

ASPECT / Indicator Name	2012	2013	2014	2015	2016	Footnote	GRI
GOVERNANCE							
Ratio of annual total compensation of highest-paid individual to median annual total compensation all employees; compensation includes base salary, bonus, Vermilion Incentive Plan, and allowances (e.g., holiday pay)	18	25	27	27	25		G4-54
Ratio of % change in CEO compensation to % change in employee median compensation from G4-54	n/a	13:1	4:1	1:1	-16:1		G4-55
ETHICS							
Requests for advice on ethical behaviour through corporate secretary	0	0	0	0	0	See also ESTMA (EITI-compliant) report on government payments available on Vermilion website	G4-57
Business conduct investigations	0	0	0	0	0		G4-58
Violations of rights	0	0	0	0	0		G4-HR8
Monetary value of fines for non-compliance with laws & regulations	0	0	0	0	0		G4-S08
Total number of concerns expressed via hotlines or whistleblower lines	0	0	0	0	0		G4-57
Political donations	0	0	0	0	0		G4-S06
ANTI-CORRUPTION							GRI
Percentage of operations assessed for risks related to corruption	100	100	100	100	100		G4-S03
% of governance body communicated to on anti-corruption	100	100	100	100	100		G4-S04
# of employees communicated to on anti-corruption	366	437	535	520	492		G4-S04
% of employees communicated to on anti-corruption	100	100	100	100	97		G4-S04
# of contractors communicated to on anti-corruption					156		G4-S04
% of contractors communicated to on anti-corruption					99		G4-S04
# and % of business partners communicated to on anti-corruption (not tracked)	N/A	N/A	N/A	N/A	N/A		G4-S04
# of governance body members trained on anti-corruption	8	8	9	12	11		G4-S04
% of governance body members trained on anti-corruption	100	100	100	100	100		G4-S04
# of employees trained on anti-corruption	0	18	18	18	18	2014-2016 figures restated to include current staff who have previous anti-corruption training	G4-S04
% of employees trained on anti-corruption	0	4	4	4	4		G4-S04
Confirmed incidents of corruption	0	0	0	0	0		G4-S05