

Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	Individual Code	2021 Data	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	2-1		Page 5
	2-2 Entities included in the organization's sustainability reporting	2-2		N/A
	2-3 Reporting period, frequency and contact point	2-3		Pages 6, 86
	2-4 Restatements of information	2-4		N/A
	2-5 External assurance	2-5		Page 59
	2-6 Activities, value chain and other business relationships	2-6		Page 36
	2-7 Employees	2-7		Pages 33, 35
	2-8 Workers who are not employees	2-8		Page 36
	2-9 Governance structure and composition	2-9		Pages 43-46, 49
	2-10 Nomination and selection of the highest governance body	2-10		Pages 44-47, 50
	2-11 Chair of the highest governance body	2-11		Pages 44-47, 50
	2-12 Role of the highest governance body in overseeing the management of impacts	2-12		Pages 44-47, 50
	2-13 Delegation of responsibility for managing impacts	2-13		Pages 15, 44-45, 50
	2-14 Role of the highest governance body in sustainability reporting	2-14		Pages 15, 47, 50, 53
	2-15 Conflicts of interest	2-15		Page 50
	2-16 Communication of critical concerns	2-16		Page 49
	2-17 Collective knowledge of the highest governance body	2-17		Page 45

2-18 Evaluation of the performance of the highest governance body	2-18		Pages 46-47
2-19 Remuneration policies	2-19		Page 48
2-20 Process to determine remuneration	2-20		Pages 47-48, 50
2-21 Annual total compensation ratio	2-21		Pages 47-48
2-22 Statement on sustainable development strategy	2-22		Pages 5, 7-9
2-23 Policy commitments	2-23		Pages 13, 18, 26, 36, 41, 49
2-24 Embedding policy commitments	2-24		Pages 46-47, 50, 532-55
2-25 Processes to remediate negative impacts	2-25		Pages 31-32, 49
2-26 Mechanisms for seeking advice and raising concerns	2-26		Pages 31-32, 49
2-27 Compliance with laws and regulations	2-27		Pages 36-37
2-28 Membership associations	2-28		Pages 51-52
2-29 Approach to stakeholder engagement	2-29		Page 16
2-30 Collective bargaining agreements	2-30		N/A
3-1 Process to determine material topics	3-1		Pages 6, 58
3-2 List of material topics	3-2		Pages 6, 58
3-3 Management of material topics	3-3		Pages 6, 58
201-1 Direct economic value generated and distributed	201-1		N/A
201-2 Financial implications and other risks and opportunities due to climate change	201-2		Pages 53-55

201-3 Defined benefit plan obligations and other retirement plans	201-3		Pages 33-34
201-4 Financial assistance received from government	201-4	None	N/A
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	202-1		N/A
202-2 Proportion of senior management hired from the local community	202-2		N//A
203-1 Infrastructure investments and services supported	203-1		Pages 7-13
203-2 Significant indirect economic impacts	203-2		Pages 7-13
204-1 Proportion of spending on local suppliers	204-1		Pages 36-37
205-1 Operations assessed for risks related to corruption	205-1		Page 49
205-2 Communication and training about anti-corruption policies and procedures	205-2		Page 49
205-3 Confirmed incidents of corruption and actions taken	205-3	None	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1		Page 49
207-1 Approach to tax	207-1		Page 13
207-2 Tax governance, control, and risk management	207-2		N/A
207-3 Stakeholder engagement and management of concerns related to tax	207-3		N/A
207-4 Country-by-country reporting	207-4		Pages 10-13
301-1 Materials used by weight or volume	301-1		Pages 28, 36-37
301-2 Recycled input materials used	301-2		Pages 28, 36-37
301-3 Reclaimed products and their packaging materials	301-3		Pages 36-37

	302-1 Energy consumption within the organization	302-1	Energy Use Total: 21,440,000 GJ	Performance Data Table
	302-2 Energy consumption outside of the organization	302-2		N/A
	302-3 Energy intensity	302-3	Energy Intensity: 502 Total Energy Used (GJ) / MBOE	Page 25
	302-4 Reduction of energy consumption	302-4		Page 25
	302-5 Reductions in energy requirements of products and services	302-5		Page 25, Performance Data Table
	303-1 Interactions with water as a shared resource	303-1		Pages 26-27
	303-2 Management of water discharge-related impacts	303-2		Pages 26-27
	303-3 Water withdrawal	303-3	Fresh Water Withdrawal Total: 39,200,000 Barrels	Performance Data Table
	303-4 Water discharge	303-4	Produced Water Injected into Disposal Wells: 95,500,000 Barrels	Performance Data Table
	303-5 Water consumption	303-5	Fresh Water Consumed Total: 39,200,000 Barrels	Performance Data Table
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1	Percent of proved & probable reserves in or near sites with protected conservation status: 5%	Performance Data Table
	304-2 Significant impacts of activities, products and services on biodiversity	304-2		Pages 21-23
	304-3 Habitats protected or restored	304-3		Pages 21-23
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4		Pages 21-23
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	305-1	Scope 1 Emissions: 2,780,000 Metric Tons CO ₂ e	Performance Data Table
	305-2 Energy indirect (Scope 2) GHG emissions	305-2	Scope 2 Emissions: 192,000 Metric Tons CO ₂ e	Performance Data Table
	305-3 Other indirect (Scope 3) GHG emissions	305-3		Page 19, Performance Data Table

GRI 306: Waste 2020	305-4 GHG emissions intensity	305-4	GHG Emissions Intensity: 69.1 Scope 1 + 2 Metric Tons CO ₂ e / MBOE	Performance Data Table
	305-5 Reduction of GHG emissions	305-5		Page 19, Performance Data Table
	305-6 Emissions of ozone-depleting substances (ODS)	305-6		N/A
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	305-7	NO _x : 202 Metric Tons	Performance Data Table
	306-1 Waste generation and significant waste-related impacts	306-1		Page 28
	306-2 Management of significant waste-related impacts	306-2		Page 28
	306-3 Waste generated	306-3	Hazardous Waste: 23 Metric Tons	Performance Data Table
	306-4 Waste diverted from disposal	306-4		N/A
	306-5 Waste directed to disposal	306-5		N/A
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	308-1		Pages 36-37
	308-2 Negative environmental impacts in the supply chain and actions taken	308-2		Pages 36-37
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	401-1	Total Turnover: 21%	Performance Data Table
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2		N/A
	401-3 Parental leave	401-3		Pages 33-34
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	402-1		N/A
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	403-1		Pages 31-32

GRI 404: Training and Education 2016	403-2 Hazard identification, risk assessment, and incident investigation	403-2		Pages 31-32, 36-37
	403-3 Occupational health services	403-3		Pages 31-34
	403-4 Worker participation, consultation, and communication on occupational health and safety	403-4		Pages 31-37
	403-5 Worker training on occupational health and safety	403-5	Average HSE Training Hours: N/A	Performance Data Table
	403-6 Promotion of worker health	403-6		Pages 30-37
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7		Pages 30-37
	403-8 Workers covered by an occupational health and safety management system	403-8		Pages 31-37
	403-9 Work-related injuries	403-9	TRIR: 0.43	Performance Data Table
	403-10 Work-related ill health	403-10	None	
	404-1 Average hours of training per year per employee	404-1	Average Training Hours: 13.6 Hours / Employee	Performance Data Table
GRI 405: Diversity and Equal Opportunity 2016	404-2 Programs for upgrading employee skills and transition assistance programs	404-2		Pages 33-34
	404-3 Percentage of employees receiving regular performance and career development reviews	404-3		Pages 33-34
	405-1 Diversity of governance bodies and employees	405-1		Pages 35, 46
GRI 406: Non-discrimination 2016	405-2 Ratio of basic salary and remuneration of women to men	405-2		N/A
	406-1 Incidents of discrimination and corrective actions taken	406-1	None	N/A
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1		Pages 36-37

GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	408-1		Pages 36-37
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1		Pages 36-37
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	410-1		N/A
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous peoples	411-1	None	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	413-1		Pages 38-41
	413-2 Operations with significant actual and potential negative impacts on local communities	413-2	None	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	414-1		Pages 36-37
	414-2 Negative social impacts in the supply chain and actions taken	414-2		Pages 36-37
GRI 415: Public Policy 2016	415-1 Political contributions	415-1	Political Donations Total: \$0.03 million	Performance Data Table
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	416-1		N/A
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	416-2	None	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	417-1		Pages 36-37
	417-2 Incidents of non-compliance concerning product and service information and labeling	417-2	None	
	417-3 Incidents of non-compliance concerning marketing communications	417-3	None	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	None	