

Salmon Evolution ASA: Granting of share options to executive management and key employees

The Board of Salmon Evolution ASA (the "Company") has approved the award and allocation of 4,535,000 share options, at a strike price of NOK 6.00 per share, to members of the Company's management and key employees.

Share options were granted to the following primary insiders:

- Trond Håkon Schaug-Pettersen (CEO): 1,000,000 options. Following the grant, he holds a total of 4,600,000 options (shareholding: 500,000 shares through Troha Invest AS).
- Trond Vadset Veibust (CFO): 500,000 options. Following the grant, he holds a total of 1,500,000 options (shareholding: 90,000 shares through Trollkyrkja AS).
- Ingjarl Atle Skarvøy (COO): 300,000 options. Following the grant, he holds a total of 1,350,000 options (shareholding: 1,800,150 shares privately and through Terra Mare AS).
- Kamilla Mordal Holo (CPO): 300,000 options. Following the grant, she holds a total of 1,350,000 options (shareholding: 160,060 shares privately and through C10 Holding AS).
- Odd Frode Roaldsnes (COO): 300,000 options. Following the grant, he holds a total of 1,350,000 options (shareholding: 275,000 shares through Anno Invest AS).
- Henriette Nordstrand (Technical Director): 100,000 options. Following the grant, she holds a total of 375,000 options (shareholding: 50,000 shares through Heno Holding AS).
- Vidar Aslaksen Skjørli (HR Director): 125,000 options. Following the grant, he holds a total of 215,000 options (shareholding: 6,216 shares).
- Hans Petter Mortveit (Finance Manager): 70,000 options. Following the grant, he holds a total of 210,000 options (shareholding: 110,152 shares).

Please see attached primary insider notification forms in accordance with the Market Abuse Regulation article 19.

The options vest annually with 1/3 over the next 3 years. Subject to the vesting periods, the options may be exercised at any time, but no later than the fifth anniversary of the grant date.

Following the grant of these options, the total number of options outstanding is 15,272,500, including options granted under the Company's previous long-term incentive program for executive management and key employees.

This information is subject to the disclosure requirements pursuant to article 19 of the EU Market Abuse Regulation and section 5-12 of the Norwegian Securities Trading Act.



PRESS RELEASE

27 August 2025 21:00:00 CEST

For further information, please contact:

Trond Vadset Veibust, CFO

tvv@salmons.no

+47 48 09 05 95

About Salmon Evolution

Salmon Evolution is the global leader within land-based salmon farming. Pioneering the hybrid flow-through system (HFS), Salmon Evolution is Extending the Ocean Potential by creating optimal growth conditions in a controlled environment on land. This approach, capturing the benefits of both land-based and sea-based farming, puts biology first and limits operational and biological risk.

Salmon Evolution is strategically located the heart of the global aquaculture industry on the west coast of Norway, where the Company has its first facility and global centre of excellence fully operational at industrial scale. Enabled by proof of concept at Indre Harøy, Salmon Evolution targets significant expansion.

Salmon Evolution is listed on Oslo Børs under the ticker SALME. To learn more, please visit

www.salmonsrevolution.no.

Attachments

[SALME PDMR Notifications](#)