



Key sustainability
performance data 2008

5.4 Key sustainability performance data

5.4.1 HSE accounting

StatoilHydro's objective is to operate with zero harm to people and the environment in accordance with the principles for sustainable development. We support the Kyoto protocol and apply the precautionary principle in the conduct of our business.

Our HSE management system is an integrated part of our total management system and is described in our governing documents.

Our management system relating to overall management and control, and many of the main operational entities, have been certified in accordance with the ISO 9001 and ISO 14001 standards. An overview of certified units can be found at www.statoilhydro.com/sertifisering

A key element in our HSE management system is recording, reporting and assessing HSE data. HSE performance indicators have been established to provide information on historical trends. The intention is to document quantitative developments over time and use the information in decision-making for systematic and purposeful improvement efforts.

HSE data are compiled by the business areas and reported to the corporate executive committee, which evaluates trends and decides whether improvement measures are required. The chief executive submits the HSE results and associated assessments to the board of directors. These results are posted on our intranet and internet sites. Quarterly HSE statistics are compiled and made accessible on our website through the performance report.

Our three group-wide performance indicators for safety are the total recordable injury frequency (TRIF), the lost-time injury frequency (LTIF) and the serious incident frequency (SIF). These are reported quarterly at corporate level for StatoilHydro employees and contractors. Statistics on our employees' sickness absence are reported annually.

The group-wide environmental indicators are reported annually at corporate level, with the exception of oil spills, which are also reported quarterly. The environmental indicators - oil spills, emissions of CO₂ and NO_x, energy consumption and the recovery rate for non-hazardous waste - are reported for StatoilHydro-operated activities. This includes the Gassled facilities at Kårstø and Kollsnes, for which Gassco is operator, while StatoilHydro is responsible for the technical operation (technical service provider).

Historical data include figures relating to acquired operations from the acquisition date. Correspondingly, figures relating to divested operations are included up to the divestment date.

Results

We suffered two fatal accidents in 2008. On a team-building gathering, during a canoeing trip, one person drowned. The second fatality occurred when a boat was casting off from the production platform South Pars No 9 in the Persian Gulf. A mooring line broke and struck a crew member on board the vessel *Interservice*.

StatoilHydro had three other serious incidents during 2008: air intrusion in a cracker at the Mongstad refinery with a risk of explosion, a large gas leak at the Oseberg C offshore platform and an oil leak in the Statfjord A offshore platform shaft. All three incidents had the potential to develop into a major accident.

The HSE accounting shows the development of the HSE performance indicators over the past five years. Use of resources, emissions and waste volumes for selected StatoilHydro-operated land-based plants, and for StatoilHydro-operated activities on the Norwegian continental shelf are shown in separate environmental overviews. See also the information on health, safety and the environment in the review of StatoilHydro's operations and the directors' report.

During 2008, our operations account for more than 143 million working hours (including contractors). These hours form the basis for the frequency indicators in the HSE accounting. Contractors handle a large proportion of the assignments for which StatoilHydro is responsible as operator or principal enterprise

StatoilHydro's safety results with respect to serious incidents have been at a stable level the last years. The overall SIF indicator increased from 2007 (2.1) to 2008 (2.2) and is now at the same level as in 2006 (2.2).

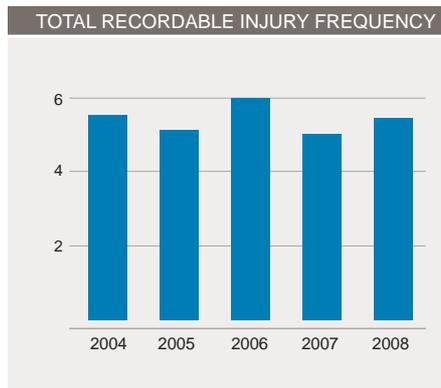
There has been an increase in the number of total recordable injuries per million working hours (TRIF) in 2008 (5.4) compared with 2007 (5.0). Contractor TRIF at year end 2008 was 6.6, and StatoilHydro employee TRIF was 3.4. The LTIF (injuries leading to absence from work) was 2.1 in 2008, an increase from 2007 (2.0).

In addition to our HSE accounting at group level, the business units prepare more specific HSE statistics and analyses for use in their own improvement efforts. We have for instance implemented an indicator used to follow up status on observations and actions from monitoring of our facilities technical safety condition.

In 2008, StatoilHydro was fined NOK 2 million for an accident that occurred on 26 April 2005 on Oseberg B, where a drilling worker was seriously injured. StatoilHydro also accepted some minor fines for breach of regulations at service stations.

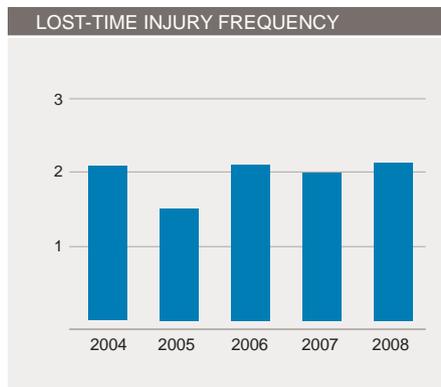
5.4.1.1 HSE performance indicators

Here we present charts and statistics for our HSE performance indicators.



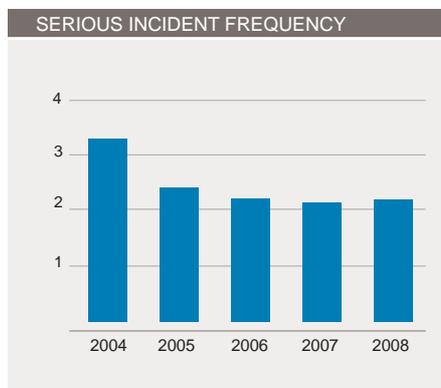
Definition: The number of fatalities, lost-time injuries, cases of alternative work necessitated by an injury and other recordable injuries, excluding first-aid injuries per million working hours.

Developments: The total recordable injury frequency (including both StatoilHydro employees and contractors) increased from 5.0 in 2007 to 5.4 in 2008. The frequency for StatoilHydro employees decreased from 3.5 in 2007 to 3.4 in 2008, while the frequency for our contractors increased from 6.1 in 2007 to 6.6 in 2008.



Definition: The number of lost-time injuries and fatal accidents per million working hours.

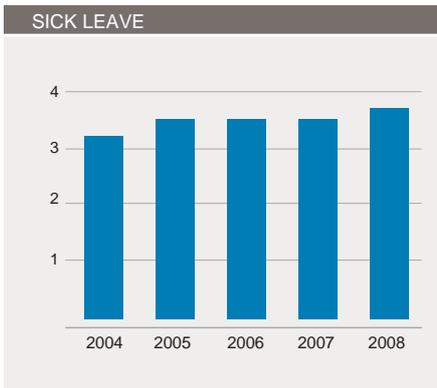
Developments: The lost-time injury frequency (including both StatoilHydro employees and contractors) increased from 2.0 in 2007 to 2.1 in 2008. The frequency for StatoilHydro employees was 1.7 in 2008, the same as in 2007, and for our contractors the lost-time injury frequency increased from 2.2 in 2007 to 2.3 in 2008.



Definition: The number of incidents of a very serious nature per million working hours (1).

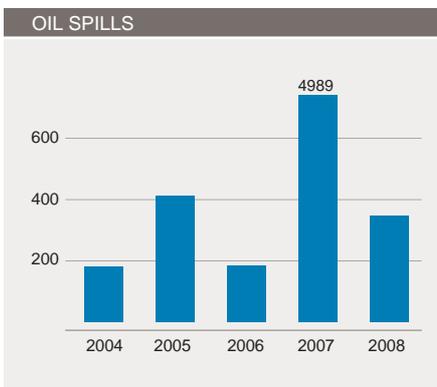
Developments: The serious incident frequency (including StatoilHydro employees and contractors) increased from 2.1 in 2007 to 2.2 in 2008 and is now at the same level as in 2006.

(1) An incident is an event or chain of events that has caused or could have caused injury, illness and/or damage to/loss of property, the environment or a third party. Matrices for categorisation have been established where all undesirable incidents are categorised according to the degree of seriousness, and this forms the basis for follow-up in the form of notification, investigation, reporting, analysis, experience transfer and improvement.



Definition: The total number of days of sickness absence as a percentage of possible working days (StatoilHydro employees).

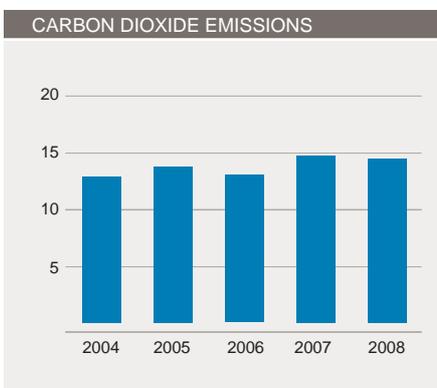
Developments: Sickness absence in StatoilHydro has been stable at 3.5% for the last three years, but increased in 2008 to 3.7%. It is still low compared with similar industries, and it is closely followed up by managers at all levels.



Definition: Accidental oil spills to the natural environment from StatoilHydro operations (in cubic metres) (2).

Developments: The number of accidental oil spills was 401 in 2008 as against 387 in 2007. The volume of accidental spills has decreased from 4,989 cubic metres in 2007 to 342 cubic metres in 2008. The figure shows the volume of oil spills in cubic metres.

(2) All accidental oil spills reaching the natural environment from StatoilHydro operations are included in the figure.

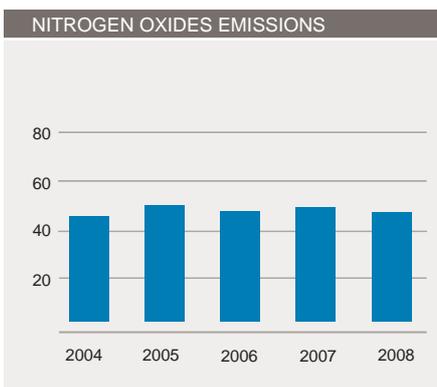


Definition: Total emissions of carbon dioxide in million tonnes from StatoilHydro-operated activities (3)

Developments: Carbon dioxide emissions in 2008 have been as expected and approximately the same in 2007. Carbon dioxide emissions decreased from 14.6 million tonnes in 2007 to 14.4 million tonnes in 2008. Entering the production phase at Snøhvit at the beginning of the year caused increased emissions, while planned maintenance during the summer at several EPN installations reduced emissions. There has been a small increase in CO₂ emissions in NG and a small decrease in CO₂ emissions in M&M due to planned maintenance and closure of plants.

(3) Carbon dioxide emissions include carbon dioxide from energy and heat production in own plants, flaring, residual emissions from carbon dioxide capture and treatment plants, process emissions, emissions of carbon dioxide as a consequence of gross energy (electric power and heat) imported from a third party (indirect emission), emissions of carbon dioxide as a

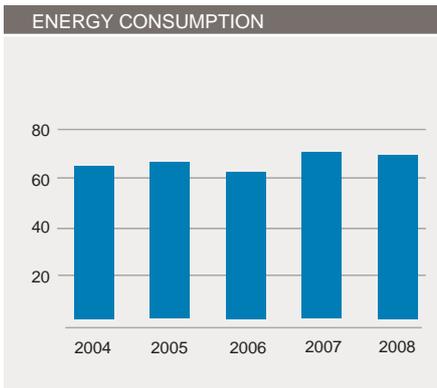
consequence of exported energy to a third party.



Definition: Total emissions of nitrogen oxides in thousand tonnes from StatoilHydro-operated activities (4)

Developments: Emissions of NO_x in 2008 have been as expected and slightly lower than in 2007. Nitrogen oxides emissions have decreased from 49.4 thousand tonnes in 2007 to 46.7 thousand tonnes in 2008. There has been a minor reduction in the overall EPN NO_x emissions due to the use of a lower NO_x emission factor. The new NO_x factor has been decided in an agreement between the authorities and the petroleum industry as a result of the introduction of NO_x tax. There has been a small increase in NO_x emissions in NG and a small decrease in NO_x emissions in M&M due to planned maintenance and closure of plants.

(4) Nitrogen oxide emissions include all emission sources and include nitrogen oxides from energy and heat production in own plant, transportation of products, flaring and treatment plants.

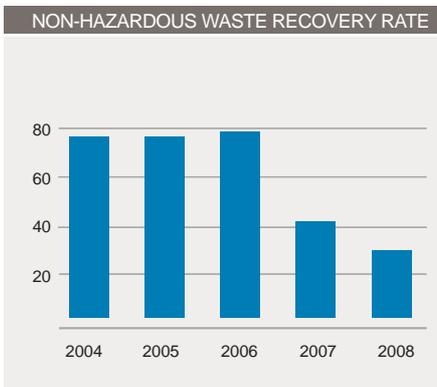


Definition: Total energy consumption in terawatt-hours (TWh) for StatoilHydro-operated activities (5)

Developments: Energy consumption in 2008 has been as expected and approximately the same as for the year 2007. Energy consumption has decreased from 69.8 TWh in 2007 to 69.6 TWh in 2008. Energy consumption and the CO₂ emissions basically follow the same pattern. There has been an increase in energy consumption in NG due to non-utilised energy from the VOC incinerator at Kårstø. There has been a small decrease in energy consumption in M&M due to planned maintenance and closure of plants.

(5) Energy consumption includes energy consumed in producing the facility's deliveries or by performing an activity, that is the sum of imported energy, energy generated by own activity and unused energy minus delivered/sold energy.

This includes energy from power and heat production based on combustion, unused energy from flaring (including well testing/well work-over and venting), energy sold/delivered to third party, net energy (heat and electricity) imported from contractor, gross energy (heat and electricity) imported from contractor.



Definition: The recovery rate for non-hazardous waste comprises non-hazardous waste from StatoilHydro operated activities and represents the amount of non-hazardous waste for recovery as a proportion of the total quantity of non-hazardous waste (6)

Developments: The recovery rate for non-hazardous waste has decreased from 41% in 2007 to 29% in 2008. The non hazardous waste recovery rate shows a negative trend compared to previous years. The main change is within M&M, but there are uncertainties in data. During 2009, there will be focus on quality assurance of data from all parts of M&M.

(6) The quantity of non-hazardous waste for recovery is the total quantity of non-hazardous waste from the plant's operations which has been delivered for re-use, recycled or incinerated with energy recovery

5.4.1.2 Environmental data

Environmental data for our refineries in Norway.

EXPLORATION & PRODUCTION NORWAY NOT INCLUDED MELKØYA ¹⁾

ENERGY

Diesel	2,170 GWh
Electricity	49 GWh
Fuel gas	34,900 GWh
Flare gas	3,730 GWh

RAW MATERIALS ²⁾

Oil/condensate	101 mill scm
Gas ³⁾	122 bn scm
Produced water	141 mill m ³

UTILITIES

Chemicals process/prodn	69,500 tonnes
Chemicals drilling/well	403,000 tonnes

OTHER

Fresh water consumption	194,000 m ³
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PRODUCTS

Oil/condensate	101 mill scm
Gas for sale	85 bn scm

EMISSIONS TO AIR

CO ₂	9.1 mill tonnes
nmVOC ⁴⁾	34,300 tonnes
Methane ⁴⁾	22,800 tonnes
NO _x	39,600 tonnes
SO ₂	210 tonnes
Unintentional emissions HC gas ⁵⁾	8.44 tonnes

DISCHARGES TO WATER

Produced water	124 mill scm
Oil in oily water ⁶⁾	1,290 tonnes
Unintentional oil spills	194 m ³
Produced water injected into the ground	23 mill m ³
Chemicals: ⁷⁾	
Process/production	31,600 tonnes
Drilling/well	57,200 tonnes
Other unintentional spills	351 m ³

WASTE ⁸⁾

Non-hazardous waste for deposition	5,800 tonnes
Non-hazardous waste for recovery	13,400 tonnes
Non-hazardous waste recovery rate	70 %
Hazardous waste for deposition	4,720 tonnes
Hazardous waste recovery	124,000 tonnes

¹⁾ Includes British part of Statfjord.

²⁾ Includes third party processing of the Sigyn and Skirne production.

³⁾ Includes fuel (3.1 bill. Sm³), flare (0.3 bill. Sm³) and gas injection (33.3 bill. Sm³).

⁴⁾ Includes offshore loading.

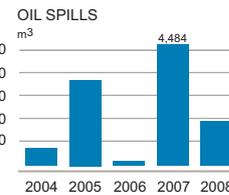
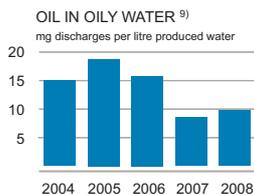
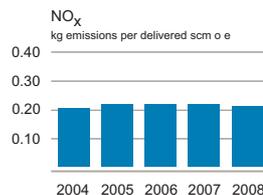
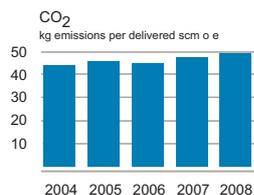
⁵⁾ Includes one leak of 7,969 kg dry gas from subsea template.

⁶⁾ Includes oil from produced water, drain water, ballast water and jetting.

⁷⁾ Includes 78,900 tonnes of water and green chemicals/ingredients.

⁸⁾ Includes waste from onshore bases. Waste from drilling represents 115,000 tonnes.

⁹⁾ History shows dispersed oil from 2004 to 2006 and oil index from 2007 and reflects changes in Norwegian authorities' reporting requirements.



SNØHVIT LNG INSTALLATION

ENERGY

Electricity	69.7 GWh
Flare gas	3,580 GWh
Fuel gas	2,620 GWh
Diesel	13.9 GWh

RAW MATERIALS

Gas Snøhvit	3,250 mill scm
Condensate Snøhvit	0.5 mill scm

UTILITIES

Amine	77.5 m ³
Hydraulic fluids	1.43 m ³
Caustics	8,830 m ³
Monoethylene glycol	1,400 m ³
Other chemicals	39 m ³

WATER CONSUMPTION

Fresh water	111,000 m ³
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PRODUCTS

LNG	3.76 mill scm
LPG	0.19 mill scm
Condensate	0.46 mill scm

EMISSIONS TO AIR

CO ₂ **	1,360,000 tonnes
NO _x	832 tonnes
CO	0 tonnes
SO ₂	3.8 tonnes
nmVOC	1,020 tonnes
Methane	1,280 tonnes

DISCHARGES TO WATER

Treated water and open drain water	73,200 m ³
Amine	0.18 tonnes
Ammonium	0.23 tonnes
BTEX	0.08 tonnes
Phenol	0.02 tonnes
Hydrocarbons	0.04 tonnes
TOC	1.46 tonnes
Heavy metals	0.01 tonnes
Unintentional oil spills	0 m ³
Other unintentional spills*	2.92 m ³

WASTE

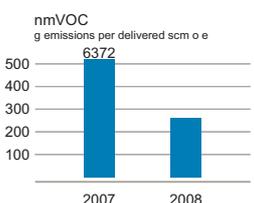
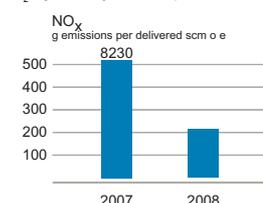
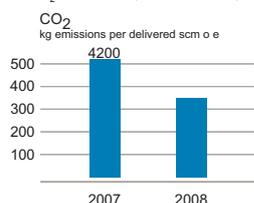
Non-hazardous waste for deposition	640 tonnes
Non-hazardous waste for recovery	437 tonnes
Non-hazardous waste recovery rate	41 %
Hazardous waste for deposition	33 tonnes
Hazardous waste for recovery	930 tonnes
Hazardous waste recovery rate	97 %

Calculation of OE for produced LNG/LPG is done by using OLF factor for NGL; 1 tonn NGL = 1.9 scm o e.

Environmental data reflects that Snøhvit LNG installation in 2008 has produced LNG, LPG and condensate throughout the year (from project fase to producing fase).

* 2,500 litres of purified water from the biological treatment plant were not neutralised, and were discharged to sea with ph 10.3.

** CO₂ emissions (93,409 tonnes) from the CO₂-injection system not part of the CO₂ quota scheme.



TJELDBERGODDEN

ENERGY

Diesel	0.1 GWh
Electricity	264 GWh
Fuel gas	1,720 GWh
Flare gas	84 GWh

RAW MATERIALS

Rich gas	520,000 tonnes
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UTILITIES

Caustics	267 tonnes
Acids	64 tonnes
Other chemicals	21 tonnes

WATER CONSUMPTION

Fresh water	602,000 m ³
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PRODUCTS

Methanol	914,000 tonnes
Oxygen	19,200 tonnes
Nitrogen	39,900 tonnes
Argon	15,800 tonnes
LNG	12,100 tonnes

EMISSIONS TO AIR ^{1) 2)}

CO ₂	354,000 tonnes
nmVOC	251 tonnes
Methane	581 tonnes
NO _x	238 tonnes
SO ₂	0.86 tonnes
Unintentional emissions HC-gas	3.61 tonnes

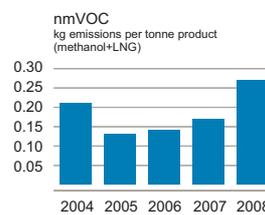
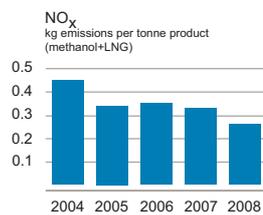
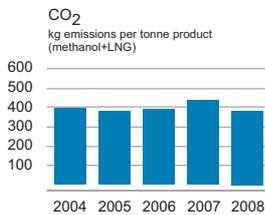
DISCHARGES TO WATER

Cooling water	193 mill m ³
Total organic carbon (TOC)	0.88 tonnes
Suspended matter	0.54 tonnes
Total-N	0.77 tonnes
Unintentional oil spills	0.00 m ³
Other unintentional spills	0.03 m ³

WASTE ³⁾

Non-hazardous waste for deposition	45 tonnes
Non-hazardous waste for recovery	81 tonnes
Non-hazardous waste recovery rate	64 %
Hazardous waste for deposition	117 tonnes
Hazardous waste for recovery	39 tonnes
Hazardous waste recovery rate	25 %

- ¹⁾ Figures for nmVOC/methane now include emissions from flaring.
²⁾ Unintentional emissions are not included in nmVOC/methane figures.
³⁾ Hazardous waste for deposition is sludge from the waste water treatment plant.



MONGSTAD ¹⁾

ENERGY

Electricity	441 GWh
Fuel gas and steam	6,160 GWh
Flare gas	264 GWh

RAW MATERIALS

Crude oil	7,760,000 tonnes
Other process raw materials	2,780,000 tonnes
Blending components	116,000 tonnes

UTILITIES

Acids	322 tonnes
Caustics	2,480 tonnes
Additives	1,610 tonnes
Process chemicals	3,550 tonnes

WATER CONSUMPTION

Fresh water	4,350,000 m ³
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PRODUCTS ²⁾

Propane	9,830,000 tonnes
Butane	
Naphtha	Gas oil
Petrol	Petcoke/sulphur
Jet fuel	

EMISSIONS TO AIR ³⁾

CO ₂	1,440,000 tonnes
SO ₂	579 tonnes
NO _x	1,590 tonnes
nmVOC refinery	7,650 tonnes
nmVOC terminal ⁴⁾	1,870 tonnes
Methane	2,720 tonnes
Unintentional emissions of HC gas ⁵⁾	8 tonnes

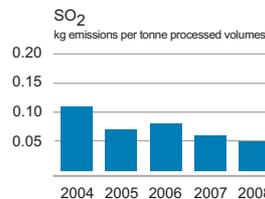
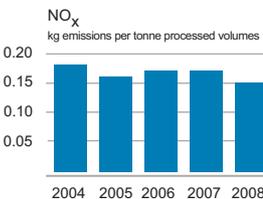
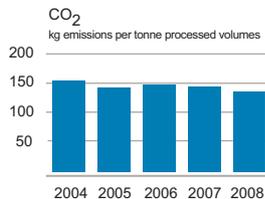
DISCHARGES TO WATER ⁶⁾

Oil in oily water	7.3 tonnes
Phenol	1.7 tonnes
Total Nitrogen	58 tonnes
Unintentional oil spills	3 m ³
Other unintentional spills	31 m ³

WASTE ⁷⁾

Non-hazardous waste for deposition	1,450 tonnes
Non-hazardous waste for recovery	3,040 tonnes
Non-hazardous waste recovery rate	68 %
Hazardous waste for deposition ⁸⁾	1,880 tonnes
Hazardous waste for recovery	13,000 tonnes
Hazardous waste recovery rate	87 %

- ¹⁾ Included data for the refinery, crude oil terminal and Vestprosess facilities.
²⁾ Products delivered from the jetties.
³⁾ Air emissions from refinery are reduced due to turnaround RS08.
⁴⁾ Emission reduced due to nmVOC recovery unit at the crude oil terminal.
⁵⁾ RUH 1058065 1 t and RUH 1033289 6.5 t (investigation not completed as of 26/1-09), 0.5 t sum other reported oil/gas leakages Included in nmVOC refinery.
⁶⁾ Increased discharge of oil and total nitrogen mainly due to cleanup of basin in water treatment plant.
⁷⁾ Increase in generated waste in 2008 due to turnaround and projects.
⁸⁾ Hazardous waste for deposition consists mainly of polluted gravel.



STURE PROCESSING PLANT

ENERGY

Electricity	153 GWh
Flare gas	0.02 GWh
Fuel gas	378 GWh
Diesel	0.27 GWh

RAW MATERIALS

Crude oil	23.7 mill scm
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UTILITIES

Hydrochloric acid	18.5 tonnes
Sodium hydroxide	10.4 tonnes
Methanol	345 m ³

WATER CONSUMPTION

Fresh water	443,000 m ³
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PRODUCTS

LPG	873,000 scm
Naphta	327,000 scm

CRUDE OIL EXPORT

21.6 mill scm

EMISSIONS TO AIR

CO ₂	86,700 tonnes
NO _x	38.5 tonnes
Unintentional HC-gas emissions	0 tonnes
nmVOC	2,250 tonnes
Methane	305 tonnes

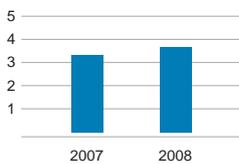
DISCHARGES TO WATER

Treated water and open drain water	692,000 m ³
TOC	58.3 tonnes
Hydrocarbons	2.05 tonnes
Unintentional oil spills	0.09 m ³
Other unintentional spills	0 m ³

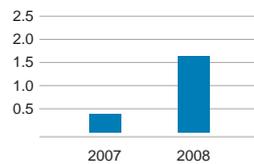
WASTE

Non-hazardous waste for deposition	79.3 tonnes
Non-hazardous waste for recovery	160 tonnes
Non-hazardous waste recovery rate	66.9 %
Hazardous waste for deposition	0.00 tonnes
Hazardous waste for recovery	53.5 tonnes
Hazardous waste recovery rate	100.0 %

CO₂
kg emissions per processed vol. scm o e



NO_x
g emissions per processed vol. scm o e



KALUNDBORG

ENERGY

Electricity	180 GWh
Steam	163 GWh
Fuel gas and oil	2,230 GWh
Flare gas	101 GWh

RAW MATERIALS

Crude oil	4,880,000 tonnes
Other process raw materials	830 tonnes
Blending components	247,000 tonnes

UTILITIES

Acids	594 tonnes
Caustics	638 tonnes
Additives	535 tonnes
Process chemicals	606 tonnes
Ammonia (liquid)	2,050 tonnes

WATER CONSUMPTION

Fresh water	1,710,000 m ³
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PRODUCTS

Naphta	4,920,000 tonnes
Petrol	108,000 tonnes
Jet fuel	1,380,000 tonnes
LPG (butane, propane)	251,000 tonnes
Gas oil	53,600 tonnes
Fuel oil	1,700,000 tonnes
ATS (fertiliser)	409,000 tonnes
Fuel	5,700 tonnes
	1,020,000 tonnes

EMISSIONS TO AIR

CO ₂	498,000 tonnes
SO ₂	386 tonnes
NO _x	545 tonnes
Methane	2,090 tonnes
nmVOC	4,790 tonnes
Unintentional emissions of HC gas	0.00 tonnes

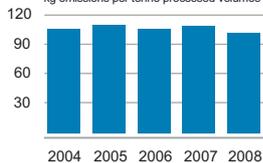
DISCHARGES TO WATER

Oil in oily water	2.1 tonnes
Unintentional oil spills	0.14 m ³
Other unintentional spills	0.05 m ³
Phenol	0.0 tonnes
Suspended matter	9.7 tonnes
Nitrogen	6 tonnes

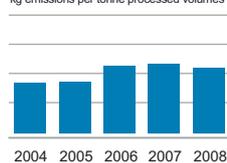
WASTE

Non-hazardous waste for deposition	750 tonnes
Non-hazardous waste for recovery	5,570 tonnes
Non-hazardous waste recovery rate	88.1 %
Hazardous waste for deposition	11 tonnes
Hazardous waste for recovery	4,890 tonnes
Hazardous waste recovery rate	99.8 %

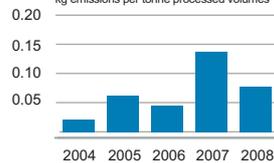
CO₂
kg emissions per tonne processed volumes



NO_x
kg emissions per tonne processed volumes



SO₂
kg emissions per tonne processed volumes



KOLLSNES PROCESSING PLANT ¹⁾

ENERGY

Electricity	1,230 GWh
Flare gas	224 GWh
Fuel gas	181 GWh
Diesel	0.37 GWh

RAW MATERIALS

Rich gas Troll A	25 bn scm
Rich gas Troll B	2.2 bn scm
Rich gas Troll C	2.6 bn scm
Rich gas Kvitebjørn	3.1 bn scm
Rich gas Visund	0.8 bn scm

UTILITIES

Monoethylene glycol	133 m ³
Caustics	45 m ³
Other chemicals	140 m ³

WATER CONSUMPTION

Fresh water	44,300 m ³
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PRODUCTS

Gas	33.8 bn scm
NGL	1.6 mill scm

EMISSIONS TO AIR

CO ₂	83,500 tonnes
NO _x	31 tonnes
CO	44 tonnes
nmVOC	709 tonnes
Methane	1,040 tonnes

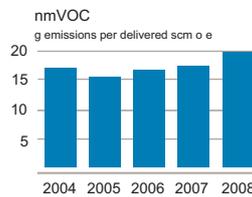
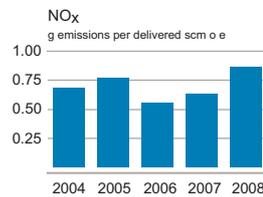
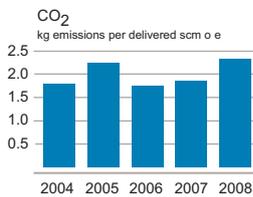
DISCHARGES TO WATER

Treated water and open drain water	133,000 m ³
Total organic carbon (TOC)	1.16 tonnes
Monoethylene glycol	1.87 tonnes
Methanol	0.42 tonnes
Hydrocarbons	0.02 tonnes
Ammonium	0.01 tonnes
Phenol	0.01 tonnes
Unintentional oil spills	0.00 m ³
Other unintentional spills	0.00 m ³

WASTE

Non-hazardous waste for deposition	213 tonnes
Non-hazardous waste for recovery	367 tonnes
Non-hazardous waste recovery rate	63 %
Hazardous waste for deposition	30 tonnes
Hazardous waste for recovery	1,670 tonnes
Hazardous waste recovery rate	98 %

¹⁾ Gassco is the operator for the plant, but StatoilHydro is the technical service provider (TSP).



KÅRSTØ GAS PROCESSING PLANT AND TRANSPORT SYSTEMS¹⁾

ENERGY ¹¹⁾

Fuel gas	5,770 GWh
Electricity bought	668 GWh
Diesel	4 GWh
Flare gas	165 GWh

RAW MATERIALS ²⁾

Rich gas	22.40 mill tonnes
Condensate	3.00 mill tonnes

UTILITIES

Hydrochloric acid	242 tonnes
Sodium hydroxide	99 tonnes
Ammonia	74.3 tonnes
Methanol	11.5 m ³
Other chemicals	6.6 tonnes

WATER CONSUMPTION

Fresh water (PP)	0.8 mill m ³
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PRODUCTS (PP)

Lean gas	18.9 mill tonnes
Propane	2.72 mill tonnes
I-butane	0.57 mill tonnes
N-butane	1.04 mill tonnes
Naphtha	0.73 mill tonnes
Condensate	1.67 mill tonnes
Ethane	0.81 mill tonnes
Electricity sold	12 GWh

EMISSIONS TO AIR ^{3) 4) 5) 6) 7)}

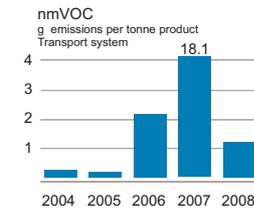
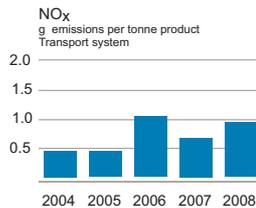
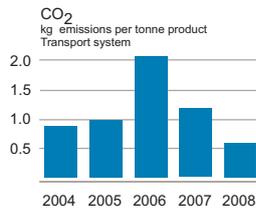
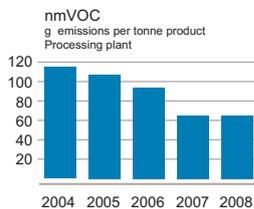
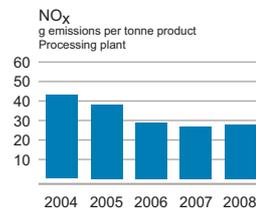
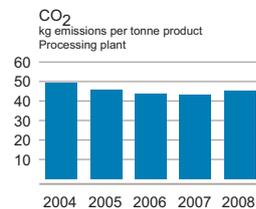
CO ₂	1,210,000 tonnes
SO ₂	6.20 tonnes
NO _x	767 tonnes
nmVOC	1,750 tonnes
Methane	1,310 tonnes
Unintentional HC-gas emissions	4 tonnes

DISCHARGES TO WATER ⁸⁾

Cooling water	404 mill m ³
Treated water	1.04 mill m ³
Oil in oily water	0.24 tonnes
Total organic carbon (TOC)	6.8 tonnes
Unintentional oil spills	0.3 m ³
Other unintentional spills	0 m ³

WASTE ^{9) 10)}

Non-haz. waste for deposition	118 tonnes
Non-haz. waste for recovery	2,070 tonnes
Non-haz. waste recovery rate	94.6 %
Haz. waste for deposition	51 tonnes
Haz. waste for recovery	292 tonnes
Haz. waste recovery rate	85.1 %



¹⁾ Gassco AS is operator for the plant, but StatoilHydro is the technical service provider (TSP).

²⁾ Except gas transport from TN: 24 mill tonnes.

^{3), 4), 5), 6), 7)} Included emissions from Draupner, SO₂: 0.20 tonnes, NO_x: 22 tonnes, nmVOC: 29 tonnes, CH₄: 144 tonnes, CO₂: 13,903 tonnes

⁸⁾ Non-hazardous waste included from Draupner: 8 tonnes for deposition and 68 tonnes for recovery.

⁹⁾ Hazardous waste included from Draupner; 4 tonnes for deposition and 71 tonnes for recovery.

¹⁰⁾ Emissions from the terminals in Germany, Belgium and France are not included in the emissions due to that Gassco is the operator for the terminals.

¹¹⁾ Included fuel gas from TN: 67 GWh, Draupner 2.1 GWh.

5.4.2 Social performance data

The table shows key social performance data for StatoilHydro, such as gender, trade union membership, social investments and reputation and sustainability rankings.

		2008	2007
Diversity			
	% staff, non-Norwegians	42	41
	% new hires, non-Norwegians	39	36
	% management, non-Norwegians	37	37
Gender equality			
	% staff, women	37	35
	% new hires, women	33	34
	% management, women	27	26
	% earnings skilled workers, female compared with male	93	91
	% earnings staff engineers, female compared with male	100	98
Labour relations			
	% staff, member of trade union (ASA)	69	69
Local staff in non-OECD countries			
	% local staff (excl. downstream operations)	67	NA
	% local management (excl. downstream operations)	37	NA
	% local staff (incl. downstream operations)	90	NA
	% local management (incl. downstream operations)	61	NA
Corporate Governance		2008	2007
	Independent members, board of directors	7	6
	Women, board of directors	4	4
	Labour representatives, board of directors	3	3
	Non-norwegians, board of directors	2	2
	% meeting attendance, board of directors	97	93

CSR Country Plans			
	% of non-OECD countries with CSR plans	50	33
Local contracting and procurement, BNOK			
	Estimated expenditures on local suppliers	3,1	2,5
NOTE: Estimated expenditures on goods and services from companies based in non-OECD countries (based on invoice-address)			
Lobbying and public policy participation, MNOK			
	Contributions made towards lobbying and public policy (approx.)	9,5	5,4
NOTE: Figures for 2008 amount to the sums declared by our representative offices in Washington, D.C. and Brussels. Figures in 2007 only include lobbying-related expenditures in Brussels.			
Social investment, MNOK			
	Africa	51	33
	Asia	32	14
	Europe	8	7
	North America	5	0
	South America	16	46
	Norway	122	142
	Voluntary	206	184
	Contractual	28	58
	Total	233	241
Reputation and sustainability ranking (with special publics)			
	Norway (Reputation ranking, selected peer group)	3rd	2nd
	International (Sustainability ranking, every other year)	1st	
Sources:			
Norway reputation data: TNS Gallup - Syndicated CRI Benchmark Survey - fieldwork December 2006 / April 2008.			
*TNS Gallup's company universe: 35-40 largest companies in terms of Norwegian media coverage - according to data from CISION Norway.			
**StatoilHydro's selected peer group: Yara, Hydro StatoilHydro, Aker, Shell, Statkraft, DnB NOR, Storebrand, Telenor, Hafslund. (Shell and Yara not measured in 2006.)			

	<p>International sustainability ranking: TNS Infratest: Global Reputation Research Programme across six countries and five key stakeholder groups - research wave 1, 2008. In-depth surveys undertaken across US, Canada, Brazil, Russia, UK, and Algeria among major and local suppliers, industry talents, students, employees and journalists. Fieldwork June to September 2008. Interviews were conducted by telephone or face-to-face. Web interviews used for talents and own employees.</p>
	<p>* Super major peer group consist of 4 international oil and gas companies present in all the abovementioned markets.</p>
	<p>* Customized Sustainability Index constructed across 10 questions covering social and environmental responsibility as well as health and safety.</p>

5.4.3 Assurance report from Ernst & Young AS

Assurance report

To the stakeholders of StatoilHydro ASA

Scope of Engagement

We have been engaged by the corporate executive committee of StatoilHydro ASA to perform an independent assurance of the Sustainability Report ("the Report") as presented in the section "Sustainable performance" in the StatoilHydro Annual and Sustainability Report 2008.

We have also been engaged by the corporate executive committee of StatoilHydro ASA to prepare an independent assurance report on the health, safety and environment (HSE) accounting for StatoilHydro ASA in 2008, as presented in the section "HSE accounting" in the Report.

We have performed both assurance engagements in accordance with the SA 3000 (ISAE 3000), "Assurance engagements other than audits or reviews of historical financial information". The standard requires that we plan and execute procedures in order to obtain the following assurance levels:

- Reasonable assurance that the information in the section "HSE accounting" is, in all material respects, an accurate and adequate representation of StatoilHydro's HSE performance during 2008
- Reasonable assurance of the reliability of the consolidation process for the key performance indicators included in the HSE account and environmental data
- Limited assurance that the other information in the Report is, in all material respects, an accurate and adequate representation of the policy with respect to sustainability, business operations and events during 2008. The procedures performed in order to obtain limited assurance aim to verify the plausibility of information and probe less deeply than those performed for assurance engagements aimed at obtaining reasonable assurance.

Reporting criteria

As a basis for the HSE assurance engagement, we have used StatoilHydro ASA's internal reporting criteria specifically developed for HSE, as described in the section "HSE accounting", together with relevant criteria in the sustainability reporting guidelines of the Global Reporting Initiative (GRI G3).

For the sustainability assurance engagement, we have used relevant criteria in the GRI G3 sustainability reporting guidelines, as well as the AA1000 Assurance Standard's principles of Materiality, Completeness and Responsiveness. We consider these reporting criteria to be relevant and appropriate to review the Report.

The management's responsibility

StatoilHydro ASA's management is responsible for the HSE accounting. It is also responsible for selecting the information, collecting the data for presentation and preparing the Report. The choices made by the management, the scope of the report and the reporting principles, including the inherent specific limitations that might affect the reliability of the information are explained in the section "About the report".

The auditor's responsibility

Our task is to issue a statement on StatoilHydro's 2008 Sustainability Report and StatoilHydro's 2008 HSE accounting on the basis of the engagement outlined above. The content verified by us is marked with a text confirming the assurance engagement.

Assurance procedures for the HSE accounting

Our assurance of the HSE accounting is performed in accordance with the SA 3000 (ISAE 3000). The standard requires that we plan and execute procedures in order to obtain reasonable assurance that the HSE accounting as a whole is free of material misstatement.

Our work on the HSE accounting assurance has included:

- discussions with the corporate management for HSE on the content and aggregation of the HSE accounting
- site visits to selected entities, chosen based on an evaluation of the entity's nature and significance, as well as general and specific risks. During site visits we have interviewed managers and personnel who participate in collecting the figures for the HSE accounting
- testing, on a sample basis, to evaluate whether HSE data which are included in the corporate performance indicators and environmental posters are reported, registered and classified according to StatoilHydro governing documents and in line with referred or recognized standards and methods
- review of whether systems used for registering, adapting, aggregating and reporting are satisfactory, and evaluating whether the reporting is complete and that the collection of data, adaptation and presentation of results in the HSE accounting is consistent
- an overall analyses of the figures compared with earlier reporting periods
- assessment of whether the overall information is presented in an appropriate manner in the HSE accounting

We have evaluated the HSE data's reliability, and whether the HSE performance is presented in an appropriate manner. Our objective has been to investigate:

- the acceptability and consistency of the reporting principles
- the reliability of the historical information presented in the HSE accounting section of the Report
- the completeness of the information and the sufficiency of the presentations

We believe that our procedures provide us with an appropriate basis to conclude with a reasonable level of assurance for StatoilHydro's HSE accounting.

Assurance procedures for the Sustainability Report

Our assurance of the Report has been planned and performed in accordance with ISAE 3000 (limited assurance), and our conclusions have also been prepared against the main principles of the AA1000 Assurance Standard: Materiality, Completeness and Responsiveness.

Our review of the Report has involved the following activities:

- interviews with a selection of StatoilHydro's management and visits to four entities, as a representative sample of StatoilHydro's variety of activities, to gain an understanding of their approach to managing social, ethical and HSE issues that are covered in the Report
- interviews with a selection of StatoilHydro's management responsible for one selected area related to the content of the Report, to gain an understanding of their approach to the practical management of issues covered in the Report
- obtaining and considering evidence to support the assertions and claims made in the Report
- evaluation of the overall presentation of the Report, including the consistency of the information, based on the above-mentioned criteria
- evaluation of internal procedures for stakeholder inclusiveness and engagement
- review of StatoilHydro's report content against selected industry peers

Our review of the Report has not included assessing the implementation of policies. Only links referring to other sites included in the "Sustainability Performance" parts of the Report are part of the assurance engagement. External links are not part of the assurance engagement.

Conclusion

On the basis of our procedures aimed at obtaining reasonable assurance, we conclude that in our opinion:

- The information in the HSE accounting presented in the section "HSE accounting" of the Report is, in all material respects, an accurate and adequate representation of the policy and management with respect to HSE accounting during 2008, and that the HSE accounting includes information on all matters relating to HSE which are relevant to the StatoilHydro group as a whole
- The consolidation process that underlies the key performance indicators was, in all material respects, performed in a reliable manner, and that the information presented is consistent with the stated criteria
- the HSE performance indicators and environmental posters are in accordance with information submitted by the various entities, and illustrations of trends are in accordance with presented historical data

On the basis of our procedures aimed at obtaining limited assurance, nothing has come to our attention that causes us to believe that the information in the Report does not comply with the above mentioned reporting criteria. This also counts for StatoilHydro's declaration that the Report meets the requirements of the A application level of the GRI G3 sustainability reporting guidelines.

Stavanger, 17 March 2009
ERNST & YOUNG AS

Erik Mamelund
State authorised public accountant

6. GRI Index

G3	Description	References	Extent	Comments
1.1.	Statement from the most senior decision-maker about the relevance of sustainability to the organisation and its strategy.	CEO letter	Full	
1.2.	Description of key impacts, risks and opportunities: The reporting organisation should provide two concise narrative sections on key impacts, risks and opportunities.	CEO and management disclosures	Full	
2	Organisational profile			
2.1.	Name of organisation	Name on website for Annual report	Full	
2.2.	Primary brands, products, and/or services	Article: Business overview	Full	
2.3.	Operational structure of the organisation, including main division, operating companies, subsidiaries, and joint ventures.	Article: Business overview	Full	
2.4.	Location of organisation's headquarters	Article: Our business	Full	
2.5.	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Article: Our business, international E&P	Full	
2.6.	Nature of ownership and legal form	Article: Our business	Full	
2.7.	Markets served (including geographic breakdown, sectors served, and types for customers/beneficiaries)	Article: Business overview	Full	
2.8.	Scale of the reporting organisation.	Article: Business overview	Full	
2.9.	Significant changes during the reporting period regarding size, structure or ownership.	Not relevant	Full	New assets have been braought into the portfolio, but they do not significantly changes the size, structure and/ or ownership of the organisation.
2.10.	Awards received in the reporting period		Full	SAM Gold Class og SAM Sector Leader innenfor oil and gas
3	Report parameters / Report profile			
3.1.	Reporting period (e.g. fiscal/calendar year) for information provided.	Article: About StatoilHydro	Full	
3.2.	Date of most recent previous report	Article: About StatoilHydro	Full	
3.3.	Reporting cycle (annual, biennial, etc)	Article: About StatoilHydro	Full	
3.4.	Contact point for questions regarding the report or it contents.	Article: About StatoilHydro	Full	

G3	Description	References	Extent	Comments
Report scope and boundary				
3.5.	Process for defining report content	Article: Defining the content of the report	Full	
3.6.	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Article: Defining the content of the report	Full	
3.7.	State any specific limitations on the scope or boundary of the report.	Article: Defining the content of the report	Full	
3.8.	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	N/A		The basis for reporting on joint ventures, subsidiaries, leased facilities etc have not been altered
3.9.	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	Key sustainability performance, HSE accounting, social performance, article: Overview over activities by country	Full	
3.10.	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Not relevant	Full	There have not been any restate-ments compared to previous reports
3.11.	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Not relevant	Full	There are no significant changes in scope, boundary or measurement methods.
GRI content index				
3.12.	Table identifying the location of the Standard Disclosures in the report.	URL kommer	Full	
3.13.	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	E&Ys attestasjonsuttalelse	Full	

G3	Description	References	Extent	Comments
4	Governance, Commitments, Engagements			
4.1.	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Corporate governance: General meeting of shareholders, Nomination committee, Corporate assembly, Board of directors	Full	
4.2.	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	Board of directors	Full	
4.3.	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Board of directors	Full	
4.4.	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	General meeting of shareholders	Full	
4.5.	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Compensation to the governing bodies and note 3 in Statutory accounts + statement on corporate governance (Statutory report)	Full	Statement on corporate governance plus parent company financials with remuneration tables and policies will be included in statutory report
4.6.	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Ethics Code of Conduct, 4.5	Full	
4.7.	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Rules of procedures for the board of directors	Instructions for the nomination committees in SH	
4.8.	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Statoil Hydro book. Ethics Code of Conduct, Management approach (HSE, HR, CSR) Chapter 8	Full	
4.9.	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Rules of procedures for the board of directors		
4.10.	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Rules of procedures for the board of directors		

G3	Description	References	Extent	Comments
Commitments to external initiatives				
4.11.	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Articles: Managing our impacts; Environment and Climate	Full	
4.12.	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Articles: Working in collaboration; Human rights, Integrity and transparency,	Full	
4.13.	Memberships in associations (such as industry associations) and/or national/international advocacy organizations.	Article: Working in collaboration	Full	
4.14.	List of stakeholder groups engaged by the organization.	Articles: Stakeholder Dialogue and engagement, Working in collaboration	Full	
4.15.	Basis for identification and selection of stakeholders with whom to engage.	Articles: Stakeholder Dialogue and engagement; Working in collaboration	Full	Stakeholder dialogues is also described in various sub-chapters such as "Engaging local communities", "Helping communities adapt to change".
4.16.	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Articles: Stakeholder Dialogue and engagement; Working in collaboration	Full	
4.17.	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Articles: Defining the Content of our Reporting; Stakeholder dialogue and engagement; Working in collaboration	Full	IR perception study. Stakeholder dialogues is also described in various sub-chapters such as "Engaging local communities", "Helping communities adapt to change".

Social-Society

G3	Description	References	Extent	Comments
	Disclosure on Management Approach	CEO Letter; Corporate Governance; Society (overview); Managing our impacts; Integrity and transparency; StatoilHydro Book; Ethics Code of Conduct	Full	
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting. (Core)	Articles: Managing our impacts; integrated impact assessments; Human rights	Full	
SO2	Percentage and total number of business units analyzed for risks related to corruption. (Core)	Article: Integrity and transparency	Full	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures. (Core)	Article: Integrity and transparency	Full	
SO4	Actions taken in response to incidents of corruption. (Core)	Articles: Integrity and transparency; Review of Norsk Hydro's petroleum activities in Libya	Full	
SO5	Public policy positions and participation in public policy development and lobbying. (Core)	Articles: Working in collaboration; Stakeholder dialogue and engagement; Ethics Code of Conduct, Social performance data	Partial	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. (Additional)	Articles: Integrity and transparency; Overview of activities by country, Ethics Code of Conduct	Full	StatoilHydro does not support individual political parties or individual politicians.
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes. (Additional)	Articles; Integrity and transparency; Ethics Code of Conduct	Full	No significant incidents in 2008
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. (Core)	Articles: Fines and sanctions - Safety	Full	We received one fine and five orders for safety-related incidents in 2008

Social - Human Rights

G3	Description	References	Extent	Comments
	Disclosure on Management Approach	Human rights; Society (overview); StatoilHydro Book; Ethics Code of Conduct	Full	
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. (Core)	Human rights; Managing our impacts; Integrated impact assessments	Full	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. (Core)	Human rights; Managing our impacts, Working with our suppliers	Partial	In 2008 we have introduced stricter standards for screening of integrity risks and human rights reputation of all new business relationships, including suppliers and contractors.
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. (Additional)	Human rights	Partial	
HR4	Total number of incidents of discrimination and actions taken. (Core)	N/A	N/A	We do not report on this indicator due to the difficulty in collecting and reporting accurately on this information. However, incidents of discrimination are raised through various channels - e.g. Ethics Helpline, Human Resources, trade unions, and line management. When potential incidents are uncovered, these are investigated and, if confirmed, we take steps to eliminate such practices.
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. (Core)	Human rights	Full	No related incidents have been reported to the anonymous Ethics Helpline, human resources department or trade unions in 2008.
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor. (Core)	Human rights	Full	No related incidents have been reported to the anonymous Ethics Helpline, human resources department or trade unions in 2008.
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations. (Additional)	Human rights	Partial	No security personnel have received human rights training in 2008. In 2009, as part of our efforts to implement the Voluntary Principles on Security and Human Rights in relevant operations, we will also be assessing the needs for developing and conducting human rights training for security staff.
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations. (Additional)	Human rights	Partial	
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken. (Additional)	Human rights	Full	No related incidents have been reported to the anonymous Ethics Helpline, human resources department or trade unions in 2008.

Social Labour Practises

G3	Description	References	Extent	Comments
LA1	Total workforce by employment type, employment contract and region	Articles: Our people and Overview of activities by country.	Partial	
LA2	Total number and rate of employee turnover by age group, gender and region	Articles: Our people and Diversity and equality	Partial	
LA3	Benefits provided to full time employees that are not provided temporary or part time employees, by major operations	Parts of this information is reported in article: Rewarding our people	N/A	StatoilHydro does not differentiate between permanent full time and permanent part time employees in terms of compensations
LA4	Percentage of employees covered by collective bargaining agreements	Article: Unions and representatives	Full	StatoilHydro recognise right to unionise. Ref agreement with ICEM: link: http://www.icem.org/index.php?id=107&la=EN&doc=1219 .
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	Union and representatives	Partial	Minimum notice periods are governed by StatoilHydro internal policy, collective bargaining agreements, national legislation and EU/EEA directives (Work Councils/ European Works Council).
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs	Union and representatives	Partial	Legal requirements is followed in all countries. Examples of Work Environment Committees exceeding legal requirements. Also covered in national and local union agreements. Use of safety delegats widely implemented.
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region.	Key sustainability performance data: HSE accounting 2008	Full	
LA8	Education, training, counseling, prevention and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases.	Article: - Health and working environment - Risk management and the work environment - Managing chemical health risk - Combating noise-induced hearing loss - Promoting a healthy lifestyle - Healthy work place in times of change - Ergonomics	Full	Sustainability report - Web: Main article - Health and working environment Additional stories: - Risk Management - Chemical hazards - Noise prevention - Psychosocial work environment - Health promoting lifestyle - Ergonomics
LA9	Health and safety topics covered in formal agreements with trade unions.	Article: Unions and representatives	Partial	Also covered in national and local union agreements. Use of safety delegats widely implemented.
LA10	Average hours of training per year per employee by employee category	Article: Developing our people	Partial	Employee category not included. E-learning not included. No systematic reports on average hours of training, divided on employee category and program, but additional qualitative information available on some of the training programs available. Also general average values available
LA11	Programs for skilled management and lifelong learning to support the continued employability and assist them in managing career endings	Article: Developing our people	Partial	Covered by different programs, individual needs discussed in "People@StatoilHydro" process. A special "Senior Policy" is defined in parent company.
LA12	Percentage of employees receiving regular performance and career development reviews.	Article: Developing our people	Full	All employees have annual performance review. IT solution for the "People@StatoilHydro" process are implemented in subsidiaries.
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Article: Diversity and equality	Full, see comment	Reporting on minority Groups is prohibited by Norwegian law.
LA14	Ratio of basic salary of men to women by employee category	Article: Diversity and equality	Partial, but additional information may be available in 2008	Information available for lead engineers and other employee categories.

Social - Product Responsibility

G3	Description	References	Extent	Comments
PR1	PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures. (core)	Article: Our Products	Full	Risk Assessment - Fossil fuels GHG + energy efficiency - All fuels GHG + energy efficiency - Biodiesel GHG + energy efficiency - Bioetanol
PR3	PR3 Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements. (core)	Article: Our Products	Full	Safety - All products Handling - All products Technical specifications - All fuels Text about our work at service stations in other parts of the report.
PR5	PR5 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction. (additional)	Article: Stakeholder dialogue and engagement	Full	
PR6	PR6 Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. (core)	Article: Our Products	Full	We are following Norwegian and local law and we always obtain internal juridical approval before we enter into a sponsorship or before we start running a advertising campaign.
PR9	PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. (core)	Key sustainability performance data: HSE accounting and articles: Safety, Fines and sanctions	Partial	8 fines due to to late delivery of reports, high levels of discharges or breach to law about handling with food in E&R when 7 of 11 BU has answered.

Economy

G3	Description	References	Extent	Comments
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Articles: Generating economic spin-offs and Government payments and contributions; social investments	Full	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	CEO letter, Climate	Full	
EC3	Coverage of the organization's defined benefit plan obligations.	Note 21 in group financial statements	Full	
EC4	Significant financial assistance received from government.	N/A	N/A	StatoilHydro does not receive any financial assistance from any governments
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Article: Unions and representatives	N/A. We do not have reports for all entry levels in SH Group. But for our main operations, taking place in Scandinavia and Poland, the salary levels are subject to union negotiations, and such up to the standards defined in the ICEM agreement. In general, the oil- and gas sector is a high salary area in most countries. ICEM and Statoil signed an agreement in July 1998 in coordination with Norsk Olje og Petrokjemisk Fagforbund (NOPEF), the Norwegian trade union. It was then ICEM's first Global Agreement. It covers all fundamental labour rights, health, safety and environmental commitments, and provides for internal training programmes for such. It was renewed and improved upon in March 2001, and further updated and strengthened in August 2003 and June 2005. Last update of agreement took place in 2009.	According to ICEM: A commitment to pay fair wages and benefits according to good industry standards in the country concerned.
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Local content; Overview of activities by country	Full	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operations	Local content; Overview of activities by country	Full	
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Managing our impacts; Local development (incl. Subarticles on Local content; Social investment)	N/A	StatoilHydro undertakes social responsibility by contributing to sustainable development based on our core activities. While we believe that all our activities are of public benefit, we do not generally undertake investments that are primarily for charity purposes
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Managing our impacts; Measuring our impacts at Snøhvit; Local development (incl. Subarticles on Local content; Social investment); Big table	Full	

Environment

G3	Description	References	Extent	Comments
EN1	Materials used by weight or volume	Key sustainability performance data; HSE accounting, Environmental data	Full	
EN2	Percentage of materials used that are recycled input materials	N/A	N/A	Not relevant for current main stream business
EN3	Direct energy consumption by primary energy source.	Key sustainability performance data; Environmental data	Full	There is no split between direct and indirect energy consumption in presented data, although background data distinguishes between indirect and direct energy consumption.
EN4	Indirect energy consumption by primary source.	Key sustainability performance data; Environmental data	Full	There is no split between direct and indirect energy consumption in presented data, although background data distinguishes between indirect and direct energy consumption.
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.	Chapter: Climate, Our products	Full	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Environment	Partial	
EN8	Total water withdrawal by source.	Key sustainability performance data; HSE accounting, Environmental data, Chapter; Ballast water	Full	
EN9	Water sources significantly affected by withdrawal of water.	Article: "Water constraints in Alberta Canada"	Full	
EN10	Percentage and total volume of water recycled and reused.	N/A	N/A	Our main current business is located offshore or in areas where water scarcity is of less relevance. Scarcity of some relevance in Canada and Algeria. Produced water from offshore activities is treated or injected.
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Article: Seismic acquisition in Algeria Biodiversity	Full	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Article: Biodiversity.	Full	
EN13	Habitats protected or restored.	Article: Seismic acquisition in Algeria, Biodiversity	Full	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Article: Seismic acquisition in Algeria, Biodiversity, Biofuels	Full	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	N/A	N/A	In the areas of our operations today, no red listed species are identified to be at risk
EN16	Total direct and indirect greenhouse gas emissions by weight.	Key sustainability performance data; HSE accounting, Environmental data	Full	
EN17	Other relevant indirect greenhouse gas emissions by weight.	N/A	N/A	Main contributors to green house emissions from our business is CO2 and metan. Other indirect GHG emissions are neglectable.
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Articles about CCS Mongstad, CCS Sleipner, CCS Snøhvit, CCS In Salah	Full	

G3	Description	References	Extent	Comments
EN19	Emissions of ozone-depleting substances by weight.	N/A	N/A	All ozone-depleting substances are phased out from our installations
EN20	NOx, SOx, and other significant air emissions by type and weight.	Key sustainability performance data; HSE accounting, Environmental data	Full	
EN21	Total water discharge by quality and destination.	Key sustainability performance data; Environmental data	Full	
EN22	Total weight of waste by type and disposal method.	Key sustainability performance data; HSE accounting, Environmental data	Full	
EN23	Total number and volume of significant spills.	Key sustainability performance data; HSE accounting, Environmental data	Full	
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	N/A	N/A	Import or export of hazardous waste is not relevant to our main stream operations
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	N/A	N/A	No such water bodies under influence from our current main stream business
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Articles: :Biofuels, CCS, and "Our products"	Full	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category. (core)		Partial	"Statoil Norge AS is partner in Grønt Punkt Norge AS (Member No. 11330). Grønt Punkt Norge is the system established by the business community in response to the authorities' requirement that used packaging is recovered and recycled. Our main task is to ensure that the business community participates in the financing of the recovery and recycling of used packaging. We pay Plastretur AS and Norsk Resy AS to receive and recycle packing materials collected at our service stations in Norway. StatoilHydro ASA is selling gross volume of products in bulk. Packing material issue is not relevant for this kind of product sales."
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Articles: Fines and sanctions, Safety	Full	
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Key sustainability performance data; HSE accounting	Partial	CO2 and NOx emission reporting in connection to transportation of petroleum products in M&M
EN30	Total environmental protection expenditures and investments by type.	N/A	N/A	Environmental expenditures are integrated in our business decisions and cannot be separated as isolated investments.