



Transparency Act Report 2025

Lerøy Seafood Group ASA
and subsidiaries



Report regarding Lerøy Seafood Group's work to promote fundamental human rights and decent working conditions under the Transparency Act.



1. Introduction and background

The main purpose of the Transparency Act is to promote businesses' respect for fundamental human rights and decent working conditions. The Act shall also ensure that the public has access to information about how businesses manage their human rights risks.

The Transparency Act obliges Lerøy Seafood Group («Lerøy») to:

- carry out due diligence in accordance with the OECD Guidelines for Multinational Enterprises, and
- describe how Lerøy's work with due diligence assessments related to human rights and decent working conditions, and
- respond to requests for information from the public.

Lerøy Seafood Group ASA is a public limited company listed on the Oslo Stock Exchange and is committed to complying with the prevailing corporate governance code issued by the Norwegian Corporate Governance Board (NUES). The term «Lerøy» refers to Lerøy Seafood Group ASA together with its subsidiaries, as further defined in Section 1-3 of the Norwegian Accounting Act.

This report relates to the period 1 January 2025 to 31 December 2025 and includes the following:

- a general description of Lerøy's organisation, business operations, guidelines and procedures for dealing with any actual and potential negative consequences for fundamental human rights and decent working conditions
- disclosure of actual negative consequences and any material risk of negative consequences uncovered by Lerøy's due diligence assessments
- disclosure of measures that Lerøy has initiated or plans to initiate to halt actual negative consequences or limit any material risk of negative consequences, and the outcome or expected outcome of these measures.

The report is a group-wide report on behalf of all companies in Lerøy with reporting obligations (see table 1)

The report has been approved and signed by the Board of Directors and the CEO of Lerøy Seafood Group ASA and is published on leroyseafood.com. Corresponding signatures have been performed by the Boards and General managers in all the Group's reporting companies..

1.1 The Lerøy Group

Lerøy is a global seafood company with roots dating back to 1899. The Group's core activities include the farming of salmon and trout, wild catch of whitefish and shellfish, as well as value-added processing, product development, marketing, sales and distribution of seafood.

An important part of Lerøy's strategy is to be a fully integrated supplier of its main products. The Group conducts its operations through a number of subsidiaries in Norway and internationally. While the head office is located in Bergen, activities are carried out along the entire Norwegian coastline. Lerøy has operations in 18 countries.

We offer a wide range of healthy products, which are supplied to supermarkets, restaurants, canteens and hotels. Every day we deliver the equivalent of five million seafood meals to 80 different countries.

Our vision is to be the leading and most profitable global supplier of sustainable, high-quality seafood.

In 2025, the Group had 5,830 employees and 943 contracted workers, giving a total workforce of 6,773, of which 2,762 were located outside Norway. The Group reports on three business segments. The segment breakdown below shows the subsidiaries for which Lerøy had a duty to report under the Transparency Act as of 31.12.2025.

Table 1

Lerøy Seafood Group ASA		
Farming	Wild Catch	Value-Added Processing, Sales & Distribution
Lerøy Aurora AS	Lerøy Havfisk AS	Lerøy Seafood AS
Lerøy Aurora Sjø AS	Nordland Havfiske AS	Lerøy Fossen AS
Lerøy Midt AS	Hammerfest Industrifiske AS	Sjømathuset AS
Lerøy Midt Sjø AS	Finnmark Havfiske AS	Lerøy Norge AS
Lerøy Vest AS	Lerøy Norway Seafoods AS	Lerøy Seafood Industri AS
Lerøy Vest Sjø AS		Lerøy Bulandet AS
Sjøtroll Havbruk AS		
Sjøtroll Havbruk Sjø AS		
Lerøy Sjøtroll Kjærelva AS		
Lerøy Havbruk Service AS		

Farming

Within Farming, our 1 800 employees operate a fully integrated value chain for the production of salmon and trout in three regions in Norway: Lerøy Sjøtroll (West Coast), Lerøy Midt (Central Norway) and Lerøy Aurora (Northern Norway).

Wild Catch

Within Wild Catch, our 1 000 employees operate 10 trawlers and 10 processing plants in Northern Norway, receive regular deliveries from more than 600 fishing vessels in the Norwegian coastal fleet, in addition to own catches from the trawler fleet.

Value-Added Processing, Sales & Distribution (VAPS&D)

Within VAPS&D, we have operations in 18 countries, and our 2 600 employees engage in the processing, sale and distribution of the Group's own-produced seafood, along with significant third-party seafood.

In addition to employees within the operational segments, the Group also has a corporate administrative workforce based at the head office in Bergen.

2. Basis for responsible business practice

2.1 Protection of human rights and decent working conditions at Lerøy

Lerøy is committed to respecting internationally recognised standards for human rights and decent working conditions, and strives to comply with all applicable laws and regulations – including international conventions on the protection of human rights and decent working conditions.

In particular, Lerøy undertakes to comply with the following international conventions and standards:

- The International Bill of Human Rights and other relevant human rights conventions,
- The ILO's Fundamental Principles and Rights at Work,
- The UN Guiding Principles on Business and Human Rights,
- The OECD's Guidelines for Multinational Enterprises, where applicable

In addition to adhering to these standards, Lerøy has developed its own ethical guidelines, codes of conduct, and policy documents relating to human rights and decent working conditions. The Group places particular focus on:

- Forced labour
- Child labour
- Permanent employment
- Fair pay and regulated working hours
- Trade unions and free collective bargaining
- Discrimination and harassment

Lerøy expects its suppliers and business partners to uphold the same standards.



2.2 Board of Directors and Group management

The commitment to fundamental human rights and decent working conditions is firmly anchored in both Group management and the Board of Directors. The Board has approved the guidelines (codes of conduct) and policy documents described below. In addition to Group management and the Board, the General Managers of the reporting subsidiaries have also been involved in processes related to the Norwegian Transparency Act.

2.3 Guidelines and policies

The core principles for protecting human rights and decent working conditions are set out in the Group's Code of Conduct and other policy documents, which apply to all subsidiaries within the Group. Lerøy has developed a sustainability library describing how the Group works with social and environmental sustainability. The library includes the Group's key policies and is available on the Group's website, leroyseafood.com.

- Code of Conduct
- Supplier Code of Conduct
- Human Rights Policy
- Health, Safety and Environment Policy
- Diversity and Inclusion policy
- Whistleblowing policy
- Procurement policy
- Fish Feed Raw Materials policy

2.4 Responsibility and operationalisation

Responsibility for the implementation, operationalisation, and continuous improvement of the due diligence process is as follows:

The Board of Directors of Lerøy Seafood Group ASA holds the overall responsibility.

Group management and segment management oversee the due diligence process in its entirety for the Group.

The General Managers of the reporting subsidiaries are responsible for execution and follow-up within their own entities.

The above-mentioned guidelines and policy documents are intended to establish common principles and rules that apply to all Lerøy employees, suppliers, and business partners. The Group's Code of Conduct reflects the values that the Group stands for and provides guidance on the principles that employees and partners are expected to follow regarding human rights and decent working conditions.

All employees must have orderly working conditions, including a written contract, correct pay, sufficient training, follow-up throughout the employment relationship, and freedom of association. The Group is committed to equal rights for women and men. More information about the Group's work on equality and discrimination can be found in the Group's Equality Report 2025 on the Group's website, leroyseafood.com.

Each employee is responsible for adhering to the Code of Conduct. The Group maintains continuous communication with its employees and encourages openness and engagement.

The Group has established a whistleblowing scheme that enables employees to report concerns either by name or anonymously.

Whistleblowing committees have been established in the segments, covering the entire Group. These committees coordinate case handling and the implementation of necessary measures.

The companies in Lerøy report quarterly to the Group through a "compliance certificate". The compliance reporting contains information on several relevant areas to ensure human rights and decent working conditions, such as HSE, ethical conduct, and whistleblowing.

An annual cycle has been developed to ensure the implementation of various activities.

The Group has established a website for suppliers, where existing and new suppliers can find information about the Group's expectations of them. The website includes ethical guidelines as well as a declaration form for suppliers, aimed at ensuring that suppliers develop in a more sustainable direction. The documents place particular emphasis on clarifying the Group's respect for human rights and decent working conditions, as well as the measures the Group has implemented to combat corruption and money laundering.

Stakeholders and those interested can obtain information about the Transparency Act by contacting the Group via a contact form on the Group's website, leroyseafood.com.

The Group has also facilitated external whistleblowing via its website, where reports can be submitted anonymously if desired.

2.5 Communication with stakeholders

Lerøy maintains continuous dialogue with its stakeholders through quarterly reports and other communications in accordance with the Oslo Stock Exchange's guidelines. Lerøy is also actively involved in various industry organisations, such as Seafood Norway and Fiskebåt. More detailed information regarding the Group's stakeholder dialogue can be found in the Group's annual report, pages 51-52.

3. Due diligence assessments and relevant measures

3.1 Description of the due diligence process

In line with the Norwegian Transparency Act, the Group conducts risk-based mapping of suppliers to identify and assess actual and potential impacts on fundamental human rights and decent working conditions in the supply chain. This work is based on the OECD Guidelines for Multinational Enterprises and forms a central part of the Group's due diligence process.

Preventive measures are an integrated part of the Group's supplier management. This includes clear requirements and expectations for suppliers through the Supplier Code of Conduct, supplier requirements, and contractual provisions.

Lerøy has its own procurement policy to support fair and responsible purchasing, which applies to all companies across the Group.

As previously mentioned, Lerøy has established a dedicated landing page for suppliers on the Group's website. Here, suppliers can find the necessary information about the requirements set by the Group, including requirements related to decent working conditions and human rights.

The following overarching goals have been set in accordance with the Transparency Act:

- Ensure that the business or operation does not have a potential or actual adverse impact on fundamental human rights or decent working conditions in connection with the Group's activities and operations
- Inform the public through an annual report
- Provide information upon request



3.2 Identification of risk

Lerøy has a complex value chain with over 9,000 suppliers from more than 30 countries. This means that there will generally be risks associated with the Group's supply chain. Due to the large number of suppliers, the Group uses a risk-based approach for the due diligence assessment.

In the risk mapping of the supply chain, Lerøy has based its approach on the OECD guidelines, focusing on industry risk, geographical risk, product/service risk, turnover, and company-specific risk. Suppliers are classified into risk categories (low / medium / high) based on various risk criteria, related to:

- Supplier category (where suppliers identified as high-risk under the Norwegian Labour Inspection Authority's focus areas present an elevated risk)
- Country
- Type of delivery
- History

The risk mapping was carried out by the General Managers of each reporting entity, who conducted a risk assessment of their own suppliers.

Suppliers with high risk were selected for extended follow-up through a survey with questions related to HSE, human rights, and decent working conditions.

Based on findings, measures are assessed and implemented, and followed up by the supplier managers in each company. This forms the basis for further follow-up work in the individual companies and towards the supplier chain.

3.3 Summary of due diligence assessments and measures

Below is a summary of the key risks that have been identified, as well as the implemented and planned risk-reducing measures to stop, prevent, or reduce such adverse impacts.

When assessing potential measures, consideration is given to Lerøy's specific involvement in the actual or potential adverse impacts identified, to determine appropriate action. This means assessing whether Lerøy (a) caused (or would cause) the negative impact; (b) contributed (or will contribute) to the negative impact; or (c) whether the negative impact is (or would be) directly linked to operations, products, or services through a business relationship.

Other identified risks will be followed up in the same way by reviewing current controls and evaluating recommended actions. Risks are assigned to a responsible person, and for any planned risk-reducing measures, a completion deadline and residual risk are defined.

The due diligence assessment conducted in 2025 for our own employees revealed a continued high injury frequency, with varying degrees of severity. The Group's ongoing efforts to reduce the injury frequency are described in section 3.3.1.

The Group's focus areas for 2025 will be continued:

- Health, safety and environment (HSE) in our own operations
- Discrimination and harassment in our own operations
- Supplier governance

3.3.1 Health, safety and environment (HSE) in own operations

Lerøy maintains a strong and consistent focus on health, safety and environment (HSE) across all areas of the business and works systematically to reduce HSE risk through continuous improvement and targeted measures. The trend for injuries is declining; however, the Group maintains a goal of zero lost-time injuries and works in a structured manner to reduce the H1 value (H1 value = number of lost-time injuries × 1,000,000 / total hours worked).

Lerøy considers its employees to be its most important resource and places strong emphasis on ensuring safe, healthy and sustainable working conditions. Efforts are focused both on preventing accidents and undesirable incidents, and on close follow-up where such situations occur. As a learning organisation, Lerøy places particular emphasis on risk assessment, analysis and preventive measures, knowledge sharing and continuous improvement.

Lerøy's operations include various forms of shift and rotation work, as well as seasonal variations. The majority of employees are covered by collective agreements, which regulate working hours and overtime, among other conditions. These matters are followed up through close dialogue with employee representatives and through structured monitoring of working time regulations.

To support a more systematic and data-driven approach to health-related initiatives, Lerøy launched a «Stay Well» initiative in 2025, aimed at reducing sick leave through targeted measures.

3.3.1.1 Measures and expected impact

A number of measures were implemented across the Group in 2025, resulting in increased reporting of undesirable incidents. Positive developments are also observed in the safety culture across the Group. Despite this progress, further efforts are required to achieve the goal of zero injuries, and Lerøy will therefore continue and strengthen its strong HSE focus in 2026.

Measures implemented in 2025 include:

- Group-coordinated HSE teams working systematically to improve performance across companies
- Standardised HSE training and competence development for managers and employees
- Continuous reporting, analysis and monitoring of HSE incidents to prevent recurrence
- HSE audits to establish status and identify improvement measures
- A Group-wide HSE week to ensure focus on HSE and implement risk-reducing activities
- Group-wide HSE gathering to share best practices and strengthen competence
- Initiation of a Group-wide HSE standard
- HSE workshops across several companies
- Training of HSE personnel in auditing and investigations
- Development of tools to facilitate risk assessments and risk sharing
- Establishment of an emergency preparedness plan for the Group

In 2026, the Group will focus on:

- Developing Group-wide HSE training
- Implementing a KPI related to HSE linked to HIPO (High Potential incidents)
- Contributing to the digitalisation of risk assessments
- Conducting workshops in companies with a high H1 value
- Implementing system support for managing emergency situations and conducting emergency preparedness exercises across the Group
- Continuously reporting, analysing and measuring HSE incidents
- Facilitating improved and more effective learning following serious incidents
- Developing improved root cause categories for HSE incidents to strengthen learning
- Conducting HSE audits to assess current status and identify improvement measures
- Conducting a Group-wide HSE week to ensure focus on HSE and carry out risk-reducing activities across the Group

- Implementing a Group-wide HSE standard to ensure best practice
- Developing HSE training videos and introducing standardised HSE training
- Develop a guideline for conducting a risk assessment of the psychosocial work environment.

Roles and responsibilities related to emergency preparedness plans will be clarified across the Group. The Group expects that these measures will contribute to reducing the number of injuries and the Group's H1 value.

3.3.2 Discrimination and harassment in own operations

At Lerøy, all employees shall be ensured equal opportunities regardless of gender. The Group comprises 6,773 employees in permanent and temporary positions, in addition to on-call substitutes, of which 943 are contracted workers. At the end of 2025, the gender distribution in the Group was 36% women and 64% men.

The gender balance at Lerøy has been relatively stable for several years, but a positive development has been observed in the share of women across all segments. The Group has set a target for women to hold 35% of leadership positions by 2030. In 2025, the gender balance in leadership improved, with the share of women in leadership roles with personnel responsibility increasing from approximately 24% in 2024 to around 26% in 2025. This development reflects both an increase in the number of female managers and a slight decrease in the number of male managers in corresponding roles.

Lerøy works to create a safe, inclusive and development-oriented working environment, based on the Group's values. Diversity and inclusion at Lerøy mean that each employee is treated equally, regardless of gender, age, skin colour, origin, ethnicity, language, sexual orientation or religion. A dedicated HR expert network for diversity and inclusion has been established to increase focus in this area.

3.3.2.1 Measures and expected impact

Continuous efforts are made to strengthen work on fundamental human rights and decent working conditions across all parts of the organisation. The Group's double materiality assessment conducted in accordance with the EU Corporate Sustainability Reporting Directive (CSRD) in 2025 identified "Own workforce" as a material topic, leading to increased focus on employee follow-up in the years ahead. See the Group's Annual Report, page 94.

Ongoing initiatives include leadership training programmes, a leadership handbook, professional gatherings, and increased HR support to identify and manage undesirable incidents. For all our employees, continuous improvement efforts focus on communication and training related to the Group's ethical guidelines, values, and policies. E-learning courses are available on topics such as ethics, whistleblowing, equality and diversity.

Work on equality and diversity is anchored in the Group's overall strategy. Increasing the share of women across the organisation and in leadership positions is one of the KPIs monitored by Group management. Measures are in place to promote diversity at all levels. For more information on Lerøy's efforts to prevent discrimination and harassment, see the Group's Equality report 2025 on the Group's website leroyseafood.com.

Norwegian fisheries organisations have entered into an agreement to prevent and eliminate all forms of harassment in the fishing industry. The Wild Catch segment has a particular focus on findings related to harassment within the industry and has therefore strengthened its efforts in this area both internally and in collaboration with the industry.

At Lerøy Havfisk, active efforts have been made to recruit more women to trawlers. It is positive that the share of women is increasing steadily and that more women have been recruited into the company. Diversity creates value across several areas and is therefore an important consideration when advertising positions and participating in career fairs.

Since 2020, Lerøy has conducted an annual employee survey organised by Great Place To Work. The survey includes specific questions related to discrimination, bullying and harassment in order to identify employee experiences. The survey provides important insight into the working environment, culture and trust-based leadership, and results are followed up systematically throughout the Group.

Where the survey identifies cases of bullying or harassment, this is taken seriously and followed up as part of the ongoing working environment efforts.

Survey results show positive development year by year, and it is expected that implemented measures will contribute to a safe, inclusive and development-oriented working environment in line with the Group's values.

This is followed up throughout the year at several levels. From 2026, a traffic light model will be introduced for the Group's follow-up, whereby each company, based on defined criteria related to the results of the employee survey and findings concerning bullying and harassment, is categorised into three groups with differing follow-up measures.

Green category: Good results, companies can follow up independently

Yellow category: The Group has a duty to investigate

Red category: The Group has a duty to act

The objective is to further improve employee survey results and reduce the number of employees reporting bullying, discrimination or harassment in the workplace.

3.3.3 Supplier governance

The Group works systematically with supplier governance to ensure responsible procurement, compliance with applicable requirements and reduced risk of adverse impacts on fundamental human rights and decent working conditions.

Supplier governance is a continuous process forming part of the Group's due diligence assessments. Follow-up is based on risk assessments and information from self-assessments, dialogue, audits and other available information. If findings, deviations or increased risk are identified, follow-up is evaluated and adapted accordingly. This may include closer dialogue, requirements for improvement measures and/or audits.

In 2025, 91 suppliers were selected for further follow-up. The results showed that some suppliers lack policy documents. A common feature among some of the smaller suppliers is insufficient formalisation of policies to promote social and ethical standards. Lerøy maintains dialogue with suppliers and seeks to influence improvements.

One case was identified where a supplier did not have adequate working conditions related to travel compensation for employees. This deviation has been followed up and closed. No findings have been identified that can be considered actual adverse impacts on human rights and decent working conditions.

3.3.3.1 Measures and expected impact

The Group has established procedures for systematic follow-up of suppliers. The measures are anchored in the procurement organisation and implemented across departments and segments. The purpose is to prevent and reduce the risk of adverse impacts on human rights and decent working conditions in the supply chain. Procedures for supplier follow-up have been established across the Group, and continuous efforts are made to improve these follow-up processes.

As part of this, e-learning courses have been developed to ensure that employees and contractors have the necessary competence to identify risk factors that require enhanced control and follow-up measures. This contributes to increased awareness, more consistent practice and earlier identification of risk.

Furthermore, emphasis is placed on closer and more structured dialogue with suppliers. For major suppliers, regular meetings are conducted where human rights and decent working conditions are fixed agenda items. This provides better insight into supplier practices, strengthens expectation alignment and facilitates improvements over time.

The Group expects that the combination of increased internal competence, clear procedures and close dialogue with suppliers will contribute to the effective implementation of requirements both internally and externally.

3.4 General measures to stop, prevent or mitigate adverse impacts

To reduce identified risks, Lerøy has implemented the following general measures:

- Annual revision of the Code of Conduct
- Annual revision of the Human Rights policy
- Annual revision of the Supplier Code of Conduct
- Whistleblowing channel for employees
- Whistleblowing channel for external parties
- Continuous learning and development for managers and employees

The Group has established comprehensive whistleblowing procedures to ensure that all reports of suspected misconduct, violations of law or breaches of the Group's ethical guidelines and internal policies are handled with objectivity, fairness and integrity. Where deviations are identified, appropriate measures are implemented to address the situation..

Whistleblowing committees have been established in all segments of the Group. These committees are responsible for conducting initial assessments of reported cases, before referring each case to the relevant business unit for further handling. They also follow up that case handling procedures are complied with and that necessary measures are implemented before cases are formally closed.

The Group has also established an external whistleblowing channel available through the corporate website. Cases reported through this channel are registered, assessed and processed in accordance with the Group's internal procedures. Whistleblowing cases are reported quarterly to Group Management and the Board through our compliance reporting. For cases received in 2025, none were related to breaches of decent working conditions or human rights.

Reports concerning working conditions such as procedural breaches, deficiencies in work processes, or concerns related to health, safety and the environment are assessed and followed up in line with established procedures. In some of the cases handled during the reporting period, issues were identified and addressed through concrete actions within the companies where the situations occurred. Measures included improvements to routines, training, leadership guidance, necessary sanctions and closer managerial follow-up. Lerøy has zero tolerance for harassment and works systematically to ensure that all employees have safe, responsible and decent working conditions. Whistleblowing is an important source of learning and continuous improvement across the organisation.

The Group has implemented suitable measures within the supplier chain to stop, prevent or mitigate potential adverse impacts. These measures include:

- Clear requirements and expectations for suppliers through ethical guidelines, supplier standards and framework agreements
- Risk-based supplier questionnaires
- Regular supplier assessments and audits, either internally or through third parties
- Dialogue and follow-up with suppliers

Based on the results of self-assessments or audits, suppliers are followed up through meetings, on-site audits or other forms of engagement. If a risk of adverse impact is identified, the Group implements measures tailored to the nature and severity of the risk. Where findings arise during self-assessments or audits, suppliers are expected to rectify non-conformities within a reasonable timeframe.

Over the past year, the Group has implemented several new routines for monitoring its suppliers. The Group's procurement organisation works systematically with initiatives that are expected to play a key role going forward in preventing and mitigating adverse impacts in the supply chain.



4. Information requests

The Group received two information requests in 2025 regarding how Lerøy addresses actual and potential adverse impacts on fundamental human rights and decent working conditions in accordance with the Transparency Act. These requests have been responded to in accordance with the provisions of the Act.

5. Further follow-up by the Lerøy Group

Lerøy will continue to follow up due diligence assessments and the measures described above in accordance with established procedures and guidelines, ensuring implementation and operationalisation through both short-term and long-term initiatives. This includes communicating with stakeholders on how any adverse impacts have been addressed, as well as providing or cooperating on remediation and compensation where required.

Lerøy will ensure implementation and monitoring of the risk register across the Group companies through quarterly compliance reporting, annual risk assessments and semi-annual updates to the Board.

Due diligence assessments will be conducted annually, and additionally in the event of significant changes in the risk picture or material changes in the Group's overall risk assessments. Lerøy has established guidelines for conducting due diligence assessments to be used across all segments and Group companies, ensuring a consistent approach throughout the organisation.

Lerøy will respond to information requests to the Group and its subsidiaries as described on the corporate website. Lerøy Seafood Group ASA will issue the annual report on behalf of the Group. The report is signed by the members of the Board of Directors and the CEO. Correspondingly, the Group's reporting entities have signed the statement electronically.

Bergen, 12 June 2026

The Board of Directors of Lerøy Seafood Group ASA

Arne Møgster
Chairman

Didrik Munch
Board member

Karoline Møgster
Board member

Linda Kidøy Pedersen
Board member

Are Dragesund
Board member

Britt Kathrine Drivenes
Board member

Bjarne Kristiansen
Employees' representative

Silje Elin G. Butt
Employees' representative

Tor-Ivar Ingebrigtsen
Employees' representative

Henning Beltestad
CEO Lerøy Seafood Group ASA

Lerøy Seafood Group ASA subsidiaries with a statutory duty to report under the Transparency Act

Lerøy Aurora AS

Kurt-Einar Karlsen (General manager)
Bjarne Reinert (Chair of the Board)
Sjur Svenningsson Malm
Tor-Ivar Ingebrigtsen

Lerøy Aurora Sjø AS

Kurt-Einar Karlsen (General manager)
Bjarne Reinert (Chair of the Board)
Sjur Svenningsson Malm

Lerøy Midt AS

Harald Larssen (General manager)
Bjarne Reinert (Chair of the Board)
Sjur Svenningsson Malm
Helene Bergsli
Bjørn Saga Østensen
Ingun Næve
Beate Skillingstad

Lerøy Midt Sjø AS

Harald Larssen (General manager)
Bjarne Reinert (Chair of the Board)
Sjur Svenningsson Malm

Lerøy Vest AS

Morten Egenæs Fjæreide (General manager)
Bjarne Reinert (Chair of the Board)
Sjur Svenningsson Malm
John Andre Njåstad

Lerøy Vest Sjø AS

Morten Egenæs Fjæreide (General manager)
Bjarne Reinert (Chair of the Board)
Sjur Svenningsson Malm

Sjøtroll Havbruk AS

Morten Egenæs Fjæreide (General manager)
Helge Singelstad (Chair of the Board)
Frode Møgster
Nils Arve Eidsheim
Bjarne Reinert
Karoline Møgster
Nina Møgster

Sjøtroll Havbruk Sjø AS

Morten Egenæs Fjæreide (General manager)
Helge Singelstad (Chair of the Board)
Frode Møgster
Nils Arve Eidsheim
Bjarne Reinert
Karoline Møgster
Nina Møgster

Lerøy Sjøtroll Kjærelva AS

Morten Egenæs Fjæreide (General manager)
Bjarne Reinert (Chair of the Board)
Sjur Svenningsson Malm

Lerøy Havbruk Service AS

Emil Tetlie Brimsholm (General manager)
Kurt-Einar Karlsen (Chair of the Board)
Ingri Marie Rostad Øvregard
Harald Larssen
Bjarne Reinert
Hildebjørg Åsvang

Lerøy Havfisk AS

Eldar Kåre Farstad (General manager)
Helge Singelstad (Chair of the Board)
Henning Kolbjørn Beltestad
Britt Kathrine Drivenes
Sjur Svenningsson Malm
André Steffensen
Mona Didriksen

Nordland Havfiske AS

Ronny Vågsholm (General manager)
Eldar Kåre Farstad (Chair of the Board)
Tone Utseth Myklebust
Pål Krüger
Evelyn Lundanes Rørvik

Hammerfest Industrifiske AS

Ronny Vågsholm (General manager)
Eldar Kåre Farstad (Chair of the Board)
Elisabeth Rønning
Evelyn Lundanes Rørvik
Vidar Gulseth Holmgren

Finnmark Havfiske AS

Ronny Vågsholm (General manager)
Eldar Kåre Farstad (styrets leder)
Tone Utseth Myklebust
Sigurd Kvammen Rafaelsen
Evelyn Lundanes Rørvik
Andreas Bye Paulsen

Lerøy Norway Seafoods AS

Børge Soleng (General manager)
Helge Singelstad (Chair of the Board)
Britt Kathrine Drivenes
Bjarne Egil Kristiansen
Nina Katrine Hanssen
Henning Kolbjørn Beltestad
Sjur Svenningsson Malm
Mikael Johansen
Evelyn Lundanes Rørvik

Lerøy Seafood AS

Ivar Wulff (General manager)
Henning Kolbjørn Beltestad (Chair of the Board)
Sjur Svenningsson Malm
Kjersti Selvik
Linda Larsen
Fredrik Kristensen

Sjømathuset AS

Nikolai Thorstensen (General manager)
Ivar Wulff (Chair of the Board)
Eirik Fosse
Lene Fammestad

Lerøy Fossen AS

Endre Kristensen (General manager)
Ivar Wulff (Chair of the Board)
Knut Hallvard Lerøy
Kjersti Selvik
Tove Camilla Ruud Olsen
Toralf Tufta

Lerøy Norge AS

Tom Nordby (General manager)
Ivar Wulff (Chair of the Board)

Lerøy Bulandet AS

Per Arild Tysse (General manager)
Knut Hallvard Lerøy (Chair of the Board)
Ivar Wulff
Owen Jarvis Westergård
Wenche Sandøy
Ragna Sofie Hillersøy

Lerøy Seafood Industri AS

Roy Eide (General manager)
Ivar Wulff (Chair of the Board)
Henning Kolbjørn Beltestad
Kim Fjellheim

(Signed electronically)



One Lerøy
UNIQUE ALONE
STRONGER TOGETHER



Lerøy Seafood Group ASA

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leroyseafood.com