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COMMUNICATION ON PROGRESS

Period covered by your Communication on Progress (COP)

From: 2021 To: 2022

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

June 6 2022

To our stakeholders:

I am pleased to confirm that Aker BioMarine reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,














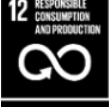

Matts Johansen
CEO
Aker BioMarine

2. DESCRIPTION OF ACTIONS

Aker BioMarine is dedicated to improving human and planetary health. Aker BioMarine will continue to be a sustainable company and have adhered to reducing our industrial footprint while increasing our positive handprint. The first goal; reducing our industrial footprint is specifically connected to UN SDGs 12: Responsible consumption and production, 13: Climate Action and 14: Life Below Water. Our second goal; increasing our positive handprint, is particularly connected to the UN SDGs 2-Zero hunger and 3-Good health and well-being. We have set 8 ESG targets for Aker BioMarine as described in this table.

In addition to our ESG targets, we have committed to a sustainability linked loan which has associated KPIs that target the water usage in our production, as well as the reporting and training to reduce lost time for employees due to accidents in the workplace. We are also preparing to report on EU taxonomy eligibility and alignment as implemented in the EU in 2021 and in Norway for 2022.

Target KPI	2030 commitment	UN SDG
Extra servings of Seafood	We will make aquaculture production more efficient, by contributing to 1 billion extra servings of seafood annually	2 ZERO HUNGER 
R&D spent on sustainable diets	We will develop innovative products that play an integral role in sustainable diets and the future food system	2 ZERO HUNGER  3 GOOD HEALTH AND WELL-BEING 
Doses of marine nutrients	We will combat lifestyle diseases by delivering 5 billion doses of health promoting nutrients annually	3 GOOD HEALTH AND WELL-BEING 
Avoided emissions in aquaculture	We will decarbonize aqua and animal feed by delivering low-carbon marine ingredients	12 RESPONSIBLE CONSUMPTION AND PRODUCTION  13 CLIMATE ACTION 
Investments in marine science and feedback management	We will improve sustainability in fisheries through contributing to data and science driven regulation and ocean management	13 CLIMATE ACTION  14 LIFE BELOW WATER 
Certifications and transparency	We will maintain unconditional MSC certification and ensure transparency in vessel operations	14 LIFE BELOW WATER 

Waste and circularity	We will ensure full circularity on all our principal waste streams by 2030	 
GHG emissions reductions	We will reduce our carbon emissions by 50% by 2030 and be net zero by 2050	 

Our ESG targets are deeply integrated into our organization and tightly govern through management involvement. Independent control system for the Aker BioMarine board as well as external auditing of our GHG protocol. The ESG targets are monitored and tracked through our Power BI reports, where goals are reported bi-monthly, semi-annually, or annually, depending on available granularity. Progress on ESG targets is reported bi-annually to the Board of Directors and presented to the audit committee quarterly.

Human Rights

The actions Aker BioMarine has taken in the area of human rights:

Aker BioMarine shows respect for all individuals and act responsibly to prohibit discrimination or harassment of any kind, which is also clearly stated in our Code of Conduct. Aker BioMarine complies with recognized international conventions and is committed to respect basic human and trade union rights. We acknowledge the fundamental principles of human rights, as defined in the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, as well as the OECD guidelines on Multinational Companies. Considerations of equality and non-discrimination is an integral part of our employee policy.

- During the 2021 salary adjustment process HR had particular focus on evening any salary differences between employees doing work of same value and quality.
- In the fall of 2021, we did a thorough and structured analysis of all roles in the onshore office organization, using 6 factors from the perspective of work of equal value, to better compare positions across subject matter area to give us better quality in the analysis of unjustified differences in pay.
- Results of the Equality & Discrimination survey results were discussed in department meetings as well as the Executive Management Team.
- We implemented a policy supporting a hybrid work model. Termed “AKBM Balance”, that allows our employees to structure their work in a way that balances their work and family life.
- Several work-life balance and employee wellbeing arrangements were introduced in our operations globally. Inspired by our Norwegian values, many of our locations offer health and wellness grants, training and development support, generous paid vacation and parental leaves as well as flexible working hours.
- Training on the topic ‘Unconscious bias’ was developed and carried out in 2021 for HR and hiring managers.

- In 2022 we aim to implement a policy of at least 50% women among qualified candidates in recruitment processes for leadership positions.
- In the period 2022-2023 our goal is that 50% of vacant leadership positions are filled by women.

'Safety first' is a key focus throughout the company's value chain. Sick leave rates are low both onboard the vessels, at the factory in Houston, and in the global office locations.

In 2021, we created and launched a HSSE policy and management system that reflects our values, and in doing so, we encourage everyone in the company to embrace and embody our HSSE mindset in everything they do.

- Throughout 2021, COVID-19 restrictions afforded us the opportunity to look at the structure, documents, and details of our HSSE set-up and organization. We initiated a more global and holistic approach to integrating our production sites, vessels, and office spaces, building understanding and alignment between the strategic, tactical, and operational needs in the process. An example of this was the implementation of our global emergency preparedness manual and a global emergency response notification telephone system that allows our employees to report and/or notify of an emergency incident anywhere in the world, always.
- In our global operations, we encounter significant operational risks, most prominently due to our vessels at sea in the remote and often unforgiving Antarctic environment. In 2021, we handled a few serious incidents that led to medical evacuations and increased preparedness measures being taken. Although our handling was successful and no major impact occurred, we will continue to learn and improve based on these experiences.
- In 2021, we built the foundation for a robust and resilient HSSE culture across Aker BioMarine. As we look ahead, we see 2022 as another year of opportunity to raise awareness, ramp up training and continue implementation. Our five-year HSSE plan is designed for continual performance improvement and are confident that 2021 was the best possible start to reaching this goal. Ultimately, HSSE is all about keeping our people safe, at all times, and in everything we do in Aker BioMarine.
- Our HSSE policy is underpinned by six integrated principles:
 - Anticipation – We are forward thinking. We scan the horizon, network, and learn from historical incidents to see what the future holds.
 - Assessment – We are aware of the risks and threats facing us.
 - Preparedness – We understand the gaps we have and how to close them, with consistency over time.
 - Planning – We plan, train, and possess necessary supporting documents, such as work instructions and manuals.
 - Response – We are ready with our toolbox talks, work permits, stop work authorities, Crisis Management and Emergency Response and Preparedness.
 - Recovery – We learn from incidents and from others, and we make these lessons tangible so we can anticipate the future better.

Throughout 2021 and into 2022, we have sought feedback from employees using our pulse engagement tool. Our ambition is to learn how people perceive the company in terms of diversity and inclusion (D&I). The results from this mapping will serve as the basis for our future D&I initiatives.

Human rights in general are protected in Aker BioMarine as stated in our Code of Conduct:

- As employees and representatives of Aker BioMarine, we will conduct our business in a manner designed to protect the interests of all employees, in particular their health and safety.

- At Aker BioMarine, we believe all Health, Safety and Environment (HSE) incidents can and should be prevented, and we strive to achieve zero harm to personnel, material and the environment where we operate.
- We apply a systematic approach and measure our results in order to continually improve our HSE culture and performance towards our employees, contractors and other visitors to our vessels and facilities.
- We openly communicate and report HSE issues and performance, and share and learn from HSE best practices, internally and externally.
- Aker BioMarine will comply with recognized international conventions and is committed to respect basic human and trade union rights in the community, acknowledging the fundamental principles of human rights as defined in the Universal Declaration of Human Rights, as well as the ILO Declaration on Fundamental Principles and Rights at Work and the OECD guidelines on Multinational Companies.
- Aker BioMarine prohibits discrimination against any employee on the basis of age, gender, sexual orientation, disability, race, nationality, political opinions, religion or ethnic background, or any other basis prohibited by law.
- Aker BioMarine does not tolerate harassment or degrading treatment in any form by or towards employees.

Labor

The actions Aker BioMarine has taken in connection to labor:

Our employee performance review process encompasses a regular and positive dialogue between the individual employee and manager, in which they both evaluate their own performance and assess how valued by the company the employee feels. Employees also routinely evaluate the type of support needed from the company and the manager to do their best at work. This process has been implemented for all onshore employees.

Aker BioMarine seeks to promote diversity and prevent gender discrimination in the workforce through clear recruitment requirements and the development of individuals and programs that support equal opportunity. This means that the company is committed to both promote and pay employees fairly, regardless of individual characteristics, and that individuals with the same jobs, with equal professional experience, who perform equally well, shall receive the same pay in Aker BioMarine.

- Salary reports identified certain differences with respect to equal pay, and the company is currently making necessary adjustments to align the identified differences, and in 2021 we were able to reduce the gap by 3.4% through the salary adjustment process. Further analysis is needed to evaluate whether any differences in salary are linked, directly or indirectly, to gender. The female ratio in middle management positions is low (24%) and particular focus will be placed on improving the gender balance in leadership positions in the years coming.

Environment

The actions Aker BioMarine has taken to better the environment:

Since 2015, investing over 700 million USD in research, technology, and logistics

- In 2021, Aker BioMarine invested significantly in unmanned ocean vehicles and drone technology. We see this as key to delivering on our sustainability targets.

Aiding efforts to facilitate and promote research on the Antarctic ecosystem and ensuring a resilient Antarctica by

co-funding the Antarctic Wildlife Research Fund. Over the past six years, the fund has financed 20 research projects and 15 host institutions, including three projects in 2021.

Increasing the fuel efficiency of our vessels by implementing an engine with a Guinness world record in fuel efficiency, which is also convertible to newer, greener fuels.

- As we work tactically and strategically towards our 2030 and our longer term 2050 emissions reduction goals, we established a Climate and Decarbonization Committee in 2021. This is a program that works actively towards short-term and long-term goals, ensuring that we reduce our emissions within a profitable business model. This group monitors all climate-related activities and prioritizes and aligns climate strategy with the business strategy.
- To rate our financial activities in terms of environmental robustness, we performed in 2021 a Cicero Shades of Green evaluation. In this evaluation we included all activities related to fishing, processing and transport of krill. A Cicero Shades of Green evaluation ranges from dark, medium, light green, through yellow to red. Where the green shades represent increasing contribution to a low carbon and climate resilient future, while yellow is neutral and red activities have no role in a low-carbon future. In this evaluation, 32% of Aker BioMarine Group's revenue, stemming from products sold to aquaculture, was given a medium green shading, while 68% of the group's revenue was given yellow neutral shading. In evaluating our investments, Aker BioMarine Groups's investments in 2020 were rated as 59% Light Green, 6% Medium Green and the remaining share Yellow. None of our activities were rated red. We also received an excellent governance score.
- In aligning our finances with our ESG goals, we have started the process of assessing our activities according to the criteria of the EU taxonomy. As much as 99% of our activities are not currently covered in the first published EU taxonomy report and technical screening criteria, as this first report targets the top 80% most GHG-emitting industries. However, based on published drafts, we expect to be eligible when the next criteria are published, and we plan to report on eligibility and alignment for 2022.

Anti-corruption

Corruption in general is actively prevented at Aker BioMarine as stated in our Code of Conduct:

- Aker BioMarine expressly prohibits any provision or offering or accepting of bribes of any variety to any person, whether private or public, and it is strictly prohibited to offer or make facilitation payments.
- As part of building Aker BioMarine's defense against corruption, it is your responsibility to make sure any payments made are proper and legal, properly documented and to classify and disclose them correctly in our accounts.
- Aker BioMarine participates in and contributes to business relationships in many forms and areas, and our commitment to responsible and ethical business applies similarly in any business relationship. We are setting up and implementing a supplier screening system to ensure that our suppliers act according to our principles and the Transparency Act described below.
- Aker BioMarine is committed to perform the due diligence needed and adhere to and implement the Transparency Act in Norway which is an important tool in ensuring adherence to UN and OECD principles of human rights and decent working conditions. The purpose of the act is as stated: *"The Act shall*

promote enterprises' respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services and ensure the general public access to information regarding how enterprises address adverse impacts on fundamental human rights and decent working conditions."

Contributions to specific identified UN SDGs:

Contributing to the UN SGD 2 by:

- Making aquaculture production more efficient by providing ingredients that contribute to extra servings of seafood annually, though improved health and growth in the farmed species.
- Through developing innovative products that play an integral role in sustainable diets and the future food systems.

Contributing to the UN SGD 3 by:

- Combating lifestyle diseases by delivering 5 billion doses of health promoting nutrients annually.
 - Our Superba product has demonstrated several positive health effects on the body and mind. We recently released a large study demonstrating how krill benefits cardiovascular health.

Contributing to the UN SGD 12 by:

- Ensuring sustainability and positive revenue on our principal waste streams by launching AION to work towards that all plastic and waste produced from harvesting and production will be recycled by 2030.
 - In 2021 we continued to eliminate product waste by focusing on alternative circular sales, ensuring the value of all biomasses, which resulted in a 94% reduction in discharge from 2020.
 - In 2021 we began delivering our trawls and big bags to AION, resulting in the recycling of 40% of our trawls and big bags from Houston, up from 0% in 2020.
 - Through the UN Global Compact, we participate in an international project in 2021, dedicated to reducing marine waste globally, financed by several nations, the Food and Agriculture Organization (FAO), and the International Maritime Organization (IMO).

Contributing to the UN SGD 13 by:

- Reducing our carbon intensity per ton krill produced by 50% from 2020 levels by 2030. Having mapped our entire value chain to identify our main sources of CO2 emissions, we can aim to take a targeted approach to reduce the emissions from these sources.
 - We established the climate and decarbonization committee in 2021. This is a dedicated climate program with a key working group, an advisory board and steering committee. They systematically map all CO2 reduction efforts, aligning these with CAPEX, OPEX and strategic goals to establish a strategic and tactical approach to CO2 reduction. This is our way of ensuring that we can reach our ambitious 2030 and 2050 goals, while ensuring a profitable business model. Our CO2-emission per ton krill produced has been stable from 2020 to 2021, despite a poor fishing season and the fact that until year-end, we had three transport vessels in use. The efforts to reduce our CO2 emissions are expected to be visible in 2022.
 - In 2021, we have put in place specific measures to increase yield and optimize processing in our

onboard production facilities. We replaced our transportation vessels going to and from the fishing ground with one modern and more efficient vessel, the Antarctic Provider, which emits significantly less CO₂ than our previous vessels. We have also used this vessel for meal transportation to Europe, resulting in greener transport. We also committed to the first mover's coalition which was announced in COP26 as an instrument to push green transportation.

- We began working with our transport suppliers to ensure greener transportation going forward. We also implemented supplier screening to ensure ESG-commitment is an important criterion when choosing suppliers. In addition, we have started working on more sustainable packaging on all our products.

Contributing to the UN SGD 14 by:

- Decarbonizing aquaculture and animal feeds by delivering low-carbon marine ingredients and contributing to increased growth and reduced mortality of farmed species.
 - In 2021 we began investigating the correlation between krill inclusion and the reduction of several environmental stressors.
- Improving sustainability of fisheries through contributing to data and science driven regulation and ocean management. In 2021, Aker BioMarine collected acoustic data during harvesting, called, "Project Sufiant". It was conducted with partners from Institute of Marine Research and the Norwegian polar institute and the Norwegian Research Council. Together they facilitated fieldwork in Antarctica, in addition to sponsoring a postdoctoral position.
 - 2021 was another year of voluntary regulation of the krill fishery near penguin colonies during breeding season, called Voluntary Restricted Zones (VRZs). With this commitment, Aker BioMarine heads up the only spatial resolution for the krill fishery in the Antarctic Peninsula. With support from industry, VRZs could become an integral part of CCAMLR feedback management within the next few years.
- Ensuring transparency in vessel operations by maintaining unconditional MSC certification and ensure transparency in vessel operations by continuing achieving a score that places us in the top 5% rated fisheries in the world. We are the only krill harvesting company with 100% coverage of international independent observers onboard, who are professionals deployed on our vessels under the auspices of CCAMLR protocol.
 - When the unforeseen happens at sea, such as when one of our vessels hauled back three humpback whale carcasses over six weeks in 2021, these incidents are reported through the observer to CCAMLR and discussed and noted by its Scientific Committee.
 - In 2021 Aker BioMarine's Antarctic krill fishery was awarded an A-rating from the Sustainable Fisheries Partnership (SFP). This marks the seventh consecutive year that the company received this recognition from SFP, an independent, non-profit organization responsible for the most up-to-date assessment of stocks and fisheries in the Pacific and Atlantic.

3. MEASUREMENT OF OUTCOMES

The most relevant indicators for Aker BioMarines outcomes:

Gender and age:

- Women comprise 40% of our Executive Management Team (EMT). In addition, the CEOs of Aion, Houston Manufacturing and Epion Brands LLC are women.
- We have a gender balance of 52.67% female employees in Norway, and 53.60% of our sales organization globally.
- The female ratio in middle management positions is low (24%) and particular focus will be placed on improving the gender balance in management levels in the years coming.
- In the age groups “under 30”, “30-50” and “above 50”, there is respectively 49.12%, 42.28% and 23.14% women.

GHG emission:

- Aker BioMarine has worked strategically and tactically to meet our CO2 goals for 2030 and 2050. Reducing out emissions by 50% in 2030 and be net zero by 2050. We have in 2021 established a CDC committee overseeing all our efforts reducing environmental impacts.

Waste:

- We continued to eliminate product waste by focusing on alternative circular sales, ensuring the value of all biomasses, which resulted in a 94% reduction in discharge from 2020.
- We began delivering our trawls and big bags to AION, resulting in the recycling of 40% of our trawls and big bags from Houston in 2021, up from 0% in 2020.

Personnel injuries, disease, and absenteeism:

- During 2021 the offshore operations had four employee injuries leading to lost time. One of the incidents required medical evacuation due to a broken leg, the other three incidents were milder and did not require external medical treatment.
- In total, the offshore operation had 23 recordable incidents of various nature across all 4 vessels.
- At the plant in Houston there were 5 recordable incidents, of which 4 were injuries which resulted in lost time. None of the 4 injuries were considered serious incidents.

In addition to our COP report for the UN Global Compact, we would like the reader to learn more about our efforts which are described in our Annual Report for 2021 here: <https://www.akerbiomarine.com/investor-annual-reports>