

Metric	SFDR PAIs	ICG Score	Ø Value or Quantity (Arithmetic Average)	Nr Companies reported	ICG Score	Ø Value or Quantity (Arithmetic Average)	Nr Companies reported	
ENVIRONMENTAL		the higher, the better (0 to 100)	57.2		49.1			
Climate Exposure			59.4	22	53.2	42		
Transition Risk								
Carbon Pricing	Policy	56.4	Majority Yes	24	55.6	Majority Yes	52	
Climate Scenario Analysis	Policy	56.4	Majority Yes	24	86.9	Majority Yes	53	
Risks of Climate Change Discussed	Policy	85.2	Majority Yes	24	95.1	Majority Yes	53	
Climate Change Opportunities Discussed	Policy	31.2	Majority No	24	29.6	Majority No	53	
Investment in Sustainable Products	\$ m / % of Capex	23.4	289.7	8.4%	19.0	787.7	23.9%	
Embedded Carbon	mmboe / % of Proven Reserves	72.6	657'796	27.4%	40.9	1'286'463	27.4%	
GHG Emissions Management			70.5	21	60.9	39		
GHG Emissions								
Fugitive Emissions	tonnes / % of Production	57.6	77.7	0.04%	15	30.2	319.4	0.08%
Vented Emissions	tonnes / % of Production	50.0	436.8	0.27%	16	25.1	897.0	0.32%
Emissions from Other Combustion	tonnes / % of Production	52.3	2'598.8	1.29%	15	24.2	8'256.1	2.62%
Process Emissions	tonnes / % of Production	44.6	608.2	0.14%	13	15.4	1'396.3	0.30%
Methane of Scop 1 Emissions	%	68.0	15.0		20	74.7	8.7	
Scope 1 GHG or CO2 Emissions	kt / % of Production	67.2	9.1	0.003%	23	28.6	13.9	0.004%
Gas Flaring	kt / % of Production	78.5	417.5	0.15%	23	39.8	776.0	0.22%
M1 Scope 1 GHG/EVIC	Mt CO2-eq/EVIC (€m)	79.7	203.0		25	75.1	248.9	
M1 Scope 2 GHG/EVIC	Mt CO2-eq/EVIC (€m)		12.7		25		28.9	
M2 Scope 1 & 2 GHG/EVIC = Carbon Footprint/EVIC	Mt CO2-eq/EVIC (€m)	78.4	215.7		25	72.2	277.8	
M1 Scope 3 GHG/EVIC	Mt CO2-eq/EVIC (€m)		3'110.6		25		3'167.0	
M1 Scope 1 & 2 & 3 GHG/EVIC	Mt CO2-eq/EVIC (€m)	66.7	3'326.3		25	64.4	3'449.6	
M3 GHG Intensity	Mt CO2-eq/Sales (€m)	57.6	358.5		22	57.0	438.0	
GHG Emissions Policies								
GHG Emissions Reduction Policy	Policy	82.0	Majority Yes	25	96.5	Majority Yes	52	
Emissions Reduction Initiatives	Policy	96.4	Majority Yes	25	96.7	Majority Yes	53	
GHG Regulation								
GHG Emissions Covered under Regulatory Program	%	22.8	51.7		11	19.2	52.7	
GHG Target								
OE4 Net Zero Emissions Target	Policy	64.0	Majority Yes	25	65.6	Majority Yes	53	
Science Based Target	Policy	13.2	Majority No	24	19.8	Majority No	53	
Water Management			57.4	14	52.2	21		
Wastewater								
Fracturing Fluid Use Policy	Policy	45.6	Majority No	24	40.5	Majority No	50	
OE6 Produced Water Recycled	%	13.2	32.9		10	12.2	55.8	
Produced Water Discharged	%	6.6	13.7		12	4.2	17.7	
Produced Water and Flowback	Bloomberg Score	24.9	4.8		13	10.7	3.9	
M8 Emissions to Water	1k MT / % of Production	11.4	0.35	0.31%	9	8.2	0.37	0.07%
Discharges to Water	Bloomberg Score	16.0	6.7		6	11.6	6.4	
Water Use								
Water Consumption Derived	Bloomberg Score	24.2	5.5		11	19.0	5.5	
Freshwater Withdrawals	Bloomberg Score	32.7	4.8		17	25.1	5.1	
OE8 Water Stress Exposure %	%	51.6	14.0		15	27.6	10.8	
Water Use Policy								
OE7 Water Policy	Policy	96.4	Majority Yes	25	98.4	Majority Yes	53	
Energy Management			35.3	13	34.7	26		
Energy Consumption								
Grid Electricity Used	%	8.3	86.2		15	9.3	86.2	
Grid Electricity Used	MWh / % of Production	26.6	2'085	0.61%	15	13.8	3'011	0.86%
Self generated Energy and Self Sufficiency	MWh / % of Energy Use	28.3	4'259	43.9%	10	20.4	3'327.4	35.3%
M5 Non Renewable Energy Consumption	%		89.8		10		94.0	
Renewable Energy Consumption	% of Production	10.9	4.1		10	6.4	2.4	
M6 Energy Consumption Intensity	MWh/Sales	61.7	1'430		18	68.9	1'763.8	
Ecological Impact			63.4	17	40.0	29		
Ecosystem Protection								
M4 Exposure to Fossil Fuel Sectors	% of Revenue or EBITDA	2.1	97.9%		25	2.5	97.5%	
M7 Sites in Environmentally Sensitive Areas	Quantity / % of Production	27.5	166.4	0.034%	10	15.8	47.9	0.013%
Biodiversity Policy	Policy	89.2	Majority Yes	25	93.5	Majority Yes	53	
Environmental Quality Mgmt Policy	Policy	63.6	Majority Yes	24	83.6	Majority Yes	53	
Arctic Drilling Oil and Gas	Policy	88.8	Majority No	24	84.7	Majority No	50	
Environmental Fines								
Amount of Environmental Fines	Quantity / % of CFO	41.3	0.25	0.004%	12	26.8	0.24	0.004%
Environmental Incidents								
Number of Pipelines Incidents	Quantity / % of Production	5.6	3.0	0.003%	2	6.5	6.2	0.001%
Number of Hydrocarbon Spills	Quantity / % of Production	62.6	81.3	0.057%	22	30.5	140.0	0.109%
Number of Environmental Incidents	Quantity / % of Production	7.9	0.5	0.001%	2	6.7	30.3	0.008%
Hydrocarbon Spills	Quantity / % of Production	79.2	0.2	0.00010%	22	38.2	0.4	0.00013%
Air Quality			49.6	16	38.2	37		
Air Emissions								
PM10 Emissions	Quantity / % of Production	19.7	0.29	0.0002%	5	7.2	1.70	0.0021%
Sulphur Dioxide Sulphur Oxide Emissions	SOx Tonnes / % of Production	56.1	10.8	0.013%	18	31.0	9.3	0.003%
OE1 VOC Emissions	kt / % of Production	31.9	15.5	0.006%	15	14.4	22.1	0.008%
Nitrogen Oxide Emissions	kt / % of Production	30.0	25.4	0.010%	18	15.4	21.7	0.007%
Air Emissions Policies								
Air Pollution Reduction Policy	Policy	74.4	Majority Yes	24	75.3	Majority Yes	52	
Waste Management			33.3	17	27.1	31		
Hazardous Waste Generation								
Hazardous Waste Mgmt Policy	Policy	31.6	Majority No	25	34.4	Majority No	52	
M9 Hazardous Waste	1k MT / % of Production	52.2	83.6	0.02%	17	20.3	159.78	0.06%
Hazardous Waste	kt / %	41.3	39.3		17	31.5	29.2	
Hazardous Waste Recycled	%	10.6	26.5		10	13.0	35.7	
Environment Rating - Bloomberg		The higher, the better	46.2	22	48.8	54		
Environment Rating - Refinitiv		The higher, the better	45.7	24	63.9	53		



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SOCIAL the higher, the better (0 to 100) **36.6** **35.8**

Occupational Health & Safety Management		76.2	20	66.4	39
Fatalities					
Fatality Rate	Fatalities * 1000 / Workforce	26.5	0.53%	7	14
Fatality Rate	Fatalities * 1000 / Employees	93.0	0.32%	24	51
Fatality Rate	Fatalities * 1000 / Contractors	23.1	44.44%	7	14
Health & Safety Policies					
Short Service Employee Program	Policy	9.6	Majority No	24	50
Health & Safety Policy	Policy	100.0	Majority Yes	25	53
Safety Incidents					
Lost Time Incident Rate	LTIR / 200'000h worked	58.6	0.14	17	38
Lost Time Incident Rate	LTIR / 100 Employees	85.9	0.11	24	43
Lost Time Incident Rate	LTIR / 100 Contractors	75.1	0.11	21	40
Recordable Incident Rate	TRIR / 200'000h worked	50.6	0.60	21	39
Recordable Incident Rate	TRIR / 100 Employees	77.7	0.22	25	47
Recordable Incident Rate	TRIR / 100 Contractors	48.3	0.49	23	40

Labor & Employment Practices		11.6	13	10.2	23
Training					
Training Spending per Employee	Employee Training Cost / Employees	219	1'601	9	15
Hours Spent by Firm Empl Training	Thousand Hours per Employees	18.5	18.8	16	31
Labor Actions					
Strikes and Lockouts	Quantity	7.2	0.5	2	1
Duration of Strikes and Lockouts	Days	5.5	10.5	2	1
Organized Labor					
Employees Unionized	%	19.2	30.1	16	32

Operational Risk Management		70.4	14	70.4	30
Operational Incidents					
Process Safety Event Rate	LOPC / 200'000h 100 Employees	22.6	0.05	7	16
Tier 2 Process Safety Event Rate	LOPC / 200'000h 100 Employees	30.5	0.04	9	20
Emergency Response & Preparedness Policy	Policy	89.2	Majority Yes	25	53

Community Rights & Relations		42.4	17	49.5	35
Community & Human Rights					
Indigenous Rights Policy	Policy	60.4	Majority Yes	25	52
Human Rights Policy	Policy	89.2	Majority Yes	25	53
Community Engagement Policy	Policy	64.0	Majority Yes	25	52
Community Spending	USD Million / % of CFO	14.0	16.8	0.31%	17
Community Relations					
Non Technical Delays	Amount	16.0	4.0	5	3
Non Technical Delays	Duration in Days	16.0	-	4	3

Ethics & Compliance		52.8	14	58.4	31
Business Ethics					
Anti-Bribery Ethics Policy	Policy	96.4	Majority Yes	25	53
M14 Exposure to Controversial Weapons	Y/N	84.0	Majority No	21	51
Competitive Behavior					
Fines for Anti Competition	Amount	16.0	-	4	11
Fines for Anti Competition	USD Millions / % of CFO	16.0	-	4	11
Legal Settlement	USD Millions / % of CFO	12.7	400	2.1%	4
Legal & Regulatory Management					
Political Involvement Policy	Policy	45.6	Majority No	24	53

UNGC		70.2	24	79.2	51
UNGC					
M10 UNGC Violations (Latest)	Policy	81.2	Majority No	23	52
M11 UNGC Compliance Score	Score	67.2	67.2	25	53
M11 Principle 1: Support and Respect Human Rights	Policy	89.2	Majority Yes	25	53
M11 Principle 2: Not Complicit in Human Rights Abuses	Policy	38.0	Majority No	23	53
M11 Principle 3: Right to Collective Bargaining	Policy	31.6	Majority Unknown	16	32
M11 Principle 4: Elimination of Forced Labor	Policy	42.0	Majority No	24	53
M11 Principle 5: Abolition of Child Labor Policy	Policy	67.6	Majority Yes	25	53
M11 Principle 6: Elimination of Discrimination in Employment	Policy	100.0	Majority Yes	25	53
M11 Principle 7: Precautionary Approach to Environment	Policy	85.6	Majority Yes	25	53
M11 Principle 8: Promote Environmental Responsibility	Policy	96.4	Majority Yes	25	53
M11 Principle 9: Environmentally Friendly Technology	Policy	60.4	Majority Yes	25	53
M11 Principle 10: Anti-Corruption	Policy	92.4	Majority Yes	24	53

Social Rating - Bloomberg The higher, the better **41.4** **42.1**

Social Rating - Refinitiv The higher, the better **57.6** **66.9**

GOVERNANCE the higher, the better (0 to 100) **57.1** **57.0**

Board Composition		66.4	22	69.2	49
Director Roles					
Non-Exec Directors on 3+ Boards	%	87.6	8.8	24	53
Executive Directors on 2+ Boards	%	80.0	4.8	21	48
Highest Number of BOD any Director Serves Ex-CEO	Amount	71.6	2.5	24	53
Public Company BOD serve as BOD ex-CEO	Average Number	88.0	0.8	24	53
Number of Board Positions CEO holds	Amount	86.4	0.2	22	53
Number of Chair Positions Chairman holds	Average Number	90.0	0.2	23	51
Diversity					
Board age	Avg Age / Bloomberg Score	43.2	59.9	5.7	48
M13 Board Members that are Women	%	56.5	28.2	25	53
Female Chairperson	Y/N	20.8	Majority No	25	53
Independence					

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Independent Directors	%	74.8	74.8	24	78.8	78.8	53
Non-Executive Directors on Board	%	80.1	83.4	24	86.0	86.0	53
Leadership Independence	Bloomberg Score	61.2	8.1	19	62.4	7.5	44
CEO Duality	Y/N	85.2	Majority No	v 24	75.5	Majority No	53
Refreshment							
Chairman Tenure	Years / Bloomberg Score	56.7	6.9	7.5 19	65.1	6.9	7.8 44
Board Tenure Balance	Bloomberg Score	51.6	6.8	19	58.4	7.0	44
Board Refreshment	Bloomberg Score	55.2	7.3	19	63.3	7.6	44
Board Members serving >10Y	Years		2.0	24		2.4	30
Executive Compensation							
Pay Governance							
Compensation Remuneration Committee	Amount	74.4	4.0	24	81.5	4.3	53
Independent Directors on Compensation Committ	%	80.7	96.0	21	90.0	95.2	50
Independent Compensation Committee Chairpers	Y/N	80.8	Majority Yes	22	89.6	Majority Yes	50
Pledging Restriction	Policy	36.4	Majority Unknown	10	38.9	Majority Unknown	23
Executive Share Ownership Guidelines	Y/N	67.2	Majority Yes	24	77.1	Majority Yes	53
Say on Pay Support Level	%	64.0	94.2	17	73.8	88.2	44
Say on Pay Approval	Policy	76.0	Majority Yes	19	82.2	Majority Yes	45
Frequency of Say on Pay Votes	Amount	38.0	1.0	19	41.8	1.0	44
Incentive Structure							
CEO Founder	Y/N	16.0	Majority No	22	13.3	Majority No	53
Compensation paid to Executives	USD Millions / % of CFO	86.2	16.2	1.02% 24	88.7	26.7	1.0% 52
Executive Compensation Linked to ESG	Policy	63.6	Majority Yes	24	86.9	Majority Yes	53
Executive Compensation Linked to Climate Goals	Policy	45.6	Majority No	24	57.5	Majority Yes	53
Board Compensation Linked to ESG	Policy	9.6	Majority No	24	11.6	Majority No	53
Expectations							
Guidance Quality	St. Dev. Capex Guidance to Capex	66.6	0.33	25	51.9	0.48	53
Diversity							
Diversity							
Female Executives	%	43.3	21.8	25	43.1	21.6	53
Women in Management	%	28.4	25.4	14	32.3	24.0	35
Women Mgmt to Employees Ratio	Ratio	23.3	0.8	14	29.6	0.9	35
M13 Board Gender Diversity	%	56.5	28.2	25	59.0	29.8	53
Board Gender Diversity	Bloomberg Score	44.3	5.8	19	46.7	5.6	44
Gender Pay Gap Breakout	Y/N	49.6	Majority No	25	41.1	Majority No	53
M12 Mean Gender Pay Gap	% Difference	5.1	15.8	3	5.6	11.3	5
M12 Median Gender Pay Gap	% Difference	5.3	11.5	3	4.9	11.5	4
Shareholder Rights							
Director Voting							
Director Support	Bloomberg Score	39.1	7.0	14	46.8	6.1	40
Shareholder Policies							
Director Election Vote Policy	1 = Majority, 2 = Plurality	76.0	1.10	20	88.2	1.02	47
Proxy Access Policy	Y/N	20.0	Majority Unknown	14	39.5	Majority Unknown	35
Poison Pill Plan	Y/N	9.2	Majority Unknown	14	16.9	Majority Unknown	37
Supermajority Bylaw Provision	Y/N	18.4	Majority Unknown	10	20.9	Majority Unknown	23
Dual Class Unequal Voting Rights	Y/N	92.4	Majority No	24	96.7	Majority No	53
Controlled Company	Y/N	24.0	Majority No	24	16.5	Majority No	53
Audit							
Audit Committee							
Audit Committee Attendance	%	69.6	91.6	19	87.8	92.8	50
Audit Committee Meetings	Amount	36.5	6.5	21	47.0	7.4	51
Audit Financial Expert	Y/N	92.4	Majority Yes	24	96.7	Majority Yes	53
Independent Audit Committee Chairperson	Y/N	88.0	Majority Yes	22	92.9	Majority Yes	50
Independent Directors on Audit Committee	%	83.3	94.6	22	90.7	95.9	50
Size of Audit Committee	Size	55.8	3.9	24	64.0	4.3	53
External Auditor							
Auditor Ratification	Y/N	72.0	Majority Yes	18	81.8	Majority Yes	43
Auditor Ratification Support Level	%	62.7	98.01	16	73.5	96.2	40
Auditor Expenses	USD Millions / % of CFO	85.7	11.1	0.14% 25	80.4	12.2	0.24% 53
Years Auditor Employed	Years	65.3	18.4	20	68.2	27.9	50
Audit Outcome							
Net Restatement Impact	Bloomberg Score	28.0	8.8	8	36.4	9.5	19
Auditor Opinion	Bloomberg Score	76.0	10.0	19	83.6	10.0	44
Independence							
Insider ownership	%	49.1	12.0	25	37.4	4.0	53
Government ownership	%	50.0	8.9	25	55.1	4.7	53
Governance Rating - Bloomberg							
	The higher, the better	62.3		24	66.8		53
Governance Rating - Refinitiv							
	The higher, the better	69.0		24	69.8		53
ENVIRONMENTAL							
	the higher, the better (0 to 100)	57.2			49.1		
SOCIAL							
	the higher, the better (0 to 100)	36.6			35.8		
GOVERNANCE							
	the higher, the better (0 to 100)	57.1			57.0		
ESG Rating - Sustainalytics							
	The higher, the better	38.3		25	30.3		54
ESG Rating - MSCI							
	The higher, the better	42.0		13	80.0		55
ESG Rating by ICG							
	the higher, the better (0 to 100)	53.1			49.9		