

| MATERIAL TOPIC   | 2018      | 2019      | 2020      | 2021      | 2022      | Context   | GRI/SASB     |
|--|-----------|-----------|-----------|-----------|-----------|---|--------------|
| <b>COMMUNITY INVESTMENT (Donations)</b>  |           |           |           |           |           |   | EM-EP-210b.1 |
| Direct community investment total: a+b below (\$ thousands)  | 1,587     | 1,837     | 1,447     | 1,162     | 2,046     | 100% non-profit/charitable organizations  | 201-1        |
| Canada   | 908       | 1,179     | 838       | 608       | 1,433     | Includes project costs  | 201-1        |
| France   | 155       | 174       | 160       | 116       | 115       |   | 201-1        |
| Netherlands  | 277       | 153       | 111       | 238       | 210       |   | 201-1        |
| Germany  | 68        | 131       | 88        | 53        | 78        |   | 201-1        |
| Ireland  | 70        | 104       | 118       | 124       | 150       |   | 201-1        |
| Central & Eastern Europe   | 4         | 3         | 61        | 5         | 7         | Two one-time significant investments in 2020  | 201-1        |
| Australia  | 88        | 75        | 68        | -         | 4         |   | 201-1        |
| United States  | 17        | 18        | 2         | 18        | 49        |   | 201-1        |
| <b>COMMUNITY IMPACT (Donations plus other investment)</b>  |           |           |           |           |           |   |              |
| 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 \$  | 2,159,245 | 2,297,436 | 1,750,279 | 1,822,962 | 2,642,017 | 400+ community groups supported   | 413-1        |
| a. Direct company-driven donations \$  | 1,097,602 | 1,096,683 | 890,311   | 742,461   | 1,415,675 | Based on LBG circles of corporate giving  | 413-1        |
| b. Additional direct support (e.g. in kind, employee hours, volunteer grants) \$   | 489,698   | 740,385   | 557,029   | 420,057   | 630,787   | Includes project-specific costs & program management costs  | 413-1        |
| c. External resources leveraged (e.g. staff, partner, government matching) \$  | 571,945   | 460,368   | 302,939   | 660,444   | 595,554   | 2021+: Includes % of partner contributions to Municipal Linkage Program in Netherlands (2021 restated in 2022), 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    | 25,828    | Event sponsorships, research support  | 413-1        |
| <b>Employee Volunteering Outside Working Hours: Volunteer Grant Program</b>  |           |           |           |           |           |   |              |
| Vermilion donations \$   | 76,137    | 139,872   | 97,572    | 31,585    | 109,535   | 100% non-profit/charitable organizations  | 413-1        |
| Employee hours #   | 15,595    | 29,338    | 20,993    | 29,165    | 23,917    |   | 413-1        |
| <b>Employee Volunteering During Working Hours: Days of Caring</b>  |           |           |           |           |           |   |              |
| Events #   | 23        | 51        | 19        | 7         | 47        |   | 413-1        |
| Organizations supported #  | 17        | 41        | 18        | 6         | 39        | 100% non-profit/charitable organizations  | 413-1        |
| Employee hours #   | 2,022     | 3,021     | 640       | 110       | 1,543     |   | 413-1        |
| Individuals supported #  | 36,490    | 54,090    | 29,983    | 11,144    | 11,495    |   | 413-1        |
| Cost savings to community \$   | 49,875    | 84,477    | 14,510    | 10,591    | 39,699    |   | 413-1        |
| <b>Community investment categorized via Business for Societal Impact</b>   |           |           |           |           |           |   |              |
| Charitable Giving (Volunteer Grants, Payroll Matching, Days of Caring hours) %   |           |           |           | 42        | 24%       |   | 413-1        |
| Community Investment (Flagship partnerships, Global Emergency Responder Program, Global Environmental Stewardship Program, program management) % |           |           |           | 52        | 73%       |   | 413-1        |
| Commercial Initiatives (Event Sponsorships, Research) %  |           |           |           | 6         | 3%        |   | 413-1        |
|  |           |           |           | 100       | 100%      |   | 413-1        |