

Material topics' performance

ALWAYS SAFE Indicators/metrics	2023 Ambition (target year)	Status	Performance	
			2023	2022
Safe and secure operations				
Serious Incident Frequency (SIF) (number per million hours worked)	≤0.3 (2023)	●	0.4	0.4
Total Recordable Injury Frequency (TRIF) (number per million hours worked)	≤2.2 (2023)	●	2.4	2.5
Completion of cyber security awareness training for employees - since commenced June 2021 (%)	95% (2023)	●	98	98
Protecting nature				
Serious accidental spills (number of)	0 (2023)	●	0	0
New projects with net positive impact plans (NPI) (number of projects)	New projects in protected areas or areas of high biodiversity value to establish a plan aiming to demonstrate net positive impact (one project in scope for 2023)	●	0	n/r
Sites with site-specific inventory of key biodiversity features (number of assets)	Establish site-specific inventory of key biodiversity features for 35 existing sites	●	35	n/r
Respecting human rights				
No relevant monitoring indicator available ¹	Determine a suitable human rights indicator (2023)	●	Completed	n/r
Workforce for the future				
Inclusion index score (%)	I: ≥80 (2025)	●	78	77

HIGH VALUE Indicators/metrics	2023 Ambition (target year)	Status	Performance	
			2023	2022
Profitable portfolio				
Relative Total Shareholder Return (Relative TSR) (quartile)	Above average in ranking among peers ²	●	8 of 12	6 of 12
Relative ROACE* (peer group rank)	First quartile in ranking among peers ²	●	1 of 12	1 of 12
Return on Average Capital Employed* (ROACE) (%)	>15% yearly (2023-2030) ^{2, 3}	●	24.9	55.1
Organic Capex* (USD billion)	2023 outlook guiding 10-11 ²	●	10.2	8.3 ⁴
Equity production liquids and gas (mboe per day)	2023 outlook guiding ~3% above 2022 ²	●	Growth 2% (2,082)	2,039
Energy provision and value creation for society				
Energy production (TJ to market) ⁵	Not applicable		4,365,682	4,265,540
Payments to governments (USD billion)	Not applicable		31.0	49.2
Share of procurement spend locally (%)	Not applicable		89	89
Integrity and anti-corruption				
Confirmed corruption cases (number of)	0 (2022)	●	0	0
Employees who signed-off the Code of Conduct (%)	≥95% (2022)	●	96	95

LOW CARBON Indicators/metrics	2023 Ambition (target year)	Status	Performance	
			2023	2022
Net zero pathway				
Upstream CO ₂ intensity, Scope 1 (kg CO ₂ /boe)	<7 kg/boe (2025) ⁶ <6 kg/boe (2030)	●	6.7	6.9
Absolute GHG emissions scope 1 and 2 (million tonnes CO ₂ e)	Net 50% emission reduction (2015 -> 2030)	●	11.6 (-30%)	11.4 (-31%)
Net carbon intensity (gCO ₂ e/MJ) (Includes GHG emissions from scope 1, 2 and 3 - Category 11, Use of sold products)	-20% (2019 -> 2030) -40% (2019 -> 2035)	●	67.0 (-1%)	66.5 (-2%)
Annual gross CAPEX* to renewables and low carbon solutions (%)	>30% (2025) >50% (2030)	●	20	14
Renewable energy installed capacity (GW, equity)	12-16 installed (2030)	●	0.9	0.6

Highlighted: Performance indicator.

- Developed two internal monitoring indicators to be piloted in 2024.
- Outlook and ambitions presented at CMU 2023 or in Annual report 2022.
- Based on 2023 CMU reference case (70 USD/bbl).
- Adjusted to USD/NOK exchange rate assumption in the Outlook presented at CMU 2022.
- Oil prod: 2,313,473 TJ, Gas prod: 2,018,514 TJ, Gas to power: 15,514 TJ, Wind to grid: 15,153 TJ and Solar to grid: 3,028 TJ.
- 2025 ambition changed to 7kg CO₂e/boe from 8kg CO₂e/boe.

● Ambition met in 2023.

● Plan in place, on track to reach longer-term ambition.

● Ambition not met in 2023.

● Plan in place, not on track to reach longer-term ambition.