

GRI index 2022

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

The table below shows Hexagon reporting relative to the GRI Standards guidelines in the Annual and Sustainability report 2022.

GENERAL DISCLOSURES

GRI §	Description	External assurance	Comment	Pages in report	Omitted information & reason	Explanation to address omission
Organisational profile						
GRI 1: Foundation 2021	Requirement 7: Publish a GRI content index		This document			
GRI 1: Foundation 2021	Requirement 8: Provide a statement of use			p. 45		
2-1	Organizational details	●		p. 7		
2-2	Entities included in the organization’s sustainability reporting	●	All entities above 50% ownership	p. 141-142		
2-3	Reporting period, frequency and contact point	●	This document. Contact on p. 176			
2-4	Restatements of information	●		p. 60-61		

GRI §	Description	External assurance	Comment	Pages in report	Omitted information & reason	Explanation to address omission
2-5	External assurance	●	The indicators marked with (symbol)in the column External assurance in the Topic-Specific Standards table on the next p. were externally assured by EY			
2-6	Activities , value chain and other business relationships	●		a) p 6-7, b) p. 7, p. 15-18	b) ii-iii, c) d)	Not included in our 2022 reporting. We aim to provide this information in our 2023 report
2-7	Employees	●		p. 71	2-7b-11-iii, 2-7b-v	2-7 b -iii not applicable to Hexagon, 2-7b-v and 2-7 b-ii Hexagon currently does track this data. We seek to improve our reporting processes in 2023.
2-8	Workers who are not employees	●			2-8	Hexagon does not currently track data all details on workers who are not employees. We seek to improve our reporting practices moving forward.
2-9	Governance structure and composition	●		p. 46 and https://hexagongroup.com/investors/corporate-governance		
2-10	Nomination and selectinof highest governance body	●	2-10 a-b) Nominated by Hexagon's Nomination committee and elected by the annual general meeting. Independence, diversity, shareholders and competencies are evaluated by the Nomination Committee. https://hexagongroup.com/investors/corporate-governance/nomination-committee	https://hexagongroup.com/investors/corporate-governance/nomination-committee		

GRI §	Description	External assurance	Comment	Pages in report	Omitted information & reason	Explanation to address omission
2-11	Chair of highest governance body	●		p. 37 in Hexagon's annual report	2-11 b) not applicable	
2-12	Role of highest governance body in overseeing the management of impacts	●	The Board of Directors works with the Chief Executive Officer and external auditors to ensure that the Group is managed in accordance with its corporate objectives, values and ethical guidelines. The Board has an annual plan with particular emphasis on objectives, strategy and implementation and submits an evaluation of its work to the nomination committee annually.	Corporate Governance report 2022 - https://hexagongroup.com/investors/corporate-governance	b) i-ii, c)	Hexagon aim to provide this information in 2023.
2-13	Delegation of responsibility for managing impacts	●	Clear guidelines require board members and executive management to notify the Board of any significant direct or indirect interest in transactions executed by the company. These guidelines are incorporated into the Board's instructions and instructions for the Chief Executive Officer. These instructions state how agreements with related parties are handled, including whether an independent valuation must be obtained. The board of directors will present any such agreements in the board of directors' report.	Corporate Governance report 2022 - https://hexagongroup.com/investors/corporate-governance		
2-14	Role of highest governance body in sustainability reporting	●	Hexagon's sustainability report is reviewed and approved by Hexagon's board of directors	p. 46-47		
2-15	Conflicts of interest	●		Hexagon's Corporate Governance report, b.i,ii,iii) hexagongroup.com/investors , https://hexagongroup.com/board-of-directors , b.iv - transactions of highest governance bodies and their related parties are communicated as part of our continuous obligations on Oslo Stock Exchange		
2-16	Communication of critical concerns	●	Concerns raised through Hexagon's whistleblowing channel is communicated to the Board of Directors through regular updates to the board. 9 concerns were raised in 2022. See page 75-76 for more information.			
2-17	Collective knowledge of highest governance body	●			2-17	Not part of Hexagon's processes in 2022.

GRI §	Description	External assurance	Comment	Pages in report	Omitted information & reason	Explanation to address omission
2-18	Evaluation of performance of the highest governance body	●			2-18	Not part of Hexagon's processes in 2022.
2-19	Remuneration policies	●	Hexagon's remuneration policy	hexagongroup.com		
2-20	Process to determine remuneration	●		a) Corporate Governance report 2022 - https://hexagongroup.com/investors/corporate-governance . b) Voted in the annual general meeting, overview of votes available in Minutes of AGM, https://hexagongroup.com/investors/corporate-governance/annual-general-meeting		
2-21	Annual compensation ratio	●			2-21 a-c)	Data not available. We will seek to establish this for 2023 reporting
2-22	Statement on sustainable development strategy	●		p. 9-11		
2-23	Policy commitments	●		p. 75 -77 and https://hexagongroup.com/sustainability/esg-resources		
2-24	Embedding policy commitments	●		p.74-76		
2-25	Processes to remediate negative impacts	●		p. 75-76 and https://hexagongroup.com/sustainability/whistleblowing		
2-26	Mechanisms for seeking advice and raising concerns	●	Reports from our employees and stakeholders are our most important mechanism to uncovering and understanding when things are not as they should be at Hexagon.	https://hexagongroup.com/sustainability/whistleblowing		
2-27	Compliance with laws and regulations	●	No instances of non-compliance in 2022. This report and Annual report			

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2-28	Membership of associations	●	Hydrogen council, NGVA Europe, NGVAmerica, WLPGA, hydrogen.no, Europe Liquid gas Europe, European Biogas Association			
2-29	Approach to stakeholder engagement	●		p. 51		
2-30	Collective bargaining agreements	●	Information not available		2-30	Hexagon seek to provide this information in 2023 reporting
3-1	Process to determine material topics	●		p. 49		
3-2	List of material topics	●		p. 49		

SPECIFIC DISCLOSURES

GRI §	Description	External assurance	Comment	Pages in report	Omitted information & reason	Explanation to address omission
Our contribution through our solutions						
3.3	Management approach	●		p. 52-55		
Hex own	Annually GHG emission saved by using Hex products (transportation)					
Minimizing Our Operational Environmental Footprint						
3-3	Management approach	●		p. 59-62		
Energy						
302-1	Energy consumption within the organization	●		a), e) f) g) - p. 59-60	b) data not available c) iii, iv: not currently reported due to lack of available information d) not applicable	We are working on improving our energy and climate reporting and hope to report this in 2023
Emissions						
305-1	Direct (Scope 1) GHG emissions	●		a) p. 60 b) 59-60 d)-p. 60-62, e.) Defra, f-g) Asplan Viak, Appendix p 171 factors from Asplan Viak, statistics mainly from FIGARO. Some factors from Ecoinvent.	c)biogenic emissions	Currently unknown if biogenic emissions occur in our supply chain. Further reviews will be conducted in 2023.
305-2	Energy indirect (Scope 2) GHG emissions	●		a-d) p. 60.e.) source of emission factor: location based: ecoinvent, market based: AIB, Green-e US Residual mixes f) Operational contro, g.) p. 70		
305-3	Other indirect (Scope 3) GHG emissions	●		a-b) p. 60-61, d), e) 59-61, f.-g.) Asplan Viak, Appendix p. 171	c) Biogenic emissions Data not available	Currently unknown if biogenic emissions occur in our supply chain. Further reviews will be conducted in 2023.

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Waste & circularity						
3-3	Management approach	●		p. 57-58		
Waste Management						
306-1 (2020)	Waste generation and significant waste-related impacts	●		p. 57-58		
306-2 (2020)	Management of significant waste-related impacts	●		p. 57-58		
306-3 (2020)	Waste generated	●		p. 57-58		
Materials						
301-1	Total materials used	●	<p>In 2022, we sourced 14 137 metric tons of key raw materials to produce our products, of which 9.6% were made from renewable materials. Non-renewable materials includes carbon fiber, glass fiber and binding materials. Materials with environmental considerations are:</p> <ul style="list-style-type: none"> • Carbon fiber, predominantly produced in the U.S., France, Japan and South Korea • Glass fiber, predominantly produced in China and Norway • Plastic resins and accelerants, predominately produced in the U.S., Spain, Netherlands and China • Injection-molded, blow-formed and extruded plastic components, predominantly produced in the U.S., Canada and Germany • Valves, predominately produced in Italy • Aluminum and stainless-steel materials and components, predominately produced in the U.S. and Europe 	p. 58	Packaging material volumes are not currently measured	We will seek to find a system to measure these for future reporting
301-2	Recycled materials	●		p. 58	Disclosures not currently reported due to unavailable data	We will seek to find a system to measure these for future reporting

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Responsible procurement						
3-3	Management approach	●		p. 67 (Governance chapter)		
Supplier social assessments						
414-1	New suppliers that were screened using social criteria	●		p. 75	a) data not available	We are in the process of updating our supplier management system.
414-2	Negative social impacts in the supply chain and actions taken	●		p. 75	a-e) data not available	We are in the process of updating our supplier management system.
Supplier environmental assessments						
308-1	New suppliers that were screened using environmental criteria	●		p. 75	a) data not available	Screening processes initiated, we seek to establish a system that can track data
308-2	Negative environmental impacts in the supply chain and actions taken	●		p. 75	a-e) data not available	We are in the process of updating our supplier management system.
Product safety and compliance						
3-3	Management approach	●		p. 63-65		
416-1	Product health and safety	●		p. 63-65		

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Responsible employer						
3-3	Management approach	●		p. 59		
Occupational health & safety						
403-1	Occupational health and safety management system	●		p. 66-69		
403-2	Hazard identification, risk assessment, and incident investigation	●		p. 66-69		
403-3	Occupational health services	●		p. 66-69		
403-4	Worker participation, consultation, and communication on occupational health and safety	●		p. 66-69		
403-5	Worker training on occupational health and safety	●		p. 66-69		
403-6	Promotion of worker health.	●	Promotion of worker health. The company promotes a healthy lifestyle through common activities, sponsoring of gym membership and mental health. All employees have access to external health services through the company. In North America, employees have access to a 24 hour Nurse line, promotion of annual dental exams which are partly covered by the company, in addition the company organizes wellness activities throughout the year.			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	●		p. 66-69		
403-9	Work related injuries	●		p. 60	403-9 a) ii, b) i-v, c)i-iii d.), f.)	Data not available, we seek to improve our reporting in 2023.

GRI §	Description	External assurance	Comment	Pages in report	Omitted information & reason	Explanation to address omission
404-2	Programs for upgrading employee skills and transition assistance programs	●		p. 63	b)	We are in the process of establishing reporting systems in order to report on this in 2023.
Diversity & inclusion, workforce development						
405-1	Diversity of governance bodies and employees	●		p. 70		
	Overall Score on Great Places survey for survey questions:			p. 72		
	<ul style="list-style-type: none"> • Respondents feel they are treated fairly regardless of their sexual orientation 93% 88% • Respondents perceive that people are treated fairly regardless of their race • Respondents perceive that people are treated fairly regardless of their gender 89% 85% • Respondents perceive that people are treated fairly regardless of age 87% 82% • Respondents perceive that managers promote inclusive behavior • Respondents perceive that management avoids favoritism, and actively promotes the fair assessment of people for positions and work assignments • Respondents feel there is a balanced treatment for all people in the distribution of intangible/tangible rewards • Respondents feel management engage employees in collective efforts 					

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Governance						
3-3	Management approach	●		p. 74-77		
Anti-corruption						
205-3	Confirmed incidents of corruption	●		p. 76		