

Aspect	Boundary Assessment		Impact on Vermilion	Importance/Concern to Key Stakeholders					
BU=Business Unit	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	Other (regulators, media, gov, industry associations, NGOs)	Average of Stakeholder Concern
Economic Impact									
Economic Performance	All BUs	All stages	High	High	High	High	High	Medium	High
Market Presence	All BUs	Production	Medium	Low	Medium	Medium	High	High	Medium
Indirect Economic Impacts	All BUs	Production	Medium	Low	Low	Medium	High	High	Medium
Procurement Practices	All BUs	Supply	Medium	High	Low	High	High	Medium	High
Reserves	All BUs	Exploration	High	High	High	High	High	High	High
Environment									
Materials	All BUs	Supply	Medium	High	Low	High	High	High	High
Energy	All BUs	Production	High	High	Medium	High	High	High	High
Water	All BUs	Production	High	High	High	High	High	High	High
Biodiversity	All BUs	Exploration	Medium	High	High	High	High	High	High
Emissions	All BUs	All stages	High	High	High	High	High	High	High
Effluents & Waste	All BUs	Production Transportation	High	High	High	High	High	High	High
Products & Services	All BUs	Distribution Product Use	Low	Low	Low	Low	High	High	Medium
Compliance	All BUs	All stages	High	High	High	High	High	High	High
Transport	All BUs	Transportation	Medium	High	Low	High	High	High	High
Overall	All BUs	All stages	High	High	Low	High	High	High	High
Supplier Environmental Assessment	All BUs	Supply	High	High	High	High	High	High	High
Environmental Grievance Mechanisms	All BUs	Production	High	High	Low	High	High	High	High
Employee Engagement									
Employment	All BUs	Exploration Production	High	High	High	High	High	High	High
Labor/Mgmt Relations	All BUs	Exploration Production	Medium	Low	High	Low	Low	High	Medium
Occupational Health and Safety	All BUs	All stages	High	High	High	High	High	High	High
Training and Education	All BUs	All stages	High	High	High	High	Low	High	High
Diversity and Equal Opportunity	All BUs	Exploration Production	Medium	High	High	High	Low	High	Medium
Equal Remuneration for Women and Men	All BUs	Exploration Production	Medium	High	High	High	Low	High	Medium
Supplier Assessment for Labour Practices	All BUs	Supply	High	High	High	High	High	High	High
Grievances	All BUs	All stages	High	High	High	High	High	High	High
Human Rights									
Investment	n/a in our operating areas	Exploration	Low	Low	Low	Low	Low	High	Medium
Non-discrimination	All BUs	All stages	High	High	High	High	High	High	High
Freedom of Association and Collective Bargaining	No operations or suppliers at risk of violations	All stages	Low	Low	High	High	Low	Low	Medium
Child Labour	No operations or suppliers at risk of violations	Exploration	Low	High	Low	High	Low	High	Medium
Forced or Compulsory Labour	No operations or suppliers at risk of violations	Exploration	Low	High	Low	Low	Low	High	Medium
Security Practices	All BUs	Exploration	Low	Low	Low	High	High	High	Medium
Indigenous Rights	CBU and USBU	All stages	Medium	High	High	High	High	High	High
Operations HR Assessments	All BUs	Exploration	High	High	High	High	High	High	High
Supplier HR Assessments	All BUs	Supply	Medium	High	Low	High	High	High	Medium
Human Rights Grievance Mechanisms	All BUs	All stages	Medium	High	Low	High	High	High	Medium
Safety									
Occupational Health and Safety	All BUs	All stages	High	High	High	High	High	High	High
Asset Integrity & Process Safety	All BUs	All stages	High	High	High	High	High	High	High
Governance & Ethics									
Local communities (social impact assessments)	All BUs	All stages	Medium	High	High	High	High	High	High
Anti-corruption	All BUs	All stages	High	High	High	High	High	High	High
Public Policy	All BUs	All stages	Medium	Low	Low	Low	Low	High	Medium
Anti-competitive behaviour	All BUs	All stages	Low	High	Low	High	High	High	Medium
Compliance	All BUs	All stages	Medium	High	Low	High	High	High	Medium
Supplier Assessment for Impacts on Society	All BUs	Supply	High	High	Low	High	High	High	Medium
Grievance Mechanisms for Impacts on Society	All BUs	All stages	High	High	Low	Low	High	High	Medium
Emergency Preparedness	All BUs	All stages	High	High	High	High	High	High	High
Involuntary Resettlement	n/a	n/a	Low	Low	Low	Low	Low	Low	Low
Asset Integrity & Process Safety	All BUs	All stages	High	High	High	High	High	High	High
Governance	All BUs	All stages	High	High	High	High	High	High	High
Ethics	All BUs	All stages	High	High	High	High	High	High	High
Product Responsibility									
Customer Health & Safety	All BUs	Product Use	Medium	High	High	High	High	High	High
Product & Service Labelling	All BUs	Product Use	Medium	High	High	High	High	High	High
Marketing Communications	All BUs	Distribution	Low	High	Low	Low	High	High	Medium
Customer Privacy	All BUs	Distribution	Low	Low	Low	High	Low	High	Medium
Compliance	All BUs	All stages	Medium	Low	Low	High	Low	High	Medium
Fossil Fuel Substitutes	All BUs	All stages	Low	Low	Low	High	High	High	Medium