GRI G4 Indicator and GRI	Indicator					EU Directive 2014/95/EU Guidelines on non-financial	SASB	TCFD	
Standard	Description	Location or Description	UN SDG	UN Global Compact	SAM	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	Description of key	Our Approach to Sustainability	12.6	15, 19	Materiality			Governance	
102-15	impacts, risks and opportunities								
		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	which company	Our Approach to Sustainability Reporting Initiatives	16.6-7	12, 13, 14	Payment transparency	3.3			
G4-16	subscribes Memberships in	<u>Associations</u>	16.6-7	12, 13, 14	Policy influence	3.3			
102-13	associations	Reporting Initiatives IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES							
		IDENTIFIED WATERIAL ASPECTS AND BOONDARIES							
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	About our Report Identifying Issues	12.6	1	Reporting	3.1			
	Boundaries	Material Issues							
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	Identifying Issues Material Issues	12.6	1		3.1			
G4-21	organization Explain Aspect	Materiality Analysis Identifying Issues	12.6	1	Materiality	3.1			
103-1	Boundaries outside organization	Material Issues Materiality Analysis	12.0	_	Materiality				
G4-22 102-48	Restatements of previous info, if applicable	Performance Metrics	12.6	1		3.1			
						<u> </u>			

GRI G4 Indicator and GRI Standard	Indicator Description	Location or Description	UN SDG	UN Global Compact	SAM	EU Directive 2014/95/EU Guidelines on non-financial reporting 2017/C 215/01	SASB	TCFD	Assurance
G4-23 102-49	Significant changes from previous reporting periods	About our Report	12.6	1		3.1			
		STAKEHOLDER ENGAGEMENT							
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		Governance	
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		Governance	
G4-36 102-20	Executive level position in EES	Sustainability Governance	16.6-7	1	Risk Governance Stakeholder engagement	4.2		Governance	
G4-37 102-21	Consultation process between stakeholders and highest governance body on EES	Sustainability Governance	16.6-7	1	Stakeholder engagement				
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			

GRI G4 Indicator and GRI Standard Description Location or Description Location or Description UN SDG UN Global Compact SAM FU Directive 2014/95/EU Guidelines on non-financial reporting 2017/C 215/01 G4-40 Nomination and Our Approach to Governance 16.6-7 20 Diversity policy 4.2	TCFD Assurance
Standard Description Location or Description UN SDG UN Global Compact SAM reporting 2017/C 215/01 G4-40 Nomination and Our Approach to Governance 16.6-7 20 Diversity policy 4.2	3 TCFD Assurance
Standard Description reporting 2017/C 215/01 G4-40 Nomination and Our Approach to Governance 16.6-7 20 Diversity policy 4.2	Assurance
C4-40 Nomination and Our Approach to Governance 16.6-7 20 Diversity policy 4.2	
G4-40 Nomination and Our Approach to Governance 16.6-7 20 Diversity policy 4.2	
102-24 selection process for Proxy Statement & Info Circular Board industry	
highest governance experience	
body Average tenure	
G4-41 Processes for <u>Ethical Culture</u> 16.6-7 20 4.2 EM-EP-510a.1	
102-25 avoiding conflict of Proxy Statement & Info Circular	
interest for highest	
governance body	
G4-42 Highest governance Our Approach to Governance 16.6-7 1 4.2 EM-EP-530a.1	Governance
102-26 body's roles in	
developing	
organization's	
purpose, value,	
mission, EES policies	
G4-43 Measures to develop Our Approach to Governance 16.6-7 1 4.2 EM-EP-530a.1	Governance
103-27 highest governance	
body's knowledge	
about EES	
G4-44 Process of evaluating Our Approach to Governance 16.6-7 1 Board effectiveness 4.2 EM-EP-530a.1	
102-28 highest governance Proxy Statement & Info Circular	
body's performance	
in EES	
G4-45 Highest governance Risk Management 16.6-7 1 Risk & Crisis 4.4 EM-EP-530a.1	Governance, Metrics
102-29 body's role in Climate-Related Risks & Opportunities Management	& Targets
identifying EES risks	
and impacts	
G4-46 Highest governance Risk Management 16.6-7 1 Risk & Crisis 4.4 EM-EP-530a.1	Metrics & Targets
102-30 body's role in Climate-Related Risks & Opportunities Management Management	Wethes & rangets
reviewing Indiagenent Indi	
effectiveness of EES	
risk management	
processes	
G4-47 Frequency of 4-46 Quarterly 16.6-7 1 4.4	Governance
102-31 review	
G4-48 Highest level of CEO 16.6-7 1 4.2	Governance
102-32 formal sustainability	
report review	
G4-49 Process for Our Approach to Governance 16.6-7 20 Risk Review 3.3	
critical concerns to	
highest governance	
body	
G4-50 Nature & # of No critical concerns communicated: Performance Metrics 16.6-7 20 Risk Review 3.3	
102-34 concerns concerns	
communicated	
G4-51 Remuneration Proxy Statement & Info Circular 16.6-7 6, 7, 8 Executive Compensation 4.6b	
102-35 policies for highest	
governance body &	
sr exec	
G4-52 Process for Proxy Statement & Info Circular 16.6-7 6, 7, 8 4.6b	
102-36 determining	
remuneration 1667	
G4-53 Process for Governance Dashboard 16.6-7 7 4.6b	
102-37 stakeholder	
engagement in	
determining	
remuneration	
G4-54 Ratio of annual total Governance Dashboard 10.3 6, 7, 8 Compensation disclosure 4.6b	
102-38 compensation of Performance Metrics	
highest-paid	
individual to median	
annual total comp all	
employees	
G4-55 % annual increase of Performance Metrics 10.3 6, 7, 8 Compensation disclosure 4.6b	
102-39 G4-54 Compensation disclosure 4.00	

						EU Directive 2014/95/EU			
GRI G4 Indicator and GRI	Indicator	Location or Description	UN SDG	UN Global Compact	SAM	Guidelines on non-financial	SASB	TCFD	Assurance
Standard	Description	Location of Description	ON 3DG	ON Global Compact	SAIVI	reporting			Assurance
						2017/C 215/01			
		ETHICS AND INTEGRITY							
CAFC	Organizationia	Fabinal Cultures	16.5	12 12 14	Cadas of Candust	2.2	EM ED 530- 1		
G4-56 102-16	Organization's values, principles,	Ethical Culture	16.5	12, 13, 14	Codes of Conduct	3.3	EM-EP-530a.1		
102-10	standards such as								
	codes of conduct and								
	ethics								
G4-57	Mechanisms for	Ethical Culture	16.5	12, 13, 14	Systems / procedures	3.3	EM-EP-530a.1		
102-17	seeking advice on								
	ethical issues								
G4-58	Mechanisms for	Ethical Culture	16.5	12, 13, 14	Reporting on breaches	3.3	EM-EP-530a.1		
102-17	reporting ethical								
	concerns	CRECIFIC CTANIDADD DICCI OCUREC							
		SPECIFIC STANDARD DISCLOSURES							
		ECONOMIC							
		Economic Performance							
DMA		Our Approach to Business	8.1	2		1			
103-1, 2,3		Our Approach to business	0.1						
G4-EC1	Direct economic	Performance Metrics	8.1	2	Tax reporting	4.1a			LBG Canada audit of 2012-2016 community
201-1	value generated and			_	Philanthropic activities				investment data; internal audit of 2017+
	distributed, including								data
	community								
	investment								
G4-EC2	Financial implications	Climate-Related Risks & Opportunities	13.1	9, 10, 11	Financial risks &	4.6a		Governance, Risk	
201-2	of climate change	Approach to Climate-Related Issues			opportunities – climate			Management	
G4-EC2SS	Dadination in mater	Weter Hee	144 154	9, 10, 11	change	4.6a	EM-EP-140a.1, EM-EP-		
G4-EC255	Reduction in water use	Water Use Performance Metrics	14.1, 15.1	9, 10, 11		4.0a	140a.2, EM-EP-140a.3		
G4-EC3	Coverage of defined	Performance Metrics	8.5	6, 7, 8		4.6b	1404.2, Livi-Li -1404.3		
201-3	benefit plan	<u> </u>	0.5	(1,7,5)					
	obligations								
G4-EC4	Financial assistance	Performance Metrics	16.5	17		3.3			
201-4	received from								
	government								
G4-OG1	Volume and type of	Performance Metrics	8.1	1	Reserve replacement	4.1a	EM-EP-510a.1		Evaluated by GLJ Petroleum Consultants,
	estimated proved	Economic & Operational Highlights			Natural gas bias Natural gas reserve life &				an independent qualified reserve
	reserves and production				production				estimator, in accordance with the Canadian Oil and Gas Evaluation Handbook
	production				production				and NI 51-101
		ENVIRONMENTAL							
		Energy							
			<u> </u>	<u> </u>	1				_
G4-DMA		Our HSE Approach and Management	7.2-3	9, 10, 11		4.6a	EM-EP-110a.3		
103-1, 2,3		Our Approach to Environmental Stewardship Measurement and Evaluation							
G4-EN3	Energy consumption	Performance Metrics	7.2-3	9, 10, 11	Energy consumption	4.6a			
302-1	within the	Terrormance Weeries	/.2 3	J, 10, 11	Life by consumption	1.50			
	organization								
G4-EN4	Energy consumption	Performance Metrics	7.2-3	9, 10, 11		4.6a			
302-2	outside of the								
	organization (use of								
	sold products)								
G4-EN5 302-3	Energy intensity	Performance Metrics	7.2-3	9, 10, 11	Energy intensity	4.6a			
G4-EN6	Dodusting of	Porformance Metrics	7 2 2	0.10.11	Donowakla areas	4.60			
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	Reductions in energy	N/A	7.2-3	9, 10, 11	CAFE improvement N/A	4.6a			
302-5	requirements of	1975	7.2-3	3, 10, 11	CALL IIIIproveillelit N/A	7.00			
332 3	products and								
	services								
OG-2	Total amount	Performance Metrics	7.2-3, 9.4, 17.17	9, 10, 11	Renewable energy	4.6a	EM-EP-420a.3		
	invested in	Renewable Energy Projects in France			production				
	renewable energy	Renewable Energy Projects in the Netherlands							

						EU Directive 2014/95/EU			
CDI CA Indicator and CDI	Indicator						CACD	TCFD	
GRI G4 Indicator and GRI	Indicator	Location or Description	UN SDG	UN Global Compact	SAM	Guidelines on non-financial	SASB	TCFD	Assurance
Standard	Description					reporting			
						2017/C 215/01			
OG-3	Total amount of	Performance Metrics	7.2-3, 17.17	9, 10, 11		4.6a	EM-EP-420a.3		
	renewable energy								
	generated by source								
		Water							
G4-DMA		Our HSE Approach and Management	6.1, 6.3-4, 6.6, 14.1,	9, 10, 11	Water consumption	4.6a	EM-EP-530a.1		
		Our Approach to Environmental Stewardship	15.1		'				
		Measurement and Evaluation							
		Water Stewardship							
		Water Efficiency							
G4-EN8	Total water	Performance Metrics	6.1, 6.3-4, 6.6, 14.1,	9, 10, 11	EP - Water	4.6a	EM-EP-140a.1		
303-1	withdrawal by source		15.1						
G4-EN9	Water sources	No water sources significantly affected: Performance	6.1, 6.3-4, 6.6, 14.1,	9, 10, 11	Water stressed areas	4.6a	EM-EP-140a.1		
303-2	significantly affected by withdrawal of	<u>Metrics</u>	15.1						
	water								
G4-EN10	Percentage and total	Performance Metrics	6.1, 6.3-4, 6.6, 14.1,	9, 10, 11		4.6a	EM-EP-140a.2		<u>i</u>
303-3	volume of water		15.1	-//					
	recycled and reused								
		Biodiversity							
CA DAMA				0.40.44	Disable and the	Lac	ENA ED 450 - 1		
G4-DMA		Our HSE Approach and Management Our Approach to Environmental Stewardship	6.1, 6.6, 12.2, 14.2,	9, 10, 11	Biodiversity	4.6a	EM-EP-160a.1		
		Measurement and Evaluation	15.1, 15.5, 17.17						
		Land stewardship							
		Water Stewardship							
G4-EN11	Biodiversity:	Land stewardship	6.1, 6.6, 12.2, 14.2,	9, 10, 11	Biodiversity	4.6a	EM-EP-160a.1		
304-1	operational sites in	Our Approach to Environmental Stewardship	15.1, 15.5, 17.17						
	or adjacent to	<u>Water Stewardship</u>							
	protected areas or								
	areas of high biodiversity value								
G4-EN12	Significant impacts of	Land stewardship	6.1, 6.6, 12.2, 14.2,	9, 10, 11	Biodiversity	4.6a	EM-EP-160a.1		
304-2	activities on	Our Approach to Environmental Stewardship	15.1, 15.5, 17.17	3, 10, 11	Diodiversity		2000.1		
	biodiversity	Water Stewardship	13.1, 13.3, 17.17						
G4-EN13	Habitats protected or	Land stewardship	6.1, 6.6, 12.2, 14.2,	9, 10, 11	Biodiversity	4.6a	EM-EP-160a.1		
304-3	restored	Our Approach to Environmental Stewardship	15.1, 15.5, 17.17		,				
		Water Stewardship							
G4-EN14	IUCN red list species	Land stewardship	6.1, 6.6, 12.2, 14.2,	9. 10. 11	Biodiversity	4.6a			
304-4	and national	Our Approach to Environmental Stewardship	15.1, 15.5, 17.17		,				
	conservation list	Water Stewardship							
	species								
		Emissions							
G4-DMA		Our HSE Approach and Management	12.1-2, 13.1	9, 10, 11	Climate strategy	4.6a	EM-EP-110a.3		
		Our Approach to Environmental Stewardship			Biodiversity				
		Measurement and Evaluation			GHG emissions targets /				
		Approach to Methane Emissions Reduction			CDP / carbon pricing				
CA ENIAE CO	Discort o !:	Energy and Emissions Reduction Projects	12.1.2.42.4	0.10.11	C1	1.65	ENA ED 440- 4		
G4-EN15,SS	Direct greenhouse gas (GHG) emissions	Performance Metrics	12.1-2, 13.1	9, 10, 11	Scope 1	4.6a	EM-EP-110a.1		
305-1	(Scope 1)								
G4-EN16	Energy indirect	Performance Metrics	12.1-2, 13.1	9, 10, 11	Scope 2	4.6a	EM-EP-110a.2		
305-2	greenhouse gas			-,,					
	(GHG) emissions								
	(Scope 2)								
G4-EN17, SS	Other indirect	Performance Metrics	12.1-2, 13.1	9, 10, 11	Scope 3	4.6a	EM-EP-110a.2		
305-3	greenhouse gas								
	(GHG) emissions (Scope 3)								
G4-EN18, SS	Greenhouse gas	Performance Metrics	12.1-2, 13.1	9, 10, 11		4.6a	EM-EP-110a.2		
305-4	(GHG) emissions			-, -0,					
	intensity								
	•	•	•	•	•	•	•		

						EU Directive 2014/95/EU			
GRI G4 Indicator and GRI	Indicator	Location or Description	UN SDG	UN Global Compact	SAM	Guidelines on non-financial	SASB	TCFD	Assurance
Standard	Description	Escation of Sescription	ON 3DG	ON Global Compact	JAIVI	reporting			Assurance
						2017/C 215/01			
G4-EN19 305-5	Reduction of greenhouse gas	Performance Metrics Approach to Methane Emissions Reduction	12.1-2, 13.1	9, 10, 11	Methane emissions	4.6a	EM-EP-110a.2		
303-3	(GHG) emissions	Energy and Emissions Reduction Projects							
G4-EN20	Emissions of ozone-	Performance Metrics	12.1-2, 13.1	9, 10, 11		4.6a	EM-EP-120a.1		
305-6	depleting substances (ODS)								
G4-EN21	NOX, SOX, and other	Performance Metrics	12.1-2, 13.1	9, 10, 11	VOC emissions, SOx,	4.6a	EM-EP-120a.1		
305-7	significant air				dust, NOx				
	emissions	Effluents & Waste							
CA DAMA			444.2	0.40.44	<u> </u>	Lac		<u> </u>	
G4-DMA		Our HSE Approach and Management Our Approach to Environmental Stewardship	14.1-2	9, 10, 11		4.6a			
G4-EN22	Total water discharge	Measurement and Evaluation Performance Metrics	14.1-2	9, 10, 11		4.6a	EM-EP-140a.2		
306-1	by quality and destination			3, 24, 22					
G4-EN23	Total weight of waste	Performance Metrics	14.1-2	9, 10, 11	Waste	4.6a			
306-2	by type and disposal method				Hazardous waste				
G4-EN24	Total number and	Performance Metrics	14.1-2	9, 10, 11	Hydrocarbon spills	4.6a	160a.2		
306-3	volume of significant spills								
G4-EN25	Weight of	Performance Metrics	14.1-2	9, 10, 11		4.6a			
306-4	transported, imported,								
	or treated waste								
	deemed hazardous								
	under the terms of the Basel								
	Convention2 Annex I,								
	II, III, and VIII, and								
	percentage of transported waste								
	shipped								
OA FWOC	internationally		1112	0.40.44			514 50 460 4		
G4-EN26 306-5	Identity, size, protected status, and	None: Performance Metrics	14.1-2	9, 10, 11		4.6a	EM-EP-160a.1		
	biodiversity value of								
	water bodies and								
	related habitats significantly affected								
	by the organization's								
	discharges of water and runoff								
OG-5	Produced water by	Performance Metrics	14.1-2	9, 10, 11		4.6a	EM-EP-140a.2		
OG-6	disposal method Volume of flared and	Performance Metrics	14.1-2	9, 10, 11		4.6a	EM-EP-110a.2		
	vented hydrocarbon								
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	12.1-2	9, 10, 11		4.6a			
EN-29	Fines and number of	Measurement and Evaluation 0	12.1-2	9, 10, 11	Environmental violations	4.6a	EM-EP-530a.1		
307-1	sanctions for non-			-, -, -,					
	compliance with								
	environmental laws and regulations								
EN-31	Total environmental	Performance Metrics	12.1-2	9, 10, 11	ROI (environment)	4.6a			
N/A	expenditures								
		SOCIAL							

						EU Directive 2014/95/EU			
GRI G4 Indicator and GRI	Indicator					Guidelines on non-financial	SASB	TCFD	
Standard	Description	Location or Description	UN SDG	UN Global Compact	SAM	reporting			Assurance
Stallualu	Description					-			
						2017/C 215/01			
		Employment							
CA DAAA		O . A	0.5.46.4	6.7.0	1	A Ch			
G4-DMA		Our Approach to People	8.5, 16.1	6, 7, 8		4.6b			
103		Performance Management, Training and Development							
G4-LA1	Total number and	Performance Metrics	8.5	6, 7, 8	Turnover rate	4.6b			
401-1	rates of new								
	employee hires and								
	employee turnover								
	by age group,								
	gender, and region								
G4-LA2	Benefits provided to	Performance Metrics	8.5	6, 7, 8		4.6b			
401-2	full-time employees	Our Approach to People							
	that are not provided								
	to temporary or part-								
	time employees								
G4-LA3	Return to work and	Performance Metrics	8.5	6, 7, 8	+	4.6b			
401-3	retention rates after	<u>Performance Wetrics</u>	0.5	0, 7, 8		4.00			
401-3									
	parental leave, by								
	gender								
		Occupational Health and Safety							
G4-DMA		Our HSE Approach and Management	3.4, 3.6, 8.8	6, 7, 8	Health, Safety &	4.6b	EM-EP-320a.2		
G4-DIVIA		HSE Training	3.4, 3.0, 6.6	0,7,8	Wellbeing	4.00	LIVI-LI -320a.2		
		Our Approach to Safety			OHS Training and				
		UCF Persontian Communication							
04.145		HSE Perception Survey	25.00	6.7.0	Education	4.61	514 50 222 2		
G4-LA5	Percentage of total	Performance Metrics	3.6, 8.8	6, 7, 8	Occupational health and	4.6b	EM-EP-320a.2		
403-1	workforce				safety				
	represented in								
	formal joint								
	management–worker	•							
	health and safety								
	committees to help								
	monitor / advise on								
	occupational health								
	and safety								
G4-LA6	Type of injury and	Performance Metrics	3.6, 8.8	6, 7, 8	Absentee rate	4.6b	EM-EP-320a.1		
403-2	rates of injury,	Safety Dashboard	3.0, 6.6	0,7,8	TRIF / LTI	4.00	LIVI-LI -320a.1		
403-2	occupational	Safety Dashboard			Fatalities				
					ratalities				
	diseases, lost days,								
	and absenteeism,								
	and total number of								
	work-related								
	fatalities, by region								
	and by gender								
G4-LA7	Workers with high	Performance Metrics	3.4, 8.8	6, 7, 8	Occupational diseases	4.6b	EM-EP-320a.1		
403-3	incidence or high risk								
	of diseases related to								
	their occupation								
G4-LA8	Health and safety	Performance Metrics	8.8	6, 7, 8		4.6b			
403-4	topics covered in								
-5	formal agreements								
	with trade unions								
OG-13	Process safety events	Performance Metrics	8.8	6, 7, 8	Process safety events	4.6b	+		
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		Training and Education							
G4-DMA		Our Approach to People	8.2, 8.5	6, 7, 8	Trend in employee	4.6b			
GDIVIA		Performance Management, Training and Development	0.2, 0.3	0,7,8		7.00			
	1				engagement				
G4-LA9	Average hours of	Performance Metrics	8.2, 8.5	6, 7, 8	Training & development	4.6b			
404-1	training per year per				inputs				
	employee by gender,								
	and by employee								
	category								
G4-LA10	Programs for skills	Performance Management, Training and Development	8.2, 8.5	6, 7, 8	Employee development	4.6b			
404-2	management and		,	-, , -	programs				
	lifelong learning that								
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		potential negative	management tools and processes that are specific to the	I	1	<u> </u>	l		<u> </u>	

GRI G4 Indicator and GRI Standard	Indicator Description	Location or Description	UN SDG	UN Global Compact	SAM	EU Directive 2014/95/EU Guidelines on non-financial reporting 2017/C 215/01	SASB	TCFD	Assurance
	impacts on local communities	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			local people or communities)				
		Anti-corruption							
DMA		Ethics & Anti-Corruption	16.5	12, 13, 14	Code of business conduct	3.3	EM-EP-510a.2		
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	EM-EP-510a.2		
G4-S04 205-2	Communication and training on anti-corruption policies and procedures	Performance Metrics	16.5	12, 13, 14		3.3	EM-EP-510a.2		
G4-S05 205-3	Confirmed incidents of corruption and actions taken	Performance Metrics	16.5	12, 13, 14	Reporting on breaches	3.3	EM-EP-510a.2		
G4-S06 415-1	Political donations	Performance Metrics	16.5	12, 13, 14, 17	Policy influence	3.3	EM-EP-510a.2		
G4-SO7 206-1	Anti-competitive practices	No legal actions	16.5	12, 13, 14	Anti-competitive practices	3.3	EM-EP-510a.2		
G4-S08 419-1	Fines for non- compliance	Performance Metrics	16.5	12, 13, 14		3.3	EM-EP-510a.2		