

GRI STANDARDS INDEX 2023

Norske Skog has reported in accordance with the GRI Standards for the period 2023.

Following the materiality analysis - the table below covers aspects that are considered to be the most material ones to our stakeholders and/or the company. For more information on GRI Standards and on the individual disclosures, see GRI's homepages, www.globalreporting.org. The index refers to where information about each GRI disclosure can be found in the Norske Skog – Annual Report 2023, regardless of whether they are fully or partly reported relative to GRI.

AR = Annual Report 2023

SR = Sustainability Report 2023, part of Annual Report 2023

Disclosure description		Reference and/or response
GRI 2 – General Disclosures		
The Organization and its reporting practices		
2- 1	Organizational details	SR - 3 Corporate governance AR - Note 20 Shares SR - About Norske Skog`s operations SR - Key figures operations
2- 2	Entitites included in the organization's sustainability reporting	AR – Consolidated financial statement
2- 3	Reporting period, frequency and contact point	SR - GRI Standards index 2023
2- 4	Restatements of information	No significant restatements
2- 5	External assurance	SR - 3 Corporate governance SR - Independent auditor`s assurance report
Activities and workers		
2- 6	Activities, value chain and other business relationships	SR - About Norske Skog`s operations AR - About Norske Skog
2- 7	Employees	SR - Key figures employees
2- 8	Workers who are not employees	Norske Skog`s business is mainly managed and carried out by its own employees. For larger projects Norske Skog hires additional resources.
Governance		
2- 9	Governance structure and composition	https://www.norskeskog.com/sustainability/governance
2-10	Nomination and selection of the highest governance body	https://www.norskeskog.com/sustainability/governance
2-11	Chair of the highest governance body	SR - 3 Corporate Governance https://www.norskeskog.com/sustainability/governance

2-12	Role of the highest governance body in overseeing the management of impacts	SR – 3 Corporate Governance SR - Double Materiality analysis. SR - The process SR - Our Response to the TCFD recommendations
2-13	Delegation of responsibility for managing impacts	SR - Double Materiality analysis. SR - The process SR - Our Response to the TCFD recommendations
2-14	Role of the highest governance body in sustainability reporting	SR - Double Materiality analysis. SR - The process SR - Our Response to the TCFD recommendations
2-15	Conflicts of interest	SR – 3 Corporate Governance www.norskeskog.com/sustainability/governance
2-16	Communication of critical concerns	SR – 3 Corporate Governance www.norskeskog.com/sustainability/governance
2-17	Collective knowledge of the highest governance body	SR - Double Materiality analysis. SR - The process SR – 3 Corporate Governance
2-18	Evaluation of the performance of the highest governance body	SR - Double Materiality analysis. SR – 3 Corporate Governance
2-19	Remuneration policies	https://www.norskeskog.com/sustainability/governance/remuneration-of-leading-personnel
2-20	Process to determine remuneration	https://www.norskeskog.com/sustainability/governance/remuneration-of-leading-personnel
2-21	Annual total compensation ratio	Annual compensation ratio: 8,0 Change in annual total compensation: -18,4 The large reduction in compensation rate for 2023 due to the shortfall in accounting effects of valuing the synthetic options in the long-term incentive plan for 2022.
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	SR - Navigation through uncertain waters
2-23	Policy commitments	SR – 2 Social - Own workforce SR – 3 Corporate governance www.norskeskog.com/sustainability/governance/steering-guidelines
2-24	Embedding policy commitments	SR - 3 Corporate governance
2-25	Processes to remediate negative impacts	SR – 3 Corporate Governance https://www.norskeskog.com/sustainability/governance/steering-guidelines/reporting
2-26	Mechanisms for seeking advice and raising concerns	www.norskeskog.com/sustainability/governance/steering-guidelines
2-27	Compliance with laws and regulations	SR – 1 Environment SR - 2 Social SR – 3 Corporate Governance

2-28	Membership associations	SR – 2 Social - Own workforce - Other work-related rights
Stakeholder engagement		Reference and/or response
2-29	Approach to stakeholder engagement	SR - Double materiality analysis
2-30	Collective bargaining agreements	SR - 2 Social - Own workforce - Other work-related rights

GRI 3 – Material Topics		
Disclosures on materials topics		
3-1	Process to determine material topics	SR - Double Materiality analysis. SR - The process SR - Results of the Materiality Assessment
3-2	List of material topics	SR - Double Materiality analysis. SR - The process SR - Results of the Materiality Assessment
3-3	Management of material topics	SR – 1 Environment SR - 2 Social SR – 3 Corporate Governance
Economic performance		Reference and/or response
201-1	Direct economic value generated and distributed	AR - Key figures; Consolidated financial statements and notes
201-2	Financial implications and other risks and opportunities due to climate change	SR - Climate change SR - Double materiality analysis
201-3	Defined benefit plan obligations and other retirement plans	AR - Consolidated financial statements, Note 26
Anti-corruption		Reference and/or response
205-3	Confirmed incidents of corruption and actions taken	No reported incidents during the reporting period.
Anti-competitive behavior		Reference and/or response
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	SR – 3 Corporate Governance
Materials		Reference and/or response
301-1	Materials used by weight or volume	SR - About Norske Skog's operations SR - Key figures operations
301-2	Materials used by weight or volume	SR - About Norske Skog's operations SR - Key figures operations
Energy		Reference and/or response
302-1	Energy consumption within the organisation	SR – 1 Environment - Climate change - Energy
302-3	Energy intensity	SR – 1 Environment - Climate change - Energy
302-4	Reduction of energy consumption	SR – 1 Environment - Climate change - Energy

Water		
303-3	Water withdrawal	SR - Water and marine resources SR - Key figures
303-4	Water discharge	SR - Water and marine resources SR - Key figures
303-5	Water consumption	SR - Key figures
Biodiversity		
304-2	Significant impacts of activities, products and services on biodiversity	SR – 1 Environment - Biodiversity and ecosystems
Emissions		
305-1	Direct (Scope 1) GHG Emissions	SR – 1 Environment - Climate change SR - Key figures
305-2	Energy indirect (Scope 2) GHG emissions	SR – 1 Environment - Climate change SR - Key figures
305-3	Other indirect (Scope 3) GHG emissions	SR – 1 Environment - Climate change SR - Key figures
305-4	GHG emissions intensity	SR – 1 Environment - Climate change
305-5	Reduction of GHG emissions	SR – 1 Environment - Climate change
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	SR - Pollution SR - Key figures SR – 1 Environment - Climate change
Waste		
306-3	Waste generated	SR – 1 Environment - Waste performance
306-4	Waste diverted from disposal	SR – 1 Environment - Waste performance
306-5	Waste directed to disposal	SR – 1 Environment - Waste performance
Employment		Reference and/or response
401-1	New employee hires and employee turnover	SR – 2 Social - Own Workforce - Other work-related rights SR – Key figures employees
Labor/Management relations		Reference and/or response
402-1	Minimum notice periods regarding operational charges	Follow national laws and practice
Occupational health and safety		Reference and/or response
403-8	Workers covered by an occupational health and safety management system	SR – 2 Social - Own Workforce - Working conditions
403-9	Work-related injuries	SR - Ambition and performance - Key figures - employees SR – 2 Social - Own Workforce - Working conditions
Diversity and equal opportunity		Reference and/or response

405-1	Diversity of governance bodies and employees	SR – 2 Social - Own Workforce - Other work-related rights SR - Key figures employees
Non-discrimination		Reference and/or response
406-1	Incidents of discrimination and corrective actions taken	SR – 2 Social - Own Workforce - Other work-related rights No reported incidents during the reporting period.
Freedom of associations and collective bargaining		Reference and/or response
407-1	Operations and suppliers in which the right to freedom of associations and collective bargaining may be at risk	SR - 2 Social – Respecting Human Right
Child labour		Reference and/or response
408-1	Operations and suppliers at significant risk for incidents of child labour.	SR – 2 Social – Respecting Human Right
Forced or compulsory labour		Reference and/or response
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	SR – 2 Social – Respecting Human Right
Local communities		Reference and/or response
413-2	Operations with significant actual and potential negative impacts on local communities	SR - Affected communities (ESRS S3) Communities’ economic and social and cultural rights