

Clawbacks/Recoupments Policy

Approved by:	Chief Executive Officer
SalMar tenet:	The job we do today is vital to the success of all
Applicable to:	All SalMar employees
Executive party:	HR, Senior Management and/or the Board of Directors
Implementation:	Enforcement when necessary

Policy:

SalMar can reduce or withhold and terminate variable remuneration for senior personnel. This group includes, but is not limited to, the Board of Directors and SalMar's Executive Leadership Team.

Detention or termination of variable remuneration would be on the basis of the remuneration having been incorrectly stated or that the employee has acted in such a way that it is to SalMar's detriment. This could include damaging SalMar's reputation, fraud, disclosure of SalMar's confidential information, breach of employment contract or SalMar's ethical guidelines, or other events .

An annual performance review at group and unit level, as well as an assessment of KPIs is carried out before payment of variable remuneration to senior personnel.