

MATERIAL TOPIC	2018	2019	2020	2021	2022	Context	GRI
GOVERNANCE							
Ratio of annual total compensation of highest-paid individual to median annual total compensation all permanent employees	41.3	39.5	29.1	29.2	19.0	Compensation includes base salary, short & long term incentive plans & allowances (e.g., holiday pay); not broken down by highest paid individual per country due to privacy regulations	102-38
Ratio of % change in CEO compensation to % change in employee median compensation	17:1	(2:1)	(3:1)	(1:1)	(1.27):1	Executive structure changed 2020, 2022, 2023 as per Information Circulars	102-39
ETHICS							
Requests for advice on ethical behaviour via corporate secretary	0	0	0	0	0		102-17
Concerns expressed via whistleblower line	0	5	3	1	4	All concerns were reviewed; 3 were investigated	102-17,102-34
Violations of rights, including those of Indigenous peoples	0	0	0	0	0		411-1
Legal actions regarding anti-competitive behaviour	0	0	0	0	0		206-1
Fines for non-compliance with laws & regulations (\$)	0	0	0	0	0		206-1,307-1,419-1
Political donations, financial or in-kind (\$)	0	80	0	0	0	2019: tax receipt received for attendance at a community dinner that was also a political fundraiser; internal guidance and training updated to specify non-attendance at such events	415-1
ANTI-CORRUPTION							
% of operations assessed for risks related to corruption	100	100	100	100	100	Using Transparency International Corruption Perception Index	205-1
% proved + probable reserves: countries with 20 lowest rankings					0	Using Transparency International Corruption Perception Index	EM-EP-510.1
# of governance body communicated to on anti-corruption	10	10	9	9	10	Annual conduct policy acknowledgement	205-2
% of governance body communicated to on anti-corruption	100	100	100	100	100	Annual conduct policy acknowledgement	205-2
# of employees communicated to on anti-corruption	553	730	746	716	740	Annual conduct policy acknowledgement	205-2
% of employees communicated to on anti-corruption	99	100	100	100	100	Regional breakdown not required due to high coverage	205-2
# of contractors communicated to on anti-corruption	265	326	215	232	230	Annual conduct policy acknowledgement	205-2
% of contractors communicated to on anti-corruption	99	100	100	100	100	Regional breakdown not required due to high coverage	205-2
% of business partners communicated to on anti-corruption	100	100	100	100	100	Business partners defined as joint venture partners	205-2
# of governance body trained on anti-corruption	10	10	9	9	10		205-2
% of governance body trained on anti-corruption	100	100	100	100	100		205-2
# of employees and contractors trained on anti-corruption	266	301	41	68	86	New hire onboarding plus position-specific, in-depth training; 2019+ decrease reflects lower new hire numbers	205-2
% of employees and contractors trained on anti-corruption	26	29	4	7	9%		205-2
Confirmed incidents of corruption	0	0	0	0	0		205-2