



SUSTAINABILITY POLICY
OF
Gaia Salmon Holding AS

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Approver: BoD

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Gaia Salmon Holding AS (GSH) will contribute to reduce the environmental footprint of the Norwegian aquaculture. GSH will do this by producing and supplying postsmolt to the aquaculture-business. Production of PostSmolt up to 1 kg is likely to substantially reduce residence time in the ocean. Through controlled growth in a landbased seawater-facility the total timeframe in the value-chain will be reduced as well. From an environmental and sustainability perspective our solution will imply several positive effects:

- Shortened residence time in the ocean will consequently reduce the pressure from salmon lice, hence lead to fewer lice-treatments
- It is known that lice-treatments often results in increased mortality. Fewer lice-treatments will lead to reduced mortality
- Introducing more robust and bigger smolt will decrease mortality in the early-phase in the ocean
- Shortened residence time in the ocean brings down the escape-risk
- Diminished collection of waste and feed-remains as a consequence of shortened residence time

In summary, we should expect the GSH solution to contribute in solving several of the main issues the aquaculture-business are facing

In general landbased production increases energy-consumption. GSH has established efforts to minimize energy-consumption. In GSH we look upon bio-remains as a valuable resource.

GSH plans a solution where all bio-remains are reused as a source of energy. That way GSH will be able to establish a particularly sustainable and energy-efficient circular way of treating bio-remains. A solution which will be sustainable, environmental-friendly and financial sound. As a bonus it will remove a huge amount of heavy road-transport.

On a high level GSH will work to minimize climate emissions according to UN's Sustainable Development Goals. More specifically through establishing industry with innovative solutions (DSG no 9) to support sustainable local communities (DSG no 11). At the same time we promote sustainable development of the ocean and marine resources (DSG no 14) as well as establishing responsible consumption and production (DSG no 12).

In GSH all employees will work actively to:

- Secure good fish health
- Minimize energy-consumption
- Provide efficient feed-utilization
- Ensure that emissions from production-facilities influences external environment as little as possible
- Actively contribute to positive development of any local community we interact with
- Ensure safe and sound working conditions according to Norwegian law
- Establish a reporting system to systematically monitor progress on defined sustainability-KPI's

GSH has established policies for Code-of-Conduct and anti-corruption in separate documents.