

Bakkafrost - GRI Standards Content Index 2020

Page numbers refer to 2021 Healthy Living Sustainability Report online here: https://bakkafrost.cdn.fo/media/3080/web_bf_sustainability_2020.

| GRI STANDARD NUMBER | DISCLOSURE NUMBER | DISCLOSURE TITLE | LOCATION, REFERENCES, AND COMMENT |
|-----------------------------------|-------------------|--|--|
| GRI 101: FOUNDATION 2016 | | | |
| ORGANIZATIONAL PROFILE | | | |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-1 | Name of the organization | Bakkafrost |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-2 | Activities, brands, products, and services | Fishmeal, fish oil, fish feed, hatcheries, farming, FSV, harvesting, processing, packaging, sales, biogas plant |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-3 | Location of headquarters | Glyvrrar, Eysturoy |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-4 | Location of operations | Faroe Islands, Scotland, USA, UK |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-5 | Ownership and legal form | Listed on: Oslo Børs |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-6 | Markets served | Page 4, 5 and 19 (under “Why this is important”) |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-7 | Scale of the organization | Page 4 (and latest Annual Report Bakkafrost - Reports and Presentations - Faroe Islands salmon –) |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-8 | Information on employees and other workers | page 4, 26 and data under Healthy People Data at www.bakkafrost.com/sustainability/data |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-9 | Supply chain | Pages 21, 40 & 71 |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-10 | Significant changes to the organization and its supply chain | Page 25 & 71 |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-11 | Precautionary Principle or approach | Sustainability Management and Governance is on page 106, precautionary approach to environmental challenges is on page 14 |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-12 | External initiatives | Page 63 |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-13 | Membership of associations | Memberships and ratings page 112 and listed under Healthy Communities Data at www.bakkafrost.com/sustainability/data |
| STRATEGY | | | |

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| GRI 102: GENERAL DISCLOSURES 2016 | 102-114 | Statement from senior decision-maker | Pages 10-11 |
| ETHICS AND INTEGRITY | | | |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-116 | Values, principles, standards, and norms of behaviour | https://www.bakkafrost.com/en/about-us/about-us/vision-mission/ |
| GOVERNANCE | | | |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-118 | Governance structure | Page 106 (under 'Sustainability management and governance') |
| STAKEHOLDER ENGAGEMENT | | | |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-40 | List of stakeholder groups | Pages 108 – 110 'Stakeholder Engagement' |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-41 | Collective bargaining agreements | Pages 39 – 40 |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-42 | Identifying and selecting stakeholders | Pages 108 – 110 'Stakeholder Engagement' |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-43 | Approach to stakeholder engagement | Pages 108 – 110 'Stakeholder Engagement' |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-44 | Key topics and concerns raised | Pages 108 – 110 'Stakeholder Engagement' |
| REPORTING PRACTICE | | | |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-45 | Entities included in the consolidated financial statements | Latest Annual Report (Bakkafrost - Reports and Presentations - Faroe Islands salmon -) |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-46 | Defining report content and topic Boundaries | Page 3 |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-47 | List of material topics | Page 17 'Material sustainability topics' |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-48 | Restatements of information | Page 106-107 |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-49 | Changes in reporting | Page 3 |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-50 | Reporting period | Page 3 |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-51 | Date of most recent report | 9th April 2021 |

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| GRI 102: GENERAL DISCLOSURES 2016 | 102-52 | Reporting cycle | Page 77 |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-53 | Contact point for questions regarding the report | Page 11 |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-54 | Claims of reporting in accordance with the GRI Standards | Page 107 (under 'Notes on the Report') |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-55 | GRI content index | https://www.bakkafrost.com/en/investor-relations/reports-and-presentations/ |
| GRI 102: GENERAL DISCLOSURES 2016 | 102-56 | External assurance | Page 115 (Under 'Independent assurance report') |
| IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES | | | |
| ETHICAL CONDUCT: ANTI-CORRUPTION | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Page 20 (under 'Ethical Conduct') |
| GRI 205: ANTI-CORRUPTION 2016 | 205-3 | Confirmed incidents of corruption and actions taken | Page 114 |
| ETHICAL CONDUCT: ANTI-COMPETITIVE BEHAVIOUR | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | https://www.bakkafrost.com/en/investor-relations/corporate-governance/ |
| GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016 | 206-1 | Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | Page 20 & 114 |
| ENERGY | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Page 75-76 |
| GRI 302: ENERGY 2016 | 302-1 | Energy consumption within the organization | Pages 77-82 (Under 'Energy Consumptions and Emissions 2021') and data can be found at https://www.bakkafrost.com/sustainability/data |
| WATER | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Page 73 |
| GRI 303: WATER 2016 | 303-1 | Water withdrawal by source | Data under Healthy Environment Data https://www.bakkafrost.com/sustainability/data |
| | Own Disclosure | Recycled water | Page 73 |
| EMISSIONS | | | |

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| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Pages 75-76 (Under 'Climate Change and Energy') |
| GRI 305: EMISSIONS 2016 | 305-1 | Direct (Scope 1) GHG emissions | Pages 77-82 (Under 'Energy Consumptions and Emissions 2021') and data can be found at https://www.bakkafrost.com/sustainability/data |
| GRI 305: EMISSIONS 2016 | 305-2 | Energy indirect (Scope 2) GHG emissions | Pages 77-82 (Under 'Energy Consumptions and Emissions 2021') and data can be found at https://www.bakkafrost.com/sustainability/data |
| GRI 305: EMISSIONS 2016 | 305-3 | Other indirect (Scope 3) GHG emissions | Pages 77-82 (Under 'Energy Consumptions and Emissions 2021') and data can be found at https://www.bakkafrost.com/sustainability/data |
| GRI 305: EMISSIONS 2016 | 305-4 | GHG emissions intensity | Pages 77-82 (Under 'Energy Consumptions and Emissions 2021') and data can be found at https://www.bakkafrost.com/sustainability/data |
| LOCAL POLLUTION | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Page 64 |
| | Own Disclosure | Fallow Time Between Production Cycles (weeks) | Information under Healthy Environment Data https://www.bakkafrost.com/sustainability/data |
| | Own Disclosure | Organic Loading of Seabed | Information under Healthy Environment Data https://www.bakkafrost.com/sustainability/data |
| WASTE | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Page 68 |
| GRI 301: MATERIALS 2016 | 301-1 | Materials used by weight or volume | Data under Healthy Environment Data https://www.bakkafrost.com/sustainability/data |
| GRI 306: EFFLUENTS AND WASTE | 306-1 | Water discharge by quality and destination | Data under Healthy Environment Data https://www.bakkafrost.com/sustainability/data |
| GRI 306: EFFLUENTS AND WASTE | 306-2 | Waste by type and disposal method | Data under Healthy Environment Data https://www.bakkafrost.com/sustainability/data |
| HEALTH, SAFETY AND WELLBEING | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Pages 26-41 under 'Healthy People' |
| GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016 | 403-2 | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | Page 36 and data can be found at https://www.bakkafrost.com/sustainability/data |
| HUMAN CAPITAL | | | |

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| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Pages 27-29 |
| GRI 401: EMPLOYMENT 2016 | 401-1 | New employee hires and employee turnover | Page 31 and data can be found at www.bakkafrost.com/sustainability/data |
| GRI 401: EMPLOYMENT 2016 | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Page 32 |
| GRI 404: TRAINING AND EDUCATION 2016 | 404-1 | Average hours of training per year per employee | Page 33 |
| GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016 | 405-1 | Diversity of governance bodies and employees | Pages 29 & 40 |
| HUMAN RIGHTS | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Pages 27, 39, 40, 58, 114 |
| | Own disclosure | Freedom of association | Pages 20, 39, 40, 114 |
| COMMUNITY ENGAGEMENT AND TRANSPARENCY | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Pages 94, 99 |
| GRI 413: LOCAL COMMUNITIES 2016 | 413-1 | Operations with local community engagement, impact assessments, and development programs | Pages 94 – 105 Under ‘Healthy Communities’ |
| GOVERNMENT REGULATION AND COMPLIANCE | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Page 20 |
| GRI 419: SOCIOECONOMIC COMPLIANCE 2016 | 419-1 | Non-compliance with laws and regulations in the social and economic area | Page 17 |
| BIODIVERSITY | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Pages 62 - 67 |
| | Own disclosure | Fish escapes | Pages 62,63, 66 and data can be found at https://www.bakkafrost.com/sustainability/data |

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| GRI 304: BIODIVERSITY 2016 | 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | Page 63 |
| | Own disclosure | Wildlife Fatalities | Data can be found at https://www.bakkafrost.com/sustainability/data |
| COLLABORATION AND CERTIFICATION | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Page 56 |
| | Own disclosure | Supply chain certification | Page 112 |
| | Own disclosure | Number of sites certified to ASC | Pages 12, 54, 56, 57 and 59 |
| CUSTOMER SATISFACTION | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Page 20 |
| | Own disclosure | Net promoter score | Pages 20 & 22 and data can be found at https://www.bakkafrost.com/sustainability/data |
| | Own disclosure | Product quality score | Data can be found at https://www.bakkafrost.com/sustainability/data |
| FISH HEALTH & WELFARE | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Pages 42 – 61 Under ‘Healthy Salmon’ |
| | Own disclosure | Fish mortality rate | Pages, 47, 50, 51, 53 and data can be found at https://www.bakkafrost.com/sustainability/data |
| | Own disclosure | Causes of reduced survival | Pages 47 & 48 |
| | Own disclosure | Sea lice levels | Page 50 and data can be found at https://www.bakkafrost.com/sustainability/data |
| | Own disclosure | Sea lice treatments | Pages 22, 48, 49, 50, 52, 53, 55 |
| | Own disclosure | Medicine in-bath treatment | Pages 48 and 50 and data can be found at https://www.bakkafrost.com/sustainability/data |
| | Own disclosure | Medicine use in feed | Data can be found at https://www.bakkafrost.com/sustainability/data |

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| | Own disclosure | Non-medicinal delousing methods | Pages 48 and 50 |
| | Own disclosure | Antibiotic use | Pages 15, 42 & 46 |
| | Own disclosure | Vaccinations use | Pages 47, 54 & 55. Data can be found at https://www.bakkafrost.com/sustainability/data |
| INNOVATION | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Pages 22, 106 & 107 |
| | Own disclosure | Amount of money spent on new innovations | Page 114 (Under UN Global Compact progress report 9 Development and diffusion of environmentally friendly technologies) |
| INTERNATIONAL RELATIONS | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Page 23 |
| VALUE GENERATION | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Pages 95 & 104 |
| | Own disclosure | Percentage of products and services sourced locally | Pages 98 & 99 |
| | Own disclosure | Taxes paid | Page 99 |
| | Own disclosure | DKK invested in community projects | Pages 94, 99 |
| PRODUCT QUALITY | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Pages 17 & 42 |
| GRI 416: CUSTOMER HEALTH AND SAFETY 2016 | 416-1 | Assessment of the health and safety impacts of product and service categories | Data under Healthy Salmon Data can be found at https://www.bakkafrost.com/sustainability/data |
| | Own disclosure | Customer quality score | Page 44 and data can be found at https://www.bakkafrost.com/sustainability/data |
| | Own disclosure | Omega 3 levels | Pages 14, 42, 43, 85, 90 and data can be found at https://www.bakkafrost.com/sustainability/data |
| | Own disclosure | Omega 6 ratio | Page 14 and data can be found at https://www.bakkafrost.com/sustainability/data |

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| | Own disclosure | Nutritional profile | Pages 43, 90, 93 and data can be found at https://www.bakkafrost.com/sustainability/data |
| | Own disclosure | Toxicity levels reference | Data can be found at https://www.bakkafrost.com/sustainability/data |
| RESPONSIBLE LEADERSHIP | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Page 94 |
| SUSTAINABLE FISH FEED | | | |
| GRI 103: MANAGEMENT APPROACH 2016 | 103-1, 103-2, 103-3 | Management Approach | Page 88 |
| | Own disclosure | Feed conversion ratio | Pages 15, 84, 85, 89 |
| | Own disclosure | Feed composition | Page 92 and data can be found at https://www.bakkafrost.com/sustainability/data |