

| \$M CDN except as indicated | 2021 | 2022 | 2023 | 2024 | 2025 | Context | SASB |
|--|--------|--------|--------|--------|--------|---|--------------|
| COMMUNITY INVESTMENT (Donations) \$M | | | | | | | EM-EP-210b.1 |
| Direct community investment total: a+b below | 1,162 | 2,046 | 2,381 | 2,223 | 2,197 | 100% non-profit/charitable organizations | |
| Canada | 608 | 1,433 | 1,603 | 1,508 | 1,466 | Includes project costs | |
| France | 116 | 115 | 112 | 148 | 165 | | |
| Netherlands | 238 | 210 | 313 | 260 | 238 | | |
| Germany | 53 | 78 | 98 | 95 | 110 | | |
| Ireland | 124 | 150 | 122 | 140 | 159 | | |
| Central & Eastern Europe | 5 | 7 | 8 | 5 | 1 | | |
| Australia | - | 4 | 81 | 26 | 44 | | |
| United States | 18 | 49 | 44 | 41 | 14 | Divested asset July 2025 | |
| COMMUNITY IMPACT (Donations plus other investment) \$M | | | | | | | |
| Operations with local community engagement programs % | 100 | 100 | 100 | 100 | 100 | All business units | |
| Total community impact for non-profits or charities: a+b+c below | 1,822 | 2,642 | 3,138 | 2,953 | 2,526 | 400+ community groups supported | |
| a. Direct company-driven donations | 742 | 1,416 | 1,586 | 1,432 | 1,375 | | |
| b. Additional direct support (e.g. value of in kind, employee hours, volunteer grants) | 420 | 631 | 795 | 790 | 827 | Includes project-specific costs & program management costs | |
| c. External resources leveraged (e.g. staff, partner, government matching) | 660 | 595 | 757 | 731 | 324 | 2021+: Includes % of partner contributions to Municipal Linkage Program in Netherlands, joint venture partner contributions (Ireland) and staff matching (United Way) | |
| Other direct investment in our communities (e.g. commercial initiatives beyond non-profit/charity) | 49 | 26 | 15 | 36 | 35 | Event sponsorships, research support | |
| Employee Volunteering Outside Working Hours: Volunteer Grant Program | | | | | | | |
| Vermilion donations \$M | 32 | 110 | 127 | 147 | 154 | 100% non-profit/charitable organizations | |
| Employee hours # | 29,165 | 23,917 | 28,132 | 30,623 | 30,601 | | |
| Employee Volunteering During Working Hours: Days of Caring | | | | | | | |
| Events # | 7 | 47 | 40 | 36 | 36 | | |
| Organizations supported # | 6 | 39 | 26 | 27 | 26 | 100% non-profit/charitable organizations | |
| Employee hours # | 110 | 1,543 | 1,520 | 1,223 | 1,255 | | |
| Individuals supported # | 11,144 | 11,495 | 13,045 | 19,087 | 15,887 | | |
| Cost savings to community \$M | 11 | 40 | 37 | 24 | 26 | | |