

## GRI Content Index

## Colour description/Abbreviations

SR-Sustainability Report 2020  
 SPD-Sustainability performance data (datahub)  
 AR-Annual Report 2020  
 EP-Energy Perspectives 2020  
 CDP- Equinor CDP response 2020

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
<b>100 series (Universal standards)</b>							
<b>Organisational disclosures</b>							
102-1	102-1 Name of the organization	SR Page 2	Equinor group	Yes, limited assurance			
102-2	102-2 Activities, brands, products, and services	AR 2.2 Business overview, SR page 7	Equinor group	Yes, limited assurance			
102-3	102-3 Location of headquarters	Forusbeen 50, 4035 Stavanger, Norway	Equinor group	Yes, limited assurance			
102-4	102-4 Location of operations	AR 2.2 Business overview, page 24	Equinor group	Yes, limited assurance			
102-5	102-5 Ownership and legal form	AR 3.4 Equal treatment of shareholders and transactions with close associates, page 107	Equinor group	Yes, limited assurance			
102-6	102-6 Markets served	AR 2.1 Strategy and market overview, page 17	Equinor group	Yes, limited assurance			
102-7	102-7 Scale of the organization	AR 2.2 Business overview, page 23-27	Equinor group	Yes, limited assurance			
102-8	102-8 Information on employees and other workers	SR Page 54-55; AR page 110-113.	Equinor group	Yes, limited assurance			
Equinor own disclosure	Number of permanent employees by region (home country basis)	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Number of permanent employees per country (home country basis)	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
102-9	102-9 Supply chain	equinor.com/en/supply-chain.html	Equinor group	Yes, limited assurance			
102-10	102-10 Significant changes to the organization and its supply chain	AR 2.2 Business overview, page 24	Equinor group	Yes, limited assurance			
102-11	102-11 Precautionary Principle or approach	Reflected in Equinor Book <sup>1</sup> (Commitments, Code of Conduct <sup>2</sup> , Human rights policy <sup>3</sup> ) and embedded in fundamental requirements for sustainability (FR11)	Equinor group	Yes, limited assurance			
102-12	102-12 External initiatives	SR Page 2, 11, 18, 23, 26, 27, 29, 40, 41, 42, 51.	Equinor group	Yes, limited assurance			
102-13	102-13 Membership of associations	SR Page 29	Equinor group	Yes, limited assurance			
<b>Strategy</b>							
102-14	102-14 Statement from senior decision-maker	SR Page 3	Equinor group	Yes, limited assurance			
102-15	102-15 Key impacts, risks, and opportunities	SR Page 5, 14	Equinor group	Yes, limited assurance			

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
<b>Ethics and integrity</b>							
102-16	102-16 Values, principles, standards, and norms of behavior	SR Page 8, 12, 36-38 and throughout the report; Equinor book <sup>1</sup> ; Equinor Code of conduct <sup>2</sup>	Equinor group	Yes, limited assurance			
102-17	102-17 Mechanisms for advice and concerns about ethics	SR Page 36-38; Equinor book <sup>1</sup>	Equinor group	Yes, limited assurance			
<b>Governance</b>							
102-18	102-18 Governance structure	SR Page 10-11	Equinor group	Yes, limited assurance			
102-19	102-19 Delegating authority	SR Page 10	Equinor group	Yes, limited assurance			
102-20	102-20 Executive-level responsibility for economic, environmental, and social topics	SR Page 10-11	Equinor group	Yes, limited assurance			
102-21	102-21 Consulting stakeholders on economic, environmental, and social topics	SR Page 4, 22, 27, 32, 40, 42, 46, 53	Equinor group	Yes, limited assurance			
102-22	102-22 Composition of the highest governance body and its committees	AR 3.8 Corporate assembly, board of directors and management, page 124-137	Equinor group	Yes, limited assurance			
102-23	102-23 Chair of the highest governance body	AR 3.8 Corporate assembly, board of directors and management, page 127	Equinor group	Yes, limited assurance			
102-24	102-24 Nominating and selecting the highest governance body	AR 3.7 Nomination committee, page 123-124	Equinor group	Yes, limited assurance			
102-25	102-25 Conflicts of interest	AR 3.9 The work of the board of directors, page 137-139	Equinor group	Yes, limited assurance			
102-26	102-26 Role of highest governance body in setting purpose, values, and strategy	AR 3.0 Board statement on corporate governance, page 117	Equinor group	Yes, limited assurance			
102-31	102-31 Review of economic, environmental, and social topics	SR Page 9, 10; Equinor book <sup>1</sup>	Equinor group	Yes, limited assurance			
102-32	102-32 Highest governance body's role in sustainability reporting	SR Page 10. The CEO is the highest body to approve the Sustainability report.	Equinor group	Yes, limited assurance			
102-33	102-33 Communicating critical concerns	SR page 37-38. Critical concerns can be reported to BoD's Safety, Sustainability and Ethics Committee and the BoD's Audit Committee as described in the instructions for these committees on Equinor.com ( <a href="https://www.equinor.com/en/about-us/board-of-directors.html">https://www.equinor.com/en/about-us/board-of-directors.html</a> )	Equinor group	Yes, limited assurance			
102-34	102-34 Nature and total number of critical concerns	SR page 10, 46	Equinor group	Yes, limited assurance			
102-35	102-35 Remuneration policies	AR 3.11 Remuneration to the board of directors and corporate assembly, page 141-142 AR 3.12 Remuneration to the corporate executive committee, page 143-152	Equinor group	Yes, limited assurance			
102-36	102-36 Process for determining remuneration	AR 3.11 Remuneration to the board of directors and corporate assembly, page 141-142 AR 3.12 Remuneration to the corporate executive committee, page 143-152	Equinor group	Yes, limited assurance			
102-37	102-37 Stakeholders' involvement in remuneration	AR 3.11 Remuneration to the board of directors and corporate assembly, page 141-142 AR 3.12 Remuneration to the corporate executive committee, page 143-152	Equinor group	Yes, limited assurance			
<b>Stakeholder engagement</b>							
102-40	102-40 List of stakeholder groups	SR Page 4	Equinor group	Yes, limited assurance			
102-41	102-41 Collective bargaining agreements	Sustainability data hub: Social performance including workforce	Equinor group	Yes, limited assurance			
102-42	102-42 Identifying and selecting stakeholders	SR Page 4	Equinor group	Yes, limited assurance			
102-43	102-43 Approach to stakeholder engagement	SR Page 4; Equinor book <sup>1</sup> ; Equinor Code of conduct <sup>2</sup>	Equinor group	Yes, limited assurance			
102-44	102-44 Key topics and concerns raised	SR Page 5 and throughout the report	Equinor group	Yes, limited assurance			

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
<b>Reporting practice</b>							
102-45	102-45 Entities included in the consolidated financial statements	AR 4.1 Consolidated financial statements of the Equinor group, page 168-170	Equinor group	Yes, limited assurance			
102-46	102-46 Defining report content and topic Boundaries	SR Page 6 and 57.	Equinor group	Yes, limited assurance			
102-47	102-47 List of material topics	SR Page 5	Equinor group	Yes, limited assurance			
102-48	102-48 Restatements of information	SR Page 57	Equinor group	Yes, limited assurance			
102-49	102-49 Changes in reporting	SR Page 57	Equinor group	Yes, limited assurance			
102-50	102-50 Reporting period	SR Page 4. The reporting period is 01.01.2020 - 31.12.2020.	Equinor group	Yes, limited assurance			
102-51	102-51 Date of most recent report	20 March 2020	Equinor group	Yes, limited assurance			
102-52	102-52 Reporting cycle	Reporting cycle is annual.	Equinor group	Yes, limited assurance			
102-53	102-53 Contact point for questions regarding the report	SR Page 56	Equinor group	Yes, limited assurance			
102-54	102-54 Claims of reporting in accordance with the GRI Standards	SR Page 57	Equinor group	Yes, limited assurance			
102-55	102-55 GRI content index	SR Page 56	Equinor group	Yes, limited assurance			
102-56	102-56 External assurance	SR Page 57, 63	Equinor group	Yes, limited assurance			
<b>GRI Management approach - Climate change &amp; energy transition</b>							
103-1	Explanation of the material topic and its Boundary	SR page 5-6, 12-13, EP page 3-4	Equinor group	Yes, limited assurance			
103-2	The management approach and its components	SR page 10-11, 18-19, EP page 3-4	Equinor group	Yes, limited assurance			
103-3	Evaluation of the management approach	SR page 11, 24, 26 and throughout Climate & the energy transition	Equinor group	Yes, limited assurance			
<b>GRI Management approach - Safety &amp; security</b>							
103-1	Explanation of the material topic and its Boundary	SR page 4-5, 59	Equinor group	Yes, limited assurance			
103-2	The management approach and its components	SR page 10-11	Equinor group	Yes, limited assurance			
103-3	Evaluation of the management approach	SR page 11, 33	Equinor group	Yes, limited assurance			
<b>GRI Management approach - Integrity &amp; anti-corruption</b>							
103-1	Explanation of the material topic and its Boundary	SR page 4-5, 36	Equinor group	Yes, limited assurance			
103-2	The management approach and its components	SR page 4-5, 36	Equinor group	Yes, limited assurance			
103-3	Evaluation of the management approach	SR page 38	Equinor group	Yes, limited assurance			
<b>GRI Management approach - Human rights</b>							
103-1	Explanation of the material topic and its Boundary	SR page 4-5, 39	Equinor group	Yes, limited assurance			
103-2	The management approach and its components	SR page 4-5, 39	Equinor group	Yes, limited assurance			
103-3	Evaluation of the management approach	SR page 42	Equinor group	Yes, limited assurance			
<b>GRI Management approach - Environment</b>							
103-1	Explanation of the material topic and its Boundary	SR page 4-5, 57	Equinor group	Yes, limited assurance			
103-2	The management approach and its components	SR page 10-11	Equinor group	Yes, limited assurance			
103-3	Evaluation of the management approach	SR page 11, 22, 24, 26, 31, 38, 42, 48	Equinor group	Yes, limited assurance			
<b>GRI Management approach - Shared value</b>							
103-1	Explanation of the material topic and its Boundary	SR page 4-5, 50	Equinor group	Yes, limited assurance			
103-2	The management approach and its components	SR page 4-5, 50, 54	Equinor group	Yes, limited assurance			
103-3	Evaluation of the management approach	SR page 55	Equinor group	Yes, limited assurance			

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
<b>200 series (Economic topics)</b>							
<b>201 - Economic Performance</b>							
201-1	201-1 Direct economic value generated and distributed	SR page 51; AR 5.4 Report on payments to governments, page 293-309	Equinor group	Yes, limited assurance			
Equinor own disclosure	Host government production entitlement	AR 5.4 Report on payments to governments, page 293-309	Equinor group	Yes, limited assurance			
Equinor own disclosure	Bonuses, royalties and fees	AR 5.4 Report on payments to governments, page 293-309	Equinor group	Yes, limited assurance			
Equinor own disclosure	Total employee costs (including salaries, pensions, payroll tax, other compensations)	SPD: Economic	Equinor group	Yes, limited assurance			
Equinor own disclosure	New Energy Solutions - gross capital expenditure	SPD: Economic	Equinor group	Yes, limited assurance			
Equinor own disclosure	R&D expenditure on low-carbon projects (total)	SR page 9, 28	Equinor group	Yes, limited assurance			
Equinor own disclosure	R&D expenditure to new energy solutions and energy efficiency (share of total)	SR page 9, 28	Equinor group	Yes, limited assurance			
Equinor own disclosure	Corporate sponsorships spend	SPD: Economic	Equinor ASA	Yes, limited assurance			
Equinor own disclosure	Corporate donations spend	SPD: Economic	Equinor ASA	Yes, limited assurance			
Equinor own disclosure	Total social investments spend (excl. Norway and Denmark)	SPD: Economic	Equinor group	Yes, limited assurance			
Equinor own disclosure	Voluntary	SPD: Economic	Equinor group	Yes, limited assurance			
Equinor own disclosure	Contractual obligations	SPD: Economic	Equinor group	Yes, limited assurance			
201-2	201-2 Financial implications and other risks and opportunities due to climate change	SR Page 14, 17	Equinor group	Yes, limited assurance			
Equinor own disclosure	NPV effect of International Energy Association (IEA) Stated policies scenario	SR page 17	Equinor group	Yes, limited assurance			
Equinor own disclosure	NPV effect of IEA Current policies scenario	SR page 17	Equinor group	Yes, limited assurance			
Equinor own disclosure	NPV effect of IEA Sustainable development scenario	SR page 17	Equinor group	Yes, limited assurance			
Equinor own disclosure	Minimum internal carbon price	SR page 17	Equinor group	Yes, limited assurance			
201-3	201-3 Defined benefit plan obligations and other retirement plans	AR 4.1 Consolidated financial statements of the Equinor group, page 215-218.	Equinor group	Yes, limited assurance			
<b>202 - Market Presence</b>							
202-2	202-2 Proportion of senior management hired from the local community	SPD Social performance including workforce	Equinor group	Yes, limited assurance			
<b>203 - Indirect Economic Impacts</b>							
203-2	203-2 Significant indirect economic impacts	SR page 51-52; AR 5.4 Report on payments to governments, page 293-309	Equinor group	Yes, limited assurance			

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
<b>204 - Procurement Practices</b>							
204-1	204-1 Proportion of spending on local suppliers	SR page 52 SPD: Economic	Equinor group	Yes, limited assurance			
<b>205 - Anti-corruption</b>							
205-1	205-1 Operations assessed for risks related to corruption	SR page 36-38. Significant risks are summarised in AR 2.12 Risk review, page 99 All Business Areas performed risk assessment according to Equinor requirements, relevant for corruption risk assessments.	Equinor group	Yes, limited assurance			
<b>206 - Anti-competitive Behavior</b>							
206-1	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions in 2020.	Equinor group	Yes, limited assurance			
<b>300 series (Environmental topics)</b>							
<b>301 - Materials</b>							
Equinor own disclosure	Hydraulic fracking chemicals use	SR page 48-49; SPD: Environment and climate	Operational control	Yes, limited assurance			
<b>302 - Energy</b>							
302-1	Energy consumption within the organization	SPD: Environment and climate  b. Fuel consumption from renewable sources: 0 TWh c iii. Cooling consumption: 0 TWh d iii. Cooling sold: 0 TWh d iv. Steam sold: 0 TWh f. Standards, methodologies, assumptions, and/or calculation tools used: The amount of energy from fuel consumption is calculated by multiplying the quantity of fuels with the lower heating value of the fuel. The gross energy consumption from electricity is derived by back-calculating the electricity consumption to obtain the gross energy content of the fuel(s) required to generate that amount of electricity.  g. Source of the conversion factors used: Gas: Asset specific gas composition analyses are performed to derive lower heating values. Electricity: IEA grid mix factors and US e-grid factors. Diesel: The LHV of diesel is determined by either local standards like produktforskriften from Klima- og miljødepartementet ( <a href="https://lovdata.no/dokument/LTI/forskrift/2017-12-21-2398">https://lovdata.no/dokument/LTI/forskrift/2017-12-21-2398</a> ), or collected directly from supplier product specification sheets.	Operational control	Yes, limited assurance			
Equinor own disclosure	Total gas and liquids production	SR Page 30	Equity basis	Yes, limited assurance			
Equinor own disclosure	Total gas and liquids production	SR Page 30	Operational control	Yes, limited assurance			
Equinor own disclosure	Renewable energy production	SR Page 30	Equity basis	Yes, reasonable assurance			
Equinor own disclosure	Renewables installed capacity	SR Page 25	Operational control	Yes, limited assurance			
Equinor own disclosure	Renewable installed capacity	SR page 25; SPD: Environment and climate	Equity basis	Yes, reasonable assurance			

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
<b>303 - Water and effluents (2018)</b>							
303-1	Interactions with water as a shared resource	SR page 47-48 Due to the abundant availability of freshwater for our Norwegian and Danish onshore plants, and the limited use of freshwater in our offshore operations, the material withdrawal of freshwater is related to our US onshore operations only.	Operational control	Yes, limited assurance			
303-2	Management of water discharge-related impacts	SR page 47-48	Operational control	Yes, limited assurance			
303-3	Water withdrawal	SR page 48-49. SPD: Environment and climate Water withdrawal for our US onshore operations is only from surface water sources.	Operational control	Yes, limited assurance			
<b>304 - Biodiversity</b>							
304-1	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR page 46; SPD: Environment and climate	Operational control	Yes, limited assurance			
<b>305 - Emissions</b>							
305-1	305-1 Direct (Scope 1) GHG emissions	SR Page 30; SPD: Environment and climate. Emissions are reported on operational basis, as verified data on equity basis is not available. c. No biogenic CO2 emissions within Equinor scope 1 emissions. d. Absolute scope 1 emissions are reported for the current year. e. Most of Equinor's CO2 emissions (about 85%) is from from combustion of gas, either in turbines or as flared gas. The emissions factors are site-specific and determined from gas composition analyses. About 10% of CO2 emissions are from the combustion of diesel. The emissions factor for diesel is determined by local or national guidelines.	Operational control	Yes, limited assurance			
		About 60% of our CH4 emissions are from fugitives and cold venting. Depending on local regulations, or whether you are onshore of offshore, these emissions are determined by area measurements, equipment measurements, modelling, flowmeters (for cold vents), OGI leak/no-leak, or using facility level activity data and standard emissions factors. The rest of the CH4 emissions are from combustion or flare, for the most part determined by using activity data (gas consumed), along with emisisions factors as set forth by local and national guidelines. Equinor applies a GWP of 25 for methane. f. Equinor reports on both operational control and equity as specified in SR. g. The following main guidelines and standards are applied for determining GHG emissions: NOROG 044 – Recommended guidelines for emission and discharge reporting API - GHG Compendium 2009 EPA - Subpart W ISO 6976 - Natural gas					
Equinor own disclosure	Scope 1 GHG emissions	SR Page 30; SPD: Environment and climate.	Operational control	Yes, reasonable assurance			
Equinor own disclosure	CO2 emissions (Scope 1)	SR page 31; SPD: Environment and climate	Operational control	Yes, reasonable assurance			
Equinor own disclosure	CO2 emissions excl. flaring	SPD: Environment and climate	Operational control	Yes, limited assurance			
Equinor own disclosure	CO2 emissions from flaring	SPD: Environment and climate	Operational control	Yes, limited assurance			

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
Equinor own disclosure	CO2 emissions from upstream operations	SPD: Environment and climate	Operational control	Yes, limited assurance			
Equinor own disclosure	CO2 emissions from midstream operations	SPD: Environment and climate	Operational control	Yes, limited assurance			
Equinor own disclosure	CO2 emissions from other operations	SPD: Environment and climate	Operational control	Yes, limited assurance			
Equinor own disclosure	CH4 emissions	SR page 30; SPD: Environment and climate	Operational control	Yes, reasonable assurance			
Equinor own disclosure	Hydrocarbons flared	SR page 30; SPD: Environment and climate	Operational control	Yes, limited assurance			
Equinor own disclosure	Routine flaring (share of total)	SPD: Environment and climate	Operational control	Yes, limited assurance			
305-2	305-2 Energy indirect (Scope 2) GHG emissions	SR page 30; SPD: Environment and climate.	Operational control	Yes, limited assurance			
Equinor own disclosure	Scope 2 GHG emissions (location based)	SR page 30; SPD: Environment and climate.	Operational control	Yes, reasonable assurance			
Equinor own disclosure	Scope 2 GHG emissions (market based)	SR page 30; SPD: Environment and climate.	Operational control	Yes, reasonable assurance			
305-3	305-3 Other indirect (Scope 3) GHG emissions	SR page 30; SPD: Environment and climate.	Equity basis	Yes, limited assurance			
Equinor own disclosure	CO2 emissions	SR page 30; SPD: Environment and climate	Equity basis	Yes, limited assurance			
305-4	305-4 GHG emissions intensity	SR page 20, 30 d. For all Equinor reported intensities it is specified which gases are included in calculated.	Operational control/ Equity basis	Yes, limited assurance			
Equinor own disclosure	Performance benchmark: IOGP industry average upstream CO2 emissions intensity	SR page 20; SPD: Environment and climate	Operational control	Yes, limited assurance			
Equinor own disclosure	CH4 intensity	SR page 21; SPD: Environment and climate	Operational control	Yes, limited assurance			
Equinor own disclosure	Upstream flaring intensity	SR page 21; SPD: Environment and climate	Operational control	Yes, limited assurance			
Equinor own disclosure	Performance benchmark: IOGP industry average upstream flaring intensity	SR page 21; SPD: Environment and climate	Operational control	Yes, limited assurance			
Equinor own disclosure	Net Carbon Intensity (Climate)	SR page 22; SPD: Environment and climate	Operational control	Yes, limited assurance			
305-5	305-5 Reduction of GHG emissions	SR page 21.; SPD: Environment and climate Emission reductions reported are only targeted and reported as CO2 reductions. Other gases are not in the scope of this indicator. Thus reported CO2 emission reductions are equal to GHG emissions reductions. d. Reductions reported are all scope 1 reductions. e. International Organization for Standardization. (2012). ISO 14064 standard Part 2, Quantification of emission reduction projects. (Retrieved from Inquiro@Library and standards.no) IPIECA, & API. (2007). Oil and natural gas industry guidelines for greenhouse gas reduction projects.	Operational control	Yes, limited assurance			
Equinor own disclosure	Energy efficiency and methane reduction	SR page 21	Operational control	Yes, limited assurance			
Equinor own disclosure	CO2 emissions captured and stored per year	SR page 28, SPD: Environment and climate	Operational control	Yes, limited assurance			
Equinor own disclosure	Accumulated CO2 emissions captured and stored	SR page 28, SPD: Environment and climate	Operational control	Yes, limited assurance			
Equinor own disclosure	Performance benchmark: CDP Corporate climate change survey	SPD: Environment and climate	Operational control	Yes, limited assurance			

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
305-7	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR page 48-49; SPD: Environment and climate b:Gas combustion is the main source for NOx in Equinor. On the NCS, assets continuously calculate NOx emissions from gas combustion based on load, pressure and temperature for each single piece of equipment. Others use emissions factors which are specific for a particular equipment type. NOx emissions from diesel is also typically based on load and emission factors specific for each equipment type. SOx emissions are determined based the load and the properties of the fuel, as well as H2S content (ppm) for gas and S% for diesel. c: Særforskriften - Avgift på utslipp av NOx NOROG 044 – Recommended guidelines for emission and discharge reporting	Operational control	Yes, limited assurance	a iii, v, vi and vii	Information unavailable	Assumed to be immaterial. Will be investigated for materiality, and then included in 2021 reporting, if material.
<b>306 - Effluents and Waste</b>							
306-3 (2020)	"306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal"	SR page 48-49; SPD: Environment and climate.	Operational control	Yes, limited assurance	306-1 (2020) Waste generation and significant waste-related impacts 306-2 (2020) Management of significant waste-related impacts	Information unavailable	Assessments and descriptions needed for this disclosure is not available. Will be assessed in more detail in 2021 and considered for disclosure for 2021.
306-3 (2016)	306-3 Significant spills	SR page 35; SPD: Safety, health and working environment	Operational control	Yes, limited assurance			
Equinor own disclosure	Number of oil spills	SR page 35; SPD: Safety, health and working environment	Operational control	Yes, reasonable assurance			
Equinor own disclosure	Volume of oil spills	SR page 35; SPD: Safety, health and working environment	Operational control	Yes, reasonable assurance			
Equinor own disclosure	Number of other spills	SPD: Safety, health and working environment	Operational control	Yes, limited assurance			
Equinor own disclosure	Volume of other spills	SPD: Safety, health and working environment	Operational control	Yes, limited assurance			
Equinor own disclosure	Regular discharge of oil to water	SR page 47,49; SPD: Environment and climate	Operational control	Yes, limited assurance			
<b>307 - Environmental compliance</b>							
Equinor own disclosure	Environmental fees and taxes	SPD: Environment and climate	Operational control	Yes, limited assurance			
<b>308 - Supplier Environmental assessment</b>							
<b>400 series (Social topics)</b>							
<b>401 - Employment</b>							
401-1	401-1 New employee hires and employee turnover	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Consultants	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Contractor personnel	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Ranking in Universum Engineering students employer Attractiveness survey (Norway)	SPD: Social performance including workforce	Equinor ASA	Yes, limited assurance			
Equinor own disclosure	Apprentices at year end	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			



Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
Equinor own disclosure	Apprenticeships awarded per year	SR page 54., SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Graduates at year end	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Graduates recruited per year	SR page 54., SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
<b>402 - Labor/Management Relations</b>							
402-1	402-1 Minimum notice periods regarding operational changes	<p>The minimum notice periods may vary, depending on collective bargaining agreements, individual agreements and statutory requirements. Equinor follows local legislation. In addition, we aim to provide employees with information as soon as possible or as deemed relevant. We believe openness and collaboration with our employees will bring about the best solutions, hence we will often go further than the requirements when involving employees in organisational processes.</p> <p>Norway: There are no requirements of minimum weeks of notice period in the law. Employees have extensive information and consultation rights, most of which are to be found in the Basic Agreements concluded between employer and employee organisations. The management are obliged to take the views of the employees into account when making specific decisions. Therefore, it is important that consultation takes place before a decision is made. This also requires timely provision of all information needed to make an informed decision.</p> <p>There are frequent meetings with union representatives on different levels in the organisation, and the work environment committee to address organisational and operational changes. Any major issues concerning the operations that would affect employees would be debated with the employee representatives before the company decides on further direction.</p> <p>For other significant locations of operation, such as US, Brazil and UK, we follow local legislation.</p>		Yes, limited assurance			
<b>403 - Occupational Health and Safety</b>							
403-1	403-1 Occupational health and safety management system	<p>Generally, our mgt system is designed to meet internal and external requirements. National legal requirements are adhered to locally and presented as additons to the internal ones. Risk management is regulated through our global risk management process RM100 Manage risk. RM100 reflects the international standard ISO 31000 Risk management.</p> <p>All employees are covered by our management system, while coverage related to non-employees varies depending on their type of delivery. For example, drilling activities performed by contractors at our facilities are covered, while workers at construction yards may be excluded.</p> <p>The operational asset's organisation (line) has the final saying in classification of incidents. Details of our management system approach: SR: Page 10.</p>	Equinor group	Yes, limited assurance			

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
403-2	403-2 Hazard identification, risk assessment, and incident investigation	<p>SR page 11, 32-35. SPD: Serious incidents, Personal health and safety, health and working environment, process safety</p> <p>SPD reporting boundary: We report health,safety and security incident data for our operated assets, facilities and vessels, including subsidiaries and operations where we are the technical service provider. In addition, we include contracted drilling rigs, floatels and vessels, construction projects and transportation of personnel and products if we are able to influence execution. We apply a framework of minimum requirements for recording safety and environmental data for operations within our control. In addition, we do case-by-case consideration to data recording, extending our sphere of influence beyond what is considered to be within our operational control.</p> <p>Hazard identification and assessment of risks is regulated through our global risk management process RM100 Manage risks and associated processes. RM100 reflects the international standard ISO 31000 Risk management.</p> <p>Reporting of hazards and hazardous situations in Synergi; a company-wide tool, is available to all through our corporate network.</p> <p>Our I am Safety initiative launched in January 2017 explicitly address the right and obligation to stop unsafe behavior and activities.</p> <p>The primary purpose of investigations following SSU incidents is to identify experience that can contribute to learning, as well to prevent recurrence. The most severe incidents are investigated by Corporate Audit in accordance with our internal process for investigation of incidents. Less severe incidents are investigated by the business line. Company-wide criteria are used to decide which incidents shall be investigated by whom. The selection criteria and work processes for surveys are available to everyone through our corporate network.</p> <p>The operational asset's organisation (line) has the final saying in classification of incidents.</p> <p>Generally, our management system is open for improvement proposals from all. Prior to major changes of requirements and principles, these are sent to relevant stakeholders for hearing.</p>	Operational control	Yes, limited assurance			
403-3	403-3 Occupational health services	<p>SR page 32 outline our way of working. Occupational health services that contribute to management of hazard and risk are executed according to a set of topic based work processes, including:</p> <ul style="list-style-type: none"> <li>- Establish worksite and occupational healthcare</li> <li>- Handle work related illness case</li> <li>- Health and international travel</li> <li>- Perform risk-based health assessment</li> <li>- Personal protective equipment</li> <li>- Prevention and handling/treatment of malaria</li> </ul> <p>The governing documents and the occupational health services are provided by subject matter experts and medical professionals overseen by the Chief Medical Officer.</p> <p>The governing documents are available globally through our corporate network.</p>	Equinor group	Yes, limited assurance			

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
403-4	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>SR page 32 outline our way of working The company has group level processes for worker participation and consultation according to national laws and regulations. Currently that includes: Group working environment committee covering Norwegian activities in accordance with arbeidsmiljøloven § 7-2 and a safety delegate service according to the Norwegian Working Environment Act.</p> <p>The governing documents, support material and relevant information on health and working environment, is available globally through our corporate network.</p>	Equinor group	Yes, limited assurance			
403-5	403-5 Worker training on occupational health and safety	<p>SR page 31-32.</p> <p>Equinor University delivers occupational health and safety training, including class room and web-based courses (e.g. First aid, noise, safe use of chemicals, travel awareness medical, psychosocial working environment and prevention of major accidents).</p> <p>Compulsory training courses is decided locally based on national laws and regulations and discipline specific needs.</p> <p>The full range of courses is available globally through our corporate network.</p>	Equinor group	Yes, limited assurance			
403-6	403-6 Promotion of worker health	<p>Health insurance was implemented in Equinor ASA effective from January 2019. The health insurance scheme, supplementing public health services, offers access to private specialists, medical examinations and treatments, and is similar to local health insurance already provided in our subsidiaries.</p>	Equinor group	Yes, limited assurance			
403-7	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>SR: Page 32.</p> <p>The Group's scope for recording, reporting and follow-up of incidents include all activities operated/ controlled by the company and certain activities operated/ controlled by business relationships. Business relationships comprise non-operated joint ventures, non-controlled companies and supply chain activities. Evaluation of whether health and safety impacts directly linked to our operations and activities through our business relationships shall be included in our scope of ongoing risk management, incident registration, verification work, follow-up and implementation of mitigating actions is decided on a case by case basis:</p> <ul style="list-style-type: none"> <li>- For non-operated Joint Venture (JV) a strategy for follow-up is established for each JV</li> <li>- Our supply chain activities are either fully included in scope of recording, reporting and follow-up of incidents or handled according to our Human rights policy<sup>3</sup>. For example we may follow-up and influence supply chain activities at construction yards by having safety ambassadors on site and see to that non-safe working practices are changed.</li> </ul>	Equinor group	Yes, limited assurance			

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
403-9	403-9 Work-related injuries	<p>All work-related injuries and the relevant number of hours worked are registered in our corporate incident recording system (Synergj). All workers undertaking activities that the company controls or is able to exercise significant influence on are included in the scope of reporting. The system supports categorisation of injuries according to degree of severity, type of injury and part of body harmed.</p> <p>Work-related risks are assessed to ensure proper understanding of risk and adequate risk mitigation. The range of risks considered are selected based on accidents typical to our industry and type of activities. The risk assessments use incident information as one of several input sources.</p> <p>The number and rate of fatalities as a result of work-related injury, covering employees and contractors and number of hours worked are available at SPD: Safety, health and working environment.</p> <p>The number and rate of recordable work-related injuries; TRIF, is available in the SPD: Safety, health and working environment and the SR on p 34.</p> <p>The main type of work-related injury is addressed in the SR on page 32 and 34.</p> <p>Contextual information related to establishment of KPIs and indicators are available in the SPD: Safety, health and working environment.</p>	Operational control	Yes, limited assurance			
Equinor own disclosure	Lost time injury frequency (LTIF)	SPD: Safety, health and working environment	Operational control	Yes, limited assurance			
Equinor own disclosure	Work related illness frequency (WRI)	SPD: Safety, health and working environment	Operational control	Yes, limited assurance			
Equinor own disclosure	Sickness absence	SR page 36, SPD: Safety, health and working environment	Equinor ASA employees	Yes, limited assurance			
Equinor own disclosure	Oil and gas leakages with a leakage rate of 0.1kg per second or more [KPI]	SR page 36-37, SPD: Safety, health and working environment	Operational control	Yes, reasonable assurance			
Equinor own disclosure	Hours worked	SPD: Safety, health and working environment	Operational control	Yes, limited assurance			
Equinor own disclosure	Planned hours worked	SPD: Safety, health and working environment	Operational control	Yes, limited assurance			
Equinor own disclosure	Total serious incident frequency (SIF) [KPI]	SR page 36-37, SPD: Safety, health and working environment	Operational control	Yes, reasonable assurance			
Equinor own disclosure	Actual SIF	SPD: Safety, health and working environment	Operational control	Yes, reasonable assurance			
Equinor own disclosure	Incidents with major accident potential	SPD: Safety, health and working environment	Operational control	Yes, limited assurance			
Equinor own disclosure	Major accidents	SPD: Safety, health and working environment	Operational control	Yes, limited assurance			
Equinor own disclosure	Tier1 process safety event	SR page 36, SPD: Safety, health and working environment	Operational control	Yes, limited assurance			
Equinor own disclosure	Total recordable injury frequency (TRIF) [KPI]	SR page 36-37, SPD: Safety, health and working environment	Operational control	Yes, reasonable assurance			
Equinor own disclosure	Employee TRIF	SPD: Safety, health and working environment	Operational control	Yes, reasonable assurance			
Equinor own disclosure	Contractor TRIF	SPD: Safety, health and working environment	Operational control	Yes, reasonable assurance			
Equinor own disclosure	Total fatalities	SPD: Safety, health and working environment	Operational control	Yes, reasonable assurance			

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
Equinor own disclosure	Employees fatalities	SPD: Safety, health and working environment	Operational control	Yes, reasonable assurance			
Equinor own disclosure	Contractors fatalities	SPD: Safety, health and working environment	Operational control	Yes, reasonable assurance			
<b>404 - Training and Education</b>							
404-1	404-1 Average hours of training per year per employee	SR page 5,9 and 54, SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
<b>405 - Diversity and Equal Opportunity</b>							
405-1	405-1 Diversity of governance bodies and employees	a) Diversity of governing bodies: AR chapter 3.8 Corporate assembly, board of directors and management, page 123-135	Equinor group	Yes, limited assurance	b. Percentage of employees per employee category in each of the following diversity categories: ii. Age group: under 30 years old, 30-50 years old, over 50 years old.	Information unavailable	This information is not available now, but we will work to establish the reporting on this in 2021.
Equinor own disclosure	Female apprenticeships at year end (share of total)	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Apprenticeships awarded to women (share of total)	SR page 54., SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Female graduates at year-end (share of total)	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Female graduates recruited (share of total)	SR page 54., SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Female leaders in Corporate Executive Committee, Business Areas and Business Clusters (share of total)	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Women in Business Unit leadership positions (share of total)	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Women in Business Sector leadership positions (share of total)	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Women in Business Department leadership positions (share of total)	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Non-Norwegians in Corporate Executive committee, Business Areas and Business Clusters (share of total)	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Non-Norwegian in Business Unit leadership positions (share of total)	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Non-Norwegians in Business Sector leadership positions (share of total)	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Non-Norwegians in Business Department leadership positions (share of total)	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Women in the Board of Directors (share of total)	a) Diversity of governing bodies: AR chapter 3.8 Corporate assembly, board of directors and management, page 126-130	Equinor ASA	Yes, limited assurance			
Equinor own disclosure	Women among the members elected by the shareholders (share of total)	SPD: Social performance including workforce	Equinor ASA	Yes, limited assurance			
Equinor own disclosure	Women among the employee representatives (share of total)	SPD: Social performance including workforce	Equinor ASA	Yes, limited assurance			
Equinor own disclosure	Local workforce diversity	SPD: Social performance including workforce	Equinor group	Yes, limited assurance			

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
Equinor own disclosure	Satisfaction and motivation	SPD: Social performance including workforce	Equinor group (all Equinor employees)	Yes, limited assurance			
405-2	405-2 Ratio of basic salary and remuneration of women to men	SR page 55	Equinor ASA	Yes, limited assurance	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	Information unavailable	Base pay ratio women: men is reported for Equinor ASA. The breakdown per employee category or significant locations of operations is currently not reported. Equinor aims to establish reporting on these categories within 2021.
<b>406 - Non-discrimination</b>							
406-1	Incidents of discrimination and corrective actions taken	Four reports with allegations of discrimination. All reports assessed, and all concluded that allegations were not substantiated.	Equinor group	Yes, limited assurance			
Equinor own disclosure	Average overall zero tolerance for discrimination and harassment score	SPD: Social performance including workforce	Equinor group (all Equinor employees)	Yes, limited assurance			
<b>GRI 409: Forced or Compulsory Labor</b>							
409 - 1	409-1 Operations and suppliers at significant risks for incidents of forced or compulsory labor	SR: Page 41.	Equinor's suppliers, risk based approach	Yes, limited assurance			
<b>410 - Security Practices</b>							
410-1	410-1 Security personnel trained in human rights policies or procedures	SR page 35, SPD: Safety, health and working environment	Operational control				
<b>GRI 412: Human Rights Assessment</b>							
412-1	412-1 Operations that have been subject to human rights reviews or impact assessments	SR: Page 41.	Operational control	Yes, limited assurance			
412-2	412-2 Employee training on human rights policies or procedures	SR: Page 42 In 2020, we arranged for more than 2244 hours of training on human rights.	Equinor group, operational control	Yes, limited assurance	Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	Information unavailable	Full reporting on this will be investigated in 2021.

Disclosure No.	Disclosure description	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
412-3	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	SR: Page 5, 9 Equinor's human rights expectations are communicated to all suppliers and business partners, through our Code of Conduct and explicit human rights clauses in significant agreements.  Definition of significant investment agreements included: "Major contracts within engineering and construction, subsea and marine installation". These are areas where we have large transactions in monetary value and/or perceived high human rights risk.	Equinor group	Yes, limited assurance	Percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Information unavailable	The total number of "significant investment agreements" is not available. Full reporting on this will be investigated in 2021.
<b>GRI 415: Public Policy</b>							
415-1	415-1 Political contributions	Ref. Equinor Code of Conduct, part 5.5: "We will make Equinor's position known on important industry matters through proactive engagement with government policy makers and other stakeholders, such as the media, civil society and international institutions. However, we will not make gifts, donations or otherwise support political parties or individual politicians."	Equinor group	Yes, limited assurance			

<sup>1</sup> [Equinor book](#)

<sup>2</sup> [Equinor Code of conduct](#)

<sup>3</sup> [Equinor Human rights policy](#)

<sup>4</sup> <https://www.equinor.com/en/supply-chain.html>

<sup>5</sup> <https://www.equinor.com/en/how-and-why/impact-assessments.html>