



**MINUTES  
OF  
ANNUAL GENERAL MEETING 2026  
MOWI ASA**

The annual general meeting of Mowi ASA was held on 3 June 2026 at 11:00 CEST by way of a digital meeting through Lumi.

Shareholders representing 381,612,698 shares, corresponding to 72.37 % of the share capital, were represented at the general meeting in person, by advance vote or by proxy. A record of shareholders represented at the meeting is attached to these minutes.

In addition, the following participated in the meeting: Chairperson of the board of directors, Leif Teksum, CEO Ivan Vindheim, CFO Kristian Ellingsen, Investor Relations Office & Head of Treasury Kim Galtung Døsvig, chairperson of the nomination committee Anne Lise E. Gryte and Trine Hansen Bjerkvik as representative from the company's auditor.

The general meeting was opened by the Chairperson of the board of directors, Leif Teksum.

The meeting had the following agenda:

**1. Election of a chairperson and a person to countersign the minutes together with the chairperson**

Chairperson of the board of directors, Leif Teksum was elected to chair the meeting, and Kristian Ellingsen was elected to sign the minutes together with the chair of the meeting.

A detailed list of the voting results is attached to the minutes.

**2. Approval of the notice and the proposed agenda**

The notice and agenda were approved.

A detailed list of the voting results is attached to the minutes.

**3. Briefing on the business**

The CEO, Ivan Vindheim, provided a briefing of the business of the Mowi group.

**4. Approval of the financial statements and the board of directors' report for 2025 for Mowi ASA and the Mowi group, including allocation of the result of the year**

The CFO, Kristian Ellingsen, provided a review of the main points in the board of directors' proposed annual accounts for the company and the group for 2025. Reference was made to the board of directors' and the auditor's statements included in the company's annual report for 2025. Reference was made to the board of directors' proposal for the allocation of the result for the financial year 2025.

The general meeting then passed the following resolution:

*"The board of directors' proposed annual accounts for Mowi ASA and the Mowi group, including allocation of the result for the financial year, and the board of directors' report for 2025, are approved."*

A detailed list of the voting results is attached to the minutes.

#### **5. The board of directors' statement regarding corporate governance**

The chair of the meeting referred to the statement regarding principles for corporate governance, which is included in the annual report.

In accordance with the Public Limited Liability Companies Act, the general meeting did not vote on the board's statement.

#### **6. Approval of new guidelines for remuneration to the company's senior management**

The chair of the meeting referred to the board's proposal that the general meeting approves new guidelines for the remuneration to the company's senior executives (the "New Guidelines"). The guidelines were last considered by the general meeting in 2022 in connection with the amendment of the company's option program, and shall be approved at least every four years. The New Guidelines shall apply from and including 2026.

The general meeting then passed the following resolution:

*"The General Meeting approves the New Guidelines for remuneration to senior management."*

A detailed list of the voting results is attached to the minutes.

#### **7. Approval of allocation of options to the company's senior management**

The chair of the meeting referred to the board of directors' proposal that the general meeting approves the allocation of up to 1.8 million options under the company's share option scheme for senior management described in the New Guidelines for remuneration to the company's senior management as approved in item 6 above.

The general meeting then passed the following resolution:

*"The general meeting approves the allocation of up to 1.8 million options under the company's option scheme for senior management described in the New Guidelines for remuneration to senior management as approved in item 6 above."*

A detailed list of the voting results is attached to the minutes.

#### **8. Advisory vote on the company's remuneration report for leading personnel for the financial year 2025**

The chair of the meeting referred to the remuneration report for the leading personnel of the company for 2025 prepared by the board of directors in accordance with section 6-16 b of the Norwegian Public Limited Liability Companies Act, which is available at the company's website [www.mowi.com](http://www.mowi.com).

The general meeting then passed the following resolution:

*"The general meeting endorses the remuneration report for the leading personnel for the financial year 2025."*

A detailed list of the voting results is attached to the minutes.

## **9. Determination of the remuneration of the board members**

The chair of the meeting referred to the nomination committee's proposal.

The general meeting then passed the following resolution:

*"The board members shall receive the following remuneration for their work in the period 2026-2027:*

<i>The chairperson of the board:</i>	<i>NOK 1,795,500</i>
<i>The deputy chairperson of the board:</i>	<i>NOK 687,750</i>
<i>Board members:</i>	<i>NOK 687,750</i>
<i>Employee-elected board members:</i>	<i>NOK 490,350</i>
<i>Deputy board members:</i>	<i>NOK 31,500 per meeting</i>

*All shareholder-elected members of the board of directors should spend in the period up to the next annual general meeting at least NOK 100,000 of their respective remuneration, less any income tax payable on such amount, to acquire shares in Mowi ASA.*

*Members of the audit committee will receive an additional remuneration of NOK 262,500 (chairperson) and NOK 157,500 (members) for their work."*

A detailed list of the voting results is attached to the minutes.

## **10. Determination of the remuneration of the members of the nomination committee**

The chair of the meeting referred to the nomination committee's proposal.

The general meeting then passed the following resolution:

*"The members of the nomination committee shall be remunerated as follows for their work in the period 2026-2027:*

<i>The chairperson of the committee:</i>	<i>NOK 140,650</i>
<i>Members of the committee:</i>	<i>NOK 75,000"</i>

A detailed list of the voting results is attached to the minutes.

## **11. Determination of the remuneration of the company's auditor for 2025**

The chair of the meeting referred to the board of directors' proposal.

The general meeting then passed the following resolution:

*"The remuneration to the company's auditor for work in 2025 is approved with the amount set out in note 6 to Mowi ASA's annual accounts for 2025."*

A detailed list of the voting results is attached to the minutes.

## **12. Election of board members**

The chair of the meeting referred to the nomination committee's proposal.

The general meeting then passed the following resolution:

*"Leif Teksum is elected as chair of the board, and Kathrine Fredriksen and Peder Stand are re-elected as a board member and deputy chairperson respectively, for a term of two years."*

The board of directors will thereafter consist of the following shareholder elected board members:

Leif Teksum (Chairperson)  
Peder Strand (Deputy Chairperson)  
Kathrine Fredriksen  
Lisbet Karin Nærø  
Aino Olaisen

A detailed list of the voting results is attached to the minutes.

### **13. Election of members to the nomination committee**

The chair of the meeting referred to the nomination committee's proposal.

The general meeting then passed the following resolution:

*"Anne Lise Ellingsen Gryte and Peder Weidemann Egseth are re-elected as chair and member of the nomination committee, respectively, for a term of two years."*

The nomination committee will thereafter consist of the following members:

Anne Lise Ellingsen Gryte, Chairperson  
Ann Kristin Brautaset  
Peder Weidemann Egseth

A detailed list of the voting results is attached to the minutes.

### **14. Amendments to the articles of association paragraph 5**

The chair of the meeting referred to the proposal to change the minimum and maximum number of board members as set out in section 5 of the company's articles of association.

The general meeting then passed the following resolution to amend section 5 of the articles of association:

*"The board of directors shall consist of 5 to 9 members. The board members shall be elected for a period of two years. The Chair of the board and the Deputy Chair of the board shall be elected by the shareholders' meeting."*

### **15. Authorisation to the board of directors to distribute dividends**

The board of directors' proposal was presented by the chair of the meeting.

The general meeting then passed the following resolution:

*"The board of directors is authorised under section 8-2 (2) of the Public Limited Companies Act to approve the distribution of dividends based on the company's annual accounts for 2025. The authorisation includes distribution in the form of repayment of paid-in capital.*

*The authorisation may be used to approve the distribution of dividends up to an aggregate amount that may not exceed NOK 7,500,000,000.*

*The authority is valid until the ordinary general meeting in 2027, however no longer than 30 June 2027."*

A detailed list of the voting results is attached to the minutes.

**16. Authorisation to the board of directors to purchase the company's own shares**

The board of directors' proposal was presented by the chair of the meeting.

The general meeting then passed the following resolution:

*"The board of directors is authorised under section 9-4 of the Public Limited Companies Act to acquire shares in the company ("own shares") on behalf of the company with a total nominal value of up to NOK 395,467,947. Subject to this aggregate amount limitation, the authority may be used on more than one occasion.*

*When acquiring own shares, the consideration per share may not exceed NOK 500 and may not be less than the shares' nominal value of NOK 7.50.*

*The authorisation covers all forms of acquisitions of shares in the company and the encumbering of these per agreement. Shares purchased in accordance with this authorisation may be cancelled or divested in any way, including sales in the open market and as consideration in transactions.*

*The general principles of equal treatment must always be observed in relation to transactions with shareholders based on the authorisation granted. If the par value of the company's shares changes during the term of this authority, the scope of the authority will change accordingly.*

*The authority is valid until the annual general meeting in 2027, however no longer than 30 June 2027."*

A detailed list of the voting results is attached to the minutes.

**17. Authorisations to the board of directors to issue new shares**

The board of directors' proposal was presented by the chair of the meeting.

The general meeting then passed the following resolution:

*"The board of directors is authorised under section 10-14 of the Public Limited Companies Act to increase the company's share capital by up to NOK 395,467,947, corresponding to approx. 10% of the company's current share capital. Subject to this amount limitation, the authorisation may be used on more than one occasion.*

*The pre-emptive rights of the shareholders under the Public Limited Companies Act section 10-4 may be set aside.*

*The authorisation covers capital increases against cash and non-cash contributions. The authorisation covers the right to impose special obligations on the company as provided in section 10-2 of the Public Limited Companies Act. The authorisation covers resolutions on mergers as provided in section 13-5 of the Public Limited Companies Act. If the contribution is to be made by a transfer of non-cash assets to the company, the board of directors may decide that such assets are transferred to a subsidiary subject to a corresponding settlement taking place between the subsidiary and the company.*

*The authorisation is valid until the annual general meeting in 2027, however no longer than 30 June 2027."*

A detailed list of the voting results is attached to the minutes.

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As there were no further matters on the agenda the meeting was adjourned.

[Only Norwegian version signed]  
Chair of the meeting

[Only Norwegian version signed]  
Kristian Ellingsen

## Vedlegg 1 / Appendix 1: Registrerte deltakere / Attendees represented

### Totalt representert / Attendance Summary Report

Mowi ASA

Generalforsamling / AGM

3 June 2026

Antall personer deltagende i møtet / Registered Attendees:	7
Totalt stemmeberettiget aksjer representert/ Total Votes Represented:	381 612 698
Totalt antall kontoer representert / Total Accounts Represented:	2 279
Totalt stemmeberettiget aksjer / Total Voting Capital:	527 290 596
% Totalt representert stemmeberettiget / % Total Voting Capital Represented:	72,37 %
Totalt antall utstedte aksjer / Total Capital:	527 290 596
% Totalt representert av aksjekapitalen / % Total Capital Represented:	72,37 %
Selskapets egne aksjer / Company Own Shares:	0

Sub Total: 7 381 612 698

<u>Kapasitet / Capacity</u>	<u>Registrerte Deltakere / Registered Attendees</u>	<u>Registrerte Stemmer / Registered Votes</u>	<u>Kontoer / Accounts</u>
Aksjonær / Shareholder (web)	4	23 409	4
Styrets Leder med fullmakt / COB with proxy	1	36 675	48
Styrets leder med instruksjoner / COB with instruc	1	200	1
Forhåndsstemmer / Advance votes	1	381 552 414	2 226

Freddy Hermansen  
DNB Bank ASA  
DNB Carnegie Issuer Services

## Vedlegg / Appendix 2: Stemmeoversikt / Voting overview

### Mowi ASA GENERALFORSAMLING / AGM 03 juni 2026

Som registreringsansvarlig for avstemningen på generalforsamlingen for aksjonærene i selskapet avholdt den 03 juni 2026, BEKREFTES HERVED at resultatet av avstemningen er korrekt angitt som følger:-

/

As scrutineer appointed for the purpose of the Poll taken at the General Meeting of the Members of the Company held on 03 juni 2026, I HEREBY CERTIFY that the result of the Poll is correctly set out as follows:-

Totalt antall stemmeberettigede aksjer / Issued voting shares: 527 290 596

	STEMMER / VOTES FOR	%	STEMMER / VOTES MOT	%	STEMMER / VOTES AVSTÅR	STEMMER TOTALT / VOTES TOTAL	% AV STEMME- BERETTIG KAPITAL AVGITT STEMME / % ISSUED VOTING SHARES VOTED	IKKE AVGITT STEMME I MØTET / NO VOTES IN MEETING
1	381 224 930	100,00	0	0,00	386 619	381 611 549	72,37 %	1 149
2	381 226 067	100,00	0	0,00	386 619	381 612 686	72,37 %	12
4	380 633 686	99,97	101 897	0,03	877 103	381 612 686	72,37 %	12
6	325 904 458	85,53	55 152 015	14,47	555 076	381 611 549	72,37 %	1 149
7	352 184 582	92,39	28 998 991	7,61	427 976	381 611 549	72,37 %	1 149
8	341 288 043	89,56	39 769 578	10,44	555 065	381 612 686	72,37 %	12
9	379 711 545	99,64	1 386 251	0,36	513 753	381 611 549	72,37 %	1 149
10	380 055 355	99,73	1 043 278	0,27	514 053	381 612 686	72,37 %	12
11	372 562 259	97,76	8 536 462	2,24	512 828	381 611 549	72,37 %	1 149
12.a	358 528 571	94,05	22 695 150	5,95	387 828	381 611 549	72,37 %	1 149
12.b	340 318 971	89,27	40 904 750	10,73	387 828	381 611 549	72,37 %	1 149
12.c	363 125 975	95,25	18 097 821	4,75	387 753	381 611 549	72,37 %	1 149
13.a	380 671 684	99,86	552 112	0,14	387 753	381 611 549	72,37 %	1 149
13.b	381 090 613	99,97	133 108	0,03	387 828	381 611 549	72,37 %	1 149
14	381 124 883	99,97	95 749	0,03	390 917	381 611 549	72,37 %	1 149
15	381 224 900	100,00	230	0,00	386 419	381 611 549	72,37 %	1 149
16	378 368 915	99,26	2 836 254	0,74	406 380	381 611 549	72,37 %	1 149
17	377 448 410	98,91	4 162 090	1,09	1 049	381 611 549	72,37 %	1 149

Freddy Hermansen  
 DNB Bank ASA  
 DNB Carnegie Issuer Services