

GRI index 2021

Global reporting Initiative (GRI) is a independent international standards organisation which has developed the world’s most widely used framework for sustainability reporting. The GRI guidelines consist of reporting principles, aspects and indicators that organizations can use to disclose information related to economic, environmental and social performance. This report has been prepared in accordance with the GRI Standards: Core option.

The table below shows Hexagon reporting relative to the GRI Standards guidelines.

GENERAL DISCLOSURES

| GRI § | Description | Information |
|-------------------------------|--|---|
| Organisational profile | | |
| 102-1 | Name of the organization | Hexagon Composites ASA |
| 102-2 | Activities, brands, products, and services | Sustainability report 2021: p. 52, 60-64, Corporate website: https://hexagongroup.com/about |
| 102-3 | Location of headquarters | Korsegata 4B, 6003 Ålesund, Norge |
| 102-4 | Location of operations | Sustainability report 2021: p. 52, Annual report 2021: p. 8 Corporate website: https://hexagongroup.com/about |
| 102-5 | Ownership and legal form | Annual report 2021: p. 8, https://hexagongroup.com |
| 102-6 | Markets served | Sustainability report 2021: p. 52, 60-64 Annual report 2021: p. 6-8, Corporate website: https://hexagongroup.com/markets |
| 102-7 | Scale of the organization | Annual report 2021: p. 5-12 |
| 102-8 | Information on employees and other workers | Sustainability report 2021: p. 81-82 |
| 102-9 | Supply chain | Sustainability report 2021: p. 73-74 |
| 102-10 | Significant changes to the organization and its supply chain | N/A |

| GRI § | Description | Information |
|-------------------------------|--|---|
| 102-11 | Precautionary Principle or approach | As a signatory to the UN Global Compact we respect Principle 7 and it represents a guiding principle in assessing and managing risks related to the environment, HSSE, the supply chain, and other areas as described throughout this report. |
| 102-12 | External initiatives | UN Sustainable Development Goals (UN SDG) Global reporting Initiative (GRI) UN Global Compact (UNGC) |
| 102-13 | Membership of associations | Hydrogen council, NGVA Europe, NGVAmerica, WLPGA, hydrogen.no, Europe Liquid gas Europe |
| Strategy | | |
| 102-14 | Statement from senior decision-maker | Sustainability report 2021: p. 53-54 |
| Ethics and integrity | | |
| 102-16 | Values, principles, standards, and norms of behaviour | Sustainability report 2021: p. 2, 4. Corporate website: https://hexagongroup.com/sustainability/ethics-compliance |
| 102-18 | Governance structure | Sustainability report 2021: p. 56, Annual report: p. 42-46 |
| Stakeholder engagement | | |
| 102-40 | List of stakeholder groups | Sustainability report 2021: p. 57 |
| 102-42 | Identifying and selecting stakeholders | Sustainability report 2021: p. 52 |
| 102-43 | Approach to stakeholder engagement | Sustainability report 2021: p. 57 |
| 102-44 | Key topics and concerns raised | Greenhouse gas emissions and recycling have been key topics raised by investors during dialogue in 2021. |
| Reporting practice | | |
| 102-45 | Entities included in the consolidated financial statements | Sustainability report 2021: p. 52 |
| 102-46 | Defining report content and topic Boundaries | Sustainability report 2021: p. 52, 58 |
| 102-47 | List of material topics | Sustainability report 2021: p. 58 |
| 102-48 | Restatements of information | Greenhouse gas emissions have been restated for 2020, due to improved reporting and data quality |
| 102-49 | Changes in reporting | Improved process and data |

| GRI § | Description | Information |
|--------|--|---|
| 102-50 | Reporting period | 01.01-2021-31.12.2021 |
| 102-51 | Date of most recent report | 2020 |
| 102-52 | Reporting cycle | Annual |
| 102-53 | Contact point for questions regarding the report | p. 184 |
| 102-54 | Claims of reporting in accordance with the GRI Standards | GRI Core |
| 102-55 | GRI content index | This document |
| 102-56 | External assurance | The indicators marked with ● in the column External assurance in the Topic-Specific Standards table on the next p. were externally assured by EY |

SPECIFIC DISCLOSURES

| Description | External assurance | Disclosure number | Chapter in report | Page in report | Omitted information & reason | Explanation to address omission |
|--|--------------------|-------------------|--|--|--|---|
| Our contribution through our solutions | | | | | | |
| Management approach | ● | 103-1 | Hexagon's contribution through its solutions | Sustainability report 2021: p. 60-64 | | |
| Management approach | ● | 103-2 | Hexagon's contribution through its solutions | Sustainability report 2021: p. 60-64 | | |
| Management approach | ● | 103-3 | Hexagon's contribution through its solutions | Sustainability report 2021: p. 60-64 | | |
| Annually GHG emission saved by using Hex products (transportation) | ● | Hex own | Hexagon's contribution through its solutions | Sustainability report 2021: p. 59 | | |
| Minimizing our operational environmental footprint | | | | | | |
| Management approach | ● | 103-1 | Minimizing our operational environmental footprint | Sustainability report 2021: p. 65-66 | | |
| Management approach | ● | 103-2 | Minimizing our operational environmental footprint | Sustainability report 2021: p. 65-66 | | |
| Management approach | ● | 103-3 | Minimizing our operational environmental footprint | Sustainability report 2021: p. 65-66 | | |
| Energy | | | | | | |
| Energy consumption within the organization | | 302-1 | Our total carbon footprint | a) p. 66, b) p. 66, c) i. p. 66, ii. 66 d) NA, e) p. 67, f) p. 67, g) p. 67 | c) iii, iv: not currently reported due to lack of available information d) not applicable | We are working on improving our energy and climate reporting and hope to report these omissions in 2022 |

| Description | External assurance | Disclosure number | Chapter in report | Page in report | Omitted information & reason | Explanation to address omission |
|--|--------------------|-------------------|----------------------------|---|--|---|
| Emissions | | | | | | |
| Direct (Scope 1) GHG emissions | ● | 305-1 | Our total carbon footprint | a) p. 62, b) p. 70, c) 8 tCO ₂ e, d-g) p. 70 | | |
| Energy indirect (Scope 2) GHG emissions | ● | 305-2 | Our total carbon footprint | a) p. 62, b) p. 62, c) p. 70, d) p. 70, e) p. 70 , f) Operational control, g) p. 70 | | |
| Other indirect (Scope 3) GHG emissions | ● | 305-3 | Our total carbon footprint | a) p. 70, b) p. 70, c) NA d) reported on the most material Scope 3 category - Category 1 - Purchased goods and services e) iii., New methodology usedn in 2022 which required recalculation of 2020 data f) p. 70, g) p. 70 | c) Biogenic emissions Data not available | Currently unknown if biogenic emissions occur in our supply chain. We will be carrying out a review of our indirect environmental impacts in 2022 to ascertain if this is relevant. |
| Resource use & waste management | | | | | | |
| Management approach | ● | 103-1 | our approach | Sustainability report 2021: p. 65-66 | | |
| Management approach | ● | 103-2 | our approach | Sustainability report 2021: p. 65-66 | | |
| Management approach | ● | 103-3 | our approach | Sustainability report 2021: p. 65-66 | | |
| Waste Management | | | | | | |
| Waste generation and significant waste-related impacts | ● | 306-1 (2020) | waste and circularity | i) p. 66 ii) p. 69 | | |
| Management of significant waste-related impacts | ● | 306-2 (2020) | waste and circularity | p. 66-69 | | |
| Waste generated | ● | 306-3 (2020) | waste and circularity | p. 66-69 | | |
| Materials | | | | | | |
| Total materials used | ● | 301-1 | Our total carbon footprint | Sustainability report 2021: p. 65-67 | Packaging material volumes are not currently measured | We will seek to find a system to measure these for future reporting |
| Recycled materials | ● | 301-2 | Our total carbon footprint | Sustainability report 2021: p. 65-67 | Disclosures not currently reported due to unavailable data | We will seek to find a system to measure these for future reporting |

| Description | External assurance | Disclosure number | Chapter in report | Page in report | Omitted information & reason | Explanation to address omission |
|--|--------------------|-------------------|-----------------------------|--------------------------------------|--|--|
| Responsible procurement | | | | | | |
| Management approach | ● | 103-1 | Responsible Procurement | Sustainability report 2021: p. 73 | | |
| Management approach | ● | 103-2 | Responsible Procurement | Sustainability report 2021: p. 73 | | |
| Management approach | ● | 103-3 | Responsible Procurement | Sustainability report 2021: p. 73 | | |
| Supplier social assessments | | | | | | |
| New suppliers that were screened using social criteria | | 414-1 | Responsible Procurement | p. 73 | a) Data not available | We will update our supplier management system in order to report in 2022 |
| Negative social impacts in the supply chain and actions taken | | 414-2 | Procurement | p. 73-74 | a), b), c), d), e) Data not available | We will update our supplier management system in order to report in 2022 |
| Supplier environmental assessments | | | | | | |
| New suppliers that were screened using environmental criteria | | 308-1 | Responsible procurement | p. 74 | a) Data not available | We will update our supplier management system in order to report in 2022 |
| Negative environmental impacts in the supply chain and actions taken | | 308-2 | Responsible procurement | p. 74 | a), b), c), d), e) Data not available | We will update our supplier management system in order to report in 2022 |
| Product safety and compliance | | | | | | |
| Management approach | ● | 103-1 | Product safety & compliance | Sustainability report 2021: p. 71-72 | | |
| Management approach | ● | 103-2 | Product safety & compliance | Sustainability report 2021: p. 71-72 | | |
| Management approach | ● | 103-3 | Product safety & compliance | Sustainability report 2021: p. 71-72 | | |
| Product health and safety | ● | 416-1 | Product safety & compliance | Sustainability report 2021: p. 71-72 | | |

| Description | External assurance | Disclosure number | Chapter in report | Page in report | Omitted information & reason | Explanation to address omission |
|--|--------------------|-------------------|----------------------|--------------------------------------|--|--|
| Responsible employer | | | | | | |
| Management approach | ● | 103-1 | Responsible employer | Sustainability report 2021: p. 75-76 | | |
| Management approach | ● | 103-2 | Responsible employer | Sustainability report 2021: p. 75-76 | | |
| Management approach | ● | 103-3 | Responsible employer | Sustainability report 2021: p. 75-76 | | |
| Occupational health & safety | | | | | | |
| Occupational health and safety management system | ● | 403-1 | Responsible employer | Sustainability report 2021: p. 76-77 | | |
| Hazard identification, risk assessment, and incident investigation | ● | 403-2 | Responsible employer | Sustainability report 2021: p. 77-78 | | |
| Occupational health services | ● | 403-3 | Responsible employer | Sustainability report 2021: p. 77-78 | | |
| Worker participation, consultation, and communication on occupational health and safety | ● | 403-4 | Responsible employer | GRI index | | |
| Worker training on occupational health and safety | ● | 403-5 | Responsible employer | Sustainability report 2021: p. 77-78 | | |
| Promotion of worker health. The company promotes a healthy lifestyle through common activities, sponsoring of gym membership and mental health. All employees have access to external health services through the company. In North America, employees have access to a 24 hour Nurse line, promotion of annual dental exams which are partly covered by the company, in addition the company organizes wellness activities throughout the year. | ● | 403-6 | Responsible employer | | | |
| Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | ● | 403-7 | Responsible employer | Sustainability report 2021: p. 77-78 | | |
| Work related injuries | ● | 403-9 | Responsible employer | Sustainability report 2021: p. 76-77 | a) ii b) i-v), c) i-iii), d), f) Data not available | We seek to establish a reporting system in order to report in 2022 |

| Description | External assurance | Disclosure number | Chapter in report | Page in report | Omitted information & reason | Explanation to address omission |
|--|--------------------|-------------------|--|--|--|---|
| Employee satisfaction, training and engagement | | | | | | |
| Management approach | ● | 103-1 | Workforce development and Hexagon University | p .78-79 | | |
| Management approach | ● | 103-2 | Workforce development and Hexagon University | p. 78-79 | | |
| Management approach | ● | 103-3 | Workforce development and Hexagon University | p. 78-79 | | |
| Programs for upgrading employee skills and transition assistance programs | ● | 404-2 | Workforce development and Hexagon University | p. 78-80 | b) Data not available | We will seek to establish a reporting system in order to report in 2022 |
| Percentage of employees receiving regular performance and career development reviews | | 404-3 | Workforce development and Hexagon University | Omitted | Disclosures not currently reported due to unavailable data | We seek to establish a reporting system in order to report in 2022 |
| Diversity | | | | | | |
| Diversity of governance bodies and employees | ● | 405-1 | Diversity and inclusion | Additional information | | |
| Number of "Great Place to Work" Certified locations (countries) | | Hex own | Workforce development and Hexagon University | | Data not available | reporting cycle has changed |
| Results from Great place to work survey | | Hex own | Workforce development and Hexagon University | | Data not available | reporting cycle has changed |
| Per cent of employees who have attended "The Hexagon Way" training | | Hex own | Workforce development and Hexagon University | | Data not available | reporting cycle has changed |
| Employee total turnover (voluntary and involuntary) | | Hex own | Workforce development and Hexagon University | | Data not available | reporting cycle has changed |
| Percentage female employees | | Hex own | Workforce development and Hexagon University | | Data not available | reporting cycle has changed |

| Description | External assurance | Disclosure number | Chapter in report | Page in report | Omitted information & reason | Explanation to address omission |
|--|--------------------|-------------------|--|--------------------------------------|------------------------------|---------------------------------|
| Overall Score on Great Places survey for survey question: "People here are treated fairly regardless of their gender". | | Hex own | Workforce development and Hexagon University | | Data not available | reporting cycle has changed |
| Overall Score on Great Places survey for survey question: "I'm proud to tell others I work here" | | Hex own | Workforce development and Hexagon University | | Data not available | reporting cycle has changed |
| Governance | | | | | | |
| Management approach | ● | 103-1 | Business-ethics and anti-corruption | Sustainability report 2021: p. 83-84 | | |
| Management approach | ● | 103-2 | Business-ethics and anti-corruption | Sustainability report 2021: p. 83-84 | | |
| Management approach | ● | 103-3 | Business-ethics and anti-corruption | Sustainability report 2021: p. 83-84 | | |
| Anti-corruption | | | | | | |
| Confirmed incidents of corruption | ● | 205-3 | Business-ethics and anti-corruption | Sustainability report 2021: p. 83-84 | | |