fish escaped



2021

**3**

2022

**1**

Salmon harvested  
(GWE tonnes)



2021

**51 457**

2022

**48 202**

Injuries with absence  
(LTI)



2021

14

2022

17

Revenue  
(NOK)



2021

3 014 mill

2022

3 877 mill

Fish survival (%)



2021

97,26

2022

95,82

## 2 Proud Leader of a Company, Moving in the Right Direction



**Tom Eirik Aasjord**

CEO  
Nova Sea

***Out on the edge of the pen, close to the salmon, the nature, our farming employees and all our farming equipment, the importance of sustainability in our daily work, is at its most visible. I bring with me this recognition back to my office and use it as my most important guide when decisions are being made during my daily work. We use the fiords and the ocean making sustainable food for the whole world. It is of great importance for Nova Sea to diminish our footprints in all we do, leaving clean fiords and a sustainable society for the next generations to come.***

I am proud to launch our sustainability report for 2022, our 12th sustainability report in a row. Last year we once again took a significant step towards a more sustainable Nova Sea AS. I am proud of the discussions, and the willingness to put this on the agenda, both in the board of directors, in the executive management team, and all the way through our company.

Throughout the entire company our skilled employees do the everyday work to identify, prevent, mitigate, and account for how the organization addresses our impact on the environment, the people and society, and on our corporate business. Together we do anything to make sure the negative impacts, both potential and actual, is as small as possible.

In 2022, we launched our own strategy for fish health and welfare for the entire value chain run by the Nova Sea family. I think this may be the most important thing we have done, throughout all of 2022.

The superior goal for Nova Sea during the strategy period 2020-2025 is:

*"With focus on fish welfare and sustainable operations, Nova Sea shall optimally utilize its production capacity"*

Our sustainability strategy states that Nova Sea should be a guiding star, and that we should be the most climate friendly salmon farming company in Norway. With this report, I'm proud to say, we are continuing to move in the right direction.

## 3 Our Operations

### 3.1 The Nova Sea Family

Nova Sea AS is based in Lovund, an island at the edge of the Norwegian Sea. We are one of the largest producers of farmed salmon in Northern Norway, with our 33,33 production licenses. In addition, the company is part owner of four licenses. Nova Sea has 25 facilities located along the entire coast of Helgeland – surrounded by fresh, cold water and beautiful, wild nature. In other words: Nova Sea is located where the conditions are perfect for salmon farming.

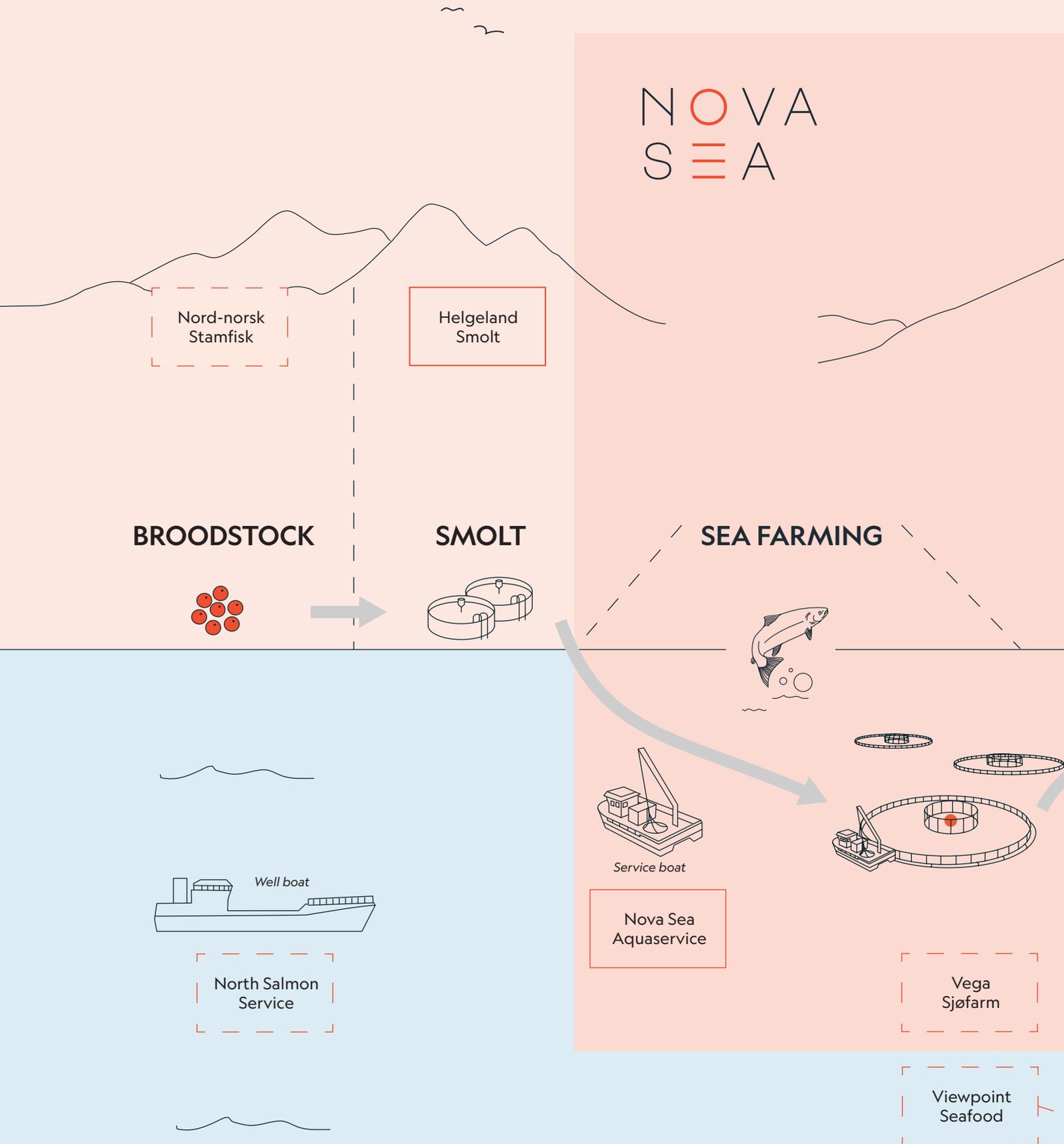
Our vision “The perfect balance” reflects everything we do at Nova Sea. This becomes very clear, while working with sustainability – everything must be in perfect balance.

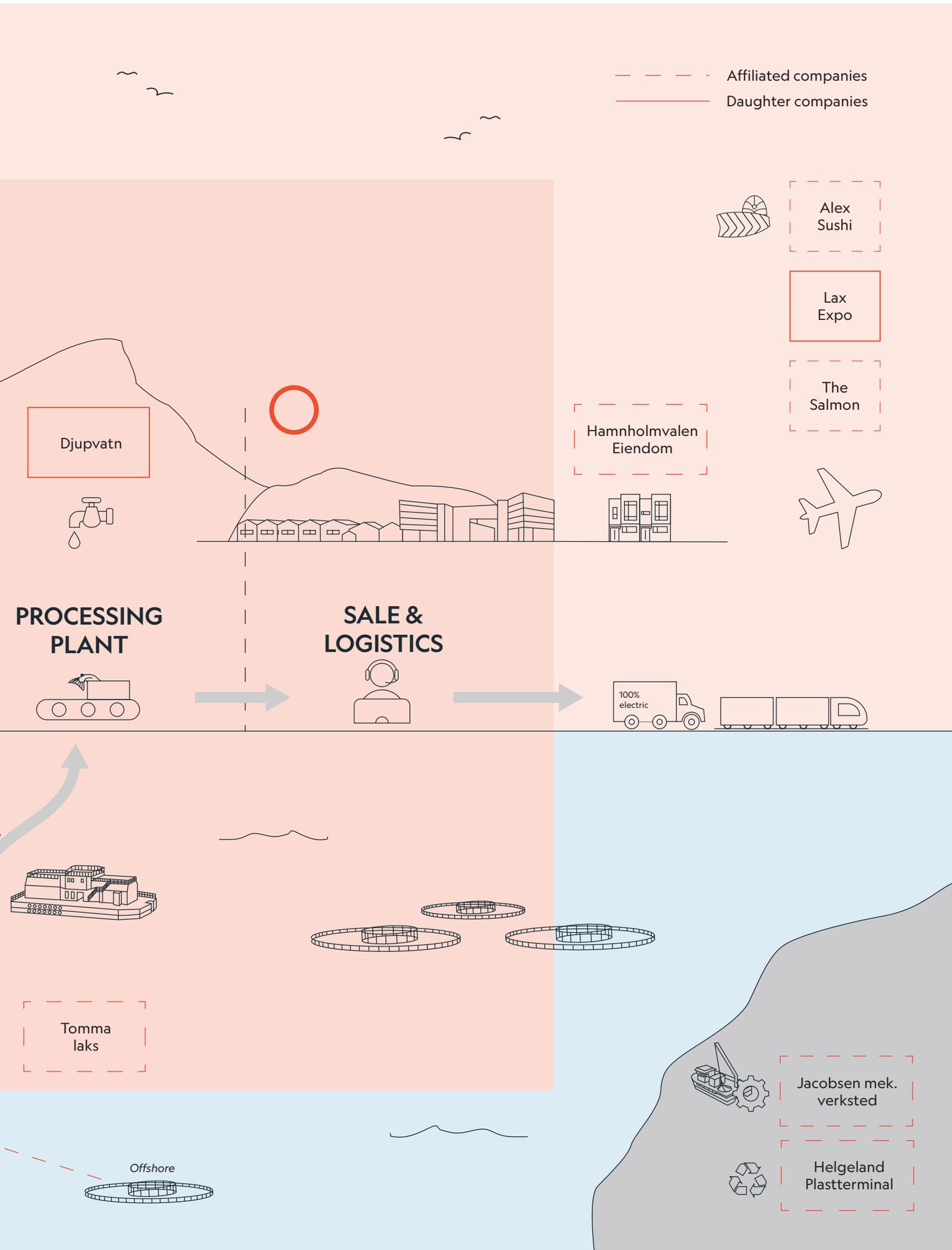
Nova Sea AS is a private entity, and the majority owners are the local Vigner Olaisen AS (51,79%). Mowi (42,67%) is the other big owner of Nova Sea. The remaining 5,54% of Nova Sea is mostly owned by local investors and employees. All of our operations are located in Helgeland, from Vega in the south to Nordarnøy in the north.

Nova Sea is an integrated company, and the majority of our value chain is within the company Nova Sea AS, our daughters, and our affiliated companies. In other words, most of our value chain is within Nova Sea AS and our “extended family”.



# Value Chain, Daughters and Affiliated Companies





Nova Sea AS consists of our sea farming departments, our processing plant, and sales and logistics.

### Daughter companies (% ownership)

#### Helgeland Smolt AS (77,6%)

Runs two smolt facilities, located in Rødøy and Gildeskål municipalities

#### Nova Sea Aquaservice AS (100%)

Owns service- and cleaning boats used on all our sea farming locations.

#### Djupvatn AS (100%)

Producer of all the fresh water used in our processing plant.

#### Lax Expo AS (100%)

Owns, among others, our salmon exhibition license, and owns 100% of "The Salmon", our salmon exhibition with a restaurant, in Oslo.

### Affiliated companies (% ownership)

#### Nord-Norsk stamfisk AS (25%)

Our broodstock company, where as good as all of our fertilized eggs are produced.

#### Tomma Laks AS (49%)

Sea farming company, owning licenses together with Nova Sea AS. Part of our sea farming division in day-to-day operations, with all operators employed in Nova Sea AS.

#### Vega Sjøfarm AS (47,71%)

Same as Tomma Laks. Included in Vega Sjøfarm is the 51% owned company Vegalaks AS.

#### North Salmon Service AS (34%)

Owner of the wellboats we use.

#### Hamnholmvalen Eiendom (51%)

Builds, maintains and rent out houses, apartments and dorms at Lovund. Nova Sea rents houses from "Hamnholmvalen Eiendom" and then rent them out to our employees.

#### Viewpoint Seafood (20%)

Developing new generations of fish pens, including offshore solutions.

#### Helgeland plastterminal AS (25%)

Newly founded company for plastic recycling.

#### Jacobsen mek. verksted AS (40%)

Maintenance of our boats.

#### Alex Sushi Holding (20%)

Owns several high-end sushi restaurants in Norway.

Our veterinary services are outsourced to HaVet AS, a local fish health service, which is our most important service business relationship. Other relevant business relationships in the service industry are our finance and banking partners, our legal advisors, and our occupational health care consultants.

The feed suppliers, suppliers of boats and equipment, and packaging suppliers are our most important business relationship upstream in the value chain. Transport suppliers and waste management companies are our most important downstream business relationships.

Tons of salmon harvested in 2022 was 48 202 GWE (gutted). This corresponds to 399 million sustainable and healthy salmon meals produced by Nova Sea. The salmon meals are sold on the international business-to-business market, mostly outside Norway. The products we sell are round fish and different types of fillets, where the latter constitutes 13,1% of our production.

## 3.2 Governance

Nova Sea is a limited liability company with an elected board of directors and an executive management team. The role of the board of directors is to guide and decide in strategic and principal matters. The executive management team's role is to suggest strategies and principal matters to the board of directors and manage the whole organization successfully according to the direction the board sets.

The board of directors represents Nova Sea AS, and they are selected by our owners, and elected by the general assembly. The board of directors consists of non-executive members. Three of the members of the board are employee representatives, selected among, and elected by, employees at Nova Sea, with a tenure of two years. All board members undergo an impartiality assessment before election.

The chair of the board is Aino Olaisen. She is one of the main owners of Nova Sea, and she doesn't hold an executive position within the company. The Olaisen family's controlling role in the company is well known, and relations inside the board of directors are well known and reflect the ownership in the company.

When reporting our material topics, we focus on the executive management team and all the dedicated employees in the Nova Sea family. We also report which strategy documents the Board of Directors have adopted.

Our executive management team consists of five members: Chief Executive Officer, Chief Financial Officer, Chief Commercial Officer, Chief Operational Officer, and Head of Communication.

Nova Sea's corporate strategy is approved by the board and every fifth year a new strategy process is executed. In our overall strategy we have defined ambitious sustainability goals, but Nova Sea also has a defined sustainability strategy, approved by the board. The board gets monthly, quarterly,

and yearly written feedbacks on the KPI's from the strategies. The board evaluates the performance through quarterly updates on the yearly action plan, which is linked to the company strategy.

Every member of the executive management team is responsible for following the action plan and the sustainability strategy within their area of responsibility. The Chief Financial Officer is responsible for overseeing and following up the overall action plans for the company. Head of feed and sustainability is appointed to oversee the sustainability strategy and the related action plan.

Nova Sea's code of conduct describes how we govern the company, what we expect from our employees and stakeholders, and what others should expect from us.

All leaders in Nova Sea are obliged to follow the Code of Conduct, the owner of the document is the CEO and questions regarding, or advice on implementing, the Code of Conduct could be addressed directly to the CEO or the person the CEO appoints.

All employees are free to register improvements or deviations in our quality management system. We also have a system for "whistleblowing" which is communicated to all employees during onboarding and in annual performance reviews. How to manage this is described in a separate procedure.

Nova Sea will provide or cooperate in the remediation of the negative impacts the organization identifies it has caused or contributed to. On our website, we address the grievance possibilities, how it works, and provide contact information. When we have our yearly community consultations and other stakeholder meetings, we also inform our stakeholders how they can use our grievance mechanism.



Executive Management Team. From the left: Jørgen Aakre - Chief Financial Officer, Bjørn Olvik - Chief Commercial Officer, Tom Eirik Aasjord - Chief Executive Officer, Trud Berg - Head of Communication, Bjørn Helge Hjartåker - Chief Operational Officer.

### 3.3 Stakeholder Engagement

Our stakeholders are identified through our day-to-day practices, and consist of all relevant NGOs, people, organizations, and businesses we are in contact with. They all give us important input, and cooperation is of big importance to Nova Sea and for the aquaculture industry. The figure below summarizes our stakeholders.



The table below indicates the purpose of our stakeholder engagement, and how we seek to ensure meaningful engagement with our stakeholders.

Stakeholders Engagement		
Stakeholder	Purpose of engagement	How to ensure meaningful engagement
Bank and finance	Financial services for green development	Two-way communication in physical meetings
Suppliers	Ensure good communication and create incentives for sustainable and ethical choices.	We do have close relationships with all our suppliers, discussing different opportunities with them. 66% of our supplies are bought locally, and these suppliers are aware of our sustainable preferences, helping us find sustainable solutions.
Trade unions, and non-profit organizations.	Know how they score our sustainable approach and listen to their input.	Meetings with two ways communications.
Local communities and societies	Inform of our operations and environmental impact. Create an arena for feedback.	Annual meetings for each sea farming department. Meetings with municipality councils.
Customers and business partners	Making sure they know our sustainable approach and code of conduct and register if they have input on how we produce our fish.	Personal engagement and good communications with both small and big customers and business partners.
Owners		Discussions in our board meetings, and between the CEO and the chairwoman on a regular basis.
Employees and future employees	Have good communication with our employees and potential employees.  The Nordic Model.	Employees have quarterly meetings through their union with leaders delegated this responsibility.  Future employees are communicated with at student fairs, amongst others.

In October 2022 the Norwegian Government surprisingly suggested resource tax on the salmon farming industry. This resulted in extensive contact with all our stakeholders, especially all local, regional, and national political parties, organizations and others occupied with national fish farming politics. We had extended contact and discussions with all our stakeholders because of the tax situation.

## 3.4 Our Memberships

In 2020 Nova Sea AS became a member of United Nations Global Compact (UNGC), showing our commitment to implementing the United Nations 10 principles regarding human rights, labor, environment and anti-corruption. We continuously work on making the principles a part of our strategy, culture and day-to-day operations, and we publish annual communication about progress on implementing the principles in the organization.

Furthermore, Nova Sea AS actively participates as a member of the Global Salmon Initiative (GSI), where our chairwoman holds the position of the chairwoman within GSI as well. GSI was launched in 2013, with the goal to drive sustainability improvements in the salmon farming industry. By being a member of this initiative, Nova Sea shows its commitment to

being at the forefront of sustainability while providing healthy and nutritious food to the world.

Another important membership to Nova Sea is The Norwegian Seafood Federation, affiliated with the Confederation of Norwegian Enterprise, the main representative body for Norwegian employers. The Norwegian Seafood Federation promote policies and legislation that benefits its members, and promote the members' interest regarding export, trade, and other international issues. As a member we get additional tools to make the best decisions regarding the development of our business and it gives the industry the opportunity to have a joint front regarding political issues affecting our productions or the possibility for development.



## 3.5 Entities Included in Our Sustainability Report

Entities included in our sustainability report are Nova Sea AS and the affiliated companies Tomma Laks and Vega Sjøfarm, including the 51% owned company Vegalaks AS. These companies have collaborative sea farming, where Nova Sea AS is responsible for the operational farming activities. Employees at Tomma Laks and Vega Sjøfarm is part of the reported employees, and our remuneration statistics.

When others in our “extended Nova Sea Family” is included in this report, we mention each company explicitly. The chapter on energy and climate impact, our GHG reporting

(greenhouse gas) follows the GHG-protocol and reports on data based on production control which uses data from a wider part of our value chain. Nova Sea’s financial report covers Nova Sea AS (sea farming, processing plant, sales, and logistics). Daughters and affiliated companies have their own financial reports. Our economic reporting in the sustainability report covers only Nova Sea AS.



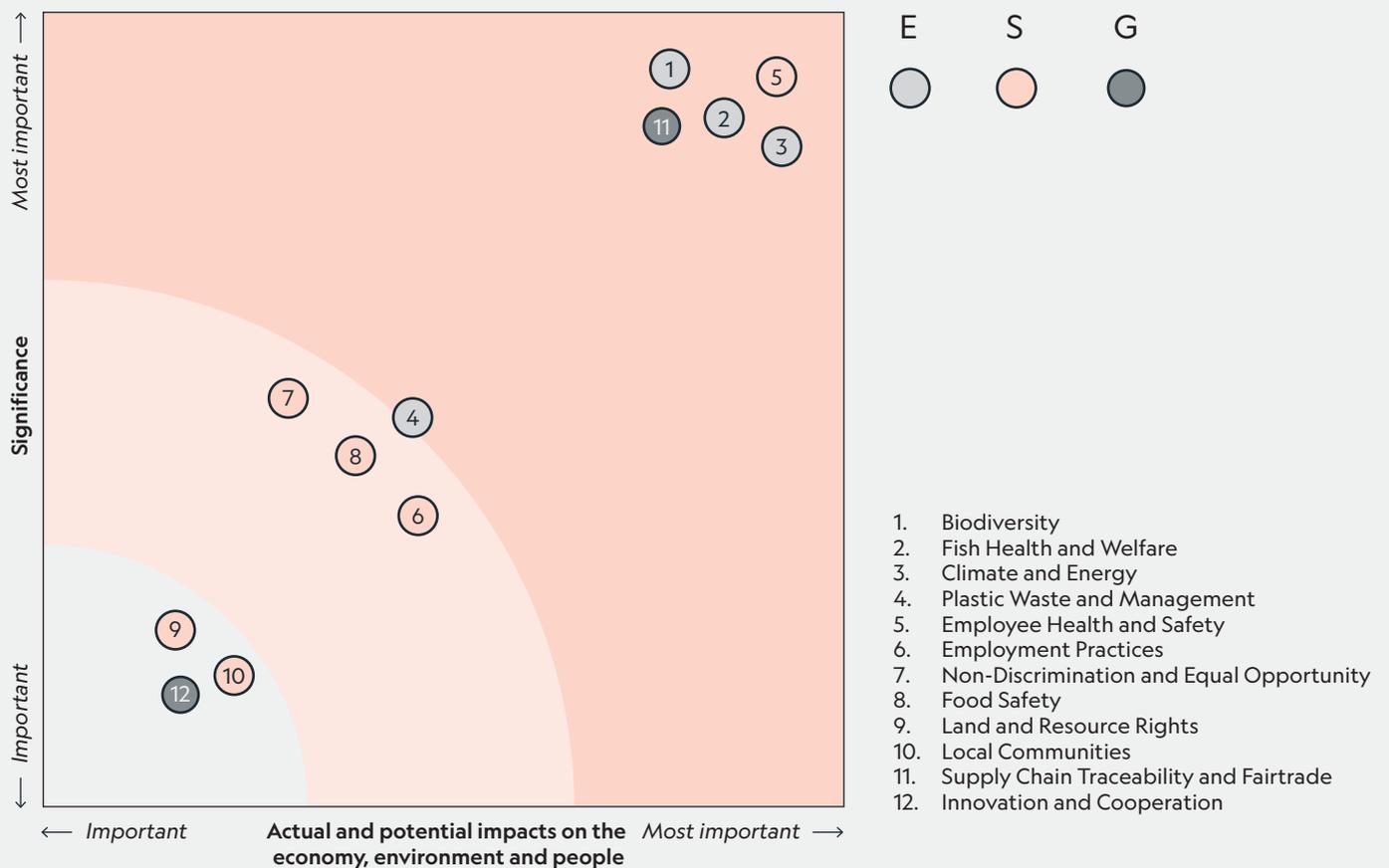
# 4 Our Most Significant Material Impacts

Our materiality assessment is conducted in reference to the GRI sector standard “GRI 13 Agriculture Aquaculture and Fishing Sectors 2022”, and we followed the recommended approach and steps from GRI 3 Material Topics 2021.

We have identified our actual and potential impacts on the economy, environment and people through consultations and discussions with our internal and external stakeholders and

decided which material impacts are most significant. You can read more about our process for assessing and determining on our material topics in the appendix.

The selected material topics are sorted by the ESG themes; Environmental topics, Social topics and the Governance topics. Some of the topics cover more than one of GRI 13’s disclosures, this is described in the appendix.



The table below gives an expanded description of each significant topic, and their grade of importance.

	Material topics	Level of importance	Explanation of the topic
E	Biodiversity	● ● ●	Biodiversity is about the impact our operations have on the species and ecosystems in which we operate.
	Fish Health and Welfare	● ● ●	The health and welfare of the fish is about the physical and mental state of the fish in relation to the conditions in which they live and die.
	Climate and Energy	● ● ●	We contribute to climate change through the greenhouse gas emissions we have as a result of production, choice of energy sources and consumption, and the value chain. At the same time, we will be affected by the climate change that is coming.
	Plastic Waste and Management	● ● ○	We generate waste and plastics through our operations, and we have the opportunity to contribute to a positive change by managing, limiting and reducing the amount generated.
S	Employee Health and Safety	● ● ●	Employee health and safety is about ensuring that we have healthy and safe working conditions. This involves preventing physical and mental injuries to employees and promoting employee health.
	Employment Practices	● ● ○	Employment practices refer to our approach to job creation, terms of employment and working conditions for our workers.
	Non-Discrimination and Equal Opportunity	● ● ○	We impact our employees' opportunities and development through practices and policies on non-discrimination, inclusion and equality in the workplace.
	Food Safety	● ● ○	Food safety is about our handling of food and feed products in a way that prevents food infection and foodborne illness. This theme addresses our efforts to prevent food contamination and ensure food safety.
	Land and Resource Rights	● ○ ○	Land and resource rights are about the rights of local communities and the use of local land and resources. This theme also includes our impact on indigenous peoples' land and cultural rights.
	Local Communities	● ○ ○	The local community consists of people who live or work in areas that are affected or that may be affected by our activities. We are expected to have a commitment to understanding the local communities and how they may be affected by our activities.
G	Supply Chain Traceability and Fairtrade	● ● ●	Traceability is about the traceability of our products. This includes our ability to track the source, origin or production conditions of raw materials and end products included in our production.
	Innovation and Cooperation	● ○ ○	Innovation and Cooperation is about our ability to collaborate to leverage the opportunities innovation and technology provide to develop business and operations in a more sustainable and innovative direction to ensure robust operations and growth.



## 5 Environmental Topics

*We need to take better care of our environment. This includes both the nature on land and at sea, and how to reduce our effect on the climate. Food production is one of the major contributors to global greenhouse gas emissions. Even though salmon production is considered one of the most sustainable sources to animal protein, Nova Sea is part of an important value chain, and this presupposes responsible and sustainable use of our common nature resources.*



# 5.1 Biodiversity

	Material topics	Level of importance	Explanation of the topic
E	Biodiversity	● ● ●	Biodiversity is about the impact our operations have on the species and ecosystems in which we operate.

Through all our production and operations we are dependent on the ocean and fiords surrounding us. Preserving the natural ecosystems that provides the basis for our production, is an essential key for us to stay sustainable for years to come.

Our main goal in our sustainability strategy is to «lead the way in sustainable resource use and be among the country's most climate-friendly fish farming companies», and we dedicate significant resources to minimize our impact on surrounding ecosystems.

Our goal is always to have zero escapees, but unfortunately, we experienced one incident in 2022 resulting in one single escaped salmon. Escapees are highly undesirable due to many reasons, one of them being the potential for genetic mixing between farmed and wild salmon in Norwegian rivers.

Following the unfortunate escape incident, we have implemented several mitigating measures to prevent future incidents: We reinforced the importance of using safety nets during all high-risk operations. We provide an escape-prevention training course for all employees, and external workers assisting in high-risk operations, who do not have their vocational certificate in aquaculture. Additionally, we conducted emergency preparedness exercises for recapturing escaped salmon, both at the organizational level and within local sea farming departments.

Nova Sea Production				
Scientific name	Volume in metric tons LWE	Volume at sea EOY	Farming method	Production site
Salmo Salar	57 549	30 397	Traditional salmon farming in open cages	All sites listed on our website



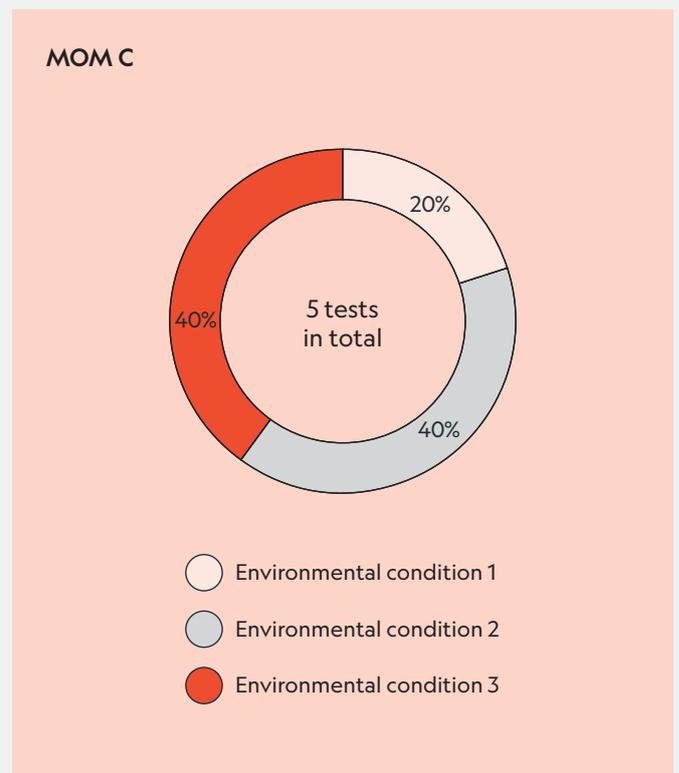
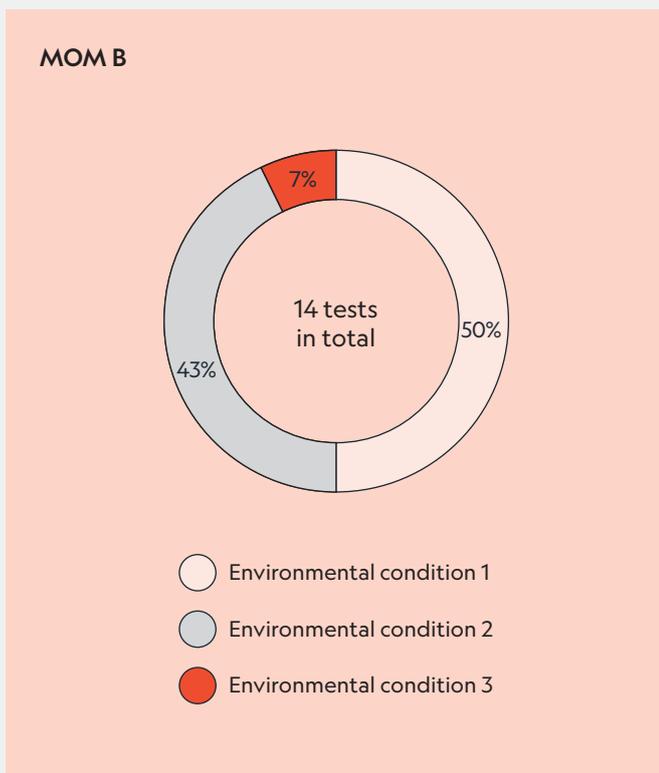
### 5.1.1 Impacts on biodiversity

We are aware that our operations will impact the biodiversity surrounding our sites in some capacity, and the local benthic organisms beneath our farms are running the highest risk of direct impact. To ensure effective monitoring and mitigation of our impact, we conduct frequent recipient testing across all our sites. This gives us valuable data on our environmental performance. These tests are designed to evaluate the ocean floors capability to handle, or measure the effects already imposed, by testing the sediment directly beneath and in the area surrounding our farms. The evaluation is conducted through measuring chemical gases, the sediments composition and the occurrence of benthic organisms habituating there. The results of these tests are used to calculate how long the organism directly beneath, and in the surrounding area, needs to rebuild itself to its natural condition. Using the results of these tests to determine the following period ensures that when the next production cycle starts, the ocean floor is at its most capable of handling impact from our sites. These tests are executed by an impartial and certified third-party.

It is our responsibility to ensure our consumers that our salmon are produced in a way that minimizes or eliminates the social and environmental impact of aquaculture farming. To demonstrate this, we are certified in accordance with the Aquaculture Stewardship Council (ASC) standards for responsible seafood farming.

Out of our 25 sites, 21 are ASC-certified, adhering to the strictest standard for aquaculture operations, these sites undergo additional ASC environment tests.

If we receive a less than desirable score on the forementioned sediment tests, we will take measures to decrease impact. Mitigating measures include changing production plans, extending the following period longer than the minimum of two months, or lowering production volume at certain sites. It is essential for us that we haven't made irreversible changes to the oceans we produce our fish in. Being able to stop production and making sure the biodiversity and ecosystems return to their zero-impact state is one of the main factors in staying sustainable.

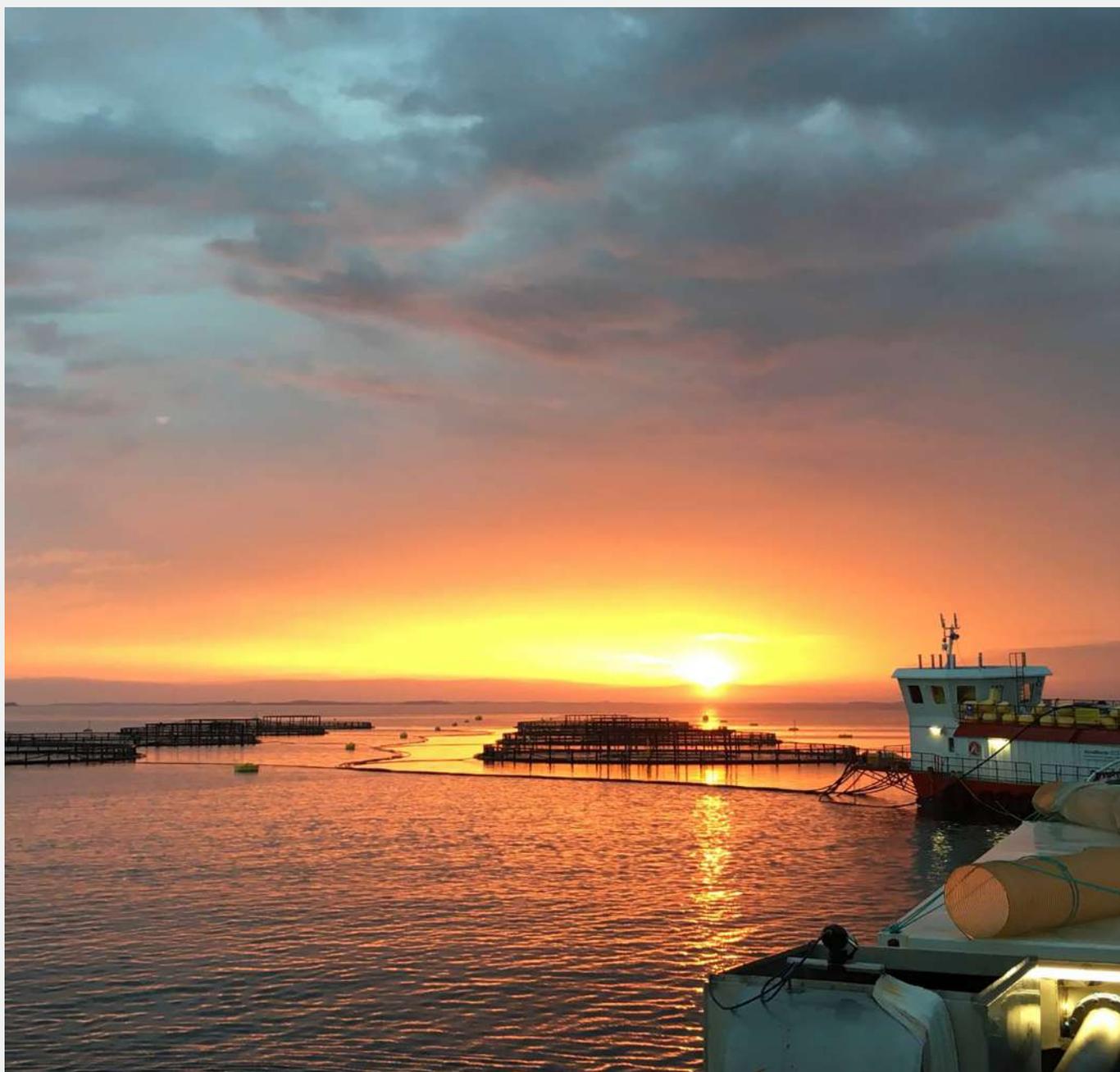


We take medicine usage very seriously and always strive to avoid using it. The use of medicine is when no other options are available, while still following the Norwegian laws regarding acceptable sea lice levels and the fish welfare at the site. We always do additional sediment tests if medicine is considered at our farms. These tests measure the medicine residue in the sediment beneath our farm and estimates how long the medicine residue is left in the ecosystem. The results from these tests are heavily used in determining whether we should use medicinal treatment or not.

### 5.1.2 The Vega Archipelago

One of our ASC-certified sites, co-operated with “Vega Sjøfarm”, is located in a UNESCO world heritage site in Vega municipality. It is of outmost importance to Nova Sea to keep the impact from our operations as low as possible to maintain and sustain the biodiversity in this area. Our site is 0,0588 square kilometers and the total world heritage area is 164,8 square kilometers. As mentioned above, sediment testing is an important evaluation measure taken on all our sites, including the site in the world heritage area. The results from the sediment testing, as well as reports on sea lice counts and interactions with wildlife and predators are published on our website. The publishing of information is governed and revised in accordance with the ASC-standard.

To gather additional information on our possible impact, we mapped our operations’ impact on bird life in the area. The mapping and the following report were conducted by an impartial and certified third party, without our involvement in either the method used, or the results reported. Our operations impact was estimated by counting birds and determining their species at times of high and low activity at our site. The findings were compared to two reference areas with an ecosystem similar to the one at our site. The mapping showed that there were more birds present at our site during work hours. Furthermore, there were more individuals and nesting pairs at the site than at the reference area. The report is available on our website.



### 5.1.3 Sea Lice Prevention

Sea lice is the aquaculture industry's most important fish health challenge, and at Nova Sea we strive to be at the forefront of necessary changes in traditional salmon farming to reduce sea lice development and its spread to wild salmon, while simultaneously improving welfare for our farmed salmon. To prevent and reduce the amount of sea lice we seek to find effective prevention methods, and in case of necessary methods for fish treatments we prefer non-medical methods.

During Q3 of 2022, Nova Sea AS decided, due to fish welfare reasons, to discontinue the use of cleaner fish in our production. Consequently, we have switched our focus to different methods for sea lice mitigation.

In 2022 we installed snorkeling pens at one of our sites. The pens keep the salmon, mostly below 15m in depth, with occasional rises for air. Feeding is lowered to 16 meters,

providing optimal habitation deeper than traditional farming methods. Sea lice are primarily found in the first meters of the water column and the goal of keeping the salmon deeper is to prevent sea lice attachment. In addition, we used sea lice skirts on one of our sites. The skirts, finely masked and covering the top six meters of the cage, aim to prevent lice from entering the cage and reaching the salmon. Another preventive method we tested is the harbor fence, an electric fence outside the traditional net, that deactivates the sea lice before it reaches the salmon.

In all our investments and technology development, we prioritize fish welfare, economic sustainability and reduced environmental impact. We at Nova Sea know that having healthy fish and a thriving ecosystem surrounding our farms is key to achieving the best quality for our customers.



*“We at Nova Sea know that having healthy fish and a thriving ecosystem surrounding our farms is key to achieving the best quality for our customers.”*

### 5.1.4 Deforestation-free production

At Nova Sea, our commitment to ensure deforestation-free production across the entire value chain is absolutely essential. We take the ethical and environmental factors associated with our suppliers' raw material sourcing very seriously. It is important that all our suppliers uphold stringent standards, ensuring that their practices align with ethical and sustainable principles.

One area that presents a high risk of deforestation in our production, is the sourcing of soy, which is used by our feed suppliers. To address this concern, we have implemented the requirement of 100% deforestation-free soy, with a cut-off date in August of 2020. This means that all soy utilized in our feed in 2022 was sourced from certified suppliers adhering to the ProTerra standard, guaranteeing deforestation-free practices. The sourcing of marine ingredients for our feed is detailed in a separate table in our appendix, outlining the certifications employed by our suppliers.

### 5.1.5 Natural Eco System Conversion

In 2022 Nova Sea AS built a new land area of 40 hectares for a new processing plant at Lovund. The land area was built by filling the sea with land masses sourced locally. Recognizing the potential negative impact our construction activity could have on the surrounding ecosystem, particularly during the cod spawning period, we followed the advice of national authorities regarding concerns about silt levels. Silt can affect fishes' respiratory tract and to reduce the risk of this negative impact to occur, we installed silt curtains. The curtains act as barriers that protect the surrounding ecosystem from high levels of silt. We tried to ensure that no adverse effects were imposed on the local fish populations by installing and maintaining these curtains during the entire construction process.

In 2022, Helgeland Smolt, our supplier of smolt and part of the Nova Sea family, initiated the groundwork for a prospective smolt facility. The land area development received approval and oversight from the municipality, national authorities, and local stakeholders. Spanning an area of 28 hectares, the site required approximately 20.000 m<sup>3</sup> of locally sourced land mass to fill up sea areas as preparation. Prior to commencing construction, the sediment underwent thorough testing to uncover the resilience of the recipient. The sediment testing yielded positive results, indicating a robust environment for the proposed project. The county Governor acknowledged that the construction would lead to the loss of some natural ecosystems. However, it was concluded that the negative impact would be mitigated due to the relatively low presence of naturally occurring species in the designated area, and the availability of abundant habitats in the immediate area to compensate for the loss. Additionally, a crucial factor in approving the application was the socioeconomic aspect. The establishment of a new smolt facility would generate numerous job opportunities and contribute to the growth of an already thriving industrial municipality.



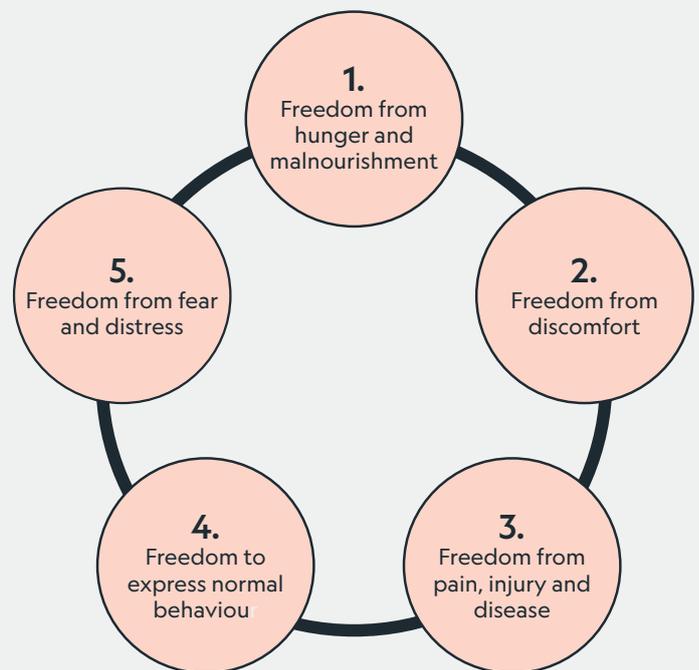
## 5.2 Animal Health and Welfare

	Material topics	Level of importance	Explanation of the topic
E	Fish Health and Welfare	● ● ●	The health and welfare of the fish is about the physical and mental state of the fish in relation to the conditions in which they live and die.

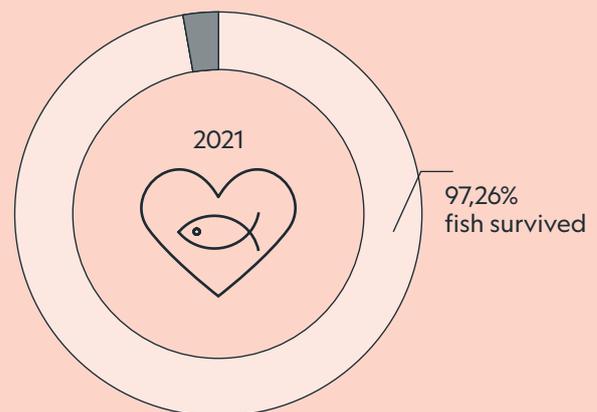
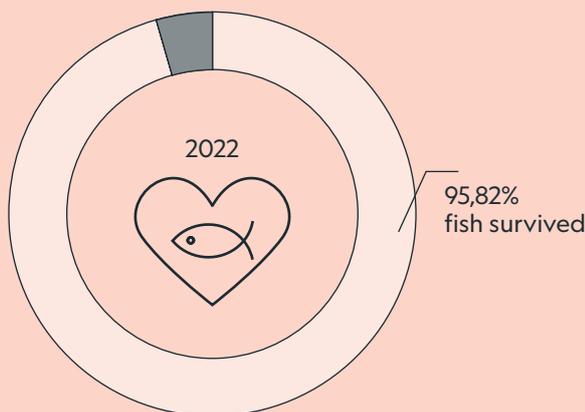
All our business depends on healthy salmon and good welfare for our fish.

Nova Sea has ambitious and long-term goals for fish health and welfare, through our entire value chain, from broodstock to processing plant. These goals are reflected in Nova Sea’s main strategy. We aim to have the healthiest fish with the highest survival rates at sea. In 2022 we launched a separate fish health strategy, in addition to the yearly Veterinarian Health plan we have had for years. Our fish health strategy is also a cooperative plan – where we focus on fish health across the value chain, from broodstock, smolt and sea farming, to the processing plant. This approach gives us the opportunity to improve fish welfare before issues arise.

The strategy builds on the five freedoms of animal welfare, which are freedom from hunger and malnutrition, freedom from discomfort, freedom from pain, injury and disease, freedom to express normal behavior and freedom from fear and distress.



### Survival percentage of our salmon



Monitoring fish health and welfare is a day-to-day operation, and the result is an important part of Nova Sea KPI's. Our competent employees monitor our fish every day throughout the year, both at the borders of the pen, and through video surveillance at our feeding centers. Our fish health responsible is a veterinarian, and she and her colleagues from HaVet AS work close to all our operations. Even though the fish health responsible is not an employee in Nova Sea, she is part of the management team of the sea farming department - and thereby works very close to, and has the ability to impact, our operations. In accordance with Norwegian law and ASC-standard, the veterinarians check the health of our fish at a minimum of every month.

In 2022 there was discovered infectious salmon anemia (ISA) at one of our locations. ISA is a severe and infectious disease harming salmonids and which is subject to the professional preparedness plan for control of outbreaks of ISA issued by the Norwegian Food Safety Authority's. The disease is completely harmless to people.

From our smolt facilities to our fish pens we transport our fish with wellboats, and after about 1,5 years of farming, they are transported with wellboats to our processing plant. All harvesting methods meets the requirements issued in the Aquatic Animal Health Code.

A healthy and robust smolt is the most important foundation for a healthy fish with high survival at sea. The most common reasons for fish mortality, all through the value chain is smolt mortality, mortality because of fish handling and wounds.

Anesthetics are routinely used during salmon lice counting, where 20 fish from each cage are anesthetized each week to count the salmon lice. Anesthetics are used in a few other cases, for example in delousing operations but only on small quantities of fish or individual fish. In some really rare cases, we use sedation. We do not use antibiotics in Nova Sea.

93,3% of our production volume is certified by ASC. This standard has its name from The Aquaculture Stewardship Council, which set strict requirements for responsible and sustainable production of Salmon.

100% of our production volume is certified by Global G.A.P, an international standard focusing on fish health and welfare, food safety, sustainability, as well as employee health and welfare.



## 5.3 Climate and Energy

	Material topics	Level of importance	Explanation of the topic
E	Climate and Energy	● ● ●	We contribute to climate change through the greenhouse gas emissions we have as a result of production, choice of energy sources and consumption, and the value chain. At the same time, we will be affected by the climate change that is coming.

The connection between human activity and our impact on climate change is well known, and the description of the severity of our impacts is well described in IPCC (Intergovernmental Panel on Climate Change) latest synthesis report.

Climate gas emissions knows no national borders, and it's widely accepted that climate change will affect the poorest regions of the world the most and affect basic human rights negatively, e.g. access to clean water, sufficient safe and nutritious food and proper shelter. Our business, with all its activities, contributes to climate gas emissions and we have a share of the responsibility to act on the changes our planet is experiencing. Therefore, Nova Sea wants to be a leader within emission reductions in the aquaculture sector.

In 2022, Nova Sea committed to climate goals through the Science Based Targets Initiative. Our climate goals include a 46 % reduction in Scope 1 and 2 emissions by 2030, as well as measuring and reducing Scope 3 emissions. Additionally, we aim for a 90 % reduction in emissions across Scope 1, 2, and 3 by 2050. These goals are based on 2019 as a base year. This qualifies us to claim that our objectives align with the 1.5

degree Celsius target by 2030 and Net-Zero by 2050. These goals are among the most ambitious climate targets in the salmon industry, aligning with our main strategy.

One of the most important stakeholders in emission reduction in aquaculture production is Scope 3 emissions from feed. Due to their significant contribution to our overall emissions, we hold our feed suppliers to strict standards. This includes requesting reports on CO<sub>2</sub> equivalents associated with raw material sourcing, as well as CO<sub>2</sub> equivalents released per kilogram feed produced. This has resulted in substantial reductions in emissions from feed from 2021 to 2022. In addition, implementing these requirements gave us valuable insight into tracking and monitoring our progress in reducing emissions from feed suppliers. We remain committed to transparency, continuous improvement, and reducing the environmental impact of our operations for the upcoming years.

Energy intensity ratio GJ/ton LWE					
	2022	2021	2019	Change (%) 2021 to 2022	Change (%) from base year
Energy intensity ratio within the organization	4,21	4,00	3,74	5%	13%
Energy intensity ratio outside the organization	0,58	0,28	0,36	110%	62%
Energy intensity ratio within and outside the organization	4,79	4,28	4,10	12%	17%

Energy consumption by type of activity and source (GJ)						
Energy consumption (GJ)		2022	2021	2019	Change (%) 2021 to 2022	Change (%) from base year
<b>ENERGY CONSUMPTION WITHIN THE ORGANIZATION</b>		250 313	267 173	248 793	-6 %	1 %
<b>Non-renewable</b>		131 276	146 318	204 378	-10 %	-36 %
Smolt	Diesel	840	2 447	1 399	-66 %	-40 %
	Electricity	-	-	60 491		-100 %
Sea production	Gas oil	30 246	30 282	34 653	0 %	-13 %
	Electricity	-	-	14 934		-100 %
Service	Gas oil	18 387	20 040	18 020	-8 %	2 %
Wellboat	Gas oil	81 103	92 387	71 328	-12 %	14 %
Processing plant	Diesel	29	25	139	14 %	-79 %
	Propane (LPG)	671	1 136	3 415	-41 %	-80 %
<b>Renewable</b>		119 036	120 855	44 414	-2 %	168 %
Smolt	Electricity	77 916	80 775	19 088	-4 %	308 %
Sea production	Electricity	15 640	13 940	1 477	12 %	959 %
Processing plant	Electricity	24 857	25 407	23 668	-2 %	5 %
	Steam	623	733	181	-15 %	243 %
<b>ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION</b>		34 341	18 361	23 799	87 %	44 %
<b>Non-renewable</b>		34 341	18 361	23 799	87 %	44 %
Wellboat	Gas oil	9 306	4 959	18 528	88 %	-50 %
External service	Gas oil	25 035	13 402	5 271	87 %	375 %
<b>Total energy consumption (GJ)</b>		<b>284 654</b>	<b>285 534</b>	<b>272 591</b>	<b>0 %</b>	<b>4 %</b>

Scopes 1, 2 and 3 GHG emissions							
Tons of CO <sub>2</sub> e		2022	2021	2019	Change (%) 2021 to 2022	Change (%) from base year	Target 2030
	Diesel	64	182	106	-65 %	-39 %	
	Gas oil	3 323	3 406	3 841	-2 %	-13 %	
Scope 1 (Direct emissions)		3 387	3 588	3 947	-6 %	-14 %	-46 %
Scope 2 - Location based		162	210	11 943	-23 %	-99 %	
Scope 2 - Market based		197	199	22	-1 %	800 %	
Scope 2 - Location and market based		359	410	11 965	-12 %	-97 %	-46 %
Scope 3		191 074	244 412	246 658	-22 %	-23 %	
<b>Total tons of CO<sub>2</sub>e (Scope 1, 2 and 3)</b>		<b>195 179</b>	<b>248 820</b>	<b>274 535</b>	<b>-22 %</b>	<b>-29 %</b>	

GHG emissions intensity					
Kg of CO <sub>2</sub> e per kg produced (LWE)	2022	2021	2019	Change (%) 2021 to 2022	Change (%) from base year
Smolt	1,02	0,96	2,66	7 %	-62 %
Sea production	0,04	0,04	0,07	3 %	-36 %
Feed	2,55	3,04	3,28	-16 %	-22 %
Wellboat	0,12	0,11	0,10	4 %	13 %
Service	0,02	0,02	0,02	3 %	15 %
External service	0,03	0,02	0,01	110 %	435 %
Processing plant	0,16	0,16	0,19	-4 %	-19 %
Transport to customer	0,52	0,52	0,46	1 %	14 %
<b>Total kg of CO<sub>2</sub>e per kg produced (LWE)</b>	<b>3,25</b>	<b>3,72</b>	<b>3,94</b>	<b>-13 %</b>	<b>-18 %</b>

### 5.3.1 Economic consequences

The ability to comment on the economic consequences of climate change is limited due to uncertainties surrounding the likelihood of various scenarios and the unpredictable nature of its outcome. We have nevertheless tried to classify the economic impact, graded from low to high. Climate change is a gradient rather than a binary phenomenon, making it challenging to determine the magnitude and likelihood of impacts. Consequently, accurately assessing the economic impacts on different sectors and regions is for the time being,

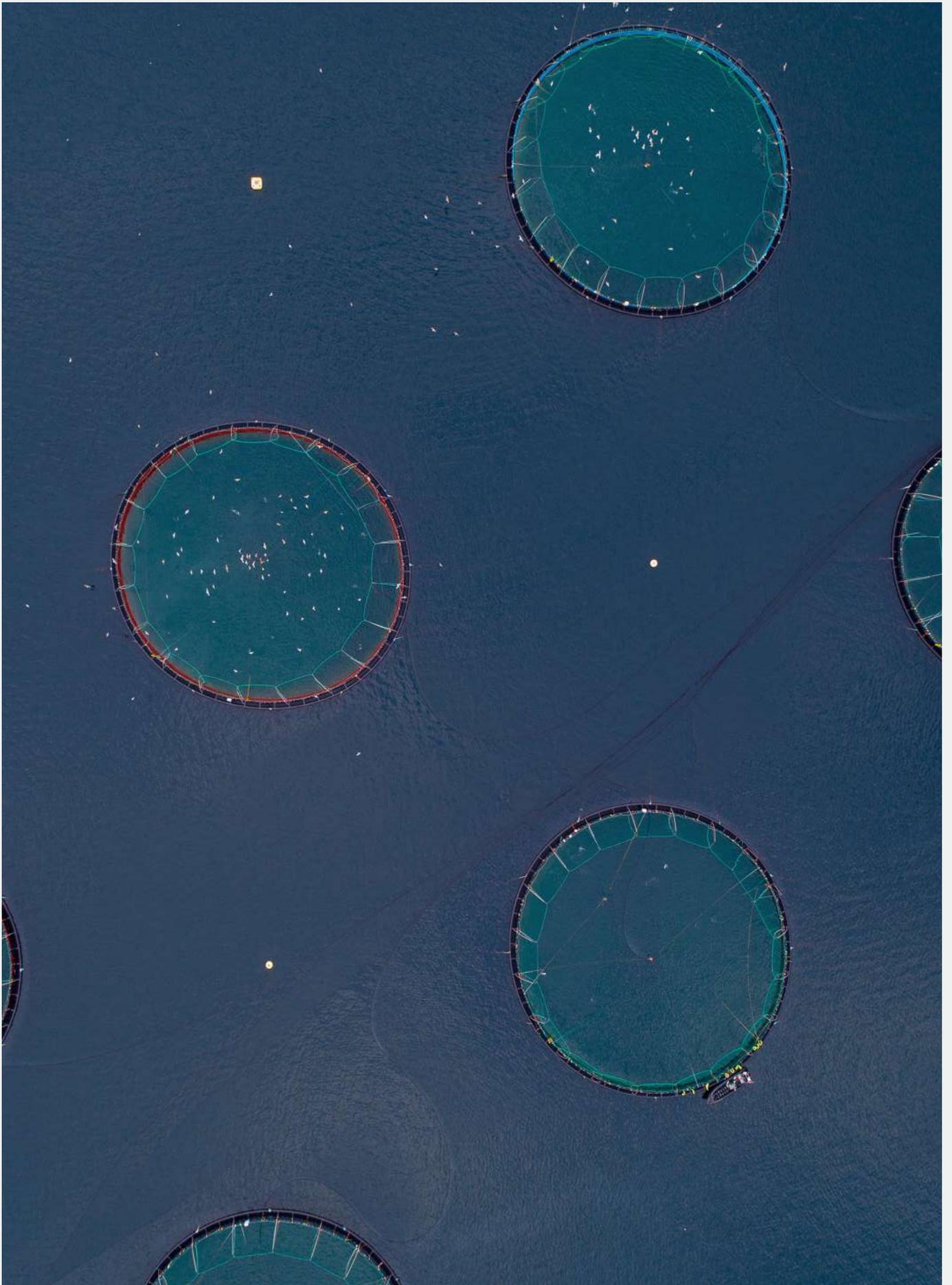
impossible. The table below gives an overview of potential risks and mitigating actions of climate change for our organization.

Climate change results in changing conditions for farming at our locations, which in turn will affect Nova Sea financially either directly or indirectly. Nova Sea may be able to do mitigating actions to prevent the outcome of potential changes.

Risk	Financial Implication Before Action is Taken	Mitigating Action	Cost of Mitigating Action	Impact on Nova Sea	Business ventures
<b>INCREASED SEA LEVELS</b>					
All of Nova Seas activity is related to the sea, and with increased sea levels there is a risk of destruction of infrastructure like docks, operational bases and the processing plant.		Plan for increasing sea levels for future constructions	None	Direct	None
Increased sea levels would take over agricultural areas that is necessary to the production of fish feed.		Shift in fish feed composition and distributors	Medium	Indirect	Business opportunities related to new fish feed composition and distributors.
<b>CHANGES IN THE OCEANS PROPERTIES</b>					
With sufficiently high sea temperatures we risk a reality where salmon production in Helgeland no longer is physiologically safe.		New containment systems e.g. submerged cages	Low	Direct	Higher sea temperatures can lead to a new species to farm.
Ocean acidification will change the biochemistry in the ocean, and this will impact the conditions that we are operating in.		Research on effects of ocean acidification on or production	Low	Direct	None
Ocean acidification will change the biochemistry in the ocean, and this can lead to a shortage in marine material in fish feed.		Shift in fish feed composition and distributors	Medium	Indirect	Business opportunities related to new fish feed composition and distributors
Increased sea temperatures can lead to introduction of new pathogens, increased virulence of existing pathogens or increased occurrence of e.g. harmful algal blooms (HAB).		Development of relevant vaccines, and monitoring and modelling of e.g. HAB	Medium	Direct	None
Increased sea temperatures can lead to a higher level of sea lice infestation.		Development and testing of preventing strategies	High	Direct	None

Risk	Financial Implication Before Action is Taken	Mitigating Action	Cost of Mitigating Action	Impact on Nova Sea	Business ventures
<b>HIGHER FREQUENCY OF EXTREME WEATHER</b>					
Changing climates trigger a higher frequency of extreme weather, like storms. More storms pose a higher risk for the employees of Nova Sea that work at the oceans.		Development of relevant safety equipment	Medium	Direct	Driver in development of technology in safety equipment.
Changing climates trigger a higher frequency of extreme weather, like storms. With stronger storms we risk an increased number of days without visits to the farming locations. This could result in poorer fish welfare.		Higher degree of automation at the farming sites, that can be done from operational bases	Low	Direct	None
Changing climates trigger a higher frequency of extreme weather, like storms. With stronger storms we risk that the farming structures can collapse and result in escaped salmon.		Farming structures certified within correct dimensions	Low	Direct	Driver in development of technology in farming structures.
Changing climates trigger a higher frequency of extreme weather, like flash floods. Flash floods can generate more particles in the water used in the smolt plant.		Increased capacities of water treatment systems	Low	Direct	None
Changing climates trigger a higher frequency of extreme weather, like flash floods. The infrastructure around the smolt plants can be damaged.		Plan for increasing sea levels for future constrictions	Low	Direct	None

A risk assessment team is currently working on assessing the risks and mitigating actions of climate change. We aim to be able to estimate the financial implications more accurately by 2026 to be aligned with the disclosure requirements set in Corporate Sustainability Reporting Directive's (CSRD) European Sustainability Reporting Standards (ESRS), which Nova Sea will be required to follow.



## 5.4 Plastic and Waste Management

	Material topics	Level of importance	Explanation of the topic
E	Plastic Waste and Management	● ● ○	We generate waste and plastics through our operations, and we have the opportunity to contribute to a positive change by managing, limiting and reducing the amount generated.

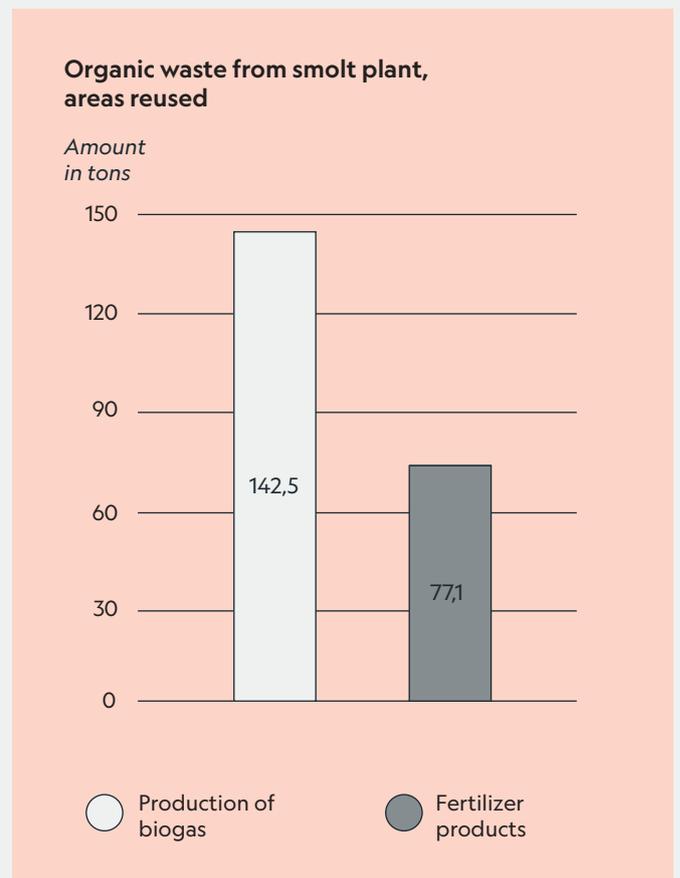
Nova Sea AS is committed to sustainable waste management practices, and in 2022 we achieved an impressive overall recycling rate of 99%, which includes both energy and material recycling. We see the importance of minimizing waste deposition and maximizing resource efficiency to reduce our environmental impacts. This will lead us to a more sustainable resource utilization and improved economic resource efficiency.

Inadequate waste management will cause negative consequences for public health and harm habitats and local ecosystems. Nova Sea places great importance on optimizing resource utilization and continually strives to ascend higher in the waste hierarchy. Our commitment involves prioritizing reuse as the primary approach, followed by material recycling, energy recovery, and as a last option, waste disposal. This aligns with Nova Sea’s sustainability strategy for 2030. The company holds quarterly meetings to assess the recycling rate,

and we actively seek smart solutions to handle waste at the highest possible level in the waste hierarchy.

By actively managing the flow of waste within the company, we can make well assessed choices to generate potential for material recycling. For instance, by choosing copper free nylon nets for the fish pens we can repurpose the nylon into new products such as clothing items through collaboration with our business partners. This decision has led to 100 % of our nets being recycled in 2022. Furthermore, organic waste from our affiliated smolt facilities is reused in the production of biogas or converted into fertilizer products.

To further enhance resource utilization, residual raw material from the production of Atlantic salmon is reused in the production of white fish feed.



Waste management is outsourced to different waste companies based on geographical location. By using local waste companies, the climate footprint of waste management can be kept at minimum. An audit of two of the companies will be held in 2023.

Our waste management partners are obliged to operate under existing legislative obligations and both Norwegian and European environmental laws and regulations. These companies report to Nova Sea every quarter on the amount of waste with specifications on how the waste has been managed, where the waste originated from and who the final

receiver is. Based on these reports we can provide a detailed overview of our management of hazardous and non-hazardous waste in our organization.

Our plastic and waste reporting includes in addition to Nova Sea, Tomma laks og Vega sjøfarm, also sludge from Helgeland Smolt.

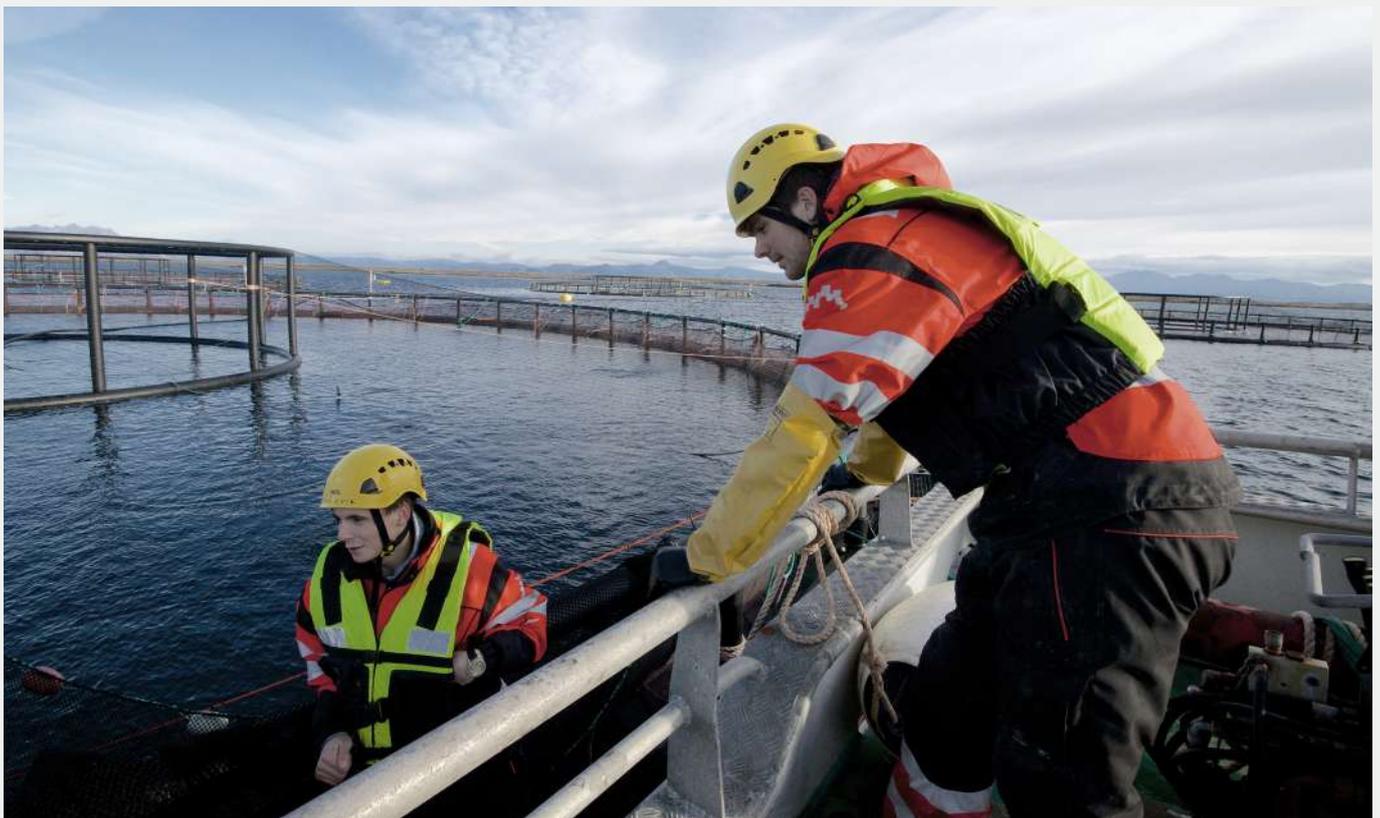
The table below gives a complete overview of the waste generated in tons, upstream and downstream, including how independent third parties have managed it.

Waste management					
	Type of waste	Amount of waste (tons)	Material recycled	Energy recycled	Landfill (tons)
<b>HAZARDOUS WASTE</b>		28,318	6,146	21,494	0,678
	Electrical waste	6,759	6,574		0,185
	Medical waste	0,250		0,250	
<b>NON-HAZARDOUS WASTE</b>					
	Glass	1,190	1,190		
	Food waste	7,9866	7,9866		
	Metal	144,130	144,130		
	Paper and cardboard	37,647	37,397	0,250	
	General waste	351,6132	2,370	349,3132	
	Reinforced concrete	8,32			8,320
	Wood	19,300		19,300	
	Fire waste	6,400		6,400	
	Plastic	33,115	33,056	0,059	
<b>Total</b>		<b>645,0288</b>	<b>238,850</b>	<b>397,066</b>	<b>9,183</b>

## 6 Social Topics

*The social part of sustainable development is about ensuring that all people have a good and fair foundation for having a decent life. Human rights are the most important starting point for this. Humans are part of the nature, and we are important resources for the world, just like water, the forests, and the sun. We have minds who can think innovative thoughts, but for everyone to be able to use their resources, they must fulfil their human rights and basic needs.*

*The information presented in the following chapters explains Nova Sea's work with both due diligence assessments and further work to handle any risks and consequences related to social conditions within our own operations in accordance with the Transparency Act.*



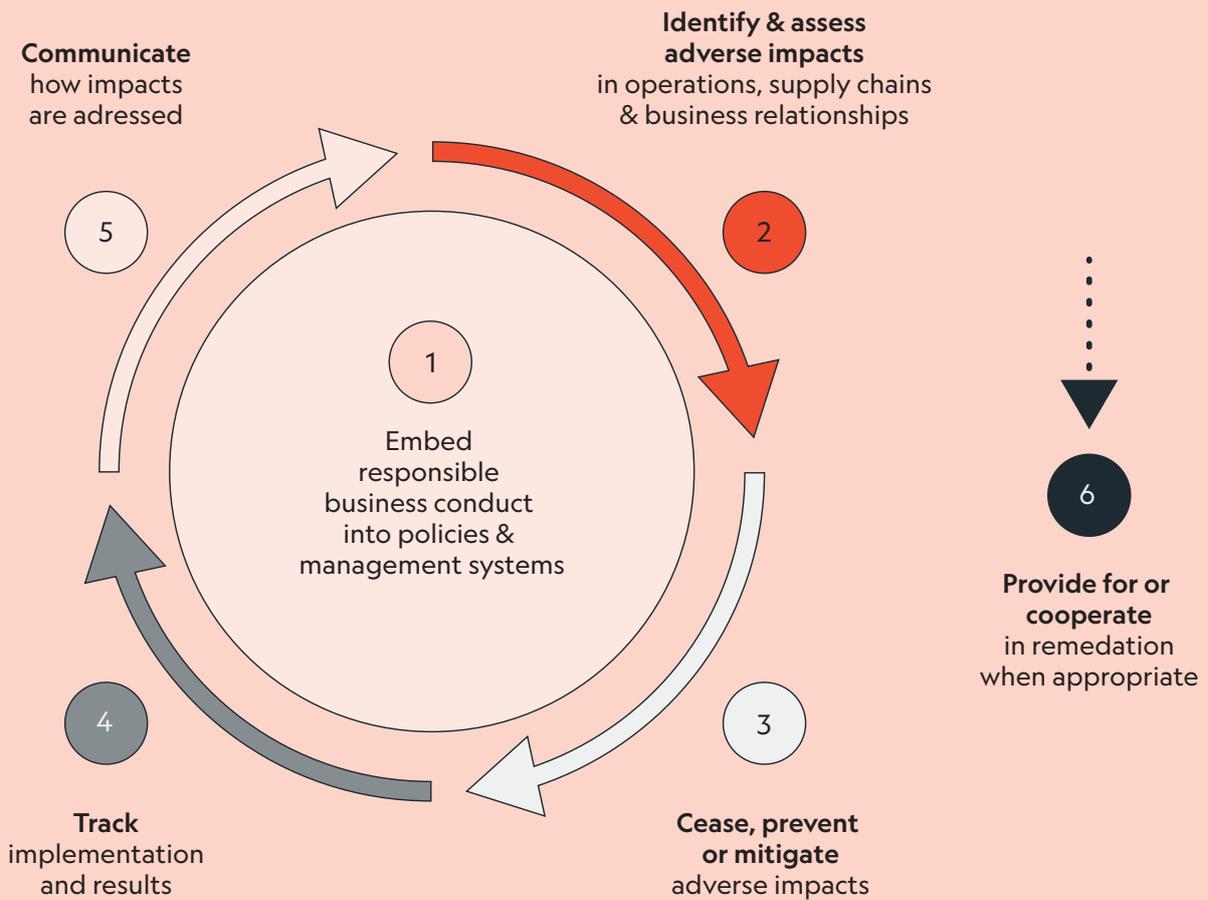
Nova Sea is covered by the Transparency Act, and is thus obliged to carry out and report on due diligence assessments to ensure basic human rights and decent working conditions.

The Transparency Act requires, among other things, that we as a business must assess the risk of breaches or negative consequences both internally and in our supply chain linked to social conditions. The businesses that are covered by the law must publicly report on the due diligence assessments that are carried out. The statement must be updated and published on the company’s website by 30th of June each

year and otherwise in the event of significant changes in the company’s risk assessments.

The due diligence assessments must be carried out in line with the OECD’s guidelines for multinational companies in the area of human rights, which correspond to the UN Guiding Principles on Business and Human Rights (UNGPs). Nova Sea has worked to implement the Transparency Act in line with the OECD’s model for due diligence assessments for responsible businesses:

**OECD’s Model for Due Diligence Assessments for Responsible Businesses**



# 6.1 Employee Health and Safety

	Material topics	Level of importance	Explanation of the topic
S	Employee Health and Safety	● ● ●	Employee health and safety is about ensuring that we have healthy and safe working conditions. This involves preventing physical and mental injuries to employees and promoting employee health.

Nova Sea prioritizes the health and safety of our employees, recognizing them as our most valuable asset. We consider the number of work-related injuries as a vital indicator of overall safety at the workplace. As part of our strategy, we are fully committed to achieve zero work-related injuries across all our operations. Unfortunately, we observed a concerning rise in lost time injuries (LTI) in 2022 compared to the previous year. This is a matter of outmost seriousness, and we consider it entirely unacceptable. To address this concern, we have implemented various changes and measures, all aimed at significantly reducing this number in 2023.

To address ongoing issues at a high level, Nova Sea maintains a Corporate Safety Committee, led by our CEO. Throughout 2022, we implemented HSE (Health, Safety, and Environment) groups in all departments of the organization. We appointed Employee Safety Delegates in all departments and set a target for safety inspections, monthly in the sea farming departments, and twice a year in the processing plant and in the administration. The local HSE groups in each department are responsible for conducting these inspections.

Additionally, we have a Working Environment Committee (AMU), which convenes six times a year. The committee serves as a platform for employees to raise concerns, ensuring their fair representation in decisions pertaining to HSE matters. Both employer and employees are equally represented, fostering a balanced and inclusive approach.

To cultivate and continue to build the safety culture in the organization, we conduct a yearly HSE course that all employees are required to attend. During the course the employees are reminded of their responsibility to report, halt and remove themselves from any hazardous operations to ensure their own safety, the safety of their coworkers and the safety of all external workers. We emphasize that reporting incidents, stopping or removing themselves from dangerous operations, will never result in any consequences for the employee. We require all employees to proactively identify hazards and deviations in their daily work routines and register this in our internal health and safety management system. The Employee Safety Inspectors have an additional responsibility of promoting awareness among their coworkers.

Our comprehensive health and safety management system covers various aspects such as suggestions for improvement and deviations from procedures, while providing easy access to essential documentation. As HSE is a top priority at Nova Sea, frequent and constructive use of the safety management system is incentivized through the company's bonus system. Our health and safety management system are accessible to all employees. To ensure effective monitoring, our HSE advisor closely tracks all incidents related to health and safety and distributes a monthly report on the organizations' health and safety status.

To ensure the quality of our assessments and benefit from third-party expertise, we collaborate with an external Occupational Health Care provider who participates in the Working Environment Committee as an impartial consultant. We ensure that all employees are informed on how to contact the occupational health service provider, emphasizing our shared responsibility for health and safety.

## 6.1.1 Work-related injuries

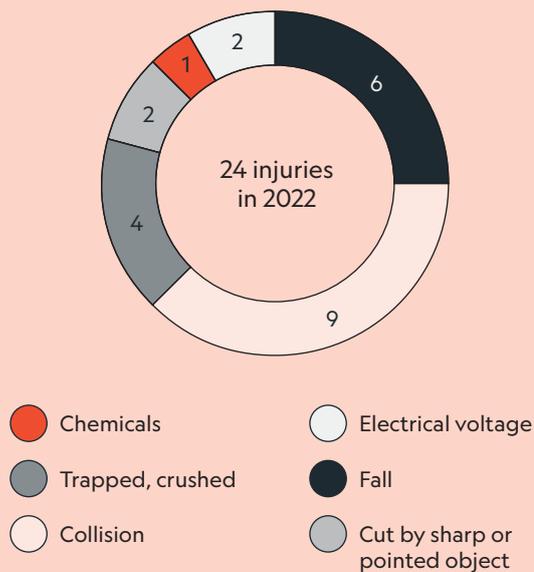
Having all our systems in place is not sufficient. We want our employees to feel secure when performing work at Nova Sea. This is especially important for an operational company like ours, which engages in potentially hazardous operations at our sea farms and within our processing plant. Our goal is to create a workplace culture that values the safety of our employees above all else, allowing them to perform their job without having to compromise their health or their safety.

The following numbers and calculations are for all employees and workers who are not employees but whose work or workplace is somehow controlled by our organization. In 2022 we had zero fatalities from our operations and the number of high-consequence work-related injuries was also zero. The number of Lost Time Injuries (LTI's) was 17 with a rate of 26,54. The number of work related injuries without absence was 24, resulting in a rate of 37,48. The total number of hours worked during the reporting period was 640 325 and for calculating the rates 1 million hours were used.

**Injuries with absence (LTIs) with type of injury**



**Injuries without absence with type of injury**



Incidents resulting in lost time (LTIs) are meticulously evaluated. A dedicated team is formed to investigate the root cause of the accident, identify preventative measures, and implement actions to prevent similar incidents in the future. The findings and assessments from the investigations are shared with the rest of the organization, enabling collective learning and the potential implementation of similar measures in other departments.

The hazards or operations that caused or contributed to LTIs or other injuries during the reporting period, align with the results of the risk assessments performed. While it is impossible to eliminate all hazards and risks entirely, safety procedures, safety equipment and a minimum of annual safety training are mitigating factors. Regular safety inspections are in place to identify and remove risks or hazards before incidents occur.

**6.1.2 Risk assessments**

Our internal health and safety management system is also used as a tool to perform risk assessments and identify potential risk areas at regular intervals.

Annual risk assessments are conducted for all our operations, and safety procedures are reviewed yearly to maintain their effectiveness and to raise awareness of the importance of following procedures. Our employees undergo basic and/or certified training for all high-risk operations. To raise awareness and foster a culture of shared responsibility, we involve as many employees as possible in the annual risk assessments. All work-related injuries are recorded in our health and safety management system, where we conduct a root cause analysis and mitigating actions are determined. We take full responsibility for the health and safety of our 404 employees hired by Nova Sea and affiliated companies, ensuring their training and involvement in and access to the health and safety management system.



## 6.2 Employment Practices

	Material topics	Level of importance	Explanation of the topic
S	Employment Practices	● ● ○	Employment practices refer to our approach to job creation, terms of employment and working conditions for our workers.

Creating effective hiring strategies and providing favorable work conditions are essential for both employers and employees. Finding the right candidate for the job ensures a high quality of work, while equipping employees with the necessary tools and appropriate compensation helps foster a strong working relationship and reduces turnover. We have a dedicated HR department that assists the organization in recruiting suitable candidates to meet ongoing work needs. Our hiring process includes a comprehensive onboarding program that encompasses training to ensure that employees have the essential tools to perform their roles effectively. Lack of adequate training can hinder performance and effectiveness in executing necessary tasks, potentially impacting various areas of the business negatively.

To promote equality and fair compensation, Nova Sea and its affiliates have a remuneration policy. The governing body has fixed pay rates, and we do not offer sign-on bonuses or recruitment incentive payments. In certain cases, termination payments may be provided. We have no policy for clawbacks. The last years, including 2022, every employee gets a bonus. The bonus is paid according to every department's performance of its KPI's. The senior executives get paid according to the total achievements of the company - meaning they never get a bigger bonus than other employees. A percentage of the company's revenue before taxes is distributed to each and every employee, and the bonus KPI's, the percentage and the payment are decided by the board of directors. If available, each employee is yearly offered the opportunity to buy class B shares in the company,

this was not the case in 2022. Nova Sea also provides a robust retirement plan for all employees, ensuring their long-term financial security.

In Nova Sea we strive to create a work environment where each employee feels motivated and committed to delivering excellent results for our business. To safeguard employee's rights, we facilitate the work of trade unions, and all employees are covered by collective bargaining agreements. Our commitment to good social practices is reflected in our self-declaration for good social practices. Nova Sea, along with its affiliated companies, complies with national and international (ILO) conventions, and agreements related to the working environment. Shareholders are not directly involved in formulating the remuneration policy, and we do not rely on external consultants for its development.

We strongly believe in the freedom of association, and our employees have the right to join trade unions and benefit from the protections and benefits given through collective bargaining. This extends to all employees, regardless of individual membership. By upholding the principles of collective bargaining and facilitating free organization rights, we strive to create a fair and collaborative work environment for all.

By prioritizing effective hiring, fair remuneration, and a supportive work environment, we aim to cultivate a highly engaged workforce that drives our company's success while ensuring the well-being and satisfaction of our employees.

Our Employees			
	Male	Female	Total
<b>PERMANENT EMPLOYEES</b>			
Full time employees	219	83	302
Part time employees	3	11	14
<b>Total permanent employees</b>	<b>222</b>	<b>94</b>	<b>316</b>
<b>TEMPORARY EMPLOYEES</b>			
On-call employees	15	10	25
From employment agency			27
<b>Total temporary employees</b>	<b>22</b>	<b>14</b>	<b>36</b>
<b>TOTAL EMPLOYEES</b>	<b>244</b>	<b>108</b>	<b>352</b>

## 6.3 Non-Discrimination and Equal Opportunities

	Material topics	Level of importance	Explanation of the topic
S	Non-Discrimination and Equal Opportunities	● ● ○	We impact our employees' opportunities and development through practices and policies on non-discrimination, inclusion and equality in the workplace.

Diversity, equal opportunity, and non-discrimination are essential for fostering sustainable development within our company. In the aquaculture industry, we have witnessed a positive shift towards greater participation of women in the work force, and we actively monitor our progress in this area.

To uphold our commitment to fairness and inclusivity, we have implemented robust recruitment methods that ensure a transparent and unbiased hiring process. These methods are specifically designed to prevent any form of discrimination among candidates. We strive to create a work environment where individuals are selected based on their qualifications, skills, and abilities, regardless of factors such as gender, ethnicity, or cultural background.

By fostering diversity and providing equal opportunities, we recognize the inherent value and potential contributions that individuals from different backgrounds can bring to our organization. We are dedicated to cultivating an inclusive culture where everyone feels respected, valued, and empowered to thrive. All of our employees must read our code of conduct annually, outlining the behaviors and ethics we as a company are required to follow.

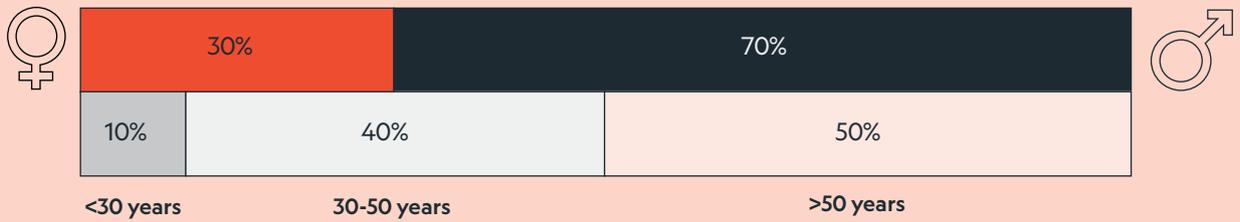
At Nova Sea, we condemn any form of discrimination or harassment. Should such incidents occur, we have clear guidelines for reporting available to all employees and

workers. To ensure easy access and constant awareness, we have created a poster outlining the reporting process, which is prominently displayed in all operational areas. The reporting guidance provides instructions on how to report incidents, clarifies how the matter will be handled, guarantees employees the right to feedback, and ensures absolute confidentiality when reporting law violations, discrimination, or harassment. Showing our commitment to zero tolerance, the procedure also outlines the consequences that can be imposed on employees engaging in discriminatory actions. Comprehensive information regarding our discrimination prohibition and the reporting procedures can be found in our employee handbook, which is a mandatory read for all employees during the onboarding process.

Our efforts in promoting diversity, equal opportunity, and non-discrimination align with our vision of sustainable development and enable us to harness the full potential of our workforce. We continuously assess and improve our practices to ensure that our company remains a place where everyone can succeed, and advance based solely on their merit and capabilities.

Age and gender distribution

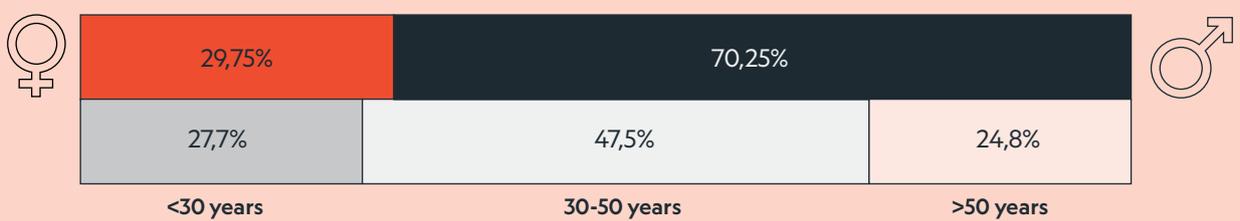
BOARD OF DIRECTORS



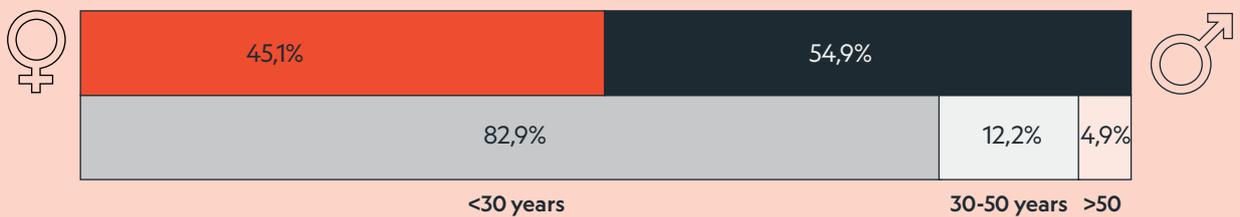
EXECUTIVE MANAGEMENT



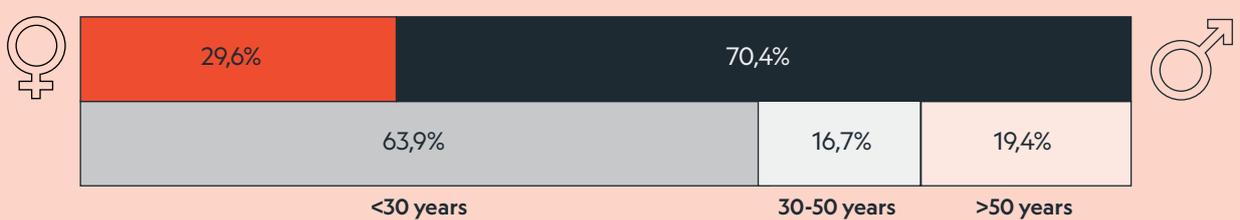
PERMANENT EMPLOYEES



TEMPORARY EMPLOYEES



ON-CALL ASSISTANCE



## 6.4 Food Safety

	Material topics	Level of importance	Explanation of the topic
S	Food Safety	● ● ○	Food safety is about our handling of food and feed products in a way that prevents food infection and foodborne illness. This theme addresses our efforts to prevent food contamination and ensure food safety.

Food safety is an issue that is front and center for Nova Sea in all steps of planning and production. The potential consequence for the health and safety of our consumers can in the worst case be fatal. In addition to the risk to health and safety, any deviation to the product that poses a risk to consumers will lead to the destruction of potentially large quantities of our product, the salmon.

Our product descriptions state that it can be consumed as is, raw or treated depending on the consumer's needs and wishes. There are no limitations regarding underlying health issues or age to consume the product raw. The Nova Sea policy on food safety and company strategy focuses on a predictive approach where we aim to avoid or remove any threat to the product before an issue arises. Our operational routines and procedures reflect this strategy.

Nova Sea has a fully operational and functioning HACCP (Hazardous Area Critical Control Point) system, which gets a yearly documented approval by the Norwegian Food Safety Authority. A HACCP-approach to food safety issues is a mandatory government regulation in the EU and EAA region, and in large parts of the rest of the world. Both the sea farming departments and the processing plant have their own interdisciplinary HACCP-teams responsible for risk assessing all steps in production. Assessments are done at least yearly and focus specifically on the risk of physical, chemical, biological and allergen contamination of products. Any new operations or significant changes also need to be risk assessed. Through the HACCP-team's work the need for improvements with regards to food safety is also continuously considered.



Photo: Thomas Qvale / Norwegian Seafood Council

### 6.4.1 Quality Control of Our Product

Based on the HACCP-teams risk assessments Nova Sea has established a sampling regime which aims to uncover any potential risks to the product, both regarding chemical and biological contaminations. The sampling is based on random sampling at a risk-based frequency that we deem sufficient to cover all products. 100 % of Nova Sea products in all categories are assessed with regards to impact on health and safety for the consumer. The results for 2022 are that none of the parameter thresholds have been crossed, and there has been no contamination of the product, meaning there has been no need for recalls or other actions.

The European regulation on food safety states that no product should contain any substances which can constitute a risk to the consumer. Several biological contaminants can cause a risk to the product, such as Salmonella, pathogenic species of Vibrio and E. coli, but for the salmon industry what is especially relevant is the risk of contamination with Listeria monocytogenes, a pathogenic bacteria found in varying degrees in earth, silt and water. The regulatory requirement is that there shall be no Listeria present in 25 grams of meat. Nova Sea takes around 15000 samples per year for presence of Listeria and has a program for continuous monitoring of results.

### 6.4.2 Certification of Our Product

Nova Sea is 100 % certified by the GlobalG.A.P standard (Global Good Agricultural Practices). The standard covers all aspects related to food safety in farming. The GlobalG.A.P standard is founded on the HACCP-guidelines which form the basis for food safety work and quality assurance in the food industry. The HACCP-guidelines describe how to risk assess process and product to assure food safety.

Sea farms in Nova Sea are assessed against the GlobalG.A.P standard with the add-ons QMS and Grasp. QMS covers the rules for the quality management system as a whole, and Grasp covers assessments with regards to labor and human rights on a farm level.

The processing plant is certified to the GlobalG.A.P Chain of Custody (CoC). This ensures that all products labelled with the GlobalG.A.P number or logo have been correctly handled and segregated through all parts of production and processing. The GlobalG.A.P standard is approved by GFSI (Global Food Safety Initiative) which provides a framework and method of benchmarking food safety standards against each other. Standards approved by the GFSI are considered to be the best standards for assuring food safety.

The processing plant in Lovund (N1041) is certified to the BRCGS (Brand Reputation Compliance Global Standard), which has a wider and more detailed scope than GlobalG.A.P CoC. BRCGS describes criteria for all parts of processing and is also GFSI approved. The plant follows a regime with un-announced BRCGS-audits. The audit score for 2022 was A+. During 2022 a small percentage of product was packed at the Mowi processing plant N1115, which is certified to FSSC 22000, another GFSI approved food safety standard. This means that 100 % of products packed and sold by Nova Sea is certified by a recognized food safety standard.



Photo: Thomas Qvale / Norwegian Seafood Council

**100% of Nova Sea products are assessed regarding impact on health and safety for our customer**

## 6.5 Land and Resource Rights

	Material topics	Level of importance	Explanation of the topic
S	Land and Resource Rights	● ○ ○	Land and resource rights are about the rights of local communities and the use of local land and resources. This theme also includes our impact on indigenous peoples land and cultural rights.

Nova Sea strives to make decisions that supports a sustainable development and to avoid conflicts associated to land and resource rights. We have established cooperation with NGOs working with resource issues, e.g. Anadrom. Anadrom is a foundation who works for the repopulation of wild salmon in the rivers and oceans, and is funded by 11 anglers, 15 landowners by wild salmon rivers, five salmon farming companies and two electric power companies. Together we try to find good solutions to preserve wild salmon in rivers. We also cooperate with Bellona, an well-known environmental foundation in Norway.

When we apply for new farming locations at sea, we follow the applicable guidelines from both local, regional and national authorities. The guidelines are made to make sure that we don't come into conflict about land and resource usage and rights. We also, complying with our ASC-certificates, conduct consultations with local communities, where concerns about land and resource rights are raised.

All our applications are publicly available and are part of hearings with the authorities before a decision is taken on the application.

Respect for land and natural resources is part of our Code of Conduct that both employees in Nova Sea and our suppliers must sign. We are lucky to live in a country where human rights

and land rights defenders live safely with no reprisals for their opinion, and our Code of Conduct ensures that our suppliers take responsibility for such matters if they operate in countries where human rights and land right defenders are at high-risk.

Sami people is the indigenous people of Norway. Some of our buildings and facilities are situated in areas where Sami people traditionally used the area. Sami rights are rarely in conflict with Nova Seas operations, even though the whole of Nordland is a reindeer grazing area. The reindeer moves from different grazing areas summer and winter, crossing waters and land. An extension of the land into water outside one of our affiliated smolt facilities, were stopped due to an objection on the basis of indigenous rights some years ago. In 2022 there were no new objections in the extended Nova Sea family.

Nova Sea does not have a direct dialogue with organizations representing the Sami people. New aquaculture facilities and changes to existing facilities are processed by the authorities, who ensure that the requested change does not come into conflict with the interests and rights of indigenous people. The Sámi Parliament can also comment on our applications. When applying for the construction of processing plants, smolt facility or other land-based buildings, the authorities take responsibility for ensuring that Sami rights are safeguarded.



## 6.6 Local Communities

	Material topics	Level of importance	Explanation of the topic
S	Local Communities	● ○ ○	The local community consists of people who live or work in areas that are affected or that may be affected by our activities. We are expected to have a commitment to understanding the local communities and how they may be affected by our activities.

Nova Sea has made a difference to the local communities with our presence on the Helgeland coast. The biggest effect has been at Lovund, where Nova Sea has its head office. Since 1972, the population has increased by 124%, from 230 to 515 inhabitants in 2022. The population growth has come mostly because of salmon farming. Through successful business, the ability to think new and forward, as well as providing a place to live for all employees, e.g., through renting from Hamnholmvalen Eiendom, have been important success factors for the development of Lovund. By the end of 2022, we have invested more than NOK 50 million in the property company.

Our facilities throughout the Helgeland coast provide both jobs and the opportunity to live a life in rural places, in fact – one of our core values is to take care of local communities. And it's Nova Sea's love for the Helgeland coast that makes this possible, and we make sure that our investments and operational decisions both benefit Nova Sea and the local communities. An example of this is when Nova Sea built the existing processing plant. Such a plant can potentially have a negative environmental and economic impact on the local community, for example when it comes to the consumption

of fresh water. This could be the case at Lovund, but we established our own daughter company, Djupvatn AS, which supplies the process plant with all the fresh water it needs from seawater desalination. This prevents extensive use of the water from the municipal water supplier. Why build a factory on an island, dependent on ferries to bring the salmon to the train, and then out further to the market? It is Nova Seas' love of Helgeland that makes this fairytale possible.

In addition to building houses and securing freshwater access, we spend between NOK 2-3 million in sponsorship funds every year for various purposes in our local area. In 2022, we paid a total of NOK 2 214 087 in sponsorship funds. In addition, we support a local business incubator with a monetary amount that helps start-up companies locally, thereby ensuring that new businesses will enrich our local communities. In 2022, the monetary amount decreased compared with the year before. This was due to the incubator's ability to earn its own money.

Sponsoring and contribution				
	2022	2021	2020	2019
Sponsoring	1 685 944	2 179 000	2 750 950	1 468 983
Contribution to incubator	528 143	470 837	1 100 012	1 118 762
<b>Total</b>	<b>2 214 087</b>	<b>2 649 977</b>	<b>3 850 962</b>	<b>2 587 745</b>

For our sponsorships, the number one priority is activities organized for children and youth, for example brass bands, sports teams, horse riding, kayaking, golf, or anything else you can do when you live near our facilities. We sponsor scientific centers for children and other similar initiatives, and through our engagement with the regions' biggest football team – Bodø/Glimt – we can offer the smaller local sports teams for children a paid football school led by the famous football players.



Any positive or negative feedback is handled through our own community consultations, which are both part of our stakeholder strategy and of our ASC certifications. We organize annual community meetings where we present our organization, our footprints – both on land and at sea – and discuss any concerns or questions with local stakeholders. We also highlight how they can give us feedback throughout the rest of the year. These consultations give us important insight into our stakeholder's concerns, interests, and questions about our operations.

If something extraordinary occur, we have extraordinary community meetings. This autumn, one was held at Lovund, when the government suddenly decided to implement resource tax on salmon farming. The resource tax entails less money for developing Nova Sea and raised concern about a lower need for employees at the planned processing plant, that in 2022 was postponed due to the new tax.

## 7 Governance

*Corporate governance is about how a business is organized to manage different sustainability matters. It is essential that businesses have the right structures and systems in place to carry out the necessary due diligence related to, for example, the supply chain, as well as ensuring that various ethical considerations are taken into account.*

*The information presented in the following chapters explains Nova Sea's work with both due diligence assessments and further work to handle any risks and consequences related to social conditions externally in the supply chain in accordance with the Transparency Act.*



# 7.1 Supply Chain Traceability and Fair Trade

	Material topics	Level of importance	Explanation of the topic
G	Supply Chain Traceability and Fair Trade	● ○ ○	Traceability is about the traceability of our products. This includes our ability to track the source, origin or production conditions of raw materials and end products included in our production.

**Traceability of sourced products through the supply chain is crucial to Nova Sea, both with regards to the safety and quality of products and to assure ethical trade and secure working conditions for all workers associated with the production of our salmon. We see that we have the opportunity to contribute to positive development in our value chain, including the supply chain. Based on this, we have developed some principles and requirements for our own business, demanding our suppliers and business partners to follow the same approach.**

Some supplier groups pose a higher threat of violation of our guidelines: feed suppliers, transport suppliers and suppliers of boats and equipment are identified as the suppliers with the highest risk of violating ethical principles such as forced or compulsive labour, child labour, freedom of association or collective bargaining rights. The assessment is based on common knowledge on these supplier's business strategies, complicated value chains, media coverage, environmental scandals and the supplier's trade relationships with high-risk countries in South America, Asia, and Eastern Europe. Through adaptations made to comply with The Norwegian Transparency Act we are working towards mapping all aspects of our supply chain, including ethics and work conditions.

## 7.1.1 Social and Work Conditions in Our Supply Chain

Nova Sea has taken several measures to reduce the risk to social and work conditions in our supply chain. We conduct risk assessments of our suppliers in various areas, including social conditions, occupational health and safety, bio security, escape prevention, food safety, and fish welfare. Based on the results of the risk assessment, all suppliers deemed relevant must sign our code of conduct for suppliers, which is based on ILO and UN conventions. Which suppliers are relevant is determined by their significance in our supply chain and their risk factor for breach of social conditions. High-risk suppliers will be audited if deemed necessary, and potential findings will be closely monitored. We are currently implementing a new system for auditing our suppliers, where a third-party auditing company will perform the audits. The company will provide documentation, deviation follow-up, guidance, and general information about our suppliers based on a traffic light system.

We aim to create incentives for suppliers to seek certification by prioritizing certified suppliers in the procurement process or providing financial support to cover the costs of certification. We also work closely with our suppliers to help them identify and solve challenges in the certification process, ensuring that they have the necessary resources to achieve certification.

We have started due diligence assessments to further identify our impact on people, society, the environment and animals. In the event of negative findings, we commit ourselves to either halting, preventing and/or reducing impact. Measures we implement will be communicated, monitored and evaluated.

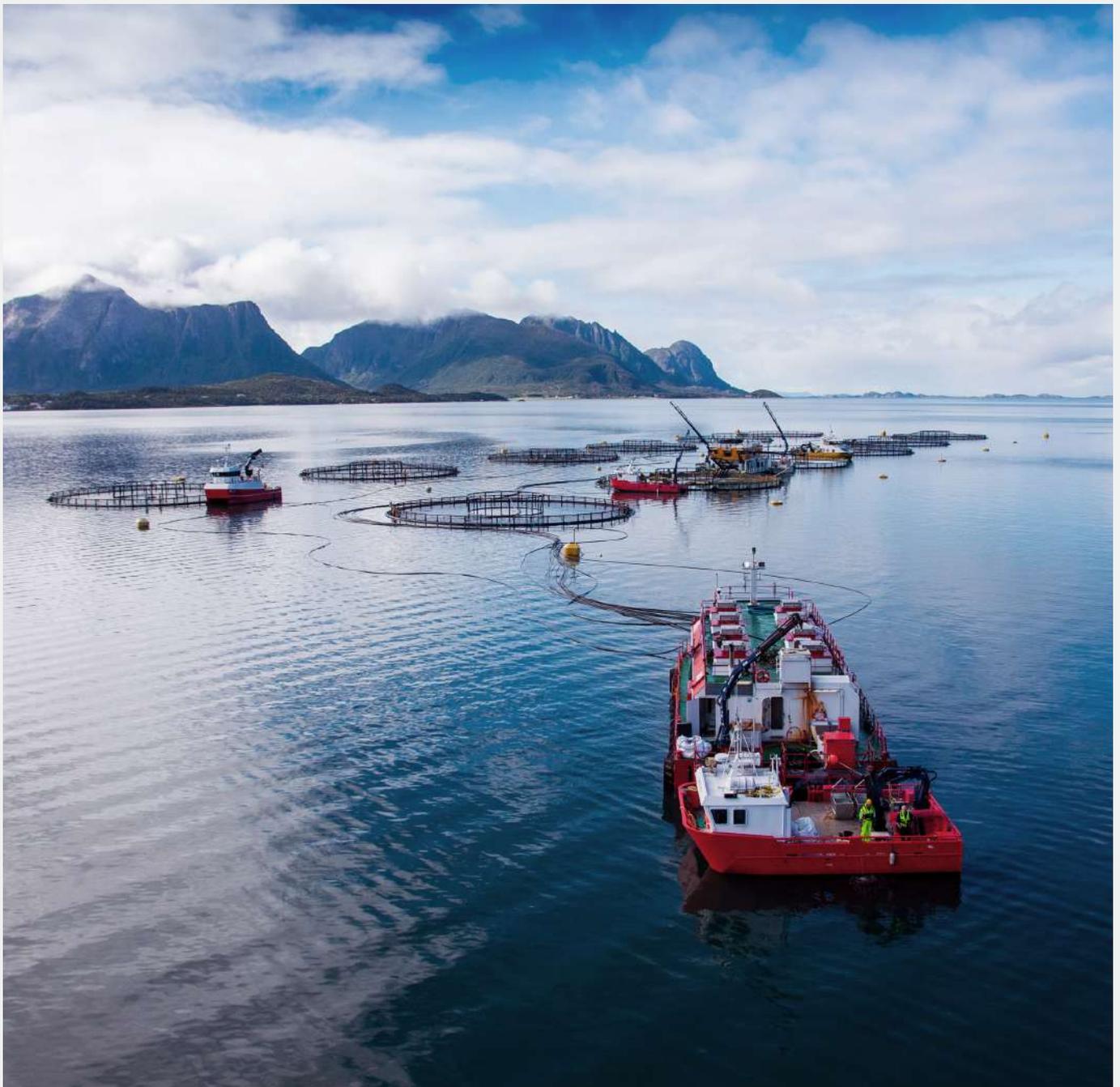
## 7.1.2 Traceability in Our Supply Chain

We trace our own product through all production steps, and this is tested through regularly audits from certification bodies, authorities and customers. In addition, we do internal coordinated traceability drills annually, to assure that everyone knows their roles in an emergency. Our broodstock is produced and sourced nationally. The breeding company, Nordnorsk Stamfisk, is an affiliated company to Nova Sea. The breeding facility, operated by AquaGen, and operational systems are open to us upon request and there is frequent communication between our companies. The facility is GlobalG.A.P.-certified and undergoes documented third-party audits ensuring traceability. Our smolt is sourced from our daughter company, Helgeland Smolt. The smolt facilities are situated in our region of production, and the company is also GlobalG.A.P.- and Grasp-certified, undergoing documented third-party audits annually. They have a clear and efficient traceability system, which is also tested annually to assure that all steps in the process are traceable.

Regarding ethical issues in the supply chain, raw material sourcing for fish feed is considered one of the operations with the highest risk. We know that the ingredients for the feed are sourced globally, making the insurance of proper ethical conditions challenging. The risk of deforestation, and illegal, unreported, and unregulated fishing (IUU) is considered high for feed sources. Nova Sea demand that all feed suppliers be certified under the GlobalG.A.P. and Non-GM standard and that our feed suppliers produce all their feed nationally. A separate ASC-standard for feed suppliers is underway, and we have demanded that all our suppliers to be certified to the new standard as soon as possible. We also demand that all feed ingredients must be listed with regards to origin and that all sourced soy is deforestation free through the ProTerra standard. When sourcing marine ingredients, we encourage our feed suppliers to only source fish that is MSC-certified, MarineTrust approved or subject to a fishery improvement project and that they will not buy raw material ingredients from IUU.

## 7.2 Innovation and Cooperation

	Material topics	Level of importance	Explanation of the topic
G	Innovation and Cooperation	● ● ●	Innovation and Cooperation is about our ability to collaborate to leverage the opportunities innovation and technology provide to develop business and operations in a more sustainable and innovative direction to ensure robust operations and growth.



Innovation and cooperation with other industry actors is the key to ensure a sustainable development of our business and failing to evolve and innovate will result in stagnation and reduced productivity. Nova Sea AS is dedicated to innovative work and improvements, which is also reflected in our strategy. We are cooperating with all our daughters and affiliates, as well as with partners from our up- and downstream value chain to develop sustainable new solutions.

Through cooperation between producers and suppliers there has been a development in the transition from medicinal lice treatments to non-medical treatments during the last five years. The development of mechanic, pressure and thermo treatment methods have been the key to ensure growth of the Aquaculture industry in Norway.

One existing and upcoming challenge for our industry is how to improve sustainable waste solution downstream of our production. One of these challenges is plastic waste from mooring systems, nets and cages. Since 2020 we have been involved in a project aiming to improve circularity in plastic waste in the Aquaculture industry, this has culminated in the establishment of the company Helgeland Plastic Terminal, which aims to develop a receiving and processing facility for plastic waste from the Aquaculture industry.

One of our strategic goals is to work towards net-zero climate output in 2050. In order to achieve this, we need to work with the big drivers as well as the small and local ones. One of these small and local changemakers, is the transport company Meyership which we collaborate with as we order and co-invest in electrical trekkers to transport our fish from Lovund to Mo GHG-neutral.

Furthermore, in order to achieve the SBTI-goal of 46 % reduction of emissions within 2030 we have worked together with Folla Maritime to develop a hybrid-electrical workboat to replace our older diesel driven workboats. In 2022 we have had two fully electric and one hybrid electrical boats as part of the fleet, and two more hybrid electrical boats are coming in 2023.

Due to the resource tax, many of our innovation projects were put on hold during 2022.

*We have since 2020 been involved in a project aiming to improve circularity in plastic waste in the Aquaculture industry, this has culminated in the establishment of the company Helgeland Plastic Terminal [...].*





# 8 Appendix

## APPENDIX 1 - DETERMINING OUR MOST SIGNIFICANT MATERIAL TOPICS

The work on the materiality analysis was carried out in parallel with the due diligence work under the Transparency Act, so the findings from this work were included in the materiality assessments along the way.

An internal project team was established to carry out the materiality analysis. The team consisted of leading roles and managers in feed, sustainability, quality, HR, marketing, communication and finance.

Our process with assessing material impacts was divided into four steps:

### Step 1 - Understanding our context

We made an overview of our context in a sustainability perspective. This included a mapping of our activities and business relationships, the sustainability context in which these occur, and an overview of our stakeholders. This gives us critical information for further identification of our actual and potential impacts on the economy, environment, and people, including impacts on their human rights, across our upstream and downstream value chain.

### Step 2 - Identifying our actual and potential impacts

Based on the context defined in step 1 and GRI's sector standard - GRI 13 - we identified our actual and potential impacts. We define "actual impacts" as impacts that have already occurred, and "potential impacts" as impacts that could occur. These impacts could be short-term or long-term impacts, intended and unintended impacts, and reversible and irreversible impacts.

The list of impacts was reviewed by the internal project team, where we elaborated and further described the various impacts in relation to the context of Nova Sea.

We also discussed our identified impacts with our stakeholders where we asked them if it seemed accurate or if they were missing some topics that we should include in our further assessment. In this interaction, we talked to stakeholders who represent different stakeholder categories, such as:

- Bank and finance
- Suppliers
- Trade unions, society, local communities, and non-profit organizations
- Customers and business partners
- Existing owners and investors
- Employees and future employees

From this stakeholder dialogue we got a wider and better understanding of our stakeholders' ideas and concerns.

### Step 3 - Assessing the significance of our identified impacts

Step 2 gave us a list of relevant impacts to assess further for how significant they are in our context. The assessing was mainly done by having multiple working sessions where the project group discussed each identified impact and used their knowledge and competence to assess both the severity of negative impacts and how beneficial positive impacts are, across our upstream and downstream value chain.

Also in this step, we considered the views of our stakeholders. In the same interaction as mentioned in step 2, we asked our stakeholders to review our assessment of negative and positive impacts, and we included their input in the ranking of impacts from "important" to "most important".

In total, we assessed eight topics from GRI 13 sector standard as “not material” or “less material”. This includes the topics:

Topic	Explanation
GRI 13 Agriculture, Aquaculture and Fishing Sectors 2022	
Topic 13.5 Soil Health	The topic is determined as not material as we do not use any fertilizer or have the need for revitalizing the soil through a soil health plan.
Topic 13.7 Water and effluents	The topic is prioritized as not material due to the amount of freshwater Nova Sea uses in its processes.
Topic 13.9 Food security	The topic is not material in terms of the market and customer segment Nova Sea targets with its products.
Topic 13.21 Living income and living wage	The topic is prioritized as not material due to the impact Nova Sea has on the supply chain for this topic. Internally for own employees, this topic is considered less significant in the Norwegian context.
Topic 13.22 Economic inclusion	The topic is not considered significant, since our value chain is covered through other sector standard topics, and local fish farmers are our employees.
Topic 13.24 Public policy	The topic is not considered material because of Nova Sea's ability to have sufficient positive influence on this topic.
Topic 13.25 Anti-competitive behavior	The topic is considered not significant as the market is regulated for such behavior.
Topic 13.26 Anti-corruption	The topic is less material, as the risk of this occurring in Nova Sea's operational operations is low.

#### Step 4 Prioritize our most significant impacts for reporting

Prioritization enables us to take action to address the impacts and to determine our material topics for reporting. We based the prioritization on the ranking of impacts from step 3. The internal project team reviewed the ranking and decided on a threshold for prioritizing. The threshold was set to include the impacts that were assessed to be “most important” both in our own view and from our stakeholder’s point of view. In this way,

we make sure to focus on both what is essential to our business and operations, as well as what concerns our stakeholders.

When working with the determination process of the material topics, we chose to merge some of them to cover broader fields. We also included some custom topics. The table below show the content for each material topic.

Content of Material Topics		
Material topic	Covers	GRI Standard 13
<b>ENVIRONMENTAL TOPICS</b>		
Biodiversity	Biodiversity	Topic 13.3
	Natural Ecosystem conversion	Topic 13.4
	Pesticides use	Topic 13.6
	Escapes	Custom
	Sea lice prevention	Custom
Fish health and welfare	Animal health and welfare	Topic 13.11
Climate and energy	Emissions	Topic 13.1
	Climate adaption and resilience	Topic 13.2
	Energy	Custom
	Feed emission	Custom
Plastic and waste management	Waste	Topic 18.3
	Resources and choice of material	Custom
<b>SOCIAL TOPICS</b>		
Employee health and safety	Occupational health and safety	Topic 13.19
Employment practices	Employment practices	Topic 13.20 Norwegian Transparency Act
Non-discrimination and equal opportunities	Non-discrimination and equal opportunities	Topic 13.15 Norwegian Transparency Act
<b>EXTERNAL SOCIAL TOPICS</b>		
Food safety	Food safety	Topic 13.10
Land and resource rights	Land and resource right	Topic 13.13
	Rights of indigenous people	Topic 13.14
Local communities	Local communities	Topic 13.12
<b>GOVERNANCE</b>		
Supply Chain Traceability and fairtrade	Forced or compulsory labor	Topic 13.16
	Child labor	Topic 13.17
	Freedom of association and collective bargaining	Topic 13.18
	Supply chain traceability	Topic 13.23
Innovation and cooperation	Innovation and cooperation	Custom

## APPENDIX 2 - REFERENCES EMISSIONS AND ENERGY CONSUMPTION

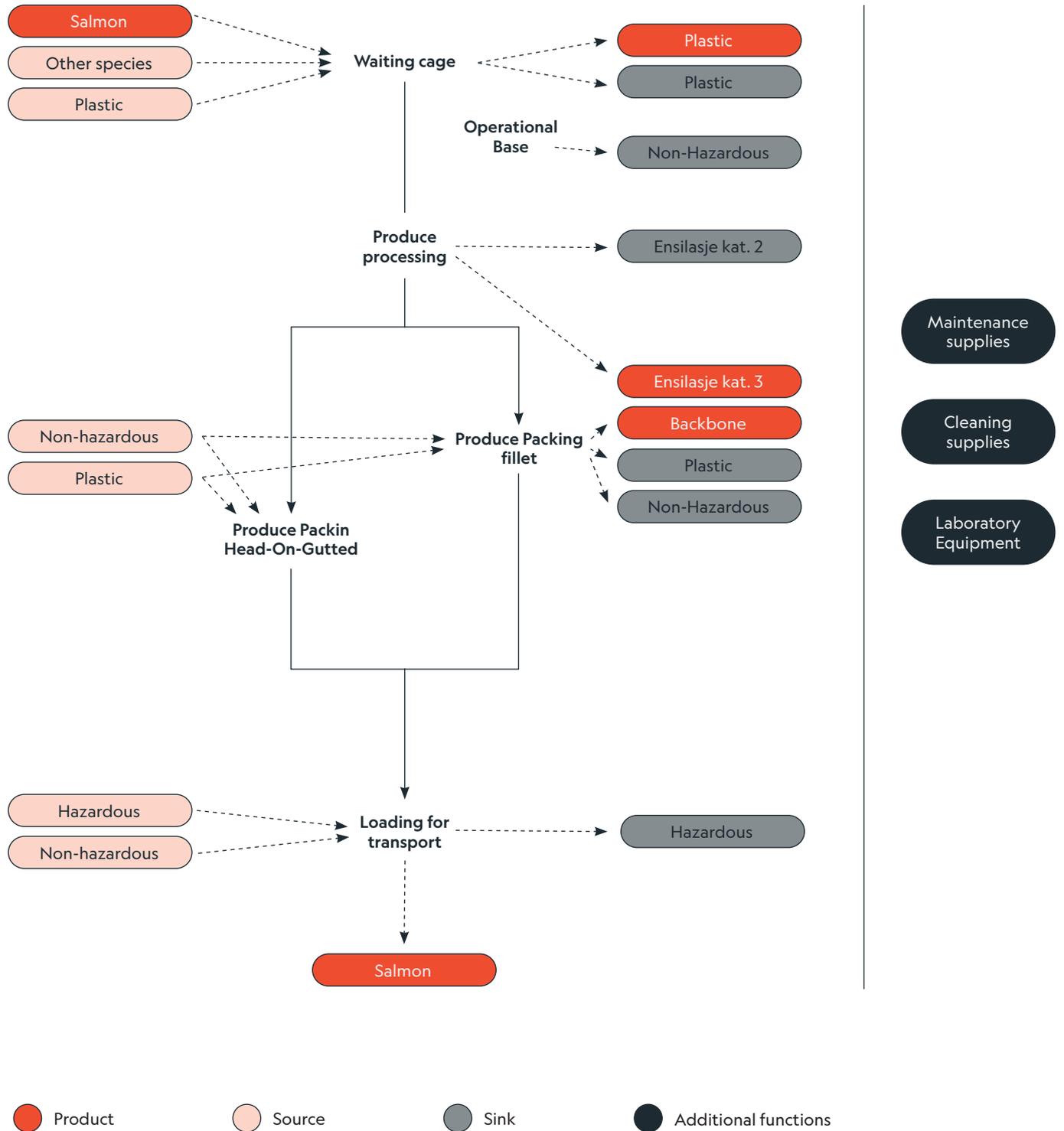
References					
Conversion factor	Energy carrier	Unit	Factor	Year	Reference
	Diesel	Density kg/L	0,84	2008	Toutain, J.T., Taarnebye, B. og Selvig, E. (2008): Energiforbruk og utslipp til luft fra innenlandsk transport. Statistisk sentralbyrå. Rapport 2008/49.
	Diesel	MJ/L	36,2	2008	Toutain, J.T., Taarnebye, B. og Selvig, E. (2008): Energiforbruk og utslipp til luft fra innenlandsk transport. Statistisk sentralbyrå. Rapport 2008/49.
	Electricity	MJ/kWh	3,6	2008	Toutain, J.T., Taarnebye, B. og Selvig, E. (2008): Energiforbruk og utslipp til luft fra innenlandsk transport. Statistisk sentralbyrå. Rapport 2008/49.
Diesel	Diesel	CO <sub>2</sub> kg/kg	3,17	2009	Sandmo, T. (2009): The Norwegian Emission Inventory 2009. Statistisk sentralbyrå. Rapport 2009/10.
Gas oil	Gas oil	CO <sub>2</sub> kg/kg	3,14	2018	Mail from the Norwegian Environment Agency (Frank Melum): Emission factor of 2.64 kg/l (= 2.64/0.84 kg/kg) for service boats (MGO), based on report from Bellona and ABB: <a href="https://new.abb.com/docs/librariesprovider50/media/abb--bellona---grønt-skift-i-havbruk-med-laks-på-landstrøm.pdf?sfvrsn=38238a14_4">https://new.abb.com/docs/librariesprovider50/media/abb--bellona---grønt-skift-i-havbruk-med-laks-på-landstrøm.pdf?sfvrsn=38238a14_4</a>
Electricity disclosure	Electricity	g CO <sub>2</sub> /kWh	509	2015	The Norwegian Water Resources and Energy Directorate (NVE)
Electricity disclosure	Electricity	g CO <sub>2</sub> /kWh	530	2016	The Norwegian Water Resources and Energy Directorate (NVE)
Electricity disclosure	Electricity	g CO <sub>2</sub> /kWh	531	2017	The Norwegian Water Resources and Energy Directorate (NVE)
Electricity disclosure	Electricity	g CO <sub>2</sub> /kWh	520	2018	The Norwegian Water Resources and Energy Directorate (NVE)
Electricity disclosure	Electricity	g CO <sub>2</sub> /kWh	396	2019	The Norwegian Water Resources and Energy Directorate (NVE)
Electricity disclosure	Electricity	g CO <sub>2</sub> /kWh	402	2020	The Norwegian Water Resources and Energy Directorate (NVE) (updated 29.07.2022)
Electricity disclosure	Electricity	g CO <sub>2</sub> /kWh	405	2021	The Norwegian Water Resources and Energy Directorate (NVE) (updated 29.07.2022)
Electricity disclosure	Electricity	g CO <sub>2</sub> /kWh	405	2022	The Norwegian Water Resources and Energy Directorate (NVE) (updated 29.07.2022)
Electricity disclosure	Electricity	g CO <sub>2</sub> /kWh	405	2023	The Norwegian Water Resources and Energy Directorate (NVE) (updated 29.07.2022)
Electricity certificates	Electricity	g CO <sub>2</sub> /kWh	6	2018	The Norwegian Water Resources and Energy Directorate (NVE) - hydroelectric power
Electricity certificates	Electricity	g CO <sub>2</sub> /kWh	6	2019	The Norwegian Water Resources and Energy Directorate (NVE) - hydroelectric power

Electricity certificates	Electricity	g CO <sub>2</sub> /kWh	6	2020	The Norwegian Water Resources and Energy Directorate (NVE) - hydroelectric power
Electricity certificates	Electricity	g CO <sub>2</sub> /kWh	6	2021	The Norwegian Water Resources and Energy Directorate (NVE) - hydroelectric power
Electricity certificates	Electricity	g CO <sub>2</sub> /kWh	6	2022	The Norwegian Water Resources and Energy Directorate (NVE) - hydroelectric power
Electricity certificates	Electricity	g CO <sub>2</sub> /kWh	6	2023	The Norwegian Water Resources and Energy Directorate (NVE) - hydroelectric power
Propane (LPG)	Electricity	g CO <sub>2</sub> /kWh	234,375		<a href="https://www.miljodirektoratet.no/ansvarsomrader/klima/for-myndigheter/kutte-utslipp-av-klimagasser/klima-og-energiplanlegging/tabeller-for-omregning-fra-energivarer-til-kwh/">https://www.miljodirektoratet.no/ansvarsomrader/klima/for-myndigheter/kutte-utslipp-av-klimagasser/klima-og-energiplanlegging/tabeller-for-omregning-fra-energivarer-til-kwh/</a>
Oxygen		CO <sub>2</sub> kg/kg	1,1		Ref. oppgave ID 9645
Formic acid		kg CO <sub>2</sub> e/kg	1,58		Ref. oppgave ID 9645
Lye		kg CO <sub>2</sub> e/kg	1,31		Natronlut/Sodium hydroxide (NaOH) 50w% concentration. EI3.6 GLO Market mix. Density 1,5 kg/l: 1,31 kg CO <sub>2</sub> e/kg.
EPS box	EPS box	kg CO <sub>2</sub> e/box	3,2		The Norwegian EPD Foundation - Environmental product declaration -16.08.2019 - The climate footprint from production of the box, transport of materials and empty box to the slaughterhouse and compression and transport of the used box gives the EPS box a climate footprint of 3.2 kg CO <sub>2</sub> e/box. We have not taken into account any gains from material recycling, nor any emissions from the incineration of boxes.
Freight aircraft Europe					<a href="https://www.transportmeasures.org/en/">https://www.transportmeasures.org/en/</a>
Freight aircraft Asia					<a href="https://www.transportmeasures.org/en/">https://www.transportmeasures.org/en/</a>
Freight aircraft North America					<a href="https://www.transportmeasures.org/en/">https://www.transportmeasures.org/en/</a>
Truck		g CO <sub>2</sub> /ton-km	76	2017	Report Carbon Footprint Norwegian Seafood Products 2017 (SINTEF), maps.google.no
Train		g CO <sub>2</sub> /ton-km	19,4		VY (e-mail correspondence)
Ferry		g CO <sub>2</sub> /ton-km	60	2017	Report Carbon Footprint Norwegian Seafood Products 2017 (SINTEF)
Delousing Hydrolicer Apollon					2 800 liters per day
Delousing Hydrolicer Hydro Patriot					4 000 liters per day
Delousing Hydrolicer Steyer					4 000 liters per day
Delousing Hydrolicer Marcus					2 800 liters per day
Delousing Thermolicer Simon Princess					2 800 liters per day

Delousing FLS Lautus					2 800 liters per day
Cleaner fish		kg CO <sub>2</sub> e/fish	0,18		<a href="https://doi.org/10.1111/jiec.13118">https://doi.org/10.1111/jiec.13118</a> , 4.09 kg CO <sub>2</sub> per kg fish. 43 grams per fish = 23 pieces per kg = 4.09/23 = 0.18 kg CO <sub>2</sub> per fish
Feed		kg CO <sub>2</sub> e/kg feed delivered			Reports from suppliers after each quarter. Including LUC and financially allocated
Roe		kg CO <sub>2</sub> e/roe	0,005	2022	Data from AquaGen
Pallets	Pallets	kg CO <sub>2</sub> /pallet	2,8	2020	Carbon footprint of an EUR-sized wooden and a plastic pallet, Ivan Deviatkin and Mika Horttanainen, E3S Web Conf., 158 (2020) 03001, DOI: <a href="https://doi.org/10.1051/e3sconf/202015803001">https://doi.org/10.1051/e3sconf/202015803001</a>

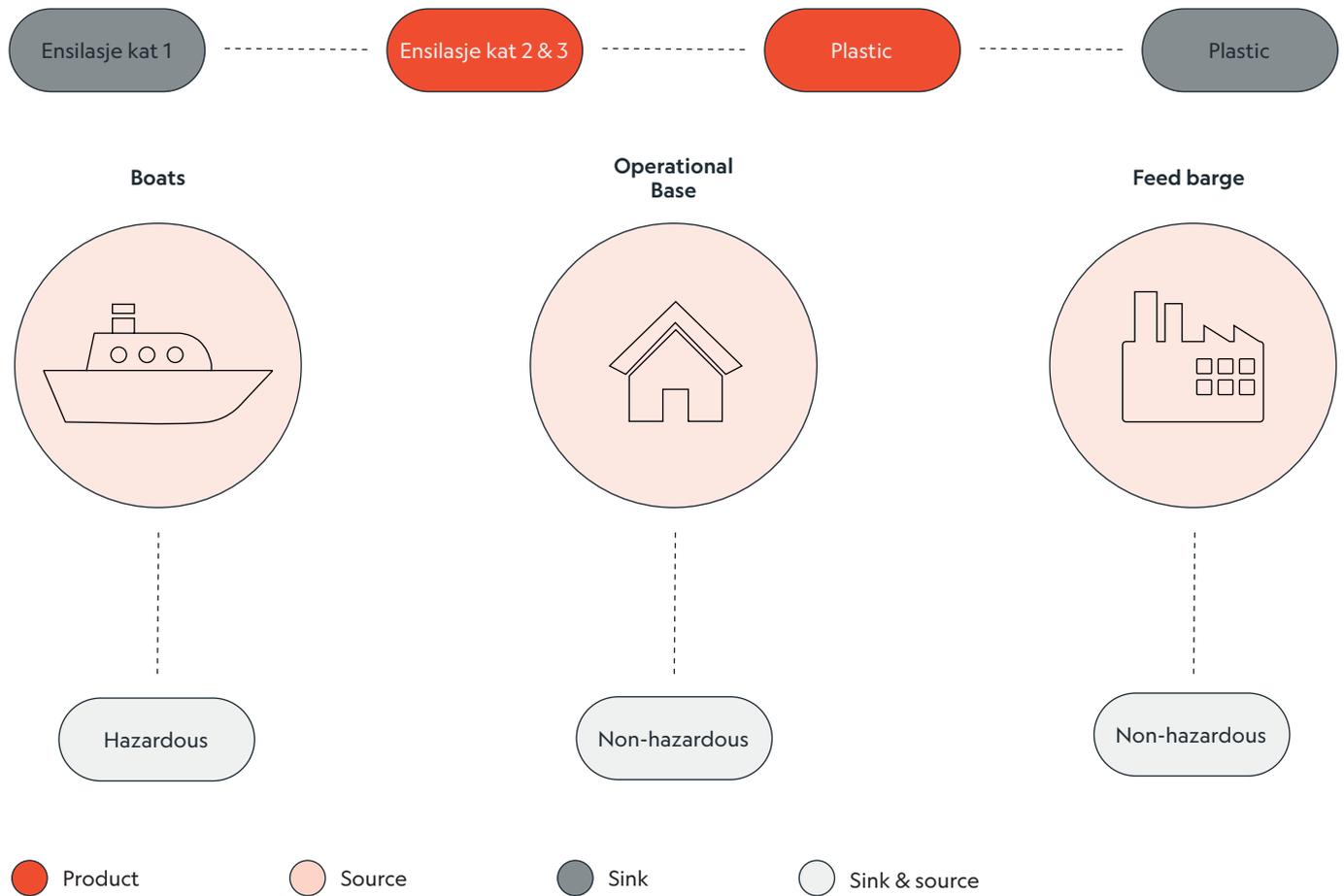
APPENDIX 3 - WASTE FLOW

Waste flow processing plant.



- Maintenance supplies
- Cleaning supplies
- Laboratory Equipment

Waste flow sea farming.



This is an explanation of the waste categories used in table waste management, in chapter 5.4.

Type of waste	Details
Fire waste	Waste from a clean up after a fire at one of our sites.
Electronic waste	All electric waste including light bulbs and fluorescent tubes.
Plastic waste	Includes ropes, bags, feeding tubes and packaging plastic.
Food-waste	Not related to waste of our product, but food consumed at the workplace.
Medical waste	Includes medicine for the salmon.
Metal waste	includes steel and non-magnetic metals.
General waste	Everything that is not sorted into the other fractions (dirty og mixed waste) that can be burned.
Hazardous waste	Includes batteries, oil, paint, chemicals, fire extinguisher, gas tanks, BLA batteries and glue.
Effluents	Not included in the waste overview. Nova Sea follows the legislations regulating effluents at our sites, boats, and bases.

## APPENDIX 4 - FEED INGREDIENTS

Marine Ingredients for feed production						
Species	Scientific name	Whole fish	Fish waste	Location of origin	IUCN Stock Status	Stock assessments systems
<b>SUPPLIER 1</b>						
Blue whiting	Micromesistius poutassou	X	X	Denmark, Iceland, Norway, Ireland	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Boarfish	Capros aper	X		Denmark, Ireland, Norway	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Capelin	Mallotus villosus	X	X	Denmark, Iceland, Norway	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Gulf Menhaden	Brevoortia patronus	X		USA	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Herring	Clupea harengus	X	X	Denmark, Iceland, Norway	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Mackrel	Scomber scombrus	X	X	Chile, Denmark, Norway, Iceland, Ireland	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Norway pout	Trisopterus esmarkii	X		Denmark, Norway	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Pacific Anchoveta	Centengraulis mysticetus	X		Chile, Peru	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Peruvian Anchoveta	Engraulis ringens	X		Chile, Peru	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Sandeel	Ammodytes marinus	X	X	Denmark, Norway	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Sardine	Sardinella Sp	X		Chile, Mauritania	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Sprat	Sprattus sprattus	X	X	Denmark, Norway, Ireland	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Cod	Gadus morhua		X	Denmark, Ireland, Norway	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Plaice	Pleuronectes platessa		X	Denmark	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Saithe	Pollachius virens		X	Norway	LC	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)
Other		X	X	Denmark, Ireland, Norway, Chile, Iceland	X	MSC (34,4%), MarinTrust (51%), FIP (12%), None* (2,6%)

SUPPLIER 2						
Peruvian Anchoveta	<i>Engraulis ringens</i>	X	X	Southeast Pacific	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Atlantic Herring	<i>Clupea harengus</i>	X	X	Northeast Atlantic	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Capelin	<i>Mallotus villosus</i>	X	X	Northeast Atlantic	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Farmed seafood by-products			X	Southeast Pacific, Northeast Atlantic		MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Antarctic Krill	<i>Euphausia Superba</i>	X		Antarctic Atlantic	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
<b>ATLANTIC SARDINE</b>		X	X	Northeast Atlantic, Eastern Central Atlantic, Mediterranean Sea, Black Sea, Southeast Pacific	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Blue Whiting	<i>Micromesistius poutassou</i>	X	X	Northeast Atlantic	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
<b>WILD SEAFOOD BY-PRODUCTS</b>		X	X	Southeast Pacific, Northeast Atlantic, Southwest Atlantic, Southeast Atlantic, Eastern Central Atlantic		MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Araucanian Herring	<i>Strangomera bentincki</i>	X		Southeast Pacific	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
<b>PACIFIC MACKEREL SPP.</b>	<i>Scomber japonicus</i>	X	X	Southeast Pacific, Eastern Central Pacific, Western Central Pacific	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Tuna Spp.			X	Southeast Pacific, Eastern Indian Ocean		MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)

<b>ANCHOVY</b>	Engraulidae	X	X	Southeast Atlantic, Eastern Central Pacific, Mediterranean Sea, Black Sea, Northeast Atlantic, Eastern Central Atlantic, Southeast Pacific, Northwest Pacific		MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Atlantic Cod	Gadus Morhua		X	Northeast Atlantic	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Sprat	Sprattus sprattus	X	X	Northeast Atlantic	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
<b>PACIFIC SARDINE</b>	Sardinops sagax	X		Eastern Central Pacific, Southwest Pacific, Northwest Pacific, Southeast Pacific	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Sandeel	Ammodytes marinus	X		Northeast Atlantic	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Atlantic Mackerel Spp.	Scomber scombrus	X	X	Northeast Atlantic, Eastern Central Atlantic	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Sardinella		X	X	Eastern Central Pacific, Mediterranean Sea, Black Sea	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Menhaden	Brevoortia tyrannus	X		Southeast Pacific, Northwest Pacific	LC	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
Alaska Pollock	Gadus chalcogrammus		X	Northeast Pacific	NT	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)
<b>OTHER</b>		X	X	Southeast Pacific, Northeast Atlantic, Eastern Central Atlantic, Eastern Central Pacific, Southeast Atlantic, Western Indian Ocean, Western Central Pacific	X	MSC (32,4%), MarinTrust (69,6%), FIP (6,7%)

## GRI INDEX

<b>Statement of use</b>	Nova Sea AS has reported in reference to the GRI Standards for the period 01.01.22 - 31.12.22
<b>GRI 1 used</b>	GRI 1 Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	GRI 13 Agriculture Aquaculture and Fishing Sectors 2022

Disclosures	Placement	Comments	GRI sector standard ref. no
<b>GRI 2 GENERAL DISCLOSURES 2021</b>			
1. The organization and its reporting practices			
2-1	Organizational details	3.1	
2-2	Entities included in the organization's sustainability reporting	3.5	Both our financial reporting and our sustainability report are annual, and both follows the calendar year, from 1st of January to the 31st of December.
2-3	Reporting period, frequency and contact point	Last page	
2-4	Restatements of information		There are no restatements of information from previous reports.
2-5	External assurance		No external assurance. A test assurance will be done on our report for FY 2023. The report is developed with guidance from consultants from BDO AS.
2. Activities and workers			
2-6	Activities, value chain and other business relationships	3.1	There are no significant changes compared to the previous reporting period.
2-7	Employees	6.2	c) The numbers are compiled through our internal HRM systems. ci) Number of employees is calculated by head count cii) At the end of the reporting period. d) No contextual information necessary. e) No significant fluctuations
2-8	Workers who are not employees	6.2	ai) 27 people performed work for the organization through a temporary employment agency aii) Temporary work in the processing plant dependent on production volume b) The data is compiled through our internal HRM-systems. bi) The number of workers is calculated by head count bii) The number is gathered at the end of the reporting period c) Some fluctuations during the reporting period dependent on production volume at the processing plant.

Disclosures		Placement	Comments	GRI sector standard ref. no
3. Governance				
2-9	Governance structure and composition	3.2	<p>ci) See our Annual report for FY 2022, novasea.no and proff.no</p> <p>cii) No conflicts of interest.</p> <p>civ) proff.no</p> <p>cv) novasea.no</p> <p>cvii) No criteria exist.</p> <p>cviii) Part of criteria selecting board members.</p> <p>cxiii) Our owners are represented in the board of directors.</p>	
2-10	Nomination and selection of the highest governance body	3.2	b) All criteria listed from i) to iv) are used in the selection.	
2-11	Chair of the highest governance body	3.2	b) Not applicable.	
2-12	Role of the highest governance body in overseeing the management of impacts	3.2	<p>bi) Our board do not formally engage directly with stakeholders, except the owners. The contact is delegated to people with contact responsibility in Nova Sea. It's reported back in KPIs and quarterly updates on yearly action plans.</p> <p>bii) Minor part of the annual board evaluation.</p> <p>c) Quarterly reporting.</p>	
2-13	Delegation of responsibility for managing impacts	3.2		
2-14	Role of the highest governance body in sustainability reporting		<p>a) The board are reviewing and approving where this report is part of our annual report, KPI's or the action plans. The management team is reviewing and approving the report. Nova Sea has controllers and quality workers who overlook the numbers we are reporting.</p> <p>b) Due to when board meetings are taking place, and the date for the reporting. They will have the report as information after publishing.</p>	
2-15	Conflicts of interest	3.2	<p>bi) Disclosed through open access information on ownership and board members in Norway.</p> <p>bii) The shareholder overview is accessible and communicated to customers, suppliers, and others.</p>	
2-16	Communication of critical concerns		<p>a) Critical concerns can be communicated both from our employees (internal concerns) and from different stakeholders (external concerns). It is communicated that whistleblowing will go to the head of the board. Critical external concerns will be reported to the management team, and if necessary to the head of the board.</p> <p>b) N/A</p>	
2-17	Collective knowledge of the highest governance body		a) The board was involved in the development of the Nova Sea sustainability report.	
2-18	Evaluation of the performance of the highest governance body		<p>a) Part of yearly evaluation.</p> <p>b) The evaluation is done by the board of directors.</p> <p>c) N/A</p>	
2-19	Remuneration policies	3.2 6.2	<p>a) The general assembly decides the remuneration policy for the members of the board. The employee handbook, available to all employees, describes our remuneration policy.</p> <p>aiv) None</p> <p>av) Nova Sea procures our own retirement benefits. It's the same benefits for all employees, including the management team.</p> <p>b) The remuneration policies follow the total KPI's for the company.</p>	

Disclosures		Placement	Comments	GRI sector standard ref. no
2-20	Process to determine remuneration	6.2	a) The remuneration politics in Norway are quite special, with what called "The Norwegian model". Description available at <a href="http://www.nho.no">www.nho.no</a> or <a href="http://www.lo.no">www.lo.no</a> . aii) No stakeholders, except the unions, are included in determining remuneration. b) This is not part of votes by stakeholders or board, except for the yearly bonuses voted by the board of directors - unanimously adopted.	
2-21	Annual total compensation ratio		a) 453% b) 10% highest paid, median 4,5% c) This includes all permanent employees and temporary employees. Non-guaranteed hours employees are not included. The compensation is fixed pay, including overtime and supplement for evening and weekend work.	
4. Strategy, policies and practices				
2-22	Statement on sustainable development strategy	2		
2-23	Policy commitments		Nova Sea Code of Conduct: <a href="#">Code of Conduct - Nova Sea</a>	
2-24	Embedding policy commitments	3.2	ai) Each leader is responsible to follow the "Code of Conduct". aii) "Code of Conduct" is part of all strategies, operational policies and operational procedures.	
2-25	Processes to remediate negative impacts	3.2	b) In Norway we have well-functioning grievance possibilities, and national organizations and courts taking responsibilities for this. We only describe our own internal system. d) No involvement e) Few grievances, and therefore not reported.	
2-26	Mechanisms for seeking advice and raising concerns	3.2		
2-27	Compliance with laws and regulations		ai) 1 aii) 0 bi) 1 bii) N/A	
2-28	Membership associations	3.4		
5. Stakeholder engagement				
2-29	Approach to stakeholder engagement	3.3		
2-30	Collective bargaining agreements	6.2	a) 100% of operational employees are covered by collective bargaining agreements. b) Our employees have the freedom to join trade unions, including The United Federation of Trade Unions, Commerce and Office Workers Union Norway, The Norwegian Food and Allied workers Union, The Norwegian Society of Graduate Technical and Scientific Professionals and FLT.	

Disclosures		Placement	Comments	GRI sector standard ref. no
<b>GRI 3 Material Topics 2021</b>				
Disclosures		Placement	Comments	GRI sector standard ref. no
3-1	Process to determine material topics	4.0 Appendix 1	Consultants from BDO were used in the process of assessing and determining our material topics.	
3-2	List of material topics	Appendix 1		

ENVIRONMENT				
Biodiversity				
<b>GRI 3 Material Topics 2021</b>				
3-3	Management of material topics	5.1		13.3.1 13.4.1 13.5.1 13.6.1
<b>GRI 304 biodiversity 2016</b>				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	5.1.2	ai) Vega municipality aii) N/A aiii) In the area aiv) Farming location av) 0,588 square kilometers avi) The Vega Archipelago has been a UNESCO world heritage site since 2004 and is protected based on its long history of harvesting and utilizing the down from eider ducks in an inhospitable environment close to the Arctic circle. avii) The Archipelago is protected in category (v): an outstanding example of a traditional human settlement, land-use, or sea-use which is representative of a culture (or cultures), or human interaction with the environment especially when it has become vulnerable under the impact of irreversible change. Reports and more information available at our website, <a href="http://www.novasea.no">www.novasea.no</a>	13.3.2
304-2	Significant impacts of activities, products and services on biodiversity	5.1.1	aiii) All sea lice counting at our farms are reported weekly and are available at <a href="http://www.BarentsWatch.no">www.BarentsWatch.no</a>  All OIE-related illnesses are reported to the Norwegian food safety authority and are treated in accordance with their recommendations. All predator interactions and incidents are reported in our internal systems for further analysis and processing. For our ASC-certified sites, information about illnesses, sea lice numbers and predator-incidents are available at <a href="http://www.novasea.no">www.novasea.no</a>  bii) The extent of areas impacted by our production is monitored through sediment modeling. The modulation shows that a radius of less than 1 km surrounding our sites is being impacted.	13.3.3

Disclosures		Placement	Comments	GRI sector standard ref. no
304-3	Habitats protected or restored		N/A No habitat areas protected or restored during the reporting period.	13.3.4
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		N/A There is no mapping of all species with possible habitat in our operating areas. Therefore, we have no overview of possible species being impacted.	13.3.5
<b>GRI 13 Sector standard 2022</b>				
13.3 Biodiversity	For each species of aquatic organisms produced, report: <ul style="list-style-type: none"> <li>species scientific name</li> <li>volume in metric tons</li> <li>farming methods</li> <li>production site.</li> </ul>	5.1		13.3.6
	For juvenile seeds stocks captured in the wild that are used as input to aquaculture production, report: <ul style="list-style-type: none"> <li>species scientific name</li> <li>volume in metric tons</li> <li>fishing methods</li> <li>locations of origin</li> <li>stock status, including the stock status assessments or systems used</li> </ul>		N/A No juvenile seed stock was captured in the wild to be used in our production.	
	Report the use of fishing products in feed, including the following: <ul style="list-style-type: none"> <li>species scientific name</li> <li>whether the whole fish or fish waste (trimmings, off-cuts, and offal) is used</li> <li>locations of origin</li> <li>stock status, including the stock status assessments or systems used</li> </ul>	Appendix 4		

Disclosures		Placement	Comments	GRI sector standard ref. no
13.4 Natural ecosystem conversion	Report the percentage of production volume from land owned, leased or managed by the organization determined to be deforestation- or conversion-free, by product, and describe the assessment methods used	5.1.4	100% of our products are deforestation free.	13.4.2
	For products sourced by the organization, report the following by product: <ul style="list-style-type: none"> <li>the percentage of sourced volume determined to be deforestation- or conversion-free, and describe the assessment methods used</li> <li>the percentage of sourced volume for which origins are not known to the point where it can be determined whether it is deforestation- or conversion-free, and describe actions taken to improve traceability.</li> </ul>	5.1.4	100% of sourced volume was deforestation free in 2022. All soy used as raw material by feed-suppliers is ProTerra-certified. 0% of sourced volume had unknown origins to the point where it could not be determined if it was conversion free or not.	13.4.3
	Report the size in hectares, the location, and the type of natural ecosystems converted since the cut-off date on land owned, leased, or managed by the organization	5.1.5	Processing plant: Lovund, Lurøy municipality.	13.4.4
	Report the size in hectares, the location, and the type of natural ecosystems converted since the cut-off date by suppliers or in sourcing locations	5.1.5	Smolt facility: Kilvik, Meløy Municipality.	13.4.5
13.6 Pesticides use	Report the volume and intensity of pesticides used by the following toxicity hazard levels: <ul style="list-style-type: none"> <li>Extremely hazardous</li> <li>Highly hazardous</li> <li>Moderately hazardous</li> <li>Slightly hazardous</li> <li>Unlikely to present an acute hazard</li> </ul>		5,285 kg Azamethiphos. 0,490 kg Emamectin benzoate, Categorized as moderately hazardous by WHO. The most common determining factor for using medicinal treatment is the size of the fish or the general welfare at the site.	13.6.2
<b>Fish health and welfare</b>				
<b>GRI 3 Material Topics 2021</b>				
3-3	Management of material topics	5.2	In 2022 we had 22 external audits: Seven ASC, one BRC, seven GlobalG.A.P., three from customers and four from authorities. There were 111 reported non-compliances in these audits. In addition, we carried out 27 internal audits: six BRC, 18 GlobalG.A.P. and three according to the authorities, with 85 reported non-compliances.	13.11.1

Disclosures		Placement	Comments	GRI sector standard ref. no
<b>GRI 13 Sector standard 2022</b>				
13.11: Animal health and welfare	Report the percentage of production volume from sites of the organization certified to third-party animal health and welfare standards and list these standards	5.2	100% GlobalG.A.P. certified 93,3% ASC certified	13.11.2
	Report the survival percentage of farmed aquatic animals and the main causes of mortality	5.2	95,82% survival	13.11.3
<b>Climate and energy</b>				
<b>GRI 13 Material Topics 2021</b>				
3-3	Management of material topics	5.3	IPCC (Intergovernmental Panel on Climate Change) latest synthesis report ( <a href="#">IPCC AR6 SYR, 2023</a> ), <a href="#">Science Based Targets Initiative</a>	13.11 13.2.1
<b>GRI 302 Energy 2016</b>				
302-1	Energy consumption within the organization	5.3	References on data collection in appendix 2	
302-2	Energy consumption outside of the organization	5.3	References on data collection in appendix 2	
302-3	Energy intensity	5.3	References on data collection in appendix 2	
302-4	Reduction of energy consumption		The organization does not have sufficient data to meet the requirement	
302-5	Reductions in energy requirements of products and services		The organization does not have sufficient data to meet the requirement	
<b>GRI 305 Emissions 2016</b>				
305-1	Direct (Scope 1) GHG emissions	5.3	<a href="#">Science Based Targets Initiative</a> References on data collection in appendix 2	13.1.2
305-2	Energy indirect (Scope 2) GHG emissions	5.3	<a href="#">Science Based Targets Initiative</a> References on data collection in appendix 2	13.1.3
305-3	Other indirect (Scope 3) GHG emissions	5.3	<a href="#">Science Based Targets Initiative</a> References on data collection in appendix 2	13.1.4
305-4	GHG emissions intensity	5.3	References on data collection in appendix 2	13.1.5
305-5	Reduction of GHG emissions	5.3	References on data collection in appendix 2	13.1.6
305-6	Emissions of ozone-depleting substances (ODS)		N/A The organization does not have sufficient data to meet the requirement	13.1.7
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		N/A The organization does not have sufficient data to meet the requirement	13.1.8

Disclosures		Placement	Comments	GRI sector standard ref. no
<b>GRI 201 Economic Performance 2016</b>				
201-2	Financial implications and other risks and opportunities due to climate change	5.3.1		13.2.2
<b>Plastic and waste management</b>				
<b>GRI 3 Material Topics 2021</b>				
3-3	Management of material topics	5.4	The waste statistics includes Nova Sea, Tomma Laks, and Vega Sjøfarm, and organic waste from Helgeland Smolt.	13.8.1
<b>GRI 306 Waste 2020</b>				
306-1	Waste generation and significant waste-related impacts	Appendix 3	Flow chart sea farming and flow chart processing plant.	13.8.2
306-2	Management of significant waste-related impacts	5.4		13.8.3
306-3	Waste generated	5.4	While assessing the report, a discrepancy of 1,5 tons was discovered. We are currently working on correcting this deviation.	13.8.4
306-4	Waste diverted from disposal	5.4		13.8.5
306-5	Waste directed to disposal	5.4		13.8.6

<b>SOCIAL TOPICS</b>				
<b>Employee Health and Safety</b>				
<b>GRI 3 Material Topics 2021</b>				
3-3	Management of material topics	6.1		13.19.1
<b>GRI 403 Occupational Health and Safety 2018</b>				
403-1	Occupational health and safety management system	6.1	The implementation and maintenance of our health and safety management system is in accordance with the Norwegian law for internal control systems (Internkontrollforskriften)	13.19.2
403-2	Hazard identification, risk assessment, and incident investigation	6.1	Our procedure for performing risk assessments aligns with the guidance provided by ISO 31 000. The procedure is reviewed annually to ensure the quality of risk- assessments throughout the organization. During the revision, suggestions for improvement and registered deviations are assessed, allowing for the identification of new risk factors or modification to existing ones.  The risk assessment procedure describes the team conducting the assessments for each operational area. The team must consist of employees with expertise within HSE or within the relevant operational areas.	13.19.3

Disclosures		Placement	Comments	GRI sector standard ref. no
403-3	Occupational health services	6.1	The external health care service provider is consulted whenever major operational changes that could pose risk to our workers are planned. Detailed information on services provided by the occupational health service provider is readily available for all employees in the employee handbook.	13.19.4
403-4	Worker participation, consultation, and communication on occupational health and safety	6.1		13.19.5
403-5	Worker training on occupational health and safety	6.1		13.19.6
403-6	Promotion of worker health	6.1	<p>Our commitment to employee welfare aligns with relevant Norwegian laws and regulation.</p> <p>All Nova Sea employees are covered by our pension agreement. We provide disability insurance to offer financial support to employees who are deemed unfit to work. We have occupational injury insurance and occupational illness insurance.</p> <p>Beyond mandatory coverage: extended occupational injury or illness insurance, insurance for accidents unrelated to work and an extra treatment guarantee. We provide online medical services and online mental health services to our employees, both on weekdays and weekends, ensuring that employees can access professional medical advice and mental health. These services are provided free of charge.</p> <p>We encourage employees to access an external insurance policy portal, where they can gain a comprehensive overview of their personal insurance coverage and pensions savings through Nova Sea.</p>	13.19.7
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.1		13.19.8
403-8	Workers covered by an occupational health and safety management system	6.1.2		13.19.9
403-9	Work-related injuries	6.1.1	To determine operations and areas with risk for high-consequence injuries or ill health risk assessments, general knowledge on dangers in the industry and historical data of incidents are used.	13.19.10
403-10	Work-related ill health		When compiling information for this report the organization found that we have a lack of information on some points regarding employees' ill health related to workplace conditions.	13.19.11
<b>Employment practices</b>				
<b>GRI 3 Material Topics 2021</b>				
3-3	Management of material topics	6.2		13.20.1

Disclosures		Placement	Comments	GRI sector standard ref. no
<b>Non-discrimination and equal opportunity</b>				
GRI 3 Material Topics 2021				
3-3	Management of material topics	6.3		13:15.1
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	6.3		13:15.2
405-2	Ratio of basic salary and remuneration of women to men	6.3	All operational employees are covered by collective bargaining agreements, ensuring equal pay for the genders.	13:15.3
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	6.3		13:15.4
GRI 13 Sector Standard 2022				
13:15 Non-discrimination and equal opportunity	Describe any differences in employment terms and approach to compensation based on workers' nationality or migrant status, by location of operations.	6.3	There is no difference in compensation based on nationality, migrant status or location of operations.	13:15.5
<b>Food Safety</b>				
GRI 3 Material Topics 2021				
93-3	Management of material topics	6.4		13:10.1
GRI 416 Customer Health and Safety 2016				
416-1	Assessment of the health and safety impacts of product and service categories	6.4.1		13:10.2
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	6.4.1		13:10.3
GRI 13 Sector Standard 2022				
13:10 Food safety	Report the percentage of production volume from sites certified to internationally recognized food safety standards, and list these standards	6.4.2		13:10.4
	Report the number of recalls issued for food safety reasons and the total volume of products recalled	6.4.2		13:10.5

Disclosures		Placement	Comments	GRI sector standard ref. no
<b>Land and resource rights</b>				
GRI 3 Material Topics 2021				
3-3	Management of material topics	6.5		13.13.1 13.14.1
GRI 13 Sector standard 2022				
13.13 Land and resource rights	List the locations of operations, where land and natural resource rights (including customary, collective, and informal tenure rights) may be affected by the organization's operations.	6.5		13.13.2
	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.		No such incidents occurred during the reporting period.	13.13.3
GRI 411 Rights of Indigenous Peoples 2016				
411-1	Incidents of violations involving rights of indigenous peoples		No such incidents occurred during the reporting period.	13.14.2
GRI 13 Sector Standard 2022				
13.14 Rights of indigenous peoples	List the locations of operations where indigenous peoples are present or affected by activities of the organization.	6.5		13.14.3
	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 organization's activities, including, in each case: <ul style="list-style-type: none"> <li>whether the process has been mutually accepted by the organization and the affected indigenous peoples</li> <li>how the organization ensured that the constituent elements of FPIC have been implemented as part of the process</li> <li>whether an agreement has been reached and, if so, whether the agreement is publicly available.</li> </ul>		N/A	13.14.4
<b>Local communities</b>				
GRI 3 Material Topics 2021				
3-3	Management of material topics	6.6		13.12.1 13.22.1

Disclosures		Placement	Comments	GRI sector standard ref. no
<b>GRI 413 Local Communities 2016</b>				
413-1	Operations with local community engagement, impact assessments, and development programs		When compiling data for this report the organization found a lack of information.	13.12.2
413-2	Operations with significant actual and potential negative impacts on local communities		When compiling data for this report the organization found a lack of information.	13.12.3
<b>GRI 201 Economic Performance 2016</b>				
201-1	Direct economic value generated and distributed		See our annual report for FY 2022. <a href="https://www.novasea.no/">https://www.novasea.no/</a>	13.22.2
<b>GRI 203 Indirect Economic Impacts 2016</b>				
203-1	Infrastructure investments and services supported	6.6		13.22.3
203-2	Significant indirect economic impacts	6.6	b) N/A	13.22.4

<b>GOVERNANCE</b>				
<b>Supply Chain Traceability and Fairtrade</b>				
<b>GRI 3 Material Topics 2021</b>				
3-3	Management of material topics	7.1		13.23.1 13.16.1 13.17.1 13.18.1
<b>GRI 13 Sector Standard 2022</b>				
13.23 Supply chain traceability	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).	7.1.2	Smolt: 100% GlobalG.A.P and GRASP Broodstock: 100% GlobalG.A.P	13.23.2
	Report the percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain, by product and list these standards	7.1.2	Feed: 100% GlobalG.A.P, demand for 100% ASC as soon as possible, encouraging MSC, MarinTrust or FIP for marine ingredients. For more information sourcing of marine ingredients see appendix 4.	13.23.3

Disclosures		Placement	Comments	GRI sector standard ref. no
	Describe improvement projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified.	71.2	We require our feed suppliers to be GlobalG.A.P.-certified and ASC-certified as soon as the new standard is launched. We organize network gatherings via Achilles to coordinate audits of shared suppliers. Within the network, it is essential to examine industry-specific certification requirements/standards to ensure they are tailored to the specific products and industry. This may involve collaborating with industry organizations or other relevant stakeholders. Collaborating on the development of an industry standard for suppliers of boats e.g., will be considered.	13.23.4
<b>GRI 409 Forced or Compulsory Labor 2016</b>				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	71.1 71.2		13.16.2
<b>GRI 408 Child Labor 2016</b>				
408-1	Operations and suppliers at significant risk for incidents of child labor	71.1 71.2		13.17.2
<b>GRI 407 Freedom of Association and Collective Bargaining 2016</b>				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	71.1 71.2		13.18.2
<b>Innovation and collaboration</b>				
<b>GRI 3 Material Topics</b>				
3-3	Management of material topics	7.2		

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