## GRI Content Index 2022

| Statement of<br>use      | , , ,  | eriod 1 January 2022 - 31 December 2022.   |                              |              |             |
|--------------------------|--|--|------------------------------|--------------|-------------|
| GRI 1 used<br>Applicable | GRI 1: Foundation 2021<br>There is no updated sector standard published for the mining and metals sector   | or the energy sector   | ]                            |              |             |
| GRI Sector<br>Standards  | Hydro reports on material topics from the G4 Mining and metals sector standard   |  |                              |              |             |
|                          | s Standard disclosure  | Hydro response   | UN Global Compact            | ICMM ref.    | ASI ref.    |
|                          | al Disclosures 2021  |  | ref.                         |              |             |
|                          | porting practices  |  |                              |              | 1           |
| 2-1                      | Organizational details   |  |                              |              |             |
| a<br>0                   | Report its legal name<br>Report its nature of ownership and legal form   | Norsk Hydro ASA<br>See Corporate governance in the annual report.  |                              |              |             |
| c<br>d                   | Report the location of its headquarters<br>Report its countries of operation   | Drammensveien 264, 0283 Oslo, Norway<br>See the Country-by-country report in the appendix to the annual report.  |                              |              |             |
| 2-2                      | Entities included in the organization's sustainability reporting<br>List all its entities included in its sustainability reporting   | See the Country-by-country report in the appendix and Note 1.5 to the consolidated financial   |                              |              |             |
| b                        | Loss aim seriates introduced in as source and and the series of the series in series included in the series of the series included in the series of the seri | See the Country reproduction of the appendix and role 1.5 to the consolidated intancial<br>statement in the annual report.<br>According to Hydro policy, all subsidiaries shall be included in the accounts. The same principle<br>is used for sustainability reporting with exceptions of certain consolidated entities owned less<br>than 50 percent.  |                              |              |             |
| 2-3                      | consolidating the information<br>Reporting period, frequency and contact point   |  |                              |              |             |
| 3                        | specify the reporting period for, and the frequency of, its sustainability reporting   | Annual, 1 Jan - 31 Dec 2022  |                              |              |             |
| 0                        | specify the reporting period for its financial reporting and, if it does not align with<br>the period for its sustainability reporting, explain the reason for this<br>report the publication date of the report or reported information   | 1 Jan - 31 Dec 2022<br>15 February 2023  |                              |              |             |
| 3                        | specify the contact point for questions about the report or reported information.  | Head of ESG Reporting, Magnus Young  |                              |              |             |
| 2-4                      | Restatements of information  | magnus.young@hydro.com   |                              |              |             |
| a<br>2-5<br>a            | report restatements of information made from previous reporting periods<br>External assurance<br>describe its policy and practice for seeking external assurance, including  | See About the reporting in the Sustainability Statements in the annual report See About the reporting in the Sustainability Statements in the annual report  | External assurance of        | Principle 10 |             |
| 0                        | whether and how the highest governance body and senior executives are<br>involved;<br>if the organization's sustainability reporting has been externally assured:  | i. See About the reporting in the Sustainability Statements in the annual report and the   | COP                          | Principle 10 | Principle 3 |
|                          | <ol> <li>provide a link or reference to the external assurance report(s) or assurance<br/>statement(s);</li> <li>describe what has been assured and on what basis, including the assurance<br/>standards used, the level of assurance obtained, and any limitations of the<br/>assurance process;</li> <li>describe the relationship between the organization and the assurance<br/>provider.</li> </ol>   | Independent auditors report in the appendix to the annual report.<br>ii The sustainability reporting, covering the contents of the Sustainability chapter and the<br>Sustainability statements, are subject to limited assurance in accordance with the international<br>audit standard ISAE 3000 – Assurance Engagements other than Audits or Reviews of Historical<br>Financial Information (revised), issued by the international Auditing and Assurance Standards<br>Board (IAASB)<br>iii. The sustainability reporting is subject to independent assurance by the company's auditors.   |                              |              |             |
| Activities and<br>2-6    | Activities, value chain and other business relationships   |  |                              |              |             |
| 3                        | report the sector(s) in which it is active   | See Our business in the annual report.   |                              |              |             |
| 0                        | describe its value chain   | See Our business in the annual report.   | 102-9a: Criteria 2           |              |             |
| 5                        | report other relevant business relationships   | See Section 9 to the consolidated financial statements for information on related parties and  |                              |              |             |
| d                        | describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the  | remuneration.<br>See the Strategic direction and key developments in the annual report. See also Note 1.5  |                              |              |             |
| 2-7                      | previous reporting period<br>Employees   | Significant subsidiaries and changes to the group to the consolidated financial statements.  |                              |              |             |
| а                        | report the total number of employees, and a breakdown of this total by gender<br>and by region   | See Note S1.1 to the Sustainability Statements in the annual report.   |                              |              |             |
|                          | report the total number of employees, and a breakdown of this total by gender<br>and by region   | See Note S1 to the Sustainability Statements in the annual report.   |                              |              |             |
| b                        | report the total number of:<br>i, permanent employees, and a breakdown by gender and by region;<br>ii. temporary employees, and a breakdown by gender and by region;<br>iii. non-guaranteed hours employees, and a breakdown by gender and by<br>region;<br>w. full-time employees, and a breakdown by gender and by region;<br>v. art-time emoloyees, and a breakdown by gender and by region;<br>v. art-time emoloyees.and a breakdown by gender and by region;  | i: Note \$1.1 to the Sustainability Statements in the annual report<br>ii: Onles \$1.2 to the Sustainability Statements in the annual report<br>ii: Omission: Not applicable. See reporting principles for Note \$1 to the Sustainability<br>statements in the annual report.<br>iv: See Note \$1.2 to the Sustainability statements in the annual report.<br>v: See Note \$1.2 to the Sustainability statements in the annual report.   | Principle 6                  |              |             |
| C                        | describe the methodologies and assumptions used to compile the data,<br>including whether the numbers are reported   | See reporting principles for Note S1 to the Sustainability statements in the annual report.  | Principle 6                  |              |             |
| d                        | report contextual information necessary to understand the data reported under  | See reporting principles for Note S1 to the Sustainability statements in the annual report.  | Principle 6                  |              |             |
| 8                        | 2-7-a and 2-7-b<br>describe significant fluctuations in the number of employees during the<br>reporting period and between reporting periods   | See Note S1.1 and S1.2 to the Sustainability statements in the annual report.  | Principle 6                  |              |             |
| <u>a</u>                 | Workers who are not employees<br>report the total number of workers who are not employees and whose work is<br>controlled by the organization and describe:<br>i. the most common types of worker and their contractual relationship with the<br>organization;<br>ii. the type of work they perform;   | I: Workers who are not employed consists mainly of contractors (see Note S1 and S5 to the<br>Sustainability Statements in the annual report). Other non-employed workers include<br>apprentices and agency workers. Agency workers are registered in our HR system after three<br>months of engagement, and are then counted under temporary employees (see Note S1.2 to<br>the Sustainability Statements in the annual report and the Country-by-Country report in the<br>annual report).<br>ii: Contractors are typically hired to assist in operations and handle maintenance of equipment<br>that requires specialized competences, whereas Agency workers are mostly employed to handle<br>production peaks in the Exturnal series. | Principle 6                  |              |             |
| b                        | describe the methodologies and assumptions used to compile the data,<br>including whether the number of workers who are not employees is reported:<br>i. in head count, full-time equivalent (FTE), or using another methodology;<br>ii. at the end of the reporting period, as an average across the reporting period,<br>or using another methodology;   | i: See Note \$1.1-\$1.2 to the Sustainability Statements in the annual report.<br>ii See: Note \$1.1-\$1.2 to the Sustainability Statements in the annual report.  | Principle 6                  |              |             |
| •                        | describe significant fluctuations in the number of workers who are not<br>employees during the reporting period and between reporting periods  | See Note S1 to the Sustainability Statements in the annual report.   | Principle 6                  |              |             |
| Governance<br>2-9        | Governance structure and composition   |  |                              |              |             |
| a                        | describe its governance structure, including committees of the highest<br>governance body  | See Corporate governance and Norwegian code of practice for corporate governance in the<br>annual report.  | Criterion 1, 20              |              |             |
| 2                        | Is the committee soft the highest governance body that are responsible for<br>decisionmaking on and overseeing the management of the organization's<br>impacts on the<br>economy, environment, and people  | Environmental and social impacts are an integrated part of Hydro's strategy work.<br>The board has the overarching responsibility for Hydro's strategy, and has specific sessions on<br>enterprise risk management. Related to new projects, acquisitions, closure and follow-up of<br>normal operations, economic, environmental and social issues are included on a regular basis.<br>See Corporate governance and Norwegian code of practice for corporate governance in the<br>annual report.  |                              |              |             |
| 3                        | describe the composition of the highest governance body and its committees<br>by:<br>i. executive and non-executive members;<br>ii. independence;<br>ii. tenure of members on the governance body;<br>iv. number of other significant positions and commitments held by each<br>member, and the nature of the commitments;<br>v. gender;<br>vi. under-represented social groups;<br>vi. under-represented social groups;<br>vii. stakeholder representation.   | <ul> <li>i vii. See Corporate governance in the annual report.</li> <li>viii. Stakeholder representation: Employees have 4 representatives while shareholders elect 7<br/>representatives. See Corporate governance in the annual report.</li> </ul>   | Criterion 1, 20<br>SDG 16, 5 |              |             |
| 2-10<br>a                | Nomination and selection of the highest governance body<br>describe the nomination and selection processes for the highest governance  | See description of Nomination committee in Corporate governance in the annual report.  | Criterion 1, 20              |              | -           |
|                          | body and its committees  | oce description of noniniation committee in corporate governance in the annual report.   | SDG 16, 5                    |              | 1           |

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|------------------|--|---|------------------------------------|---------------|
| b                | describe the criteria used for nominating and selecting highest governance<br>body members, including whether and how the following are taken into   | All shareholders may nominate candidates.     Justice and the state of the sta |                                    |               |
|                  | consideration:<br>i. views of stakeholders (including shareholders);   | background are all considered.<br>iii. Independence is considered and consistently reported on.   |                                    |               |
|                  | ii. diversity;<br>iii. independence;   | iv. Competence is included in the nomination process for new board members.   |                                    |               |
| 2-11             | iv. competencies relevant to the impacts of the organization.<br>Chair of the highest governance body  | See Corporate governance in the annual report for more information.   |                                    |               |
| a                | report whether the chair of the highest governance body is also a senior executive in the organization   | The chairperson of Hydro's board of directors is not an executive officer.<br>See Corporate Governance and Norwegian code of practice for corporate governance in the<br>annual report.   | Criterion 1, 20<br>SDG 16          |               |
| b                | if the chair is also a senior executive, explain their function within the<br>organization's management, the reasons for this arrangement, and how   | See above.  |                                    |               |
| 2-12             | conflicts of interest are prevented and mitigated.<br>Role of the highest governance body in overseeing the management of impacts  |   |                                    |               |
| а                | describe the role of the highest governance body and of senior executives in   | See Corporate governance in the annual report.  | Criterion 1, 20                    | Criterion 2.3 |
|                  | developing, approving, and updating the organization's purpose, value or<br>mission<br>statements, strategies, policies, and goals related to sustainable development  |   |                                    |               |
| b                | describe the role of the highest governance body in overseeing the<br>organization's due diligence and other processes to identify and manage the<br>organization's impacts on the economy, environment, and people, including:<br>I. whether and how the highest governance body engages with stakeholders to<br>support these processes;<br>ii. how the highest governance body considers the outcomes of these<br>processes;  | In accordance with Norwegian corporate law, the Corporate Management Board (Hydro's<br>executive board) is responsible for the company's due diligence processes, with the overall<br>oversight by the board of directors. Our process to identify our material impacts is described in<br>the <i>Sustainability</i> chapter in the annual report. See also the section on <i>Human rights</i> in the<br><i>Sustainability</i> chapter of the annual report and the section on <i>Corporate governance</i> in the<br>annual report for more information.  | Criterion 1, 20<br>SDG 16          | Criterion 2.5 |
|                  |  | i. The stakeholder engagement process in Hydro is generally managed at an administrative level<br>in the organization and is a line responsibility at all levels. Under special circumstances the<br>board, represented by the chairperson, may conduct dialogue with investors. The board of<br>directors communicates indirectly - and in certain cases directly - with shareholders through the<br>corporate assembly and directly through the general meeting of shareholders. Through the<br>employee representatives, the board also communicates directly with the employee<br>organizations.<br>See Nonvegian code of practice for corporate governance in the annual report.   |                                    |               |
|                  |  | ii. All elements of Hydro's sustainability performance are integrated in Hydro's overall group<br>strategy. Hydro's human rights due diligence is integrated in relevant business processes<br>including the enterprise risk management process. Mitigating actions or activity plans are<br>developed and included in business plans in the business areas where relevant. Business plans<br>are monitored, followed up and evaluated through the year in regular internal board meetings.   |                                    |               |
| c                | describe the role of the highest governance body in reviewing the effectiveness<br>of the organization's processes as described in 2-12-b, and report the<br>frequency of this review.   | Risk management is a dedicated topic on the board agenda annually.<br>See <i>Risk review</i> in the <i>Governance</i> chapter of the annual report.   | Criterion 1, 20.<br>Principle A2.2 |               |
| 2-13<br>a        | Delegation of responsibility for managing impacts<br>describe how the highest governance body delegates responsibility for   | Hydro's governance system is based on the delegation of responsibility from the board of  | Criterion 1, 20                    |               |
|                  | managing the organization's impacts on the economy, environment, and<br>people, including:<br>i. whether it has appointed any senior executives with responsibility for the  | directors to the President and CEO and from the President and CEO to the executive vice<br>presidents (EVPs) of the business areas and to EVPs of corporate functions.  |                                    |               |
|                  | management of impacts;<br>ii. whether it has delegated responsibility for the management of impacts to<br>other employees;   | Hydro's governance system is the system by which Hydro is directed and controlled. At the core<br>of the governance system is Hydro's constituting documents and global directives, including<br>Hydro's Code of Conduct. These documents include governance of economic, environmental<br>and social topics and describe how legal entities and employees are expected to carry out<br>activities and operations, including the management of impacts.   |                                    |               |
| b                | describe the process and frequency for senior executives or other employees to   | See also Corporate governance in the annual report and online at<br>https://www.htdro.com/acvernance<br>The frequency of meetings is reported under Governance bodies and President & CEO and   | Criterion 1, 20                    |               |
| 2-14             | report back to the highest governance body on the management of the<br>organization's impacts on the economy, environment, and people.<br>Role of the highest governance body in sustainability reporting  | Corporate Management Board in the annual report.  |                                    |               |
| a                | report whether the highest governance body is responsible for reviewing and<br>approving the reported information, including the organization's material topics,<br>and if so, describe the process for reviewing and approving the information  | The annual report 2022, including the Sustainability chapter, has been reviewed and approved<br>by the Board of Directors. The Sustainability Statements in the appendix to the annual report<br>2022 are approved by the Corporate Management Board.<br>See Sustainability reporting the Hydro way in the annual report for more information.  | Criterion 1, 20                    |               |
| b                | If the highest governance body is not responsible for reviewing and approving<br>the reported information, including the organization's material topics, explain the<br>reason for this.   | See above.  |                                    |               |
| 2-15<br>a        | Conflicts of interest<br>describe the processes for the highest governance body to ensure that conflicts<br>of interest are prevented and mitigated  | Disclosure of conflicts of interests is a requirement in Hydro's Code of Conduct which is valid<br>even to the board of directors. All board meetings are started by evaluating any possible conflict<br>of interest related to the agenda items. See also Code of Conduct at<br>https://www.hydro.com/governance   | Criterion 1, 20SDG 16              |               |
| b                | report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:<br>i. cross-board membership;  | This is a requirement in Hydro's Code of Conduct applies to the board of directors. All board<br>meetings are started by evaluating any possible conflict of interest related to the agenda items.<br>See Code of Conduct at https://www.hydro.com/governance   | Criterion 1, 20<br>SDG 16          |               |
|                  | <ul> <li>ii. cross-shareholding with suppliers and other stakeholders;</li> <li>iii. existence of controlling shareholders;</li> <li>iv. related parties, their relationships, transactions, and outstanding balances.</li> </ul>  | i. and ii. See Governance bodies in the Governance chapter of the annual report and section 8 of the Norwegian Code of Practice for Corporate Governance in the annual report. iii. The Norwegian state represented by the Ministry of Industry and Fisheries owns a significant percent of the total number of ordinary shares authorized and issued by Hydro N. This is covered by Hydro's Code of Conduct and additional procedures for insiders and primary insiders. The associated amounts is reported in the section on Governance bodies in the Governance chapter of the annual report and section 8 of the Norwegian Code of Practice for Comound the next.   |                                    |               |
| <u>2-16</u><br>a | Communication of critical concerns<br>describe whether and how critical concerns are communicated to the highest<br>governance body  | The status of Hydro's AlertLine, as well as significant non-compliance issues, are reported<br>annually to the board of directors and every quarter to the board audit committee. The President<br>and CEO reports about critical concerns to the board of directors at a running basis when<br>relevant.<br>See Governance chapter and section on Norwegian Code of Practice for Corporate<br>Governance, as well as section on Ethics and Compliance in the Sustainability chapter of the   | Criterion 1, 20                    |               |
| b                | report the total number and the nature of critical concerns that were<br>communicated to the highest governance body during the reporting period.  | annual report.<br>All concerns reported through the AlertLine are also reported to the board of directors at an<br>aggregated level and when relevant also on a case by case level.<br>So a bac Site and Complement and and the Subdipability about of the annual space   | Criterion 1, 20                    |               |
| 2-17             | Collective knowledge of the highest governance body<br>report measures taken to advance the collective knowledge, skills, and  | See the Ethics and Compliance section in the Sustainability chapter of the annual report.   | Critorion 1, 20                    |               |
| 2 10             | experience of the highest governance body on sustainable development   | See section on the Board of Directors in the Governance chapter of the annual report.   | Criterion 1, 20<br>SDG 4           |               |
| <u>2-18</u><br>a | Evaluation of the performance of the highest governance body<br>describe the processes for evaluating the performance of the highest<br>governance body in overseeing the management of the organization's impacts<br>on the economy, environment, and people  | The board of directors conducts a private session following each board meeting that includes<br>evaluation of the efficiency of the meeting. In addition, a self-assessment facilitated by a<br>corporate advisory firm, currently Egon Zehnder, is conducted annually. The reviews include all<br>parts of the board's responsibility.   | Criterion 1, 20                    |               |
|                  |  | See Governance and section on the Board of Directors & Board self-assessment of their<br>competencies in the annual report.   |                                    | <br>          |
| b                | report whether the evaluations are independent or not, and the frequency of the<br>evaluations   | See above.  | Criterion 1, 20                    |               |
| c                | describe actions taken in response to the evaluations, including changes to the<br>composition of the highest governance body and organizational practices   | See Governance chapter  | Criterion 1, 20                    |               |
| 2-19<br>a        | Remuneration policies<br>describe the remuneration policies for members of the highest governance  | See the appendix to the Annual report - Remuneration report   | Criterion 1, 20                    |               |
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| Processes to remedide negative impacts         Processes to remediation of negative impacts         Processes to remediatimpacts         Processes to remediation of negative impa   | 22.5         Processes to remediate negative impacts<br>negative impacts that the cognization frequence mechanisms is objectify negative impacts<br>negative mechanisms that expanding the methanisms to identify negative impacts<br>negative mechanisms that expanding the methanisms to identify negative impacts<br>negative mechanisms that expanding the methanisms that expanding the<br>provide masks that the expanding the methanisms that expanding the<br>provide masks that the expanding the methanisms that expanding the<br>provide masks that the expanding the methanisms are included<br>escribe of the remediation of negative impacts that it is entities that accused<br>of the methanisms are included in the include users of the grewnere<br>mechanisms and other information on Hydro's grewance mechanisms is available in the sections on Carporate<br>powerance exhibits the include users of the grewnere<br>mechanisms are included in the information on Hydro's grewance mechanisms is available in the sections on CRegonable supply chain, in the Statianability<br>chapter of the annual report. The discussion approximation provides for or cooperate<br>mechanisms and other information on a specific actions to mitigate and remediate negative impacts are presented in<br>the chapter of the annual report. The annual report.         Criterion 45.7.10<br>Principle 10,<br>Criterion 12-14,<br>SOG 16,<br>Principle 10,<br>Criterion 12-11,<br>SOG 16,<br>Principle 10,<br>Criterion 12-14,<br>SOG 16,<br>Principle 10,<br>Criterion 12-14,<br>SOG 16,<br>Principle 10,<br>Criterion 12-14,<br>SOG 16,   |  | relationships;  |   |   |   |  |
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| actions       actions       Criterion 3.2         0       describe its approach to identify and address grievances, including the grievance mechanisms that the organization nay established for accoparates in the remediation on Hydro's grievance mechanisms and nemediation, in the Sustainability and the organization provides for accoparates in the remediation on Hydro's grievance mechanisms and nemediation, in the Sustainability and the organization provides for accoparates in the remediation on Hydro's grievance mechanisms and nemediation, in the Sustainability and the Sustainability chapter of the annual report.       Criterion 3.2         0       describe how the reganization provides of the grievance mechanisms are numal report.       Nore information on specific actions to miligate and remediation provides are presented in the Assistance and the Sustainability chapter of the annual report.       Principle 1.2, SOG 16       Principle 1.2, SOG 16         22.8       Mechanisms for serving advice and reside concerns       See section on Ethics and compliance in the Sustainability chapter of the annual report.       Principle 2.6       Principle 1.2, SOG 16       Criterion 3.2         22.7       Compliance with laws and regulations of non-compliance with was and regulations thatoccurred in networkes reporting period, and a breakdown of this to  | actions       actions       Criterion 4.5.7.10       Principle 3, 6, 9       Criterion 4.5.7.10         b       describe its approach to identify and dates grevances, including the grivance mechanisms is available in the sections on <i>Corporate goverance and Stakeholder dialogue tables to the Goverance and Stakeholder dialogue tables to the Sustainability of the annual report. The sustainability of the annual report. Is eask actions for microsume for divisions for seeking advices and realing concerns       See section on Ethics and compliance in the Sustainability chapter of the annual report.       Principle 1.         2.26       Mechanisms for seeking advices and realing concerns       See section on Ethics and compliance in the Sustainability chapter of the annual report.       Principle 1.       Criterion 12-14, SDG 16       Criterion 12-14, SDG 16       Criterion 12-14, SDG 16       Differion 6-11       SO7-1: Principle 6       Differion 6-12-14, SDG 16       SDG 16       119-1: SDG 16       Criterion 12-14, SDG 16       Criterion 12-14, SDG 16       Criterion 12-14, SDG 16       SDG 16       119-1: SDG 16       Criterion 12-14, SDG 16       SDG 16       119-1: SDG 16       Criterion 12-14, SDG 16       SDG 16       </i>  | a  |   | Hydro uses stakeholder dialogue and griavance machanisms to identify nagative impacts   | Grievance   | Griecanyo   | Grievanco  |
| o       describe ta sproach to identify and address gireance, including the information on Hydro's gireance mechanisms is available in the sections on Corporate provine mechanisms of including the organization provides for or cooperative contributed to combinates and the interface of and information on Hydro's gireance mechanisms and including the interface of the annual report. The Sustainability chapter of the annual report. See also on Hammal report.       Phrolphe C3, C5, C6       SDS 16         0       describe to the right in the remediation on the stakeholders who are the intended users of the gireance in distakeholder support of the annual report. See also on Hammal report.       Phrolphe C3, C5, C6       SDS 16         0       describe how the organization tracks the effectiveness of the gireance mechanisms and including the intended users of the gireance mechanisms and including the experiment of the annual report.       Nore information on specific actions to miligate and remediate negative impacts are presented in the chapter related to each material lopic in the annual report.       Principle 10, Criterion 12-14, SDG 16       Principle 10, Criterion 12-14, SDG 16         2:227       Combinance with laws and regulations business conduct.       Exercise and you the organization's publies and practices of responsible business conduct.       Principle 10, Criterion 12-14, SDG 16       Principle 10, Criterion 12-14, SDG 16         2:237       Combinance with laws and regulations business conduct.       Exercise and you the organization's publics and practices of responsible business conduct.       Principle 10, Criterion 3.1       Criterion 13.2, SDG 16       Drinciple 10, Criterion 3.1  | b       describe approach to identify and address privances, including the privance machanisms is awakable in the sections on Corporate provides for or cooperate and State holder dialogue in the Governance chapter of the annual report, in the sustainability in the remediation provides for or cooperate section on Hydro's grievance mechanisms is awakable in the sustainability chapter of the annual report, in the sustainability chapter of the annual report, in the sustainability chapter of the annual report.       Principle C3, C5, C6, DG 16       SDG 16<   |  |   | Hydro uses stakeholder dialogue and grievance mechanisms to identify negative impacts   |   |   |  |
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| a report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role of the source of the annual report. Principal Princip   | a report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role See description of partnerships and public affairs and lobbying in the section on <i>Ethics and Criterion</i> 17-18 Principle 1 Criterion 18-19 Criterion 19-19  | 2-26<br>4<br>2-26<br>4   | negative impacts that the organization identifies it has caused or contributed to<br>describe its approach to identify and address grievances, including the<br>grievance mechanisms that the organization has established or participates in<br>describe other processes by which the organization provides for or cooperates<br>in the remediation of negative impacts that it identifies it has caused or<br>contributed to<br>describe other processes by which the organization provides for or cooperates<br>in the remediation of negative impacts that it identifies it has caused or<br>contributed to<br>describe how the stakeholders who are the intended users of the grievance<br>mechanisms are involved in the design, review, operation, and improvement of<br>these mechanisms and other remediation processes, and report examples of their<br>effectiveness, including stakeholder feedback<br>Mechanisms for seeking advice and raising concerns<br>describe the mechanisms for individuals to:<br>i. seek advice on miplementing the organization's policies and practices for<br>responsible business conduct;<br>i. raise concerns about the organization's policies and practices for<br>responsible business conduct.<br>Compliance with laws and regulations<br>i. instances for which fines were incurred;<br>i. instances for which fines were incurred;<br>i. instances for which fines were incurred;<br>i. instances of which non-monetary sanctions were incurred<br>in the total number of significant instances of for instances of<br>noncompliance with laws and regulations that were paid during the reporting<br>period, and a breakdown of this total by:<br>i. fines for instances of non-compliance with laws and<br>regulations that occurred<br>in the current reporting period; and a breakdown of this total occurred<br>in the current reporting period; and a breakdown of the subt occurred<br>in the continues of on-compliance with laws and regulations that occurred<br>in the soft instances of non-compliance with laws and regulations that occurred<br>in periodic aminfant instances of non-compliance.  | resulting from its activities and business relationships, and to identify necessary remediating<br>actions.<br>Information on Hydro's grievance mechanisms is available in the sections on <i>Corporate</i><br><i>governance</i> and <i>Stakeholder dialogue</i> in the <i>Governance</i> chapter of the annual report, in the<br>section on <i>Human rights</i> and <i>Grievance mechanisms</i> and <i>remediation</i> , in the <i>Sustainability</i><br>chapter of the annual report, and the section on <i>Responsible supply</i> chain, in the <i>Sustainability</i><br>chapter of the annual report. See also our AlertLine at https://alertline.hydro.com/<br>More information on specific actions to mitigate and remediate negative impacts are presented in<br>the chapters related to each material lopic in the annual report.<br>See section on <i>Ethics and compliance</i> in the <i>Sustainability</i> chapter of the annual report.<br>See Note E2.3 and Note S10.1-2 in the <i>Sustainability statements</i> in the annual report.<br>See above                      | mechanisms:<br>Criterion 4,5,7,10<br>Principle C3, C5, C6<br>SDG 16<br>Principle 10,<br>Criterion 12-14,<br>SDG 16,<br>Principle C6<br>307-1: Criterion 9-11<br>SDG 16                  | mechanisms:<br>Principle 3, 6, 9<br>Principle 1                       | mechanisms:<br>Criterion 3.2<br>Driterion 3.3<br>419-1:                  |
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| Stakeholder engagement   | Stakeholder engagement  | c<br>c<br>c<br>c<br>c<br>c<br>c<br>d<br>d  | negative impacts that the organization identifies it has caused or contributed to<br>describe its approach to identify and address grievances, including the<br>grievance mechanisms that the organization has established or participates in<br>describe other processes by which the organization provides for or cooperates<br>in the remediation of negative impacts that it identifies it has caused or<br>contributed to<br>describe how the stakeholders who are the intended users of the grievance<br>mechanisms are involved in the design, review, operation, and improvement of<br>these mechanisms<br>describe how the organization tracks the effectiveness of the grievance<br>mechanisms and other remediation processes, and report examples of their<br>effectiveness, including stakeholder feedback<br>Mechanisms for seeking advice and raising concerns<br>describe the mechanisms for individuals to:<br>L seek advice on implementing the organization's policies and practices for<br>responsible business conduct;<br>Li raise concerns about the organization's policies and practices for<br>regulations during the reporting period, and a breakdown of this by:<br>Li instances for which fines were incurred:<br>Li instances of which non-monetary value of fines for instances of<br>noncompliance with laws and regulations that were paid during the reporting<br>period, and a breakdown of this total by:<br>Li fines for instances of non-compliance with laws and<br>regulations further organization with laws and regulations that occurred<br>in the current reporting period; and a breakdown of this total by:<br>Li fines for instances of non-compliance with laws and regulations that occurred<br>in the current reporting period;<br>Liftens for instances of non-compliance<br>describe heak standificant instances of non-compliance<br>describe heak standificant instances of non-compliance.<br>Membership associations   | resulting from its activities and business relationships, and to identify necessary remediating<br>actions.<br>Information on Hydro's grievance mechanisms is available in the sections on <i>Corporate</i><br><i>governance</i> and Stakeholder dialogue in the <i>Governance</i> chapter of the annual report, in the<br>section on <i>Human rights</i> and <i>Grievance mechanisms</i> and <i>remediation</i> , in the <i>Sustainability</i><br>chapter of the annual report, and the section on <i>Responsible supply</i> chain , in the <i>Sustainability</i><br>chapter of the annual report. See also our AlertLine at https://alertline.hydro.com/<br>More information on specific actions to miligate and remediate negative impacts are presented in<br>the chapters related to each material lopic in the annual report.<br>See section on <i>Ethics and compliance</i> in the <i>Sustainability</i> chapter of the annual report.<br>See Note E2.3 and Note S10.1-2 in the <i>Sustainability statements</i> in the annual report.<br>See above<br>See above               | mechanisms:<br>Criterion 4,5,7,10<br>Principle C3, C5, C6<br>SDG 16<br>Principle 10,<br>Criterion 12-14,<br>SDG 16.<br>Principle C6<br>307-1: Criterion 9-11<br>SDG 16<br>419-1: SDG 16 | mechanisms:<br>Principle 3, 6, 9<br>Principle 1<br>307-1: Principle 6 | mechanisms:<br>Criterion 3.2<br>Driterion 3.3<br>419-1:<br>Criterion 3.3 |
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|  |   | c<br>c<br>c<br>c<br>c<br>c<br>c<br>d<br>d  | negative impacts that the organization identifies it has caused or contributed to<br>describe its approach to identify and address grievances, including the<br>grievance mechanisms that the organization has established or participates in<br>describe other processes by which the organization provides for or cooperates<br>in the remediation of negative impacts that it identifies it has caused or<br>contributed to<br>describe how the stakeholders who are the intended users of the grievance<br>mechanisms are involved in the design, review, operation, and improvement of<br>these mechanisms<br>describe how the organization tracks the effectiveness of the grievance<br>mechanisms and other remediation processes, and report examples of their<br>effectiveness, including stakeholder leadback.<br>Mechanisms for reaking advoces and raising concerns<br>describe the mechanisms for individuals to:<br>1 seek advice on implementing the organization's policies and practices for<br>responsible business conduct;<br>11 raise concerns about the organization's business conduct.<br>Compliance with laws and regulations<br>report the total number of significant instances of non-compliance with laws and<br>regulations drumigh the reporting period, and a breakdown of this by:<br>1. instances for which fines were incurred;<br>1. instances or which non-mentary sanctions were incurred<br>report the total number and the monetary value of fines for instances of<br>noncompliance with laws and regulations that occurred<br>in the current reporting period;<br>1. fines for instances of non-compliance with laws and<br>regulations douting endors;<br>1. instances of non-compliance with laws and regulations that occurred<br>in previous resonance of non-compliance.<br>Membership associations, other membership associations, and national or<br>report industry associations.   | resulting from its activities and business relationships, and to identify necessary remediating<br>actions.<br>Information on Hydro's grievance mechanisms is available in the sections on <i>Corporate</i><br><i>governance</i> and <i>Stakeholder dialogue</i> in the <i>Governance</i> chapter of the annual report, in the<br>section on <i>Human rights</i> and <i>Grievance mechanisms and remediation</i> , in the <i>Sustainability</i><br>chapter of the annual report, and the section on <i>Responsible supply chain</i> , in the <i>Sustainability</i><br>chapter of the annual report. See also our AlertLine at https://alertline.hydro.com/<br>More information on specific actions to mitigate and remediate negative impacts are presented in<br>the chapters related to each material topic in the annual report.<br>See section on <i>Ethics and compliance</i> in the <i>Sustainability</i> chapter of the annual report.<br>See Note E2.3 and Note S10.1-2 in the <i>Sustainability statements</i> in the annual report.<br>See above<br>See above<br>See above. | mechanisms:<br>Criterion 4,5,7,10<br>Principle C3, C5, C6<br>SDG 16<br>Principle 10,<br>Criterion 12-14,<br>SDG 16.<br>Principle C6<br>307-1: Criterion 9-11<br>SDG 16<br>419-1: SDG 16 | mechanisms:<br>Principle 3, 6, 9<br>Principle 1<br>307-1: Principle 6 | mechanisms:<br>Criterion 3.2<br>Driterion 3.3<br>419-1:<br>Criterion 3.3 |
|  |   | 2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>7<br>3<br>3<br>3<br>5<br>5<br>5<br>5<br>5<br>5<br>5<br>5<br>5<br>5<br>5<br>5<br>5<br>5<br>5<br>5 | negative impacts that the organization identifies it has caused or contributed to<br>describe its approach to identify and address grievances, including the<br>grievance mechanisms that the organization has established or participates in<br>describe other processes by which the organization provides for or cooperates<br>in the remediation of negative impacts that it identifies it has caused or<br>contributed to<br>describe how the stakeholders who are the intended users of the grievance<br>mechanisms are involved in the design, review, operation, and improvement of<br>these mechanisms<br>describe how the organization tracks the effectiveness of the grievance<br>mechanisms and other remediation processes, and report examples of their<br>effectiveness, including stakeholder leadback.<br>Mechanisms for reaking advoces and raising concerns<br>describe the mechanisms for individuals to:<br>1 seek advice on implementing the organization's policies and practices for<br>responsible business conduct;<br>11 raise concerns about the organization's business conduct.<br>Compliance with laws and regulations<br>report the total number of significant instances of non-compliance with laws and<br>regulations drumigh the reporting period, and a breakdown of this by:<br>1. instances for which fines were incurred;<br>1. instances or which non-mentary sanctions were incurred<br>report the total number and the monetary value of fines for instances of<br>noncompliance with laws and regulations that occurred<br>in the current reporting period;<br>1. fines for instances of non-compliance with laws and<br>regulations douting endors;<br>1. instances of non-compliance with laws and regulations that occurred<br>in previous resonance of non-compliance.<br>Membership associations, other membership associations, and national or<br>report industry associations.   | resulting from its activities and business relationships, and to identify necessary remediating<br>actions.<br>Information on Hydro's grievance mechanisms is available in the sections on <i>Corporate</i><br><i>governance</i> and <i>Stakeholder dialogue</i> in the <i>Governance</i> chapter of the annual report, in the<br>section on <i>Human rights</i> and <i>Grievance mechanisms and remediation</i> , in the <i>Sustainability</i><br>chapter of the annual report, and the section on <i>Responsible supply chain</i> , in the <i>Sustainability</i><br>chapter of the annual report. See also our AlertLine at https://alertline.hydro.com/<br>More information on specific actions to mitigate and remediate negative impacts are presented in<br>the chapters related to each material topic in the annual report.<br>See section on <i>Ethics and compliance</i> in the <i>Sustainability</i> chapter of the annual report.<br>See Note E2.3 and Note S10.1-2 in the <i>Sustainability statements</i> in the annual report.<br>See above<br>See above<br>See above. | mechanisms:<br>Criterion 4,5,7,10<br>Principle C3, C5, C6<br>SDG 16<br>Principle 10,<br>Criterion 12-14,<br>SDG 16.<br>Principle C6<br>307-1: Criterion 9-11<br>SDG 16<br>419-1: SDG 16 | mechanisms:<br>Principle 3, 6, 9<br>Principle 1<br>307-1: Principle 6 | mechanisms:<br>Criterion 3.2<br>Driterion 3.3<br>419-1:<br>Criterion 3.3 |
|  | r co habitatura aguerada cutationer   | c<br>c<br>2.26<br>a<br>2.27<br>a<br>b<br>b<br>c<br>c<br>c<br>2.28<br>a   | negative impacts that the organization identifies it has caused or contributed to<br>describe its approach to identify and address grievances, including the<br>grievance mechanisms that the organization has established or participates in<br>describe other processes by which the organization provides for or cooperates<br>in the remediation of negative impacts that it identifies it has caused or<br>contributed to<br>describe how the stakeholders who are the intended users of the grievance<br>mechanisms are involved in the design, review, operation, and improvement of<br>these mechanisms and other remediation processes, and report examples of their<br>effectiveness, including stakeholder describes of the grievance<br>mechanisms and other remediation processes, and report examples of their<br>effectiveness, including stakeholder feedback<br>Mechanisms for seeking advice and raising concerns<br>describe the mechanisms for individuals to:<br>i. seek advice on implementing the organization's policies and practices for<br>responsible business conduct;<br>ii. raise concerns about the organization's policies and practices for<br>regort the total number of significant instances of non-compliance with laws and<br>regulations during the reporting period, and a breakdown of this by:<br>i. instances for which fines were incurred:<br>ii. Instances or which fines were incurred<br>is period, and a breakdown of this total by:<br>I. fines for instances of non-compliance with laws and regulations that occurred<br>in period, and a breakdown of this total by:<br>I. fines for instances of non-compliance with laws and regulations that occurred<br>in period; and a breakdown of this total by:<br>I. fines for instances of non-compliance with laws and regulations that occurred<br>in period; and a breakdown of this total by:<br>I. fines for instances of non-compliance with laws and regulations that occurred<br>in period; and a breakdown of this total by:<br>I. fines for instances of non-compliance with laws and regulations that occurred<br>in period in the ourrent reporting period;<br>in fines for insta              | resulting from its activities and business relationships, and to identify necessary remediating<br>actions.<br>Information on Hydro's grievance mechanisms is available in the sections on <i>Corporate</i><br><i>governance</i> and <i>Stakeholder dialogue</i> in the <i>Governance</i> chapter of the annual report, in the<br>section on <i>Human rights</i> and <i>Grievance mechanisms and remediation</i> , in the <i>Sustainability</i><br>chapter of the annual report, and the section on <i>Responsible supply chain</i> , in the <i>Sustainability</i><br>chapter of the annual report. See also our AlertLine at https://alertline.hydro.com/<br>More information on specific actions to mitigate and remediate negative impacts are presented in<br>the chapters related to each material topic in the annual report.<br>See section on <i>Ethics and compliance</i> in the <i>Sustainability</i> chapter of the annual report.<br>See Note E2.3 and Note S10.1-2 in the <i>Sustainability statements</i> in the annual report.<br>See above<br>See above<br>See above. | mechanisms:<br>Criterion 4,5,7,10<br>Principle C3, C5, C6<br>SDG 16<br>Principle 10,<br>Criterion 12-14,<br>SDG 16.<br>Principle C6<br>307-1: Criterion 9-11<br>SDG 16<br>419-1: SDG 16 | mechanisms:<br>Principle 3, 6, 9<br>Principle 1<br>307-1: Principle 6 | mechanisms:<br>Criterion 3.2<br>Driterion 3.3<br>419-1:<br>Criterion 3.3 |

|                                 | describe its approach to engaging with stakeholders, including:<br>i. the categories of stakeholders it engages with, and how they are identified;<br>ii. the purpose of the stakeholder engagement;<br>iii. how the organization seeks to ensure meaningful engagement with<br>stakeholders.   | See information on Stakeholder dialogue in the section on Ethics and compliance in the<br>Sustainability chapter of the annual report, as well as information on Rightsholders and<br>stakeholder engagement in the section on Human rights in the Sustainability chapter.<br>Stakeholder groups and frequency varies substantially throughout the organization, depending<br>on phase, location etc. We believe that our reporting gives a good insight to how we work with  | Criterion 21<br>Principle C2   | Principle 4, 9-10                                  |                         |
|---------------------------------|---|---|--|--|-------------------------|
| 2-30                            | Collective bargaining agreements  | stakeholder engagement.   |  |  |                         |
| 3                               | report the percentage of total employees covered by collective bargaining<br>agreements   | See Note S6 in the Sustainability statements in the annual report.  |  |  |                         |
| 5                               | for employees not covered by collective bargaining agreements, report whether<br>the organization determines their working conditions and terms of employment<br>based on collective bargaining agreements that cover its other employees or<br>based on collective bargaining agreements from other organizations  | See above.  | Criteria 8<br>SDG 8  |  |                         |
| GRI 3: Materia                  | al Topics 2021  |   |  |  |                         |
| Disclosures or                  | n material topics   |   |  | [  | 1                       |
| 3-1<br>a                        | Process to determine material topics<br>describe the process it has followed to determine its material topics   | See Sustainability Reporting the Hydro Way in the Governance chapter of the annual report.  | Principle B2   |  |                         |
| <b>)</b>                        |   | See Sustainability Reporting the Hydro Way in the Governance chapter of the annual report.  |  |  |                         |
| 3-2                             | determining its material topics<br>List of material topics  |   |  |  |                         |
| 1                               | list its material topics  | See Sustainability Reporting the Hydro Way in the Governance chapter of the annual report.  | Principle B1   |  | Criterion 3.1           |
| )                               | report changes to the list of material topics compared to the previous reporting<br>period  | See Sustainability Reporting the Hydro Way in the Governance chapter of the annual report.  | Principle B1   |  |                         |
| 3-3                             | Management of material topics<br>describe the actual and potential, negative and positive impacts on the  | See Sustainability Reporting the Hydro Way in the Governance chapter of the annual report.  | Principle B1   |  | Criterion 3.1           |
| 1                               | economy, environment, and people, including impacts on their human rights   | The sections corresponding to each material topic is found in the Sustainability chapter of the   |  |  |                         |
| 0                               | report whether the organization is involved with the negative impacts through its<br>activities or as a result of its business relationships, and describe the activities or  | actions taken and results achieved that indicate the effectiveness of our actions to manage   | Principle B1   |  | Criterion 3.1           |
| •                               | business relationships impacts.   | 103-1: Principle B1<br>103-2: Criterion<br>4,5,7,10<br>Principle C3, C5, C6   | 103-2: Principle<br>3, 6, 9  | 103-1:<br>Criterion 3.1<br>103-2:<br>Criterion 3.2 |                         |
| 1                               | describe actions taken to manage the topic and related impacts  |   | SDG 16<br>103-2: Criterion<br>4,5,7,10<br>Principle C3, C5, C6<br>SDG 16 | 103-2: Principle<br>3, 6, 9<br>102-11: Principle   | 103-2:<br>Criterion 3.2 |
| 3                               | report the following information about tracking the effectiveness of the actions taken  |   | 103-2: Criterion<br>4,5,7,10<br>Principle C3, C5, C6                     | 1<br>103-2: Principle<br>3, 6, 9                   | 103-2:<br>Criterion 3.2 |
|                                 | describe how engagement with stakeholders has informed the actions taken (3-<br>3-d) and how it has informed whether the actions have been effective (3-3-e).   | See information on Stakeholder dialogue in the section on Ethics and compliance in the<br>Sustainability chapter of the annual report, as well as information on Rightsholders and<br>stakeholder engagement in the section on Human rights in the Sustainability chapter.  | SDG 16<br>103-2: Criterion<br>4,5,7,10<br>Principle C3, C5, C6<br>SDG 16 | 103-2: Principle<br>3, 6, 9                        | 103-2:<br>Criterion 3.2 |
| GRI standards                   | s Standard disclosure   | Hydro response  | UN Global Compact  | ICMM ref.  | ASI ref.                |
| GRI 200: Eco<br>Economic        | onomic  |   | liei.  |  |                         |
| Disclosure                      | normic Performance 2016<br>Report a.) why the topic is material, b.) how the organization manages the topic   |   |  |  |                         |
| on .                            |   |   | Criteria 15-18,  |  |                         |
|                                 | or its impacts and c.) how the management approach is evaluated.  | Please see our response to GRI indicator 3-3, and our Country-by-country report in the annual report.   | Criteria 15-18,<br>especially<br>criterion 16                            |  |                         |
| nanagement<br>approach<br>201-1 | or its impacts and c.) how the management approach is evaluated.  |   | especially   |  | Criterion 3.4           |
| approach<br>201-1               | or its impacts and c.) how the management approach is evaluated. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value relained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance. a. Risks and opportunities posed by climate change that have the potential to  | report.<br>Hydro has only extractive activities in Brazil, which is currently neither compliant with nor<br>candidate to ETIT. Still, Hydro has reported according to ETIT for its mining and alumha refining<br>activities in Brazil since 2005. Hydro's current country-by-country report complies with and goes<br>beyond the ETIT requirements. See financial statements, Note S7 and our <i>Country-by-country</i><br><i>report in the annual report</i> .<br>See section on <i>Climate change</i> in the <i>Sustainability</i> chapter, as well as <i>Risk review</i> in the  | especially<br>criterion 16   |  | Criterion 3.4           |
| 201-2<br>201-2                  | or its impacts and c.) how the management approach is evaluated.<br>Direct economic value generated and distributed (EVG&D) on an accruals<br>basis, including the basic components for the organization's global operations<br>as listed below. If data are presented on a cash basis, report the justification for<br>this decision in addition to reporting the following basic components:<br>I. Direct economic value generated: revenues;<br>II. Economic value distributed: operating costs, employee wages and benefits,<br>payments to providers of capital, payments to government by country, and<br>community investments;<br>III. Economic value distributed: operating costs, employee wages and benefits,<br>payments to providers of capital, payments to government by country, and<br>community investments;<br>III. Economic value retained: 'direct economic value generated' less 'economic<br>value distributed'.<br>b. Where significant, report EVG&D separately at country, regional, or market<br>levels, and the criteria used for defining significance.<br>a. Risks and opportunities posed by climate change that have the potential to<br>generate substantive changes in operations, revenue, or expenditure, including;<br>I. a description of the risk or opportunity and its classification as either physical,<br>regulatory, or other;<br>II. a description of the impact associated with the risk or opportunity;<br>III. the financial implications of the risk or opportunity;<br>v. the ecosts of actions taken to manage the risk or opportunity. | report.<br>Hydro has only extractive activities in Brazil, which is currently neither compliant with nor<br>candidate to EITI. Still, Hydro has reported according to EITI for its mining and alumina refining<br>activities in Brazil since 2005. Hydro's current country-by-country report complies with and goes<br>beyond the EITI requirements. See financial statements, Note S7 and our <i>Country-by-country</i><br><i>report in the annual report</i> .<br>See section on <i>Climate change</i> in the <i>Sustainability</i> chapter, as well as <i>Risk review</i> in the<br><i>Governance</i> chapter of the annual report.  | especially<br>criterion 16<br>SDG 2, 5, 7, 8,<br>9                       |  | Criterion 3.4           |
| ipproach<br>101-1               | or its impacts and c.) how the management approach is evaluated.<br>Direct economic value generated and distributed (EVG&D) on an accruals<br>basis, including the basic components for the organization's global operations<br>as listed below. If data are presented on a cash basis, report the justification for<br>this decision in addition to reporting the following basic components:<br>i. Direct economic value generated: revenues;<br>ii. Economic value distributed: operating costs, employee wages and benefits,<br>payments to providers of capital, payments to government by country, and<br>community investments;<br>iii. Economic value retained: 'direct economic value generated' less 'economic<br>value distributed'.<br>b. Where significant, report EVG&D separately at country, regional, or market<br>levels, and the criteria used for defining significance.<br>a. Risks and opportunitiles posed by climate change that have the potential to<br>generate substantive changes in operations, revenue, or expenditure, including:<br>i. a description of the risk or opportunity and its classification as either physical,<br>regulatory, or other;<br>iii. a description of the risk or opportunity before action is taken;<br>iv. the methods used to manage the risk or opportunity;<br>iii. the financial implications of the risk or opportunity.   | report.<br>Hydro has only extractive activities in Brazil, which is currently neither compliant with nor<br>candidate to ETT. Still, Hydro has reported according to ETT for its mining and alumina refining<br>activities in Brazil since 2005. Hydro's current country-by-country report comples with and goes<br>beyond the EITI requirements. See financial statements, Note S7 and our <i>Country-by-country</i><br><i>report in the annual report</i> .<br>See section on <i>Climate change</i> in the <i>Sustainability</i> chapter, as well as <i>Risk review</i> in the<br><i>Governance</i> chapter of the annual report.<br>See Note 9 to the consolidated financial statement in the annual report. | especially<br>criterion 16<br>SDG 2, 5, 7, 8,<br>9                       |  | Criterion 3.4           |

| on<br>management                           | Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.   | See our response to GRI Standard 3-3 in this index and the section on <i>Human rights</i> in the<br>Sustainability chapter in the annual report.  | Criteria 15-<br>18,especially<br>criterion 16                                      | Principle 9    | Criterion 10.7    |
|--|--|---|--|----------------|-------------------|
|  | a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.<br>b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage. Tues, describe the actions taken to determine whether these workers are paid above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimum sage used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'.  | See Note S2.3 in the Sustainability statements in the annual report.  | Principle 6,<br>SDG 1, 5, 8  |                | Criterion 10.7    |
|  | a.<br>a. Percentage of senior management at significant locations of operation that<br>are hired from the local community.<br>b. The definition used for 'senior management'.<br>c. The organization's geographical definition of 'local'.<br>d. The definition used for 'significant locations of operation'.   | See Note S4.2 in the Sustainability statements in the annual report.  | Principle 6,<br>SDG 8  |                | Principle 9       |
| GRI 203: Indire                            | ect Economic Impact 2016   |   |  |                |                   |
|  | Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.   | See our response to GRI Standard 3-3 in this index, as well as our Country-by-country report,<br>information on Stakeholder dialogue in the Ethics and compliance section in the Sustainability<br>chapter, information on Human rights management in the Human rights section in the<br>Sustainability chapter, and the section Local community value creation in the Sustainability<br>chapter in the annual report.  | Criteria 15-18,<br>especially<br>criterion 16                                      | Principle 9    |                   |
|  |  | A result of the industrial development in Paragominas and Barcarena, Brazil, is migration of job<br>seekers. As the industry in the area is not able to provide everyone with work, Hydro works along<br>two axes: Social programs for income generation and improved education as well as<br>strendthening of local suppliers.   |  |                |                   |
|  | a. Extent of development of significant infrastructure investments and services<br>supported. b. Current or expected impacts on communities and local economies, including<br>positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro<br>bono engagements.   | See our Country-by-country report, information about Stakeholder dialogue in the Ethics and<br>compliance section in the Sustainability chapter, information about Human rights management<br>in the Human rights section in the Sustainability chapter, the Local community value creation<br>section in the Sustainability chapter and Note S9 to the Sustainability Statements in the annual<br>report.  | SDG 2, 5, 7, 9, 11   | Principle 9    |                   |
|  | a Examples of significant identified indirect economic impacts of the<br>organization, including positive and negative impacts. b. Significance of the indirect economic impacts in the context of external<br>benchmarks and stakeholder priorities, such as national and international<br>standards, protocols, and policy agendas.  | This is challenging to measure. The International Council on Mining and Metals, in which Hydro<br>is a member, published in 2012 a report on the mining industry's role in national economies. The<br>report was last updated in 2020 (5th edition). Hydro is a comerstone company in several<br>municipalities. This includes Paragominas and Barcaterna in Dirazi and the aluminium plants in<br>Norway. Other examples are use of local suppliers, building of schools and other capacity<br>building projects and restructuring. Hydro does currently not report fully on this indicator.<br>See ICMM report at https://www.icmm.com/en-gb/research/social-performance/2016/role-of-<br>mining-in-national-economies<br>See our <i>Country-by-country report</i> , information about <i>Stakeholder dialogue</i> in the <i>Ethics and<br/>compliance</i> section in the <i>Sustainability chapter</i> , the <i>Local community value creation</i><br>section in the <i>Sustainability chapter</i> and Note S9 of the annual report. | SDG 1, 2, 3, 8, 10, 17   | Principle 9    |                   |
| Disclosure<br>on<br>management<br>204-1    | urement practices 2016<br>Report a) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.<br>a. Percentage of the procurement budget used for significant locations of<br>operation that is spent on suppliers local to that operation (such as percentage<br>of products and services purchased locality).<br>b. The organization's geographical definition of 'locat'.<br>c. The definition used for 'significant location of operation'.  | See our response to GRI Standard 3-3 in this index, as well as information on <i>Hydro Bauxite &amp; Alumina, Hydro Aluminum Metal, Hydro Extrusions</i> in the chapter <i>Our business</i> , the section <i>Responsible supply chain</i> in the <i>Sustainability chapter</i> , Note S10.5 and S11 in the See information <i>Responsible supply chain</i> in the <i>Sustainability chapter</i> and Note S11 in the annual report.  | Criteria 15-18,<br>especially criterion 16,<br>SDG 1, 5, 8,<br>Criterion 2, SDG 12 | Principle 9    |                   |
| GRI 205: Anti-                             | Corruption 2016  |   |  |                |                   |
|  | Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.   | See our response to GRI Standard 3-3 in this index, as well as the section <i>Ethics and</i><br>compliance in the Sustainability chapter and the information on <i>Corporate governance</i> in the<br><i>Governance</i> chapter in the annual report.<br>Further information can be found in the <i>Hydro Code of Conduct</i> and <i>Hydro's Suppler Code of</i><br><i>Conduct</i> on https://www.hydro.com/en-NO/about-Hydro/corporate-governance/policies-and-<br>tools/ and <i>Hydro's Integrity Handbook</i> on https://www.hydro.com/gobalasest08-about-   | Criteria 9-18  | Principle 1    | Criterion 1.2     |
|  | a. Total number and percentage of operations assessed for risks related to<br>corruption. b. Significant risks related to corruption identified through the risk assessment.   | hvdro/coroorate-governance/integritv handbook en.odf<br>All Hydro's activities are assessed at business area level in connection with the annual business<br>planning process. In e.g. B&A, all plants have also been individually assessed.  | Principle 10,<br>Criteria 14,<br>SDG 16  |                |                   |
|  | a. Total number and percentage of governance body members that the<br>organization's anti-corruption policies and procedures have been<br>communicated to, broken down by region.<br>b. Total number and percentage of employees that the organization's anti-<br>corruption policies and procedures have been communicated to, broken down<br>by employee category and region.<br>c. Total number and percentage of business partners that the organization's<br>anti-corruption policies and procedures have been communicated to, broken down<br>by ber of business partner and region. Describe if the organization's anti-<br>corruption policies and procedures have been communicated to, broken<br>eversons or organizations.<br>d. Total number and percentage of governance body members that have<br>received training on anti-corruption, troken down by region.<br>e. Total number and percentage of employees that have received training on | See note S10.4 to the Sustainability Statements in the annual report.<br>Further information can be found in the Hydro Code of Conduct and Hydro's Supplier Code of<br>Conduct on https://www.hydro.com/en-NO/about-hydro/corporate-governance/policies-and-<br>tools/ and Hydro's integrity Handbook on https://www.hydro.com/globalassets/08-about-<br>hydro/corporate-governance/integrity_handbook_en.pdf   | Principle 10,<br>Criteria 14,<br>SDG 16,<br>Principle A2.3                         | Principle 2    | Criteria 1.2, 2.1 |
|  | anti-corruntion. broken down by employee catenory and renion.<br>a. Total number of confirmed incidents of corruption.<br>b. Total number of confirmed incidents in which employees were dismissed or<br>disciplined for corruption.<br>c. Total number of confirmed incidents when contracts with business partners<br>were terminated or not renewed due to violations related to corruption.<br>d. Public legal cases regarding corruption brought against the organization or<br>its employees during the reporting period and the outcomes of such cases.   | See Note S10 to the Sustainability Statements in the annual report.   | Principle 10,<br>Criteria 14,<br>SDG 16  |                |                   |
| Disclosure<br>on<br>management<br>approach | competitive behavior 2016<br>Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.<br>a. Number of legal actions pending or completed during the reporting period<br>regarding anti-competitive behavior and violations of anti-trust and monopoly  | See our response to GRI Standard 3-3 in this index, the section <i>Ethics and compliance</i> in the<br><i>Sustainability</i> chapter in the annual report, and information online at<br>https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-<br>en.pdf<br>See Note S10.2 to the <i>Sustainability Statements</i> in the annual report.   | SDG 16   | Principle 2    | Criterion 1.1     |
|  | legislation in which the organization has been identified as a participant.<br>b. Main outcomes of completed legal actions, including any decisions or<br>judgments.   |   |  |                |                   |
| GRI 207: Tax 2<br>Disclosure               | 2019<br>Report a.) why the topic is material, b.) how the organization manages the topic   | See our response to GRI Standard 3-3 in this index.   | Criteria 9-18  | Principle 1, 9 |                   |
| on<br>management                           | or its impacts and c.) how the management approach is evaluated.   | See our response to GNI damaard op in this muce.<br>See the section Material tax change in the Governance chapter, our Country-by-country report<br>in the appendix in the annual report and the Global tax policy at   |  |                |                   |

|  | a. A description of the approach to tax, including:<br>i, whether the organization has a tax strategy and, if so, a link to this strategy if<br>publicly available;<br>ii. the governance body or executive-level position within the organization that<br>formally reviews and approves the tax strategy, and the frequency of this review<br>iii. the approach to regulatory compliance;<br>iv. how the approach to tax linked to the business and sustainable<br>development strategies of the organization.   | See the section Material tax change in the Governance chapter, our Country-by-country report<br>in the appendix in the annual report and the Global tax policy at<br>https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/global-tax-policy.pdf  | SDG 1, 10, 17   | Principle 1, 9 |  |
|--|---|--|---|----------------|--|
| 207-2  | a A description of the tax governance and control framework, including:<br>i. the governance body or sexecultive-level position within the organization<br>accountable for compliance with the tax strategy;<br>ii. how the approach to tax is enbedded within the organization;<br>iii. the approach to tax isks, encluding how risks are identified, managed, and<br>monitored;<br>iv. how compliance with the tax governance and control framework is<br>evaluated.<br>b. A description of the mechanisms for reporting concerns about unethical or<br>unlawful behavior<br>and the organization's integrity in relation to tax.<br>c. A description of the assurance process for disclosures on tax and, if<br>apolicable.  | See information on Regulations in the chapter Our business, information on Corporate<br>governance in the Governance chapter, information Public affairs and lobbying in the Ethics<br>and Compliance section in the Sustainability chapter, and the Financial statements in the<br>annual report.<br>See Hydro's Global tax policy and Hydro's Human Rights Policy on https://www.hydro.com/en-<br>NO/about-Hydroicorporate-governance/policies-and-tools/ and information on Canal Direto on<br>https://www.hydro.com/pt-BR/fale-conosco/canal-direto/   | SDG 1, 10, 17   | Principle 1, 9 |  |
| 207-3  | The assurance record, statement, or polition.<br>a A description of the approach to stakeholder engagement and management<br>of stakeholder concerns related to tax, including:<br>I the approach to engagement with tax authorities;<br>ii the approach to public policy advocacy on tax;<br>iii the processes for collecting and considering the views and concerns of<br>stakeholders, including external stakeholders.  | See information on Regulations in the chapter Our business, information on Corporate<br>governance in the Governance chapter, information Public affairs and lobbying in the Ethics<br>and Compliance section in the Sustainability chapter, and the Financial statements in the<br>annual report.   | SDG 1, 10, 17   | Principle 1, 9 |  |
| 207-4  | <ul> <li>a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes.</li> <li>b. For each tax jurisdiction reported in Disclosure 207-4-a: <ol> <li>Names of the resident entitles;</li> <li>Primary activities of the organization;</li> <li>Netwenues from hird-party sales;</li> <li>Revenues from hird-party sales;</li> <li>Revenues form hird-party sales;</li> <li>Corporate horome tax paid on a cash basis;</li> <li>Corporate income tax accrued on profil/loss;</li> <li>Resons for the difference between corporate income tax accrued on profil/loss the fore tax;</li> <li>Ta full the information renorted in Disclosure 207-4</li> </ol> </li> </ul>   | policy.pdf and https://www.hydro.com/pl-BR/fale-conosco/canal-direto/<br>See our Country-by-country reporting in the annual report and<br>https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/global-tax-policy.pdf   | SDG 1, 10, 17   | Principle 1, 9 |  |
| GRI standards  | Standard disclosure   | Hydro response   | UN Global Compact   | ICMM ref.      | ASI ref.                               |
| GRI 300: Envir   | ronmental   |  | ref.  |                |  |
| Environmental  |   |  |   |                | 1                                      |
| GRI 301: Mate  |   |  |   |                |  |
| Disclosure   | Report a.) why the topic is material, b.) how the organization manages the topic  |  | Criteria 9-11, 15-18  | Principle 6    | Criterion 4.3-                         |
| on<br>management<br>approach   | or its impacts and c.) how the management approach is evaluated.  | See section Climate change and Environmental impact management in the Sustainability<br>chapter in the annual report.  |   |                | 4.6                                    |
| management   | <ul> <li>a. Total weight or volume of materials that are used to produce and package<br/>the organization's primary products and services during the reporting period,<br/>by:</li> <li>b:non-renewable materials used;</li> </ul>  |  | Principles 7-8,<br>Criterion 11,<br>SDG 8, 12   |                | 4.6                                    |
| management<br>approach<br>301-1  | a. Total weight or volume of materials that are used to produce and package<br>the organization's primary products and services during the reporting period,<br>by:<br>i. non-renewable materials used;<br>ii. renewable materials used;<br>a. Percentage of recycled input materials used to manufacture the   | chapter in the annual report.  | Criterion 11,<br>SDG 8, 12<br>Criteria 11,  |                | Criterion 4.3-                         |
| management<br>approach   | a. Total weight or volume of materials that are used to produce and package<br>the organization's primary products and services during the reporting period,<br>by:<br>I. non-neewable materials used;<br>II. renewable materials used;<br>II. renewable materials used.<br>a. Percentage of recycled input materials used to manufacture the<br>organization's primary products and services.<br>a. Percentage of reclaimed products and their packaging materials for each<br>product category.   | chapter in the annual report.<br>See Note E4.1 to the Sustainability Statements in the annual report.  | Criterion 11,<br>SDG 8, 12  |                |  |
| management<br>approach<br>301-1<br>301-2<br>301-3  | a. Total weight or volume of materials that are used to produce and package<br>the organization's primary products and services during the reporting period,<br>by:<br>I. non-renewable materials used;<br>II. renewable materials used;<br>II. renewable materials used to manufacture the<br>organization's primary products and services.<br>a. Percentage of reclaimed products and their packaging materials for each<br>product category.<br>b. How the data for this disclosure have been collected.   | chapter in the annual report.<br>See Note E4.1 to the Sustainability Statements in the annual report.<br>See Note E4.3 to the Sustainability Statements in the annual report.  | Criterion 11,<br>SDG 8, 12<br>Criteria 11,  |                | Criterion 4.3-                         |
| management<br>approach<br>301-1<br>301-2<br>301-3<br>GRI 302: Ener   | a. Total weight or volume of materials that are used to produce and package<br>the organization's primary products and services during the reporting period,<br>by:<br>i.non-renewable materials used;<br>i.renewable materials used;<br>a. Percentage of recycled input materials used to manufacture the<br>organization's primary products and services.<br>a. Percentage of reclaimed products and their packaging materials for each<br>product category.<br>b. How the data for this disclosure have been collected.<br>gy 2016   | chapter in the annual report.<br>See Note E4.1 to the Sustainability Statements in the annual report.<br>See Note E4.3 to the Sustainability Statements in the annual report.<br>Omission. Not applicable.   | Criterion 11,<br>SDG 8, 12<br>Criteria 11,<br>SDG 8, 12   | Density 6      | Criterion 4.3-                         |
| management<br>approach<br>301-1<br>301-2<br>301-3<br>GRI 302: Ener<br>Disclosure<br>on<br>management                               | a. Total weight or volume of materials that are used to produce and package<br>the organization's primary products and services during the reporting period,<br>by:<br>I. non-renewable materials used;<br>II. renewable materials used;<br>II. renewable materials used to manufacture the<br>organization's primary products and services.<br>a. Percentage of reclaimed products and their packaging materials for each<br>product category.<br>b. How the data for this disclosure have been collected.   | chapter in the annual report.<br>See Note E4.1 to the <i>Sustainability Statements</i> in the annual report.<br>See Note E4.3 to the <i>Sustainability Statements</i> in the annual report.<br>Omission. Not applicable.   | Criterion 11,<br>SDG 8, 12<br>Criteria 11,  | Principle 6    | Criterion 4.3-                         |
| management<br>approach<br>301-1<br>301-2<br>301-3<br>GRI 302: Ener<br>Disclosure<br>on   | a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:     in-on-renevable materials used;     in-on-renevable materials used;     a. Percentage of recipied input materials used to manufacture the     organization's primary products and services.     a. Percentage of recipied input materials used to manufacture the     organization's primary products and services.     a. Percentage of recipied input materials used to manufacture the     organization's primary products and services.     a. Percentage of recipied input materials used to manufacture the     organization's primary products and services.     you the data for this disclosure have been collected.     gy 2016     Report a) why the topic is material, b.) how the organization manages the topic     or is impacts and c.) how the management approach is evaluated.     a. Total fuel consumption within the organization from non-renewable sources, in     joules or multiples, and including fuel types used.     t. In joules with-hours or multiples, the totat:     i. electricity consumption     ii. cooling consumption     ii. cooling consumption     ii. cooling consumption     ii. cooling consumption     ii. heating sold     iii. cooling sold     w. steam sold     e. Total energy consumption within the organization, in joules or multiples.     f. Standards, methodologies, assumptions, and/or calculation tools used.   | chapter in the annual report. See Note E4.1 to the Sustainability Statements in the annual report. See Note E4.3 to the Sustainability Statements in the annual report. Omission. Not applicable. See our response to GRI Standard 3-3 in this index. See sections Climate change and Environmental impact management in the Sustainability  | Criterion 11,<br>SDG 8, 12<br>Criteria 11,<br>SDG 8, 12<br>Criteria 9-11,   | Principle 6    | Criterion 4.3-                         |
| management<br>approach<br>301-1<br>301-2<br>301-3<br>GRI 302: Ener<br>Disclosure<br>on<br>management<br>aoproach                   | a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: I. non-netwable materials used; II. renewable sources, in joules or multiples, and including fuel types used. II. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. I. I. joules, wait-hours or multiples, the total: I. electricity cosumption II. hould, used the total: I. electricity sold II. hould, used the total: I. electricity sold II. hould, used the total: I. electricity sold II. hould, such the organization, in joules or multiples, the total: I. electricity sold II. hould, such thours or multiples, the total: I. electricity sold II. hould, such thours or multiples, the total: I. electricity sold II. hould, such thours or multiples, the total: I. electricity sold II. hould, such thours or multiples, the total: I. electricity sold II. hould, such thours or multiples, the total: I. electricity sold II. hould, such thours or multiples, the total: I. electricity sold II. hould, such thours or multiples, the total: I. electricity sold II. hould, such thours or multiples, the total: I. electricity sold II. hould, such thours or multiples, the total: I. electricity sold II. hould, such thours or multiples, the total: I. electricity sold II. hould, such thours or multiples, the total: I. electricity sold II. hould, such thours or multiples, the total: I. electricity sold II. hould, such thours or multiples,  | chapter in the annual report. See Note E4.1 to the Sustainability Statements in the annual report. Omission. Not applicable. See our response to GRI Standard 3-3 in this index. See sections Climate change and Environmental impact management in the Sustainability chapters in the annual report. See Note E3.1 to the Sustainability Statements in the annual report. Not applicable Not applicable As an integrated aluminium company the large majority of Hydro's total energy consumption   | Criterion 11,<br>SDG 8, 12<br>Criteria 11,<br>SDG 8, 12<br>Criteria 9-11,<br>15-18<br>Principles 7-8,<br>Criteria 11,                     | Principle 6    | Criterion 4.3-<br>4.6                  |
| management<br>approach<br>301-1<br>301-2<br>301-3<br>301-3<br>GRI 302: Ener<br>Disclosure<br>on<br>management<br>approach<br>302-1 | a. Total weight or volume of materials that are used to produce and package     the organization's primary products and services during the reporting period,     by:         in-on-renevable materials used;         in-on-renevable materials used;         in-encenvable materials used;         in-encenvable materials used;         in-encenvable materials used;         a. Percentage of recipied input materials used to manufacture the         ordanization's primary products and services.         a. Percentage of recipied input materials used to manufacture the         ordanization's primary products and services.         a. Percentage of recipied input materials used to manufacture the         ordanization's primary products and services.         a. Percentage of recipied input materials used to manufacture the         ordanization's primary products and services.         b. How the data for this disclosure have been collected.         gy 2016         Report a.) why the topic is material, b.) how the organization manages the topic         or is impacts and c.) how the management approach is evaluated.         a. Total fuel consumption within the organization from non-renewable sources, in         joules or multiples, and including fuel types used.         c. In joules, wait-hours or multiples, the totat:         lechricity consumption         ii. coaling consumption         ii. coaling consumption         ii. coaling consumption         ii. heating consumption         ii. heating sold         iii. coaling consumption         w. steam sold         e. Total encery consumption within the organization, in joules or multiples.         f. Standards, methodologies, assumptions, and/or calculation tools used.         A. Encery consumption within the organization, in joules or multiples.         F. Standards, methodologie of the organization, in joules or multiples.         F. Standards, methodologies of the organization, in joules or multiples.         F. Encery consumption within the organization, in joules or multipl | chapter in the annual report. See Note E4.1 to the Sustainability Statements in the annual report. Omission. Not applicable. See our response to GRI Standard 3-3 in this index. See sections Climate change and Environmental impact management in the Sustainability chapters in the annual report. See Note E3.1 to the Sustainability Statements in the annual report. Not applicable  | Criterion 11,<br>SDG 8, 12<br>Criteria 11,<br>SDG 8, 12<br>Criteria 9-11,<br>15-18<br>Principles 7-8,<br>Criteria 11,                     | Principle 6    | Criterion 4.3-<br>4.6                  |
| management<br>approach<br>301-2<br>301-2<br>301-3<br>GRI 302: Ener<br>Disclosure<br>on<br>management<br>approach<br>302-1          | a. Total weight or volume of materials that are used to produce and package     the organization's primary products and services during the reporting period,     by:         I. non-renewable materials used;         I. renewable materials used;         I. rolus whe the data for this disclosure have been collected.         I. You the data for this disclosure have been collected.         I. Jouls with the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.         I. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.         C. In joules, wait-hours or multiples, the totat:         i. electricity osomuption         ii. cooling consumption         ii. cooling consumption         ii. cooling consumption         ii. heating sold         iii. obally consumption         iii. heating sold         iii. cooling consumption         ii. heating sold         iii. cooling consumption         iii. heating sold         iii. Source of the conversion factors used.         Saurce of the conversion factors used. | chapter in the annual report.  See Note E4.1 to the Sustainability Statements in the annual report.  Omission. Not applicable.  See our response to GRI Standard 3-3 in this index. See sections Climate change and Environmental impact management in the Sustainability chapters in the annual report.  See Note E3.1 to the Sustainability Statements in the annual report.  Not applicable As an integrated aduminium company the large majority of Hydro's total energy consumption takes place inside the company.  See Note E3.1 to the Sustainability Statements in the annual report.  See Note E3.1 to the Sustainability Statements in the annual report.  See Note E3.1 to the Sustainability Statements in the annual report. | Criterion 11,<br>SDG 8, 12<br>Criteria 11,<br>SDG 8, 12<br>Criteria 9-11,<br>15-18<br>Principles 7-8,<br>Criteria 11,<br>SDG 7, 8, 12, 13 | Principle 6    | Criterion 4.3-<br>4.6<br>Criterion 5.1 |

| Disclosure<br>on<br>management<br>approach | Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.<br><i>Electric Utilities sector supplement:</i> At the watershed or hydrological basin<br>level, include collaborative approaches to managing watersheds and  | See our response to GRI Standard 3-3 in this index and the section <i>Environmental impact</i><br>management in the Sustainability chapter, the section about Hydro Energy in the chapter Our<br>business in the annual report, and information online on<br>https://www.hydro.com/Document/Doc/Water%20Stewardship.pdf?docld=583661 | Criteria 9-11,<br>15-18       | Principle 6    | Criteria 7.1,<br>7.2         |
|--|--|--|-------------------------------|----------------|------------------------------|
|  | reservoirs for multiple uses (e.g., irrigation, drinking water, ecosystem<br>conservation, etc.). Also report long-term planning for securing water<br>resources, for meeting the needs of both the utility and other stakeholders<br>(e.g. local communities). This includes describing the criteria for managing | Water is a key resource utilized across the entire value chain at Hydro and monitored at all Hydro<br>operations.  |                               |                |                              |
|  | maximum/minimum flow of surface water and volume of ground water and<br>how these are determined and maintained  | The hydro power production in Norway is operating within a strict concession regime controlled<br>by the Norwegian authorities. The concessions are regulating water regulation levels,  |                               |                |                              |
| 03-1                                       | a. A description of how the organization interacts with water, including how and   | requirements for flow-rates and requirements regarding biodiversity and environment.<br>See information about Water in the Environmental impact management section in the  | Principles 7-8.               |                | Criterion 7.                 |
|  | where water is withdrawn, consumed, and discharged, and the water-related  | Sustainability chapter.  | Criterion 11,                 |                | Cristinoi r                  |
|  | impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused   |  | SDG 6                         |                |                              |
|  | by runoff).<br>b. A description of the approach used to identify water-related impacts,  |  |                               |                |                              |
|  | including the scope of assessments, their timeframe, and any tools or<br>methodologies used.   |  |                               |                |                              |
|  | c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related   |  |                               |                |                              |
|  | impacts.<br>d. An explanation of the process for setting any water-related goals and targets   |  |                               |                |                              |
|  | that are part of the organization's management approach, and how they relate<br>to public policy and the local context of each area with water stress  |  |                               |                |                              |
| 03-2                                       | a. A description of any minimum standards set for the quality of effluent  | See The Alunorte Situation in Hydro's Annual Report 2018 (page 80).  | Principle 8,                  |                | Criterion 7.                 |
|  | discharge, and how these minimum standards were determined, including:<br>i. how standards for facilities operating in locations with no local discharge<br>requirements were determined;  |  | SDG 6                         |                |                              |
|  | <ul> <li>ii. any internally developed water quality standards or guidelines;</li> <li>iii. any sector-specific standards considered;</li> </ul>  |  |                               |                |                              |
| 03-3                                       | iv. whether the profile of the receiving waterbody was considered.   | One Alista Ed. A. M. & One for the With Object and the Man second starting   | Principle 8,                  |                | 0.1                          |
| 03-3                                       | a. Total water withdrawal from all areas in megaliters, and a breakdown of this<br>total by the following sources, if applicable:  | See Note E4.2 to the Sustainability Statements in the annual report.   | Criterion 11,                 |                | Criterion 7.                 |
|  | i. Surface water;<br>ii. Groundwater;  |  | SDG 6, 8, 12                  |                |                              |
|  | iii. Seawater;<br>iv. Produced water;  |  |                               |                |                              |
|  | v. Third-party water.  |  |                               |                |                              |
|  | b. Total water withdrawal from all areas with water stress in megaliters, and a<br>breakdown of this total by the following sources, if applicable:  |  |                               |                |                              |
|  | i. Surface water;<br>ii. Groundwater;  |  |                               |                |                              |
|  | iii. Seawater;   |  |                               |                |                              |
|  | iv. Produced water;<br>v. Third-party water, and a breakdown of this total by the withdrawal sources   |  |                               |                |                              |
|  | listed in i-iv.<br>c. A breakdown of total water withdrawal from each of the sources listed in   |  |                               |                |                              |
|  | Disclosures 303-3-a and 303-3-b in megaliters by the following categories:<br>i. Freshwater (≤1,000 mg/L Total Dissolved Solids);  |  |                               |                |                              |
|  | ii. Other water (>1,000 mg/L Total Dissolved Solids).  |  |                               |                |                              |
|  | d. Any contextual information necessary to understand how the data have been<br>compiled, such as any standards, methodologies, and assumptions used.  |  |                               |                |                              |
| 03-4                                       | a. Total water discharge to all areas in megaliters, and a breakdown of this total   | See Note E4.2 to the Sustainability Statements in the annual report.   | Principle 8,                  |                | Criterion 7                  |
|  | by the following types of destination, if applicable:<br>i. Surface water;   |  | Criterion 11,<br>SDG 6, 8, 12 |                |                              |
|  | ii. Groundwater;<br>iii. Seawater;   |  |                               |                |                              |
|  | iv. Third-party water, and the volume of this total sent for use to other  |  |                               |                |                              |
|  | organizations, if applicable.<br>b. A breakdown of total water discharge to all areas in megaliters by the   |  |                               |                |                              |
|  | following categories:<br>i. Freshwater (≤1,000 mg/L Total Dissolved Solids);   |  |                               |                |                              |
|  | ii. Other water (>1,000 mg/L Total Dissolved Solids).<br>c. Total water discharge to all areas with water stress in megaliters, and a  |  |                               |                |                              |
|  | breakdown of this total by the following categories:   |  |                               |                |                              |
|  | i. Freshwater (≤1,000 mg/L Total Dissolved Solids);<br>ii. Other water (>1,000 mg/L Total Dissolved Solids).   |  |                               |                |                              |
|  | d. Priority substances of concern for which discharges are treated, including:<br>i. how priority substances of concern were defined, and any international  |  |                               |                |                              |
|  | standard, authoritative list, or criteria used;  |  |                               |                |                              |
|  | <ul> <li>ii. the approach for setting discharge limits for priority substances of concern;</li> <li>iii. number of incidents of non-compliance with discharge limits.</li> </ul>   |  |                               |                |                              |
|  | e. Any contextual information necessary to understand how the data have been<br>compiled, such as any standards, methodologies, and assumptions used.  |  |                               |                |                              |
|  |  |  |                               |                |                              |
| 03-5                                       | a. Total water consumption from all areas in megaliters.   | See Note E4.2 to the Sustainability Statements in the annual report.   |                               |                |                              |
|  | <ul> <li>b. Total water consumption from all areas with water stress in megaliters.</li> <li>c. Change in water storage in megaliters, if water storage has been identified as</li> </ul>  | Omission: 303-5 c is not applicable.   |                               |                |                              |
|  | having a significant water-related impact.<br>d. Any contextual information necessary to understand how the data have been   |  |                               |                |                              |
|  | compiled, such as any standards, methodologies, and assumptions used,  |  |                               |                |                              |
|  | including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of  |  |                               |                |                              |
| RI 304: Biod                               | anv sector-specific factors.   |  |                               |                |                              |
| )isclosure                                 |  | See our response to GRI Standard 3-3 in this index, as well as the information about<br>Biodiversity in the Environmental impact management section, information about Hydro   | Criteria 9-11,<br>15-18       | Principles 6-7 | Criteria 2.5<br>6.3, 8.1, 8. |
| nanagement                                 | on is impacts and c.) now the management approach is evaluated.<br>Mining and Metals specific disclosure : Disclosures on the approach to  | Energy and Hydro Bauxite & Alumina in the chapter Our business in the annual report.   |                               |                | 0.0, 0.1, 0.                 |
| pproach                                    | biodiversity management should include consideration of ecosystems   | For additional information see Biodiversity and Ecosystem services and Position Statement on   |                               |                |                              |
|  | services and associated values   | Biodiversity and Ecosystem Services on https://www.hydro.com/en-NO/about-hydro/corporate-<br>governance/policies-and-tools/ and the Guidance note on biodiversity on   |                               |                |                              |
|  |  | https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/guidance-note-on-<br>biodiversity.pdf   |                               |                |                              |
| 04-1                                       | <ul> <li>a. For each operational site owned, leased, managed in, or adjacent to,<br/>protected areas and areas of high biodiversity value outside protected areas,</li> </ul>  | In addition to Hydro's hydropower production in Norway, the minority-owned bauxite mine MRN<br>is situated within the borders of the national forest of Saracá-Taquera in Brazil. The  | Principle 8.<br>SDG 6, 14, 15 | Principle 2    |                              |
|  | the following information:   | Paragominas mine in Brazil also operates in an area of high biodiversity value.  | 555 0, 14, 15                 |                |                              |
|  | i. Geographic location;<br>ii. Subsurface and underground land that may be owned, leased, or managed   | See the information about Biodiversity in the Environmental impact management section in the   |                               |                |                              |
|  | by the organization;<br>iii. Position in relation to the protected area (in the area, adjacent to, or  | Sustainability chapter in the annual report.   |                               |                |                              |
|  | containing portions of the protected area) or the high biodiversity value area   |  |                               |                |                              |
|  | outside protected areas;<br>iv. Type of operation (office, manufacturing or production, or extractive);  |  |                               |                |                              |
|  | <ul> <li>v. Size of operational site in km2 (or another unit, if appropriate);</li> <li>vi. Biodiversity value characterized by the attribute of the protected area or area</li> </ul>   |  |                               |                |                              |
|  | of high biodiversity value outside the protected area (terrestrial, freshwater, or   |  |                               |                |                              |
|  |  |  | 1                             | 1              | 1                            |
|  | maritime ecosystem);<br>vii. Biodiversity value characterized by listing of protected status (such as IUCN   |  |                               |                |                              |

| 304-2                        | a. Nature of significant direct and indirect impacts on biodiversity with reference<br>to one or more of the following:<br>I. Construction or use of manufacturing plants, mines, and transport<br>infrastructure;<br>ii. Pollution (introduction of substances that do not naturally occur in the habitat  | See the information about Biodiversity in the Environmental impact management section in the<br>Sustainability chapter and Notes E6.2 and E6.3 to the Sustainability Statements in the annual<br>report.<br>For additional information see Biodiversity and Ecosystem services and Position Statement on  | Principle 8.<br>SDG 6, 14, 15                               |               | Criterion 2.5        |
|------------------------------|---|---|---|---------------|----------------------|
|                              | from point and non-point sources);<br>iii. Introduction of invasive species, pests, and pathogens;<br>iv. Reduction of species;   | Biodiversity and Ecosystem Services on https://www.hydro.com/en-NO/about-hydro/corporate-<br>governance/policies-and-tools/ and the Guidance note on biodiversity on<br>https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/guidance-note-on-  |   |               |                      |
|                              | <ul> <li>v. Habitat conversion;</li> <li>vi. Changes in ecological processes outside the natural range of variation (such<br/>as salinity or changes in groundwater level).</li> <li>b. Significant direct and indirect positive and negative impacts with reference to</li> </ul>  | biodiversity.pdf  |   |               |                      |
|                              | the following:<br>i. Species affected;<br>ii. Extent of areas impacted;<br>iii. Duration of impacts;  |   |   |               |                      |
|                              | iv. Reversibility or irreversibility of the impacts.<br>Mining and Metals Sector Supplement: Include impacts identified as a<br>consequence of any resettlement and closure activities reported under<br>indicators MM9 and MM10  |   |   |               |                      |
| 304-3                        | a. Size and location of all habitat areas protected or restored, and whether the<br>success of the restoration measure was or is approved by independent external<br>professionals. b. Whether partnerships exist with third parties to protect or restore habitat  | Hydro is adhering to international standards such as IFC and is a member of ICMM. Offsets are<br>part of the mitigation hierarchy if projects or activities are taking place in sensitive/critical areas.<br>Hydro does currently not use biodiversity offsets.   | Principle 8.<br>SDG 6, 14, 15                               | Principle 7   |                      |
|                              | areas distinct from where the organization has overseen and implemented<br>restoration or protection measures.<br>c. Status of each area based on its condition at the close of the reporting<br>beriod.  | See information about <i>Biodiversity</i> in the <i>Environmental impact management</i> section in the<br><i>Sustainability</i> chapter, as well as Note E6.2 to the <i>Sustainability Statements</i> in the annual<br>report.  |   |               |                      |
|                              | d. Standards, methodologies, and assumptions used.<br>Mining and Metals Sector Supplement: Report whether and how<br>biodiversity offsets have been used as part of the overall policy and approach<br>to habitat   | For additional information see Biodiversity and Ecosystem services and Position Statement on<br>Biodiversity and Ecosystem Services on https://www.hydro.com/en-NO/about-hydro/corporate-<br>governance/policies-and-tools/ and the Guidance note on biodiversity on<br>https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/guidance-note-on-  |   |               |                      |
| 304-4                        | protection and restoration.<br>a. Total number of IUCN Red List species and national conservation list species  | biodiversity.pdf  | Principle 8.  |               |                      |
|                              | with habitats in areas affected by the operations of the organization, by level of<br>extinction risk:<br>i. Critically endangered<br>ii. Endangered  |   | SDG 14, 15  |               |                      |
|                              | ii. Vulnerable<br>iv. Near threatened   |   |   |               |                      |
| G4-MM1                       | v. Least concern<br>Amount of land (owned or leased, and managed for production activities or<br>extractive use) disturbed or rehabilitated   | See information on Hydro Bauxite & Alumina in the chapter Our Business, the Environment<br>section in the Sustainability chapter and Note E6.2 in the Sustainability Statements in the<br>annual report.  | Principle 8.<br>SDG 3, 6, 14, 15                            | Principle 2,6 |                      |
| G4-MM2                       | The number and percentage of total sites identified as requiring biodiversity<br>management plans according to stated criteria, and the number (percentage) of<br>those sites with plans in place   | I an biodiversity risk assessment performed in 2013, we identified that Paragominas in Brazil and<br>the hydropower operations inside national parks in Norway need biodiversity action plans, 65<br>Hydro production sites, including Paragominas, are ASI certified, meaning that they have<br>biodiversity management plans in place if deemed to be material.   | Principle 8.<br>SDG 14, 15                                  | Principle 2   | Criteria 8.1,<br>8.2 |
|                              |   | Energy's biodiversity plan is an integral part of its environmental management program and<br>permits required by the relevant authority. Paragominas' biodiversity program includes the<br>partnership with the Biodiversity Research Consortium Brazil-Norway (BRC).  |   |               |                      |
|                              |   | See information in <i>Biodiversity</i> and Water in the <i>Environment</i> section in the <i>Sustainability</i><br>chapter, as well as the information on <i>Partnerships and commitments</i> in the appendix in the<br>annual report.  |   |               |                      |
| GRI 305: Emis<br>Disclosure  | ssions 2016<br>Report a.) why the topic is material, b.) how the organization manages the topic   | See our response to GRI Standard 3-3 in this index.   | Criteria 9-11,  | Principle 6   | Criteria 5.2-        |
| on<br>management<br>approach | or its impacts and c.) how the management approach is evaluated.<br>Mining and Metals Sector Supplement: DMA should include discussion of<br>the management of fugitive emissions such as dust from mining and<br>processing activities or noise and seismic impacts from explosives use<br>through, for example, monitoring activities and compliance with regulatory<br>limits. | In addition to monitoring of stack emissions and fugitive emissions the plants are either doing<br>ambient air quality campaigns or operating specific ambient air quality stations. Fugitive<br>emissions from mining operations are managed by applying appropriate techniques on roads or<br>tailings (such as wetting). Offsets are not used as a mean to compensate for impacts since we<br>are normally operating within the permit limits. | 15-18   |               | 5.4, 6.1             |
|                              |   | See chapters information about Hydro's main inputs and outcomes in the chapter Our<br>business, the Risk review and Hydro's materiality analysis in the Governance chapter, and<br>the Climate change and Environment sections in the Sustainability chapter in the annual<br>report.   |   |               |                      |
| 305-1                        | a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.<br>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs,<br>SF6, NF3, or all.<br>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.   | See Note E1 to the Sustainability Statements in the annual report.  | Principles 7-8,<br>Criteria 11,<br>SDG 3, 12, 13,<br>14, 15 |               | Criterion 5.1        |
|                              | <ul> <li>d. Base year for the calculation, if applicable, including:</li> <li>i. the rationale for choosing it;</li> <li>ii. emissions in the base year;</li> <li>iii. the context for any significant changes in emissions that triggered</li> </ul>   |   |   |               |                      |
|                              | recalculations of base year emissions.<br>e. Source of the emission factors and the global warming potential (GWP) rates<br>used, or a reference to the GWP source.   |   |   |               |                      |
|                              | f. Consolidation approach for emissions; whether equity share, financial control,<br>or operational control.<br><u>o Standards methodologies assumptions and/or calculation tools used</u> .  |   |   |               |                      |
| 305-2                        | L. Unitarities international and a second second in a second in the used<br>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric<br>tons of CO2 equivalent.<br>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions<br>in metric tons of<br>CO2 equivalent.  | See Note E1 to the Sustainability Statements in the annual report.  | Principles 7-8,<br>Criteria 11,<br>SDG 3, 12, 13,<br>14, 15 |               | Criterion 5.1        |
|                              | CO2 equivalent.<br>c. if available, the gases included in the calculation; whether CO2, CH4, N2O,<br>HFCs, PFCs, SF6, NF3,<br>or all.<br>d. Base year for the calculation, if applicable, including:  |   |   |               |                      |
|                              | <ul> <li>i. the rationale for choosing it;</li> <li>ii. emissions in the base year;</li> <li>iii. the context for any significant changes in emissions that triggered<br/>recalculations of base year emissions.</li> </ul>   |   |   |               |                      |
|                              | e. Source of the emission factors and the global warming potential (GWP) rates<br>used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control,<br>or operational control.  |   |   |               |                      |
| 305-3                        | a. Standards. methodologies. assumptions. and/or calculation tools used<br>a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2<br>equivalent.   | See Note E1 to the Sustainability Statements in the annual report.  | Principles 7-8,<br>Criteria 11,                             |               | Criterion 5.1        |
|                              | <ul> <li>If available, the gases included in the calculation; whether CO2, CH4, N2O,<br/>HFCs, PFCs, SF6, NF3, or all.</li> <li>Biogenic CO2 emissions in metric tons of CO2 equivalent.</li> <li>Other indirect (Scope 3) GHG emissions categories and activities included in</li> </ul>   |   | SDG 3, 12, 13,<br>14, 15                                    |               |                      |
|                              | the calculation.<br>e. Base year for the calculation, if applicable, including:<br>i, the rationale for choosing it;  |   |   |               |                      |
|                              | ii. emissions in the base year;   |   |   |               |                      |
|                              | IL emissions in the base year;<br>iii: the context for any significant changes in emissions that triggered<br>recalculations of base year emissions.<br>f. Source of the emission factors and the global warming potential (GWP) rates<br>used, or a reference to the GWP source.   |   |   |               |                      |

|                                | The reporting organization shall report the following information:<br>a. GHG emissions intensity ratio for the organization.<br>b. Organization-specific metric (the denominator) chosen to calculate the ratio.<br>c. Types of GHG emissions included in the intensity ratio; whether direct<br>(Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3),<br>d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs,<br>SF6, NF3, or all.  | See Note E1 to the Sustainability Statements in the annual report.   | Principles 7-8,<br>Criteria 11,<br>SDG 3, 12, 13,<br>14, 15 |             | Criteria 5.1,<br>5.3                          |
|--------------------------------|---|--|---|-------------|---|
| 305-5                          | The reporting organization shall report the following information:<br>a. GHG emissions reduced as a direct result of reduction initiatives, in metric<br>tons of CO2<br>equivalent.<br>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs,<br>SF6, NF3, or all.<br>c. Base year or baseline, including the rationale for choosing it.<br>d. Scopes in which reductions took place; whether direct (Scope 1), energy  | See the section <i>Climate change</i> in the <i>Sustainability</i> chapter and Note E1 to the <i>Sustainability</i><br>Statements in the annual report.  | Principles 7-8,<br>Criteria 11,<br>SDG 3, 12, 13,<br>14, 15 |             | Criteria 5.1,<br>5.3                          |
| 305-6                          | indirect (Scope 2), and/or other indirect (Scope 3).<br>e. Standards, methodologies, assumptions, and/or calculation tools used.<br>a. Production, imports, and exports of ODS in metric tons of CFC-11<br>(trichlorofluoromethane) equivalent.<br>b. Substances included in the calculation.   | See Note E2.1 to the Sustainability Statements in the annual report.   | Principles 7-8,<br>Criteria 11,<br>SDG 3, 12, 13,           |             | Criterion 6.1                                 |
|                                | <ul> <li>c. Source of the emission factors used.</li> <li>d. Standards, methodologies, assumptions, and/or calculation tools used.</li> </ul>   |  | 14, 15  |             | 0.10.1  |
|                                | a. Significant air emissions, in kilograms or multiples, for each of the following:<br>i. NOX<br>ii. SOX<br>iii. Sorsistent organic pollutants (POP)<br>iv. Volatile organic compounds (VOC)<br>v. Hazardous air pollutants (HAP)<br>vi. Particulate matter (PM)<br>vii. Other standard categories of air emissions identified in relevant regulations<br>b. Source of the emission factors used.<br>c. Standards, methodologies, assumptions, and/or calculation tools used.   | See Note E2.1 to the Sustainability Statements in the annual report.   | Principles 7-8,<br>Criteria 11,<br>SDG 3, 12, 13,<br>14, 15 |             | Criterion 6.1                                 |
| GRI 306: Was                   | te 2016   |  |   |             |   |
| on<br>management<br>approach   | Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.<br>Mining and metals specific disclosure: DNA should include discussion of:<br>*Processes to assess and manage risks associated with overburden,<br>wasterock, tailings, sludges and other residues (for example, structural<br>stability of storage facilities, metal leaching potential, and hazardous<br>properties).<br>*Types of tailings facilities that it owns or operates including riverine, lake<br>and submarine tailings disposal, and the use of lined vs. unlined pits.<br>*Approaches taken to minimize waste and its potential environmental impacts  | See our response to GRI Standard 3-3 in this index, as well as the section <i>Environment</i> in the<br><i>Sustainability</i> chapter in the annual report.  | Criteria 9-11,<br>15-18                                     | Principle 6 | Principle 6,<br>Criteria 6.2-<br>6.3, 6.6-6.7 |
| 306-1                          | a. For the organization's significant actual and potential waste-related impacts,<br>a description of. <ol> <li>the inputs, activities, and outputs that lead or could lead to these impacts;</li> <li>whether three impacts relate to waste generated in the organization's own<br/>activities or to waste generated upstream or downstream in its value chain.</li> </ol>   | See chapter information about Waste and efficient resource use in the Environment section in<br>the Sustainability chapter, and Note E5 to the Sustainability Statements in the annual report.   | Principle 8,<br>SDG 3, 6, 12,<br>14                         | Principle 8 |   |
| 306-2                          | a. Actions, including circularity measures, taken to prevent waste generation in<br>the organization's own activities and upstream and downstream in its value<br>chain, and to manage significant impacts from waste generated.<br>b. If the waste generated by the organization in its own activities is managed by<br>a third party, a description of the processes used to determine whether the third<br>party manages the waste in line with contractual or legislative obligations.<br>c. The processes used to collect and monitor waste-related data.  | See chapter information about Waste and efficient resource use in the Environment section in<br>the Sustainability chapter, information in the Increasing recycling of aluminum, Greener<br>sourcing and Greener products in the Climate change section in the Sustainability chapter,<br>the chapter Innovation and technology transition and Note E5 to the Sustainability Statements<br>in the annual report. | Principle 8,<br>SDG 3, 6, 12,<br>14                         | Principle 8 |   |
| 306-3                          | <ul> <li>a. Total weight of waste generated in metric tons, and a breakdown of this total<br/>by composition of the waste.</li> <li>b. Contextual information necessary to understand the data and how the data<br/>has been comolied.</li> </ul>   | See chapter information about Waste and efficient resource use in the Environment section in<br>the Sustainability chapter, and Note E5 to the Sustainability Statements in the annual report.   | Principle 8,<br>SDG 3, 6, 12,<br>14                         | Principle 8 |   |
| 306-4                          | a Total weight of waste diverted from disposal in metric tons, and a breakdown     of this total type composition of the waste.     b. Total weight of hazardous waste diverted from disposal in metric tons, and a     breakdown of this total by the following recovery operations:         i. Preparation for reuse;         ii. Other recovery operations.         c. Total weight of non-hazardous waste diverted from disposal in metric tons,         and a breakdown of this total by the following recovery operations:         i. Preparation for reuse;         ii. Accycling;         ii. Other recovery operations.         c. Total weight of non-hazardous waste diverted from disposal in metric tons,         and a breakdown of this total by the following recovery operations:         i. Preparation for reuse;         ii. Recycling;         iii. Other recovery operations.         d. For acach recovery operations.         d. For acach recovery operation listed in Disclosures 306-4-b and 306-4-c, a         breakdown of the total weight in metric tons of hazardous waste and of non-         hazardous waste diverted from disposal:         i. onste;         i. onste;         i. onste;         ii. offishe.         c. Contextual information necessary to understand the data and how the data | See Note E5.2 and E5.3 to the Sustainability Statements in the annual report.  | Principle 8,<br>SDG 3, 6, 12,<br>14                         | Principle 8 |   |
| 306-5                          | has been compiled   | See Note E5.2 and E5.3 to the Sustainability Statements in the annual report.  | Principle 8,<br>SDG 3, 6, 12,<br>14                         | Principle 8 |   |
| G4-MM3                         | has been compiled<br>Total amounts of overburden, rock, tailings, and sludges and their associated<br>risks   | See chapter information about Waste and efficient resource use in the Environment section in<br>the Sustainability chapter, and Note E5 and E6.1 to the Sustainability Statements in the<br>annual report.   | Principle 8,<br>SDG 3, 6, 12                                | Principle 8 |   |
| GRI 307: Com                   | Inliance 2016   |  |   |             |   |
| Disclosure<br>on<br>management | plance 2016<br>Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.   | See our response to GRI Standard 3-3 in this index, and the chapters Regulations and Risk<br>review in the annual report.  | Criterion 9-11  | Principle 6 | Criteria 1.1,<br>3.3                          |
| approach<br>307-1              | a. Significant fines and non-monetary sanctions for non-compliance with<br>environmental laws and/or regulations in terms of:<br>i. total nonetary value of significant fines;<br>ii. total number of non-monetary sanctions;<br>ii. cases through through dispute resolution mechanisms.<br>b. If the organization has not identified any non-compliance with environmental<br>laws and/or regulations, a brief statement of this fact is sufficient.  | See Note S10.1 to the Sustainability Statements in the annual report.  | Principle 8,<br>SDG 16                                      |             | Criterion 3.3                                 |

| GRI 308: Supr                   | lier Environmental Assessment 2016   |   |  |             |                              |
|---------------------------------|--|---|--|-------------|------------------------------|
| Disclosure                      | Report a.) why the topic is material, b.) how the organization manages the topic   |   | Criteria 2, 9-   | Principle 6 | Criterion 2.4                |
| on<br>management<br>approach    | or its impacts and $c.)$ how the management approach is evaluated.   | Our business and the section Responsible supply chain in the Sustainability chapter in the<br>annual report.<br>See https://www.hydro.com/globalassets/08-about-hydro/corporate-  | 11, 15-18,<br>Principle A2.4                           |             |                              |
|                                 |  | governance/hydros_social_responsibility.pdf and<br>https://www.hydro.com/no-NO/sustainability/our-approach/governance/responsible-supply-   |  |             |                              |
| 08-1                            | a. Percentage of new suppliers that were screened using environmental criteria.  | chain/<br>Omission: Incomplete. Hydro does currently not report fully on this indicator.  | Principle 8,   |             |                              |
|                                 |  | See chapter Responsible supply chain and Note S10.5 to the Sustainability Statements in the<br>annual report.   | Criterion 2,<br>Principle A2.1                         |             |                              |
|                                 | a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential<br>negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in<br>the supply chain. d. Percentage of suppliers identified as having significant actual and potential<br>negative environmental impacts with which improvements were agreed upon as<br>a result of assessment. e. Percentage of suppliers identified as having significant actual and potential<br>negative environmental impacts with which improvements were agreed upon as<br>a result of assessment. e. Percentage of suppliers identified as having significant actual and potential<br>megative environmental<br>impacts with which relationships were terminated as a result of assessment,<br>and why.   | The most significant actual negative impacts in our supply chain are associated with the<br>extraction of the raw materials, especially coal. Furthermore, we consider the most significant<br>potential negative environmental impacts to be related to possible environmental accidents<br>related to the transportation of raw materials such as coal and fuel oil to our mining sites as well<br>as the transportation of orker, pitch anodes, alumina and fluorides to our primary metal<br>production sites. The business areas have different systems in place - based on different needs -<br>to comply with corporate requirements, i.e. number of suppliers identified as having significant<br>actual and potential negative environmental impacts is not consolidated and followed-up on<br>corporate level. Hydro does currently not report fully on this indicator. | Principle 8,<br>Criterion 2,<br>Principles<br>A2.5, C3 |             |                              |
| CPI standards                   | Standard disclosure  | Ludro rosponso  | UN Global Compact                                      | ICMM ref.   | ASI ref.                     |
|                                 |  | Hydro response  | ref.   | ICMM ret.   | ASI ref.                     |
| SRI 400: Socia<br>abor Practice | al s and Decent Work (LPDW)  |   |  |             |                              |
|                                 |  |   |  |             |                              |
| on<br>management                | loyment 2016<br>Report a) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.<br><i>Mining and Metals Sector Supplement: Report how all policies, standards</i><br>and practices are applied to contractors.   | See our response to GRI Standard 3-3 in this index.<br>For contractors, suppliers and commercial contracts, we shall exert our influence to create<br>consistency with Hydro's policies. We seek to secure labor rights of contractor employees<br>through Hydro's code of conduct and requirements towards our suppliers.<br>See our section <i>Our People and Work Environment</i> in the Sustainability chapter in the annual<br>report.   | Criteria 6-8, 15-18,<br>Principle C1                   |             | Criterion 10.8               |
|                                 |  | For more information, see the documents Hydro's Social Responsibility, Hydro's Human Rights<br>Policy, Hydro Code of Conduct and Hydro's People Policy on https://www.hydro.com/en-<br>NO/about-hydro/coroorate-aovernance/colicies-and-tools/  |  |             |                              |
|                                 | <ul> <li>a. Total number and rate of new employee hires during the reporting period, by<br/>age group, gender and region.</li> <li>b. Total number and rate of employee turnover during the reporting period, by<br/>age group, gender and region.</li> </ul>  | See Note S1.3 to the Sustainability Statements in the annual report.  |  |             |                              |
| 401-2                           | alle altory, teritere and realth.<br>a. Benefits which are standard for full-time employees of the organization but<br>are not provided to temporary or part-time employees, by significant locations of<br>operation. These include,<br>as a minimum:<br>i. life insurance;<br>ii. deablity and invalidity coverage;<br>ii. parental leave;<br>v. retirment provision;<br>vi. stock ownership;  | In Norway, part time employees are provided the same benefits as full-time employees, but the<br>size of the benefit varies depending on employment fraction. Examples of benefits are bonuses,<br>shares, employee loans and use of company cabins. In Norway, such benefits are provided to<br>permanent employees only. There are very few part-time employees in Brazil, but several interns<br>that are temporary. The interns do not participate in Hydro's benefit plans. We do still not have<br>data for other significant locations of operation.<br>See Note S1.2 to the Sustainability Statements in the annual report.   | SDG 8  |             |                              |
| 401-3                           | vii. others.<br>b. The definition used for 'significant locations of operation'.<br>a. Total number of employees that were entitled to parental leave, by gender.<br>b. Total number of employees that took parental leave, by gender.<br>c. Total number of employees that returned to work in the reporting period after<br>parental leave ended, by gender.<br>d. Total number of employees that returned to work after parental leave ended<br>that were still employed 12 months after their return to work, by gender.<br>e. Return to work and retention rates of employees that took parental leave, by<br>gender.   | Omission : Incomplete.<br>In Norway and Brazil almost all employees return to work after parental leave. We do still not<br>have data for other significant locations of operation.   | Principle 6,<br>SDG 5, 8                               |             |                              |
|                                 |  |   |  |             |                              |
|                                 | r/Management relations 2016  |   |  | 1           |                              |
| on<br>management<br>approach    | (Report a), wmy me topic is material, b., how the organization manages me topic<br>or its impacts and c.) how the management approach is evaluated.<br>Mining and metal specific disclosure: DMA should include reporting on the<br>representation and engagement with employees, other workres and their<br>trade unions in stakeholder consultation processes is of high importance<br>alwen their direct involvement and sianificance in minima coversitions.   | See our response to GRI Standard 3-3 in this index, and the sections. Our people and work<br>environment and Ethics and Compliance in the Sustainability chapter in the annual report.  | Criteria 6-8, 15-18                                    |             | Criterion 10.5               |
|                                 | a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in  | Our practice is to give notice as early as possible and cooperate with the employee<br>representatives in the organization(s) affected. In cases where employees are made temporary<br>redundant the notice period in Norway is 14 calendar days and the duty to pay period is 20<br>working days. There are no requirements under the national law or the collective bargaining<br>agreements on this issue in Brazil.   | Principle 3,<br>SDG 8                                  |             |                              |
|                                 | collective agreements.<br>Number of strikes and lock-outs exceeding one week's duration, by country  | See Note S6 to the Sustainability statements in the annual report.  | SDG 8  |             |                              |
| GRI 403: Occu                   | upational Health and Safety 2018   |   |  |             |                              |
|                                 | Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.<br>Mining and Metals Sector Supplement: Organizations should report in<br>particular on the application of ILO Convention 176 on health and safety in<br>mines.   | See our response to GRI Standard 3-3 in this index.<br>Hydro complies with the requirements in the ILO Convention 176 on health and safety in mines.<br>For more information, see section <i>Our people and work environment</i> in the <i>Sustainability</i><br>chapter and https://www.hydro.com/en/about-hydro/corporate-governance/policies-and-tools/  | Criteria 6-8, 15-18                                    | Principle 5 | Criteria 11.1,<br>11.2, 11.4 |
|                                 | <ul> <li>a. A statement of whether an occupational health and safety management<br/>system has been implemented, including whether;</li> <li>i. the system has been implemented because of legal requirements and, if so, a<br/>list of the requirements;</li> <li>ii. the system has been implemented based on recognized risk management<br/>and/or management system standards/guidelines and, if so, a list of the<br/>standards/guidelines.</li> <li>b. A description of the scope of workers, activities, and workplaces covered by<br/>the occupational health and safety management system, and an explanation of<br/>whether and, if so, why any workers, activities, or workplaces are not covered.</li> </ul>   | See section Our people and work environment in the Sustainability chapter in the annual report.   | SDG 8  |             | Criterion 11.3               |
|                                 | a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: <ol> <li>how the organization ensures the quality of these processes, including:</li> <li>how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</li> <li>A description of the processes for workers to report work-related hazards and ministreprisation.</li> <li>A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or il health, and an explanation of how workers are protected against reprisation.</li> <li>A description of the policies subject or advants reprisation.</li> <li>A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the micidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</li> </ol> |   | SDG 8  |             | Criterion 11.3               |

|                  | a. A description of the occupational health services' functions that contribute to<br>the identification and elimination of hazards and minimization of risks, and an<br>explanation of how the organization ensures the quality of these services and<br>facilitates workers' access to them.  | Omission: Incomplete. We do currently not report fully on this indicator.<br>The practice will vary from site to site depending on legislation and actual risks.   | SDG 8                       | Criterion 11.3 |
|------------------|---|--|-----------------------------|----------------|
|                  | <ul> <li>a. A description of the processes for worker participation and consultation in the<br/>development,<br/>implementation, and evaluation of the occupational health and safety<br/>management system, and for providing access to and communicating relevant<br/>information on occupational health and safety to workers.</li> <li>b. Where formal joint management–worker health and safety committees exist,<br/>a description of their responsibilities, meeting frequency, decision-making<br/>authority, and whether and, if so, why any workers are not represented by these</li> </ul>   | The practice will vary from site to site depending on legislation and actual risks.  | SDG 8                       | Criterion 11.3 |
| 403-5            | automy, and when a and, is of why any workers are not represented by ince-<br>committees.<br>a. A description of any occupational health and safety training provided to<br>workers, including generic training as well as training on specific work-related<br>hazards, hazardous activities, or hazardous situations.   | All contractors and sub-contractor employees receive HSE training before they start their work at<br>any of Hydro's plants.  | SDG 8                       | Criterion 11.3 |
|                  |   | In Europe, health and safety topics are covered through legal requirements. In Brazil, certain<br>health issues (including health insurance) are covered through the labor contracts. In Norway,<br>health insurance is imposed by law ("Yrkesskadeleven"), no toy labor contracts.<br>See section <i>Our people and work environment</i> in the <i>Sustainability</i> chapter in the annual |                             |                |
| 403-6            | a. An explanation of how the organization facilitates workers' access to non-   | See Note S5.4 to the Sustainability Statements in the annual report.   | SDG 8                       | Criterion 11.3 |
|                  | a ner caparatustry for the organization reasonance workers because to non-<br>occupational medical and healthcare services and the scope daccess<br>provided.<br>b. A description of any voluntary health promotion services and programs<br>offered to workers to address major non-work-related health risks, including the<br>specific health risks addressed, and how the organization facilitates workers'   |  |                             | oncourt 1.0    |
| 403-7            | access to these services and programs.<br>a. A description of the organization's approach to preventing or mitigating<br>significant negative occupational health and safety impacts that are directly  | See sections Our people and work environment, Human rights, and Responsible supply chain<br>in the Sustainability chapter in the annual report and Note S5.4 to the Sustainability statements  | SDG 8                       | Criterion 11.3 |
|                  | linked to its operations, products or services by its business relationships, and<br>the related hazards and risks.   | in the annual report.  |                             |                |
|                  | a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:<br>i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;<br>ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;<br>iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;<br>iii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.<br>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.<br>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.  |  | SDG 8                       | Criterion 11.3 |
|                  | a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The numbers of vork-related injury; v. The numbers of work-related injury; v. The numbers of work-related injury; outrolled by the organization; i. The number and rate of fatalities as a result of work-related injury; iii. The numbers of work-related injury; iii. The numbers of work-related injury; iii. The numbers of recordable work-related injury; iii. The number and rate of fatalities, as a result of work-related injury; iii. The number and rate of fatalities as a result of work-related injury; iii. The number and rate of fatalities, iii. The numbers of the of high-consequence work-related injury; iii. The numbers of vork-related injury; v. The numbers of vork-related injury; v. The numbers of work-related injury; v. The numbers of work-related injury; v. The numbers of work-related injury; v. The numbers of the subscience injure; iii. The number and rate of recordable work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iii. The numbers of hours worked. c. The work-related hazards that pose a risk of high-consequence injury; nucluding; ii. how these hazards have been determined; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls. | See Note S5 to the Sustainability Statements in the annual report.   | Principle 6,<br>SDG 3, 8    | Criterion 11.4 |
|                  | Report work-related ill health  | See Note S5.3  | SDG 8                       | Criterion 11.3 |
|                  | <ul> <li>a. For all employees:</li> <li>i. The number of fatalities as a result of work-related iil health;</li> <li>ii. The number of cases of recordable work-related iil health;</li> <li>iii. The main bypes of work-related iii health.</li> <li>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</li> <li>i. The number of fatalities as a result of work-related iil health;</li> <li>ii. The main bypes of work-related iii health.</li> <li>ii. The main bypes of work-related iii health;</li> <li>c. The work-related hazards hat pose a risk of iii health, including:</li> <li>i. how these hazards have beard determined;</li> <li>iii. which of these hazards have caused or contributed to cases of iii health during the reporting period;</li> <li>iiii.actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of contos.</li> <li>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of work-related.</li> <li>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</li> </ul>  | See Note S5 to the Sustainability Statements in the annual report.   |                             |                |
|                  | ing and Education 2016  |  |                             |                |
| on<br>management | Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.  | environment in the Sustainability chapter, and information online on<br>https://www.hydro.com/en/about-hydro/corporate-governance/policies-and-tools/  | Criteria 6-8, 15-18         | Criterion 2.1  |
|                  | <ul> <li>Average hours of training that the organization's employees have undertaken<br/>during the reporting period, by:</li> </ul>  | We do not have a fully overview of training in Hydro, but report on registered training in Note<br>\$1.6 and \$10.4 to the <i>Sustainability Statements</i> in the annual report.  | Principle 6,<br>SDG 4, 5, 8 |                |
|                  | i. gender;<br>ii. employee category.  |  |                             |                |
| 404-2            | i. gender;  | See section Our people and work environment in the Sustainability chapter in the annual report.<br>See section Our people and work environment in the Sustainability chapter in the annual   | SDG 8 Principle 6,          |                |

| Disclosure                                       | Report a.) why the topic is material, b.) how the organization manages the topic  | See our response to GRI Standard 3-3 in this index, the section Our people and work  | Criteria 6-8, 15-18  | Principle 3 | Criteria                                     |
|--|---|--|--|-------------|--|
| on<br>management<br>approach                     | or its impacts and c.) how the management approach is evaluated.  | environment in the Sustainability chapter in the annual report and our people policy online on<br>https://www.hydro.com/en/about-hydro/corporate-governance/policies-and-tools/  |  |             | 9.2,10.4                                     |
| 405-1  | <ul> <li>a. Percentage of Individuals within the organization's governance bodies in<br/>each of the following diversity categories:         <ol> <li>I. Gender;</li> <li>I. Age group: under 30 years old, 30-50 years old, over 50 years old;</li> <li>II. Other indicators of diversity where relevant (such as minority or vulnerable<br/>groups).</li> <li>D. Percentage of employees per employee category in each of the following<br/>diversity categories:</li> <li>I. Gender;</li> </ol> </li> </ul>  | See Note S1 and S3.1 to the Sustainability Statements in the annual report.  | Principle 6,<br>SDG 5, 8   |             |  |
|  | <ul> <li>Age group: under 30 years old, 30-50 years old, over 50 years old;</li> <li>Other indicators of diversity where relevant (such as minority or vulnerable<br/>groups).</li> </ul>   |  |  |             |  |
| 405-2  | a. Ratio of the basic salary and remuneration of women to men for each<br>employee category, by significant locations of operation.<br>b. The definition used for 'significant locations of operation'.   | See Note S2.1 to the Sustainability statements in the annual report.   | Principle 6,<br>SDG 5, 8, 10   |             |  |
|  | -discrimination 2016  |  |  |             |  |
| Disclosure<br>on<br>406-1                        | Report a) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.<br>a. Total number of incidents of discrimination during the reporting period.<br>b. Status of the incidents and actions taken with reference to the following:<br>i. Incident reviewed by the organization;<br>ii. Remediation plans being implemented;<br>iii. Remediation plans that have been implemented, with results reviewed<br>through noutline internal management review processes;<br>iv. Incident no boncer subject to action. | See our response to GRI Standard 3-3 in this index, and information about <i>Hydro's human</i><br>rights management in the <i>Human rights</i> section in the <i>Sustainability chapter of the annual</i><br>See Note S10.1 to the <i>Sustainability Statements</i> in the Annual Report.  | Criteria 3-5, 15-18<br>Principles A1.1, A1.2,<br>Principle 6,<br>Criterion 8,<br>SDG 5, 16 |             | Criteria 9.2,<br>10.6                        |
| Disclosure<br>on<br>management                   | dom of association & collective barganing 2016<br>Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.  | See our response to GRI Standard 3-3 in this index and the sections Ethics and compliance,<br>Human rights and Responsible supply chain in the Sustainability chapter in the annual report.  | Criterion 3-5, 15-18<br>Principles A1.1, A1.2,<br>A2.1, C1                                 | Principle 3 | Criterion 10.5                               |
| approach<br>407-1                                | a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: <ol> <li>type of operation (such as manufacturing plant) and supplier;</li> <li>countries or geographic areas with operations and suppliers considered at risk.</li> <li>Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.</li> </ol>   | See sections on Human rights and Responsible supply chain in the Sustainability chapter,<br>information on Stakeholder dialogue and Partnerships and commitments in the Ethics and<br>compliance section of the Sustainability chapter, and Notes S2.3 and S6 to the Sustainability<br>statements of the annual report.<br>Ornission: Incomplete. We do currently not report fully on this indicator related to suppliers.   | Principle 3,<br>Criterion 2, 8,<br>SDG 8,<br>Principle C5                                  |             | Criterion 10.5                               |
| GRI 408: Child                                   |   |  |  |             |  |
| Disclosure<br>on<br>management<br>approach       | Report a) why the topic is material, b) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.  | See our response to GRI Standard 3-3 in this index, and the sections <i>Ethics and compliance</i> ,<br><i>Human rights</i> and <i>Responsible supply chain</i> in the <i>Sustainability</i> chapter in the annual report.<br>For more information see <i>Hydro's People Policy</i> , <i>Hydro's Social Responsibility</i> and <i>Hydro's</i><br><i>Human Rights Policy</i> on https://www.hydro.com/en-NO/about-hydro/corporate-<br>govermance/policies-and-dools/ and <i>Hydro's Integrity Handbook</i> found online on<br>https://www.hydro.com/globalassets/08-about-hydro/corporate-<br>govermance/integrity_handbook_en.pdf | Criterion 3-5,<br>15-18,<br>Principle A1.1, A1.2,<br>A2.1, C1                              | Principle 3 |  |
| 408-1  | a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardoux work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and supplier; c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.  | See sections <i>Human rights</i> and <i>Responsible supply chain</i> in the <i>Sustainability</i> chapter in the annual report.  | Principle 2, 5,<br>Criterion 8,<br>SDG 16,<br>Principle B3, C5                             |             |  |
| GRI 409: Forc<br>Disclosure                      | eed or compulsory labor 2016<br>Report a.) why the topic is material, b.) how the organization manages the topic  | See our response to GRI Standard 3-3 in this index, and the sections Ethics and compliance,  | Criterion 3-5,   | Principle 3 |  |
| on<br>management<br>approach                     | or its impacts and c.) how the management approach is evaluated.  | Human rights and Responsible supply chain in the Sustainability chapter in the annual reput.<br>For more information see Hydro's People Policy, Hydro's Social Responsibility and Hydro's<br>Human Rights Policy on https://www.hydro.com/en-NO/about-hydro/corporate-<br>governance/policies-and-tools/ and Hydro's Integrity Handbook found online on<br>https://www.hydro.com/gobalesets/08-about-hydro/corporate-<br>governance/integrity_handbook_en.pdf  | 15-18,<br>Principle A1.1, A1.2,<br>A2.1, C1  |             |  |
| 409-1  | a. Operations and suppliers considered to have significant risk for incidents of<br>forced or compulsory labor either in terms of:<br>i. type of operation (such as manufacturing plant) and supplier;<br>ii. countries or geographic areas with operations and suppliers considered at<br>risk. b. Measures taken by the organization in the reporting period intended to<br>contribute to the elimination of all forms of forced or compulsory labor.   | See sections Human rights, Responsible supply chain in the Sustainability chapter and Note<br>S10.3 to the Sustainability Statements in the annual report.   | Principle 4,<br>Criteria 2, 8<br>SDG 8,<br>Principles B3, C5                               |             |  |
| GRI 410: Secu                                    | urity practices 2016  |  |  |             |  |
| Disclosure<br>on<br>management<br>approach       | Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.  | See our response to GRI Standard 3-3 in this index, and the sections Human rights and<br>Organization and work environment in the Sustainability chapter in the annual report.<br>For more information see Hydro's Social Responsibility, Hydro's Code of Conduct and Hydro's<br>Human Rights Policy on thits://www.hydro.com/en-NO(about-hydro/corporate-<br>governance/policies-and-tools/ in addition to Hydro's Integrity Handbook found online on<br>https://www.hydro.com/globalassets/06-about-hydro/corporate-<br>governance/intentiv handbook en.odf  | Criteria 15-18,<br>Principles A1.1, A1.2,<br>A2.1, C1                                      | Principle 3 | Criteria 9.9,<br>9.10                        |
| 410-1  | a. Percentage of security personnel who have received formal training in the<br>organization's human rights policies or specific procedures and their application<br>to security. b. Whether training requirements also apply to third-party organizations<br>providing security personnel.   | Dovertinates internation in an addocted encode<br>See the sections Human rights and Organization and work environment in the Sustainability<br>chapter in the annual report.<br>Omission: Incomplete. We do currently not report fully on this indicator.  | Principle 1,<br>SDG 16   | Principle 3 | Criteria 9.9,<br>9.10                        |
| GRI 411: Indig<br>Disclosure<br>on<br>management | enous Rights 2016<br>Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.<br>Mining and metal specific disclosure : Report on any policies relating to  | See our response to GRI Standard 3-3 in this index and information in the annual report about<br>Indigenous peoples and traditional communities and Managing human rights risks in the<br>human rights section, information about Managing risks in the section Responsible supply   | Criteria 3-5, 15-18,<br>Principles A1.1, A1.2,<br>A2.1, C1                                 | Principle 3 | Criteria 2.5,<br>9.3, 9.4, 9.6,<br>9.7, 9.11 |
| approach   | community on the second support in customer is explored in any poinces relating to<br>community consultation and support (including free, prior and informed<br>consent), and settings where such dialogues are required by company policy<br>and where they are not.   | Indition rights Section, internation about menaging risks in the section responsible suppry<br>chain and information about Stakeholder dialogue in the section <i>Integrity and compliance suppry</i><br>annual report.<br>For more information see Hydro's Social Responsibility and Hydro's Human Rights Policy on   |  |             |  |
|  | a. Total number of identified incidents of violations involving the rights of   | https://www.hydro.com/en-NO/about-hydro/corporate-governance/policies-and-tools/<br>See information about Indigenous peoples and traditional communities in the Human rights   | Principle 1,   |             | Criteria 9.5,                                |
| 411-1  |   | chapter, and Note S10.3 to the Sustainability Statements in the annual report.   | SDG 2,   |             | 9.7, 9.11                                    |
| 411-1  | Indigenous peoples during the reporting period.<br>b. Status of the incidents and actions taken with reference to the following:<br>I. Incident reviewed by the organization;<br>II. Remediation plans being implemented;<br>III. Remediation plans that have been implemented, with results reviewed<br>through routine internal management review processes;<br>N. Incident no honer subject to action.   |  | Principle C5   |             |  |

|  | al communities 2016  |  |  |  | 1                               |
|--|--|--|--|--|---------------------------------|
| Disclosure<br>on   | Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.   | See our response to GRI Standard 3-3 in this index, information in Our approach in the Human<br>rights sections, the information on Stakeholder dialogue in the Ethics and compliance section  | Criteria 15-18   | Principles 3, 9                            | Criteria 2.5,<br>9.2, 9.7, 9.8, |
| management<br>approach                                     |  | and the Environment and social responsibility sections in the annual report.<br>For more information see: https://www.hydro.com/en/media/on-the-agenda/the-alunorte-<br>situation/our-commitments/ and   |  |  | 9.11                            |
|  |  | https://www.hydro.com/globalassets/08-about-hydro/corporate-<br>governance/integrity_handbook_en.pdf   |  |  |                                 |
|  |  | Cood dialogue with communities and authorities is a prerequisite for our operations. The<br>dialogue is maintained through meetings, information and discussions.  |  |  |                                 |
|  |  | Both men and women are represented in Hydro's dialogue with local communities.   |  |  |                                 |
| 413-1  | <ul> <li>Percentage of operations with implemented local community engagement,<br/>impact assessments,</li> </ul>  | See Note S9 to the Sustainability statements in the annual report.   | Principle 1  |  | Criteria 2.5,<br>9.3-9.7, 9.11  |
|  | and/or development programs, including the use of:<br>is social impact assessments, including gender impact assessments, based on<br>participatory processes;<br>ii. environmental impact assessments and ongoing monitoring;<br>iii. public disclosure of results of environmental and social impact assessments;<br>iv. local community development programs based on local communities needs;<br>v. stakeholder engagement plants based on stakeholder mapping;<br>vi. broad based local community consultation committees and processes that<br>include vulnerable groups;<br>vii. Works councils, occupational health and safety committees and other worker<br>representation bodies to deal with impacts;<br>viii. formal local community giverance processes.                      | Omission: Not applicable. We do not report on percentage of operations, but provide<br>description of which parts of our business has implemented social development programs.   |  |  |                                 |
|  | Mining and Metals Sector specific addition:<br>Issues for particular consideration include:<br>Community economic development planning processes, including sources of<br>community income, community access to services and social infrastructure,<br>access to capital and natural resources, and access to further education and<br>skills training.<br>- Co-ordination with other agencies, for example on poverty alleviation and<br>natural resource management.<br>- Procedures for identifying and protecting subsistence-related resources of<br>local community, health and well-being, including prevalence of cultural<br>practices and associations. Report on measures in place for social<br>inclusion. Such measures may be disclosed (for example) in corporate policies, |  |  |  |                                 |
| 413-2  | <ul> <li>Operations with significant actual and potential negative impacts on local<br/>communities, including:</li> <li>i. the location of the operations;</li> <li>ii. the significant actual and potential negative impacts of operations.</li> </ul>   | All industrial activity has potential negative impacts on local communities. In Hydro's case, the<br>positive impact through direct and indirect job creation, taxes etc. are usually regarded more<br>beneficial than the negative impacts. The most negative impact from our operations on local<br>communities are usually related to closures, the last time in Kurri Kurri in Australia.  | SDG 1, 2   |  | Criteria 2.5,<br>p.11           |
|  |  | See information section Legacy impact in the Sustainability chapter, Note S10.2 to the<br>Sustainability Statements in the annual report and The Alunorte Situation in Hydro's Annual<br>Report 2018.  |  |  |                                 |
| G4-MM6   | Number and description of significant disputes relating to land use, customary<br>rights of local communities and Indigenous Peoples   | See our response to GRI Standards 411-1 in this index, the section Legacy impact, Note S10.2<br>and S10.3 to the Sustainability Statements in the annual report, and The Alunorte Situation in<br>Hydro's Annual Report 2018 and online on https://www.hydro.com/en/medialon-the-agenda/the-<br>alunorte-situation/our-commitments/  | SDG 1,2  |  | Criteria 9.7,<br>9.8, 9.11      |
| G4-MM7   | The extent to which grievance mechanisms were used to resolve disputes<br>relating to land use, customary rights of local communities and Indigenous<br>Peoples, and the outcomes  | aurone-swaatonroor-comminiments<br>See section Corporate governance in the Governance chapter of the annual report.  | SDG 1,2  | Principles 9                               | Criterion 3.2                   |
|  | lier social assessment 2016  |  |  |  |                                 |
| Disclosure<br>on<br>management<br>approach                 | Report a.) why the topic is material, b.) how the organization manages the topic<br>or its impacts and c.) how the management approach is evaluated.   | See our response to GRI Standard 3-3 in this index and the chapters Corporate governance,<br>Human rights and Integrity and compliance in the annual report.<br>Further information can be found online on. https://www.hydro.com/en/sustainability/our-   | Criteria 2, 15-18,<br>Principle A2.3   |  | Criterion 2.4                   |
| 414-1  | a. Percentage of new suppliers that were screened using social criteria.   | Forerarditromation and the could be considered to the provider of the could be considered and the could be could | Criterion 2, 5<br>SDG 5, 8, 16,  |  |                                 |
| 414-2  | The reporting organization shall report the following information:<br>a. Number of suppliers assessed for social impacts.<br>b. Number of suppliers identified as having significant actual and potential<br>negative social impacts.<br>c. Significant actual and potential negative social impacts identified in the supply  | See the sections on <i>Human Rights</i> and <i>Responsible supply chain</i> in the Sustainability chapter<br>of the annual report.<br><i>Omission: Not applicable.</i> We do not report fully on 414-2 in terms of numbers and<br>percentages of suppliers with actual and potential negative social impacts.  | Principle A2.1<br>Criterion 2<br>SDG 5, 8, 16,<br>Principles<br>A2.5, C3, C5 |  | Criterion 2.1                   |
|  | c. Significant actual and potential regards social impacts behavior in the supply<br>chain. d. Percentage of suppliers identified as having significant actual and potential<br>negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential<br>negative social impacts with which relationships were terminated as a result of assessment, and why.   | percentages of suppliers with actual and potential regarine social impacts.  |  |  |                                 |
| GRI 415: Publi   | ic policy 2016   |  |  |  |                                 |
| Disclosure<br>on<br>management                             |  | See our response to GRI Standard 3-3 in this index and the information on <i>Public affairs and</i><br>lobbying in the <i>Ethics and compliance</i> sections in the <i>Sustainability</i> chapter in the annual<br>report.   |  | Criteria 12-14,<br>15-18,<br>especially 17 | Principle 9                     |
| approach<br>415-1  | a. Total monetary value of financial and in-kind political contributions made<br>directly and indirectly by the organization by country and recipient/beneficiary.<br>b. If applicable, how the monetary value of in-kind contributions was estimated.   | According to Hydro's Code of Conduct, Hydro is not permitted to make financial contributions to<br>political parties.<br>See information on <i>Public affairs and lobbying</i> in the <i>Ethics and compliance</i> sections in the<br><i>Sustainability</i> chapter and Note S12 to the <i>Sustainability Statements</i> in the annual report.   | Principle 10, SDG 16   | Principle 1                                |                                 |
|  |  | For more information, see our Code of Conduct found online at https://www.hydro.com/en-<br>NO/about-hydro/corporate-governance/policies-and-tools/   |  |  |                                 |
| G4 MM: Socie<br>G4-MM8                                     | ty: Artisanal and small-scale mining<br>Number (and percentage) of company operating sites where artisanal and<br>small-scale mining (ASM) takes place on, or adjacent to, the site; the<br>associated risks and the actions taken to manage and mitigate these risks  | Omission: Not applicable for bauxite mining  |  |  |                                 |
| G4 MM: Socie<br>Disclosure<br>on<br>management<br>approach | by Resettlement<br>Report a.) why the aspect is material, b.) how the organization manages the<br>aspect or its impacts and c.) how the management approach is evaluated.  | See our response to GRI Standard 3-3 in this index, and the information on Hydro's human<br>rights management and Indigenous peoples and traditional communities in the Human rights<br>section in the Sustainability chapter in the annual report.  |  | Principle 3                                | Criterion 9.6                   |
| G4-MM9   | Sites where resettlements took place, the number of households resettled in<br>each, and how their livelihoods were affected in the process  | See our response to GRI Standard 3-3 in this index, and Note S10.2, S10.3 to the<br>Sustainability Statements in the annual report.  | SDG 1, 2   |  |                                 |
| Disclosure<br>on   | by Closure planning<br>Report a), why the aspect is material, b.) how the organization manages the<br>aspect or Is impacts and c.) how the management approach is evaluated.<br>Mining and metal specific disclosure:<br>Report the scope of closure planning; its associated financial provision, and its<br>coverage of health, safety, scotal, environmental, legal, qovernance and   | See our response to GRI Standard 3-3 in this index, information on Waste and efficient<br>resource use in the Environment section and the section Legacy impact in the Sustainability<br>chapter, in addition to Note E2.4 and E6.2 to the Sustainability Statements in the annual report.   |  | Principle 6,9                              | Criterion 2.8                   |

| G4-MM10   | Number and percentage of operations with closure plans  | Hydro's only consolidated mine, Paragominas, has closure plans. Hydro has a long tradition in  |                |                |                          |
|---|---|--|----------------|----------------|--------------------------|
|   |   | closing down operations with respect for employees and local society. The most recent example<br>was in Kurri Kurri, Australia in 2012.  |                |                |                          |
|   |   | See the information on Waste and efficient resource use in the Environmental section and the   |                |                |                          |
|   |   | Legacy impact section in the Sustainable chapter in the annual report.   |                |                |                          |
|   | tomer Health and Safety 2016  |  |                |                |                          |
| Disclosure<br>on  | Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.   | Governance chapter in the annual report. Our management approach is detailed in the section  |                |                |                          |
| management<br>approach  |   | on <i>Ethics and compliance</i> in the <i>Sustainability</i> chapter, while non-compliances are detailed in Note S10.1, S10.2 to the <i>Sustainability Statements</i> in the annual report.  |                |                |                          |
| 416-1   | <ul> <li>Percentage of significant product and service categories for which health and<br/>safety impacts are</li> </ul>  |  |                | Criteria 15-18 | Principle 8              |
| 416-2   | assessed for improvement.<br>a. Total number of incidents of non-compliance with regulations and/or   |  | SDG 16         |                | +                        |
|   | voluntary codes concerning the health and safety impacts of products and<br>services within the reporting period, by:   |  |                |                |                          |
|   | i. incidents of non-compliance with regulations resulting in a fine or penalty;<br>ii. incidents of non-compliance with regulations resulting in a warning;   |  |                |                |                          |
|   | iii. incidents of non-compliance with voluntary codes.<br>b. If the organization has not identified any non-compliance with regulations   |  |                |                |                          |
|   | and/or voluntary<br>codes, a brief statement of this fact is sufficient.  |  |                |                |                          |
| GRI 419: Soci   | ioeconomic compliance 2016  |  |                |                |                          |
| Disclosure  |   | See our response to GRI Standard 3-3 in this index, the Risk review in the Governance<br>chapter, the sections Climate change, Environment, Legacy impact and Innovation and   |                |                | Criteria 1.1,<br>3.3     |
| nanagement  | or its impacts and c. now are management approach is evaluated.   | technology transition in the Sustainability chapter in the annual report.  |                |                | 0.0                      |
| approach<br>419-1   | a. Significant fines and non-monetary sanctions for non-compliance with laws  | See information under Enterprise risk management in Hydro in the Governance chapter, in  | SDG 16         | 1              | Criterion 3.3            |
|   | and/or regulations<br>in the social and economic area in terms of:  | Partnerships and commitments in the appendix and Note S10.1 to the Sustainability<br>Statements in the annual report.  |                |                |                          |
|   | i. total monetary value of significant fines;<br>ii. total number of non-monetary sanctions;  |  |                |                |                          |
|   | iii. cases brought through dispute resolution mechanisms.   |  |                |                |                          |
|   | b. If the organization has not identified any non-compliance with laws and/or regulations, a brief  |  |                |                |                          |
|   | statement of this fact is sufficient.<br>c. The context against which significant fines and non-monetary sanctions were   |  |                |                |                          |
|   | incurred.   |  |                |                | +                        |
| G4 MM: Mater<br>Disclosure  | r<br>ials stewardship<br>Report a.) why the topic is material, b.) how the organization manages the topic   | Rea our remande to CPI Standard 2.2 in this index  | Criteria 15-18 | Principle 8    | Criteria 4.1-4.3,        |
| on  | or its impacts and c.) how the management approach is evaluated.  | See the sections Environmental, Innovation and technology transition, Responsible supply   | Griteria 13-18 | r filicipie 8  | Criteria 4.1-4.3,<br>4.6 |
| nanagement<br>approach  |   | chain in the Sustainability chapter and Partnerships and commitments in the appendix in the<br>annual report.  |                |                |                          |
|   |   | For more information see our webpage: https://www.hydro.com/en-NO/sustainability/our-<br>approach/innovation-and-sustainability/   |                |                |                          |
| G4-MM11   | Programs and progress relating to materials stewardship   | See Partnership and commitments in the appendix, the section Innovation and technology<br>transition in the Sustainability chapter, Note E4.3 to the Sustainability Statements in the  | SDG 12         | Principle 2    | Criteria 4.1-4.3, 4      |
|   |   | transition in the Sustainability chapter, Note E4.3 to the Sustainability Statements in the<br>annual report and our HSE Policy available online on https://www.hydro.com/en/about-<br>hydro/corporate-governance/policies-and-tools/  |                |                |                          |
|   |   | וויזטוטיטט אסו מוט"עט אפוווטר אסווטרפאמו ועינטטא   |                |                |                          |
| Disclosure  |   | Hydro has defined this Electric Utilities sector specific aspect to be material to all our operations.   |                |                |                          |
| on<br>management  | or its impacts and c.) how the management approach is evaluated.  | See our response to GRI Standard 3-3 in this index.  |                |                |                          |
| approach  |   | See The Alunorte Situation in Hydro's Annual Report 2018. Chapters Our business - Hydro<br>Bauxite & Alumina, Innovation and technology transition, Risk review, The Hydro share, Our<br>people and work environment   |                |                |                          |
|   |   | people and work environment.<br>See our commitments: https://www.hydro.com/en/media/on-the-agenda/the-alunorte-<br>situation/our-commitments.  |                |                |                          |
|   |   | situation/our-communents/<br>See our HSE Policy: https://www.hydro.com/en/about-hydro/corporate-governance/policies-and-<br>toole/   |                |                |                          |
| G4 MM: Emai   | gency preparedness  |  |                |                | 1                        |
| Disclosure  | Report a.) why the aspect is material, b.) how the organization manages the   | See our response to GRI Standard 3-3 in this index.  | 1              |                |                          |
|   |   |  |                | Principles 2-4 | Criterion 2.6            |
| on<br>management  | aspect or its impacts and c.) how the management approach is evaluated.   | In February 2018, extreme rainfall in Barcarena in the state of Pará, Brazil, lead to regional   |                | Principles 2-4 | Criterion 2.6            |
| management  | aspect or its impacts and c.) how the management approach is evaluated.<br>Mining and metal specific disclosure: Communities adjacent to mining   | flooding. Our refinery operations in Barcarena are linked to our mining operations. See more in  |                | Principles 2-4 | Criterion 2.6            |
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| Hydro defined<br>2onflict Minere-<br>Disclosure<br>nn<br>anagement<br>approach<br>Cyber security<br>HDD-1<br>Data Privacy<br>Disclosure   | aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: Communities adjacent to mining operations will be concerned about the hazards and risks the operations generate. Information is sought on the existence of emergency plans, how they are prepared (consultation, rehearsal, regular review and modification), and their content (arrangements for the management of crises should they arise); this will assist community understanding of risks. A fast and effective local response to an incident, based on an adequately informed and prepared community, can be the most important factor in limiting injury to people as well as damage to property and the environment.  topics as Report a.) why the topic is material, b.) how the organization manages the topic as Report a.) why the topic is material, b.) how the organization manages the topic  | flooding. Our refinery operations in Barcarena are linked to our mining operations. See more in<br>Hydro's annual report page The Alunorte Stuation in Hydro's Annual Report 2018.<br>See our <i>Risk review</i> and <i>The Hydro share</i> in the <i>Governance</i> chapter, information on <i>Hydro</i><br><i>Bauxite &amp; Alumina</i> in the chapter <i>Our business</i> .<br>See our commitments online: https://www.hydro.com/en/media/on-the-agenda/the-alunorte-<br>situation/our-commitments/<br>See our HSE Policy online:<br>https://www.hydro.com/Document/Index?name=Health%2C%20Safety%2C%20Security%2C%<br>20Environment%20%28HSE%29%20.pdf<br>This Hydro defined topic is identified in response to customer requests related to tin (Sn),<br>tantalum (Ta), tungsten (Tu) and gold (Au). These metals are known to be at risk for coming<br>rom confild crases (confild rimerab). Hydro does not use such metals as alloying metals, but is<br>still developing a common approach to the identification of possible other sources. Hydro<br>analyses have shown very small amounts of th in certain recycled aluminium alloys. We are not<br>able to detect the source of tin in such cases.<br>This Hydro defined disclosure (HDD) is reported under the G4 Electric Utilities Sector<br>Supplement aspect Disaster/Emergercy Planning and Response.<br>See Note S10.6 to the <i>Sustainability Statements</i> in the annual report.<br>See our response to GRI Standard 3-3 in this index and <i>Why is it Important</i> and <i>Our approach</i>  |                | Principles 2-4 |                          |
| Hydro defined<br>Conflict Mineraction<br>Conflict Mineraction<br>anagement<br>approach<br>Cyber security<br>HDD-1<br>Data Privacy<br>Disclosure<br>n<br>management<br>management  | aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: Communities adjacent to mining operations will be concerned about the hazards and risks the operations generate. Information is sought on the existence of emergency plans, how they are prepared (consultation, rehears), regular releva and modification), and their content (arrangements for the management of crises should they arise); this will assist community understanding of risks. A fast and effective local response to an incident, based on an adequately informed and prepared community, can be the most important factor in limiting injury to people as well as damage to property and the environment.  topics as Report a) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.  Number of employees completed training on cyber security   | flooding. Our refinery operations in Barcarena are linked to our mining operations. See more in<br>Hydro's annual report page The Alunorte Stuation in Hydro's Annual Report 2018.<br>See our <i>Risk review and The Hydro share</i> in the <i>Governance</i> chapter, information on <i>Hydro</i><br><i>Bauxite &amp; Alumina</i> in the chapter <i>Our business</i> .<br>See our commitments online: https://www.hydro.com/en/media/on-the-agenda/the-alunorte-<br>situation/our-commitments/<br>See our HSE Policy online:<br>https://www.hydro.com/Document/Index?name=Health%2C%20Safety%2C%20Security%2C%<br>20Environment%20%28HSE%29%20.pdf<br>This Hydro defined topic is identified in response to customer requests related to lin (Sn).<br>tantalum (Ta), tungsten (Tu) and gold (Au). These metals are known to be at risk for coming<br>from conflict areas (conflict minerab). Hydro does not use such metals as alloying metals, but is<br>still developing a common approach to the identification of possible other sources. Hydro<br>analyses have shown very small amounts of thin certain recycled aluminium alloys. We are not<br>able to detect the source of thin in such cases.<br>This Hydro defined disclosure (HDD) is reported under the G4 Electric Utilities Sector<br>Supplement aspect Disaster/Emergency Planning and Response.<br>See Note S10.6 to the <i>Sustainability Statements</i> in the annual report.  |                | Principles 2-4 | Criterion 2.6            |
| Hydro defined<br>approach<br>Hydro defined<br>Conflict Miner<br>Disclosure<br>on<br>management<br>approach<br>Cyber security<br>HDD-1<br>Disclosure<br>on<br>Data Privacy<br>Disclosure<br>on<br>mangement<br>approach            | aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: Communities adjacent to mining operations will be concerned about the hazards and risks the operations generate. Information is sought on the existence of emergency plans, how they are prepared (consultation, rehearsal, regular review and modification), and their content (arrangements for the management of crises should they arise); this will assist community understanding of risks. A fast and effective local response to an incident, based on an adequately informed and prepared community, can be the most important factor in limiting injury to people as well as damage to property and the environment.  topics as Report a.) why the topic is material, b.) how the organization manages the topic as Report a.) why the topic is material, b.) how the organization manages the topic  | flooding. Our refinery operations in Barcarena are linked to our mining operations. See more in<br>Hydro's annual report page The Alunorte Stuation in Hydro's Annual Report 2018.<br>See our <i>Risk review</i> and <i>The Hydro share</i> in the <i>Governance</i> chapter, information on <i>Hydro</i><br><i>Bauxite &amp; Alumina</i> in the chapter <i>Our business</i> .<br>See our commitments online: https://www.hydro.com/en/media/on-the-agenda/the-alunorte-<br>situation/our-commitments/<br>See our HSE Policy online:<br>https://www.hydro.com/Document/Index?name=Health%2C%20Safety%2C%20Security%2C%<br>20Environment%20%28HSE%29%20.pdf<br>This Hydro defined topic is identified in response to customer requests related to tin (Sn),<br>tantalum (Ta), tungsten (Tu) and gold (Au). These metals are known to be at risk for coming<br>rom confild crases (confild rimerab). Hydro does not use such metals as alloying metals, but is<br>still developing a common approach to the identification of possible other sources. Hydro<br>analyses have shown very small amounts of th in certain recycled aluminium alloys. We are not<br>able to detect the source of tin in such cases.<br>This Hydro defined disclosure (HDD) is reported under the G4 Electric Utilities Sector<br>Supplement aspect Disaster/Emergercy Planning and Response.<br>See Note S10.6 to the <i>Sustainability Statements</i> in the annual report.<br>See our response to GRI Standard 3-3 in this index and <i>Why is it Important</i> and <i>Our approach</i>  |                | Principles 2-4 |                          |
| Hydro defined<br>Conflict Miners<br>Disclosure<br>on<br>management<br>approach<br>HDD-1<br>Data Privacy<br>Disclosure<br>on<br>management<br>aporoach<br>management<br>aporoach   | aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: Communities adjacent to mining operations will be concerned about the hazards and risks the operations generate. Information is sought on the existence of emergency plans, how they are prepared (consultation, rehearsal, regular review and modification), and their content (arrangements for the management of crises should they arise); this will assist community understanding of risks. A fast and effective local response to an incident, based on an adequately informed and prepared community, can be the most important factor in limiting injury to people as well as damage to properly and the environment.  topics als Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.  Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.   | flooding. Our refinery operations in Barcarena are linked to our mining operations. See more in<br>Hydro's annual report page The Alvnorte Stuation in Hydro's Annual Report 2018.<br>See our <i>Risk review and The Hydro share</i> in the <i>Governance</i> chapter, information on <i>Hydro</i><br><i>Bauxite &amp; Alumina</i> in the chapter <i>Our business</i> .<br>See our commitments online: https://www.hydro.com/en/media/on-the-agenda/the-alunorte-<br>siluation/our-commitments/<br>See our HSE Policy online:<br>https://www.hydro.com/Document/Index?name=Health%2C%20Safety%2C%20Security%2C%<br>20Environment%20%28HS%29%20.pdf<br>This Hydro defined topic is identified in response to customer requests related to tin (Sn),<br>tantalum (Ta), tungsten (Tu) and gold (Au). These metals are known to be at risk for coming<br>from conflict areas (conflict minerais). Hydro does not use such metals as alloving metals, but is<br>still developing a common approach to the identification of possible other sources. Hydro<br>analyses have shown very small amounts of thin certain recycled aluminium alloys. We are not<br>able to detect the source of thin in such cases<br>This Hydro defined disclosure (HDD) is reported under the G4 Electric Utilities Sector<br>Supplement aspect Disaster/Emergency Planning and Response.<br>See Note S10.6 to the <i>Sustainability Statements</i> in the annual report.<br>See our response to GRI Standard 3-3 in this index and <i>Why is it important</i> and <i>Our approach</i><br>in the <i>Ethics and compliance</i> section of the <i>Sustainability</i> chapter in the annual report.  |                | Principles 2-4 |                          |
| Hydro defined<br>approach<br>Hydro defined<br>Conflict Minere<br>Disclosure<br>on<br>anagement<br>approach<br>Data Privacy<br>Disclosure<br>Data Privacy<br>Disclosure<br>anagement<br>asoroach<br>Innovation<br>Disclosure<br>on | aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: Communities adjacent to mining operations will be concerned about the hazards and risks the operations generate. Information is sought on the existence of emergency plans, how they are prepared (consultation, rehearsal, regular review and modification), and their content (arrangements for the management of crises should they arise); this will assist community understanding of risks. A fast and effective local response to an incident, based on an adequately informed and prepared community, can be the most important factor in limiting injury to people as well as damage to property and the environment.  topics as Report a.) why the topic is material, b.) how the organization manages the topic as Report a.) why the topic is material, b.) how the organization manages the topic  | flooding. Our refinery operations in Barcarena are linked to our mining operations. See more in<br>Hydro's annual report page The Alvnorte Stutiation in Hydro's Annual Report 2018.<br>See our <i>Risk review and The Hydro share</i> in the <i>Governance</i> chapter, information on <i>Hydro</i><br><i>Bauxite &amp; Alumina</i> in the chapter <i>Our business</i> .<br>See our commitments online: https://www.hydro.com/en/media/on-the-agenda/the-alunorte-<br>situation/our-commitments/<br>See our HSE Policy online:<br>https://www.hydro.com/Eo/winert/Index?name=Health%2C%20Safety%2C%20Security%2C%<br>20Envtronment%20%28HSE%29%20.pdf<br>This Hydro defined topic is identified in response to customer requests related to tin (Sn),<br>tantalum (Ta), tungsten (Tu) and gold (Au). These metals are known to be at risk for coming<br>from conflict areas (conflict minerals). Hydro does not use such metals as alloying metals, but is<br>still developing a common approach to the identification of possible other sources. Hydro<br>analyses have shown very small amounts of tin in certain recycled aluminium alloys. We are not<br>able to detect the source of tin in such cases.<br>This Hydro defined disclosure (HDD) is reported under the G4 Electric Utilities Sector<br>Supplement aspect Disaster/Emergency Planning and Response.<br>See Note S10.6 to the <i>Sustainability Statements</i> in the annual report.<br>See our response to GRI Standard 3-3 in this index.<br>See sour response to GRI Standard 3-3 in this index.  |                | Principles 2-4 | Criterion 2.6            |
| Hydro defined<br>Conflict Minerco<br>Disclosure<br>on<br>management<br>approach<br>HDD-1<br>Data Privacy<br>Disclosure<br>on<br>management<br>aporoach<br>minovation<br>Disclosure<br>on<br>management<br>approach                | aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: Communities adjacent to mining operations will be concerned about the hazards and risks the operations generate. Information is sought on the existence of emergency plans, how they are prepared (consultation, rehearsal, regular review and modification), and their content (arrangements for the management of crises should they arise); this will assist community understanding of risks. A fast and effective local response to an incident, based on an adequately informed and prepared (consultation) properly and the environment.  topics as Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.  Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.  Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.  Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.  Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.  | flooding. Our refinery operations in Barcarena are linked to our mining operations. See more in<br>Hydro's annual report page The Alvnorte Stutiation in Hydro's Annual Report 2018.<br>See our <i>Risk review and The Hydro share</i> in the <i>Governance</i> chapter, information on <i>Hydro</i><br><i>Bauxite &amp; Alumina</i> in the chapter <i>Our business</i> .<br>See our commitments online: https://www.hydro.com/en/media/on-the-agenda/the-alunorte-<br>situation/our-commitments/<br>See our HSE Policy online:<br>https://www.hydro.com/Eournent/Index?name=Health%2C%20Safety%2C%20Security%2C%<br>20Envtronment%20%28HSE%29%20.pdf<br>This Hydro defined topic is identified in response to customer requests related to tin (Sn),<br>tantalum (Ta), tungsten (Tu) and gold (Au). These metals are known to be at risk for coming<br>from conflict areas (conflict minerals). Hydro does not use such metals as alloying metals, but is<br>still developing a common approach to the identification of possible other sources. Hydro<br>analyses have shown very small amounts of tin in certain recycled aluminium alloys. We are not<br>able to detect the source of tin in such cases.<br>This Hydro defined disclosure (HDD) is reported under the G4 Electric Utilities Sector<br>Supplement aspect Disaster/Emergency Planning and Response.<br>See Note S10.6 to the <i>Sustainability Statements</i> in the annual report.<br>See our response to GRI Standard 3-3 in this index.<br>See section <i>Innovation and technology transition</i> in the <i>Sustainability</i> chapter in the annual<br>report.  |                | Principles 2-4 |                          |
| Hydro defined<br>Conflict Minerco<br>Disclosure<br>on<br>management<br>approach<br>HDD-1<br>Data Privacy<br>Disclosure<br>on<br>management<br>aporoach<br>minovation<br>Disclosure<br>on<br>management<br>approach                | aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: Communities adjacent to mining operations will be concerned about the hazards and risks the operations generate. Information is sought on the existence of emergency plans, how they are prepared (consultation, rehearsal, regular review and modification), and their content (arrangements for the management of crises should they arise); this will assist community understanding of risks. A fast and effective local response to an incident, based on an adequately informed and prepared community, can be the most important factor in limiting injury to people as well as damage to property and the environment. topics als Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. | flooding. Our refinery operations in Barcarena are linked to our mining operations. See more in<br>Hydro's annual report page The Alvnorte Stuation in Hydro's Annual Report 2018.<br>See our <i>Risk review and The Hydro share</i> in the <i>Governance</i> chapter, information on <i>Hydro</i><br><i>Bauxite &amp; Alumina</i> in the chapter <i>Our business</i> .<br>See our commitments online: https://www.hydro.com/en/media/on-the-agenda/the-alunorte-<br>situation/our-commitments/<br>See our HSE Policy online:<br>https://www.hydro.com/Eo/ument/Index?name=Health%2C%20Safety%2C%20Security%2C%<br>20Envtronment%20%28HSE%29%20.pdf<br>This Hydro defined topic is identified in response to customer requests related to tin (Sn),<br>tantalum (Ta), tungsten (Tu) and gold (Au). These metals are known to be at risk for coming<br>from conflict areas (conflict minerals). Hydro does not use such metals as alloying metals, but is<br>still developing a common approach to the identification of possible other sources. Hydro<br>analyses have shown very small amounts of tin in certain recycled aluminium alloys. We are not<br>able to detect the source of tin in such cases.<br>This Hydro defined disclosure (HDD) is reported under the G4 Electric Utilities Sector<br>Supplement aspect Disaster/Emergency Planning and Response.<br>See Note S10.6 to the <i>Sustainability Statements</i> in the annual report.<br>See our response to GRI Standard 3-3 in this index and <i>Why is it important</i> and <i>Our approach</i><br>in the <i>Ethics and compliance</i> section of the <i>Sustainability</i> chapter in the annual<br>report.<br>Hydro's response to GRI-201-4 is also relevant for this indicator.<br>See information in <i>Corporate governance</i> in the <i>Governance</i> chapter and Note S8 to the  |                | Principles 2-4 | Criterion 2.6            |
| Hydro defined<br>Conflict Minera<br>Disclosure<br>Disclosure<br>Cyber security<br>HDD-1<br>Data Privacy<br>Disclosure<br>management<br>approach<br>Innovation<br>Disclosure   | aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: Communities adjacent to mining operations will be concerned about the hazards and risks the operations generate. Information is sought on the existence of emergency plans, how they are prepared (consultation, rehearsal, regular review and modification), and their content (arrangements for the management of crises should they arise); this will assist community understanding of risks. A fast and effective local response to an incident, based on an adequately informed and prepared (consultation) properly and the environment.  topics as Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.  Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.  Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.  Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.  Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.  | flooding. Our refinery operations in Barcarena are linked to our mining operations. See more in<br>Hydro's annual report page The Alunorte Stuation in Hydro's Annual Report 2018.<br>See our <i>Risk review and The Hydro share</i> in the <i>Governance</i> chapter, information on <i>Hydro</i><br><i>Bauxite &amp; Alumina</i> in the chapter <i>Our business</i> .<br>See our <i>Risk review and The Hydro share</i> in the <i>Governance</i> chapter, information on <i>Hydro</i><br><i>Bauxite &amp; Alumina</i> in the chapter <i>Our business</i> .<br>See our HSE Policy online:<br>https://www.hydro.com/Document/Index?name=Health%2C%20Safety%2C%20Security%2C%<br>20Environment%20%28HSE%29%20.pdf<br>This Hydro defined topic is identified in response to customer requests related to lin (Sn).<br>tantalum (Ta), Jungsten (Tu) and gold (Au). These metals are known to be at risk for coming<br>from conflict areas (conflict minerals). Hydro does not use such metals as alloying metals, but is<br>still developing a common approach to the identification of possible other sources. Hydro<br>analyses have shown very small amounts of thin certain recycled aluminium alloys. We are not<br>able to detect the source of thin in such cases.<br>This Hydro defined disclosure (HDD) is reported under the G4 Electric Utilities Sector<br>Supplement aspect Disaster/Emergency Planning and Response.<br>See Note S10.6 to the <i>Sustainability Statements</i> in the annual report.<br>See our response to GRI Standard 3-3 in this index.<br>See sour seponse to GRI Standard 3-3 in this index.<br>See section <i>Innovation and technology transition</i> in the <i>Sustainability</i> chapter in the annual<br>report.<br>Hydro's response to GRI Standard 3-3 in this index.<br>See section <i>Innovation and technology transition</i> in the <i>Sustainability</i> chapter in the annual<br>report. |                | Principles 2-4 |                          |