

HYCAST[®]

By  Hydro

Sustainability report 2025



HYCAST[®]

By  Hydro

Hycast sustainability report 2025

Aluminium is the metal of the future. By developing and delivering technology that enables efficient production of high-quality aluminium products we seek to be part of the solution to the great climate challenge. Sustainability comes in many forms and shapes. From consumption to production. From our perspective, we choose to focus on both.

Our promise is to improve our technology focusing on safety, quality and efficient operations through:

- **Advocating world-class safety culture**
- **Eliminating personnel in hazard zones with hands-off-casting process and fully automated casting lines**
- **Superior equipment quality securing long lifetime**
- **Reduce use of process gas and other consumables to minimize emissions and lower operational costs**

Strengthen Scope 3 Efforts

With more than 90% of emissions coming from Scope 3, Hycast must intensify collaboration with suppliers by requesting carbon footprint data. The goal for 2025 was to have more than 50% of procured goods documented by suppliers. This should include clear reporting requirements, joint improvement projects, and sharing best practices, ultimately leading to established sustainability criteria in procurement contracts.

Automate Data Collection

Invest in digital solutions to collect and verify Scope 3 data. Automation will ensure more accurate reporting, reduce manual workload, and optimize resource use.

Reflections from MD

As we present our 2025 Sustainability Report, I want to highlight the concrete progress we have made and the focused efforts underway to address our challenges ahead.

Sustainability is a core responsibility for Hycast. In 2025, our primary focus has been collaborating closely with suppliers to collect precise, fact-based data on Scope 3 emissions. This effort is essential, as Scope 3 accounts for 93% of our total emissions. By working together, we are ensuring our environmental impact is accurately measured and transparently reported, strengthening both the quality and integrity of our products.

Meaningful improvement depends on partnership. This year, we have built stronger relationships with our suppliers, establishing clear reporting requirements and joint improvement projects to gather reliable Scope 3 data. These actions are driving transparency and accountability throughout our value chain.

Accurate, fact-based data is the foundation of our sustainability journey. By investing in automated digital solutions for Scope 3 data collection and verification, we are streamlining reporting, reducing manual workload, and optimizing resource use. This sets the stage for informed decision-making and measurable improvement.

Looking ahead, we are prioritizing a deeper collaboration with our suppliers to explore the adoption of low-carbon steel in our solutions. Given that steel represents 70% of our Scope 3 emissions, which in turn make up 93% of our overall carbon footprint, addressing this area is imperative for meaningful progress. By investigating innovative sourcing and production methods, we aim to significantly reduce our climate impact and set new standards for sustainability in our industry going forward.

I extend my sincere thanks to our dedicated team, partners, and suppliers for their commitment and collaboration. Together, our focused work on Scope 3 emissions is shaping a more sustainable future, one verified step at a time.



Ola Ulvund

MD, Hycast

Table of contents

Hycast sustainability report 2025	1
Reflections from MD	2
Table of contents	3
Hycast facts	4
Strategy goals/policy.....	5
KPI measurement 2025.....	5
Key Figures 2025.....	7
Key Figures 2025 HSE.....	8
Key Figures 2025 Finance.....	9
Sustainability at Hycast	9
Sustainability roadmap and focus	12
Improvement plan	14
Climate emissions.....	15
Carbon accounting	16
HSEQ-Summary	20
Contact information	22

Hycast facts

Hycast AS is a fully owned subsidiary of Norsk Hydro ASA, a fully integrated aluminium company with 35,000 employees in 40 countries.

We deliver technology and solutions to both Hydro and other customers globally, whereas the majority of our business is outside Hydro.

HYCAST

- **is a technology company committed to delivering sustainable and safe casthouse solutions.**

Hycast was founded in 1990 by forward-thinking and world class engineers and scientists to secure state of the art technology development of aluminium casthouse equipment.

- **delivers state of the art, fully automated casting lines**

We claim to be the best at what we do. Our technology enables production of aluminium products of superior quality through fully automated casting lines. For our customers this means a safe casthouse, increased value creation and competitive advantages.

- **is at the frontline of aluminium casting development - 30 years of innovation**

Hycast is a result of an R&D spin-off which means that innovation and development is at the core of what we do. Since the start in 1990, Hycast has continued to develop and improve casthouse technology. As a leading company within casthouse equipment we have successfully been able to sustain a high degree of innovation through the use of rapid testing and validation of new technology and close partnerships with research institutions and partners.

Vision and mission

- **Vision:** Game Changer Casthouse solutions
- **Mission:** Empowered by competent and motivated employees, we deliver cutting-edge, sustainable casthouse technology to the global Aluminium industry. Act as a strategic development partner securing Hydro's position on casthouse products
- **Values:** Care, Courage, Collaboration

Customer value proposition:

- **We strengthen the competitive advantage, increase safety level and reduce the carbon footprint.**

Strategy goals/policy



People#1

We strive for highly competent and motivated employees, and a healthy working environment for personal development.



Planet #2

Environmental impact is considered throughout our entire value chain.

Hycast is committed to lead the transition towards more sustainable casthouse solutions in the aluminium industry.



Profit #3

Hycast has financial robustness as ambition for continuous development of the company and securing of job

KPI measurement 2025



People#1

100 % achievement of Performance and Goal setting process in ONE (HR system) within due date.

Established competence action plan for all employees through ONE (HR System) process, including updated “Hycast Competence Overview”

Follow up Hydro Monitor actions according to action plans defined on department level.



Planet #2

Publish Hycast Sustainability Report 2024

Carbon footprint of >50% of purchased goods documented by suppliers.



Profit #3

>6 % Earnings before interests and tax Measured as EBIT/total revenue according to IFRS15.



Photo: Ann Kathrin Moen Langli, Hycast

Key Figures 2025

	Unit	2025	2024	2023	2022	2021
Employees (own)	#	68	66	62	58	56
Employees (hired)	#	2	1	3	4	4
Own employees in %	%	97,1 %	98,5 %	95,4 %	93,5 %	93,3 %
Apprentices	#	0	0	0	0	0
Apprentices in %	%	0	0,0 %	0,0 %	0,0 %	0,0 %
Total employees	#	70	67	65	62	60
Female employees	#	14	13	11	10	10
Male employees	#	56	54	54	52	50
Female employees in %	%	20,0 %	19,7 %	17,7 %	17,2 %	17,9 %
Female leaders	#	2	2	1	1	1
Male leaders	#	8	8	8	7	8
Female leaders in %	%	20,0 %	20,0 %	11,1 %	12,5 %	11,1 %
Average number of years employed - total	#	13	13	14	15	15
Average age - total	#	46,4	46,0	44,9	45,5	45,1
Turnover	#	1,43 %	1,55 %	3,10 %	1,70 %	1,70 %

Table 1. Key Figures Hycast. Workforce trends and Key HR Indicators (2021–2025)

Table 1 illustrates the development of workforce composition and key employment indicators for the period 2021–2025. The total number of employees has increased steadily from 56 in 2021 to 68 in 2025, primarily driven by permanent employees, who account for 97.1% of the workforce in 2025. The share of hired personnel remains low and stable. Gender distribution shows a gradual increase in the proportion of female employees, rising from 17.9% in 2021 to 20.0% in 2025, while the share of female leaders has stabilized at 20% over the past two years. Average length of employment and average age have remained relatively stable, indicating low turnover and strong organizational continuity. This is further supported by a low employee turnover rate, which decreased to 1.43% in 2025.



Photo: Ann Kathrin Moen Langli, Carina Farstad and Odd Arild Lange, Hycast

Key Figures 2025 HSE

	Unit	Target	2025	2024	2023	2022	2021
Fatalities	#		0	0	0	0	0
Injuries with absence	#	Zero injuries and accidents	0	0	0	0	0
HSE reported cases	#		36	68	43	152	125
Improvements reported	#		113	117	109	112	147
Total Recordable injury (TRI)	#	Zero injuries and accidents	0	0	0	0	0
Sick leave - total	%		2,33 %	4,1 %	4,9 %	4,3 %	2,0 %
Sick leave > 16 man days			0,18 %	2,0 %	2,4 %	2,1 %	0,8 %
Sick leave - women	%		2,20 %	6,9 %	6,1%	1,4 %	3,9 %
Sick leave - men	%		3,10 %	3,4 %	3,8%	4,0 %	1,2 %

Table 2. HSE performance and key indicators (2021–2025)

Table 2 summarizes key HSE performance indicators for 2021–2025. The company reports zero fatalities, zero injuries with absence, and zero total recordable injuries (TRI) throughout the period, in line with the target of zero injuries and accidents. HSE reported cases decreased to 36 in 2025, while continuous improvement is reflected through a high number of reported improvement actions. Sick leave was reduced to 2.33% in 2024, with long-term sick leave remaining very low.



Photo. Proudly presenting certified rooms for 5S standards. Berit Megård and Rune Reitan, Hycast.

Key Figures 2025 Finance

	Unit	Target	2025	2024	2023	2022
Revenue	kNOK	500 000	456 568	503 932	444 773	496 945
EBIT	kNOK	40 000	32 942	50 128	5 832	26 009
EBIT %	%	7-10%	7,2 %	9,9 %	1,3 %	5,2 %
EBITDA	kNOK		34 257	52 181	8 084	28 602
EBITDA %	%		7,5 %	10,4 %	1,8 %	5,8 %
Equity	kNOK		249 234	218 890	206 671	199 985
Equity %	%	40-50%	62,3 %	52,1 %	49,2 %	48,1 %
ROACE %	%		31,2 %	42,1 %	47,0 %	18,0 %
Salary to employees	kNOK		116 569	101 453	99 521	84 670
Dividend	kNOK		0	50 000	0	0
Taxes	kNOK		8 085	12 549	2 005	5 897
Investments	kNOK		91	606	0	871
Cost related to purchased goods and services	kNOK		248 460	303 166	287 192	350 290
Cost R&D/Technology	kNOK		18 794	14 189	16 395	18 918
Cost R&D/Technology %	%	3-5%	4,1 %	2,8 %	3,7 %	3,8 %
(EBIT+Cost R&D/Technology) %	%	12 %	11,3 %	12,8 %	5,0 %	9,0 %

Table 3. Finance performance and key indicators (2021–2025)

Table 3 summarizes key financial performance indicators, reflecting the company's economic sustainability and value creation over time. Revenue and profitability show overall resilience, supported by a solid equity ratio above target levels, indicating strong financial stability. Continued investments in R&D and technology underline the company's commitment to innovation, efficiency, and long-term sustainable growth.

Sustainability at Hycast

The focus areas identified in materiality analysis are the foundation of our sustainability strategy. These priorities continue to guide Hycast's sustainability strategy and actions, ensuring alignment with stakeholder expectations and long-term business objectives.



Figure 1: Hycast's Selected UN Sustainable Development Goals

Operational reliability and safety

Hycast works continuously to ensure operational reliability and safety by identifying challenges together with customers and finding solutions. We document performance improvements, register HSE-related incidents from customers, and make necessary changes. All technology provided complies with safety directives and legislation.

Manufacturing

In manufacturing, we are moving from cost-based data to actual Global Warming Potential (GWP) data. Suppliers are required to provide GWP based on production information. Our main reduction targets include steel with low carbon footprint, carbon-neutral transport and travel, and a transition to 100% renewable energy. During the use phase, we collect real data from customers to improve sustainability.

Attractive employer

As an attractive employer, we focus on competence development by creating comprehensive plans for skill growth aligned with organizational goals. All employees receive training on the Business System (AMBS/HYBS) and the People Strategy with support from Hydro HR. We use insights from the Hydro Monitor Survey to drive team and company improvements and implement relevant actions across teams. Well-being initiatives are continuously planned and executed at both team and company levels, supported by strong collaboration between management and the Social Committee. Management training programs cover essential topics such as building psychological safety in teams and deepening understanding of AMBS/HYBS principles. We ensure occupational health and safety by complying with ISO45001 standards, strengthening internal competence and structure, and securing management responsibility and employee involvement.

Local community value creation

Hycast also creates value for the local community by supporting cultural and sports activities, participating in regional networks and business clusters, and maintaining a high share of local and regional suppliers, amounting to approximately 200 MNOK annually.

Hycast contributes actively to local community development through support for education, sports, and regional initiatives. In 2025, Hycast supported Newton Sunndal in developing a new learning module for upper secondary students, aimed at strengthening their understanding of mathematical functions and their practical applications. The company also contributes to local sports clubs and cultural organizations and has supported community infrastructure projects such as the construction of the Vinnutrappa staircase in Sunndal. These initiatives reflect Hycast's commitment to fostering competence, well-being, and long-term value creation in the local community.



*Photo: Head of Technology and Sustainability,
Arild Håkonsen, Hycast*



Photo: Ola Ulvund, Stine Slapø Haffke, Ola Fur, Andreas G. Ulvund og Carina Farstad gathered to mark the support of Newton Sunndal. .Photo Olena Horobets, Driva. Pictured reposted with permission from Driva.

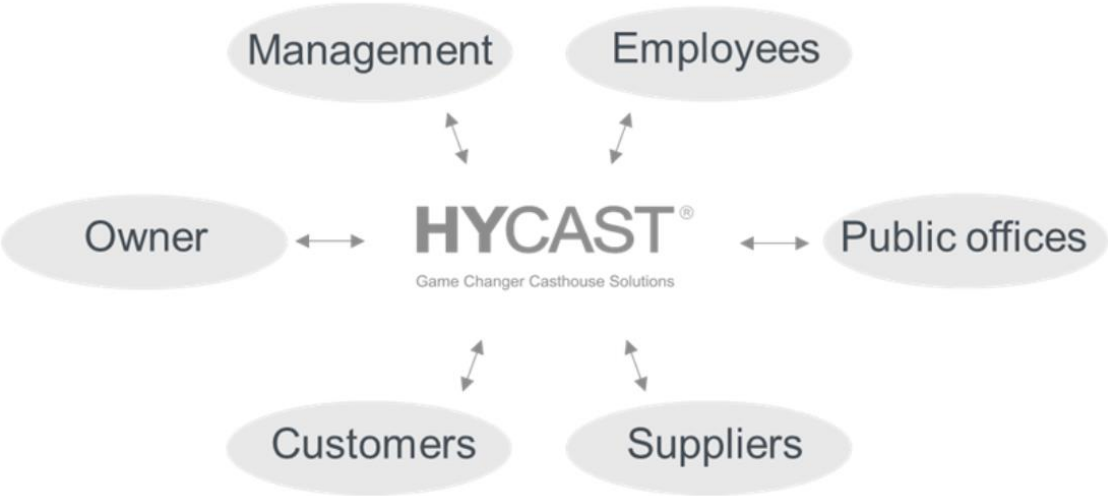
Material topics grouped to define 4 focus areas:



Figure 2: Hycast's material topics grouped to define 4 focus areas.

Hycast material assessment. In 2023 Hycast conducted the first materiality assessment to identify where Hycast has the greatest impact on society and environment.

Based on GRI-3 (2021) Materiality standard and the principle of double materiality, conducted by a third party. This is the basis for Hycast Stakeholders in figure 3:



Sustainability roadmap and focus

Year	Key milestones
2024	First sustainability report published Carbon datasheets made and published for all major product
2025	Publish sustainability report and gather data from suppliers. Include carbon data (GHG) as one of the supplier selection criteria. >50% activity-based data for purchased goods.
2026	Include carbon data (GHG) as one of the supplier selection criteria. Collaborate with key suppliers on alternative material sourcing for cutting carbon footprint. >65% activity-based data for purchased goods.
2027	Make carbon accounting for 2026. with key suppliers on alternative material sourcing for reducing carbon footprint – make pilot with low CO2 steel.



Photo: Vinnutrappa

Improvement plan

Figure 4 shows Hycast’s Improvement Plan for 2024–2030. It compares projected emissions growth without mitigation measures (blue bars) with the impact of planned reduction initiatives, shown as negative contributions. The total emissions for 2025 were somewhat higher than for 2024. The main reason for this is that the CO₂e data received from suppliers, covering 64% of all goods, was ~20% higher than previously calculated using the spend based model (calculating the carbon footprint based on cost multiplied by a factor).

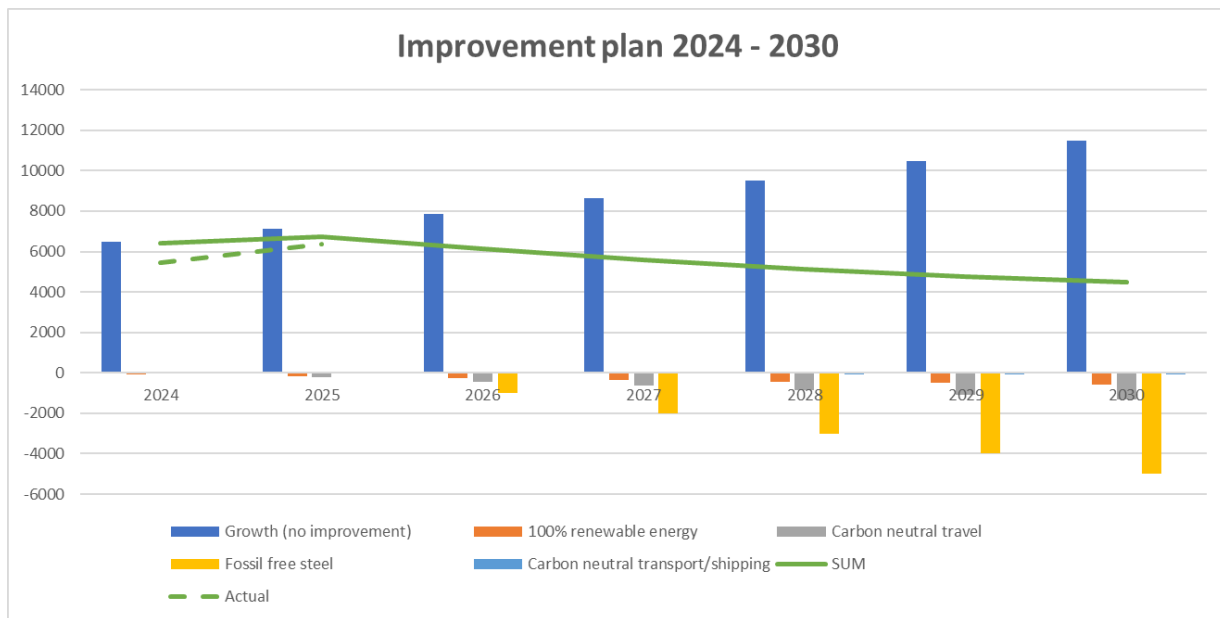


Figure 4: Projected emission reductions in line with the Paris Agreement (2024–2030)

Key measures include lower CO₂ steel, renewable energy, carbon-reductions for travel, and carbon-reduction for transport and shipping. Scope 1 emissions remain negligible compared to Scope 2 and Scope 3 and therefore have limited influence on the overall emissions profile. The green trend line represents total emissions after implementation of these measures; the dashed green line is the emissions reported in the carbon accounting.

The figure demonstrates that, although business growth drives increased emissions, the planned initiatives significantly reduce the total footprint over time. The largest reductions are associated with fossil-free steel and carbon-neutral transport, enabling Hycast to achieve emission reductions aligned with the Paris Agreement - 46% reduction compared to 2019 within 2030, despite continued growth.

Climate emissions

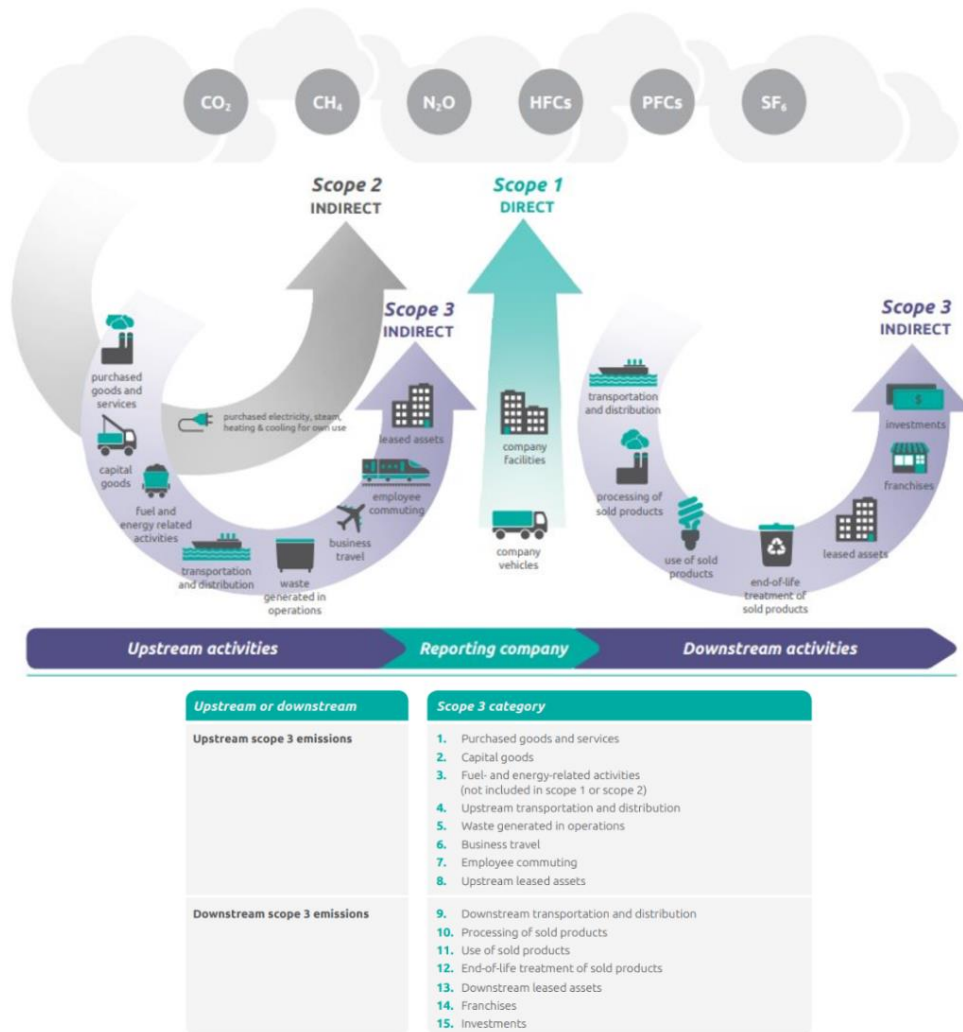


Figure 5: Value Chain Emissions: Scope 1, 2 and 3. Source: <https://www.epa.gov/climateleadership/scope-1-and-scope-2-inventory-guidance>

For scope 1:

Here we have used data for actual fuel consumption and data from freight suppliers.

For scope 2:

Data from energy suppliers and carbon factors from NVE.

For Scope 3:

We got carbon data (GHG) from our suppliers covering in all ~64% of our purchased goods in 2025. For the remaining purchases of goods and services we have applied a spend-based approach. For business travel we have used data from the travel agency. For downstream transport we have used data from freight suppliers.

The use-phase and end-of life is not included in the carbon accounting.

Carbon accounting

The table below (table 4) shows Hycast's carbon accounting for 2025, summarizing greenhouse gas emissions across three scopes defined by the GHG Protocol. Scope 1 covers direct emissions from company-controlled sources like fuel use, Scope 2 includes indirect emissions from purchased electricity and heating, and Scope 3 accounts for other indirect emissions such as purchased goods, services, waste, and transportation. Each category lists activity data, emission factors, and resulting CO₂-equivalent emissions. The total footprint is estimated to be 6378 tons of CO₂e for 2025.

Hycast Carbon Accounting 2025

Total company overview

Scope 1 - Direct Emissions		Amount	Unit	Factor	t CO ₂ e	
Diesel for pickup		478	l/year	0.0027	1.29	0.0 %
Propane for heat shrink wrapper burner/masonry burner		22	kg/year	0.00541	0.12	0.0 %
Welding gas, MISON 18		36	m ³ /year	0.000329	0.000	0.0 %

Scope 2 - Indirect Emissions from Electricity/Heating/Cooling		Amount	Unit		t CO ₂ e	
Electricity Industrivegen 49 - Market based		738	MWh/year	0.59861	441.78	6.9 %
Electricity Industrivegen 49 - Location based		738	MWh/year	0.015	11.07	0.2 %
District heating Industrivegen 49		34	MWh/year	0.00895818	0.30	0.0 %

Scope 3 - Other Indirect Emissions	Scope 3 category	Amount	Unit		t CO ₂ e	
Purchased goods with no CO ₂ data from supplier	1	86	M NOK/year	14.48	1241.40	19.5 %
Purchased goods with CO ₂ from supplier	1			NA	3787.09	59.4 %
Purchased services	1	8	M NOK/year	0.368	3.02	0.0 %
Refractory material waste	5	11861	kg/year	1.23931E-06	0.01	0.0 %
Residual waste from container	5	5000	kg/year	0.0005498	2.75	0.0 %
Wood waste	5	8123	kg/year	2.12936E-05	0.17	0.0 %
Corrugated cardboard waste from warehouse	5	2765	kg/year	2.12936E-05	0.06	0.0 %
Shredded paper	5	0	kg/year	2.12936E-05	0.00	0.0 %
Iron waste	5	636	kg/year	2.12936E-05	0.01	0.0 %
Aluminium waste	5	962	kg/year	2.12936E-05	0.02	0.0 %
EE-waste	5	821	kg/year	2.12936E-05	0.02	0.0 %
Residual waste from the office	5	1552	kg/year	0.0005498	0.85	0.0 %
Paper waste	5	438	kg/year	2.12936E-05	0.01	0.0 %
Wastewater	5	307	m ³ /year	0.000272	0.08	0.0 %
Water usage	5	307	m ³ /year	0.00015311	0.05	0.0 %
Business travel with private car	6	44201	km/year	0.000176129	7.79	0.1 %
Business travel with public transportation/taxi in Norway	6	158606	NOK/year	1.12183E-05	1.78	0.0 %
Business travel with public transportation/taxi in abroad	6	108152	NOK/year	1.12179E-05	1.21	0.0 %
Business travel with rental car	6	8	t CO ₂ /year	NA	8.40	0.1 %
Business travel with airplane	6	474	t CO ₂ /year	NA	474.00	7.4 %
Hotel stays	6	12	t CO ₂ /year	NA	11.60	0.2 %
Transportation to customer by land	9	11	t CO ₂ /year	NA	11.31	0.2 %
Transportation to customer by sea	9	25	t CO ₂ /year	NA	25.40	0.4 %
Transportation to customer by air	9	347	t CO ₂ /year	NA	346.54	5.4 %
SUM					6378,1 t CO₂e	

Table 4: Hycast total carbon accounting 2025. Scope 3 Emissions Inventory and data basis.

The split between the different scopes is shown in the diagram below (figure 6). Note that scope 1 is neglectable in comparison with scope 2 and 3.

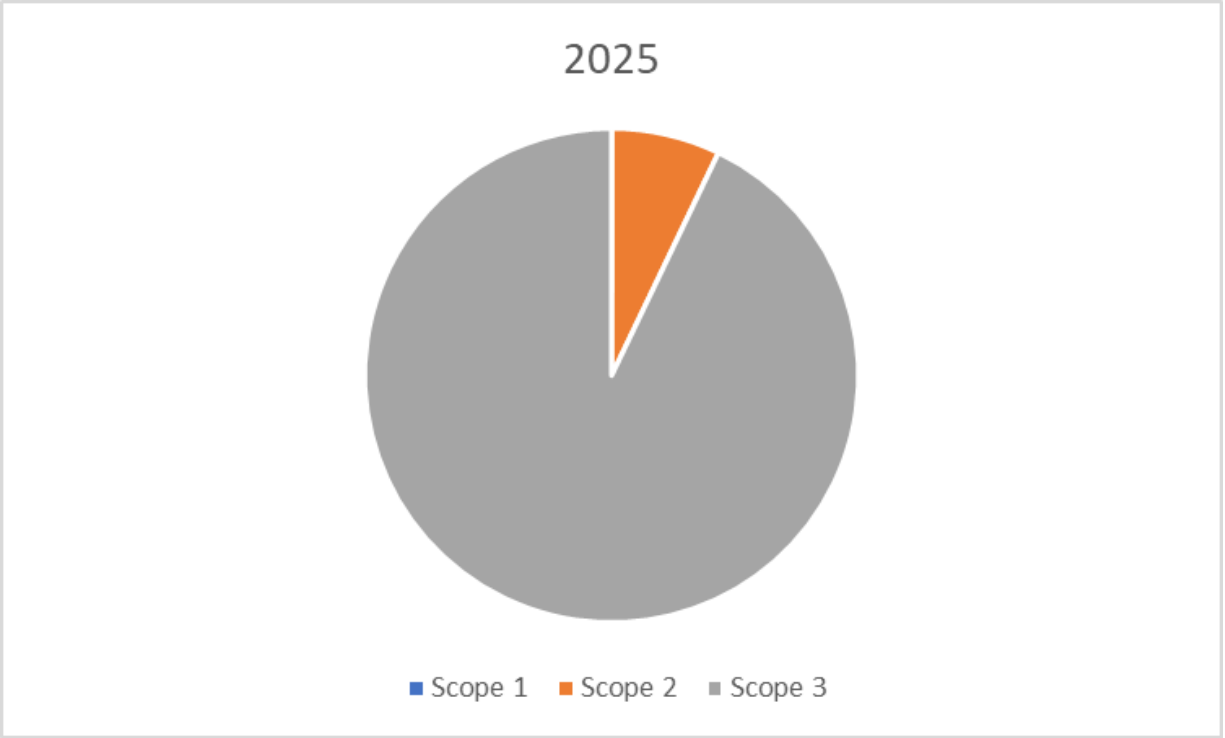


Figure 6: Diagram showing dominance of Scope 3 Emissions (2025)

Figure 7 presents Hycast’s carbon accounting for 2025, showing emissions distributed across different activities in the value chain. The results indicate that total emissions are largely driven by Scope 3 categories, particularly purchased goods and materials, with “purchased goods with CO₂ data from supplier” representing a major contribution.

Transportation to customers also accounts for a significant share, especially by sea, followed by land and air transport. In comparison, operational emissions (Scope 1 and Scope 2) and internal activities such as energy use, waste, and business travel contribute relatively little to the overall footprint.

Overall, the figure highlights that Hycast’s emissions are primarily linked to upstream procurement and downstream logistics, indicating that the greatest reduction potential lies in supplier engagement and low-emission transport solutions.

The impact of different posts is plotted in the figure 7 on next page. Purchased goods are by far the largest contributor (78,8% of the total), followed by business travel by airplane (7.4%) and electricity (7,1%).

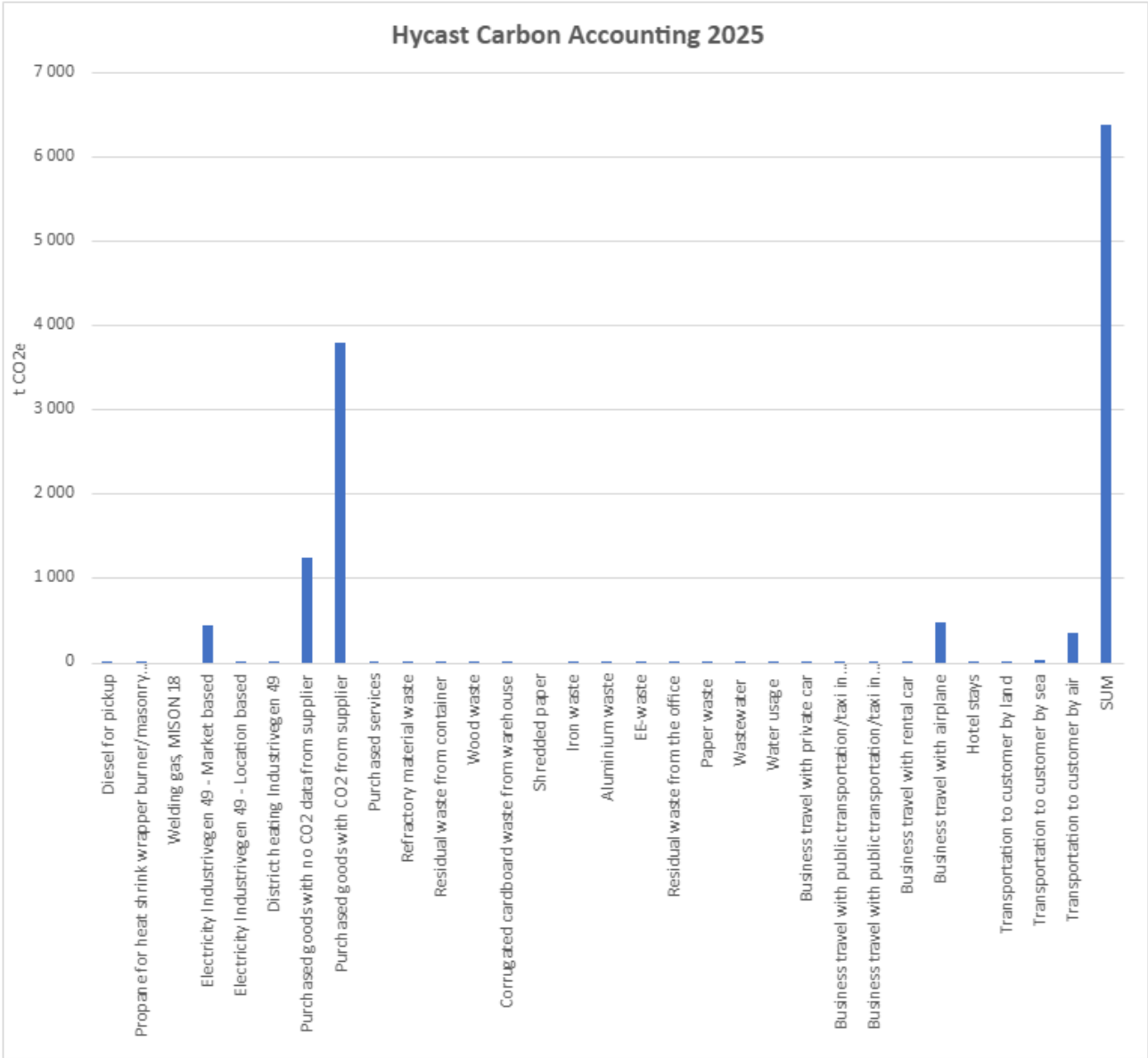


Figure 7: Hycast carbon accounting by activity, highlighting dominant Scope 3 emissions in 2025

Note: Purchased goods are this year presented in two separate categories for 2025. One based on supplier-specific CO₂ data and one covering the remaining share, whereas in the previous year(2024) these were aggregated into a single category.



HSEQ-Summary

Health and well-being

Creating a safe and thriving work environment is central to our HSEQ efforts. In 2025, Hycast continued systematic work to promote employee health, well-being, and engagement. Sickness absence remained low throughout the year and were significantly below the national average, reflecting positive working conditions and effective follow-up.

Several well-being initiatives were implemented, including social activities, company events, and targeted measures following employee surveys. Health monitoring and occupational health services were carried out in cooperation with the occupational health provider (Avonova), including health checks, noise and dust measurements, and preventive actions. High employee satisfaction and strong engagement were confirmed through surveys conducted in these health checks, with continued focus on ergonomics, psychosocial work environment, and preventive health measures.

In 2025 Hycast got certified for ISO45001: as a new standard by DNV.

Safety

In 2025, Hycast achieved strong safety results with **no registered personal injuries or lost-time accidents**. Incident reporting in Synergi remained stable, while the number of HSE incidents was reduced compared to the previous year. Near-misses and observations were actively reported and followed up, contributing to learning and prevention.

Preventive measures included monthly safety inspections, systematic risk assessments, and regular training and awareness activities. Emergency preparedness was maintained through drills and inspections, and safety culture remained a key focus area. The implementation of the 5S methodology supported safer and more orderly work areas, contributing to improved housekeeping and risk reduction.

Environment

Hycast continued its commitment to reducing environmental impact and strengthening sustainability initiatives. Environmental management is anchored in ISO 14001, with ongoing efforts related to waste management, emissions, and resource efficiency.

Supplier-related climate data collection was strengthened, and progress was made in gathering CO₂ data from purchased goods and services. Environmental performance and sustainability initiatives are transparently reported through Hycast's sustainability reporting, alongside continued engagement in local community and environmental initiatives.

Quality

Quality performance in 2025 remained stable, with systematic handling of non-conformities, complaints, and improvement proposals through Synergi. Root causes were primarily linked to supplier performance, documentation, logistics, and component quality, and targeted actions were implemented to reduce recurrence. Increasing supplier engagement through audits has been done in 2025.

Internal audits and management reviews were completed as planned, supporting continuous improvement and compliance. Hycast successfully completed the ISO re-certification process for ISO 9001 and ISO 14001 and achieved certification to **ISO 45001** for occupational health and safety. Supplier engagement was strengthened through audits and closer follow-up, and further improvements were achieved through increased use of YCA Knowledge and structured process mapping. *Certificates valid for Hycast Sunndalsøra (Ind.veien49 and 43)

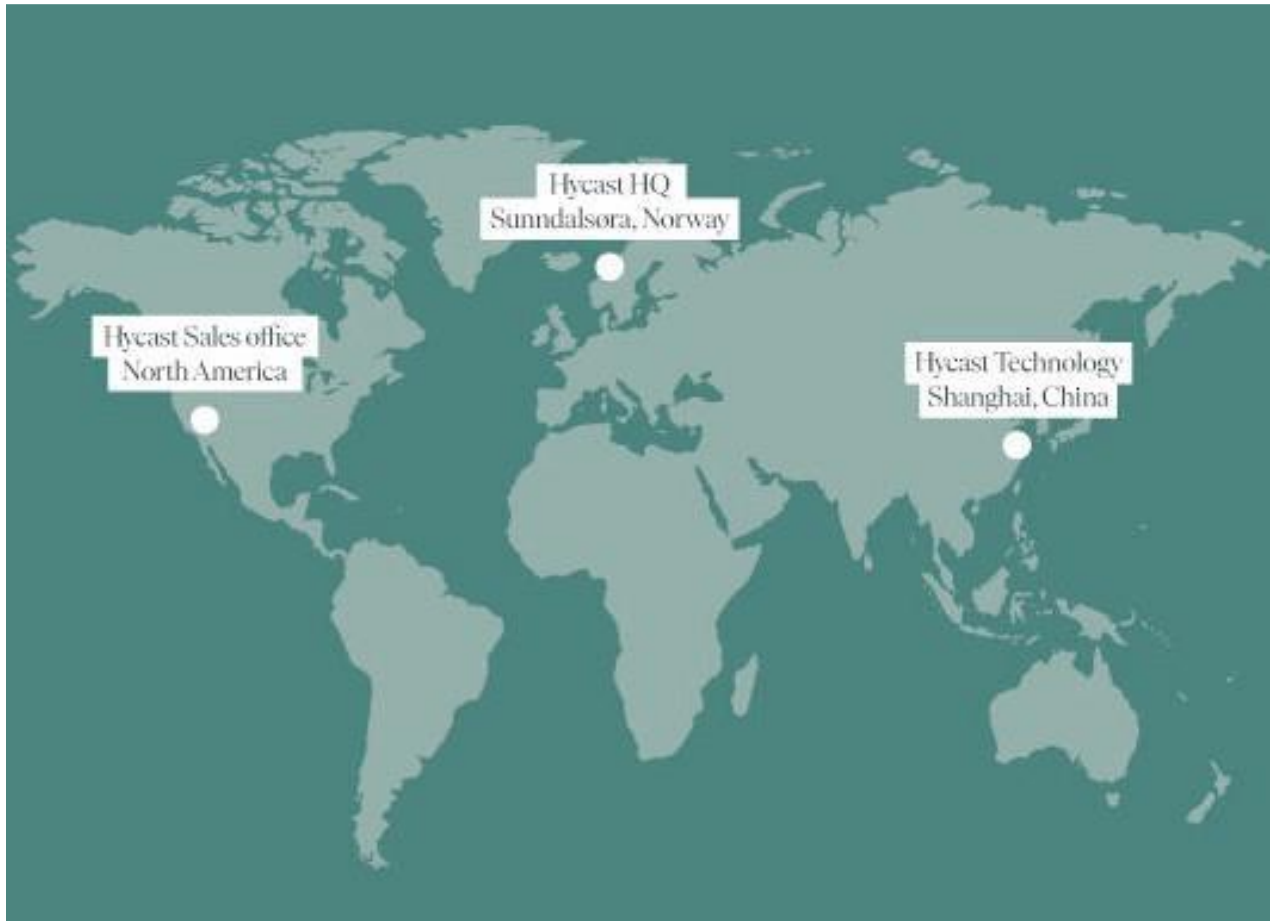
Key focus areas going forward

- ISO- periodic certification process
- Increasing supplier engagement through audits and follow-up
- Strengthening the 5S methodology for order and cleanliness, conducting WOC's
- Deepening the use of management systems such as Synergi and YCA Knowledge. Keep up work with registrations in Synergi (all categories)
- Strengthening the use of HSEQ data in risk assessments and strategic planning



Figure 8: DNV certificates for the ISO standards 9001, 14001 and 45001.

Contact information



hycast@hydro.com



Industriveien 49, 6600 Sunndalsora



www.hycast.com



Hycast

HYCAST[®]

By  Hydro