

MATERIAL TOPIC	2017	2018	2019	2020	2021	Context	GRI
COMMUNITY INVESTMENT							
Community investment total: a+b below (\$ thousands)	1,470	1,587	1,837	1,447	1,162	100% non-profit/charitable organizations	102-7
Canada	852	908	1,179	838	608	Includes program costs	102-7
France	187	155	174	160	116		102-7
Netherlands	315	277	153	111	238		102-7
Germany	2	68	131	88	53		102-7
Ireland		70	104	118	124		102-7
Central & Eastern Europe	3	4	3	61	5	Two one-time significant investments in 2020	102-7
Australia	101	88	75	68	-		102-7
United States	10	17	18	2	18		102-7
COMMUNITY IMPACT							
Operations with local community engagement programs %	100	100	100	100	100	All business units	413-1
Total community impact for non-profits or charities: a+b+c below \$	1,808,291	2,159,245	2,297,436	1,750,279	12,015,258	400+ community groups supported; Note that we understated previous years by not including full contributions by our partners to the Municipal Linkage Program	413-1
a. Direct company-driven donations \$	1,056,694	1,097,602	1,096,683	890,311	742,461	Based on LBG circles of corporate giving	413-1
b. Additional direct support (e.g. in kind, employee hours, volunteer grants) \$	413,568	489,698	740,385	557,029	420,057	Includes program costs	413-1
c. External resources leveraged (e.g. staff, partner, government matching) \$	338,029	571,945	460,368	302,939	10,852,740	2021+: Includes partner contributions to Municipal Linkage Program (Netherlands), joint venture partner contributions (Ireland) and staff matching (United Way)	413-1
Other direct investment in our communities (e.g. commercial initiatives beyond non-profit/charity) \$	-	-	59,330	20,706	48,654	Event sponsorships, research support	413-1
Employee Volunteering Outside Working Hours: Volunteer Grant Program							
Vermilion donations \$	77,572	76,137	139,872	97,572	31,585	100% non-profit/charitable organizations	413-1
Employee hours #	15,252	15,595	29,338	20,993	29,165	Decrease due to COVID-19 health and safety precautions	413-1
Employee Volunteering During Working Hours: Days of Caring							
Events #	26	23	51	19	7	Decrease due to COVID-19 health and safety precautions	413-1
Organizations supported #	N/T	17	41	18	6	100% non-profit/charitable organizations	413-1
Employee hours #	1,932	2,022	3,021	640	110		413-1
Individuals supported #	55,755	36,490	54,090	29,983	11,144	Decrease due to COVID-19 health and safety precautions	413-1
Cost savings to community \$	38,000	49,875	84,477	14,510	10,591	Decrease due to COVID-19 health and safety precautions	413-1
Community investment categorized via Business for Societal Impact							
Charitable Giving (Volunteer Grants, Payroll Matching, Days of Caring hours) %					41.7		413-1
Community Investment (Flagship partnerships, Global Emergency Responder Program, Global Environmental Stewardship Program, program management) %					52.5		413-1
Commercial Initiatives (Event Sponsorships, Research) %					5.8		413-1
					100		413-1