

# Global Reporting Initiative (GRI) and World Economic Forum's (WEF) Stakeholder Capitalism Metrics Content Index

## Abbreviations:

IR - Integrated Annual Report 2022  
 SPD - Sustainability performance data (datahub)  
 CDP - Equinor CDP response 2022

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
<b>GRI 2 series (Universal Standards 2021)</b>										
<b>1. The organization and its reporting practices</b>										
2-1	2-1 Organisational details				IR pages 16, 236	Equinor group	Yes, limited assurance			
2-2	2-2 Entities included in the organization's sustainability reporting				Entities included in our sustainability reporting are the same as for our financial reporting as described in ch. 4.1.	Equinor group	Yes, limited assurance			
2-3	2-3 Reporting period, frequency and contact point				The reporting period is 01.01.2022 - 31.12.2022. Annual frequency. Contact points can be found at our web-site	Equinor group	Yes, limited assurance			
2-4	2-4 Restatements of information				Historic numbers are sometimes adjusted due to for example changes in reporting principles, changes of calculation factors used by authorities, or re-classification of incidents after investigations. We restate historic numbers and explain the changes if the adjustment represents a change of minimum 5% for indicators with reasonable level of assurance, and 10% for indicators with limited level of assurance. Each restatement is identified and explained in footnotes in the SPD.	Equinor group	Yes, limited assurance			
2-5	2-5 External assurance				IR pages 243, 275	Equinor group	Yes, limited assurance			
<b>2. Activities and workers</b>										
2-6	2-6 Activities, value chain and other business relationships				IR pages 14, 16, 37	Equinor group	Yes, limited assurance			
2-7	2-7 Employees				IR page 35 SPD Workforce	Equinor group	Yes, limited assurance			
2-8	2-8 Workers who are not employees				SPD Workforce	Equinor group	Yes, limited assurance			
<b>3. Governance</b>										
2-9	2-9 Governance structure and composition		Quality of governing body	Governance body composition	IR pages 28, 239-242	Equinor group	Yes, limited assurance			
2-10	2-10 Nomination and selection of the highest governance body				IR pages 28, 239	Equinor group	Yes, limited assurance			
2-11	2-11 Chair of the highest governance body				The chair of the Board of directors is not a senior executive in Equinor	Equinor group	Yes, limited assurance			
2-12	2-12 Role of the highest governance body in overseeing the management of impacts		Stakeholder engagement; Governing purpose	Material issues impacting stakeholders; Setting purpose	IR pages 28, 241-242	Equinor group	Yes, limited assurance			
2-13	2-13 Delegation of responsibility for managing impacts				IR pages 28, 241	Equinor group	Yes, limited assurance			

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2-14	2-14 Role of the highest governance body in sustainability reporting				The Board of Directors approves the report	Equinor group	Yes, limited assurance			
2-15	2-15 Conflicts of interest				IR pages 236, 241	Equinor group	Yes, limited assurance			
2-16	2-16 Communication of critical concerns				IR pages 82, 241	Equinor group	Yes, limited assurance			
2-17	2-17 Collective knowledge of the highest governance body				IR page 241	Equinor group	Yes, limited assurance			
2-18	2-18 Evaluation of the performance of the highest governance body				IR page 241	Equinor group	Yes, limited assurance			
2-19	2-19 Remuneration policies				IR pages 28, 242 2022 Remuneration report	Equinor group	Yes, limited assurance			
2-20	2-20 Process to determine remuneration				IR pages 28, 242 2022 - Remuneration report	Equinor group	Yes, limited assurance			
2-21	2-21 Annual total compensation ratio				SPD - Workforce	Equinor group	Yes, limited assurance	2-21 b.	Information unavailable	Calculation method not established. Aiming for disclosure in 2023 report.
<b>4. Strategy, policies and practices</b>										
2-22	2-22 Statement on sustainable development strategy				IR page 27	Equinor group	Yes, limited assurance			
2-23	2-23 Policy commitments				IR pages 28, 53, 82, 85 Human rights policy and Code of conduct on Equinor.com	Equinor group	Yes, limited assurance			
2-24	2-24 Embedding policy commitments				IR pages 53, 82 SPD - Human rights SPD - Governance	Equinor group	Yes, limited assurance			
<b>Equinor own disclosure</b>	Findings in human rights supplier verifications				SPD - Human rights	Equinor group	Yes, limited assurance			
<b>Equinor own disclosure</b>	People completing Code of conduct training and sign-off (Employees)				SPD - Governance	Equinor group	Yes, limited assurance			
<b>Equinor own disclosure</b>	People completing sanctions, trade restrictions and competition compliance training				SPD - Governance	Equinor group	Yes, limited assurance			
2-25	2-25 Processes to remediate negative impacts				IR pages 41-42, 44, 49, 53, 56, 82, 86, 89	Equinor group	Yes, limited assurance			
2-26	2-26 Mechanisms for seeking advice and raising concerns		Ethical behaviour	Protected ethics advice and reporting mechanisms	IR pages 82, 241 Equinor Book and Code of Conduct on Equinor.com 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			
2-27	2-27 Compliance with laws and regulations				Equinor accepted and paid a fine of NOK 3 million in 2022 for breaches of safety regulations in connection with an occupational accident at the Heimdal platform in 2019. We include fines above USD 100,000 in this reporting.	Equinor group	Yes, limited assurance			
2-28	2-28 Membership associations				IR pages 37, 44,	Equinor group	Yes, limited assurance			

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<b>5. Stakeholder engagement</b>										
2-29	2-29 Approach to stakeholder engagement		Stakeholder engagement	Material issues impacting stakeholders	IR page 37	Equinor group	Yes, limited assurance			
2-30	2-30 Collective bargaining agreements				SPD - Workforce Working conditions and terms of employment for those who are not members of employee unions are the same as for those who are members of unions.	Equinor group	Yes, limited assurance			
<b>GRI 3 series (Universal Standards 2021)</b>										
3-1	3-1 Process to determine material topics				IR page 39	Equinor group	Yes, limited assurance			
3-2	3-2 List of material topics		Stakeholder engagement	Material issues impacting stakeholders	IR page 40	Equinor group	Yes, limited assurance			
3-3	3-3 Management of material topics - Governance	11.19.1, 11.22.1	Risk and opportunity oversight	Integrating risk and opportunity into business process	IR pages 27, 28, 241	Equinor group	Yes, limited assurance			
3-3	3-3 Management of material topics - People	11.10.1, 11.11.1, 11.3.1	Risk and opportunity oversight	Integrating risk and opportunity into business process	IR pages 35, 56	Equinor group	Yes, limited assurance			
3-3	3-3 Management of material topics - Safe and secure operations	11.8.1, 11.9.1,	Risk and opportunity oversight	Integrating risk and opportunity into business process	IR page 44	Equinor group	Yes, limited assurance			
3-3	3-3 Management of material topics - Protecting nature	11.3.1, 11.4.1, 11.5.1, 11.6.1, 11.7.1	Risk and opportunity oversight	Integrating risk and opportunity into business process	IR page 49	Equinor group	Yes, limited assurance			
3-3	3-3 Management of material topics - Tackling inequality - Human rights	11.11.1, 11.12.1, 11.13.1, 11.15.1, 11.16.1, 11.17.1, 11.18.1	Risk and opportunity oversight	Integrating risk and opportunity into business process	IR page 53	Equinor group	Yes, limited assurance			
3-3	3-3 Management of material topics - Tackling inequality - Diversity and inclusion	11.10.1, 11.11.1, 11.13.1			IR page 56	Equinor group	Yes, limited assurance			
3-3	3-3 Management of material topics - Efficient and predictable operations	11.8.1	Risk and opportunity oversight	Integrating risk and opportunity into business process	IR page 70	Equinor group	Yes, limited assurance			
<b>Equinor own disclosure</b>	Management of material topics - Profitable portfolio		Risk and opportunity oversight	Integrating risk and opportunity into business process	IR page 73	Equinor group	Yes, limited assurance			
3-3	3-3 Management of material topics - Value creation for society	11.14.1, 11.21.1	Risk and opportunity oversight	Integrating risk and opportunity into business process	IR page 79	Equinor group	Yes, limited assurance			
3-3	3-3 Management of material topics - Integrity and anti-corruption	11.19.1, 11.20.1			IR page 82	Equinor group	Yes, limited assurance			
3-3	3-3 Management of material topics - Net zero pathway	11.2.1, 11.22.1	Climate change Risk and opportunity oversight	TCFD implementation Integrating risk and opportunity into business process	IR pages 84-87, 270 CDP	Equinor group	Yes, limited assurance			
3-3	3-3 Management of material topics - Emissions reductions	11.1.1	Risk and opportunity oversight	Integrating risk and opportunity into business process	IR pages 84-86, 89-90 CDP	Equinor group	Yes, limited assurance			

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<b>GRI 200 series (Economic topics)</b>										
<b>201: Economic Performance 2016</b>										
201-1	201-1 Direct economic value generated and distributed	11.14.2, 11.21.2	Employment and wealth generation Community and social vitality	Economic contribution - 1 Financial investment contribution Total tax paid	IR pages 77-80, 133-137 Payments to governments report	Equinor group	Yes, limited assurance			
201-2	201-2 Financial implications and other risks and opportunities due to climate change	11.2.2	Innovation of better products and services	Total R&D expenses (\$)	CDP Risk and opportunities IR pages 75-76	Equinor group	Yes, limited assurance			
Equinor own disclosure	NPV effect of International Energy Association (IEA) Stated policies scenario				IR page 75 SPD - Climate	Equinor group	No			
Equinor own disclosure	NPV effect of IEA Announced pledges scenario				IR page 75 SPD - Climate	Equinor group	No			
Equinor own disclosure	NPV effect of IEA Net zero scenario				IR page 75 SPD - Climate	Equinor group	No			
Equinor own disclosure	Minimum internal carbon price				IR page 75	Equinor group	No			
201-3	201-3 Defined benefit plan obligations and other retirement plans				IR pages 186-192	Equinor group	Yes, limited assurance			
201-4	201-4 Financial assistance received from government	11.21.3	Employment and wealth generation	Economic contribution - 2				GRI 201-4 Financial assistance received from government WEF: Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	Information unavailable	Data categorisation and aggregation not set up to enable reporting with adequate quality. Will be considered for 2023 annual reporting.
<b>202: Market Presence 2016</b>										
202-2	202-2 Proportion of senior management hired from the local community	11.11.2, 11.14.3			SPD - Workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Total employee costs (including salaries, pensions, payroll tax, other compensations)				SPD - Socio-economic	Equinor group	Yes, limited assurance			
Equinor own disclosure	Corporate sponsorships spend				SPD - Socio-economic	Equinor ASA	Yes, limited assurance			
Equinor own disclosure	Corporate donations spend				IR page 80 SPD - Socio-economic	Equinor ASA	Yes, limited assurance			
Equinor own disclosure	Total social investments spend (excl. Norway)				IR page 80 SPD - Socio-economic	Equinor group	Yes, limited assurance			

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<b>Equinor own disclosure</b>	Voluntary social investments				IR page 80 SPD - Socio-economic	Equinor group	Yes, limited assurance			
<b>Equinor own disclosure</b>	Contractual obligations				IR page 80 SPD - Socio-economic	Equinor group	Yes, limited assurance			
<b>203: Indirect Economic Impacts 2016</b>										
<b>203-1</b>	203-1 Infrastructure investments and services supported	11.14.4			IR page 81	Equinor group	Yes, limited assurance			
<b>203-2</b>	203-2 Significant indirect economic impacts	11.14.5			IR page 80 Report on payments to governments on Equinor.com	Equinor group	Yes, limited assurance			
<b>204: Procurement Practices 2016</b>										
<b>204-1</b>	204-1 Proportion of spending on local suppliers	11.14.6			IR page 80 SPD Socio-economic	Equinor group	Yes, limited assurance			
<b>205: Anti-corruption 2016</b>										
<b>205-1</b>	205-1 Operations assessed for risks related to corruption	11.20.2			IR pages 82, 249 All Business Areas performed risk assessment according to Equinor requirements, relevant for corruption risk assessments.	Equinor group	Yes, limited assurance			
<b>205-2</b>	205-2 Communication and training about anti-corruption policies and procedures	11.20.3	Ethical behaviour	Anti-corruption	IR page 83, 243 SPD Governance	Equinor group	Yes, limited assurance	GRI 205-2 Communication and training about anti-corruption policies and procedures - item b, c, d, e WEF: Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region.	Information unavailable	Data with required breakdown is not available. We will consider opportunities for providing such data for 2023.
<b>205-3</b>	205-3 Confirmed incidents of corruption and actions taken	11.20.4	Ethical behaviour	Anti-corruption	IR page 83 SPD Governance	Equinor group	Yes, limited assurance			
	Describe the approach to contract transparency, including: - whether contracts and licenses are made publicly and, if so, where they are published; - if contracts or licenses are not publicly available, the reason for this and actions taken to make them public in the future.	11.20.5			For Norway, see this webpage: <a href="https://www.norskpetroleum.no/fakta/selskap-utvinningstillatelse/equinor-energy-as/">https://www.norskpetroleum.no/fakta/selskap-utvinningstillatelse/equinor-energy-as/</a> For EPI see IR pages 109-117. For REN see IR pages 118-120. For MMP see IR pages 122-125. Further information given in IR pages 159-160, 263-268 Our approach to contract transparency: see this webpage: <a href="https://www.equinor.com/sustainability/governance-and-transparency">https://www.equinor.com/sustainability/governance-and-transparency</a> under section about EITI	Equinor group	Yes, limited assurance			

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	List the organization's beneficial owners and explain how the organization identifies the beneficial owners of business partners, including joint ventures and suppliers.	11.20.6			IR pages 250-252 Regarding transparency and IDD, see Code of Conduct section 4.1 and this link: <a href="https://www.equinor.com/about-us/ethics-and-compliance">https://www.equinor.com/about-us/ethics-and-compliance</a>	Equinor group	Yes, limited assurance			
<b>206: Anti-competitive Behavior 2016</b>										
206-1	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	11.19.2			IR page 83 SPD Governance	Equinor group	Yes, limited assurance			
<b>207: Tax 2019</b>										
207-1	207-1 Approach to tax	11.21.4			Equinor Tax Contribution Report on Equinor.com	Equinor group	Yes, limited assurance			
207-2	207-2 Tax governance, control, and risk management	11.21.5			Equinor Tax Contribution Report on Equinor.com	Equinor group	Yes, limited assurance			
207-3	207-3 Stakeholder engagement and management of concerns related to tax	11.21.6			Equinor Tax Contribution Report on Equinor.com	Equinor group	Yes, limited assurance			
207-4	207-4 Country-by-country reporting	11.21.7			Equinor Payments to governments report on Equinor.com	Equinor group	Yes, limited assurance			
	For oil and gas purchased from the state, or from third parties appointed by the state to sell on their behalf, report: - volumes and types of oil and gas purchased; - full names of the buying entity and the recipient of the payment; - payments made for the purchase.	11.21.8			IR pages 67, 156-157	Equinor group	Yes, limited assurance			
Equinor own disclosure	Environmental fees and taxes				SPD: Climate SPD: Environment	Operational control	Yes, limited assurance			
Equinor own disclosure	CO <sub>2</sub> tax paid per field				SPD: Climate	Operational control	No			
<b>GRI 300 series (Environmental topics)</b>										
<b>301 - Materials 2016</b>										
Equinor own disclosure	Hydraulic fracking chemicals use				SPD: Environment	Operational control	Yes, limited assurance			
<b>302 - Energy 2016</b>										
302-1	302-1 Energy consumption within the organization	11.1.2			SPD: Climate b. Fuel consumption from renewable sources: 0 TWh d iii. Cooling sold: 0 TWh d iv. Steam sold: 0 TWh	Operational control	Yes, limited assurance	302-1 Energy consumption within the organization, c. iii cooling consumption	Information unavailable	Cooling consumption included in total

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					<p>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.</p> <p>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/SF/forskrift/2004-06-01-922/">https://lovdata.no/dokument/SF/forskrift/2004-06-01-922/</a>), or collected directly from supplier product specification sheets.</p>					
302-2	302-2 Energy consumption outside the organisation	11.1.3						302-2 Energy consumption outside the organisation	Information unavailable	Energy consumption for use and processing of sold products and upstream categories is not available. GHG/CO2 emissions for sold products and maritime and business travel are reported.
302-3	302-3 Energy intensity	11.1.4						GRI 302-3 Energy intensity	Information unavailable	Equinor currently does not report on energy intensity. This metric will be considered for reported next year
<b>Equinor own disclosure</b>	Total gas and liquids production				IR pages 71-72 SPD - Socio-economic	Equity basis	Yes, limited assurance			
<b>Equinor own disclosure</b>	Total gas and liquids production				SPD - Socio-economic	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Renewable energy production				IR page 121 SPD - Socio-economic	Equity basis	Yes, reasonable assurance			
<b>Equinor own disclosure</b>	Renewables installed capacity				SPD - Socio-economic	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Renewable installed capacity				IR page 121 SPD - Socio-economic	Equity basis	Yes, reasonable assurance			
<b>303 - Water and effluents 2018</b>										
303-1	303-1 Interactions with water as a shared resource	11.6.2			Due to the abundant availability of surface water for use in our onshore operations (Norway, USA) and the limited use of freshwater in our offshore operations, water management is considered to be of low materiality for Equinor. This is supported by assessment of baseline water stress in our locations applying the Aqueduct tool (owned by World Resources Institute). For the same reason, water-related goals have not been established.	Operational control	Yes, limited assurance			
303-2	303-2 Management of water discharge-related impacts	11.6.3			IR page 49	Operational control	Yes, limited assurance			

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303-3	303-3 Water withdrawal	11.6.4	Freshwater availability	Water consumption and withdrawal in water-stressed areas	IR page 52 SPD Environment Water withdrawal for our US onshore operations is only from surface water sources.	Operational control	Yes, limited assurance			
303-4	303-4 Water discharge	11.6.5			Freshwater discharge equals freshwater withdrawal	Operational control	Yes, limited assurance	GRI 303-4 d. Priority substances of concern for which discharges are treated	Information unavailable	Although our discharges of water are underlain national regulations, the required information is not compiled and available. Will be considered in future reporting.
303-5	303-5 Water consumption	11.6.6			Freshwater consumption equals freshwater withdrawal	Operational control	Yes, limited assurance			
<b>304 - Biodiversity 2016</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	11.4.2	Nature loss	Land use and ecological sensitivity	IR page 52 SPD: Environment - "Biodiversity tab"	Operational control	Yes, limited assurance	GRI 304-1 a v. Size of operational site in km2	Information unavailable	The method for calculating size of operational sites in an offshore setting, including pipelines and subsea facilities, has not been established, and would potentially be very complex.
304-2	304-2 Significant impacts of activities, products and services on biodiversity	11.4.3						GRI 304-2	Information unavailable	An overview of our impacts on biodiversity is not yet available, but work is ongoing.
304-3	304-3 Habitats protected or restored	11.4.4			No cases of habitats protected or restored.	Operational control	Yes, limited assurance			
304-4	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	11.4.5						GRI 304-4	Information unavailable	An overview of species in this scope has not been established, but work is ongoing.
<b>305 - Emissions 2016</b>										
305-1	305-1 Direct (Scope 1) GHG emissions	11.1.5	Climate change	Greenhouse gas (GHG) emissions	IR page 90-91 SPD Climate c: No biogenic CO2 emissions within Equinor scope 1 emissions. d: Absolute scope 1 emissions are reported for the current year.	Operational control	Yes, limited assurance			

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					<p>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. 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 ativity 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 emisison factors as set forth by local and national guidelines. Equinor applies a GWP of 28 for methane.</p> <p>f: Equinor reports on both operational control and equity as specified in SR.</p> <p>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</p>					
<b>Equinor own disclosure</b>	Changes in GHG emissions (Scope 1 and 2)		Climate change	Greenhouse gas (GHG) emissions	IR page 11 SPD: Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Direct GHG emissions per field (operational control)		Climate change	Greenhouse gas (GHG) emissions	SPD: Climate	Operational control	No			
<b>Equinor own disclosure</b>	Upstream CO <sub>2</sub> intensity per field / field cluster (operational control)		Climate change	Greenhouse gas (GHG) emissions	SPD: Climate	Operational control	No			
<b>Equinor own disclosure</b>	Direct CO <sub>2</sub> emissions per field (partner operated licences)		Climate change	Greenhouse gas (GHG) emissions	SPD: Climate	Operational control	No			
<b>Equinor own disclosure</b>	2021 Upstream CO <sub>2</sub> intensity per field (partner operated licences)		Climate change	Greenhouse gas (GHG) emissions	SPD: Climate	Operational control	No			
<b>Equinor own disclosure</b>	CO <sub>2</sub> emissions (Scope 1)		Climate change	Greenhouse gas (GHG) emissions	IR page 90 SPD Climate	Operational control	Yes, reasonable assurance			
<b>Equinor own disclosure</b>	CO <sub>2</sub> emissions excl. flaring		Climate change	Greenhouse gas (GHG) emissions	IR page 90 SPD Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	CO <sub>2</sub> emissions from flaring		Climate change	Greenhouse gas (GHG) emissions	IR page 90 SPD Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	CO <sub>2</sub> emissions from upstream operations		Climate change	Greenhouse gas (GHG) emissions	IR page 90 SPD Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	CO <sub>2</sub> emissions from midstream operations		Climate change	Greenhouse gas (GHG) emissions	IR page 90 SPD Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	CO <sub>2</sub> emissions from other operations		Climate change	Greenhouse gas (GHG) emissions	IR page 90 SPD Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Methane (CH <sub>4</sub> ) emissions		Climate change	Greenhouse gas (GHG) emissions	IR pages 11, 90 SPD Climate	Operational control	Yes, reasonable assurance			

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<b>Equinor own disclosure</b>	Hydrocarbons flared				IR page 90 SPD Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Routine flaring (share of total)				IR page 90 SPD Climate	Operational control	Yes, limited assurance			
<b>305-2</b>	305-2 Energy indirect (Scope 2) GHG emissions	11.1.6	Climate change	Greenhouse gas (GHG) emissions	IR page 90 SPD Climate	Operational control	Yes, reasonable assurance			
<b>305-3</b>	305-3 Other indirect (Scope 3) GHG emissions	11.1.7	Climate change	Greenhouse gas (GHG) emissions	IR page 90 SPD Climate	Equity basis	Yes, limited assurance			
<b>305-4</b>	305-4 GHG emissions intensity	11.1.8	Climate change	Greenhouse gas (GHG) emissions	IR pages 11, 90 (only CO2 included) SPD Climate	Operational control/ Equity basis	Yes, limited assurance			
<b>Equinor own disclosure</b>	Upstream GHG intensity of Norwegian piped gas		Climate change	Greenhouse gas (GHG) emissions	SPD - Climate	Operational control, Norwegian gas	Yes, limited assurance			
<b>Equinor own disclosure</b>	Midstream GHG intensity of Norwegian piped gas		Climate change	Greenhouse gas (GHG) emissions	SPD - Climate	Operational control, Norwegian gas	Yes, limited assurance			
<b>Equinor own disclosure</b>	Upstream methane intensity of Norwegian piped gas		Climate change	Greenhouse gas (GHG) emissions	SPD - Climate	Operational control, Norwegian gas	Yes, limited assurance			
<b>Equinor own disclosure</b>	Midstream methane intensity of Norwegian piped gas		Climate change	Greenhouse gas (GHG) emissions	SPD - Climate	Operational control, Norwegian gas	Yes, limited assurance			
<b>Equinor own disclosure</b>	Upstream GHG intensity of LNG		Climate change	Greenhouse gas (GHG) emissions	SPD - Climate	Operational control, Norwegian gas	Yes, limited assurance			
<b>Equinor own disclosure</b>	Upstream methane intensity of LNG		Climate change	Greenhouse gas (GHG) emissions	SPD - Climate	Operational control, Norwegian gas	Yes, limited assurance			
<b>Equinor own disclosure</b>	Performance benchmark: IOGP industry average upstream CO <sub>2</sub> emissions intensity				IR page 91 SPD: Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Methane (CH <sub>4</sub> ) intensity				IR pages 11, 92 SPD: Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Upstream flaring intensity				IR page 92 SPD: Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Performance benchmark: IOGP industry average upstream flaring intensity				IR page 92 SPD: Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Net Carbon Intensity (Climate)				IR page 11, Table under "Net zero pathway" presents Net carbon intensity SPD: Table "Carbon dioxide (CO2)" presents Net carbon intensity (Operational control/Equity basis) as defined by Equinor	Operational control	Yes, limited assurance			

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
305-5	305-5 Reduction of GHG emissions	11.2.3			IR pages 11, 91 SPD: 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: ISO 14064 standard, Part 2 "Specification with guidance at the project level for quantification, monitoring and reporting of greenhouse gas emission reductions or removal enhancements" (2019); and IPIECA and API guideline: "Oil and natural gas industry guidelines for greenhouse gas reduction projects." (2007)	Operational control	Yes, limited assurance			
	Describe the organization's approach to public policy development and lobbying on climate change, including: - the organization's stance on significant issues related to climate change that are the focus of its participation in public policy development and lobbying, and any differences between these positions and its stated policies, goals, or other public positions; - whether it is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying on climate change, including: - the nature of this contribution; - any differences between the organization's stated policies, goals, or other public positions on significant issues related to climate change; and the positions of the representative associations or committees	11.21.3			IR pages 37, 85	Equinor group	Yes, limited assurance			
<b>Equinor own disclosure</b>	CO <sub>2</sub> emissions captured and stored per year				IR page 87 SPD Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Accumulated CO <sub>2</sub> emissions captured and stored				SPD Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Carbon credits retired as offsets				SPD: Climate	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Performance benchmark: CDP Corporate climate change survey				SPD: Climate	Operational control	Yes, limited assurance			

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	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	11.3.2			IR page 51 SPD Environment  Regarding 305-7 b-c: For NOx: Norway: (1) Conventional turbines: Calculated based on direct measurement (online turbine data and fuel gas data). The calculation model is developed internally (PEMS) based on emission measurement for all turbine types. (2) Other sources: Calculations are primarily based on published emission factors, but some calculations are using site-specific data	Operational control	Yes, limited assurance	305-7 a v :Hazardous air pollutants (HAP)	Information unavailable	Emission of mercury to air may occur, but there is a knowledge and technology gap in how to reliably assess mercury content in hydrocarbon fluids or measure mercury content in our emissions to air.
					Brazil and USA: US EPA AP-42 standard UK: Emission factors published by UK Government  For SOx: Norway: (1) Calculated based on sulfur content in diesel as defined by specification from supplier. (2) SOx emission from use of fuel gas is calculated based on site-specific data: Brazil: RESOLUÇÃO ANP N° 52, DE 29.12.2010 - DOU 30.12.2010. USA: US EPA AP-42 standard UK: Emission factors published by UK Government  For VOC: Norway: (1) Direct emission: A large number of different sources, each with a specific and defined method. Calculations are based on national sector guidance. (2) Loading and storage: Calculations are based on site-specific data. Calculations of emissions from loading is based on the VOC Industry Cooperation (VOCIC). (3) Combustion: calculations are based on published emission factors. Brazil and USA: US EPA AP-42 standard, except for VOC emissions from flaring we use a gas composition specific for the asset to perform a mass balance calculation UK: Emission factors published by UK Government  For PM and PCB (1) Emissions from Mongstad refinery: PM and PCB content measured from samples of outlet gas, multiplied with total emitted gas (2) PM emissions from combustion of diesel: Calculated from diesel quantities combusted applying an emission factor of 0,001, which is based on an assessment of PM emissions from diesel engines and boilers in use in our operated portfolio.					
<b>306 - Waste 2020</b>										
306-1	306-1 Waste generation and significant waste-related impacts	11.5.2			IR page 50	Operational control	Yes, limited assurance			

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
306-2	306-2 Management of significant waste-related impacts	11.5.3			IR page 50 Regarding GRI 306-2. We apply the waste hierarchy to primarily avoid waste generation and follow key circular measures such as the re-use, recycling and recovery of materials. We have waste management policies, procedures, and plans, including a waste recording system. Day-to-day waste management within Equinor is contracted to third-party companies that are approved by relevant national authorities and followed up closely by us. Future decommissioning projects will be awarded to contractors applying waste management solutions approved by relevant authorities. We aim to ensure that good measures that support circularity are implemented in these projects.	Operational control	Yes, limited assurance			
306-3	306-3 Waste generated	11.5.4			IR page 51 SPD: Environment	Operational control	Yes, limited assurance			
306-4	306-4 Waste diverted from disposal	11.5.5			IR page 51 SPD: Environment	Operational control	Yes, limited assurance			
306-5	306-5 Waste directed to disposal	11.5.6			IR page 51 SPD: Environment	Operational control	Yes, limited assurance			
<b>306 - Effluents and Waste 2016</b>										
306-3 (2016)	306-3 Significant spills	11.8.2			IR page 51 SPD - Safety	Operational control	Yes, limited assurance			
	Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity (e.g., exploration, development, production, closure and rehabilitation, refining, processing, transportation, storage).	11.8.3			IR 47 SPD: Safety	Operational control	Yes, limited assurance			
	The following additional sector disclosures are for organizations with oil sands mining operations. - List the organization's tailings facilities. - For each tailings facility: - describe the tailings facility; - report whether the facility is active, inactive, or closed; - report the date and main findings of the most recent risk assessment. - Describe actions taken to: - manage impacts from tailings facilities, including during closure and post-closure; - prevent catastrophic failures of tailings facilities	11.8.4			Equinor has no operations or ownerships in oil sand assets.					
Equinor own disclosure	Number of oil spills				IR page 51 SPD Safety	Operational control	Yes, reasonable assurance			
Equinor own disclosure	Volume of oil spills				IR page 51 SPD Safety	Operational control	Yes, reasonable assurance			

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
Equinor own disclosure	Number of other spills				IR page 51 SPD Safety	Operational control	Yes, limited assurance			
Equinor own disclosure	Volume of other spills				IR page 51 SPD Safety	Operational control	Yes, limited assurance			
Equinor own disclosure	Regular discharge of oil to water				IR page 51 SPD Environment	Operational control	Yes, limited assurance			
<b>GRI 400 series (Social topics)</b>										
<b>401 - Employment 2016</b>										
401-1	401-1 New employee hires and employee turnover	11.10.2	Employment and Wealth Generation	Absolute number and rate of employment	IR page 35 SPD Workforce	Equinor group	Yes, limited assurance			
401-2	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	11.10.3						GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Information unavailable	Do not have data available to report fully
401-3	401-3 Parental leave	11.10.4, 11.11.3			IR Page 59 SPD Workforce	Equinor group	Yes, limited assurance	GRI 401-3 Parental leave c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d.Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	Information unavailable	Data is not available to report fully. We will consider opportunities for providing such data for 2023.
Equinor own disclosure	Ranking in Universum Engineering students employer Attractiveness survey (Norway)				SPD Workforce	Equinor ASA	Yes, limited assurance			
Equinor own disclosure	Apprentices at year end				SPD Workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Apprenticeships awarded per year (women share)				IR page 58 SPD: Workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Graduates at year end (women share)				SPD: Workforce	Equinor group	Yes, limited assurance			

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
Equinor own disclosure	Graduates recruited per year (women share)				IR page 58 SPD: Workforce	Equinor group	Yes, limited assurance			
<b>402 - Labor/Management Relations 2016</b>										
402-1	402-1 Minimum notice periods regarding operational changes	11.7.2, 11.10.5			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.	Equinor group	Yes, limited assurance			
					For Norway: requirements for minimum notice period are regulated in the Working Environment Act. 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.  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.  For other significant locations of operation, such as US, Brazil and UK, we follow local legislation.					
<b>403 - Occupational Health and Safety 2016</b>										
403-1	403-1 Occupational health and safety management system	11.9.2			IR pages 45-46  Generally, our mgt system is designed to meet internal and external requirements. National legal requirements are adhered to locally and presented as additions 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.  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.	Equinor group	Yes, limited assurance			

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
403-2	403-2 Hazard identification, risk assessment, and incident investigation	11.9.3			<p>IR pages 32, 44-46</p> <p>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>	Operational control	Yes, limited assurance			
					<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 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>					

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
403-3	403-3 Occupational health services	11.9.4			<p>IR page 46</p> <p>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			
403-4	403-4 Worker participation, consultation, and communication on occupational health and safety	11.9.5			<p>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	11.9.6			<p>IR page 46</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	11.9.7	Health and well-being	Health and safety (%)	<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			

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
403-7	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	11.9.8			<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. 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			
403-8	403-8 Workers covered by an occupational health and safety management system	11.9.9			<p>Generally, our management system is designed to meet internal and external requirements. National legal requirements are adhered to locally and presented as additions 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, Details of our management system approach: IR page 45.</p>	Equinor group	Yes, limited assurance			
403-9	403-9 Work-related injuries	11.9.10	Health and well-being	Health and safety (%)	<p>IR page 47 SPD Safety</p> <p>This includes reporting on the KPIs "Total serious incident frequency (SIF) [KPI]", "Actual SIF", "Total recordable injury frequency (TRIF) [KPI]", "Employee TRIF", "Contractor TRIF", "Total fatalities", "Employees' fatalities" and "Contractors' fatalities".</p>	Operational control	Yes, reasonable assurance			
					<p>All work-related injuries and the relevant number of hours worked are registered in our corporate incident recording system (Synergi). 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>					

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
403-10	403-10 Work-related ill health	11.9.11	Health and well-being	Health and safety (%)	<p>IR page 47 SPD Safety</p> <p>Relates to Total recordable injury frequency (TRIF), Employee TRIF, Contractor TRIF, Total fatalities, Employees fatalities, Contractor fatalities</p> <p>All work-related ill cases are registered in our corporate incident recording system(Synergi) All Equinor worker categories are included. The data have been compiled according to national and international HSE standards in governing documents and subsequent advice and actions suggested. Equinor has defined 9 major contributing working environment factors that may pose a risk of ill health; ergonomics/human factors, psychosocial, noise, vibration, climate, chemicals, radiation, lighting, and biological. These factors represents health hazards commonly used in regulations, standards and guidelines. E.g "The World Bank Group's Environmental, Health and Safety guidelines" and in IOGPs «Health management in the oil and gas industry". They are typically grouped as Chemical-, Physical-, Biological-, Ergonomic- and Psychosocial health hazards. The physical health hazards group include noise, vibration, radiation, climate and lighting. In 2022 the following hazards have caused or contributed to cases of ill health; biological, psychosocial, climate (outdoor and indoor), noise, heat stress, chemical, ergonomics.</p>	Operational control	Yes, reasonable assurance			
<b>Equinor own disclosure</b>	Work related illness frequency (WRI)				IR page 47 SPD Safety	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Sickness absence				IR page 47 SPD Safety	Equinor ASA employees	Yes, limited assurance			
<b>Equinor own disclosure</b>	Oil and gas leakages with a leakage rate of 0.1kg per second or more [KPI]				IR page 47 SPD Safety	Operational control	Yes, reasonable assurance			
<b>Equinor own disclosure</b>	Planned hours worked				IR page 47 SPD Safety	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Total serious incident frequency (SIF) [KPI]				IR page 47 SPD Safety	Operational control	Yes, reasonable assurance			
<b>Equinor own disclosure</b>	Actual SIF				IR page 47 SPD Safety	Operational control	Yes, reasonable assurance			
<b>Equinor own disclosure</b>	Incidents with major accident potential				IR page 47 SPD Safety	Operational control	Yes, limited assurance			
<b>Equinor own disclosure</b>	Major accidents				IR page 47 SPD Safety	Operational control	Yes, limited assurance			
<b>404 - Training and Education 2016</b>										
404-1	404-1 Average hours of training per year per employee	11.10.6, 11.11.4	Skills for the future	Training provided (#, \$)	SPD Workforce	Equinor group	Yes, limited assurance	WEF: Average training and development expenditure per full time employee	Information unavailable	Expenditure related to training not recorded for all different types of training

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
404-2	404-2 Programs for upgrading employee skills and transition assistance programs	11.7.3, 11.10.7						404-2 Programs for upgrading employee skills and transition assistance programs	Information unavailable	Do not have data available to report fully
	List the operational sites that: - have closure and rehabilitation plans in place; - have been closed; - are in the process of being closed	11.7.4			Operational sites that: - have decommissioning plan in place: Heimdal - have been closed: Veslefrikk A and B	Operational control	Yes, limited assurance			
	List the decommissioned structures left in place and describe the rationale for leaving them in place.	11.7.5			Veslefrikk A is closed and unmanned at the field. Awaits removal campaign for topside and jacket in 2025/2026..	Operational control	Yes, limited assurance			
	Report the total monetary value of financial provisions for closure and rehabilitation made by the organization, including post-closure monitoring and aftercare for operational sites.	11.7.6			IR pages 190-192	Equinor group	Yes, limited assurance			
<b>405 - Diversity and Equal Opportunity 2016</b>										
405-1	405-1 Diversity of governance bodies and employees	11.11.5	Quality of governing body Employment and wealth generation Dignity and equality	Governance body composition Absolute number and rate of employment Diversity and inclusion (%)	IR page 29 SPD Workforce	Equinor group	Yes, limited assurance	405-1, b ii: Percentage of employees per employee category in each of the following diversity categories: Age group: under 30 years old, 30-50 years old, over 50 years old.	Information unavailable	Data is not available to report fully. We will consider opportunities for providing such data for 2023.
Equinor own disclosure	Proportion of employees who have taken parental leave (in accordance with the Norwegian "Aktivitets- og redegjøllesplikten)				IR page 59 SPD Workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Proportion of temporary employees and employees working part-time, incl. involuntary part-time (in accordance with the Norwegian "Aktivitets- og redegjøllesplikten)				SPD Workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Female apprenticeships at year end (share of total)				SPD Workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Apprenticeships awarded to women (share of total)				IR page 58 SPD Workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Female graduates at year-end (share of total)				SPD Workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Female graduates recruited (share of total)				IR page 58 SPD Workforce	Equinor group	Yes, limited assurance			
Equinor own disclosure	Satisfaction and motivation				SPD Workforce	Equinor group (all Equinor employees)	Yes, limited assurance			

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
405-2	405-2 Ratio of basic salary and remuneration of women to men	11.11.6	Dignity and equality	Pay equality (%)	IR page 58 SPD Workforce	Equinor ASA	Yes, limited assurance			
			Dignity and equality	Wage level (%), item 1				WEF, Wage level (%), item 1: Ratios of standard entry level wage by gender compared to local minimum wage:	Information unavailable	Not measured as there is no concept of minimum wage in Norway.
			Dignity and equality	Wage level (%), item 2	SPD Workforce	Equinor ASA	Yes, limited assurance			
<b>406 - Non-discrimination 2016</b>										
406-1	406-1 Incidents of discrimination and corrective actions taken	11.11.7			Eight reports with allegations of discrimination. All reports assessed, six concluded that allegations were not substantiated, two reports not concluded per January 2023.	Equinor group	Yes, limited assurance			
<b>407: Freedom of Association and Collective Bargaining 2016</b>										
407-1	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	11.13.2				Operational control	Yes, limited assurance	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Information unavailable	Do not have data available to report fully
<b>Equinor own disclosure</b>	Average overall zero tolerance for discrimination and harassment score				SPD: Workforce	Equinor group (all Equinor employees)	Yes, limited assurance			
<b>409: Forced or Compulsory Labor 2016</b>										
409-1	409-1 Operations and suppliers at significant risks for incidents of forced or compulsory labor	11.12.2	Dignity and equality	Risk of incidents of child and forced labour	IR pages 53-54	Equinor's suppliers, risk based approach	Yes, limited assurance	WEF: Risk for incidents of child labour	Information unavailable	Do not have data available to report fully
<b>410 - Security Practices 2016</b>										
410-1	410-1 Security personnel trained in human rights policies or procedures	11.18.2			IR page 48	Operational control	Yes, limited assurance			
<b>411: Rights of Indigenous Peoples 2016</b>										
411-1	411-1 Incidents of violations involving rights of indigenous peoples	11.17.2			IR page 55	Operational control	Yes, limited assurance			
	List the locations of operations where indigenous peoples are present or affected by activities of the organization.	11.17.3			IR page 55	Operational control	Yes, limited assurance			

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
	Report if the organization has been involved in a process of seeking free, prior and informed consent (FPIC) from indigenous peoples for any of the organization's activities, including, in each case: - whether the process has been mutually accepted by the organization and the affected indigenous peoples; - whether an agreement has been reached, and if so, if the agreement is publicly available.	11.17.4			Not relevant because there have been no locations of operations where indigenous peoples are present.					
<b>413: Local Communities 2016</b>										
413-1	413-1 Operations with local community engagement, impact assessments, and development programs	11.15.2						413-1 Operations with local community engagement, impact assessments, and development programs	Information unavailable	Data is not available to report fully. We will consider opportunities for providing such data for 2023.
413-2	413-2 Operations with significant actual and potential negative impacts on local communities	11.15.3						413-2 Operations with significant actual and potential negative impacts on local communities	Information unavailable	Data is not available to report fully. We will consider opportunities for providing such data for 2023.
	Report the number and type of grievances from local communities identified, including: - percentage of the grievances that were addressed and resolved; - percentage of the grievances that were resolved through remediation	11.15.4			IR page 55	Operational control	Yes, limited assurance			
<b>414: Supplier Social Assessment 2016</b>										
414-1	414-1 New suppliers that were screened using social criteria	11.10.8, 11.12.3			IR page 54	Operational control	Yes, limited assurance			
414-2	414-2 Negative social impacts in the supply chain and actions taken	11.10.9			IR page 54	Operational control	Yes, limited assurance			
<b>415: Public Policy 2016</b>										
415-1	415-1 Political contributions	11.22.2			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			

GRI disclosure No.	GRI disclosure description	GRI 11: Oil and Gas Sector 2021 disclosure no.	WEF theme	WEF core metrics and disclosure	Equinor reference	Boundary	Assured by third party	Part omitted	Reason	Explanation
416-1	416-1 Assessment of the health and safety impacts of product and service categories	11.3.3						416-1 Assessment of the health and safety impacts of product and service categories	Information unavailable	Information not specifically available for Equinor's products and services. We will consider reporting on this for 2023.
	List the locations of operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing. For each location, describe how peoples' livelihoods and human rights were affected and restored.	11.16.2			IR page 55	Operational control	Yes, limited assurance			