

\$M CDN except as indicated	2019	2020	2021	2022	2023	Context	GRI/SASB
COMMUNITY INVESTMENT (Donations) \$M							EM-EP-210b.1
Direct community investment total: a+b below	1,837	1,447	1,162	2,046	2,381	100% non-profit/charitable organizations	201-1
Canada	1,179	838	608	1,433	1,603	Includes project costs	
France	174	160	116	115	112		
Netherlands	153	111	238	210	313		
Germany	131	88	53	78	98		
Ireland	104	118	124	150	122		
Central & Eastern Europe	3	61	5	7	8	Two one-time significant investments in 2020	
Australia	75	68	-	4	81		
United States	18	2	18	49	44		
COMMUNITY IMPACT (Donations plus other investment) \$M							413-1
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	2,296	1,750	1,822	2,642	3,138	400+ community groups supported	
a. Direct company-driven donations	1,096	890	742	1,416	1,586	Based on LBG circles of corporate giving	
b. Additional direct support (e.g. in kind, employee hours, volunteer grants)	740	557	420	631	795	Includes project-specific costs & program management costs	
c. External resources leveraged (e.g. staff, partner, government matching)	460	303	660	595	757	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)	59	21	49	26	15	Event sponsorships, research support	
Employee Volunteering Outside Working Hours: Volunteer Grant Program							413-1
Vermilion donations	140	98	32	110	127	100% non-profit/charitable organizations	
Employee hours #	29,338	20,993	29,165	23,917	28,132		
Employee Volunteering During Working Hours: Days of Caring							413-1
Events #	51	19	7	47	40		
Organizations supported #	41	18	6	39	26	100% non-profit/charitable organizations	
Employee hours #	3,021	640	110	1,543	1,520		
Individuals supported #	54,090	29,983	11,144	11,495	13,045		
Cost savings to community	84	14	11	40	37		
Community investment categorized via Business for Societal Impact							413-1
Charitable Giving (Volunteer Grants, Payroll Matching, Days of Caring hours) %			42%	24%	12%		
Community Investment (Flagship partnerships, Global Emergency Responder Program, Global Environmental Stewardship Program, program management) %			52%	73%	86%		
Commercial Initiatives (Event Sponsorships, Research) %			6%	3%	2%		
			100%	100%	100%		