

Fish Health and Welfare Policy

The health and welfare of our salmon is of paramount importance. It is fundamental to the healthy growth of our salmon and is integral to every operational practice in the company. Creating an optimal environment for salmon growth involves implementing effective husbandry methods, minimizing stress on the salmon, and maintaining excellent health management practices. These combined efforts contribute to the welfare of our salmon.

Bakkafrost's practices adhere to the basic animal welfare principle outlined in the Five Freedoms and general recommendations outlined by World Organization for Animal Health (WHO).

Scope

This policy includes all farming operation and sites within the company, where live fish are involved, from broodstock to harvest. The health and welfare of our stock is of the utmost importance to The Company being fundamental to the healthy growth of our salmon and intrinsic to our operations. We are aware that the use of good husbandry methods, minimal stress to fish and excellent health management practices provide the optimum conditions for growing salmon.

We take a pro-active and holistic approach to health and welfare management, including a stringent health surveillance program with routine health checks across all our farms to ensure early detection and rapid mitigation on any health challenges. The policy adheres to farmed Atlantic salmon in all stages of the production process within Bakkafrost value chain.

Governance

The CEO is responsible for the Fish Health and Welfare policy throughout the company.

The Fish Health and Welfare responsibility is with the line-management in each department. The management and control of the policy is delegated to the department for Quality, Environment, Safety and Health (QESH).

Goals

Our goals guide our commitment to animal welfare, emphasizing both ethical responsibility and practical outcomes. These are:

- **Optimal health status:** Our focus is on maintaining the highest level of health for the animals under our care
- **Optimal growth:** We aim for healthy and sustainable growth
- **Optimal environment:** Providing a stable environment that promotes the wellbeing of our stock
- **Optimal feed:** Ensuring that the fish receive the best possible nutrition through own production of feed
- **Optimal care:** Consistent and attentive care contributes to overall health and welfare.
- **Reduced treatments:** We strive to minimize the need for interventions and treatments
- **Optimal quality:** Ensuring high-quality salmon production directly correlates with the well-being of the animals.

Animal welfare

All staff working with salmon exhibit dedication, diligence, and a strong commitment to animal welfare.

We also have an experienced team of specialized veterinarians and biologists dedicated to animal health and welfare. Regularly, and at least annually, all Bakkafrost staff undergo comprehensive training in animal welfare and biosecurity protocols.

Daily surveillance of the fish is conducted on all our sites. Underwater cameras are installed in all cages that facilitate observation of fish behavior and appetite 24 hours a day. This provides a good daily monitoring of the fish and where any deviation can be immediately observed.

At each site, there is a dedicated veterinarian responsible, who regularly conducts inspections at the site. Moreover, the farmers maintain close communication with the veterinarian. Any alterations in behavior are promptly reported to the veterinarian who then determines the appropriate course of action.

Prior to every stocking, the site manager and the veterinarian collaboratively create a site-specific veterinary health plan. The primary objective of this plan is to ensure the well-being and optimal health of the fish at that location.

Fish Health

Fish health plays a crucial role in securing animal welfare. Our management practices are focused on preventive measures to minimize the risk of disease. We adopt a proactive and holistic approach to health and welfare management, which includes a rigorous health surveillance program.

Preventive measures:

1. Producing resilient smolt: we are actively developing our broodstock program, which plays a crucial role in ensuring the quality and sustainability of our salmon production. By maintaining our own broodstock, we can selectively breed salmon with desirable traits, such as disease resistance, and overall health.
2. Vaccination program: All of our salmon are vaccinated in the hatcheries. The vaccination program is administered to prevent disease and reduce the impact of outbreaks.
3. Biosecurity: Rigorous biosecurity practices are crucial. These include controlling access to our fish farms and preventing the introduction of pathogens through contaminated water, feed, or other vectors.
4. Routine health checks: Routine health checks are conducted across all our farms, ensuring early detection and rapid action in response to any health challenges.
5. Water sampling: Regularly collecting water samples helps monitor water pathogens. Analyzing these samples provides insights into potential health risks and allows for adjustments.
6. Managing environmental conditions: Each marine site has been selected based on factors such as currents, water flow and oxygen levels. Furthermore, daily monitoring of water oxygen levels and temperatures ensures optimal conditions for our salmon. Our commitment to low stocking density – with approximately 98.5% water and 1.5% fish – allows our salmon to express their natural shoaling behavior, promoting their well-being and healthy growth.

The typical stocking density on one of our farms equates to approximately 98.5% water and just 1.5% fish. This ensures our salmon have plenty room to exhibit their natural behavior, which promotes welfare and healthy growth. Stocking densities are continuously being reported to the competent authority to ensure that all operating units are well below legislative limits.

Feed

Bakkafrost is dedicated to producing salmon of the highest quality and a key component of this is the quality of the feed we provide for our fish. We prioritize optimal feeding, which not only enhances fish health but also contributes to healthy growth.

Our salmon feed has a high content of marine ingredients, aligning closely with the natural diet of wild salmon.

Minimizing fish handling

At Bakkafrost, minimizing fish handling is a priority. While handling is occasionally necessary, our well-trained staff adhere to strict procedures. We ensure that all interactions with the fish are as gentle as possible, aiming to minimize stress. Prior to handling of fish during transport or lice treatment, our veterinarians conduct thorough examinations to ensure that the fish are in optimal condition.

Bakkafrost employs a proactive and comprehensive approach to sea lice management. This enables early intervention and more accurate treatment decisions. In turn, this results in minimizing the risk of unnecessary handling.

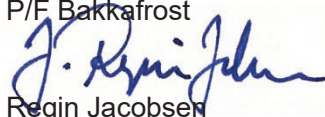
Fish are transported using either well boats or bulk vehicles. Minimizing stress during transportation is crucial for both fish welfare and product quality. Therefore, rigorous protocols govern the process, ensuring that the fish are closely monitored throughout the transport and optimal water quality and oxygen levels are maintained during the transport.

Transport and humane slaughter

Ensuring animal welfare during slaughter is of utmost importance. General best practices provided by the aquatic code in WOAHP handbook are applied. All fish are assessed before transport by fish health staff and are signed off by the competent authority before any transport is allowed. To minimize stress a comprehensive internal welfare standard has been constructed to ensure that best practices are being applied during crowding, loading, transport and unloading. Suitable equipment for transport is of utmost importance, and thorough checks of optimal water quality parameters during transport are continuously being conducted.

We employ automatic systems to percussively stun all our fish, ensuring humane slaughter. This is an official approved method that guarantees every fish is thoroughly sedated before bleed. All staff handling fish during slaughter are regularly trained by a veterinarian.

P/F Bakkafrost



Regin Jacobsen

CEO