

## Dialogue with stakeholders

Lerøy's values are open, honest, responsible and creative. It is therefore very important for us to maintain positive and open dialogue with all our stakeholders. As such, Lerøy obtains knowledge of and familiarity with those areas of interest to our stakeholders and can communicate how we work on the different areas. By maintaining regular and positive dialogue, we work together on improvements within individual areas, also reinforcing competencies in the different companies. Dialogue with stakeholders is important and helps Lerøy make progress towards the Group's goal to be the most sustainable supplier of high-quality seafood.

Lerøy carried out a materiality assessment in 2016 with a view to the company's reports in accordance with the Global Reporting Initiative's (GRI) standard. This project has covered interviews with external and internal stakeholders, and the work on the project has identified those aspects that are of importance for achieving Lerøy's goals and, at the same time, the aspects of interest to the stakeholders.

In recent years, there has been an explosion in interest from different stakeholders, particularly regarding sustainability

reporting. We respond to questions and take part in dialogues several times a week with different stakeholders. This is an ongoing process, where dialogue with different stakeholders is continuously updated throughout the year. The Group has therefore not implemented any special measures to identify our stakeholders as part of the report for 2020. We believe that our daily activities provide us with a good overview of our most important stakeholders.

Our overview of stakeholders is originally based on our review from 2016 and own experience over several years gained from various types of dialogue involving stakeholders. Examples of dialogue are collaboration projects, meetings, conferences, lectures, dialogue via different media, research by IPSOS on behalf of Lerøy, audits and other platforms.

The different stakeholders are selected on the basis of the impact they have with regards our operations and the impact Lerøy has on the stakeholders in terms of economics, society and the environment. In order to fulfil the requirements made by the different stakeholders for reporting, we have implemented indicators for the different areas. These are referred to in the GRI index.

Groups of stakeholders	Indicator principal focus	Collaboration platform	Year	Quarter	Week	
<b>Financial institutions</b>	Earnings	Meetings	x			
	Compliance	Seminars	x			
	Climate	Interim presentations		x		
	Sustainability	Visits to facilities	x			
		Web				x
	Dialogue	x				
<b>Insurance company</b>	Earnings	Meetings	x			
	Compliance	Seminars	x			
	Climate	Interim presentations		x		
	Sustainability	Visits to facilities	x			
		Web				x
	Dialogue	x				
<b>Shareholders Analysts Investors</b>	Earnings	Investor forum	x			
	Compliance	Conferences	x			
	Climate	Seminars	x			
	Opportunities	Interim presentations			x	
		Web				x
	Reputation	Dialogue	x			
	Sustainability					
Dividends						
<b>The Board of Directors</b>	Earnings	Meetings	x			
	Compliance	Seminars	x			
	Climate	Conversations	x			
	Opportunities	Web				x
		Risk				
Reputation						
Sustainability						
Dividends						
<b>Employees</b>	Sustainability	Intranet			x	
	Earnings	Web			x	
	Reputation	Newsletters			x	
	Working environment	Reports			x	x
		Development	Meetings	x		
	E-learning	x				
<b>Authorities</b>	Compliance	Meetings	x			
	Climate	Presentations	x	x		
	Sustainability	Various fora	x			
	Employment	Collaboration projects	x			
	Taxes and duties	Audits	x			
	Food safety	Web				x
	Framework conditions					

## Dialogue with stakeholders, cont.

Groups of stakeholders	Indicator principal focus	Collaboration platform	Year	Quarter	Week
<b>Customers</b>	Product	Dialogue			x
	Food safety	Meetings	x		x
	Sustainability	Seminars	x		
	Earnings	Project collaboration	x		
	Expertise	Partnership	x		
	Ethics	Web			x
	Product quality	Presentations	x	x	
	Certifications	Audits	x		
		Trade shows	x		
		Visits	x		
<b>Suppliers</b>	Earnings	Dialogue			x
	Ethics	Meetings			x
	Long-term perspective	Seminars	x		
		Project collaboration	x		
		Partnerships	x		
		Web			x
		Presentations	x	x	
		Audits	x		
	Visits	x			
<b>NGOs</b>	Sustainability	Dialogue			x
		Meetings	x		
		Seminars	x		
		Presentations	x	x	
		Collaboration projects	x		
		Web			x
	Visits	x			
<b>Neighbours</b>	Local ripple effects	Dialogue	x		
	Employment	Meetings	x		
	Sustainability	Interim presentations	x	x	
	Contributions to infrastructure	Web			x