# List of Signatures



## 08.01 Statement on human rights due diligence (FY 2025).pdf

| Name | Method | Signed at |
|---|---|---|
| Talgø, Katrine Barø | BANKID | 2026-06-08 11:19 GMT+02 |
| VIERLI, PER-EILERT | BANKID | 2026-06-08 13:12 GMT+02 |
| Gule, Tor | BANKID | 2026-06-03 09:44 GMT+02 |
| Ramani, Mohsin Veysel | BANKID | 2026-06-02 14:41 GMT+02 |
| Knight, Phillip | BANKID | 2026-06-02 14:52 GMT+02 |
| Jonathan Hadley | One-Time-Password | 2026-06-10 18:48 GMT+02 |
| Evja, Anita Meisler | BANKID | 2026-06-09 16:44 GMT+02 |
| Jørgensen, Ellen May | BANKID | 2026-06-09 20:48 GMT+02 |

This file is sealed with a digital signature. The seal is a guarantee for the authenticity of the document.

External reference: 4977267240F04646A0A458A1696459AD

## STATEMENT ON HUMAN RIGHTS DUE DILIGENCE FOR INDUSTRIFORSIKRING AS

Industriforsikring AS operates in accordance with the Hydro Group's governing documents related to sustainability and the act relating to enterprises' transparency and work on fundamental human rights and decent working conditions (Transparency Act). According to the Transparency Act, human rights due diligence shall be performed regularly and be proportional to the company's operation and seriousness and likelihood of negative consequences for breaches on fundamental human rights and decent working conditions. Reference is made to Hydro Annual Report 2025, pages 119 - 129 and Norwegian Transparency Act | Hydro.

The prioritized areas with consequences for human rights in Hydro are

- Modern slavery, forced labour and child labour abuse
- Principles of freedom of association and collective bargaining
- Freedom from discrimination and harassment
- Decent working conditions
- Right to privacy
- Right to health
- Right to safety
- Rights of vulnerable individuals and groups
- Provide information, dialogue and participation
- Rightful, respectful and lawful resettlement, relocation and repossession

Industriforsikring AS is an insurance captive in the Hydro Group and uses suppliers and business partners that comply with the Group's requirements to suppliers. The company employs four persons and buys services from the Group and from externals suppliers (mainly consultant services, IT systems, etc.).

The Hydro Group's ethical guidelines and requirements to suppliers are included in the governing documents of Industriforsikring AS. The Group's whistleblowing channel is used for reporting of concerns. For additional information see www.hydro.com.

Given the company's operation, suppliers and business partners the due diligence is focused on risks related to discrimination, salary and working conditions, as well as health and safety.

Industriforsikring AS has performed a human rights due diligence in accordance with the prevailing guidelines and requirements and has assessed existing risk in the supply chain.

The risk assessment of suppliers is based on geography, services and products, type of business, risk related to sub-suppliers, possible risk areas, consequence, likelihood, other risks (operational, reputation, etc.), evaluation and potential follow-up actions. The human rights due diligence with risk assessment of the company, our suppliers and business partners has not identified actual or potential negative consequences for breaches to the human rights and decent working conditions other than in the category for low risk. Hence there is no identified need for significant actions or mitigation towards our suppliers and business partners for the financial year 2025.

In the event of external requests for information, complaints, etc., Industriforsikring will follow the procedures of the Hydro Group.

June 9, 2026

**Postadresse**
Drammensveien 134264
0240 Oslo
Norge

**Telefon**
T: 22 53 81 00

**Foretaksregisteret**
NO 812 966 022
**Hovedkontoradresse**
0240, Oslo Norge

This file is sealed with a digital signature.
The seal is a guarantee for the authenticity of the document.

Document ID:
4977267240F04646A0A458A1696459AD