

GRI MATERIALITY ANALYSIS – SUSTAINABILITY REPORT APPENDIX

| Aspect | Boundary Assessment | | Impact on Vermilion | Impact or Concern for Key Stakeholders | | | | | | |
|--|--------------------------------------|--|---------------------|---|--------|----------------------|-------------|---------------------------|--|--|
| | Relevance or impact inside Vermilion | Primary impact or relevance outside Vermilion, through our value chain | | Shareholders & potential investors, including rating agencies | Staff | Partners & Suppliers | Communities | Government and Regulators | Other (Media, Industry associations, NGOs) | Average of Stakeholder Impact or Concern |
| Employment | All BUs | Exploration Production | High | Medium | High | High | High | High | High | High |
| Labor/Mgmt Relations | All BUs | Exploration Production | Medium | Low | High | Low | Low | Medium | High | Medium |
| Occupational Health and Safety | All BUs | All stages | High | High | High | High | High | High | High | High |
| Training and Education | All BUs | All stages | High | Medium | High | Medium | Low | Medium | High | High |
| Diversity and Equal Opportunity | All BUs | Exploration Production | Medium (increasing) | Medium | High | Medium | Medium | High | High | Medium |
| Equal Remuneration for Women and Men | All BUs | Exploration Production | Medium | Medium | High | Medium | Medium | High | High | Medium |
| Supplier Assessment for Labour Practices | All BUs | Supply | High | Medium | Medium | High | High | High | High | High |
| Grievances | All BUs | All stages | High | Medium | High | High | High | High | High | High |
| HUMAN RIGHTS | | | | | | | | | | |
| Investment | All BUs | Exploration | Medium | Low | Low | Medium | Medium | High | High | Medium |
| Non-discrimination | All BUs | All stages | High | Medium | High | High | High | High | High | High |
| Freedom of Association and Collective Bargaining | All BUs | All stages | Low | Low | High | High | Low | High | Medium | Medium |
| Child Labour | All BUs | Exploration | Low | High | Low | High | Low | High | High | Medium |
| Forced or Compulsory Labour | All BUs | Exploration | Low | High | Low | Medium | Low | High | High | Medium |

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| Asset Integrity & Process Safety | All BUs | All stages | High | High | High | High | High | High | High | High |
| Governance | All BUs | All stages | High | High | High | High | High | High | High | High |
| Ethics | All BUs | All stages | High | High | High | High | High | High | High | High |
| | | | | | | | | | | |
| PRODUCT RESPONSIBILITY | | | | | | | | | | |
| Customer Health & Safety | Corporate | Product Use | Medium | Medium | Medium | Medium | High | High | High | High |
| Product & Service Labelling | Corporate | Product Use | Medium | Medium | High | High | High | High | High | High |
| Marketing Communications | Corporate | Distribution | Low | Low | Low | Low | Medium | Low | Medium | Low |
| Customer Privacy | Corporate | Distribution | Medium | Medium | Low | Medium | Low | Medium | Medium | Medium |
| Compliance | Corporate | All stages | High | Medium | Medium | Medium | High | High | High | Medium |
| Fossil Fuel Substitutes | Corporate | All stages | Medium | Medium | Medium | Medium | Medium | High | High | Medium |