ASI CERTIFICATION
PERFORMANCE STANDARD

PRESENTED TO

Hydro Bauxite & Alumina

CERTIFICATE NUMBER	ASI STANDARD	CERTIFICATION LEVEL	ASI ACCREDITED AUDITING FIRM
24	PERFORMANCE STANDARD (V3.1 2023)	PROVISIONAL CERTIFICATION	DNV BUSINESS ASSURANCE SERVICES UK LTD.
DATE OF ISSUE	**DATE OF EXPIRY**	**CERTIFIED SINCE**	
1 OCTOBER 2026	30 SEPTEMBER 2027	29 MAY 2019	

AUTHORISED BY

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Validity of this Certificate is subject to continued conformance with the applicable ASI Standard and can be verified at
www.Aluminium-stewardship.org

CERTIFICATION SCOPE

Hydro Bauxite & Alumina including the Paragominas Bauxite Mine (Brazil), Alunorte Alumina Refinery (Brazil), NHB Belém Office (Brazil), Bauxite & Alumina Commercial Office (Switzerland) and the Corporate Office (Norway).

* Provisional Certification is valid for the period of one year, during which the company can address the non-conformances assessed and subsequently seek full certification

AUDIT REPORT **PERFORMANCE STANDARD**

OVERVIEW

MEMBER NAME	Hydro
ENTITY NAME	Hydro Bauxite & Alumina
CERTIFICATION SCOPE	Hydro Bauxite & Alumina including the Paragominas Bauxite Mine (Brazil), Alunorte Alumina Refinery (Brazil), NHB Belém Office (Brazil), Bauxite & Alumina Commercial Office (Switzerland) and the Corporate Office (Norway).
SUPPLY CHAIN ACTIVITIES	• Bauxite Mining • Alumina Refining
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	• Certification Audit (26 – 29 November 2018) • Surveillance Audit (15 October 2020 – 12 November 2020) • Re-Certification Audit (14 – 18 February 2022) • Re-Certification Audit and Scope Change (18 November – 11 December 2024) • Surveillance Audit (9 June – 3 July 2026)
AUDIT FIRM	DNV Business Assurance Services UK Ltd.
AUDIT DATE	• 26 – 29 November 2018 (Certification Audit) • 15 October 2020 – 12 November 2020 (Surveillance Audit) • 14 – 18 February 2022 (Re-Certification Audit) • 18 November – 11 December 2024 (Re-Certification Audit and Scope Change) • 9 June – 3 July 2026 (Surveillance Audit)
AUDIT REPORT SUBMISSION	• 2 April 2019 (Certification Audit) • 25 January 2021 (Surveillance Audit) • 27 May 2022 (Re-Certification Audit) • 10 February 2025 (Re-Certification Audit and Scope Change) • 27 August 2026 (Surveillance Audit)
AUDIT SCOPE	Certification Audit (26 – 29 November 2018) The Audit Scope covered Hydro Bauxite & Alumina including the Paragominas Bauxite Mine (Brazil), the Alunorte Alumina Refinery (Brazil) and the Corporate Office (Norway). The supply chain activities included in the Audit Scope: • Bauxite Mining • Alumina Refining All relevant Criteria in the ASI Performance Standard were included in the Audit Scope. Surveillance Audit (15 October 2020 – 12 November 2020)

	The Audit Scope covered Hydro Bauxite & Alumina including the Paragominas Bauxite Mine (Brazil), the Alunorte Alumina Refinery (Brazil) and the Corporate Office (Norway). The supply chain activities included in the Audit Scope: • Bauxite Mining • Alumina Refining All relevant Criteria in the ASI Performance Standard were included in the Audit Scope. At the time of the Audit (October - November 2020), access to facilities for all audit personnel was not possible, due to COVID-19 related travel restrictions. The Paragominas and Alunorte production sites in Brazil included an onsite audit component, whilst the Corporate Office in Norway was audited as a 'desktop' exercise, in accordance with the ASI Interim Policy regarding Audits, Audit-Related Travel and Coronavirus (v4), and included a remote review of relevant documentation. Re-Certification Audit (14 – 18 February 2022) The Audit Scope covered Hydro Bauxite & Alumina including the Paragominas Bauxite Mine (Brazil), the Alunorte Alumina Refinery (Brazil) and the Corporate Office (Norway). The supply chain activities included in the Audit Scope: • Bauxite Mining • Alumina Refining All relevant Criteria in the ASI Performance Standard were included in the Audit Scope. The Audit has been undertaken as a combined 'desktop' and on-site exercise consistent with the Entity's overall maturity level, Audit type and previous conformance ratings. Re-Certification Audit and Scope Change (18 November – 11 December 2024) The Audit Scope covered Hydro Bauxite & Alumina including the Paragominas Bauxite Mine (Brazil), Alunorte Alumina Refinery (Brazil), NHB Belém Office (Brazil), Bauxite & Alumina Commercial Office (Switzerland) and the Corporate Office (Norway). The supply chain activities included in the Audit Scope: • Bauxite Mining • Alumina Refining All relevant Criteria in the ASI Performance Standard were included in the Audit Scope. Re-Certification Audit and Scope Change (9 June – 3 July 2026) The Audit Scope covered Hydro Bauxite & Alumina including the Paragominas Bauxite Mine (Brazil), Alunorte Alumina Refinery (Brazil) and NHB Belém Office (Brazil). The supply chain activities included in the Audit Scope: • Bauxite Mining • Alumina Refining Criteria in the ASI Performance Standard relevant to a Surveillance Audit were included in the Audit Scope.
AUDIT OUTCOME	• Certification
AUDIT METHODOLOGY DECLARATION	The Auditors confirm that: ☑ The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.

	☑ The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous. ☑ The Audit Scope and Audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope. ☑ The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.
CERTIFICATION PERIOD	1 October 2026 – 30 September 2027
NEXT AUDIT TYPE	Surveillance Audit
NEXT AUDIT DATE	1 March 2027
CERTIFICATE NUMBER	24
	If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: https://Aluminium-stewardship.ethicspoint.com/ EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations. Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

ENTITY OVERVIEW

Hydro Bauxite and Alumina (the 'Entity') is owned by Norwegian-based Hydro and is located within the municipalities of Barcarena and Paragominas, in the state of Pará, Brazil. The Entity commenced operations in 2007 with a Bauxite Mine that had a nominal production capacity of 9.9 million tonnes of Bauxite per year, however it has now reached an annual production of 11.4 million tonnes. The Entity currently employs approximately 1,700 direct employees and 1,200 contractors. The Bauxite ore extracted is transported via a 244 kilometre pipeline to the Alunorte facility in Barcarena, where it is processed into Alumina.

The Hydro Alunorte refinery is considered the largest Alumina refinery in the world outside of China. It commenced production in 1995 and has a nominal production capacity of 6.3 million tonnes of Alumina per annum. The refinery currently employs approximately 2,200 people. The Alumina produced is destined both for export and to supply the Albras Aluminium Smelter, also located in Barcarena, which produces Aluminium ingots.

MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of systems, Residual Risk and performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	High	High	High	HIGH
RISKS	High	High	High	HIGH
PERFORMANCE	Medium	Medium	Medium	MEDIUM
OVERALL		HIGH		

CRITICAL INCIDENT – MARCH 2026

On 30 March 2026, a critical incident occurred at the Entity's Alunorte plant, which resulted in the fatality of a contractor. Alunorte's emergency team was activated and immediately attended to the contractor after medical assistance on site was required. After initial care on site, the worker was taken to the hospital, where he was later confirmed deceased.

At the time of the Audit, the root cause of the incident was under investigation by the authorities and Hydro had launched an internal investigation. In response to this incident, the ASI Lead Auditor has issued a Major Non-Conformance for Criterion 11.1a and subsequently a Provisional Certification has been issued. As a result, an ASI Surveillance Audit will be required within six months of the issuance of this Certificate and Audit Report. In response to this incident, the Entity immediately developed and implemented a Corrective Action Plan (titled 'Preliminary report of DTA Occurrence, April 2026'), which has been reviewed and endorsed by the ASI Lead Auditor. The CAP included 17 specific actions, the majority (12) had been completed at the time of the Audit. As the investigations are continuing, and all actions from the CAP have not been yet closed out, the Entity's response to this incident, and the outcomes of the investigations will form the focus of the next Surveillance Audit.

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Minor Non-Conformance	The Entity maintains a structured system for identifying, monitoring, and managing compliance with applicable legal and other requirements relevant to its operations. Legal compliance is evaluated through periodic external audits conducted by a specialised independent organisation, complemented by the continuous monitoring of applicable legal requirements for each operational site through a dedicated legal compliance management system. During the Audit, it was verified that the legal compliance management process has been implemented and is operational. Several legal requirements subject to annual verification had however exceeded their scheduled review dates, without the corresponding update of objective evidence required to demonstrate the continued Compliance status.
1.2 Anti-Corruption	Conformance	The Entity operates an anti-Corruption framework aligned with Applicable Law and international standards, addressing all forms of Corruption, including Extortion and Bribery. An Anti-Corruption Policy and integrity program are in place and implemented through structured training and compliance activities. The Code of Conduct is translated into multiple languages and is integrated into the Entity's compliance and Management System through periodic training, assessments, and other structured implementation activities. Refer to: Code of Conduct (EN): https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-en.pdf Code of Conduct (PT): https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-ptb.pdf The Anti-Corruption Compliance Program is available at: https://www.hydro.com/en/global/about-hydro/ethics-and-compliance/anti-corruption/ and https://www.hydro.com/globalassets/04-sustainability/hydro_anti-corruption-compliance-program-v2023.pdf
1.3a-e Code of Conduct	Conformance	The Entity has implemented a Code of Conduct that establishes principles guiding environmental, social, and governance practices. Managers are responsible for ensuring its application within their teams, supported by formal training processes tailored to each employee group. The Code of Conduct is available at: Code of Conduct (EN): https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-en.pdf Code of Conduct (PT): https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-ptb.pdf Supplier Code of Conduct: https://www.hydro.com/globalassets/download-center/supplier-code-of-conduct/supplier-code-of-conduct-2026/gp-09-02-supplier-code-of-conduct-en.pdf

CRITERION	RATING	COMMENT
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has developed a Management Policy, which includes environmental, social, and governance (ESG) practices, and has been approved by management. The Entity has implemented and maintains its ESG Policies, including the Integrated Mining Policy for Paragominas, and Integrated Management Policy for Alunorte Barcarena. Paragominas: https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/paragominas/hydro-paragominas_sgi.pdf Barcarena: https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/barcarena/alunorte/alunorte_politica-de-gestao-integrada-2024__fundo-branco.pdf Global Policy HSE Policy: https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/gp-03-01-hse-policy.pdf Policies and procedures are reviewed and updated on a regular basis, and all corporate Policies and procedures have senior management approval. The Entity communicates these Policies internally on display boards for employees, and externally as appropriate.
2.2a-c Leadership	Conformance	The Entity's senior management has demonstrated leadership and commitment to the Integrated Management System and appointed a Management Representative. This role has the authority to implement, communicate and guarantee all requirements, standards and procedures linked to the implementation of the ASI Performance Standard, including Environmental, Social and Governance Policies.
2.3a Environmental and Social Management Systems - Environmental	Conformance	The Entity has documented and locally implemented an integrated Environmental Management System and holds a valid ISO 14001 certificate.
2.3b Environmental and Social Management Systems - Social	Conformance	The Entity has established a documented Social Management System, developed according to regional and corporate guidelines. Periodic monitoring is undertaken at both the plant and regional levels for social performance. The Entity has documented and implemented an integrated Social Management System, and the Alunorte Facility is currently certified to SA8000.
2.4a-e Responsible Sourcing	Conformance	The Entity has implemented a Responsible Sourcing Policy addressing environmental, social and governance issues and a framework on a responsible supply chain, available at: https://www.hydro.com/globalassets/download-center/supplier-code-of-conduct/supplier-code-of-conduct-2026/gp-09-02-supplier-code-of-conduct-br.pdf
2.5a-g Environmental and Social Impact Assessments	Conformance	The Entity has conducted environmental, social, cultural and Human Rights Impact Assessments, including a gender analysis. The Entity demonstrated that before New Projects, Major Changes or large expansions are undertaken, it conducts risk-based environmental and social Impact Assessments, when relevant, which include evaluating

CRITERION	RATING	COMMENT
		risks for adverse Human Rights impacts - guided by the International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability: https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/performance-standards Further information is available in the Integrated Annual Report 2025: https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
2.6a-h Human Rights Impact Assessment	Conformance	The Entity has conducted environmental, social, cultural and Human Rights Impact Assessments, including a gender analysis. The Entity has implemented the DG5 Sustainability and Social Impact Report – Project M5 Report that includes: - Implementation of the community investment strategy; - Implementation, adjustment and monitoring of the Corporate Social Responsibility action plan - project and operations phase; - Sustainability and Social Impact Plan in the operations phase. Further information is available in the Integrated Annual Report 2025: https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
2.7a-f Emergency Response Plan	Conformance	The Entity has developed site-specific Emergency Response Plans in collaboration with potentially affected Stakeholder groups, such as Local Communities, Workers and their representatives, and competent authorities. The Plans are based on Hydro's Global Procedure on Emergency Preparedness Management. Refer to: https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/paragominas/plano-de-emergencia_pae-mineroduto.pdf https://www.hydro.com/br/global/sobre-a-hydro/a-hydro-no-mundo/americas/brasil/paragominas/mineracao-paragominas/barragens/ https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/barcarena/alunorte/pae-refinaria_rev-17_04092025---lgpd.pdf https://www.hydro.com/gl obalassets/08-about-hydro/hydro-worldwide/brasil/barcarena/alunorte/rt-4610606-82-g-003_r01.pdf
2.8a-d Suspended Operations	Conformance	The Entity has established a procedure for suspending operations, including a Business Resilience Plan to address situations where it may have to suspend or significantly alter operations due to factors outside its control. This procedure considers Material adverse environmental, social, and governance impacts.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has reviewed environmental, social and governance issues in the Due Diligence process for mergers and acquisitions. These elements are governed by the Entity's Capital Value Process (CVP).
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has developed and implemented processes and procedures to review environmental, social and governance issues

CRITERION	RATING	COMMENT
		related to the planning process for closure, decommissioning and divestment.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity has prepared and issued an Integrated Annual Report that addresses Governance, Performance (Environment & Energy, Labour & Human Rights, Work Conditions, Occupational Health and Safety (OH&S), Responsible Sourcing, Corporate Citizenship and Public Charity). The Report is available at: GRI Content Index 2025: https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/gri-content-index-2025.pdf Integrated Annual Report 2025: https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
3.2 Non-Compliance and Liabilities	Conformance	The Entity publicly disclosed information in the Annual Report 2023 page 157, on Material fines, judgments, penalties and non-monetary sanctions for non-compliance with Applicable Law: https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/nhar23/integrated-annual-report-2023_eng.pdf
3.3a-c Payments to Governments	Conformance	The Entity only makes, or has made on its behalf, payments to Governments on a legal and/or contractual basis. There are no contributions to political parties. https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/nhar23/integrated-annual-report-2023_eng.pdf
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has implemented accessible, transparent, and culturally appropriate mechanisms for receiving and addressing complaints, grievances, and requests for information from Stakeholders. These mechanisms are designed to be easily understood, gender sensitive, and suitable for the social context in which the Entity operates. Access is provided through the Entity's website and additional local communication channels, ensuring broad availability to external parties, including surrounding communities. A dedicated communication channel ('Direct Channel') is publicly available and allows Stakeholders to submit concerns confidentially and without fear of retaliation. Community representatives interviewed during the Audit demonstrated awareness of this mechanism and confirmed its availability and use. The effectiveness of the 'Direct Channel' is periodically assessed, and performance results are publicly disclosed, including in the Entity's Integrated Annual Report 2025 (page 268): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf 'Direct Channel' is publicly available for submitting complaints, grievances, and requests for information from any Stakeholder. Refer to: https://www.hydro.com/en/global/sustainability/environmental-social-and-governance/report-a-concern-through-alertline2/ and

CRITERION	RATING	COMMENT
		Hydro AlertLine https://secure.ethicspoint.eu/domain/media/en/gui/107963/index.html List of contact phone numbers: https://secure.ethicspoint.eu/domain/media/pt/gui/107963/phone.html; Phone (Brazil): 0800-000-0064; Phone (Brazil) for SA Certification: (021) 2038-3390.
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	In 2026, the Entity updated its Life Cycle Assessment (LCA) using a 'cradle to gate' methodology, encompassing Bauxite production at the Paragominas mine and hydrate and Alumina production at Alunorte. The study evaluated the principal environmental aspects and potential impacts associated with these operations, with the purpose of identifying improvement opportunities and enhancing the environmental performance of the products. This work reinforces the Entity's commitment to advancing sustainability across the Aluminium value chain.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity demonstrates that there are currently no customer requests for LCA data. The Entity's data is however incorporated into the Hydro downstream LCA calculations, which are coordinated by the Hydro Climate Office. This governance structure ensures that any public communication involving LCA results must be accompanied by publicly accessible information on the LCA methodology, including underlying assumptions and defined system boundaries.
4.2 Product Design	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.3a-b Aluminium Process Scrap	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.4d Collection and Recycling of Products at End of Life	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5. GHG EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity has accounted for, and publicly disclosed where Material, energy use and Greenhouse Gas (GHG) emissions by source on an annual basis in the Integrated Annual Report 2025 (page 84 and 109) and in the GHG Brazil Protocol (Gold Seal), where energy and GHG emissions data publicly disclosed are independently verified prior to its publication. Refer to: Alunorte: https://registropublicodeemissoes.fgv.br/estatistica/estatistica-participantes/4717

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		Paragominas: https://registropublicodeemissoes.fgv.br/estatistica/estatistica-participantes/2245
5.2a Aluminium Smelter GHG Emissions Intensity – Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.2b Aluminium Smelter GHG Emissions Intensity – In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a GHG Emissions Reduction Plans	Conformance	The Entity has established a GHG Emissions Reduction Plan and ensures a GHG Emissions Reduction Pathway consistent with a 1.5°c warming scenario. There is no ASI-approved methodology for developing emissions reduction pathways for Bauxite and Alumina. The Entity has implemented various reduction initiatives, including the 'Fuel Switch' project at Alunorte, which commenced in early 2024 with the arrival of the first gas shipment to facilitate the operation of its first calciner furnaces and boilers with natural gas. After one year of operation, Hydro reported an annual reduction of approximately 700 thousand tonnes of CO_2. The Entity has invested around R$1.3 billion in the project. Although natural gas remains a fossil fuel, its use reduces combustion emissions compared to the previously used fuel oil. Other initiatives planned are aimed at decarbonisation, including the continued use of açaí seeds mixed with coal to reduce emissions generated by burning the fuel and generate a sustainable solution for açaí biomass, which is common in the Amazon region. Additionally, Alunorte has installed three electric boilers to replace coal-fired equipment: one went into operation in 2022 and two others in 2025. Together, they can prevent up to 550,000 tonnes of CO_2 per year. Electrification offers climate benefits because the Brazilian electricity matrix has a high share of renewable sources.
5.3b-e GHG Emissions Reduction Plans - Targets, review and disclosure	Conformance	The Entity has established several milestones towards the overall ambition of 'net-zero' carbon emissions by 2050, including a 10% reduction by 2025 and a 30% reduction by 2030 compared to the 2018 baseline. In 2026, results were achieved in accordance with the Entity's GHG Emissions Reduction Plan. For disclosure on the Entity's GHG Emissions Reduction initiatives and targets, refer to: https://www.hydro.com/gb/global/sustainability/our-approach/climate/
5.4 GHG Emissions Management	Conformance	Alunorte has installed three electric boilers to replace coal-fired equipment: one commenced operation in 2022 and two others in 2025. Together, they can prevent up to 550,000 tonnes of CO_2 per year. Electrification offers greater climate benefits because the Brazilian electricity matrix has a high share of renewable sources. To support this strategy, Hydro has also invested in the Mendubim Solar Complex in Rio Grande do Norte and the Ventos de São Zacarias Wind Complex, located between Pernambuco and Piauí. The strategy announced by the Entity states the elimination of coal from Alunorte's energy matrix by 2030. The installation of electric boilers already represents progress in this direction, but full

CRITERION	RATING	COMMENT
		compliance with the goal depends on replacing other applications of the fuel. Renewable electricity to expand the electrification of processes. Energy efficiency improvements to reduce specific energy consumption per tonnes of Alumina. Hydro Paragominas operates the Bauxite Mine that supplies Alunorte via pipeline. Its emissions mainly result from mobile diesel equipment, internal transport, beneficiation, and electricity consumption.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity has appropriate systems and procedures for the reporting of Emissions to Air to both regulators and the Group. The aggregated performance is presented in the Integrated Annual Report 2025 (Pages 22, 31-33, 86-88 and 242-244): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
6.2a-g Discharges to Water	Conformance	The Entity has appropriate systems and procedures to report on Discharges to Water to regulators and internally to Group level. The Entity identifies, assesses, and quantifies Material Discharges to Water from its activities, implements control plans to minimize exposure to and impacts from Discharges to Water, monitors the effectiveness of the control plans periodically, reviews the control plans regularly, and, in the case of Major Changes or non-conformance, publicly discloses its pollutant discharge information and the associated control plan. All information on Material discharges from the Entity's activities is publicly available on the website of the State Secretariat of Environment and Sustainability. Refer to: https://monitoramento.semas.pa.gov.br/simlam/index.htm and Integrated Annual Report 2025 (Pages 89-90 and 242-245): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity conducts periodic evaluations of the main risks associated with its environmental aspects, including potential Spills and Leakages arising from production processes, in alignment with its certified Management System. Operational areas where such incidents could result in contamination of air, water, or soil have been identified and analysed, enabling the definition of appropriate preventive and corrective measures. Based on this assessment, a specific Management Plan for Spills and Leakages has been developed and implemented, establishing guidelines, responsibilities, and procedures for prevention, detection, and incident response. This Plan is reviewed regularly, as well as whenever a relevant event occurs or when significant operational changes occur. The Entity maintains a comprehensive set of compliance controls, operational plans, and monitoring programs designed to prevent and promptly detect any occurrence of Spills or Leakages. These mechanisms ensure that potential risks are continuously evaluated and that corrective actions are implemented effectively and in a timely manner. Refer to:

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		Barcarena site, Emergency Plan – Refinery: https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/barcarena/alunorte/pae-refinaria-rev-17_14112024.pdf Emergency Plan - Effluent System - Basin 82F: https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/barcarena/alunorte/rt-4610606-82-g-003_r01.pdf Emergency Plan – Harbor: https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/barcarena/alunorte/pei_rev10_28112024.pdf Paragominas Site - Mineroduto Emergency Response Plan: https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/paragominas/plano-de-emergencia_pae-mineroduto.pdf Emergency Action Plan for Mining Dam: https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/paragominas/wa02721026-1-rh-rte-0004_rev3_rp1.pdf Emergency Action Plan for Mining Dam – Tailings Disposal System – Valley Area of Dam B1 and Auxiliary Dike B3, B5 and B6: https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/paragominas/wa02721026-1-rh-rte-0001_rev3_b1-e-b3.pdf https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/paragominas/wa02721026-1-rh-rte-0002_rev3_b5.pdf https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/paragominas/wa02721026-1-rh-rte-0003_rev3_b6.pdf Corporate Spills and leakages - Integrated Annual Report 2025 (Page 243): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The Entity has established systems to report and communicate potential impacts of significant Spills to potentially affected Stakeholders. Emergency Response Plans are in place and are regularly reviewed and tested. The Entity also maintains procedures and a reporting culture that ensures significant Spills are properly addressed and disclosed. Information on severe and major Leakages from Hydro's consolidated activities is publicly reported in Hydro's Integrated Annual Report 2025 (Page 243): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/nhar23/integrated-annual-report-2023_eng.pdf
6.5a-c Waste Management and Reporting	Conformance	The Entity has implemented a Waste mitigation strategy that includes the recycling of Waste where relevant. Several projects and investments on Waste recycling are implemented and/or under development. The Entity has set a target to eliminate landfilling of all recoverable Waste by 2040, and to landfill less than 35 percent of generated Spent Pot Lining (SPL) by 2030.

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		The Entity publicly discloses Waste generation and disposals in the Integrated Annual Report 2025 (Pages 256-258): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
6.6a-g Bauxite Residue	Conformance	The Entity maintains engineered storage areas for Bauxite Residue designed to ensure containment integrity and prevent leaching into the surrounding environment. A new storage facility was recently constructed using Best Available Technology (BAT), further strengthening operational safety and environmental performance. In the latest Alunorte Management Report, the Entity presents and discusses progress, challenges, and opportunities related to Bauxite Residue management. For further information, refer to: https://www.hydro.com/globalassets/alunorte---dfs-2023---diario-do-para-online---dia-29.04.2024.pdf The Entity has established clear sustainability goals and long-term ambitions for Bauxite Residue. These include the target of reusing 10% of total residue generation by 2030 and the ambition to eliminate the need for constructing new permanent storage facilities by 2050. To advance toward these commitments, the Entity is developing multiple technological and operational initiatives, including the implementation of a pilot plant designed to process Bauxite Residue from the filter press and convert it into commercially viable material. Technology developed by Wave Aluminium and implemented by the Entity enables a reduction of up to 60% of the Bauxite Residue processed in the pilot plant, which will operate with a capacity of 50,000 tonnes per year. A portion of the processed material will be transformed into products with commercial potential, thereby mitigating key challenges associated with Bauxite Residue management. The Entity publicly discloses Waste generation and disposals in the Integrated Annual Report 2025 (Page 258): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity has mapped its water capture and use by both source and type. All water abstraction is in accordance with the maximum limits determined by the regulatory body. Information on abstraction and use of water resources, by source and type is available in the Hydro Integrated Annual Report 2025 (Pages 89-90, 242 and 245-246): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
7.2a-e Water Management	Conformance	All environmental management plans and targets are reviewed annually. The review includes changes in business, risks and

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		environmental incidents. Water supply and consumption data is reported annually to local Government, which makes it publicly available to the community. The Entity maps risks and implements a water consumption control program. Further information on the sustainability statements related to water resources and on abstraction and use of water resources, by source and type is available in the Integrated Annual Report 2023, pages 91 and 93 https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/nhar23/integrated-annual-report-2023_eng.pdf
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has assessed the risk and Materiality of the impacts on Biodiversity from the land use and activities in the Entity's Area of Influence. The Entity has conducted Environmental and Social Impact Assessments that address the potential risks to Biodiversity. It has developed a Biodiversity Action Plan to prevent or mitigate Biodiversity loss, contribute to remediation, identify the business opportunities arising from Biodiversity management, respect the Biodiversity Mitigation Hierarchy, address any Biodiversity risks identified, and respond to regulatory requirements. The Entity's operations depend on natural Ecosystem Services, including water supply, climate regulation, and protection from hazards such as floods and landslides. Aluminium production also relies on energy, raw materials, and other services that affect Biodiversity and ecosystems at local, regional, and global levels. To manage these impacts, Hydro has implemented a Global Procedure for Biodiversity and Ecosystem Services, applicable to all its wholly owned and operated assets, including the Entity. This procedure sets minimum Biodiversity risk management requirements for operations, new projects, and mergers and acquisitions. It mandates an assessment to identify potential impacts on Biodiversity and Ecosystem Services, evaluate their significance for operations, the environment, and communities, and document key biodiversity features. This assessment also considers the full lifecycle of the operation, including closure. Further information is available in the Integrated Annual Report 2025 (Pages: 91 to 96): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Conformance	The Entity has adopted the Biodiversity Management Procedure – Natural Resources and developed a Biodiversity Aspects and Impacts Identification Matrix, which indicates that its operations have some interaction with Ecosystem Services. In addition, the Entity has undertaken Environmental and Social Impact Assessments that evaluate potential risks to Biodiversity. Based on these assessments, the Entity has established a Biodiversity Action Plan aimed at preventing and mitigating biodiversity loss, supporting remediation efforts, identifying business opportunities linked to biodiversity management, and ensuring adherence to the mitigation hierarchy. The Plan also addresses identified Biodiversity

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		risks and ensures compliance with applicable regulatory requirements. Further information is available in the Integrated Annual Report 2025 (Pages: 91 to 96): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
8.2a-g Biodiversity Management	Conformance	To prevent impacts on areas of exceptionally high Biodiversity value, Hydro has committed to not developing New Projects within UNESCO World Heritage Sites or legally Protected Areas classified under IUCN Protected Area Management Categories I–IV. The Entity also refrains from developing New Projects in other legally Protected Areas when such developments would result in irreversible impacts on the Biodiversity values for which those areas were designated. The Entity has further established a minimum requirement for all New Projects and major modifications to existing operations that may affect natural or critical habitats. These projects must develop a Biodiversity Action Plan that outlines a credible No Net Loss (NNL) strategy for Biodiversity features at risk. This strategy must follow the Biodiversity Mitigation Hierarchy and be designed to achieve the NNL outcome within the project's lifetime or earlier. Further information is available in the Integrated Annual Report 2025 (Pages: 91 to 96): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
8.3a-c Management of Priority Ecosystem Services	Conformance	The Entity has established procedures for the protection of Biodiversity and Ecosystem Services. A Biodiversity risk assessment report has been prepared, which includes Ecosystem Services. The Entity has developed a Biodiversity Management Plan that includes the evaluation of risks and the Materiality of the impacts on Biodiversity related to the activities and land use in its Area of Influence.
8.4 Alien Species	Conformance	The Entity actively prevents the accidental or intentional introduction of Alien Species that could negatively impact Biodiversity within its Area of Influence. No invasive species with the potential to harm Biodiversity or Ecosystem Services have been identified. To support this effort, the Entity has established procedures and guidelines for environmental and product stewardship, which include biodiversity management and control of Alien Species. The Paragominas Facility follows a comprehensive biodiversity and invasive species control plan, focusing on the restoration of mined areas and the preservation of local ecosystems. For soil enrichment and invasive species management, the Entity utilises leguminous cover crops such as *Crotalaria spectabilis* and *Canavalia ensiformis*. These species enhance nitrogen fixation, improve soil quality, and inhibit the growth of undesirable vegetation, creating optimal conditions for native plant regeneration while preventing the spread of invasive species. Further information is available in the Integrated Annual Report 2023 (Page 95): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/nhar23/integrated-annual-report-2023_eng.pdf

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8.5a-b Commitment to 'No Go' in World Heritage Properties	Conformance	The Entity does not undertake activities in, nor do they occupy areas considered World Heritage Properties. The Entity has demonstrated that the changes to Facilities derived from investments have been developed within the current site and do not exceed the limits of the Entity's Facilities. The Entity regularly evaluates areas according to their protected classification as part of the licensing process. Refer to Integrated Annual Report 2023 (Page 97): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf
8.6a-d Protected Areas	Conformance	The Entity prevents and takes measures to ensure that operations are not close to Protected Areas. No Protected Areas are within the Entity's Area of Influence; according to the World Database on Protected Areas (WDPA), and the Entity is not adjacent to any terrestrial and inland Protected Areas. Further information is available at: https://www.protectedplanet.net/en/search-areas?search_term=brazil&geo_type=country and https://www.protectedplanet.net/country/BRA At present, the Entity does not have any New Projects or Major Changes under development.
8.6e Protected Areas – Bauxite Mining	Conformance	The Entity has conducted a comprehensive assessment of the potential environmental impacts associated with its mining activities, including effects on surrounding areas, Biodiversity, and Ecosystem Services. The study confirmed that no Protected Areas are located within the Entity's Area of Influence, and the Entity demonstrates that it does not operate in, nor occupy, any areas classified as Protected Areas. Additional information shows that the Entity conducts and manages its operations exclusively in permitted locations. The Entity also implements preventive measures to ensure that its operations remain distant from Protected Areas. According to the World Database on Protected Areas (WDPA), there are no Protected Areas within the Entity's Area of Influence, and the Entity operations are not adjacent to terrestrial or in land Protected Areas.
8.7a-i Mine Rehabilitation	Conformance	The Entity has established a specific team responsible for Mine Rehabilitation that is supported by adequate financial provisions to ensure the continuity and effectiveness of restoration activities. The rehabilitation process primarily uses the 'nucleation technique', which involves creating clusters of native vegetation in mined areas to accelerate natural regeneration. Approximately 70% of rehabilitated areas apply this method. In approximately 25% of the areas, the Entity directly plants native species, while a further 5% rely on natural regeneration, allowing native vegetation to reestablish spontaneously. In selected locations, hydroseeding has also been used to improve soil cover. The Entity employs drones and artificial intelligence at the Paragominas mine to map soil conditions and disperse seeds of native species, particularly in difficult to access areas, thereby accelerating the rehabilitation process. The Entity maintains ongoing dialogue with surrounding communities and conducts public consultations and meetings to share information about operational impacts and to gather community feedback, including on rehabilitation activities. Refer to the Integrated Annual Report 2025 (Pages: 91, 249 and 258):

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		https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/nhar23/integrated-annual-report-2023_eng.pdf
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Conformance	The Entity has implemented and published a Policy expressing a commitment to respect Human Rights, referring to the UN Guiding Principles on Business and Human Rights. This Policy is communicated to all employees by training and has been published at: https://www.crowncork.com/investors/policies/human-rights-policy The Entity has implemented a Human Rights Due Diligence process, which evaluates the risks for Human Rights-related issues. The key Stakeholders were identified and considered. The Human Rights Due Diligence assessment determined that the Entity has not caused or contributed to adverse impacts on Human Rights in its Area of Influence.
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity has implemented programs to promote gender equity and women's empowerment through its Diversity, Inclusion and Belonging Program, which is structured around three strategic pillars and an institutional agenda composed of six themes: - Gender: Increase gender representation and equity at Hydro. - Race/Ethnicity: Strengthen and promote ethnic racial diversity. - LGBTQIA+: Foster an inclusive and respectful environment for LGBTQIA+ professionals, while also increasing representation. - Generations: Value and include professionals from different age groups. - People with Disabilities: Promote inclusion by bringing diverse perspectives and experiences that enrich the organizational culture. - Mental Health: Cultivate a healthy and safe environment that supports the mental well-being of all employees. Further information, details and performance data regarding the diversity and inclusion program are also available in the Hydro Integrated Annual Report 2025 (on pages 3, 21-22, 31-32, 111-115 and 260): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf The Entity has reported the effectiveness of these initiatives in its Transparency and Equal Pay Report, demonstrating alignment with the global goal of increasing the representation of women across its workforce and advancing gender equity actions within its operations in Brazil. The Entity has also achieved GPTW (Great Place To Work®) certification: https://certificadas.gptw.com.br/29739851001023
9.3a-i Indigenous Peoples	Conformance	The Entity has implemented policies and processes to ensure respect for the rights and interests of Indigenous Peoples and traditional Quilombolas communities through its Human Rights Policy: https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/hydro-human-rights-policy.pdf The Entity's Code of Conduct clearly states a commitment to respect local and traditional communities. Refer to:

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		Code of Conduct (EN): https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-en.pdf Code of conduct (PT): https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-ptb.pdf The Entity has demonstrated a documented process for the annual identification of Indigenous Peoples based on their linguistic, social, governance and resource-related characteristics, rather than state recognition. However, traditional remaining Quilombolas communities were identified that participate in the social programs provided by the Entity.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Conformance	The Entity has implemented policies and processes to ensure respect for the rights and interests of Indigenous Peoples through the Human Rights Policy (page 2, Vulnerable individuals and groups): https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/hydro-human-rights-policy.pdf The Entity's Code of Conduct clearly states a commitment to respect Local Communities: https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-ptb.pdf The Entity has declared that when planning New Projects, it undertakes environmental and social impact mapping where relevant through the Property Acquisition Procedure, to address easement, assignment of use, surface rights and lease of lands to identify lands and Indigenous Peoples and traditional communities.
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Conformance	The Entity has implemented policies and processes to ensure respect for the rights and interests of Indigenous Peoples through the Human Rights Policy (page 2, Vulnerable individuals and groups): https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/hydro-human-rights-policy.pdf The Entity's Code of Conduct clearly states a commitment to respect Local Communities: https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-ptb.pdf The Entity has declared that when planning New Projects, it carries out environmental and social impact mapping where relevant through the Property Acquisition Procedure, to address easement, assignment of use, surface rights and lease of lands to identify lands and Indigenous Peoples and traditional communities. Currently, no Indigenous Peoples have been identified in the Entity's Areas of Influence and Mining area.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Conformance	The Entity has implemented policies and processes to ensure respect for the rights and interests of Indigenous Peoples through the Human Rights Policy (page 2, Vulnerable individuals and groups): https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/hydro-human-rights-policy.pdf The Entity's Code of Conduct clearly states a commitment to respect Local Communities: https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-ptb.pdf

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		The Entity has declared that when planning New Projects, it carries out environmental and social impact mapping where relevant through the Property Acquisition Procedure, to address easement, assignment of use, surface rights and lease of lands to identify lands and Indigenous Peoples and traditional communities. Currently, no Indigenous Peoples have been identified in the Entity's Areas of Influence and Mining area.
9.5a Cultural and Sacred Heritage – Identification	Conformance	The Entity has processes and guidelines to cooperatively identify sacred or cultural heritage sites and values within the Entity's Area of Influence. Archaeological surveys are being performed upfront for New Projects when relevant.
9.5b Cultural and Sacred Heritage – Impacts	Conformance	When planning New Projects, the Entity undertakes environmental and social impact mapping where relevant through the Property Acquisition Procedure, to address easement, assignment of use, surface rights and lease of lands to identify lands and Indigenous Peoples and traditional communities. Currently, no Indigenous Peoples have been identified in the Entity's Areas of Influence and Mining area.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as it has no history of resettlement being required for either its industrial operations or Bauxite exploration and active mining activities.
9.7a-h Affected Populations and Organisations	Conformance	The Entity upholds both the legal and customary rights of Local Communities, respecting their relationship with land, livelihoods, and natural resources. These Communities generally view the Entity as a positive presence in the region. To reinforce this relationship, the Entity has established strategic objectives that support initiatives such as quality education and capacity building for residents in surrounding communities. Additional details on these programs is available in the Integrated Annual Report 2025 (Pages 32 and 123-129): https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/ar-2025/integrated-annual-report-2025.pdf The State of Pará faces socio-economic challenges similar to other parts of the Amazon, which directly affect local living conditions. Paragominas, location of the mine, and Barcarena, location of the refinery, demonstrate low to medium income levels. Municipalities along the Bauxite pipeline — including Tomé-Açu, Moju, Abaetetuba, Acará, and Ipixuna do Pará — also experience limited income generation. Across these seven municipalities, poverty averages 39 percent, and roughly 40 percent of residents lack access to sanitation services. The Entity's operations are located near 28 Quilombola communities. It does not operate within any officially demarcated Indigenous territory. Respect for Human Rights is central to Hydro's 'social license to operate', and the regional context in Pará reinforces the need for a community centred approach. Human Rights Due Diligence is therefore integrated with social risk management, and community programs emphasise active Stakeholder participation in addressing local challenges. The Entity delivers educational and capacity building initiatives across all potentially affected communities. These efforts aim to strengthen skills, expand economic opportunities, and support sustainable

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		development. In recent years, more than 22,000 people have participated in training and education activities, including members of traditional Quilombola communities along the pipeline alignment, supporting an overall improvement in their employability potential. Amongst these initiatives includes the Synapse Network Program, which commenced in 2023 in partnership with the National Bank for Economic and Social Development (BNDES) and focuses on teacher training to improve literacy outcomes in Portuguese and mathematics. The program aligns with Brazil's National Common Curricular Base (BNCC) and is designed for vulnerable and low-income regions. The Entity continues to implement extensive programs aimed at supporting and enhancing the livelihoods of local communities.
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	The Entity has demonstrated that it has implemented a Management System to avoid involvement in armed conflicts or Human Rights violations through Policies, procedures and manuals that aim at best integrity practices. The main documents that facilitate this include the Supplier Code of Conduct and the Human Rights Policy. https://www.hydro.com/globalassets/download-center/supplier-code-of-conduct/supplier-code-of-conduct.pdf https://www.hydro.com/globalassets/08-about-hydro/hydro-worldwide/brasil/paragominas/gs-09-03---politica-de-direitos-humanos-da-hydro.pdf Currently, the Entity has two Bauxite suppliers in the State of Pará, and both are ASI Certified to both the ASI Performance and Chain of Custody Standards, and no Bauxite is procured from other locations. Additionally, the Entity is not considered to be within a conflict location.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity has demonstrated that it has implemented a Management System to avoid involvement in armed conflicts or Human Rights violations through Policies, procedures and manuals that aim at best integrity practices. The main documents that facilitate this include the Supplier Code of Conduct and the Human Rights Policy. Currently, the Entity has two Bauxite suppliers in the State of Pará, and both are ASI Certified to both the ASI Performance and Chain of Custody Standards, and no Bauxite is procured from other locations. Additionally, the Entity is not considered to be within a conflict location.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	The Entity has demonstrated that it has implemented a Management System to avoid involvement in armed conflicts or Human Rights violations through Policies, procedures and manuals that aim at best integrity practices. The main documents that facilitate this include the Supplier Code of Conduct and the Human Rights Policy. Currently, the Entity has two Bauxite suppliers in the State of Pará, and both are ASI Certified to both the ASI Performance and Chain of Custody Standards, and no Bauxite is procured from other locations. Additionally, the Entity is not considered to be within a conflict location, and secondly there are no risks identified for which a formal strategy may be required.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	This ASI Performance Standard Audit satisfies the requirements of this Criterion.

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9.8e Conflict-Affected and High-Risk Areas – Report annually	Conformance	The risks identified during the Due Diligence process, which is carried out in accordance with the OECD Guidelines, are publicly disclosed annually in the Entity's Annual Report 2023 on pages 143 to 144: https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/nhar23/integrated-annual-report-2023_eng.pdf
9.9 Security practice	Conformance	The Entity demonstrates that it respects Human Rights in its engagement with private security service providers, including internal suppliers, and public suppliers, and during the process of contracting security service providers, mandatory clauses are included for the Entity to be certified to ISO 18788. The Entity continuously monitors the security environment and maintains close communication with competent public security authorities and other stakeholders in the regions where it operates. Security risk assessments are regularly reviewed to ensure that mitigation measures remain adequate and effective in response to evolving threats.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity respects the rights of Workers to freely associate with Unions, seek representation, and join Workers' Councils as defined in the Human Rights Policy and the Code of Conduct, both of which address Freedom of Association and Collective Bargaining. During interviews with Workers undertaken during the Audit, it was confirmed that the Entity does not restrict the rights of Workers to engage with Trade Unions. Labour Collective Bargaining Agreements (CBA) are implemented at the Entity in conjunction with the Union.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable to the Entity as it operates in a country (Brazil) where Applicable Law does not restrict the right to Freedom of Association and Collective Bargaining.
10.2a-c Child Labour	Conformance	The Entity has established robust controls to ensure that all employees meet the minimum legal working age of 18 years. No individuals under 18 are employed, and this is verified through routine audits and formal documentation checks. The Entity does not use or tolerate Child Labour, in alignment with ILO Conventions C138 and C182, applicable national legislation, and international standards. This commitment is explicitly stated in the Entity's Code of Conduct, which reinforces a 'zero tolerance' approach to Child Labour. The Entity also extends this requirement to its supply chain, mandating that all suppliers comply with applicable Child Labour laws as outlined in the Responsible Sourcing Policy. Refer to: Hydro's Human Rights Policy: https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/hydro-human-rights-policy.pdf Supplier Code of Conduct (ENG): https://www.hydro.com/globalassets/download-center/supplier-code-of-conduct/supplier-code-of-conduct-2026/gp-09-02-supplier-code-of-conduct-en.pdf Supplier Code of Conduct (PT):

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		https://www.hydro.com/globalassets/download-center/supplier-code-of-conduct/supplier-code-of-conduct-2026/gp-09-02-supplier-code-of-conduct-br.pdf
10.3a-c Forced Labour	Conformance	The Entity does not engage in nor support the use of Forced Labour as defined in Brazilian labour laws and ILO Conventions C29 and C105. The Entity's Human Rights Policy outlines this commitment, which applies to all Workers including sub-contractors, and demonstrates that the Entity will identify and treat all forms of Forced Labour, Modern Slavery and Child Labour abuse across Workers, contractors and suppliers. Training on the Code of Conduct is provided to employees and contractors and more specific training on relevant Human Rights topics is provided for certain areas and functions. Hydro's annual Modern Slavery Transparency Statement is available at: https://www.hydro.com/en/global/sustainability/our-approach/social/human-rights/uk-modern-slavery-act-transparency-statement/ The reporting requirement applies to Hydro entities exceeding the turnover thresholds in the United Kingdom (UK) and Australia. This statement covers Norsk Hydro ASA and all consolidated subsidiaries. It is based on information from all consolidated entities, with relevant legal entities consulted. Controlled but not fully owned entities are expected to align with Hydro's policies. The statement is approved by the Board of Directors of Norsk Hydro ASA and has been included in Hydro's annual reports since 2021.
10.4a-c Non-Discrimination	Conformance	The Entity promotes a culture of non-Discrimination in the hiring, salary, promotion, and training process, which is expressed via its Code of Ethics and Code of Conduct and the Anti-Harassment and Anti-Discrimination Policy. This document ensures equal opportunities without Discrimination. Payroll records reviewed during the Audit confirm that all Workers, regardless of gender, are paid according to their position and work performed. Refer to: Code of Conduct (EN): https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-en.pdf Code of Conduct (PT): https://www.hydro.com/globalassets/download-center/code-of-conduct/hydro-code-of-conduct-ptb.pdf Hydro's Human Rights Policy: https://www.hydro.com/globalassets/08-about-hydro/corporate-governance/hydro-human-rights-policy.pdf
10.5 Communication and engagement	Conformance	Communication and engagement at the Entity is considered to be undertaken at an appropriate level and includes engagement from employees. An engagement survey is undertaken regularly to monitor the engagement and development.
10.6a-g Violence and Harassment	Conformance	The Entity has established and maintains structured systems, policies, and procedures to manage all matters related to disciplinary practices. In consultation with Workers and their representatives, the Entity has developed a Workplace Violence and Harassment Policy that sets clear expectations for respectful conduct and prohibits any form of abusive behaviour. When issues arise, they are addressed

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		through formal communication channels involving senior management and handled in accordance with the established procedures for resolving notifications, requests, and complaints. The Alunorte facility is SA8000 certified and undergoes both scheduled and unscheduled annual audits conducted by the certification body, demonstrating adherence to internationally recognised Labour Rights and Human Rights standards. The Entity has demonstrated that any employee, manager, or third party who becomes aware of, or suspects, a violation of the Policy may report it to their supervisor, the Legal, Business and Compliance Department, or through the Ethics Line, accessible via website or telephone. The Entity enforces a strict non retaliation commitment, ensuring that individuals who report concerns in good faith are protected from any adverse consequences.
10.7a-d Remuneration	Conformance	The Entity respects Workers' rights to receive at least the minimum wage and to have an employment contract that guarantees payment for a standard working day in accordance with local legislation. The minimum wage offered by the Entity exceeds the legal minimum for a standard working month and includes additional benefits such as shift allowances, transportation allowances, and bonuses. The Entity also ensures that Workers are paid the amounts defined in their employment contracts. Overtime is compensated at a premium rate in accordance with Applicable Law. Salaries are paid monthly via bank transfer, and the Entity provides Workers with a payslip that includes a summary of hours worked and payment calculations.
10.8a-c Working Time	Conformance	The Entity has demonstrated the existence of Policies and procedures that define the methodologies for managing Workers' working hours, including payment rules, Overtime, vacation entitlements, and days off, as established in the Collective Bargaining Agreements signed with the Trade Union. Evidence shows that working hours are properly structured and compliant with applicable requirements. All Workers have access to clear information regarding their schedules and working time arrangements.
10.9a-b Informing Workers of Rights	Conformance	The Entity provides an employee handbook that includes information on salary and benefits, working hours, Overtime, attendance, absenteeism, holidays, communication procedures, disciplinary norms and appeal processes. The Entity's Code of Conduct outlines employees' legitimate rights and interests, such as Freedom of Association and the right to Collective Bargaining through voluntary participation in Labour Unions. Workers are informed of their rights through training on Policies, Collective Bargaining agreements, basic introduction training, employment contracts, and newsletters.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Major Non-Conformance	The Entity has developed and implemented an Occupational Health and Safety (OH&S) Management System that meets national and international standards. On 30 March 2026, a critical incident occurred at the Entity's Alunorte plant, which resulted in the fatality of a contractor. Alunorte's

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		emergency team was activated and immediately attended to the contractor after medical assistance on site was required. After initial care on site, the Worker was taken to the hospital, where he was later confirmed deceased. At the time of the Audit, the root cause of the incident was under investigation by the authorities and Hydro had launched an internal investigation.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	Occupational Health and Safety (OH&S) objectives and targets are established and documented in the Entity's OH&S Program. The implementation plans are established and implemented. The Entity's OH&S performance is monitored monthly, and the management review is conducted annually. Comparative analyses of performance with peer Businesses and leading practice are available at: https://abal.org.br/sustentabilidade/seguranca-no-trabalho/ Further information on the results of indicators and the performance of the OH&S Management System is available in the Annual Report, pages 122-123, 138-139 and 141: https://www.hydro.com/globalassets/06-investors/reports-and-presentations/annual-report/nhar23/integrated-annual-report-2023_eng.pdf
11.2 Employee engagement on Health and Safety	Conformance	The Entity has implemented industry best practices in OH&S in close cooperation with management and Workers, including Contractors, through the implementation of the Joint Committee of Workers. Member of the Committee are elected and appointed by the Entity and may raise, discuss and participate in the resolution of OH&S issues with management. The Entity at the Alunorte plant holds SA8000 certification.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	29 May 2019	Issued (Full Certification)
1	9 February 2021	Surveillance Audit
2	15 June 2022	Re-Certification Audit
3	1 April 2025	Re-Certification Audit and Scope Change – Full Certification Scope Change to apply Performance Standard v3; Scope Change to include Bauxite & Alumina Commercial Office (Switzerland) and NHB, Belém (Brazil)
4	1 October 2026	Surveillance Audit – Provisional Certification