



**SHAREHOLDERS OF
NORWAY ROYAL SALMON ASA**

Trondheim, 5 May 2021

NOTICE OF ANNUAL GENERAL MEETING

Notice is hereby given of Annual General Meeting in Norway Royal Salmon ASA (the "Company")

Thursday 27 May 2021 – at 1.00 p.m.

Registration starts at 12.45 p.m.

Multimediarom, Ferjemannsveien 10, Trondheim

In order to reduce the risk of spreading coronavirus (covid-19), and in line with recommendations from the authorities, shareholders in Norway Royal Salmon ASA are asked not to attend this year's Annual Meeting in person. Shareholders will be able to exercise their shareholders rights by using the enclosed power of attorney form.

Opening of the meeting by the Board Chair, Helge Gåsø.

After the opening of the meeting, a list of attending shareholders and approved proxies will be presented.

Agenda:

- Item 1** Election of a chairperson and a person to countersign the minutes of the General Meeting together with the chairperson
- Item 2** Approval of the notice and proposed agenda
- Item 3** Approval of the annual accounts and annual report 2020 for the company and group, including proposed use of the annual profit. The board proposes a dividend of NOK 3.00 per share for the financial year 2020. The documents are available in the annual report 2020 on Norway Royal Salmon ASA's website: www.norwayroyalsalmon.com.
- Item 4** Guidelines for remuneration of senior executives under section 6-16a of the Norwegian Public Limited Companies Act. The document is available in the annual report 2020 on the company's website www.norwayroyalsalmon.com.
- Item 5** Corporate governance under section 5-6 of the Norwegian Public Limited Companies Act. The document is available in the annual report 2020 on the company's website www.norwayroyalsalmon.com.
- Item 6** Election of members of the board
- Item 7** Determination of remuneration for the members of the board and the board committees

- Item 8** Election of members and chair of the Nomination Committee
- Item 9** Determination of remuneration for the members of the Nomination Committee
- Item 10** Determination of remuneration for the Company's auditor
- Item 11** Authority to the board of directors to purchase treasury shares in Norway Royal Salmon ASA.
- Item 12** Authority to the board of directors to issue shares in Norway Royal Salmon ASA

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Norway Royal Salmon ASA has a share capital of NOK 43,572,191 divided on 43,572,191 shares, each with a nominal value of NOK 1.00. Each share entitles its holder to cast one vote at the General Meetings of the Company. The right to attend and vote at the general meeting can only be exercised when the acquisition of shares has registered in the Norwegian Central Securities Depository (VPS) no later than the fifth working day before the General Meeting (registration date). Norway Royal Salmon ASA holds 650 110 treasury shares.

The shareholders have the following rights in connection with the Company's General Meeting:

- The right to attend the General Meeting, either personally or by proxy
- The right to speak at the General Meeting
- The right to bring an advisor and give one advisor the right to speak
- The right to require information from the members of the board and the CEO on matters that might affect the assessment of (i) the approval of the annual accounts and annual report, (ii) matters to be decided upon by the shareholders and (iii) the financial state of the Company, including the business of other companies in which the Company participates, and other matters to be discussed by the General Meeting, unless the information required cannot be disclosed without such disclosure causing disproportionate damage to the Company.
- The right to discuss matters at the General Meeting that the relevant shareholder has reported to the board of directors in writing no later than seven days before the time limit of three weeks for giving notice together with a proposed resolution or a reason for putting the matter on the agenda. If the notice of General Meeting has already been sent, a new notice must be sent if the time limit for giving notice of General Meeting has not been exceeded.
- The right to present alternatives to the board of directors' proposals in the matters that the General Meeting shall discuss.

Shareholders wanting to attend the General Meeting are requested to submit the attached attendance slip (Attachment 1) to the address and within the time limit stated therein.

Shareholders or proxies who want to attend and vote on the General Meeting, have to give notice to the Company within two days before the General Meeting. This is in accordance with the Articles of Association section 7.

If the shares have been registered in VPS in the name of a manager, cf. section 4-10 of the Norwegian Public Limited Companies Act, and the actual shareholder wants to attend the General Meeting, either personally or by proxy, the actual shareholder must present a written confirmation from the manager that the person in question is the actual shareholder, as well as a statement from the shareholder himself that the person in question is the actual owner.

Shareholders have the right to attend and vote by proxy. In that case, a written and dated form of proxy must be presented at the general meeting. The attached form of proxy (Attachment 2) may be used. To reduce the risk of spreading coronavirus (covid-19), and in line with recommendations from the authorities, shareholders in Norway Royal Salmon ASA are asked not to attend this year's Annual Meeting in person. Shareholders will be able to exercise their shareholders rights by using the enclosed power of attorney form.

Please note that authority granted without voting instructions may trigger flagging/disclosure requirements under Norwegian law. Pursuant to section 4-2, third paragraph of the Securities Trading Act, having authority to vote without any voting instructions, are treated in the same manner as ownership of shares or rights to shares. This implies that the proxy will be obliged to flag/disclose the granted authorities if they relate to a number of shares that (together with the proxy's own shares, if any, or rights to shares) reaches or exceeds the thresholds under section 4-2, second paragraph, of the Securities Trading Act.

This notice including attachments is available on the Company's website
www.norwayroyalsalmon.com

According to section 7 of the articles of association, the attachments to the notice are not sent by mail to the shareholders. However, any shareholder may require that the attachments are sent free of charge to him or her by mail. If a shareholder wants to receive the documents, please contact the Company at telephone no. (+47) 73 92 43 00 or by e-mail to: edel.gjaere@salmon.no

The board of directors of Norway Royal Salmon ASA encourages shareholders to register that they can receive electronic documents in their VPS accounts.

Best regards

Norway Royal Salmon ASA



Helge Gåsø

Board Chair

Item 3: Approval of the annual accounts and annual report for 2020 for the company and group, including proposed allocation of the annual profit

Reference are made to the Company's annual report for 2020 that is available on Norway Royal Salmon ASA's web page: www.norwayroyalsalmon.com.

The board proposes that the General Meeting passes the following resolution:

"The General Meeting of NRS approves the presented annual accounts and report for Norway Royal Salmon ASA as the company's and group's annual accounts and report for 2020. The General Meeting adopts the board of directors' proposed allocation of the annual profit of NOK 219 485 225 in the following manner:

<i>Allocated to dividends, NOK 3.00 per share</i>	<i>NOK 130 716 573</i>
<i>Transferred to fund for valuation variances</i>	<i>NOK 153 089 000</i>
<i>Transferred from other equity</i>	<i><u>NOK -64 320 348</u></i>
<i>In total</i>	<i><u>NOK 219 485 225"</u></i>

The board proposes a dividend for the financial year 2020. The board proposes the distribution of a dividend of NOK 3.00 per share. The dividend will be charged to the company's other equity according to the balance sheet date December 31, 2020.

The dividend will be made partly as a cash dividend of NOK 1.00 per share, and partly by the distribution of shares in the Company from the Company's holding of treasury shares.

The number of shares for distribution in total and per outstanding share will be determined based on the shares' volume weighted average share price the five trading days prior to the General Meeting and will be announced on the day of the General Meeting. The last day of the valuation period is for practical reasons May 21, 2021. Fractions of shares will not be distributed. The number of shares each shareholder will receive, will be rounded up to the nearest whole number of shares.

The board proposes that the General Meeting passes the following resolution:

"Dividends are distributed with NOK 3.00 per share. The dividend is payable to shareholders of Norway Royal Salomon ASA as of 27 May 2021 (as recorded in the shareholder register in VPS on 31 May 2021). No dividend will be distributed to the company's treasury shares.

The dividend will be distributed partly in cash, NOK 1.00 per share, totalling NOK 43 572 191, and partly by the distribution of [•] shares in the company. For each share the shareholders of the Company owns on 27 May 2021 (as reflected in the shareholder register in VPS on 31 May 2021), the shareholder will receive [•] shares in the Company, such that for every [•] shares held in the Company, the shareholder will receive one share in the Company.

The number of shares each shareholder will receive will be rounded up to the nearest whole number of shares.

The dividend will be paid and the shares distributed on or around 07 June 2021."

Item 4: Guidelines for remuneration of senior executives under section 6-16a of the Norwegian Public Limited Liability Companies Act.

Reference is made to the Company's annual report for 2020 that is available on Norway Royal Salmon ASA's website: www.norwayroyalsalmon.com.

Pursuant to section 6-16 (a) of the Norwegian Public Limited Liability Companies Act, the board of directors has prepared a statement on the guidelines for remuneration of senior executives. The guidelines have a duration until 30 June 2024 and are included in the annual report for 2020 and are available on the Company's website. Guidelines for remuneration of senior executives are presented to the General Meeting for voting.

The board of directors proposes that the General Meeting passes the following resolution:

"The General Meeting supports the guidelines for remuneration of senior executives."

Item 5: Corporate governance under section 5-6 of the Norwegian Public Limited Liability Companies Act.

Reference is made to the Company's annual report for 2020 that is available on Norway Royal Salmon ASA's website: www.norwayroyalsalmon.com.

Pursuant to section 5-6 of the Norwegian Public Limited Liability Companies Act, the board of directors has prepared a statement on the guidelines for corporate governance. The statement is included in the annual report for 2020, available on the Company's website, and will be presented to the General Meeting. Pursuant to Section 5-6 (4) of the Norwegian Public Limited Liability Companies Act, the General Meeting shall consider this statement in accordance with the Accounting Act Section 3-3b.

The statement is not subject to the General Meeting's vote.

Item 6: Election of board representatives

The nomination committee's recommendations are found in the attachment.

The board of directors proposes that the General Meeting passes the following resolution:

"The General Meeting adopts the Nomination Committee's recommendations"

Item 7: Determination of remuneration for the members of the board and the board committees.

The proposed remuneration for the members of the board and the board committees are found in the attachment.

The board of directors proposes that the General meeting passes the following resolution:

“The General Meeting adopts the Nomination Committee’s recommendation.”

Item 8: Election of members and leader of the nomination committee.

The nomination committee’s recommendations are found in the attachment.

The board of directors proposes that the General Meeting passes the following resolution:

“The General Meeting adopts the Nomination Committee’s recommendation.”

Item 9: Determination of remuneration for the members of the nomination committee.

The nomination committee’s recommendations to remuneration are found in the attachment.

The board of directors proposes that the General Meeting passes the following resolution:

“The General Meeting adopts the Nomination Committee’s recommendation.”

Item 10: Determination of remuneration for the company’s auditor

The auditor has requested a fee for the audit of Norway Royal Salmon ASA for 2020 of NOK 470 000,-

The board of directors proposes that the General Meeting passes the following resolution:

“The auditor’s fee of NOK 470,000 for 2020 is approved.”

**Item 11: Authority to the board of directors to purchase treasury shares in Norway
Royal Salmon ASA**

The Norwegian Public Limited Liability Companies Act gives the General Meeting the opportunity to grant to the board of directors authority to purchase up to 10 per cent of the company's shares. These are shares that for example can be used for settlement in connection with investments in other companies, and strengthen the Company's financial status. In the board of directors' opinion, the Company may find itself in a situation in the future in which the Company may enjoy further growth towards one or more strategic partners, as well as through mergers and acquisitions/settlements in shares if the Company quickly wants to obtain the necessary liquidity and/or settlement shares. In order for the Company to be able to act fast in such situations, it is requested that the board of directors is granted new authority to purchase up to 4,357,219 own shares of a total nominal value of up to NOK 4,357,219, by way of one or more acquisitions as decided by the board of directors.

The board of directors proposes that the General Meeting passes the following resolution:

"The General Meeting grants the board of directors authority on behalf of the company to acquire treasury shares by up to a total of 4,357,219 shares, each with a nominal value of NOK 1, in total NOK 4,357,219, which equals 10 per cent of the company's share capital.

However, this 10 per cent limitation does not apply if the acquisition takes place in accordance with the exemptions found in section 9-6 (1) of the Norwegian Public Limited Liability Companies Act.

The authority covers all forms of acquisition and the establishment of pledges of treasury shares. The board is granted freedom in the choice of acquisition and sale, including sales on the open market and as payment for transactions. The authority may be used in a take-over situation, cf. section 6-17 (2) of the Securities Trading Act. If the nominal value of the shares changes during the period of the authority, the limits of the authority changes accordingly.

In the event of acquisitions, the purchase price per share must not be lower than NOK 1 and not higher than NOK 300.

The authority remains in force until the ordinary general meeting in 2022, however no later than 30 June 2022.

The board of directors' previous authority to purchase treasury shares is withdrawn."

Item 12: Authority for the board of directors to issue shares in Norway Royal Salmon ASA

In the board of directors' opinion, the Company might find itself in situations in the future in which the company may enjoy further growth through private placements towards one or more strategic partners, as well as through mergers and acquisitions with shares or cash if the company is able to obtain the necessary liquidity and/or settlement shares quickly. In order for the Company to be able to act fast in such situations, it is requested that the board of directors is granted new authority to increase the Company's share capital by up to 10 per cent of the share capital, NOK 4,357,219, by issuing up to 4,357,219 shares, each with a nominal value of NOK 1, by way of one or more private placements towards further specified investors as decided by the board of directors. The Norwegian Public Limited Liability Companies Act sets a limitation on such authorities up to 50 per cent of the company's capital. The authority may be used in public offerings of shares. In order to achieve the purpose of the authority, the board of directors proposes that the shareholders' pre-emption right to subscribe for shares may be set aside when the authority is used.

The Board is not aware of any factors that must be considered when issuing new shares other than the matters stated in the Annual Report for 2020.

The board of directors proposes that the General Meeting passes the following resolution:

" The General Meeting grants the board of directors authority to increase the Company's share capital as follows:

- 1. Pursuant section 10-14 (1) of the Norwegian Public Limited Liability Companies Act, the board of directors is granted authority to increase the Company's share capital by up to NOK 4,357,219. Within this total amount, the authority can be used several times.*
- 2. The authority can, except as mentioned in item 5 below, only be used (i) as consideration in connection with acquisitions of other companies/businesses, (ii) to obtain new equity to strengthen the financial position of the Company and (iii) in takeover situations etc.*
- 3. The authority remains in force until the ordinary general meeting in 2022, however no later than 30 June 2022.*
- 4. The shareholders' pre-emption rights under section 10-4 of the Public Limited Companies Act may be set aside.*
- 5. The authority includes capital increases against cash and non-cash contributions. The authority includes the right to assume special obligations on behalf of the company, cf. section 10-2 of the Norwegian Public Limited Liability Companies Act. The authority includes merger decisions under section 13-15 of the Public Limited Companies Act. The authority can be used in a takeover situation, cf. section 6-17 (2) of the Securities Trading Act.*
- 6. The board of directors has authority to amend section 4 of the Company's articles of association accordingly by using the authority.*
- 7. Any authority previously granted to the board of directors to increase the share capital is withdrawn.*

Proposal from the Nomination Committee of NRS spring 2021

15th April 2021

The composition of the board of directors:

The Nomination Committee has consisted of the members Anne Breiby, Asle Rønning and the head of the Committee, Endre T. Glastad. The Committee has had several Skype-meetings in the period, and has also conducted its work through telephone conferences and electronic communications. In addition, the Committee has had discussions with the Board of directors, shareholders and Chief Executive Officer.

Overview of how long the board members have held board positions in the group and who is up for election in 2021:

Members of the board	Number of years as board member	For election 2021:
Helge Gåsø	16	Not for election
Arnfinn Aunsmo	1	Not for election
Karl Johan Bakken	1	Not for election
Trude Olafsen	7	Not for election
Marianne E. Johnsen	8	Stands for election
Eva Kristoffersen	2	Stands for election
Tom Vidar Rygh	2	Stands for election

Arnfinn Aunsmo has asked to resign as a board member. The nomination committee has chosen not to propose that a new board member be elected, but to reduce the number of board members to 6.

The committee points out that two new board members were elected to the board at the general meeting in 2020 to strengthen the board's expertise in fish farming (operations and fish health), offshore, large projects and finance. The Nomination Committee does not see a need for corresponding changes in the composition of the Board this year.

Marianne E. Johnsen, Eva Kristoffersen and Tom Vidar Rygh are proposed to be re-elected for two years. Helge Gåsø is proposed to be re-elected as chairman for one year.

The Nomination Committee considers that the proposal will provide the Board of Directors with a broad range of competency and experience which will cover the company's needs. Terms of at least two independent board members are deemed to be fulfilled. Furthermore, Board members who can hold positions in the Audit Committee and the Remuneration committee, has been a priority to the Nomination Committee.

The proposal from the Nomination Committee will result in the following composition of the board:

Marianne E. Johnsen	(reelected)
Eva Kristoffersen	(reelected)
Tom Vidar Rygh	(reelected)
Helge Gåsø	(not for election)
Trude Olafsen	(not for election)
Karl-Johan Bakken	(not for election)

As for the background of the members of the board today, see the NRS website and the Annual Report 2020.

In its recommendation to the General Meeting in 2021, the Nomination Committee recommended the Board of Directors to elect a deputy chair from among its members, and proposed a salary for this. The Board of Directors has followed this recommendation.

Nomination Committee:

Anne Breiby has been member of the committee for 6 years, and can not be reelected. Asle Rønning stands for election. Head of the committee, Endre Glastad, is not up for election.

The Nomination Committee proposes the following members for the committee for a new period of two years:

Endre Glastad, head
Kristine Landmark
Harry Bøe

The Nomination Committee's mandate is described in the Company's Articles of Association and in separate guidelines.

Board of Directors fees and other remunerations:

Fees for 2021 are proposed adjusted approximately 2% for all board members and members of the committees.

Remuneration as member of a committee, is added to remuneration to the board of directors. All travel and accommodation expenses are to be in accordance with the Norwegian Government's Travel Allowance Scale. It is proposed that the remuneration is stipulated for the period until this general meeting.

REMUNERATION FOR NORWAY ROYAL SALMON ASA:

Position	Previous rates (NOK)	Proposed New rates (NOK)
Chair of the Board	415 000,-	423 000,-
Deputy Chair, tentatively	320 000,-	326 000,-
Board member	285 000,-	291 000,-
Chair of the Audit committee	65 000,-	66 000,-
Member of the Audit committee	39 000,-	40 000,-
Chair of the Remuneration committee	30 000,-	31 000,-
Member of the Remuneration committee	25 000,-	26 000,-
Chair of the nomination committee	53 000,-	54 000,-
Member of the nomination committee	38 000,-	39 000,-

Endre Glastad
Chair of Nomination Committee
(Signed)

Anne Breiby
(Signed)

Asle Rønning
(Signed)



Attachment 1

To the shareholders of Norway Royal Salmon ASA

The Annual General Meeting of Norway Royal Salmon ASA

is to be held on 27 May 2021 at 1.00 p.m. at

Multimediarom, Ferjemannsveien 10, Trondheim, Norway

ATTENDANCE SLIP

The undersigned will attend the Annual General Meeting of Norway Royal Salmon ASA on 27 May 2021 and cast votes for:

Name of shareholder: _____

_____ own shares

_____ other shares according to attached forms of-proxy

In total _____ shares

Place/date

Shareholder's signature

Shareholder's name in block letters

Please send the attendance slip to Norway Royal Salmon ASA, P.O. Box 2608 Sentrum, 7414 Trondheim, Norway.

The attendance slip may also be sent by e-mail to: edel.gjaere@salmon.no

The attendance slip must be received by Norway Royal Salmon ASA no later than 25 May 2021. Shareholders or proxies who want to attend and vote on the General Meeting, have to give notice to the Company within two days before the General Meeting. This is in accordance with the Articles of Association section 7.

FORM OF PROXY



Shareholder's name: _____

As the owner of _____ shares in Norway Royal Salmon ASA, I/we hereby grant

☐ the Board Chair

☐ _____ (insert name)

authority to represent and cast votes for my/our shares at the Annual General Meeting in Norway Royal Salmon ASA to be held on 27 May 2021.

If none of the alternatives above has been selected, authority will be deemed to have been granted to the Board Chair. If authority has been granted to the Board Chair, the Board Chair is entitled to give another member of the board or management the right to represent, and cast votes for, the shares to which the authority relates.

If the shareholder so requires, and the Board Chair has been selected as proxy, the voting instructions below may be completed and sent to the company. Votes will then be cast for the shares according to the instructions.

Voting instructions:

Item	Resolution	Vote in favuor	Vote against	Refrain from voting
Item 1	Election of a chair of the meeting and a representative to sign the minutes of the general meeting together with the chairman of the meeting			
Item 2	Approval of the notice and proposed agenda			
Item 3	Approval of the annual accounts and annual report for the company and group, including proposed use of the annual profit. Dividends are distributed with NOK 3.00 per share.			
Item 4	Guidelines for remuneration of senior executives under section 6-16a of the Norwegian Public Limited Liability Companies Act			
Item 5	Corporate governance under section 5-6 of the Norwegian Public Limited Liability Companies Act.	Shall not be voted		
Item 6	Election of members of the board			
	The Nomination Committee's candidate as a board member: Marianne E. Johnsen			
	The Nomination Committee's candidate as a board member: Eva Kristoffersen			
	The Nomination Committee's candidate as a board member: Tom Vidar Rygh			

	The Nomination Committee's candidate as Board Chair: Helge Gåsø			
Item 7	Determination of remuneration for the members of the board and the board committees.			
Item 8	Election of members and head of the Nomination Committee.			
	The Nomination Committee's candidate as member of the Nomination Committee: Kristine Landmark			
	The Nomination Committee's candidate as member of the Nomination Committee: Harry Bøe			
	The Nomination Committee's candidate as head of the Nomination Committee: Endre Glastad			
Item 9	Determination of remuneration for the members of the Nomination Committee			
Item 10	Determination of remuneration for the company's auditor.			
Item 11	Authority to the board of directors to purchase treasury shared in Norway Royal Salmon ASA			
Item 12	Authority to the board of directors to issue shares in Norway Royal Salmon ASA			

If voting instructions have been given, the following applies:

- ☐ If "Vote in favour" has been selected, this implies that the proxy is instructed to vote in favour of the proposal in the notice, including any changes that the board, the Board Chair or the chair of the meeting might suggest. In the event of any changes to the proposals stated in the notice, the proxy may, upon his or her own discretion, refrain from voting for the shares.
- ☐ If "Vote against" has been selected, this implies that the proxy is instructed to vote against the proposal in the notice, including any changes that the board, the Board Chair or the Chair of the meeting might suggest. In the event of any changes to the proposals stated in the notice, the proxy may, upon his or her own discretion, refrain from voting for the shares.
- ☐ If "Refrain from voting" has been selected, this implies that the proxy is instructed not to cast votes for the shares.
- ☐ If none of the alternatives has been selected, this implies that the proxy is free to decide how to vote for the shares. If the proxy is given to the Board Chair, the proxy is considered as an instruction to vote in favor of the boards proposition according to the above paragraph.
- ☐ In elections, the instructions are limited to the voting on candidates listed in the form of proxy.
- ☐ When voting on items which are not listed in the notice, but which are lawfully to be decided upon at the general meeting, the proxy is free to decide how to vote for the shares. The same applies to votes on formalities, such as election of a chair of the meeting, the order of voting or the form of voting.
- ☐ If the shareholder has appointed a different proxy than the Board Chair and wants to give this person voting instructions, this is a matter between the shareholder and the

proxy that is irrelevant to the company. The company undertakes no responsibility for verifying if the proxy votes according to his or her instructions.

Signature: _____ *

Name: _____ (block letters)

Place/date _____

Please send the form of proxy to: Norway Royal Salmon ASA, P.O. Box
2608 Sentrum, 7414 Trondheim, Norway.

It is also possible to send the form of proxy by e-mail to: edel.gjaere@salmon.no

The form of proxy must be received by Norway Royal Salmon ASA no later than **25 May 2021**.

* If authority has been granted on behalf of a company or another legal entity, a certificate of registration and/or form of proxy must be enclosed demonstration that the person signing is authorized to grant the authority.