

GRI 2012

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| PROFILE | | |
| Strategy and Analysis | | |
| 1.1 | Statement from the most senior decision maker of the organization | 6, 38-41 |
| 1.2 | Description of key impacts, risks, and opportunities. | 6, 7, 15 38, 40-41 |
| Organizational Profile | | |
| 2.1 | Name of the organization | Norske Skogindustrier ASA |
| 2.2 | Primary brands, products, and/or services | 5, 7 |
| 2.3 | Operational structure of the organisation | 40 |
| 2.4 | Location of organization's headquarters | Oksenøyveien 80, 1326 |
| 2.5 | Countries where the organization operates | 5 |
| 2.6 | Nature of ownership and legal form | 129 |
| 2.7 | Markets served | 7, 39 |
| 2.8 | Scale of the reporting organisation | 3, 5,18, 34-35 |
| 2.9 | Significant changes in size, structure, or ownership | 4, 7, 39 |
| 2.10 | Awards received in the reporting period | 10 , 16-17, 18, 21 |
| Report Parameters | | |
| 3.1 | Reporting period | 2012 |
| 3.2 | Date of most recent previous report (if any) | Norske Skog Annual Report |
| 3.3 | Reporting cycle (annual, biennial, etc.) | Annually |
| 3.4 | Contact point for questions regarding the report or its content | Cover |
| 3.5 | Process for defining report content | 36 |
| 3.6 | Boundary of the report (e.g., countries, divisions, subsidiaries, etc). | 36, 49 |
| 3.7 | Limitations on the scope of boundary of the report | 36, 49 |
| 3.8 | Basis for reporting on joint ventures, subsidiaries etc | 36, 49 |
| 3.9 | Data measurements techniques | 27, 29 , 36, 49-55 |
| 3.10 | Effect of any re-statements of information | 49-55 |
| 3.11 | Changes in the scope, boundary, or measurement methods | 36, 49 |
| 3.12 | GRI Index table | web |
| 3.13 | External assurance for the report | 36 |
| Governance, Commitments and Engagement | | |
| 4.1 | Governance structure of the organisation | 121-129 |
| 4.2 | Whether the Chair of the highest governance body is also an executive officer | 121-123 |
| 4.3 | For unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members. | 122 |
| 4.4 | Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body. | 121-122 |
| 4.5 | Compensation for the highest governance body, senior managers, and executives | 79-80, 123-124 |
| 4.6 | Processes in place for the highest governance body to ensure conflicts of interest are avoided | 121-125 |
| 4.7 | Process for determining the qualifications and expertise of the members of the highest governance body | 122 |
| 4.8 | Internally developed statements of mission or values, codes of conduct, and principles | 15, 121, web: steering documents |
| 4.9 | Procedures of the highest governance body for overseeing the organization | 40-41, 121-123 |
| 4.10 | Processes for evaluating the highest governance body's own performance | 122-123 |
| 4.11 | Whether and how the precautionary approach or principles is addressed by the organisation | 21, 29 |
| 4.12 | Externally developed charters, principles, or other initiatives to which the organisation subscribes or endorses | 21, 23, 27, 36, 40, 121 |
| 4.13 | Memberships in associations and/or national/international advocacy organisations | 23, 36, 40-41 |
| 4.14 | List of stakeholder groups engaged by the organization | 40-41, 121-122, 125 |
| 4.15 | Basis for identification and selection of stakeholders with whom to engage | 40-41, 121-122, 125 |
| 4.16 | Approaches to stakeholder engagement | 15-19, 21, 40-41, 125, 128 |
| 4.17 | Key topics and concerns that have been raised through stakeholder engagement | 16-17, 23 |

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| ECONOMIC PERFORMANCE INDICATORS | | |
| | Management Approach | 6, 15, 125 |
| EC1 | Direct economic value generated and distributed | 3, 17, 45-46, 127 |
| EC2 | Financial implications and other risks and opportunities due to climate change. | 21, 27, 41 |
| EC3 | Coverage of the organization's defined benefit plan obligations. | 81-84 |
| EC4 | Significant financial assistance received from government. | Not reported |
| EC6 | Spending on locally-based suppliers at significant location of operation. | Not reported |
| EC7 | Procedures for local hiring proportion of senior management | Not reported |
| EC8 | Infrastructure investments and services provided primarily for public benefit | Not reported |
| ENVIRONMENTAL PERFORMANCE INDICATORS | | |
| | Management Approach | 15, 21, 27, 29, 36, 40-41, web: steering documents |
| EN1 | Materials used by weight or volume | 24-25, 29, 34-35 |
| EN2 | Percentage of materials used that are recycled input materials | 24-25, 29, 34-35 |
| EN3 | Direct energy consumption by primary energy source | 27, 29, 34-35 |
| EN4 | Indirect energy consumption by primary source | Not reported |
| EN5* | Energy saved due to conservation and efficiency improvements | 26, 33 |
| EN6* | Initiatives for energy-efficiency and renewable energy-based products and services | 26, 33 |
| EN8 | Total water withdrawal by source | 29, 30-31, 34-35 |
| EN11 | Location and size of land in areas of high biodiversity value outside protected areas | Not reported |
| EN12 | Impacts on biodiversity in protected areas and areas of high biodiversity | Not reported |
| EN13 | Habitats protected or restored | Not reported |
| EN14 | Managing impacts on biodiversity | 24-25 |
| EN16 | Total direct and indirect greenhouse gas emissions by weight | 27, 29, 34-35 |
| EN17 | Other relevant indirect greenhouse gas emissions by weight | Not reported |
| EN18* | Initiatives to reduce greenhouse gas emissions and reductions achieved | 21, 27, 33 |
| EN19 | Emissions of ozone-depleting substances by weight | Not reported |
| EN20 | NOx, SOx, and other significant air emissions by type and weight | 29, 32 |
| EN21 | Total water discharge by quality and destination | 29, 32, 34-35 |
| EN22 | Total weight of waste by type and disposal method | 29, 32, 34-35 |
| EN23 | Total number and volume of significant spills | 32 |
| EN26 | Environmental impacts of products and services, and extent of impact mitigation | Not reported |
| EN27 | Percentage of products sold and their packaging materials that are reclaimed by category | 24-25 |
| EN28 | Significant fines and sanctions for non-compliance with environmental laws and regulations | No incidents recorded |
| EN29* | Environmental impacts of transporting products, materials, and members of the workforce | 27, 33 |
| EN30* | Total environmental protection expenditures and investments by type | 33 |

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| SOCIAL PERFORMANCE INDICATORS | | |
| Labor Practices and Decent Work | | |
| | Management Approach | 6, 15-18, 40, web: steering documents |
| LA1 | Total workforce by employment type, employment contract, and region | 18 |
| LA2 | Employee turnover by age group, gender, and region | 18 |
| LA4 | Percentage of employees covered by collective bargaining agreements | 40 |
| LA5 | Minimum notice period(s) regarding operational changes | Not reported |
| LA6* | Formal joint management-worker health and safety committees | 15-18, 40 |
| LA7 | Injuries, occupational diseases, lost days, absenteeism, and work-related fatalities | 16-18, 40 |
| LA8 | Education, training, prevention, and risk-control programs in place regarding serious diseases | Not reported |
| LA9* | Health and safety topics covered in formal agreements with trade unions | 15-18, web: steering documents |
| LA10 | Average hours of training per year per employee by employee category | Not reported |
| LA13 | Diversity within governance bodies and employee categories | 18, 40 |
| LA14 | Ratio of basic salary of men to women by employee category | Not reported |
| Human Rights | | |
| | Management Approach | 15, 36, 40-41, web: steering documents |
| HR1 | Human rights clauses or screening related to investment agreements | Not reported |
| HR2 | Screening of suppliers and contractors regarding human rights | Not reported |
| HR4 | Total number of discrimination and actions taken | Not reported |
| HR5 | Freedom of association and collective bargaining | 15, 40 web: steering documents |
| HR6 | Child labor, and measures taken to contribute to the elimination of child labor | 15, web: steering documents |
| HR7 | Forced or compulsory labor | 15, web: steering documents |
| Society | | |
| | Management Approach | 15-20, 38-39, web: steering |
| SO1 | Impacts of operations on communities, including entering, operating, and exiting | 15-20 |
| SO2 | Percentage and total number of business units analyzed for risks related to corruption. | Not reported |
| SO3 | Percentage of employees trained in organization's anti-corruption policies and procedures. | Not reported |
| SO4 | Actions taken in response to incidents of corruption. | No incidents recorded |
| SO5 | Public policy positions and participation in public policy development and lobbying | Not reported |
| SO6 | Contributions to political parties, politicians, and related institutions | No incidents recorded |
| SO7 | Legal actions for anticompetitive behaviour, antitrust, and monopoly practices. | No incidents recorded |
| SO8 | Fines and non-monetary sanctions for non-compliance with laws and regulations | No incidents recorded |
| Product Responsibility | | |
| | Management Approach | 21, 24-25, 41 |
| PR1 | Health and safety impacts of products and services assessed for improvement | Not reported |
| PR3 | Product and service subject to information requirements | Not reported |
| PR6 | Adherence to laws, standards, and voluntary codes related to marketing communications | Not reported |
| PR7* | Non-compliance with regulations and voluntary codes concerning marketing communications | No incidents recorded |
| PR8* | Complaints regarding breaches of customer privacy and losses of customer data | No incidents recorded |
| PR9 | Fines for non-compliance with laws and regulations concerning provision and use of products | No incidents recorded |

* GRI Additional Performance Indicator