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GRI: GENERAL DISCLOSURES

This document aims to provide a consolidated overview of Harbour Energy reporting against the Global Reporting Initiative (GRI), including the supplement for the Oil & Gas Industry. We have included a note to highlight whether a topic is material for Harbour Energy. Furthermore, each disclosure point has been marked using the following legends:

Organisational profile		DISCLOSURE	ESG	APP	DATA	AR	WEB
102-1	Name of the organization	●					LINK
102-2	Activities, brands, products and services	●					LINK
102-3	Location of headquarters	●				182	LINK
102-4	Location of operations	●				22-27	LINK
102-5	Ownership and legal form	●				178	LINK
102-6	Markets served	●					LINK
102-7	Scale of the organization	●					LINK
102-8	Information on employees and other workers	●			Soc. Data		
102-9	Supply chain	●	40		Gov. Data		
102-10	Significant changes to the organization and its supply chain	●				2-54	
102-11	Precautionary principle or approach	●				2-54	
102-12	External initiatives	●		Notes below			
102-13	Membership of associations	●	41	Notes below			
NOTES	Harbour Energy is member of a number of industry associations, where we often sit on committees and other task forces. The membership of associations include: IOGP, Energy Institute, Oil & Gas UK, FABIG, Step Change in Safety, DROPS, EPOL and BEIS (OPRED). We disclose total fees associated with membership of associations in our ESG report. Examples of external initiatives include UN Global Compact and Global Reporting Initiative. 102-11: Refer to GRI 307.						

Strategy		DISCLOSURE	ESG	APP	DATA	AR	WEB
102-16	Values, principles, standards and norms of behaviour	●	3			7	
102-17	Mechanisms for advice and concerns about ethics	●				48	
NOTES							

Ethics and integrity		DISCLOSURE	ESG	APP	DATA	AR	WEB
102-16	Values, principles, standards and norms of behaviour	●				12	
102-17	Mechanisms for advice and concerns about ethics	●	36				
NOTES							

LEVEL OF DISCLOSURE:

● Full	● Partial	● Omitted	ESG	ESG Report	APP	Appendix	DATA	ESG Data Sheets	AR	Annual Report	WEB	Website
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GENERAL DISCLOSURES

Governance		DISCLOSURE	ESG	APP	DATA	AR	WEB
102-18	Governance structure	●				56-102	LINK
102-19	Delegating authority	●				56-102	
102-20	Executive-level responsibility for economic, environmental, and social topics	●				56-102	
102-21	Consulting stakeholders on economic, environmental, and social topics	●				56-102	
102-22	Composition of the highest governance body and its committees	●				56-102	
102-23	Chair of the highest governance body	●				56-102	
102-24	Nominating and selecting the highest governance body	●				56-102	
102-25	Conflicts of interest	●				56-102	
102-26	Role of highest governance body in setting purpose, values, and strategy	●				56-102	
102-27	Collective knowledge of highest governance body	●				56-102	
102-28	Evaluating the highest governance body's performance	●				56-102	
102-29	Identifying and managing economic, environmental, and social impacts	●				56-102	
102-30	Effectiveness of risk management processes	●				56-102	
102-31	Review of economic, environmental, and social topics	●				56-102	
102-32	Highest governance body's role in sustainability reporting	●		Notes below			
102-33	Communicating critical concerns	●	36				
102-34	Nature and total number of critical concerns	●	36				
102-35	Remuneration policies	●				74-99	
102-36	Process for determining remuneration	●				74-99	
102-37	Stakeholders' involvement in remuneration	●		Notes below			
102-38	Annual total compensation ratio	●		Notes below		74-99	
102-39	Annual total compensation ratio	●		Notes below		74-99	
NOTES	102-34: Partly reported as we do not disclose the nature of critical concerns that were communicated to the highest governance body for confidentiality reasons. 102-37: We engage our major shareholders when designing our remuneration policies, but not our broader stakeholder group. 102-38 and 102-39: Partly reported. We provide the ratio of the CEO's pay to the lower quartile, median, and upper quartile pay in our Annual Remuneration report for the last three years, but we do not report data on highest-paid individual in each country of significant operations to the median annual total compensation for all employees, nor the percentage increase. The Board of Directors approves the ESG report.						

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GENERAL DISCLOSURES

Stakeholder Engagement		DISCLOSURE	ESG	APP	DATA	AR	WEB
102-40	List of stakeholder groups	●	7		Soc. Data	16-19	
102-41	Collective bargaining agreements	●	32			16-19	
102-42	Identifying and selecting stakeholders	●	7	Notes below		16-19	
102-43	Approach to stakeholder engagement	●	7	Notes below		16-19	
102-44	Key topics and concerns raised	●				16-19	
NOTES	Our stakeholders are selected for engagement on the basis of: a) Their actual and / or potential impact on Harbour, and the achievement of our business objectives, and b) our actual and / or potential impact, both positive and negative, on them. We have identified a number of key stakeholder groups, and these include: shareholders and lenders, JV partners, our workforce (incl. contractors), government and regulators, suppliers and customers. Approach: engagement with stakeholders takes place at different levels: Corporate level (i.e. for strategic issues) and Business unit level (i.e. for both strategic and operational issues). Furthermore, the frequency of our engagements (daily, weekly or monthly), and the mechanism by which we engage (direct engagement, virtual meetings, annual reports etc), depends on who we are engaging with.						

Reporting practice		DISCLOSURE	ESG	APP	DATA	AR	WEB
102-45	Entities included in the consolidated financial statements	●				103-169	
102-46	Defining report content and topic Boundaries	●	1			103-169	
102-47	List of material topics	●	10				
102-48	Restatements of information	●				103-169	
102-49	Changes in reporting	●				103-169	
102-50	Reporting period	●	1			103-169	
102-51	Date of most recent report	●	1			103-169	LINK
102-52	Reporting cycle	●	1			103-169	
102-53	Contact point for questions regarding the report	●				182	
102-54	Claims of reporting in accordance with the GRI Standards	●	8				
102-55	GRI content index	●		Notes below			
102-56	External assurance	●	44			109	
NOTES	102-55: This GRI Table is our GRI content index						

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GRI 200: ECONOMIC

GRI 201: Economic performance (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●				2-54	
201-1	Direct economic value generated and distributed	●			Gov. Data		
201-2	Financial implications and other risks and opportunities due to climate change	●		Notes below		2-54	
201-3	Defined benefit plan obligations and other retirement plans	●				127	
201-4	Financial assistance received from government	●	41		Gov. Data		
NOTES	We provide a wide range of data and supportive narrative concerning risks and opportunities related to climate change in both the Annual and ESG reports. However, we do not report on 201-2 a – i, iii, v.						

GRI 202: Market presence (2016) - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●		Notes below			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	●		Notes below			
202-2	Proportion of senior management hired from the local community	●			Soc. Data		
NOTES	202: Not applicable. Our employees receive salaries that are significantly higher than applicable local minimum wage levels. This is due to the nature of employee roles at Harbour Energy, which are generally office-based administrative roles or highly skilled technical roles. Entry grade salary levels in our international operations are significantly higher than the applicable local minimum wage. 202-2: We provide data for Nationals (locals) in senior management (including grade applied) in the Data Sheet (although not broken down by location)						

GRI 203: Indirect economic impacts (2016) - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	28				
203-1	Infrastructure investments and services supported	●	28	Notes below			
203-2	Significant indirect economic impacts	●	28	Notes below			
NOTES	203-1 (a), (b) and (c): Partially reported. 203-2 (a) and (b): Partially reported. Impacts through value generation and distribution are reported in a general context and not on a project basis or in context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.						

GRI 204: Procurement practices (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	40				
204-1	Proportion of spending on local suppliers	●	40		Gov. Data		
NOTES	Following the creation of Harbour Energy, we disclose the proportion of spending on local suppliers in percentage terms of all new contract signed 2021 for our significant locations of operations, these include UK, Norway, Vietnam and Indonesia.						

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GRI 200: ECONOMIC

GRI 205: Anti-corruption - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	36				LINK
205-1	Operations assessed for risks related to corruption	●	36				
205-2	Communication and training about anti-corruption policies and procedures	●	36				
205-3	Confirmed incidents of corruption and actions taken	●	36				
NOTES							

GRI 206: Anti-competitive behaviour (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	36				
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	●	36	Notes below			
NOTES							

GRI 207: Tax (2019) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	35	Notes below			LINK
207-1	Approach to tax	●		Notes below			LINK
207-2	Tax governance, control and risk management	●		Notes below			LINK
207-3	Stakeholder engagement and management concerns related to tax	●	35	Notes below			LINK
207-4	Country-by-country reporting	●		Notes below		171-172	
NOTES	We provide a wide range of tax related data throughout our Annual Report. Tax is audited every year by an independent external auditor as part of the annual audit for the financial statements. Harbour Energy will publish a Country-by-country report by the end of 2022 covering FY21. However, in our annual report we publish "Payments to governments for the year ended 31 December 2021" For more information regarding approach, governance, control and risk management related to taxation, please refer to our Tax Policy and Annual Report.						

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GRI 300: ENVIRONMENTAL

GRI 301: Materials (2016) - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●		Notes below			
301-1	Materials used by weight or volume	●		Notes below			
301-2	Recycled input materials used	●		Notes below			
301-3	Reclaimed products and their packaging materials	●		Notes below			
NOTES	Energy is the dominant input and output of our operations, therefore the value of reporting total materials by weight or volume for our sector is limited.						

GRI 302: Energy (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	24				
302-1	Energy consumption within the organization	●	24		Env. Tab		
302-2	Energy consumption outside of the organization	●		Notes below			
302-3	Energy intensity	●	24		Env. Tab		
302-4	Reduction of energy consumption	●	24				
302-5	Reduction in energy requirements of products and services	●		Notes below			
NOTES	302-2: Energy consumption outside of the organization is currently not reported. We do not report reduction of energy consumption broken down by types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam. 302-5: Reduction in energy requirements of products and services is not applicable to our operations.						

GRI 303: Water and effluents (2018) - NON-MATERIAL / MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●		Notes below			
303-1	Interactions with water as a shared resource	●		Notes below			
303-2	Management of water discharge-related impacts	●		Notes below			
303-3	Water withdrawal	●		Notes below	Env. Tab		
303-4	Water discharge	●		Notes below	Env. Tab		
303-5	Water consumption	●		Notes below	Env. Tab		
NOTES	Our materiality assessment has shown that water is not a material topic for Harbour Energy. All of our operated assets are offshore, we have a limited impact on local water availability. We do not operate in regions with high or extremely high baseline water stress, where access to water may cause operational disruptions and/or conflicts with local communities over scarce resources. Nor do we operate in areas where there is a risk of aquifer contamination. We monitor water produced alongside our offshore operations and treat it to reduce the concentration of oil in water to permitted levels, before discharging it to the marine environment. Globally, we do not extract any water directly from freshwater sources (e.g. springs, streams, rivers, freshwater lakes etc.). Most of the water we use is seawater as all our operations are located offshore. We disclose several Effluents and Waste KPIs in our Data Sheets. 303-3: We do not break down total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by category nor by the unit of metric: ≤1,000 mg/L Total Dissolved Solids. GRI 303-4: We do not disclose water discharge to all areas in megaliters, and a breakdown of this by points i. ii. iii. iv.						

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GRI 300: ENVIRONMENTAL

GRI 304: Biodiversity (2016) - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●		Notes below			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	●		Notes below			
304-2	Significant impacts of activities, products, and services on biodiversity	●		Notes below			
304-3	Habitats protected or restored	●		Notes below			
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	●		Notes below			
NOTES	Harbour Energy takes consideration of biodiversity risks within our decision-making and the systems and controls when undertaking activities within protective or sensitive areas (all our operating sites undergo biodiversity risk assessments as part of the EIA process). Due to the locations where we operate and our impact mitigation measures, our materiality assessment has shown that this is not a material topic for us. We have no operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. We have therefore limited impact on areas of high biodiversity value. 304-3 and 304-4 not reported as these are not applicable.						

GRI 305: Emissions (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	18-24		Env. Tab	32-33	
305-1	Direct (Scope 1) GHG emissions	●	18-24		Env. Tab		
305-2	Energy indirect (Scope 2) GHG emissions	●	18-24		Env. Tab		
305-3	Other indirect (Scope 3) GHG emissions	●	18-24	Notes below	Env. Tab		
305-4	GHG emissions intensity	●	18-24		Env. Tab		
305-5	Reduction of GHG emissions	●	18-24				
305-6	Emissions of ozone-depleting substances (ODS)	●	18-24		Env. Tab		
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	●		Notes below	Env. Tab		
NOTES	The vast majority of our GHG emissions are emitted in our UK operations. We are obliged under the UK Government's Energy Savings Opportunity Scheme (ESOS) to Calculate our total energy consumption in the UK, identify areas of significant energy consumption in the UK, and provide this information to the UK Environment Agency. Efficient use of energy use helps us reduce our GHG emissions and lower operating costs. 305-3 Partly reported: Harbour Energy discloses Scope 3 GHG emissions data related to employee travel and commuting. Disclosure of other Scope 3 related emissions throughout our value chain is currently under consideration. 305-7 Partly reported. Air quality (air emissions) has been considered non-material given that, as an offshore operator, we have limited impact on nearby communities. However, we do provide a wide range of air emissions data. Nitrogen oxides (NOx), sulphur oxides (SOx) and PM is currently not disclosed. Disclosure of additional air emissions data is under consideration.						

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GRI 300: ENVIRONMENTAL

GRI 306: Waste (2020) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	25				
306-1	Waste generation and significant waste-related impacts	●	25				
306-2	Management of significant waste-related impacts	●	25				
306-3	Waste generated	●	25		Env. Tab		
306-4	Waste diverted from disposal	●	25		Env. Tab		
306-5	Waste directed to disposal	●	25		Env. Tab		
NOTES	We began disclosing waste related data using the GRI 306 (2020) standard for our 2021 ESG Report.						

GRI 307: Environmental compliance (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	Throughout report	Notes below		72-73	
307-1	Non-compliance with environmental laws and regulations	●	25	Notes below	Env. Tab		
NOTES	Our Health, Safety, Environment and Security (HSES) Management System helps us manage our environmental impacts across our operations and projects. All of legacy Premier Oil operated production and drilling activities are certified to the ISO 14001 environmental management standard. Legacy Chrysoar assets were ISO 14001 certified in 2019. We prepare environmental impact assessments (EIAs) and social impact assessments (SIAs) for all our operated activities. The assessments are designed to consistently identify and mitigate our impacts (physical, environmental and socio-economic), and thereby reduce or avoid negative impacts on the environment (precautionary principle). Where applicable, we submit our EIAs and SIAs to the respective regulatory bodies in our host countries for approval prior to conducting our operated activities. We have not identified any non-compliance with environmental laws and/or regulations, nor have we been subject to any fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations during 2021.						

GRI 307: GRI 308: Supplier environmental assessment (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	40	Notes below			
308-1	New suppliers that were screened using environmental criteria	●	40	Notes below			
308-2	Negative environmental impacts in the supply chain and actions taken	●	40	Notes below			
NOTES	We subject all new contractors to an initial risk based HSES (Health Safety Environment and Security) assessment either by pre-qualification, bidding or negotiation, and then again during contract commencement. In 2021, we identified no significant negative environmental impacts in our supply chain.						

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GRI 400: SOCIAL

GRI 401: Employment (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	30	Notes below			
401-1	New employee hires and employee turnover	●		Notes below	Social Data		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	●		Notes below			
401-3	Parental leave	●		Notes below	Social Data		
NOTES	We supplement employees' base salaries with additional benefit packages. These vary depending on national employment law and local circumstances, but typically include: Life insurance, healthcare, disability and invalidity coverage, parental leave, retirement provisions and stock ownership. Identical benefits are provided irrespective of employment type (full-time and part-time employees) in our European operations (UK and Norway). As for our international operations (these refer to Indonesia and Vietnam; Falklands and Brazil not included as we are exiting these countries), part-time employees enjoy broadly the same access benefits provided to full-time employees, with the exception of a smaller number of benefits (e.g stock ownership). 401-1 Partly reported: We disclose employee net gain/loss (in total and by gender) and turnover rate (in total and by gender), but we do not disclose employee turnover by age group or region. We do not disclose points c, d and e under 401-3. Disclosure of these indicators is under consideration.						

GRI 402: Labour/ Management relations (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	30	Notes below			
402-1	Minimum notice periods regarding operational changes	●		Notes below			
NOTES	Typically, we will provide employees and, where relevant, their elected representatives with at least one month's notice of any significant operational changes that might affect them.						

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GRI 400: SOCIAL

GRI 403: Occupational health and safety (2018) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	11-16	Notes below			
403-1	Occupational health and safety management system	●	11-16	Notes below			
403-2	Hazard identification, risk assessment, and incident investigation	●	11-16	Notes below			
403-3	Occupational health services	●	11-16	Notes below			
403-4	Worker participation, consultation, and communication on occupational health and safety	●	11-16	Notes below			
403-5	Worker training on occupational health and safety	●	11-16	Notes below			
403-6	Promotion of worker health	●	11-16	Notes below			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	●	11-16	Notes below			
403-8	Workers covered by an occupational health and safety management system	●	11-16	Notes below			
403-9	Work-related injuries	●	11-16		Social Data		
403-10	Work-related ill health	●	11-16		Social Data		
NOTES	<p>Our Health, Safety, Environment and Security (HSES) Policy supports our commitment to continually improve our HSES performance. The Policy is endorsed by our Chief Executive Officer and sets out our overarching commitment. Our HSES Policy is supported by and implemented through our HSES Management Systems (Legacy Premier Oil HSES MS is certified to ISO45001 and 14001, and legacy Chrysaor HSES MS is certified to ISO14001). The new HSES Management System Framework for Harbour Energy, which will be published in 2022, is reviewed and endorsed by the HSES Committee of the Board. ISO 14001 will be integrated in 2022 into a single North Sea BU certification, and we will retain a separate ISO 14001 and 45001 for International operations. The HSES Management System covers all our work-force (employees and contractors) across all our operations. Our HSES Management System is monitored and reviewed on an ongoing basis to ensure its effectiveness and to support continuous improvement of operations. Off-shore employees (all production and drilling activities are located offshore) are engaged and consulted on HSES policy and practice; additionally, employee groups are selected to form safety forums or safety representatives. Elective safety representatives and safety forum groups meet every quarter, with the exception of those occurring across the Covid-19 pandemic (virtual meetings). Occupational health and safety training is provided across the organization for all staff. This training includes generic training (e.g. induction) as well as more specific work-related OHS training (e.g. work related hazards, or hazardous activities/situations), depending on the employee and the activity performed (e.g. off-shore staff). A comprehensive audit program is structured for HSES management across the organization (covering employees and contractors). We have processes for identifying workplace health and safety hazards and for assessing risks. Employees and contractors can report workplace hazards and hazardous situations, and are required (instructed) to remove themselves from work in situations which could cause injury, and are likewise instructed to intervene in situations which could cause injury. All workers (employees and contractors) are equipped with a stop work authority. Additionally, neither employees nor contractors are allowed to resume their activity in cases where potential hazards have not been addressed and risks have not been mitigated. All workers are protected against reprisals. We report and investigate all our incidents and near misses. High consequence injury rate data is reported and investigated at each instance. 403-2: a. (i and ii), and d not reported. 403-6 a: Not reported, 403-6 b: Partially reported. 403-9: We disclose the total number of hours worked, but we do not disclose the split between employees (403-9 a.v.) and contractors (403-9 b.v.).</p>						

GRI 404: Training and education (2016) - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●					
404-1	Average hours of training per year per employee	●		Notes below	Social Data		
404-2	Programs for upgrading employee skills and transition assistance programs	●					
404-3	Percentage of employees receiving regular performance and career development reviews	●			Social Data		
NOTES	<p>Hours spent on employee development training to enhance knowledge or individual skills reached 43,589 hours during 2021, which reached 25 hours on training per employee (1771 employees by year end). The substantial number of hours of training is the result of the merger between Chrysaor Energy and Premier Oil where a series of training events were undertaken to introduce employees to the new organization, policies etc.</p>						

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GRI 400: SOCIAL

GRI 405: Diversity and equal opportunity (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	30-32			70-71	
405-1	Diversity of governance bodies and employees	●	30-32		Social Data	70-71	
405-2	Ratio of basic salary and remuneration of women to men	●	30-32			70-71	
NOTES	For details concerning gender pay gap, refer to our Gender Pay Report 2022						

GRI 406: Non-discrimination (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	30				LINK
406-1	Incidents of discrimination and corrective actions taken	●	37		Gov. Data		
NOTES							

GRI 407: Freedom of association and collective bargaining (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	page				LINK
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	●		Notes below			
NOTES	No operations or suppliers were identified where the right to exercise freedom of association and collective bargaining may be violated or at significant risk in 2021.						

GRI 408: Child labour (2016) - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●		Notes below			LINK
408-1	Operations and suppliers at significant risk for incidents of child labour	●		Notes below			
NOTES	No operations or suppliers were identified to have a significant risk for incidents of forced or compulsory labour in 2021.						

GRI 409: Forced or compulsory labour (2016) - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●					LINK
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	●		Notes below			
NOTES	No operations or suppliers were identified to have a significant risk for incidents of forced or compulsory labour in 2021.						

GRI 410: Security practices (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	38				
410-1	Security personnel trained in human rights policies or procedures	●		Notes below			
NOTES	We do not typically employ or contract security personnel, although landlords at some of our office locations do provide their own security personnel. Accordingly, we do not typically conduct human rights training for internal or external security personnel. For human rights related training to contractors, refer to GRI 412.						

LEVEL OF DISCLOSURE:

● Full	● Partial	● Omitted	ESG	ESG Report	APP	Appendix	DATA	ESG Data Sheets	AR	Annual Report	WEB	Website
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GRI 400: SOCIAL

GRI 411: Rights of indigenous peoples (2016) - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●		Notes below			
411-1	Incidents of violations involving rights of indigenous peoples	●		Notes below			
NOTES	Not applicable. None of our activities are located in or near indigenous land as all of our reserves are located off-shore. No incidents of violations involving rights of indigenous peoples were registered in 2021.						

GRI 412: Human rights assessment (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	37				
412-1	Operations that have been subject to human rights reviews or impact assessments	●	37	Notes below	Gov Data		LINK
412-2	Employee training on human rights policies or procedures	●	37				
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	●	37		Gov Data		
NOTES	All our operated assets are located offshore. The profile of our human-rights risks and impact is therefore very different from that of onshore operators. However, each year we conduct a Human Rights and Business Ethics Risk Screening Tool in cooperation with an external consultant.						

GRI 413: Local communities (2016) - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●		Notes below			
413-1	Operations with local community engagement, impact assessments, and development programs	●		Notes below			
413-2	Operations with significant actual and potential negative impacts on local communities	●					
NOTES	Our materiality assessment has shown that this is not a material topic for Harbour Energy. All of our operations are located off-shore, we have relatively limited interaction with local communities compared to companies with onshore operations.						

GRI 414: Supplier social assessment (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	40	Notes below			
414-1	New suppliers that were screened using social criteria	●	40	Notes below			
414-2	Negative social impacts in the supply chain and actions taken	●	40	Notes below			
NOTES	We subject all new contractors to an initial risk based HSES assessment either by pre-qualification, bidding or negotiation, and then again during contract commencement. Our Supply Chain Contractor Due Diligence Process also assesses all material new contracts for human rights, labour rights, corruption, financial and business-ethics risks. In 2021, we identified no significant negative environmental, human-rights or labour-rights impacts in our supply chain						

LEVEL OF DISCLOSURE:

● Full	● Partial	● Omitted	ESG	ESG Report	APP	Appendix	DATA	ESG Data Sheets	AR	Annual Report	WEB	Website
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GRI 400: SOCIAL

GRI 415: Public policy (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	41				
415-1	Political contributions	●	41	Notes below			
NOTES	In 2021, Harbour Energy did not make any political donations or contributions.						

GRI 416: Customer health and safety (2016) - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●		Notes below			
416-1	Assessment of the health and safety impacts of product and service categories	●		Notes below			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	●		Notes below			
NOTES	Harbour solely sells crude oil and gas to energy and utility companies, traders and refiners. We do not sell any products to the general public. As such, the health and safety impacts of any products/services or the nature of information on products/services are of limited relevance to our business. Material Safety Data Sheets are prepared for our crude oil and gas products where relevant.						

GRI 417: Marketing and labelling (2016) - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●		Notes below			
417-1	Requirements for product and service information and labelling	●		Notes below			
417-2	Incidents of non-compliance concerning product and service information and labelling	●		Notes below			
417-3	Incidents of non-compliance concerning marketing communications	●		Notes below			
NOTES	Non-applicable. See notes for GRI 416: Customer health and safety						

GRI 418: Customer privacy (2016) - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	38				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	●	38	Notes below			
NOTES	Cybersecurity is a material topic for Harbour. Harbour Energy did not register any significant data breaches in 2021. For more information, refer to the cybersecurity section of the ESG Report (page 38).						

GRI 419: Socioeconomic compliance (2016) - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
103	Management approach	●	Throughout report			72-73	LINK
419-1	Non-compliance with laws and regulations in the social and economic area	●		Notes below			
NOTES	We have not identified any non-compliance with laws and/or regulations, nor have we been subject to any fines and non-monetary sanctions for failure to comply with laws and/or regulations in the social and economic area in 2021.						

LEVEL OF DISCLOSURE:

● Full	● Partial	● Omitted	ESG	ESG Report	APP	Appendix	DATA	ESG Data Sheets	AR	Annual Report	WEB	Website
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GRI G4 OIL AND GAS SECTOR

Reserves and production - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
OG1	Volume and type of estimated proved reserves and production	●				4,173	
NOTES							

Energy - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
OG2	Total amount invested in renewable energy	●		Notes below			
OG3	Total amount of renewable energy generated by source	●		Notes below			
NOTES		Currently our portfolio does not include renewable energy. No investments have been made in renewable energy. No renewable energy was generated during 2021.					

Biodiversity - NON-MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored.	●		Notes below			
NOTES		See notes under GRI 304: Biodiversity					

Effluents and waste - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
OG5	Volume or formation of produced water	●					
OG6	Volume of flared and vented hydrocarbon	●	23-24		Env. Tab		
OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	●	23-24	Notes below	Env. Tab		
NOTES		OG7: Partially reported. Drill mud and cuttings are reported within the total hazardous waste number.					

LEVEL OF DISCLOSURE:

● Full	● Partial	● Omitted	ESG	ESG Report	APP	Appendix	DATA	ESG Data Sheets	AR	Annual Report	WEB	Website
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GRI G4 OIL AND GAS SECTOR

Products and services - MATERIAL		DISCLOSURE	ESG	APP	DATA	AR	WEB
OG8	Benzene, lead and sulphur content	●		Notes below			
OG9	Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place	●		Notes below			
OG10	Number and description of significant disputes with local communities and indigenous peoples	●		Notes below			
OG11	Number of sites that have been decommissioned and sites that are in the process of being decommissioned	●	39	Notes below			
OG12	Operations where involuntary resettlement took place, the number of households resettled in each and how their livelihoods were affected in the process	●		Notes below			
OG13	Number of process safety events, by business activity	●	15		Soc. Tab		
OG14	Volume of biofuels produced and purchased meeting sustainability criteria	●		Notes below			
NOTES	OG8: We do not report sulphur, lead and benzene content of crude oil produced/sold. OG9 / OG10 / OG12: All our activities are located off-shore, hence no indigenous communities are present or affected by our activities, no significant disputes with local communities and indigenous peoples and no Harbour operated assets undertook involuntary resettlement activity in 2021. OG11: We provide a wide range of data and supportive in the ESG Report and Annual Report concerning decommissioning activities. OG14: Harbour Energy does not produce or purchase biofuels.						

LEVEL OF DISCLOSURE:

● Full	● Partial	● Omitted	ESG	ESG Report	APP	Appendix	DATA	ESG Data Sheets	AR	Annual Report	WEB	Website
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TCFD INDEX

The following index provides an overview of Harbour Energy's disclosures on climate-related risks and opportunities as recommended by the Task Force on Climate-related Financial Disclosures (TCFD). Disclosures included in this index cover our activities during the period 1 January to 31 December 2021.

Governance		DISCLOSURE	ESG	AR	DATA
a	Describe the board's oversight of climate-related risks and opportunities	●	17-25	32, 72	-
b	Describe management's role in assessing and managing climate-related risks and opportunities	●	17-25	32, 72	-
NOTES	We broadly report in line with the Recommendations of the Task Force on Climate-related Financial Disclosures for the description of the board's (and its committees) oversight of, and the management's role related to the assessment and management of climate-related issues. We report this information in both our ESG Report and Annual Report.				

Strategy		DISCLOSURE	ESG	AR	DATA
a	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	●	17-25	2-48	-
b	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	●	17-25	2-48	-
c	"Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	●	Comment below		
NOTES	<p>a) Harbour published its newly designed strategy in 2021, including a path to net zero and a number of low-carbon related opportunities. However, we do not provide a description of what we consider to be the relevant short-, medium-, and long-term time and risks arising in each horizon, including by geography. Additionally, we do not disclose impact of climate-related issues on HBR financial performance given the confidential nature of the information and the high level of uncertainty about the speed and scale of these impacts.</p> <p>b) We do not currently describe the impact of climate-related issues on our financial performance (e.g., revenues, costs) and financial position (e.g., assets, liabilities) due to the high level of uncertainty about the speed and scale of these impacts. We have made GHG emissions reduction commitments by 2035 for own operations, however these do not include GHG emissions targets and specific activities intended to reduce GHG emissions in our value chain. We intend to disclose value chain emissions (Scope 3) going forward as we begin collecting data value chain GHG emissions data.</p> <p>c) We currently do not provide any information of the resilience or our strategy in relation to climate-related risks and opportunities, taking into consideration a transition to a low-carbon economy consistent with a 2°C or lower scenario, given that we recently published our new strategy (Q4 2021). We use different financial scenarios that integrate among other things, carbon costs and commodity prices, in our strategic planning. But these do not include climate scenario analysis in line with Section D in the Task Force's report for information on applying scenarios to forward-looking analysis. Key priority for 2022 in further developing our TCFD practices will be to incorporate climate related scenarios alongside our financial scenarios in our strategic planning.</p>				

LEVEL OF DISCLOSURE:

● Full	● Partial	● Omitted	ESG ESG Report	APP Appendix	DATA ESG Data Sheets	AR Annual Report	WEB Website
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TCFD INDEX

Risk management		DISCLOSURE	ESG	AR	DATA
a	Describe the organization's processes for identifying and assessing climate-related risks	●	17-25	32, 44	-
b	Describe the organization's processes for managing climate-related risks	●	17-25	32, 44	-
c	"Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	●	17-25	32, 44	-
NOTES	We broadly report in line with the Recommendations of the Task Force on Climate-related Financial Disclosures on our processes for identifying, assessing and managing climate-related risks and how these are integrated into the organization's overall risk management. We provide information on how materiality determinations are made within Harbour, including climate-related risks, where we outline the relative significance of climate-related risks in relation to other risks outlined in our materiality matrix. In describing our processes for managing climate-related risks, we split the risks into transition and physical risks in our ESG report, however we do not disclose all of the risks included in Tables 1 and 2 as per the recommendations of the Task Force on Climate-related Financial Disclosure, especially physical risks, which requires further understanding given the uncertainty about the speed and scale of potential impacts.				

Metrics and targets		DISCLOSURE	ESG	AR	DATA
a	"Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	●	17-25	32-33	Env. Data
b	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	●	17-25	32-33	Env. Data
c	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	●	17-25	32-33	-
NOTES	<p>a) We disclose a wide range of climate-related metrics associated with climate change, including GHG emissions, air emissions, energy, water and waste. However, we do not disclose the full range metrics described in Tables A1.1 and A1.2, as well as metrics consistent with the cross-industry, climate-related metric categories described in Table A2.1, including proportion of revenue, assets, or other business activities aligned with climate related risks and opportunities, and the amount of capital expenditure, financing, or investment deployed toward climate related risks and opportunities, internal Carbon Prices (confidentiality) and the proportion of assets or business activities vulnerable to both transition and physical risks due to the uncertainty in estimating these figures.</p> <p>b) We currently disclose Scope 1 and 2 GHG emissions in line with the GHG Protocol methodology, including for our own operations (incl. activity breakdown), intensity and emissions for of our equity share of our investments. The disclosure of Scope 3 GHG emissions is limited to employee travel and commuting. We do not disclose the other 13 categories as per the GHG Protocol methodology. Key priorities for 2022 in further developing our TCFD practices include the collection, measurement, understanding and final reporting of our value chain (Scope 3) emissions, with a special focus on our supply chain (upstream emissions)</p> <p>c) We provide a wide range key climate-related disclosure including GHG emissions, air emissions, waste, water and energy. We also set yearly targets for key climate related KPIs, including reduction in GHG emissions. However, beyond our net zero Scope 1 and 2 emissions target for 2035, we do not disclose any forward looking targets for these metrics given that we just formed Harbour Energy. Key priorities for 2022 in further developing our TCFD practices will be begin the disclosure of forward-looking targets of key climate related metrics, including our scope 1 emissions.</p>				

LEVEL OF DISCLOSURE:

● Full	● Partial	● Omitted	ESG ESG Report	APP Appendix	DATA ESG Data Sheets	AR Annual Report	WEB Website
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SASB INDEX

This document aims to provide a consolidated overview of Harbour Energy reporting against the Sustainability Accounting Standards Board (SASB) Standard for the Oil & Gas – Exploration & Production industry. We have included both the Sustainability Disclosure Topics & Accounting Metric (under Table 1), and the Activity Metrics (under Table 2). Furthermore, we have included references to where the relevant information can be found, as well as supportive narrative explaining why a topic is not material for Harbour Energy, and whether a specific metric has been disclosed

Table 1. Sustainability disclosure topics & accounting metrics

MATERIAL	Greenhouse Gas Emissions		
CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	●	ESG p. 17-24
EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	●	ESG Data Sheets
EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	●	ESG p. 17-24
SUPPORTIVE NOTES	Harbour provides a range of GHG Scope 1 and 2 emissions data and supportive narrative. However, we do not currently disclose (break down) Scope 1 emissions from combustion process and fugitive emissions, nor do we disclose percentage covered under emissions-limiting regulations. Disclosure of these metrics is under consideration.		
NON-MATERIAL	Air Quality		
CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
EM-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	●	ESG Data Sheets
SUPPORTIVE NOTES	Harbour provides a range of GHG Scope 1 and 2 emissions data and supportive narrative. However, we do not currently disclose (break down) Scope 1 emissions from combustion process and fugitive emission, nor do we disclose percentage covered under emissions-limiting regulations. Disclosure of these metrics is under consideration.		
NON-MATERIAL	Water Management		
CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
EM-EP-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	●	ESG Data Sheets
EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	●	Comments below
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	●	Comments below
EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	●	Comments below
SUPPORTIVE NOTES	Our materiality assessment has shown that water is not a material topic for Harbour Energy. All of our operations are located offshore. We do not operate in regions with high or extremely high baseline water stress, therefore we do not consume or withdraw water from regions with High or Extremely High Baseline Water Stress. Nor do we operate in areas where there is a risk of aquifer contamination. We monitor water produced alongside our offshore operations and treat it to reduce the concentration of oil in water to permitted levels, before discharging it to the marine environment. Our activities do not involve hydraulic fracturing. We provide water related data in our ESG Data Sheets.		

LEVEL OF DISCLOSURE:

● Full ● Partial ● Omitted

SASB INDEX

MATERIAL Security, Human Rights & Rights of Indigenous Peoples

CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	●	Comments below
EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	●	Comments below
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	●	Comments below
SUPPORTIVE NOTES	<i>None of our 1P or 2P reserves are located in or near areas of conflict. None of our 1P or 2P reserves are located in or near indigenous land as all of our reserves are located off-shore. Harbour provides a range of security and human rights data and supportive narrative. For approach to security and human rights, ESG report pages 37-38, and our Slavery and Human Trafficking Statement on our website: https://www.harbourenergy.com/about-us/our-policies/</i>		

NON-MATERIAL Community Relations

CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	●	Comments below
EM-EP-210b.2	Number and duration of non-technical delays	●	Comments below
SUPPORTIVE NOTES	<i>Our materiality assessment has shown that Community Relations is not a material topic for Harbour Energy. All of our operations are located off-shore, we have relatively limited interaction with local communities compared to companies with onshore operations.</i>		

MATERIAL Workforce Health & Safety

CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	●	ESG Report p. 11-16 ESG Data Sheets
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	●	ESG Report p. 11-16
SUPPORTIVE NOTES	<i>Harbour provides a range of Safety data and supportive narrative. Currently, Harbour does not disclose the following indicators: near miss frequency rate (NMFR), and average hours of health, safety, and emergency response training. In 2021, fatality rate was zero. Furthermore, Harbour does not disclose the number of short-service employees, only the number of full-time and contract employees. Disclosure of these metrics is under consideration.</i>		

LEVEL OF DISCLOSURE:

● Full ● Partial ● Omitted

SASB INDEX

MATERIAL Reserves Valuation & Capital Expenditures

CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	●	AR p. 47, 120, 137
EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	●	Comments below
EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	●	Comments below
EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	●	Comments below
SUPPORTIVE NOTES	<i>Harbour provides a range of GHG emissions data. Currently, Harbour does not disclose the estimated carbon dioxide emissions embedded in proved hydrocarbon reserves. Disclosure of this metric is under consideration. Currently Harbours energy portfolio does not include renewable energy, therefore no revenues are generated by renewable energy sales. Our Strategic report inside our Annual Report & Accounts, alongside our capital market related materials cover a wide range of issues concerning our capital expenditure strategy: https://www.harbourenergy.com/investors/</i>		

MATERIAL Business Ethics & Transparency

CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	●	Comments below
EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	●	ESG Report p. 36
SUPPORTIVE NOTES	<i>None of our 1P or 2P reserves are located in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index. The majority of our 2P reserves are located on the North Sea (UK and Norway).</i>		

MATERIAL Management of the Legal & Regulatory Environment

CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	●	ESG Report p. 41
SUPPORTIVE NOTES	<i>We describe our approach to public policy and government relations in our ESG report, and provide specific examples: working with the UK Government, public bodies and industry partners to support the UK's Net Zero. However, we do not disclose (make public) our position on government regulations and/or policy proposals regarding environmental and social issues.</i>		

MATERIAL Critical Incident Risk Management

CODE	ACCOUNTING METRIC	DISCLOSURE	REFERENCE
EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	●	ESG Report p. 15-20
EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	●	ESG Report p. 15-20
SUPPORTIVE NOTES			

LEVEL OF DISCLOSURE:

● Full ● Partial ● Omitted

SASB INDEX

Table 2. Activity Metrics

ACTIVITY METRIC	UNIT OF MEASURE	CODE	DISCLOSURE	REFERENCE
Production of (1) oil	Thousand barrels per day (Mbbbl/day)	EM-EP-000.A	●	ARA p. 4
Production of (2) natural gas	Million standard cubic feet per day (MMscf/day)	EM-EP-000.A	●	ARA p. 4
Production of (3) synthetic oil	Thousand barrels per day (Mbbbl/day)	EM-EP-000.A	●	Notes below
Production of (4) synthetic gas	Million standard cubic feet per day (MMscf/day)	EM-EP-000.A	●	Notes below
Number of offshore sites	Number	EM-EP-000.B	●	ARA p. 4
Number of terrestrial sites	Number	EM-EP-000.C	●	Notes below
SUPPORTIVE NOTES	Our global portfolio includes only production of oil and natural gas. Harbour is not involved in the production of neither synthetic oil nor synthetic gas. All of our operations are located off-shore, we have no onshore (terrestrial) sites. Number of producing fields can be found in our Annual Report & Accounts page 4.			



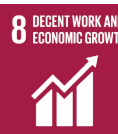

LEVEL OF DISCLOSURE:

● Full ● Partial ● Omitted

UN SDGs

Through our work, management systems, practices and performance, we contribute to a number of UN SDGs. This index presents the linkages between our activities and the individual goals.






How we contribute to SDGs: We have identified Goals 3, 7, 8 and 13 as those where we can make the most meaningful contribution – both in terms of maximizing positive impacts on the achievement of the SDGs, as well as actively managing and/or minimizing our negative impacts:

UN SDG	NOTES	ESG REPORT
 <p>3 GOOD HEALTH AND WELL-BEING</p>	We work to keep our employees and contractors safe and well, with a goal of zero harm to people. We work to reduce occupational risks, and protect workers, staff and community members against diseases. We work to prevent and mitigate the health impacts of air emissions and effluent discharges. Additionally, we seek to design and offer attractive benefits programs for all employees.	Safety
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	As an energy company, we seek to ensure access to affordable and reliable energy, whilst improving energy efficiency in operations and production.	Environmental
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	We strive to promote local employment and workforce development. We encourage local procurement and supplier development as we seek to contribute to the socio-economic development of the regions where we operate.	Safety, Governance, Social
 <p>13 CLIMATE ACTION</p>	We have a strategic plan for a net-zero emissions future, as we seek to reduce emissions within our operations. We work to strengthen the resilience and adaptive capacity to climate change impacts.	Environmental

UN SDGs

How we support our secondary SDGs We contribute to a series of secondary SDGs through the policies and operating practices we adopt, particularly in relation to safety, environment, human rights, community relations and investments, diversity and inclusion, business ethics and wider governance practices.

These secondary SDGs include:

UN SDG	NOTES	ESG REPORT
 <p>5 GENDER EQUALITY</p>	We support equal opportunities at all levels of our organisation. We seek to increase employment opportunities for women across our organization and promote female representation in management. We are actively monitoring diversity and working to develop women's careers and improve our gender balance.	Social
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Applying global standards to manage our environmental performance and seeking to reduce the amount of waste we generate.	Environmental
 <p>14 LIFE BELOW WATER</p>	We apply global standards to manage our environmental performance, conducting environmental impact assessments, including biodiversity considerations, when we plan our projects. We incorporate environmental assessments into management plans, and we work towards accident and incident prevention, preparedness and response.	Environmental
 <p>15 LIFE ON LAND</p>		
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	We believe our policies and performance contribute to the sustainable development of the regions where we operate. We strive to build an effective, accountable and inclusive company at all levels. Integrate human rights and anti-corruption risk in our operations and our supply chain.	Governance

GLOSSARY AND DEFINITIONS

CCS	Carbon capture and storage	
CH4	Methane	
CO	Carbon monoxide	
CO2	Carbon dioxide	
DROPS	Dropped Objects Prevention Scheme	
EPOL	Emergency Preparedness Offshore Liaison	
FABIG	Fire And Blast Information Group	
GHG	Greenhouse Gas Emissions	
GRI	Global Reporting Initiative	
HFC	Hydrofluorocarbons	
HiPoR	High Potential Incident Rate	An incident not causing loss or damage but, under different circumstances would result in an accident
HiPos	High Potential Incidents	Any incident or near miss that could, in other circumstances, have realistically resulted in one or more fatalities
IOGP	The International Association of Oil & Gas Producers	
LOPC	Loss of Primary Containment	An unplanned or uncontrolled release of any material from primary containment, including non-toxic and non-flammable materials
N2O	Nitrous oxide	
NF3	Nitrogen trifluoride	
NO2	Nitrogen Dioxide	
OPRED	Offshore Petroleum Regulator for Environment & Decommissioning	
PFC	Perfluorocarbons	
SASB	Sustainability Accounting Standards Board	
Scope 1		Emissions are direct emissions from owned or controlled sources
Scope 2		Emissions are indirect emissions from the generation of purchased energy
Scope 3		Emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.
SF6	Sulphur hexafluoride	
SO2	Sulfur dioxide	
TCFD	Task Force on Climate Related Financial Disclosures	
TRIR	Total Recordable Injury Rate	Number of fatalities, lost time injuries, substitute work, and other injuries requiring treatment by a medical professional per million hours worked
UN SDG	United Nations Sustainable Development Goals	
VOCs	Volatile organic compounds	