

Environmental (All environmental data are preliminary until end March 2024)	Unit	Definition	Q1 2023	Q2 2023	Q3 2023	Q4 2023
<b>Greenhouse Gas (GHG) emissions</b>						
Direct (Scope 1) GHG emissions	Tons	GRI 305-1	54 885	44 558	45027	45350
Percentage of direct (Scope 1) GHG emissions from CH4	%	GRI 305-1	6 %	5 %	6 %	8 %
Energy indirect (Scope 2) GHG emissions	Tons	GRI 305-2	1 146	1 957	2034	19318
CO2 emissions intensity (scope 1)	kg CO2/boe	GRI 305-4	13	11,5	11,1	9,1
<b>Energy Consumption</b>						
Total energy consumption	GJ	GRI 302-1	1 069 297	941 498	958 969	959 624
Total fuel consumption from renewable sources	GJ	GRI 302-1	375 202	370 717	385 318	365 958
Total fuel consumption from non-renewable sources	GJ	GRI 302-1	694 095	570 781	573 351	593 666
Energy intensity	kWh/boe	GRI 302-3	72	57	74	70
<b>Air Emissions</b>						
Nitrogen oxides (NOx)	tons	GRI 305-7	576	434	503	447
Sulfur oxides (SOx)	tons	GRI 305-7	17	14	14	9
<b>Waste</b>						
Non-hazardous waste generated	tons	GRI 306-3	217	274	328	129
Hazardous waste generated	tons	GRI 306-3	3 901	686	2121	5432
Waste diverted from disposal	tons	GRI 306-4	419	384	752	884
Waste directed to disposal	tons	GRI 306-5	3 692	576	1697	4677
<b>Water and Effluents</b>						
Water withdrawal (seawater only, not including third party water)	megaliters	GRI 303-3	89	160	151	113
Water discharge (seawater only, not including third party water)	megaliters	GRI 303-4	432	588	451	554
Produced water (production volume)	megaliters	GRI 11 - 11.6.5	1 682	1 567	1747	2083
Concentration of hydrocarbons in discharged produced water	mg/L	GRI 11 - 11.6.6	15,7	14,9	11,3	11,9
Significant spills to sea	Number	GRI 2016 306-3	0	0	0	0
<b>Social</b>						
<b>Occupational Health and Safety</b>						
Serious Incident Frequency (SIF)	SI·1mill/manhrs 12 mo.rlg.ave.*		0,5	0,6	0,5	0,4
Actual SIF	actSI·1mill/manhrs 12 mo.rlg.ave.*		0,0	0,0	0,0	0,0
Total Recordable Incident Frequency (TRIF)	TRI·1mill/manhrs 12 mo.rlg.ave.*		3,8	2,8	1,9	1,9
Lost Time Injury Frequency (LTIF)	LTI·1mill/manhrs 12 mo.rlg.ave.*		1,4	0,9	0,6	0,6
Number of hours worked	Number per quarter		2 725 093	2 648 245	2 584 178	2 910 492
Numbers of employees	Number		991	1008	1039	1085
<b>Diversity, Equal Opportunity and Non-discrimination</b>						
Females in Board of Directors	%	GRI 405-1	50	50	50	50
Females in Management	%	GRI 405-1	24	24	24	23
Female Employees in Company	%	GRI 405-1	27	28	28	28
Incidents of discrimination	Number	GRI 406-1	0	0	0	0
<b>Governance</b>						
Legal actions for anti-competitive behavior	Number	GRI 206-1	0	0	0	0
Confirmed incidents of corruption	Number	GRI 205-3	0	0	0	0
Concerns reported through whistleblowing mechanism	Number	GRI 2016, 102-17	3	2	0	1
Business partners assessed for risk of breaches of human rights**	Number	GRI 414-1	66	87	53	43
Cyber attacks or similar incidents resulting in downtime of critical IT systems, financial loss or loss of data, integrity or	Number		0	0	0	0

\*Vår Energi group includes in broad terms all hours and incidents from Vår Energi sites incl. IOGP Mode 1 contractors, contractors categorized as IOGP Mode 2, such as EPCI contractors and key EPCI subcontractors (as defined per project), hired drilling rigs and supply vessels. Seismic vessel activity is excluded. Numbers are 12 months rolling average (12 mo. rlg. avg.).

\*\*Vår Energi uses a risk platform called Compliance catalyst to screen all new business partners, where the companies, their directors, senior managers and ultimate beneficial owners are all checked for sanctions, political exposure and any adverse media for instance related to human rights violations. In addition Magnet Joint Qualification System (Magnet JQS) is used to source, screen, qualify and monitor both existing and potential suppliers in accordance with qualification and procurement requirements. We also do Human Rights audits via the Offshore Norge subsidiary Offshore Qualific and in Q4 performed one such audit on one of our strategic suppliers.

All environmental numbers are preliminary until March 2024 following the EU/ETS verification.