

Materiality assessment

Contents

Materiality assessment.....	1
Stakeholder Engagement.....	2
Material Topics	3

Materiality assessment

Our materiality assessment has been a key part of defining the framework for our ESG report. In the fall of 2021 we performed the first materiality assessment for Hurtigruten Group, based on the GRI guidelines. Our materiality assessment is approved by our Board of Directors.

Our materiality assessment is done by:

- Understanding Hurtigruten Group’s context (our activities, relationships, stakeholders, etc).
- Identifying and assessing Hurtigruten Group’s positive and negative impacts by engaging with internal and external stakeholders.
- Reviewing and benchmarking with industry guidelines and best practices to ensure we provide far more than a subjective view from our selected stakeholders.
- Prioritising the most significant impacts, which resulted in the eight defined Material Topics.

We regularly engage with our stakeholders to understand which ESG topics are most important to them. For the materiality assessment, stakeholder engagement has been completed via interviews, surveys and focus groups, during which we have mapped key topics and impacts. See list of stakeholder engagement below, that shows interaction with stakeholders to understand our impacts. It has also been important for us to understand the expectations of the market and the benchmarks within the industry.

Stakeholder Engagement

Stakeholder	How we engage
Employees	Surveys Interviews Focus Groups Quarterly events
Customers	Newsletters, email communication Surveys Interviews / Focus Groups
Suppliers	Supplier meetings Supplier Code of Conduct
Communities and Authorities	Dialogue with communities, focus groups and regular meetings Dialogue with regulatory and political bodies NGOs/ Interest Groups
NGOs / Interest Groups	Meetings and conferences
Investors	Investor Relations activities Interviews and regular meetings



Material Topics

Our materiality assessment has identified eight Material Topics, split into environmental, social and governance categories. These topics represent the most Material Topics for Hurtigruten Group's business and should reflect what is of highest importance both to our stakeholders and to us as a business.

The material assessment will form the basis for our strategic work and prioritisation for the future. The topics are approved by our Board of Directors, and will be reviewed every second to third year, or more frequently if there is any substantial change made to our business or group of stakeholders.

Hurtigruten Group's material topics:

- Emissions
- Impact on nature
- Great place to work
- Diversity and inclusion
- Health & Safety
- Community Impact
- Responsible Business
- Data Privacy & Security