

GRI CONTENT INDEX

GRI G4 Indicator and GRI Standard	Indicator Description	Location or Description	UN SDG	UN Global Compact	RobecoSAM	EU Directive 2014/95/EU Guidelines on non-financial reporting 2017/C 215/01	Assurance
	SS Sector Supplement						
GENERAL STANDARD DISCLOSURES							
STRATEGY AND ANALYSIS							
G4-1 102-14	CEO sustainability statement	Message from our Chief Executive Officer	12.6	15, 19			
G4-2 102-15	Description of key impacts, risks and opportunities	Our Approach to Sustainability	12.6	15, 19	Materiality		
ORGANIZATIONAL PROFILE							
G4-3 102-1	Name of organization	Vermilion Energy Inc.	12.6	1		4.1	
G4-4 102-2	Primary brands, products, services	About Vermilion	12.6	1		4.1	
G4-5 102-3	Location of headquarters	Calgary, Alberta, Canada	12.6	1		4.1	
G4-6 102-4	Countries of operation	About Vermilion	16.6-7	1		4.1	
G4-7 102-5	Nature of ownership and legal form	About Vermilion	16.6-7	1		4.1	
G4-8 102-6	Markets served	About Vermilion	16.6-7	1		4.1	
G4-9 102-7	Scale of organization	About Vermilion Economic & Operational Highlights Performance Metrics	16.6-7	1		4.1	
G4-10 102-8	Workforce metrics	Performance Metrics	8.5	1	Gender diversity	4.6b	
G4-11 102-41	Employees under collective bargaining	Performance Metrics	8.8	1	Freedom of association	4.6b	
G4-12 102-9	Organization's supply chain	About Vermilion Our Value Chain	8.1	1	Supply chain awareness	2, 4.6e	
G4-13 102-10	Significant changes during reporting period	About Vermilion	12.6	1		4.1	
G4-14 102-11	Precautionary approach	Our Approach to Sustainability	12.2	9		4.6a	
G4-15 102-12	External initiatives to which company subscribes	Our Approach to Sustainability Reporting Initiatives	16.6-7	12, 13, 14	Payment transparency	3.3	
G4-16 102-13	Memberships in associations	Associations Reporting Initiatives	16.6-7	12, 13, 14	Policy influence	3.3	
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES							
G4-17 102-45	List all organizational entities	About our Report	16.6-7	1	Reporting	4.1	
G4-18 102-46	Define report content and Aspect Boundaries	About our Report Identifying Issues Material Issues	12.6	1	Reporting	3.1	
G4-19 102-47	List all material Aspects	Identifying Issues Material Issues	12.6	1	Materiality	3.1	
G4-20 103-1	Explain Aspect Boundaries within organization	Identifying Issues Material Issues Materiality Analysis	12.6	1		3.1	
G4-21 103-1	Explain Aspect Boundaries outside organization	Identifying Issues Material Issues Materiality Analysis	12.6	1	Materiality	3.1	
G4-22 102-48	Restatements of previous info, if applicable	Performance Metrics	12.6	1		3.1	
G4-23 102-49	Significant changes from previous reporting periods	About our Report	12.6	1		3.1	
STAKEHOLDER ENGAGEMENT							

GRI CONTENT INDEX

GRI G4 Indicator and GRI Standard	Indicator Description	Location or Description	UN SDG	UN Global Compact	RobecoSAM	EU Directive 2014/95/EU Guidelines on non-financial reporting 2017/C 215/01	Assurance
G4-24 102-40	List stakeholder groups engaged by the organization (SS including indigenous peoples)	Our Value Chain Stakeholder Engagement	16.7	2, 17, 21	Stakeholder engagement	3.5, 4.6c	
G4-25 102-42	Basis for identifying and selecting stakeholders with whom to engage	Our Value Chain Stakeholder Engagement	16.7	2, 21	Stakeholder engagement	3.5, 4.6c	
G4-26 102-43	Approach to stakeholder engagement	Stakeholder Engagement	16.7	2, 21	Stakeholder engagement	3.5, 4.6c	
G4-27 102-44	Key topics and concerns raised through stakeholder engagement (SS including indigenous peoples)	Stakeholder Engagement	16.7	2, 21	Stakeholder engagement	3.5, 4.6c	
REPORT PROFILE							
G4-28 102-50	Reporting period	Performance Metrics Data to Dec 2016	12.6	1		5	
G4-29 102-51	Date of most recent previous report	2017	12.6	1		5	
G4-30 102-52	Reporting cycle	Ongoing – annual data updates for all material issues, with other updates through the year	12.6	1		5	
G4-31 102-53	Contact point for questions about report	Yvonne Jeffery, Sustainability Lead yjeffery@vermilionenergy.com	12.6	1		5	
G4-32 102-54 102-55	In accordance option & GRI Content Index	In accordance with GRI G4 Comprehensive, moving to GRI Standards in 2018	12.6	1		5	
G4-33 102-56	External assurance	Specific indicators, noted in GRI Content Index	12.6	1		5	
GOVERNANCE							
G4-34 102-18	Governance structure	Our Approach to Governance Proxy Statement & Info Circular	16.6-7	20	Corporate Governance	4.2	
G4-35 102-19	Process for delegating authority for economic, environmental & social topics to sr executives and other employees	Sustainability Governance	16.6-7	1	Risk Governance Stakeholder engagement	4.2	
G4-36 102-20	Executive level position in EES	Sustainability Governance	16.6-7	1	Risk Governance Stakeholder engagement	4.2	
G4-37 102-21	Consultation process between stakeholders and highest governance body on EES	Sustainability Governance	16.6-7	1	Stakeholder engagement	4.2	
G4-38 102-22	Composition of highest governance body and committees	Our Approach to Governance Proxy Statement & Info Circular	16.6-7	20	Board structure, Gender diversity	4.2, 6	
G4-39 102-23	Is chair of highest governance body also an executive officer?	No	16.6-7	20	Corporate Governance	4.2	
G4-40 102-24	Nomination and selection process for highest governance body	Our Approach to Governance Proxy Statement & Info Circular	16.6-7	20	Diversity policy Board industry experience Average tenure	4.2	
G4-41 102-25	Processes for avoiding conflict of interest for highest governance body	Ethical Culture Proxy Statement & Info Circular	16.6-7	20		4.2	
G4-42 102-26	Highest governance body's roles in developing organization's purpose, value, mission, EES policies	Our Approach to Governance	16.6-7	1		4.2	
G4-43 103-27	Measures to develop highest governance body's knowledge about EES	Our Approach to Governance	16.6-7	1		4.2	
G4-44 102-28	Process of evaluating highest governance body's performance in EES	Our Approach to Governance Proxy Statement & Info Circular	16.6-7	1	Board effectiveness	4.2	
G4-45 102-29	Highest governance body's role in identifying EES risks and impacts	Risk Management Climate-Related Risks & Opportunities	16.6-7	1	Risk & Crisis Management	4.4	
G4-46 102-30	Highest governance body's role in reviewing effectiveness of EES risk management processes	Risk Management Climate-Related Risks & Opportunities	16.6-7	1	Risk & Crisis Management	4.4	
G4-47 102-31	Frequency of 4-46 review	Quarterly	16.6-7	1		4.4	
G4-48 102-32	Highest level of formal sustainability report review	CEO	16.6-7	1		4.2	
G4-49 102-33	Process for communicating critical concerns to highest governance body	Our Approach to Governance Proxy Statement & Info Circular	16.6-7	20	Risk Review	3.3	

GRI CONTENT INDEX

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G4-50 102-34	Nature & # of concerns communicated	No critical concerns communicated: Performance Metrics	16.6-7	20	Risk Review	3.3	
G4-51 102-35	Remuneration policies for highest governance body & sr exec	Proxy Statement & Info Circular	16.6-7	6, 7, 8	Executive Compensation	4.6b	
G4-52 102-36	Process for determining remuneration	Proxy Statement & Info Circular	16.6-7	6, 7, 8		4.6b	
G4-53 102-37	Process for stakeholder engagement in determining remuneration	Governance Dashboard	16.6-7	7		4.6b	
G4-54 102-38	Ratio of annual total compensation of highest-paid individual to median annual total comp all employees	Governance Dashboard Performance Metrics	10.3	6, 7, 8	Compensation disclosure	4.6b	
G4-55 102-39	% annual increase of G4-54	Performance Metrics	10.3	6, 7, 8	Compensation disclosure	4.6b	
ETHICS AND INTEGRITY							
G4-56 102-16	Organization's values, principles, standards such as codes of conduct and ethics	Ethical Culture	16.5	12, 13, 14	Codes of Conduct	3.3	
G4-57 102-17	Mechanisms for seeking advice on ethical issues	Ethical Culture	16.5	12, 13, 14	Systems / procedures	3.3	
G4-58 102-17	Mechanisms for reporting ethical concerns	Ethical Culture	16.5	12, 13, 14	Reporting on breaches	3.3	
SPECIFIC STANDARD DISCLOSURES							
ECONOMIC							
Economic Performance							
DMA 103-1, 2,3		Our Approach to Business	8.1	2			
G4-EC1 201-1	Direct economic value generated and distributed, including community investment	Performance Metrics	8.1	2	Tax reporting Philanthropic activities	4.1a	LBG Canada audit of 2012-2016 community investment data; internal audit of 2017+ data
G4-EC2 201-2	Financial implications of climate change	Climate-Related Risks & Opportunities Approach to Climate-Related Issues	13.1	9, 10, 11	Financial risks & opportunities – climate change	4.6a	
G4-EC2SS	Reduction in water use	Water Use Performance Metrics	14.1, 15.1	9, 10, 11		4.6a	
G4-EC3 201-3	Coverage of defined benefit plan obligations	Performance Metrics	8.5	6, 7, 8		4.6b	
G4-EC4 201-4	Financial assistance received from government	Performance Metrics	16.5	17		3.3	
G4-OG1	Volume and type of estimated proved reserves and production	Performance Metrics Economic & Operational Highlights	8.1	1	Reserve replacement Natural gas bias Natural gas reserve life & production	4.1a	Evaluated by GLJ Petroleum Consultants, an independent qualified reserve estimator, in accordance with the Canadian Oil and Gas Evaluation Handbook and NI 51-101
ENVIRONMENTAL							
Energy							
G4-DMA 103-1, 2,3		Our HSE Approach and Management Our Approach to Environmental Stewardship Measurement and Evaluation	7.2-3	9, 10, 11		4.6a	
G4-EN3 302-1	Energy consumption within the organization	Performance Metrics	7.2-3	9, 10, 11	Energy consumption	4.6a	
G4-EN4 302-2	Energy consumption outside of the organization (use of sold products)	Performance Metrics	7.2-3	9, 10, 11		4.6a	
G4-EN5 302-3	Energy intensity	Performance Metrics	7.2-3	9, 10, 11	Energy intensity	4.6a	
G4-EN6 302-4	Reduction of energy consumption	Performance Metrics Energy and Emissions Reduction Projects	7.2-3	9, 10, 11	Renewable energy consumption	4.6a	
G4-EN7 302-5	Reductions in energy requirements of products and services	N/A	7.2-3	9, 10, 11	CAFE improvement N/A	4.6a	

GRI CONTENT INDEX

GRI G4 Indicator and GRI Standard	Indicator Description	Location or Description	UN SDG	UN Global Compact	RobecoSAM	EU Directive 2014/95/EU Guidelines on non-financial reporting 2017/C 215/01	Assurance
OG-2	Total amount invested in renewable energy	Performance Metrics Renewable Energy Projects in France Renewable Energy Projects in the Netherlands	7.2-3, 9.4, 17.17	9, 10, 11	Renewable energy production	4.6a	
OG-3	Total amount of renewable energy generated by source	Performance Metrics	7.2-3, 17.17	9, 10, 11		4.6a	
Water							
G4-DMA		Our HSE Approach and Management Our Approach to Environmental Stewardship Measurement and Evaluation Water Stewardship Water Efficiency	6.1, 6.3-4, 6.6, 14.1, 15.1	9, 10, 11	Water consumption	4.6a	
G4-EN8 303-1	Total water withdrawal by source	Performance Metrics	6.1, 6.3-4, 6.6, 14.1, 15.1	9, 10, 11	EP - Water	4.6a	
G4-EN9 303-2	Water sources significantly affected by withdrawal of water	No water sources significantly affected: Performance Metrics	6.1, 6.3-4, 6.6, 14.1, 15.1	9, 10, 11	Water stressed areas	4.6a	
G4-EN10 303-3	Percentage and total volume of water recycled and reused	Performance Metrics	6.1, 6.3-4, 6.6, 14.1, 15.1	9, 10, 11		4.6a	
Biodiversity							
G4-DMA		Our HSE Approach and Management Our Approach to Environmental Stewardship Measurement and Evaluation Land stewardship Water Stewardship	6.1, 6.6, 12.2, 14.2, 15.1, 15.5, 17.17	9, 10, 11	Biodiversity	4.6a	
G4-EN11 304-1	Biodiversity: operational sites in or adjacent to protected areas or areas of high biodiversity value	Land stewardship Our Approach to Environmental Stewardship Water Stewardship	6.1, 6.6, 12.2, 14.2, 15.1, 15.5, 17.17	9, 10, 11	Biodiversity	4.6a	
G4-EN12 304-2	Significant impacts of activities on biodiversity	Land stewardship Our Approach to Environmental Stewardship Water Stewardship	6.1, 6.6, 12.2, 14.2, 15.1, 15.5, 17.17	9, 10, 11	Biodiversity	4.6a	
G4-EN13 304-3	Habitats protected or restored	Land stewardship Our Approach to Environmental Stewardship Water Stewardship	6.1, 6.6, 12.2, 14.2, 15.1, 15.5, 17.17	9, 10, 11	Biodiversity	4.6a	
G4-EN14 304-4	IUCN red list species and national conservation list species	Land stewardship Our Approach to Environmental Stewardship Water Stewardship	6.1, 6.6, 12.2, 14.2, 15.1, 15.5, 17.17	9, 10, 11	Biodiversity	4.6a	
Emissions							
G4-DMA		Our HSE Approach and Management Our Approach to Environmental Stewardship Measurement and Evaluation Approach to Methane Emissions Reduction Energy and Emissions Reduction Projects	12.1-2, 13.1	9, 10, 11	Climate strategy Biodiversity GHG emissions targets / CDP / carbon pricing	4.6a	
G4-EN15,SS 305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Performance Metrics	12.1-2, 13.1	9, 10, 11	Scope 1	4.6a	
G4-EN16 305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Performance Metrics	12.1-2, 13.1	9, 10, 11	Scope 2	4.6a	
G4-EN17, SS 305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Performance Metrics	12.1-2, 13.1	9, 10, 11	Scope 3	4.6a	
G4-EN18, SS 305-4	Greenhouse gas (GHG) emissions intensity	Performance Metrics	12.1-2, 13.1	9, 10, 11		4.6a	
G4-EN19 305-5	Reduction of greenhouse gas (GHG) emissions	Performance Metrics Approach to Methane Emissions Reduction Energy and Emissions Reduction Projects	12.1-2, 13.1	9, 10, 11	Methane emissions	4.6a	
G4-EN20 305-6	Emissions of ozone-depleting substances (ODS)	Performance Metrics	12.1-2, 13.1	9, 10, 11		4.6a	
G4-EN21 305-7	NOX, SOX, and other significant air emissions	Performance Metrics	12.1-2, 13.1	9, 10, 11	VOC emissions, SOx, dust, NOx	4.6a	
Effluents & Waste							

GRI CONTENT INDEX

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G4-DMA		Our HSE Approach and Management Our Approach to Environmental Stewardship Measurement and Evaluation	14.1-2	9, 10, 11		4.6a	
G4-EN22 306-1	Total water discharge by quality and destination	Performance Metrics	14.1-2	9, 10, 11		4.6a	
G4-EN23 306-2	Total weight of waste by type and disposal method	Performance Metrics	14.1-2	9, 10, 11	Waste Hazardous waste	4.6a	
G4-EN24 306-3	Total number and volume of significant spills	Performance Metrics	14.1-2	9, 10, 11	Hydrocarbon spills	4.6a	
G4-EN25 306-4	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention2 Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Performance Metrics	14.1-2	9, 10, 11		4.6a	
G4-EN26 306-5	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization’s discharges of water and runoff	None: Performance Metrics	14.1-2	9, 10, 11		4.6a	
OG-5	Produced water by disposal method	Performance Metrics	14.1-2	9, 10, 11		4.6a	
OG-6	Volume of flared and vented hydrocarbon	Performance Metrics	14.1-2	9, 10, 11		4.6a	
OG-7	Drill mud & cuttings	Performance Metrics	14.1-2	9, 10, 11		4.6a	
Overall							
G4-DMA		Our HSE Approach and Management Our Approach to Environmental Stewardship Measurement and Evaluation	12.1-2	9, 10, 11		4.6a	
EN-29 307-1	Fines and number of sanctions for non-compliance with environmental laws and regulations	0	12.1-2	9, 10, 11	Environmental violations	4.6a	
EN-31 N/A	Total environmental expenditures	Performance Metrics	12.1-2	9, 10, 11	ROI (environment)	4.6a	
SOCIAL							
Employment							
G4-DMA 103		Our Approach to People Performance Management, Training and Development	8.5, 16.1	6, 7, 8		4.6b	
G4-LA1 401-1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	Performance Metrics	8.5	6, 7, 8	Turnover rate	4.6b	
G4-LA2 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Performance Metrics Our Approach to People	8.5	6, 7, 8		4.6b	
G4-LA3 401-3	Return to work and retention rates after parental leave, by gender	Performance Metrics	8.5	6, 7, 8		4.6b	
Occupational Health and Safety							
G4-DMA		Our HSE Approach and Management HSE Training Our Approach to Safety HSE Perception Survey	3.4, 3.6, 8.8	6, 7, 8	Health, Safety & Wellbeing OHS Training and Education	4.6b	
G4-LA5 403-1	Percentage of total workforce represented in formal joint management–worker health and safety committees to help monitor / advise on occupational health and safety	Performance Metrics	3.6, 8.8	6, 7, 8	Occupational health and safety	4.6b	
G4-LA6 403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Performance Metrics Safety Dashboard	3.6, 8.8	6, 7, 8	Absentee rate TRIF / LTI Fatalities	4.6b	
G4-LA7 403-3	Workers with high incidence or high risk of diseases related to their occupation	Performance Metrics	3.4, 8.8	6, 7, 8	Occupational diseases	4.6b	
G4-LA8 403-4	Health and safety topics covered in formal agreements with trade unions	Performance Metrics	8.8	6, 7, 8		4.6b	
OG-13	Process safety events	Performance Metrics	8.8	6, 7, 8	Process safety events	4.6b	
Training and Education							

GRI CONTENT INDEX

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G4-DMA		Our Approach to People Performance Management, Training and Development	8.2, 8.5	6, 7, 8	Trend in employee engagement	4.6b	
G4-LA9 404-1	Average hours of training per year per employee by gender, and by employee category	Performance Metrics	8.2, 8.5	6, 7, 8	Training & development inputs	4.6b	
G4-LA10 404-2	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Performance Management, Training and Development	8.2, 8.5	6, 7, 8	Employee development programs	4.6b	
G4-LA11 404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Performance Metrics	8.2, 8.5	6, 7, 8	Performance appraisal	4.6b	
HUMAN RIGHTS							
Non-discrimination							
G4-DMA		Our Approach to People Sustainability Policy	5.2	3, 4, 5		4.6b	
G4-HR3 406-1	Total number of incidents of discrimination and corrective actions taken	Performance Metrics	5.2	3, 4, 5		4.6b	
Indigenous Rights							
G4-DMA		Ethics & Anti-Corruption Sustainability Policy Our Approach to Communities Stakeholder Engagement	2.3	3, 4, 5		4.6b	
G4-HR8 411-1	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Performance Metrics	2.3	3, 4, 5	Human rights assessment	4.6b	
Human Rights Grievance Mechanisms							
G4-DMA		Ethics & Anti-Corruption Sustainability Policy Our Approach to Communities	8.8, 16.1	3, 4, 5		4.6c	
G4-HR12 103-2	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Performance Metrics	8.8, 16.1	3, 4, 5		4.6c	
SOCIETY							
Local Communities							
DMA		Stakeholder engagement Environmental impact assessments Community development and investment	1.2, 7.2-3, 16.7, 17.17	16, 18	Impact measurement and valuation Local cultural heritage Indigenous peoples	4.6b	
G4-SO1 413-1	Percentage of operations with implemented local community engagement, impact assessments and development programs	100%: Community development and investment Our Approach to Communities Volunteering Around the World Key Community Partnerships	1.2, 2.1, 3.6, 4.4, 4.6, 5.2, 5.3, 6.6, 8.2-6, 10.2, 11.4	16, 18	Active community engagement, consultation, EIA / SIA results Group-wide strategy	4.6b	
G4-SO2 413-2	Operations with significant actual and potential negative impacts on local communities	As a responsible energy producer, Vermilion has, in addition to our overall HSE approach, established management tools and processes that are specific to the protection of the health and safety of our workers and our communities: Public and community safety: Public safety and emergency response Potential environmental impacts: Environmental impact assessments Approach to methane reduction Approach to climate-related issues	3.6, 6.6, 7.2, 7.3, 9.4, 12.1-2	16, 18	Relocation programs (note: no relocations of local people or communities)	4.6b	
Anti-corruption							
DMA		Ethics & Anti-Corruption	16.5	12, 13, 14	Code of business conduct	3.3	
G4-SO3 205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Performance Metrics	16.5	12, 13, 14		3.3	

GRI CONTENT INDEX

GRI G4 Indicator and GRI Standard	Indicator Description	Location or Description	UN SDG	UN Global Compact	RobecoSAM	EU Directive 2014/95/EU Guidelines on non-financial reporting 2017/C 215/01	Assurance
G4-SO4 205-2	Communication and training on anti-corruption policies and procedures	Performance Metrics	16.5	12, 13, 14		3.3	
G4-SO5 205-3	Confirmed incidents of corruption and actions taken	Performance Metrics	16.5	12, 13, 14	Reporting on breaches	3.3	
G4-SO6 415-1	Political donations	Performance Metrics	16.5	12, 13, 14, 17	Policy influence	3.3	
G4-SO7 206-1	Anti-competitive practices	No legal actions	16.5	12, 13, 14	Anti-competitive practices	3.3	
G4-SO8 419-1	Fines for non-compliance	Performance Metrics	16.5	12, 13, 14		3.3	