



ATTACHMENT TO AGENDA ITEMS 7 AND 8 RECOMMENDATION OF THE NOMINATION COMMITTEE

The nomination committee comprises the following members:

Terje Venold (Chair)
Mette I. Wikborg
Susanne Munch Thore
Berit Ledel Henriksen

The nomination committee makes its recommendation to the General Meeting regarding the shareholders' election of members and deputy members to the Corporate Assembly, and regarding remuneration to the members of the Corporate Assembly. The nomination committee makes its recommendation to the General Meeting regarding the election of members and chair of the nomination committee, and regarding remuneration to its members. The nomination committee makes its recommendation to the Corporate Assembly regarding the election of the shareholders' representatives to the board, and regarding remuneration to the members of the board.

The guidelines for the nomination committee were last updated by the General Meeting in 2017. The guidelines are available at www.hydro.com.

Since the previous General Meeting, the nomination committee has held 17 meetings, including meetings with the board chair, the individual board members and the CEO. The nomination committee received and considered the board's self-evaluation. The committee obtained information it considered relevant for its work from the administration and other persons. The nomination committee undertook a review of its own performance and mandate.

Ordinary elections will be held at the company's General Meeting on 7 May 2018 for members and deputy members of the Corporate Assembly and for members of the nomination committee. The nomination committee held four meetings to consider the composition of the Corporate Assembly and the nomination committee.

In preparing the criteria for selecting and recommending new members and deputy members for the Corporate Assembly and new members for the nomination committee, the nomination committee focused on the interests of the shareholder community and on meeting the company's need for expertise, capacity and diversity. In addition, the nomination committee sought to balance the need for continuity and renewal in both bodies. The nomination committee sought to maintain a broad representation from the company's shareholders and other relevant stakeholders. The nomination committee also attached importance to a broad geographical representation and gender balance. The nomination committee has actively maintained contact with the shareholder community and ensured that its recommendations were anchored with major shareholders. Information on how shareholders and others could provide input to the nomination committee was posted on the company's website.

The nomination committee considers the candidates recommended for election to the Corporate Assembly and the nomination committee to be independent of the company's board and management, as required under Chapter 8 of the Norwegian Code of Practice for Corporate Governance, issued by the Norwegian Corporate Governance Board. Background information on the current members of the Corporate Assembly and nomination committee is available at www.hydro.com.

At the General Meeting of Norsk Hydro ASA on 7 May 2018, the nomination committee recommends the following:

1 Ordinary election of members and deputy members to the Corporate Assembly 2018

The company's Corporate Assembly consists of 18 members, elected for terms of up to two years. Twelve of the members and four deputy members for these are elected by the General Meeting, while six of the members and deputy members are elected by and from the employees in Hydro.

The Corporate Assembly elects its own chair and vice chair for up to two years at a time. In accordance with the company's Articles of Association, the company's Corporate Assembly, chair and vice chair will be elected for up to two years at a time.

At the company's General Meeting in 2016, the following members of the Corporate Assembly were elected for a term of two years:

Members	Permanent member from:	Deputy member from:
Terje Venold (Chair)	2006	2002-2006
Sten-Arthur Sælør	2004	2002-2004
Anne-Margrethe Firing	2006	2002-2006
Unni Steinsmo	2008	2006-2008
Anne Kverneland Bogsnes	2010	2008-2010
Birger Solberg	2012	2010-2012
Susanne Munch Thore (Vice Chair)	2014	2012-2014
Shahzad Abid	2014	2012-2014
Nils Bastiansen	2014	-
Berit Ledel Henriksen	2015	2014-2015
Jorun Johanne Sætre	2016	2014-2016
Odd Arild Grefstad	2016	-
Deputy members		
Ylva Lindberg		2014-
Hilde Christiane Bjørnland		2016-
Nils Morten Huseby		2016-

The Corporate Assembly thus consists of 12 shareholder-elected members and three deputy members, and the term of office expires this year for all shareholder-elected members of the Corporate Assembly.

Anne-Margrethe Firing and Sten-Arthur Sælør are resigning from the Corporate Assembly.

The nomination committee unanimously presents the following recommendation:

- a) The following be re-elected as members of the Corporate Assembly:
 - Terje Venold
 - Susanne Munch Thore
 - Berit Ledel Henriksen
 - Unni Steinsmo
 - Anne Kverneland Bogsnes
 - Birger Solberg
 - Shahzad Abid
 - Nils Bastiansen
 - Jorun Johanne Sætre
 - Odd Arild Grefstad

- b) The following deputy members be elected as new members of the Corporate Assembly:
 - Ylva Lindberg
 - Nils Morten Huseby

- c) The following be re-elected as deputy members of the Corporate Assembly:
 - Hilde Christiane Bjørnland

- d) The following be elected as new deputy members of the Corporate Assembly:
 - Gisle Johansen
 - Hans Henrik Klouman
 - Elisabeth H. Tørstad

Information on Gisle Johansen, Hans Henrik Klouman, and Elisabeth H. Tørstad is attached.

All elections to the Corporate Assembly are for a term of up to two years, pursuant to Section 7 of the company's Articles of Association.

2 Ordinary election of the nominating committee

Pursuant to Section 5A of the Articles of Association, the nomination committee shall consist of a minimum of three and a maximum of four members who are shareholders or representatives of shareholders. The members of the nomination committee, including its chair, are elected by the General Meeting. The chair of the nomination committee and at least one other member shall be elected from among the shareholder-elected members of the Corporate Assembly. The members of the nomination committee are elected for terms of up to two years at a time.

At the General Meeting in 2016, the following were elected as members of the nomination committee:

Member	Member of nomination committee since:
Terje Venold	2012
Mette I. Wikborg	2008
Susanne Munch Thore	2014
Berit Ledel Henriksen	2015

Terje Venold was elected chair of the nomination committee at the General Meeting in 2016. The term of office expires this year for all members of the nomination committee. All members have agreed to be re-elected.

The nomination committee unanimously presents the following recommendation:

Terje Venold
Mette I. Wikborg
Susanne Munch Thore
Berit Ledel Henriksen

All elections to the nomination committee are for a term of up to two years, pursuant to Section 5A of the company's Articles of Association.

The nomination committee unanimously recommends the following person as chair of the nomination committee:

Terje Venold

The nomination committee recommends that Venold be elected as chair for a term of up to two years, pursuant to Section 5A of the company's Articles of Association.

(Venold, Wikborg, Munch Thore and Ledel recused themselves from the nomination committee's discussion on the chair and member positions of the nomination committee respectively.)

3 Recommendation on remuneration

The nomination committee has, in its recommendation to increase the remuneration of the members of the Corporate Assembly and the nomination committee, taken into account information on remuneration for members in comparable companies, the scope of work and the efforts that the members are expected to invest in their positions in the coming period as well as the wage trend in society in general in 2017. It is recommended that remuneration for the chair and members of the Corporate Assembly and the nomination committee be increased by 2.3%, rounded off appropriately.

On this basis, the nomination committee unanimously presents the following recommendation:

	To:	From:
<i>Corporate Assembly</i>		
Chair: *	111 000	108 500
Chair, Vice Chair, member and deputy (per meeting):	8 000	7 800
<i>Nomination committee</i>		
Chair (per meeting):	8 000	7 800
Member (per meeting):	6 350	6 200

(* plus attendance allowance)

Oslo, 3 April 2018



Terje Venold



Berit L. Henriksen



Susanne Munch Thore



Mette I. Wikborg

APPENDIX TO THE NOMINATION COMMITTEE'S RECOMMENDATION

Brief presentations of the proposed new members of the Corporate Assembly are presented below:

Nils Morten Huseby graduated in civil engineering from the Norwegian Institute of Technology in 1991. He is currently President of the Institute of Energy Technology (IFE). Huseby has extensive international experience from the energy industry and has previously served as CEO of Rainpower AS and Executive Vice President, South America, in SN Power (Statkraft Group). He also has experience from NOS ASA, McKinsey & Company and Shell International. Huseby is a board member in Norconsult AS and chair of the Oslo and Akershus chapter of the Confederation of Norwegian Enterprise (NHO).

Ylva Lindberg is founder of and partner in SIGLA. She is a graduate of Oxford University and has 20 years of business experience. She has previously worked in Orkla, McKinsey & Company and KLP and has been a member of the Council on Ethics for the Norwegian Government Pension Fund Global and chair of WWF Norway. Lindberg is a senior associate at the University of Cambridge Institute for Sustainability Leadership, member of the CentraGruppen board, member of the Lærdal Medical board, chair of the nomination committee in the Norwegian Refugee Council and member of the BMO GAM Responsible Investment Advisory Council.

Brief presentations of the proposed new deputy members of the Corporate Assembly are presented below:

Gisle Løhre Johansen received an MSc in organic chemistry from the Norwegian University of Science and Technology in 1985. In the period 1985–1990 he worked as a researcher and research director at Chiron Laboratories, a spinoff from the SINTEF environment in Trondheim. Since 1991 he has held various senior positions in research, production management, business development and business operations in Borregaard. This has given Løhre Johansen broad international experience in production, innovation and marketing. He is currently SVP for Research & Development and Business Development, as well as EVP for the Fine Chemicals business area. He has been a part of Borregaard's executive management team since 1999 and has served on boards in several companies and organizations focused on renewable materials and products.

Hans Henrik Klouman is general counsel in Statoil ASA, which he joined in August 2011. Prior to that he was CEO of SEB Enskilda in Norway, a position he held for four years. Prior to joining SEB Enskilda in 2007, he was general counsel and a member of group management in Storebrand from 1994 to 2007.

From 1987 until he joined Storebrand in 1994, Klouman worked in the Financial Supervisory Authority of Norway, as a judge in Sandefjord district court, in the Thommessen law firm, the Ministry of Finance and Oslo Børs.

Klouman holds a cand. jur. degree from the University of Oslo, an LL.M. (Master of Law) from the University of Southampton in the UK and graduated from the Advanced Management Program at the Harvard Business School in the United States. Klouman holds the following external

positions: Chair of the boards of Altor Private Equity Fund I-IV, Statoil's Pension Fund and Edvard Munch's Atelier Foundation (SEMA), member of the boards of Storebrand Livsforsikring AS, the European General Counsel Association, Næringslivets Aksjemarkedsutvalg, Værdalsbruket AS and of the foundations responsible for Kunstnernes Hus, Tjuvholmen Kulturdrift and Tjuvholmen Skulpturpark.

Elisabeth Heggelund Tørstad is CEO of DNV GL Digital Solutions, a global business unit with approximately 1 000 employees and a market leader in software, platform services, cyber security, digital transformation and data management. She is based in Norway and is part of the DNV GL Group Executive Committee. Heggelund Tørstad has more than 20 years of experience as CEO of DNV GL, and was previously CEO of DNV GL Oil & Gas. Prior to this she was Chief Technology Officer for DNV GL and Chief Operating Officer for DNV's Americas and Sub-Saharan Africa division. Heggelund Tørstad has held senior management positions in DNV GL within maritime, oil and gas, and renewable energy markets.

She holds directorships in Hexagon Composites and DigitalNorway. Heggelund Tørstad's highest academic degree is a cand.scient. degree in physics from the University of Oslo, but she also holds qualifications in civil engineering, business administration and organizational psychology.

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