

2019 GRI CONTENT INDEX

GRI Standards Indicator

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● Reported NM Not material

This index refers to the Global Reporting Initiative (GRI) Standards and G4 Oil and Gas Sector Supplement (OGSS) indicators, with cross reference to the Ten Principles of the United Nations Global Compact (UNGC), IPIECA sector-specific guidelines and the Sustainability Accounting Standards Board (SASB). The index includes all indicators required for a GRI Standards Core report, as well as a number of additional indicators for which we are able to provide supporting information.

GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPIECA INDICATOR(S)	SASB INDICATOR(S)
GRI 102: GENERAL DISCLOSURES 2016							
102-1	Name of the organization	●	2019 Sustainability Report (SR) page 4				
102-2	Activities, brands, products and services	●	SR page 4	Our products - oil and natural gas and some of their derivatives, including propane - are traded globally, and none are banned. We monitor stakeholder questions and public debate about our industry's products on an ongoing basis. Issues that are important to our stakeholders are confirmed through our annual materiality reviews and included within the scope of our sustainability reporting. For more information on how we assess and respond to stakeholder questions and key material issues, please see the Stakeholder Engagement section (page 22) and Materiality section (pages 6-7) of our 2019 Sustainability Report.			
102-3	Location of headquarters	●	http://www.hess.com/company/hess-offices				
102-4	Location of operations	●	SR page 4 2019 Annual Report (pages 5-7) and SEC Form 10-K				EM-EP-000.B EM-EP-000.C
102-5	Ownership and legal form	●	2019 Annual Report and SEC Form 10-K				
102-6	Markets served	●	SR page 4 2019 Annual Report and SEC Form 10-K (pages 6-10)				
102-7	Scale of the organization	●	SR page 4 2019 Annual Report and SEC Form 10-K				
102-8	Information on employees and other workers	●	SR pages 18, 35, 60		3, 10		
102-9	Supply chain	●	SR pages 18-19	See also our expanded Supply Chain section at hess.com/sustainability/how-we-operate/supply-chain as well as suppliers.hess.com .	3, 10		
102-10	Significant changes to the organization and its supply chain	●	SR pages 4, 7 2019 Annual Report (pages 1-7) and SEC Form 10-K (pages 26-39)	See also our expanded Supply Chain section at hess.com/sustainability/how-we-operate/supply-chain as well as suppliers.hess.com .			
102-11	Precautionary principle or approach	●		In keeping with a precautionary approach, we evaluate identified risks and develop and implement mitigation plans as part of our enterprise risk management and new country entry processes. We also use environmental and social screening tools and conduct environmental and social impact assessments for major new projects.			

GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
102-12	External initiatives	●	International Labour Organization U.N. Global Compact Universal Declaration of Human Rights Extractive Industries Transparency Initiative				
102-13	Membership of associations	●	SR pages 18, 58	Our memberships in industry and business associations further our knowledge, understanding and ability to address issues that impact our business. These memberships enable us to benchmark and share best practices with sector peers, contribute to guidance documents on environmental and social issues and access tools to manage those issues. To understand trends in regional markets, we belong to regional industry and business associations, local chambers of commerce, building associations and state petroleum and gas associations.			
102-14	Statement from senior decision-maker	●	SR pages 2-3				
102-15	Key impacts, risks and opportunities	●	SR pages 2-11				
102-16	Values, principles, standards and norms of behavior	●	SR inside front cover and pages 16-17, 24 Code of Business Conduct and Ethics Environment, Health & Safety Policy Human Rights Policy Corporate Social Responsibility Policy		10		
102-17	Mechanisms for advice and concerns about ethics	●	Code of Business Conduct and Ethics	See pages 6 and 7 of our Code of Business Conduct and Ethics.	10		
102-18	Governance structure	●	SR pages 13-14 Corporate Governance Guidelines Committee Composition				
102-19	Delegating authority	●	SR pages 13-14				
102-20	Executive-level responsibility for economic, environmental and social topics	●	SR pages 13-14				

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102-21	Consulting stakeholders on economic, environmental and social topics	●	2020 Proxy Statement – Form DEF 14A (page 9)	See our 2020 Proxy Statement – Form DEF 14A for a description of the Stockholder and Interested Party Communications process (page 9).			
102-22	Composition of the highest governance body and its committees	●	2020 Proxy Statement – Form DEF 14A (pages 2-14)	See also the description in 405-1.			
102-23	Chair of the highest governance body	●	2020 Proxy Statement – Form DEF 14A (page 8)	The Chairman of the Board, Mr. James H. Quigley, is an independent, nonexecutive director. Refer to page 8 of the 2020 Proxy Statement – Form DEF 14A.			
102-24	Nominating and selecting the highest governance body	●	2020 Proxy Statement – Form DEF 14A (page 6)				
102-25	Conflicts of interest	●	2020 Proxy Statement – Form DEF 14A (pages 2-5, 9) Code of Business Conduct and Ethics				
102-26	Role of the highest governance body in setting purpose, values and strategy	●	SR page 13 2020 Proxy Statement – Form DEF 14A (page 11)				
102-27	Collective knowledge of the highest governance body	●	SR page 13 2020 Proxy Statement – Form DEF 14A (pages 2-5)				
102-28	Evaluating the highest governance body's performance	●	Compensation and Management Development Committee Charter 2020 Proxy Statement – Form DEF 14A (page 7)				
102-29	Identifying and managing economic, environmental and social impacts	●	SR pages 13-16 2020 Proxy Statement – Form DEF 14A (page 11)				
102-30	Effectiveness of risk management processes	●	SR pages 13-15 2020 Proxy Statement – Form DEF 14A (pages vi, 11-12, 14-15)				
102-31	Review of economic, environmental and social topics	●	SR page 13 2020 Proxy Statement – Form DEF 14A (pages iii-vi, 8, 10-11)	The Environment, Health and Safety (EHS) Committee of the Board of Directors met four times in 2019. The full Board of Directors met nine times in 2019.			
102-32	Highest governance body's role in sustainability reporting	●		Hess' sustainability report is reviewed by the EHS Committee of the Board of Directors, as well as by our Chief Executive Officer.			

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102-33	Communicating critical concerns	●	2020 Proxy Statement – Form DEF 14A (page 9)	See our 2020 Proxy Statement – Form DEF 14A for a description of the Stockholder and Interested Party Communications process (page 9).			
102-35	Remuneration policies	●	Compensation and Management Development Committee Charter 2020 Proxy Statement – Form DEF 14A (pages vii-ix, 19-47)	<p>Linkage between compensation for members of the highest governance body and the organization's performance is stated in the Hess Corporation Compensation and Management Development Committee Charter.</p> <p>Discussion of the linkage between compensation for members of the highest governance body, senior managers and executives and the organization's performance is also included in the annual Proxy Statement – Form DEF 14A, as follows:</p> <ul style="list-style-type: none"> • Director compensation: page 19 • CEO and other Named Executive Officer (NEO) compensation process and results: pages 20-46 • Changes in payout philosophy and actions taken in response to stockholder outreach: page 25 • Compensation principles (including "Safety and Sustainability"): pages 26-33 • Cash bonus plan for EHS metrics: pages 27-31 • EHS metrics components and percent of 2019 bonus for each NEO: page 27-31. 			
102-36	Process for determining remuneration	●	2020 Proxy Statement – Form DEF 14A (pages 10, 20-36)	The roles and responsibilities of the Board of Directors' Compensation and Management Development Committee are described on page 10 of our 2020 Proxy Statement – Form DEF 14A. Our key compensation practices, including the use of compensation consultants, are listed on pages 20-36. See page 33 for a description of our process for determining compensation and the role of compensation consultants.			
102-37	Stakeholders' involvement in remuneration	●	2020 Proxy Statement – Form DEF 14A (pages 9, 25)	See our 2020 Proxy Statement – Form DEF 14A for a description of the Stockholder and Interested Party Communications process (page 9).			
102-40	List of stakeholder groups	●	SR pages 22-23				
102-41	Collective bargaining agreements	●	SR page 60	At year end 2019, less than 3% of employees were represented by collective bargaining agreements.			
102-42	Identifying and selecting stakeholders	●	SR pages 22-23				
102-43	Approach to stakeholder engagement	●	SR pages 22-23	The frequency of our engagement varies by stakeholder and issue. For example, we meet with landowners on a regular basis and increase the frequency of those engagements if needed based on the key issues for these stakeholders. Our engagement frequency with other stakeholders is determined on a risk basis.			

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102-44	Key topics and concerns raised	●	SR pages 6-7, 22-23 https://www.hess.com/sustainability/social-responsibility	See the SR pages 6-7 for materiality determination, including how we incorporate stakeholder feedback into our reporting process and the resulting material issues. See pages 22-23 for information about our stakeholder engagement process. See hess.com/sustainability/social-responsibility for engagement examples by stakeholder type, including indigenous groups.			
102-45	Entities included in the consolidated financial statements	●	SR pages 4-5 2019 Annual Report and SEC Form 10-K (pages 6-10)				
102-46	Defining report content and topic Boundaries	●	SR pages 6-7	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
102-47	List of material topics	●	SR pages 6-7	See also our expanded version of Approach to Reporting at hess.com/sustainability/approach-to-reporting .			
102-48	Restatements of information	●	SR pages 6-7	See also our expanded version of Approach to Reporting at hess.com/sustainability/approach-to-reporting .			
102-49	Changes in reporting	●	SR pages 6-7	See also our expanded version of Approach to Reporting at hess.com/sustainability/approach-to-reporting .			
102-50	Reporting period	●	SR pages 6-7				
102-51	Date of most recent report	●		Hess' most recent previous report was the 2018 SR, released in 2019.			
102-52	Reporting cycle	●		Hess publishes a sustainability report on an annual basis.			
102-53	Contact point for questions regarding the report	●	SR, inside front cover				
102-54	Claims of reporting in accordance with the GRI Standards	●	SR, inside front cover				
102-55	GRI content index	●	GRI Content Index				
102-56	External assurance	●	SR page 62	Hess' practice is to have our sustainability report assured by a third party on an annual basis. The assurance effort includes a review of our sustainability data and self-declared GRI "in accordance" option.			

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GRI 201: ECONOMIC PERFORMANCE 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 2-7	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 2-3 2019 Annual Report and SEC Form 10-K (pages 24-46) Code of Business Conduct and Ethics				
103-3	Evaluation of the management approach	●	SR pages 13-15				
201-1	Direct economic value generated and distributed	●	SR pages 4-5, 60 2019 Annual Report and SEC Form 10-K (page 26)	<p>Hess supports revenue transparency through participation in the Extractive Industries Transparency Initiative (EITI), a voluntary, multistakeholder initiative that includes oil and mining companies, governments, civil society groups and international nongovernmental organizations and investors. As a Supporting Company of the EITI since 2004, Hess endorses the initiative's objective to improve governance through transparency of payments to governments.</p> <p>In countries that have joined the EITI, where we have equity interests but are not the operator, we comply with the disclosure practices of the operating company as well as country laws and regulations.</p> <p>We support the EITI's efforts to attract more countries to the initiative. Hess welcomes the EITI's efforts to conduct outreach in Latin America, including Guyana and Suriname, where Hess has entered into joint ventures in four different offshore blocks (two in Guyana and two in Suriname). Hess has been and continues to be supportive of all countries where it conducts business to join the EITI. Moreover, Hess was pleased that the EITI Board approved both Guyana's and Suriname's candidature applications in 2017.</p>		SE4, SE13	
201-2	Financial implications and other risks and opportunities due to climate change	●	SR pages 39-46 CDP Disclosure 2019 Annual Report and SEC Form 10-K (page 20)				
201-3	Defined benefit plan obligations and other retirement plans	●	2019 Annual Report and SEC Form 10-K (pages 74-77)		7		
OG1	Volume and type of estimated proved reserves and production	●	SR pages 4, 60 2019 Annual Report and SEC Form 10-K (pages 6-10)				EM-EP-000.A

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GRI 202: MARKET PRESENCE 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 24–25, 35–36 Code of Business Conduct and Ethics	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 24–25, 35–36 Code of Business Conduct and Ethics				
103-3	Evaluation of the management approach	●	SR pages 14, 24–25, 35–36 Code of Business Conduct and Ethics				
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	●		At all significant locations of operations, which Hess defines as 100 or more employees, standard entry-level wages are higher than local minimum wages. To gauge the competitiveness and fairness of our compensation, we benchmark Hess against industry peers. Employees who make a greater contribution or perform at higher levels earn more, regardless of race, color, gender, age, sexual orientation, creed, national origin, genetic information, disability, veteran status or any other protected status.		SE15	
202-2	Proportion of senior management hired from the local community	●	SR pages 35–36	We define “significant” as an international asset that has 100 or more employees. This applied to our production asset in Malaysia in 2019.	6	SE6	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 21–25	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 19, 21–25		6		
103-3	Evaluation of the management approach	●	SR pages 14, 21–25				
203-1	Infrastructure investments and services supported	●	SR pages 21–25			SE4	
GRI 204: PROCUREMENT PRACTICES 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 18–19	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8–11, 18–19, 22				

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103-3	Evaluation of the management approach	●	SR pages 14, 18-19				
204-1	Proportion of spending on local suppliers	●	SR pages 18-19	In 2019, we spent approximately \$3.5 billion on local suppliers, which represents 95% of our total supplier spend for the year. Suppliers are considered local if purchases are made within the same country in which we are doing business. See also an expanded version of the Supply Chain section of our 2019 SR online at hess.com/sustainability/how-we-operate/supply-chain .		SE5, SE7	
GRI 205: ANTI-CORRUPTION 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 6, 16-19	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8-11, 16-19, 22		10	SE11, SE12	EM-EP-510a.2
103-3	Evaluation of the management approach	●	SR pages 14, 16-19				
205-1	Operations assessed for risks related to corruption	●	SR pages 16-19, 22	Hess has analyzed all business units, including its core exploration and production business, for risks related to corruption. Hess' Global Compliance team proactively assesses country-level risks related to corruption based on internal risk criteria. Our Corporate Audit Department systematically conducts anti-corruption audits to determine potential exposure to corruption risk. Audits are conducted annually in certain countries where Hess operates, and every two to three years in other countries as determined by internal risk criteria and external benchmarks (e.g., Transparency International's Corruption Perceptions Index). The types of risks identified through these activities have included those related to third-party due diligence and potential third-party misconduct, conflicts of interest and significant commercial transactions in high risk countries.	10	SE11, SE12	
205-2	Communication and training about anti-corruption policies and procedures	●	SR pages 16-19, 22				
205-3	Confirmed incidents of corruption and actions taken	●	2019 Annual Report and SEC Form 10-K	The Hess confidential hotline, managed by an independent third party, includes both telephone and web-based reporting capabilities. Employees, business partners and customers can report allegations of Code of Conduct violations and workplace concerns - including those related to corruption - in multiple languages. Employees who in good faith report known or suspected violations of company policy or make a complaint are protected from retaliation. We thoroughly, confidentially and promptly investigate allegations related to the Code of Conduct or potential violations of law or company policy. Disciplinary actions range from counseling and formal corrective action plans to termination of employment or services.	10	SE11, SE12	

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GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 6-7 Code of Business Conduct and Ethics	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .	10		
103-2	The management approach and its components	●	Code of Business Conduct and Ethics				
103-3	Evaluation of the management approach	●	SR pages 14, 16-17 Code of Business Conduct and Ethics				
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	●		In 2019, there were no pending or completed lawsuits, enforcement actions, fines or sanctions relating to allegations of anti-competitive behavior or violations of anti-trust or monopoly laws or regulations.	10		
GRI 301: MATERIALS 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	NM		A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	NM					
103-3	Evaluation of the management approach	NM					
301-1	Materials used by weight or volume	●		Crude oil, natural gas and natural gas liquids are our primary products. Since these products are sold in bulk, there is very little use of packaging material. Data on the composition of hydraulic fracturing fluid used in each well is publicly available on the FracFocus website. We look for opportunities to improve our operations and reduce costs through more efficient use of natural resources.	7, 8	E10	
301-2	Recycled input materials used	●		Crude oil, natural gas and natural gas liquids are our primary products. These products are sold in bulk so there is very little use of packaging material, and tracking the recycling of any packaging material is not a material metric for our company.			
301-3	Reclaimed products and their packaging materials	●		The vast majority of our products are handled in bulk throughout the product lifecycle and do not require packaging materials.			

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GRI 302: ENERGY 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR page 50	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8-11, 22, 50	We are subject to energy-related policies or regulations at various assets within our organization. For example, Hess' Denmark operations are subject to the European Union Emissions Trading Scheme. Under Phase III of this program, Hess makes annual purchases of emissions allowances to account for our verified greenhouse gas (GHG) emissions. Another example is in North Dakota, where the North Dakota Industrial Commission (NDIC) has worked closely with the North Dakota Petroleum Council's Flaring Task Force to develop policies that will increase wellhead gas capture to reduce flaring of associated gas from oil and gas development in the Bakken. As part of this approach, NDIC Order #24665 mandates that operators capture 91% of produced gas by November 2020, with interim flaring targets in advance of this date.			
103-3	Evaluation of the management approach	●	SR pages 14, 50				
302-1	Energy consumption within the organization	●	SR page 50				E2
302-2	Energy consumption outside of the organization	●	SR pages 50, 61		7		
302-3	Energy intensity	●	SR pages 50, 61		8		E2
302-5	Reductions in energy requirements of products and services	NM		With the completion of our multiyear strategic transformation into a company focused solely on exploration and production, we no longer offer renewable-energy-based products and services.	8, 9		E3
OG2	Investment in renewable energy	●	SR page 50		8, 9		E3
OG3	Renewable energy generated by source	●		We selectively use small solar panels in the field to power instrumentation. This renewable energy is not quantified.	8, 9		E3
GRI 303: WATER 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 53-56	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8-11, 22, 53-56				EM-EP-140a.1
103-3	Evaluation of the management approach	●	SR pages 14, 53-56				

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303-1	Water withdrawal by source	●	SR pages 53–56, 61 Key Sustainability Metrics	See our online key sustainability metrics table for additional details.			EM-EP-140a.1
303-2	Water sources significantly affected by withdrawal of water	●	SR pages 53–56	No water sources were significantly affected by our water withdrawals, where GRI defines “significant” as average withdrawals of 5% or more of the annual average volume of a given water body.	8, 9	E3	EM-EP-140a.1
303-3	Water recycled and reused	●	SR pages 53–56, 61		8, 9	E3	EM-EP-140a.2
GRI 304: BIODIVERSITY 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR page 56	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			EM-EP-160a.1
103-2	The management approach and its components	●	SR pages 22, 56				
103-3	Evaluation of the management approach	●	SR pages 14, 56				
304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	●	SR page 56		8	E5	EM-EP-160a.3
304-2	Significant impacts of activities, products and services on biodiversity	●	SR page 56				
304-3	Habitats protected or restored	●	SR page 56				
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	●	SR page 56		8	E5	
OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored	●	SR page 56		8	E5	

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GRI 305: EMISSIONS 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 39–51, 58	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8–11, 22, 39–51, 58	We are regulated at the national, regional and local levels for various environmental media, including, for example, flaring and criteria pollutant and GHG emissions. Descriptions of our management approach and programs focused on GHG emissions can be found on pages 39–51 of the 2019 SR, and those focused on other air emissions can be found on page 58 of the 2019 SR and at hess.com/sustainability/environment . Details of our leak detection and repair programs can be found on pages 51 and 58–59 of the 2019 SR and at hess.com/sustainability/environment .	8		EM-EP-110a.3
103-3	Evaluation of the management approach	●	SR pages 14, 39–51, 58	See also our expanded Climate Change and Energy section at hess.com/sustainability/climate-change-energy .			EM-EP-110a.3
305-1	Direct (Scope 1) GHG emissions	●	SR pages 39–51, 61		8	E1	EM-EP-110a.1 EM-EP-110a.2 EM-EP-110a.3
305-2	Energy indirect (Scope 2) GHG emissions	●	SR pages 39–51, 61		8		
305-3	Other indirect (Scope 3) GHG emissions	●	SR pages 39–51, 61 CDP Disclosure		8		
305-4	GHG emissions intensity	●	SR pages 39–51, 61 CDP Disclosure		8	E1	
305-5	Reduction of GHG emissions	●	SR pages 39–51, 61 CDP Disclosure	See also our expanded Climate Change and Energy section at hess.com/sustainability/climate-change-energy .	8	E1	EM-EP-110a.3
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	●	SR pages 58, 61 Key Sustainability Metrics	See our online key sustainability metrics table for additional details.	8, 9	E8	EM-EP-120a.1
SASB EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions		SR pages 39–46				EM-EP-420a.1
SASB 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		SR pages 39–46				EM-EP-420a.4

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GRI 306: EFFLUENTS AND WASTE 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 57-58	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8-11, 22, 57-58		8	E8	
103-3	Evaluation of the management approach	●	SR pages 14, 57-58				
306-1	Water discharge by quality and destination	●	SR pages 57, 61 Key Sustainability Metrics	See our online key sustainability metrics table for additional details.	8	E7, E9, E10	EM-EP-140a.2
306-2	Waste by type and disposal method	●	SR pages 57, 61 CDP Disclosure	See our online key sustainability metrics table for additional details.	8	E7, E9, E10	
306-3	Significant spills	●	SR pages 57-58, 61		8	E7, E9, E10	EM-EP-160a.2 EM-EP-540a.1
306-4	Transport of hazardous waste	●	SR page 61	No waste considered hazardous under the terms of the Basel Convention was exported from our operations in 2019.	8	E7, E9, E10	
OG5	Volume and disposal of formation or produced water	●	SR pages 57, 61 Key Sustainability Metrics	See our online key sustainability metrics table for additional details.	8	E7, E9, E10	EM-EP-140a.2
OG6	Volume of flared and vented hydrocarbon	●	SR pages 47-51, 61			E4	EM-EP-110a.2
OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	●	SR page 57 Key Sustainability Metrics	See our online key sustainability metrics table for additional details.		E10	
GRI 307: ENVIRONMENTAL COMPLIANCE 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 58-59	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8-11, 22, 58-59				
103-3	Evaluation of the management approach	●	SR pages 14, 58-59				

GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
307-1	Noncompliance with environmental laws and regulations	●	SR pages 58–59, 61	In 2019, we paid approximately \$7,750 in environmental-related fines. Of that amount, approximately \$3,000 was paid for our shale operations in North Dakota. We received 33 environmental-related violations in North Dakota, one in Denmark, seven for our offshore operations in the Gulf of Mexico, one at our Houston operational headquarters and one for our discontinued operations in 2019.			
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 18–19	See descriptions in 308-1 and 308-2 below and our expanded Supply Chain section at hess.com/sustainability/how-we-operate/supply-chain . A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8–11, 18–19, 22	See descriptions in 308-1 and 308-2 below, and our expanded Supply Chain section at hess.com/sustainability/how-we-operate/supply-chain .			
103-3	Evaluation of the management approach	●	SR pages 14, 18–19				
308-1	New suppliers that were screened using environmental criteria	●	SR pages 18–19	Prospective suppliers are given a clear scope of work and environment, health and safety expectations during the sourcing phase. See our expanded Supply Chain section at hess.com/sustainability/how-we-operate/supply-chain .	8, 9		
308-2	Negative environmental impacts in the supply chain and actions taken	●	SR pages 18–19	Our approach for screening new suppliers, which includes risk reviews for EHS performance and programs where appropriate, is described on pages 18–19 the 2019 SR. Our Contractor Management Standard defines internal monitoring requirements for the EHS performance of our suppliers on an ongoing basis, at various points in the contract lifecycle. Monitoring may include assessments, inspections, performance metrics, audits or safety meetings as needed based on the scope of work. Findings that result from these reviews are documented through our supplier management and incident management software, and the associated actions are tracked to closure. The contractors' performance records are maintained and factored into decision-making when the contractor is being considered for future work. See also our expanded Supply Chain section at hess.com/sustainability/how-we-operate/supply-chain .	8, 9		

GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
GRI 401: EMPLOYMENT 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 35-37	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8-11, 22, 35-37	The company has not identified significant risk in our workforce for child labor, forced or compulsory labor, or violations of the right to freely associate and bargain collectively. We do not permit the employment of underage children or the use of forced labor in our global workforce. This is also enforced in our contract language on labor practices and through our human rights, social responsibility and business integrity contract clauses. We recognize and respect our employees' rights to join associations and engage in collective bargaining in a manner that is consistent with applicable laws, rules, regulations and local customs.			
103-3	Evaluation of the management approach	●	SR pages 14, 35-37				
401-1	New employee hires and employee turnover	●	SR pages 35, 60			SE15	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	●		Hess provides comprehensive, high quality health and retirement benefits that supplement or enhance the coverage that is offered by government programs. In addition to wages, our financial benefits include pension, savings, life and disability insurance and bonus and incentive programs. Health benefits include medical, dental, vision, prescription drug and various employee assistance plans. Employee benefit packages vary by country.	6		
401-3	Parental leave	●		There were a total of 87 claims for paid family leave in 2019. Of the 87 claims, 24 were for maternity leave and 63 were for child bonding and parental leaves or leave to care for seriously ill family members. Of the 87, only one did not return to work. There were 36 women and 51 men who took leave.			
GRI 402: LABOR/MANAGEMENT RELATIONS 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 35-37	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 35-37		6		
103-3	Evaluation of the management approach	●	SR pages 14, 35-37				
402-1	Minimum notice periods regarding operational changes	●		For major operational changes, such as layoffs and facility closures, we comply with advance notification requirements specified in all applicable labor laws and regulations.		SE16	

GRI Standards Indicator

GRI G4 OGSS Indicator

SASB Indicator

● Reported NM Not material

GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 27-33	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8-11, 27-33		3		EM-EP-320a.2
103-3	Evaluation of the management approach	●	SR pages 14, 27-33				
403-1	Workers representation in formal joint management-worker health and safety committees	●		We have extensive safety programs that involve both management and employees. These are not typically in the format of joint worker-management safety committees, with the exception of locations where applicable laws and regulations require this arrangement. At year end 2019, less than 3% of employees were represented by collective bargaining agreements. As such, workforce participation in these committees is not a metric that we measure.		HS1	
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	●	SR pages 27-33, 60	Absenteeism and occupational disease rate are not primary metrics for Hess. We do not track absenteeism. Occupational illness/occupational disease cases are tracked as part of our companywide recordable case metric, as are lost days, rates of injury and fatalities.		HS3	EM-EP-320a.1
403-3	Workers with high incidence or high risk of diseases related to their occupation	●		Our industry operations span various geographies, including developing countries. Hess takes steps to protect the health of our workers who may be exposed to diseases common in the developing world and to regionally prevalent illnesses. Employees and contractors are provided with education on health topics impacting the regions where we operate, including information about malaria, HIV, tuberculosis and blood-borne pathogens. Expatriates and their family members at locations around the world have access to counseling focusing on a variety of topics, including health improvement, mental health, parenting and working in remote locations.		HS2	
403-4	Health and safety topics covered in formal agreements with trade unions	●		At year end 2019, less than 3% of employees were represented by collective bargaining agreements. As such, we do not consider this a material metric for our company.		HS1, SE16	
GRI 404: TRAINING AND EDUCATION 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 16-17, 21, 36-37	See also description for 404-3 below. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			

GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
103-2	The management approach and its components	●	SR pages 8-11, 16-17, 21-22, 36-37	See also description for 404-3 below.		SE17	
103-3	Evaluation of the management approach	●	SR pages 8-11, 16-17, 21-22, 36-37				
404-2	Programs for upgrading employee skills and transition assistance programs	●	SR pages 36-37	There were no employee layoff initiatives in 2019. Hess provides transition assistance to employees who are terminated due to layoffs when appropriate.	6	SE17	
404-3	Percentage of employees receiving regular performance and career development reviews	●	SR pages 36-37	All managers and professionals receive regular performance and development reviews.	6	SE17	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 35-36	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8-11, 22, 35-36		6		
103-3	Evaluation of the management approach	●	SR pages 14, 35-36				
405-1	Diversity of governance bodies and employees	●	SR pages 35-36 Key Sustainability Metrics 2019 Proxy Statement - Form DEF 14A (page vii)	Minority (U.S.) and female representation in our workforce is provided by job category in our 2019 SR (page 35). Our Board of Directors was 18% female and 18% minority in 2019, and 91% of Board members were over age 50. Additional detail on employees by age group is provided in our online key sustainability metrics table.		SE15	
GRI 406: NONDISCRIMINATION 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 35-36	See also the description for 406-1 below. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8-11, 22, 35-36	See also the description for 406-1 below.			
103-3	Evaluation of the management approach	●	SR pages 14, 35-36	See also the description for 406-1 below.			
406-1	Incidents of discrimination and corrective actions taken	●		Based on available records and information, there were no incidents of illegal discrimination in 2019. Hess defines incidents of illegal discrimination as substantiated findings of a violation of any applicable law and/or Hess internal policy.	1, 2	SE8, SE18	

GRI Standards Indicator

GRI G4 OGSS Indicator

SASB Indicator

● Reported NM Not material

GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 35-36	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR page 22	The company has not identified significant risk in our workforce for child labor, forced or compulsory labor, or violations of the right to freely associate and bargain collectively. We prohibit the employment of underage children and the use of forced labor in our global workforce. This is also enforced in our contract language on labor practices and through our human rights, social responsibility and business integrity contract clauses. We recognize and respect our employees' rights to join associations and engage in collective bargaining in a manner that is consistent with applicable laws, rules, regulations and local customs.			
103-3	Evaluation of the management approach	●	SR page 14	See note just above.	3, 5, 6	SE8, SE9	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	●		See notes for 406-1 and Freedom of Association management approach (103-2) above.			
GRI 408: CHILD LABOR 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●		See note for Freedom of Association management approach (103-2) above. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR page 22	See note for Freedom of Association management approach (103-2) above.	3, 5, 6	SE8, SE9	
103-3	Evaluation of the management approach	●	SR page 14	See note for Freedom of Association management approach (103-2) above.			
408-1	Operations and suppliers at significant risk for incidents of child labor	●		See note for 406-1 and Freedom of Association management approach (103-2) above.			
GRI 409: FORCED AND COMPULSORY LABOR 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●		See note for 406-1 and Freedom of Association management approach (103-2) above. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			

GRI Standards Indicator

GRI G4 OGSS Indicator

SASB Indicator

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GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
103-2	The management approach and its components	●	SR page 22	See note for Freedom of Association management approach (103-2) above.	3, 5, 6	SE8, SE9	
103-3	Evaluation of the management approach	●	SR page 14	See note for Freedom of Association management approach (103-2) above.			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	●		See note for 406-1 and Freedom of Association management approach (103-2) above.			
GRI 410: SECURITY PRACTICES 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 18-19	See also our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain . A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8-11, 18-19, 22	See also our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain .	6	SE10	
103-3	Evaluation of the management approach	●	SR pages 14, 18-19	See also our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain .			
410-1	Security personnel trained in human rights policies or procedures	●	SR pages 18-19	See also our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain .	6	SE10	
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 21-24	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 21-24		1	SE2, SE10	EM-EP-210a.3
103-3	Evaluation of the management approach	●	SR pages 14, 21-24				
411-1	Incidents of violations involving rights of indigenous peoples	●		We are not aware of any human rights violations in 2019.			
OG9	Operations where indigenous people are present or affected by activities and where specific engagement strategies are in place	●	SR pages 21-24		1	SE2, SE10	EM-EP-210a.3

GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
GRI 412: HUMAN RIGHTS ASSESSMENT 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 6, 22-24	See description for 412-1 below. A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8-11, 22-24	See description for 412-1 below.		SE8	EM-EP-210a.3
103-3	Evaluation of the management approach	●	SR pages 14, 22-24	See description for 412-1 below.			
412-1	Operations that have been subject to human rights reviews or impact assessments	●	SR pages 8-11, 22-24	In potential high risk areas, Hess conducts human rights assessments to evaluate the overall risk management of those assets. These assessments identify risks to Hess projects and staff, as well as to the surrounding communities.		SE8	EM-EP-210a.3
412-2	Employee training on human rights policies or procedures	●	SR pages 16-17	Human rights content is included in our mandatory Code of Conduct training, which was completed by 98% of active employees at year end 2019.		SE8	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	●	SR pages 18-19, 22-24	Hess introduced new security and human rights-related contract clauses in 2011, and new contracts include these clauses. A review within the last three years of domestic and international contracts determined that, overall, approximately 95% of current supplier contracts include these human rights and social responsibility clauses.		SE8	
GRI 413: LOCAL COMMUNITIES 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 21-25	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			EM-EP-540a.1
103-2	The management approach and its components	●	SR pages 8-11, 21-25		1	SE1	EM-EP-210b.1
103-3	Evaluation of the management approach	●	SR pages 14, 21-25				
413-1	Operations with local community engagement, impact assessments and development programs	●	SR pages 21-25				EM-EP-210b.1
413-2	Operations with significant actual and potential negative impacts on local communities	●	SR pages 21-25				

GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPIECA INDICATOR(S)	SASB INDICATOR(S)
OG10	Number and description of significant disputes with local communities and indigenous people	●		We did not have any significant disputes with local communities or indigenous peoples at our operated assets during 2019.	1	SE1, SE3	
OG11	Number of sites that have been decommissioned and sites that are in the process of being decommissioned	●		No sites were decommissioned in 2019. However, in 2019 we did begin planning for the decommissioning of four wells from our prior offshore U.K. asset.		SE11	
OG12	Operations where involuntary resettlement took place, the number of households in each and how their livelihoods were affected in the process	●		We are not aware of any instances of involuntary resettlement during 2019.		SE3	
OG13	Number of process safety events, by business activity	●	SR page 31			HS5	EM-EP-540a.1
SASB EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks		SR pages 30-32				EM-EP-540a.2
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 8-11, 18-19, 24, 32-33	See description for 414-1 below and our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain . A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 8-11, 18-19, 22, 24, 32-33	See description for 414-1 below and our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain .	6	SE12	
103-3	Evaluation of the management approach	●	SR pages 8-11, 14, 18-19, 24, 32-33	See description for 414-1 below and our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain .			

GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
414-1	New suppliers that were screened using social criteria	●	SR pages 18-19, 24, 32-33	<p>Our standard contract clauses include requirements with respect to ethical business practices, human rights, social responsibility, business integrity, search and seizure, quality and environment, health and safety. See also description for 308-2 above for our approach to ongoing monitoring of suppliers.</p> <p>Hess introduced new security and human rights-related contract clauses in 2011, and new contracts include these clauses. A review within the last three years of domestic and international contracts determined that overall, approximately 95% of current supplier contracts include these human rights and social responsibility clauses.</p> <p>Hess has analyzed all business units, including its core exploration and production business, for risks related to corruption. Hess' Global Compliance team proactively assesses country-level risks related to corruption based on internal risk criteria. Our Corporate Audit Department systematically conducts anti-corruption audits to determine potential exposure to corruption risk. Annual audits are conducted in certain countries where Hess operates, and every two to three years in other countries as determined by internal risk criteria and external benchmarks (e.g., Transparency International's Corruption Perceptions Index).</p> <p>See also our expanded Supply Chain section online at hess.com/sustainability/how-we-operate/supply-chain.</p>	6	SE12	
414-2	Negative social impacts in the supply chain and actions taken	●		We are not aware of any human rights or social impacts violations in 2019.	6	SE12	
GRI 415: PUBLIC POLICY 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	●	SR pages 17-18	A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR pages 17-18		10	SE13, SE14	EM-EP-530a.1
103-3	Evaluation of the management approach	●	SR pages 14, 17-18				
415-1	Political contributions	●	SR pages 17-18	We did not make direct or indirect political contributions outside of the U.S. in 2019.	10	SE13, SE14	EM-EP-530a.1

GRI Standards Indicator

GRI G4 OGSS Indicator

SASB Indicator

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GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPIECA INDICATOR(S)	SASB INDICATOR(S)
GRI 416: CUSTOMER HEALTH AND SAFETY 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	NM		A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR page 22	See comments for 416-1, 417-1 and 418-1.			
103-3	Evaluation of the management approach	●	SR page 14	See comments for 416-1, 417-1 and 418-1.			
416-1	Assessment of the health and safety impacts of product and service categories	●		Hess' principal products are crude oil, natural gas, condensate and natural gas liquids. The lifecycle impacts of petroleum products are well documented by industry, government agencies and the scientific community. Through our membership in industry trade associations such as the American Petroleum Institute and our involvement with IPIECA, we stay informed of lifecycle assessment results.		HS4	
GRI 417: MARKETING AND LABELING 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	NM		A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR page 22	See comments for 416-1, 417-1 and 418-1.			
103-3	Evaluation of the management approach	●	SR page 14	See comments for 416-1, 417-1 and 418-1.			
417-1	Requirements for product and service information and labeling	●		We comply with applicable product and service labeling requirements. Our products have globally harmonized Safety Data Sheets (SDSs) that provide information on chemical, physical and toxicological characteristics, safe handling, and spill and emergency response measures. These are available at hess.com/sustainability . The Globally Harmonized System of Classification and Labeling of Chemicals (GHS) is an internationally accepted, universal system that all countries should follow. Hess employees have received training on the GHS label elements and SDS format, and Hess SDSs reflect this format.		HS4	

GRI Standards Indicator

GRI G4 OGSS Indicator

SASB Indicator

● Reported NM Not material

GRI INDICATOR	DISCLOSURE TITLE	GRI STATUS	REFERENCE	COMMENTS	UNGC PRINCIPLE(S)	IPECA INDICATOR(S)	SASB INDICATOR(S)
GRI 418: CUSTOMER PRIVACY 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	NM		A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	NM		See comments for 416-1, 417-1 and 418-1.			
103-3	Evaluation of the management approach	NM		See comments for 416-1, 417-1 and 418-1.			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	NM		With our recent transformation to a company focused on exploration and production activities, we no longer consider this to be a material indicator for our company. Our privacy policy is available at hess.com/company/PrivacyPolicy.aspx .		HS4	
GRI 419: SOCIOECONOMIC COMPLIANCE 2016, GRI 103: MANAGEMENT APPROACH 2016							
103-1	Explanation of the material topic and its Boundary	NM		A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting/boundaries-for-material-issues .			
103-2	The management approach and its components	●	SR page 22				
103-3	Evaluation of the management approach	●	SR page 14 Code of Business Conduct and Ethics				
419-1	Noncompliance with laws and regulations in the social and economic area	●	2019 Annual Report and SEC Form 10-K (pages 84-85)	The monetary value of significant fines and/or total number of nonmonetary sanctions for any alleged noncompliance with environmental laws and regulations is disclosed under 307-1. Other material pending legal proceedings and material proceedings known to be contemplated by governmental authorities are disclosed in the appropriate SEC public filings.			