

# Key Sustainability KPIs 2024



# Environmental KPI Scoresheet

Main Environmental KPIs		Target	Group			Norway			Iceland		
			2024	2023	2022	2024	2023	2022	2024	2023	2022
Absolute greenhouse gas (GHG) emissions (1000 tons CO2eq)	Scope 1	-42% from 2020 to 2030	27.9	27.5	28.4	24.9	25.3	26.6	3.0	2.2	1.8
	Scope 2		4.4	3.5	3.4	4.4	3.5	3.4	0.0	0.0	0.0
	Scope 1+2		32.3	31.0	31.8	29.2	28.8	30.1	3.0	2.2	1.8
	Total Scope 3		1,166	1,309	1,248	1,109	1,249	1,177	57	60	72
	Total Scope 1+2+3		1,198	1,340	1,280	1,138	1,278	1,207	60	62	73
Intensity of GHG emissions (tCO2eq / ton salmon gross growth)	Scope 1+2	-42% from 2020 to 2030	0.11	0.10	0.11	0.11	0.10	0.11	0.17	0.13	0.08
	Scope 3		3.6	4.2	4.4	3.6	4.3	4.5	3.3	3.6	3.4
	Scope 1+2+3		3.7	4.3	4.5	3.8	4.4	4.6	3.5	3.7	3.5
Intensity of GHG emissions (tCO2eq / MNOK revenue)	Scope 1+2	-42% from 2020 to 2030	1.2	1.1	1.6	1.2	1.1	1.6	2.6	1.2	1.1
	Scope 3		44.1	46.4	61.9	43.9	47.3	63.4	48.5	33.7	44.9
	Scope 1+2+3		45.4	47.5	63.5	45.1	48.3	65.0	51.1	35.0	46.1
Electrical or hybrid installation at farms	Share of sites supplied by electrical or hybrid power	100%	72%	65%	55%	75%	67%	59%	29%	33%	0%
Local secondary processing	Share of total distributed volume processed locally	40% by 2030	42%	36%	29%	42%	36%	29%	NA	NA	NA
Site environment	Share of benthic/seabed assessments with good or very good score	100%	91%	89%	92%	90%	89%	91%	100%	100%	100%
Freshwater withdrawal	Absolute (million m³)	-20% from 2022 to 2030	50	59	63	30	39	46	20	20	16
	Intensity (m³/ton salmon)		169	190	220	109	133	176	1,138	1,183	779
	From water risk areas (m³)	0	0	0	0	0	0	0	0	0	0
Feed	Certification of marine ingredients (%)	100%	98%	94%	94%	98%	94%	94%	99%	96%	100%
	Certification of soy (%)	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	FFDR - Fish meal	Below 1.20	0.43	0.49	0.46	0.44	0.49	0.47	0.25	0.46	0.34
	FFDR - Fish oil	Below 2.52	1.13	1.48	1.36	1.14	1.45	1.36	0.98	1.91	1.38
	Biological feed conversion ratio	Below 1.10 by 2030	1.14	1.12	1.13	1.13	1.12	1.11	1.18	1.19	1.26

# Social KPI Scoresheet

Main Social KPIs		Target	Group			Norway			Iceland		
			2024	2023	2022	2024	2023	2022	2024	2023	2022
Employees in the SalMar workforce <i>(Full-time equivalents)</i>	Total across divisions		2,941	2,673	2,267	2,783	2,505	2,112	158	168	154
	Admin		105	98	86	87	80	69	18	18	17
	Smolt Facilities		194	153	125	171	128	101	23	25	24
	Fish Farming		1,126	1,084	812	1,060	1,020	754	66	64	58
	Sales & Industry		1,516	1,337	1,243	1,465	1,277	1,188	51	60	55
Female ratio in the SalMar workforce <i>(Percentage of full-time equivalents)</i>	Total across divisions		26%	26%	28%	27%	26%	28%	24%	28%	26%
	Admin	Increase	46%	48%	44%	46%	47%	44%	48%	49%	51%
	Smolt Facilities		27%	26%	22%	28%	27%	22%	20%	18%	20%
	Fish Farming		13%	14%	13%	13%	14%	13%	9%	12%	12%
	Sales & Industry		35%	36%	37%	35%	35%	37%	36%	39%	33%
Fatalities	Own employees	0	0	0	0	0	0	0	0	0	0
	Subcontractors	0	0	0	0	0	0	0	0	0	0
Recordable work-related accidents <sup>1</sup>	Own employees	0	49	31	29	41	26	20	8	5	9
	Frequency	<3	9.5	6.6	7.3	8.4	5.9	5.4	29.0	17.1	33.3
	Subcontractors	0	8	6	5	6	6	5	2	0	0
Sickness absence rate	Own workforce	<4.5%	6.3%	5.5%	5.6%	6.4%	5.6%	5.7%	5.4%	4.7%	4.1%

<sup>1</sup> The definition of ESRS metric "Recordable work-related accidents" coincides with the previously used metric "Lost Time Incidents"



# Animal Welfare KPI Scoresheet

Main Animal Welfare KPIs		Target	Group			Norway			Iceland		
			2024	2023	2022	2024	2023	2022	2024	2023	2022
Annual survival rate (GSI methodology)	At sea	Above 97 % by 2030	93%	93%	94%	93%	94%	95%	87%	86%	90%
	In smolt facilities		94%	94%	94%	95%	95%	97%	82%	89%	80%
Monthly survival rate (GSI methodology)	At sea	Above 99.7% by 2030	99.4%	99.4%	99.5%	99.4%	99.5%	99.6%	98.9%	98.8%	99.1%
	In smolt facilities		99.5%	99.5%	99.5%	99.6%	99.6%	99.8%	98.5%	99.1%	98.3%
Antibiotics	Grams of API <sup>1</sup> used per tons salmon produced	0	0.0004	0	0	0.0004	0	0	0	0	0
Interactions with birds per sea site	Accidental mortality	0	0.50	0.73	0.38	0.53	0.74	0.32	0	0.43	0.43
	Euthanized	0	0.15	0.15	0.05	0.16	0.16	0.09	0	0	0
Interactions with marine mammals per sea site	Accidental mortality	0	0	0	0	0	0	0	0	0	0
	Euthanized	0	0	0.01	0	0	0.01	0	0	0	0
Fish escapes	No. of incidents	0	4	3	2	4	3	2	0	0	0
	No. of escaped fish	0	3,557	168	11	3,557	168	11	0	0	0
Certifications	Share of active sites certified	100%	100%	99%	100%	100%	100%	100%	100%	83%	100%

<sup>1</sup> Active pharmaceutical ingredient

# Additional KPIs requested by stakeholders

KPI*	Metric	Explanation
Protein Efficiency Ratio	1.60	Calculated as the gain in animal weight (kg) per protein consumed (kg)
Water consumption in feed farming	2 L/kg	
Feed use	Approx. 350 000 tons	Total amount of feed used in SalMar
Total water consumption in feed farming	700 000 m <sup>3</sup>	
Water consumption from high water risk areas	0.02% / 140m <sup>3</sup> / 0.0004 L/kg feed	Based on assessments made by the company's feed suppliers in collaboration with the World Resources Institute (WRI)

\*Not part of the Annual Report auditing process

Please see SalMar's Annual Report for further details regarding SalMar's sustainability efforts.