

# GRI Index 1

## Global Reporting Initiative (GRI) Index

GRI STANDARD	DISCLOSURE	INDIVIDUAL CODE	2023 DATA	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	2-1		Pages 8-14
	2-2 Entities included in the organization's sustainability reporting	2-2		Pages 5-6
	2-3 Reporting period, frequency and contact point	2-3		Pages 5-6
	2-4 Restatements of information	2-4		KPI Performance Tables
	2-5 External assurance	2-5		Page 63
	2-6 Activities, value chain and other business relationships	2-6		Pages 5-14
	2-7 Employees	2-7		Page 12
	2-8 Workers who are not employees	2-8		KPI Performance Tables
	2-9 Governance structure and composition	2-9		Pages 47-50
	2-10 Nomination and selection of the highest governance body	2-10		Pages 47-50
	2-11 Chair of the highest governance body	2-11		Pages 48-50
	2-12 Role of the highest governance body in overseeing the management of impacts	2-12		Pages 48-50
	2-13 Delegation of responsibility for managing impacts	2-13		Pages 48-50
	2-14 Role of the highest governance body in sustainability reporting	2-14		Pages 48-50
	2-15 Conflicts of interest	2-15		Page 56
	2-16 Communication of critical concerns	2-16		Page 56
	2-17 Collective knowledge of the highest governance body	2-17		Page 49

	2-18 Evaluation of the performance of the highest governance body	2-18	Pages 48-50
	2-19 Remuneration policies	2-19	Pages 48-50
	2-20 Process to determine remuneration	2-20	Pages 48-50
	2-21 Annual total compensation ratio	2-21	NA
	2-22 Statement on sustainable development strategy	2-22	Pages 52-55
	2-23 Policy commitments	2-23	Pages 56-61
	2-24 Embedding policy commitments	2-24	Pages 56-61
	2-25 Processes to remediate negative impacts	2-25	Page 51
	2-26 Mechanisms for seeking advice and raising concerns	2-26	Page 56
	2-27 Compliance with laws and regulations	2-27	Page 60-61
	2-28 Membership associations	2-28	Page 60-61
	2-29 Approach to stakeholder engagement	2-29	Page 14
	2-30 Collective bargaining agreements	2-30	NA
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3-1	Pages 5-6
	3-2 List of material topics	3-2	Page 6
	3-3 Management of material topics	3-3	Page 6
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	201-1	NA
	201-2 Financial implications and other risks and opportunities due to climate change	201-2	Pages 52-55

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	201-3 Defined benefit plan obligations and other retirement plans	201-3		Pages 38-39
	201-4 Financial assistance received from government	201-4	None	NA
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	202-1		NA
	202-2 Proportion of senior management hired from the local community	202-2		NA
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	203-1		Pages 7-12
	203-2 Significant indirect economic impacts	203-2		Pages 7-12
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	204-1		KPI Performance Tables
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	205-1		Page 56
	205-2 Communication and training about anti-corruption policies and procedures	205-2		Page 56
	205-3 Confirmed incidents of corruption and actions taken	205-3	None	NA
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1		NA
GRI 207: Tax 2019	207-1 Approach to tax	207-1		NA
	207-2 Tax governance, control, and risk management	207-2		NA
	207-3 Stakeholder engagement and management of concerns related to tax	207-3		NA
	207-4 Country-by-country reporting	207-4		NA
GRI 301: Materials 2016	301-1 Materials used by weight or volume	301-1	100 Metric Tons (MT)	KPI Performance Tables
	301-2 Recycled input materials used	301-2		Page 33
	301-3 Reclaimed products and their packaging materials	301-3		Page 33

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GRI 302: Energy 2016	302-1 Energy consumption within the organization	302-1		Page 29
	302-2 Energy consumption outside of the organization	302-2		NA
	302-3 Energy intensity	302-3	Energy Intensity = 1,098 (Total Energy Use GJ / MBOE)	
	302-4 Reduction of energy consumption	302-4		Page 29
	302-5 Reductions in energy requirements of products and services	302-5		Page 16-22
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	303-1		Page 30-32
	303-2 Management of water discharge-related impacts	303-2		Page 30-32
	303-3 Water withdrawal	303-3	Freshwater Withdrawal: 36,767,111 Barrels	KPI Performance Tables
	303-4 Water discharge	303-4	Produced Water Injected into Disposal Wells: 113,025,123 Barrels	KPI Performance Tables
	303-5 Water consumption	303-5	Freshwater Consumed: 36,767,111 Barrels	KPI Performance Tables
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		KPI Performance Tables
	304-2 Significant impacts of activities, products and services on biodiversity	304-2		Pages 25-28
	304-3 Habitats protected or restored	304-3		Pages 25-28
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4		Pages 25-28
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	305-1	2023 Scope 1 Emissions: 2,603,265 MT CO <sub>2</sub> e	KPI Performance Tables
	305-2 Energy indirect (Scope 2) GHG emissions	305-2	2023 Scope 2 Emissions: 152,267 MT CO <sub>2</sub> e	KPI Performance Tables
	305-3 Other indirect (Scope 3) GHG emissions	305-3	2023 Scope 3 Emissions 14,748,621 MT CO <sub>2</sub> e	KPI Performance Tables

	305-4 GHG emissions intensity	305-4	Total Scope 1 & 2 Carbon Intensity: 11.9 MT CO <sub>2</sub> e Total Scope 3 Carbon Intensity: 63.8 MT CO <sub>2</sub> e Total Scope 1, 2, & 3 Carbon Intensity: 75.7 MT CO <sub>2</sub> e Methane Intensity: 0.084 MT CO <sub>2</sub> e	KPI Performance Tables
	305-5 Reduction of GHG emissions	305-5	2022 to 2023 Scope 2 Emissions Reduction: 94,003 MT CO <sub>2</sub> e 2022 to 2023 Scope 3 Emissions Reduction: 746,133 MT CO <sub>2</sub> e	KPI Performance Tables
	305-6 Emissions of ozone-depleting substances (ODS)	305-6		NA
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7	2023 NOx: 202 MT 2023 SOx: 13 MT 2023 VOC: 167 MT	KPI Performance Tables
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	306-1		Page 33
	306-2 Management of significant waste-related impacts	306-2		Page 33
	306-3 Waste generated	306-3	2023 Hazardous Waste: 100 MT	KPI Performance Tables
	306-4 Waste diverted from disposal	306-4		NA
	306-5 Waste directed to disposal	306-5		NA
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	308-1	2023: 553	KPI Performance Tables
	308-2 Negative environmental impacts in the supply chain and actions taken	308-2	None	NA
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	401-1	2023 Total Turnover: 15%	KPI Performance Tables
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2		Pages 38-40
	401-3 Parental leave	401-3		Pages 38-40

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GRI 402: Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	402-1		NA
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	403-1		Pages 35-37
	403-2 Hazard identification, risk assessment, and incident investigation	403-2		Pages 35-37
	403-3 Occupational health services	403-3		Pages 35-37
	403-4 Worker participation, consultation, and communication on occupational health and safety	403-4		Pages 35-37
	403-5 Worker training on occupational health and safety	403-5		Pages 35-37
	403-6 Promotion of worker health	403-6		Pages 35-37
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7		Pages 35-37
	403-8 Workers covered by an occupational health and safety management system	403-8		Pages 35-37
	403-9 Work-related injuries	403-9	2023 Combined TRIR: 0.31	KPI Performance Tables
	403-10 Work-related ill health	403-10	None	NA
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	404-1	2023 Average Training Hours: 10.7	KPI Performance Tables
	404-2 Programs for upgrading employee skills and transition assistance programs	404-2		Pages 38-40
	404-3 Percentage of employees receiving regular performance and career development reviews	404-3		Pages 38-40
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	405-1	Women Board Members: 33% Ethnically Diverse Board Members: 44% Women Executives: 28% Ethnically Diverse Executives: 28% Women Managers: 23% Ethnically Diverse Managers: 27% Women Employees: 29% Ethnically Diverse Employees: 39%	KPI Performance Tables

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	405-2 Ratio of basic salary and remuneration of women to men	405-2		NA
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	406-1	None	NA
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		NA
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	408-1		NA
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1		NA
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	410-1		NA
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	411-1		NA
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	413-1		Pages 41-45
	413-2 Operations with significant actual and potential negative impacts on local communities	413-2	None	NA
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	414-1		KPI Performance Tables
	414-2 Negative social impacts in the supply chain and actions taken	414-2		NA
GRI 415: Public Policy 2016	415-1 Political contributions	415-1	2023 Political Contributions: \$0.5 Million	KPI Performance Tables
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	416-1		NA
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	416-2		NA
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	417-1		NA
	417-2 Incidents of non-compliance concerning product and service information and labeling	417-2	None	NA
	417-3 Incidents of non-compliance concerning marketing communications	417-3	None	NA
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	None	NA