

GRI G4 AND OGSS CONTENT INDEX

This index refers to the Global Reporting Initiative (GRI) G4 Implementation Manual and Oil and Gas Sector Supplement (OGSS) indicators. It is more detailed than the GRI Content Index that appears in the 2016 Hess Sustainability Report (SR) on pages 56-58. The index includes all indicators required for a G4 Core report, as well as a number of additional indicators for which we are able to provide adequate information to fulfill the disclosure.

GRI G4 Indicator		GRI G4 OGSS Indicator		● Reported	○ Omitted	NM Not material
G4 Indicator	Description	Reference	Status	Comments		
GRI G4 General Standard Disclosures						
STRATEGY AND ANALYSIS						
G4-1	Statement from the most senior decision-maker of the organization.	SR pages 2-3	●			
G4-2	Description of key impacts, risks and opportunities.	SR pages 2-3, 6-9 2016 Annual Report and SEC Form 10-K, pages 15-18	●			
ORGANIZATIONAL PROFILE						
G4-3	Name of the organization.	SR page 4	●			
G4-4	Primary brands, products and services.	SR page 4	●			
G4-5	Location of organization's headquarters.	http://www.hess.com/ company/hess-offices	●			
G4-6	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	SR page 4 2016 Annual Report and SEC Form 10-K, pages 6-8	●			
G4-7	Nature of ownership and legal form.	2016 Annual Report and SEC Form 10-K, page 4	●			
G4-8	Markets served (including geographic breakdown, sectors served and types of customers and beneficiaries).	SR page 4 2016 Annual Report and SEC Form 10-K, pages 4-6	●			
G4-9	Scale of the reporting organization, including the number of employees, number of operations, net sales, capitalization and quantity of products.	SR page 4	●			
G4-10	Employees by employment contract/type, gender and region.	SR pages 35-36, 54	●			
G4-11	Percentage of employees covered by collective bargaining agreements.	SR page 54	●	At year-end 2016 less than 3 percent of employees were represented by collective bargaining agreements.		
G4-12	Describe the organization's supply chain.	SR pages 16-17	●			
G4-13	Significant changes during the reporting period regarding size, structure, ownership or supply chain.	2016 Annual Report pages 2-7 and SEC Form 10-K pages 23-25	●			
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization.		●	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.		
G4-15	Externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or endorses.	SR page 19 International Labour Organization, Voluntary Principles on Security and Human Rights, UN Global Compact, Universal Declaration on Human Rights, Extractive Industries Transparency Initiative	●			

G4 Indicator	Description	Reference	Status	Comments
G4-16	Memberships in associations (such as industry associations) and national or international advocacy organizations.	SR pages 51-52, 60	●	<p>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 them.</p> <p>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.</p>

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Operational structure of the organization, including all entities included in the organization's consolidated financial statements. Indicate whether any entity included in the organization's consolidated financial statements is not covered by the report.	SR pages 4, 5 2016 Annual Report and SEC Form 10-K, pages 4-9	●	
G4-18	Process for defining report content.	SR page 5 Approach to Reporting	●	See also expanded version of Approach to Reporting at hess.com/sustainability .
G4-19	All material aspects.	SR page 5 Approach to Reporting	●	See also expanded version of Approach to Reporting at hess.com/sustainability .
G4-20	Boundaries (within the organization) for each material aspect.	SR page 5 Approach to Reporting	●	A table mapping our top 10 material issues to GRI G4 reporting criteria and identifying the reporting boundaries for each is available at hess.com/sustainability .
G4-21	Boundaries (outside of the organization) for each material aspect.	SR page 5 Approach to Reporting	●	A table mapping our top 10 material issues to GRI G4 reporting criteria and identifying the reporting boundaries for each is available at hess.com/sustainability .
G4-22	Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements (e.g., mergers or acquisitions, change of base years or periods, nature of business, measurement methods).	SR page 5 Approach to Reporting	●	See also expanded version of Approach to Reporting at hess.com/sustainability .
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries.	SR page 5 Approach to Reporting	●	See also expanded version of Approach to Reporting at hess.com/sustainability .

STAKEHOLDER ENGAGEMENT

G4-24	List of stakeholder groups engaged by the organization.	SR pages 5, 20-22	●	
G4-25	Basis for identification and selection of stakeholders with whom to engage.	SR pages 20-22	●	
G4-26	Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	SR pages 20-22	●	
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	SR pages 5, 20-22 Approach to Reporting	●	See page 9 in our 2016 SR for materiality determination, including how we incorporate stakeholder feedback into our reporting process and the resulting material issues. See pages 20-21 for information about our stakeholder engagement process, including two case studies of our engagement efforts. See page 22 for engagement examples by stakeholder type, including indigenous groups.

REPORT PROFILE

G4-28	Reporting period (e.g., fiscal or calendar year) for information provided.	SR page 5	●	
G4-29	Date of most recent previous report.		●	Hess' most recent previous report was the 2015 SR, released in 2016.
G4-30	Reporting cycle (e.g., annual, biennial).		●	Hess publishes a sustainability report on an annual basis.
G4-31	Contact point for questions regarding the report or its contents.	SR page 61 (inside back cover)	●	
G4-32	Indicate which "in accordance" option the organization has chosen, provide an index identifying the location of disclosures in the report and provide a reference to the external assurance report (if the report has been externally assured).	SR inside front cover, pages 56-58	●	
G4-33	Policy and current practice with regard to seeking external assurance for the report.	SR pages 5, 59	●	

G4 Indicator	Description	Reference	Status	Comments
GOVERNANCE				
G4-34	Governance structure of the organization, including committees of the highest governance body responsible for decision-making on economic, environmental and social impacts.	SR page 11 Corporate Governance Guidelines, Committee Composition	●	The Board of Directors of Hess Corporation is responsible for oversight of the business and affairs of the company in the best interest of its stockholders, with due regard to its customers, the communities in which it operates and its employees. Based on the recommendation of its Corporate Governance and Nominating Committee, the Board has developed and adopted a set of corporate governance principles to provide guidance to the Board and management in carrying out these responsibilities, to promote the effective functioning of the Board and its committees and to set forth a common set of expectations as to how the Board should perform its functions. The Board has three principal committees: the Audit Committee, the Compensation and Management Development Committee and the Corporate Governance and Nominating Committee. Each committee has a written charter that sets forth its purpose and responsibilities. Under the Audit Committee, there is an Environmental, Health and Safety (EHS) Subcommittee that focuses on these matters. Additional information on the Board, its charters, requirements for Related Party Transactions and contact information is available at hess.com/investors .
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	SR page 11	●	
G4-36	Indicate whether the organization has appointed an executive-level position(s) with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	SR page 11	●	
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	2017 Proxy Statement - Form DEF 14A	●	See our 2017 Proxy Statement Form DEF 14A for a description of the Stockholder and Interested Party Communications process (page 15).
G4-38	Composition of the highest governance body and its committees.	2017 Proxy Statement - Form DEF 14A	●	See also the description in G4-LA12.
G4-39	Indicate whether the Chair of the highest governance body is also an executive officer.	2017 Proxy Statement - Form DEF 14A	●	The Chairman of the Board, Mr. James H. Quigley, is an independent, nonexecutive director. Refer to page 13 of the 2017 Proxy Statement Form DEF 14A.
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.	2017 Proxy Statement - Form DEF 14A	●	As stated in its charter, the purpose of the Corporate Governance and Nominating Committee is to identify and recommend individuals to the Board for nomination as members of the Board and its committees consistent with criteria approved by the Board, to make recommendations to the Board regarding Board practices and corporate governance, and to develop and recommend to the Board a set of corporate governance principles applicable to the corporation. The process is described in the 2017 Proxy Statement Form DEF 14A, page 19.
G4-41	Processes in place for the highest governance body to ensure conflicts of interest are avoided and managed.	Code of Business Conduct and Ethics 2017 Proxy Statement - Form DEF 14A	●	Hess' Global Compliance team oversees a worldwide compliance program for the company. The centerpiece of this program is the expectation set forth in the Hess Code of Business Conduct and Ethics, which applies to every company director, officer and employee. The purpose of the Code is to advise individuals of their obligations to comply with applicable law, as well as the fundamental principles of business ethics to which they must adhere, such as avoidance of conflicts of interests or misuse of corporate opportunities and confidential information. A discussion of processes in place for the highest governance body to ensure conflicts of interest are avoided is included in the Related Party Transactions section of the 2017 Proxy Statement Form DEF 14A, page 18.

G4 Indicator	Description	Reference	Status	Comments
G4-42	The highest governance body's and senior executives' roles in the development, approval and updating of the organization's purpose, value or mission statements, strategies, policies and goals related to economic, environmental and social impacts.	SR pages 11, 13-14	●	<p>The Audit Committee of the Board of Directors has oversight responsibility for the integrity of the company's financial statements, financial reporting practices, systems of internal accounting, financial and disclosure controls, internal audit function, the retention and oversight of independent auditors and compliance with legal and regulatory requirements. The Audit Committee also provides oversight and makes recommendations to the full Board with respect to Hess Corporation's policies, positions and systems for environment, health, safety and social responsibility (EHS & SR), compliance and risk management. Under the Audit Committee is the EHS Subcommittee, which focuses on these areas.</p> <p>The company has developed an enterprise risk program, which includes consideration of EHS & SR risks, to strengthen the consistency of risk consideration in making business decisions. The full Board has oversight of Hess' risk management policies with an emphasis on understanding the key enterprise risks affecting the company's business and the ways in which the company attempts to prudently mitigate such risks. The Chief Risk Officer reviews the enterprise risk program with the Board annually.</p> <p>See page 11 of our 2016 SR for a general description of our governance related to EHS & SR issues and pages 13-14 for our approach to enterprise risk management.</p>
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	SR page 11	●	See also the description in G4-42 above.
G4-44	Processes for evaluating the highest governance body's performance, particularly with respect to economic, environmental and social performance.	Compensation and Management Development Committee Charter 2017 Proxy Statement - Form DEF 14A	●	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. Details of the 2016 Executive Compensation Program, including description of 2016 enterprise performance metrics, are available on page 30 of the 2017 Proxy Statement.
G4-45	Role of the highest governance body in overseeing the identification and management of economic, environmental and social impacts, risks and opportunities, including implementation of due diligence processes.	SR page 11	●	See also the description in G4-42 above.
G4-46	Role of the highest governance body in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	2017 Proxy Statement - Form DEF 14A	●	See also the description in G4-42 above.
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities.	SR page 11 2017 Proxy Statement - Form DEF 14A	●	The EHS Subcommittee of the Board of Directors' Audit Committee met four times in 2016. The full Board of Directors met eight times in 2016.
G4-48	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material aspects are covered.		●	Hess' Sustainability Report is reviewed by the EHS Subcommittee of the Board of Directors, as well as by our Chief Executive Officer.
G4-49	Process for communicating critical concerns to the highest governance body.	2017 Proxy Statement - Form DEF 14A	●	See our 2017 Proxy Statement Form DEF 14A for a description of the Stockholder and Interested Party Communications process (page 15).
G4-50	The nature and total number of critical concerns that were communicated to the highest governance body and the mechanisms used to address and resolve them.	2017 Proxy Statement - Form DEF 14A	●	See our 2017 Proxy Statement Form DEF 14A for a shareholder resolution resulting from concerns raised by shareholders and employees (beginning on page 76).

G4 Indicator	Description	Reference	Status	Comments
G4-51	Linkage between compensation for members of the highest governance body and senior executives and the organization's performance (including economic, environmental and social objectives).	Compensation and Management Development Committee Charter 2017 Proxy Statement - Form DEF 14A	●	<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 26. • CEO and other Named Executive Officer (NEO) compensation process and results: pages 27-56. • EHS metrics as part of enterprise annual incentive plan: pages 36-37. <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.</p> <ul style="list-style-type: none"> • CEO and other Named Executive Officer (NEO) compensation process and results: pages 26-54. • Changes in payout philosophy and actions taken in response to 2012 "Say on Pay" stockholder outreach: pages 29-32. • Compensation Principles (including "Safety and Sustainability"): pages 39-40. • Cash bonus plan for EHS metrics: pages 48-49. • EHS metrics components and percent of 2012 bonus for each NEO: page 67.
G4-52	Process for determining remuneration, including the involvement of remuneration consultants.	2017 Proxy Statement - Form DEF 14A	●	The roles and responsibilities of the Board of Directors' Compensation and Management Development Committee are described on page 19 of our 2017 Proxy Statement Form DEF 14A. Our key compensation practices, including the use of compensation consultants, are listed on page 34. See page 41 for a description of our process for determining compensation and the role of compensation consultants.
G4-53	Indicate how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	2017 Proxy Statement - Form DEF 14A	●	See our 2017 Proxy Statement Form DEF 14A for a description of the Stockholder and Interested Party Communications process (page 15).
ETHICS AND INTEGRITY				
G4-56	Internally developed statements of mission or values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	SR pages 15, 23 Code of Business Conduct and Ethics Environment, Health & Safety Policy Corporate Social Responsibility Policy Human Rights Policy	●	
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	Code of Business Conduct and Ethics	●	See pages 6 and 7 of our Code of Business Conduct and Ethics.
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Code of Business Conduct and Ethics	●	See pages 6 and 7 of our Code of Business Conduct and Ethics.

G4 Indicator	Description	Reference	Status	Comments
GRI G4 Specific Standard Disclosures				
ECONOMIC				
EC DMA	Disclosure on management approach to economic performance and market presence.	SR pages 2–4, 11–17, 2016 Annual Report and SEC Form 10-K	●	
G4-EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	SR page 4, 54 2016 Annual Report (page 1) and SEC Form 10-K (page 22)	●	<p>Hess supports revenue transparency through participation in the Extractive Industries Transparency Initiative (EITI), a voluntary multi-stakeholder 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 EITI Compliant or Candidate countries 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 Southeast Asia, including Malaysia, where Hess maintains operations and equity interests. We have supported implementation of the EITI in Equatorial Guinea (EG) and have participated in meetings with the World Bank and International Monetary Fund to discuss their work with EG on transparency initiatives.</p>
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	SR pages 9, 39–40 CDP Disclosure	●	
G4-EC3	Coverage of the organization's defined benefit plan obligations.	2016 Annual Report and SEC Form 10-K (pages 69–72)	●	
G4-EC5	Range of ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation.		●	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.
G4-EC6	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	SR page 36	●	We define "significant" as an international asset that has 100 or more employees. In 2016 this included Denmark and Malaysia.
EC DMA	Disclosure on management approach to indirect economic impacts.	SR pages 23–25, 54	●	
G4-EC7	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement. Report specific investment initiatives related to access to energy for local communities.	SR pages 23–25, 54	●	
EC DMA	Disclosure on management approach to procurement practices.	SR pages 16–17	●	
G4-EC9	Policy, practices and proportion of spending on locally based suppliers at significant locations of operation.	SR page 17	●	In 2016 we spent approximately \$4.5 billion on local suppliers, which represents 81 percent of our total supplier spend for the year. In 2015 we spent approximately \$5.9 billion on local suppliers, representing 79 percent of our total supplier spend in that year (i.e., \$7.5 billion). Suppliers are considered local if purchases are made within the same country in which we are doing business.
EC DMA	Disclosure on management approach to oil and gas reserves.	SR page 40 Climate Change and Energy	●	See also expanded version of our Carbon Asset Risk Report online.
OG1	Volume and type of estimated proved reserves and production.	SR pages 4, 40, 54 Climate Change and Energy 2016 Annual Report (page 3) and SEC Form 10-K (pages 4–8)	●	See also expanded version of our Carbon Asset Risk Report online.

G4 Indicator	Description	Reference	Status	Comments
ENVIRONMENT				
EN DMA	Disclosure on management approach to materials used.		●	
G4-EN1	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.
G4-EN2	Percentage of materials used that are recycled input materials.		●	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.
EN DMA	Disclosure on management approach to energy.	SR page 44	●	We are subject to energy-related policies or regulations at various assets within our organization. For example, Hess's Denmark operations are subject to the European Union Emissions Trading Scheme (EUETS). Under Phase III of this program, Hess makes annual purchases of emissions allowances to account for our verified 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 90 percent of produced gas by October 2020, with interim flaring targets in advance of this date.
G4-EN3	Energy consumption within the company.	SR pages 44, 55	●	A total of 25 vehicles in our North Dakota fleet have been converted to lower emission fuels (compressed natural gas [CNG]), representing approximately 4 percent of our companywide vehicle fleet.
G4-EN4	Energy consumption outside the organization.	SR pages 42, 55	●	
G4-EN5	Energy intensity.	SR pages 44, 55	●	
G4-EN7	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.		●	With the recent completion of our multi-year strategic transformation into a company focused solely on exploration and production, we no longer offer renewable energy-based products and services.
OG2	Total amount invested in renewable energy.		●	With the recent completion of our multi-year strategic transformation into a company focused solely on exploration and production, we no longer offer renewable energy-based products and services. We annually purchase Renewable Energy Certificates (RECs) equivalent to at least 10 percent of net electricity used in our operations. In 2016 we purchased 100,000 Green-e Energy-certified RECs for wind power. See page 44 of the 2016 SR.
OG3	Total amount of renewable energy generated by source.		●	We selectively use small solar panels in the field to power instrumentation. This renewable energy is not quantified.
EN DMA	Disclosure on management approach to water use.	SR pages 47-48	●	
G4-EN8	Total water withdrawal by source.	SR pages 47-48, 55 Key Sustainability Metrics	●	See our online key sustainability metrics table for additional details.
G4-EN9	Water sources significantly affected by withdrawal of water.	SR page 48	●	No water sources were significantly affected by our water withdrawals, where GRI defines "significant" as average withdrawals of 5 percent or more of the annual average volume of a given water body.
G4-EN10	Percentage and total volume of water recycled and reused.	SR pages 48-55	●	

G4 Indicator	Description	Reference	Status	Comments
EN DMA	Disclosure on management approach to biodiversity.	SR page 50	●	
G4-EN11	Location and size of land owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas.	SR page 50	●	
G4-EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	SR page 50	●	
G4-EN13	Habitats protected or restored.	SR page 50	●	
G4-EN14	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	SR page 50	●	
OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored.	SR page 50	●	
EN DMA	Disclosure on management approach to air emissions.	SR pages 39–45, 52–53 Shale Energy	●	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 39–45 of the 2016 SR, and those focused on other air emissions can be found on pages 52–53 of the 2016 SR, and at hess.com/sustainability . Details of our leak detection and repair programs can be found on pages 45 and 53 of the 2016 SR.
G4-EN15	Total direct greenhouse gas (GHG) emissions by weight.	SR pages 41–42, 45, 55 CDP Disclosure	●	
G4-EN16	Total indirect GHG emissions by weight.	SR pages 41–42, 55 CDP Disclosure	●	
G4-EN17	Other relevant indirect GHG emissions by weight.	SR pages 42, 55 CDP Disclosure	●	
G4-EN18	GHG emissions intensity.	SR pages 41–42, 55	●	
G4-EN19	Initiatives to reduce GHG emissions and reductions achieved.	SR pages 9, 39–45 CDP Disclosure Climate Change and Energy	●	See also our expanded Climate Change and Energy section at hess.com/sustainability .
G4-EN20	Emissions of ozone-depleting substances by weight.		NM	
G4-EN21	NOx, SOx and other significant air emissions by type and weight.	SR pages 53, 55	●	Our carbon monoxide and particulate matter emission totals are insignificant in comparison to our overall emissions and have been deemed not material for reporting.
EN DMA	Disclosure on management approach to effluent and waste.	SR pages 50–51	●	
G4-EN22	Total water discharge by quality and destination.	SR pages 51, 55 Key Sustainability Metrics	●	See our online key sustainability metrics table for additional details.
OG5	Volume of formation or produced water.	SR pages 51, 55 Key Sustainability Metrics	●	See our online key sustainability metrics table for additional details.
G4-EN23	Total weight of waste by type and disposal method.	SR pages 51, 55 Key Sustainability Metrics	●	See our online key sustainability metrics table for additional details.
G4-EN24	Total number and volume of significant spills.	SR pages 51–52, 55	●	
G4-EN25	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of transported waste shipped internationally.	SR page 55	●	No waste considered hazardous under the terms of the Basel Convention was exported from our operations in 2016.
G4-EN26	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	SR page 50	●	
OG6	Volume of flared and vented hydrocarbon.	SR pages 42–43, 55 Key Sustainability Metrics	●	See our online key sustainability metrics table for additional details.

GRI G4 Indicator

GRI G4 OGSS Indicator

● Reported ○ Omitted NM Not material

G4 Indicator	Description	Reference	Status	Comments
OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal.	SR page 51 Key Sustainability Metrics	●	See our online key sustainability metrics table for additional details.
EN DMA	Disclosure on management approach to environmental impacts of products and services.	SR pages 39-40, 42-45	●	
G4-EN27	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	SR pages 39-53	●	
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.		●	The vast majority of our products are handled in bulk throughout the product life cycle and do not require packaging materials.
OG8	Benzene, lead and sulfur content in fuels.		NM	We divested our Retail Marketing business in 2014. We are now an exploration and production company and no longer market gasoline or other fuels.
EN DMA	Disclosure on management approach to environmental compliance.	SR page 53	●	We are regulated at the national, regional and local levels for various environmental media. General descriptions related to our approach to compliance can be found on page 53 of the 2016 SR. Decisions about ISO certification are made within the business units. Hess' South Arne operations are ISO 14001 certified and accounted for approximately 6 percent of gross operated oil production in 2016. The South Arne production operations are also OHSAS 18001 certified.
G4-EN29	Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with environmental laws and regulations.	SR pages 53, 55	●	In 2016 we paid \$24,430 in environmental-related fines. Of that amount, \$10,000 in fines were paid for our shale operations in North Dakota, and \$0 in fines were paid for shale operations in Ohio. We received 65 environmental-related violations in North Dakota, 10 for our offshore operations in the Gulf of Mexico, five for our Permian Basin operations and one in Ohio in 2016.
EN DMA	Disclosure on management approach to environmental impacts of transportation.	SR pages 42-43 Shale Energy	●	See also our expanded Shale Energy section at hess.com/sustainability.
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	SR pages 42-43 Shale Energy	●	See also our expanded Shale Energy section at hess.com/sustainability.
EN DMA	Disclosure on management approach to environmental expenditures and investments.		●	See description in G4-EN31 below.
G4-EN31	Total environmental protection expenditures and investments by type.		●	We have continuing expenditures for environmental assessment and remediation for sites that have been affected by our activities. Our remediation expenditures totaled approximately \$10 million in 2016 and were primarily associated with the legacy downstream businesses. We accrue for environmental assessment and remediation expenses when the future costs are probable and reasonably estimable. At year-end 2016, the company's reserve for estimated remediation liabilities was approximately \$80 million. We expect that existing reserves for environmental liabilities will adequately cover costs to assess and remediate known sites. Information about estimated asset retirement obligations, which are accounted for separately, is provided in our 2016 Form 10-K filing. We also have capital expenditures for facilities, primarily to comply with federal, state, local and foreign country environmental standards. The level of other expenditures to comply with these regulations is difficult to quantify, as such costs are captured as mostly indistinguishable components of the company's capital expenditures and operating expenses.
EN DMA	Disclosure on management approach to environmental assessment of suppliers.	SR pages 16-17 How We Operate	●	See descriptions in G4-EN32 and G4-EN33 below, and our expanded Supply Chain section at hess.com/sustainability.
G4-EN32	Percentage of new suppliers that were screened using environmental criteria.	SR pages 16-17	●	Prospective suppliers are given a clear scope of work and environment, health and safety expectations during the sourcing phase.

G4 Indicator	Description	Reference	Status	Comments
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	SR pages 16-17	●	Our approach for screening new suppliers, which includes risk reviews for environment, health and safety performance and programs where appropriate, is described on page 17 of the 2016 SR. We are currently working to implement our new Contractor Management Standard, which defines internal monitoring requirements for the environment, health and safety performance of our suppliers on an ongoing basis, at various points in the contract life cycle. 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 tracked to closure. The contractors' performance records are maintained and factored into decision making when the contractor is being considered for future work.
EN DMA	Disclosure on management approach to environmental grievance mechanisms.	SR pages 20-21	●	See also description for G4-EN34 below.
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms.		●	Of the total 150 grievances filed through the Hess Community Connection in 2016, 12 were classified as related to environmental concerns. The other 138 grievances did not fall into the categories described by GRI (i.e., environment, labor practices, human rights and society).
LABOR PRACTICES AND DECENT WORK				
LA DMA	Disclosure on management approach to employment.	SR pages 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.
G4-LA1	Total number and rate of new employee hires and employee turnover by age group, gender and region.	SR pages 35, 54	●	
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		●	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 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.
G4-LA3	Return to work and retention rates after parental leave, by gender.		NM	In 2016 Hess did not have enough data for this to be a material metric for our company.
LA DMA	Disclosure on management approach to labor/management relations.	SR pages 35-37	●	
G4-LA4	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.		●	For major operational changes, such as layoffs and facility closures, we comply with advance notification requirements specified in all applicable labor laws and regulations.
LA DMA	Disclosure on management approach to occupational health and safety.	SR pages 27-33	●	
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.		●	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 2016 less than 3 percent of employees were represented by collective bargaining agreements. As such, workforce participation in these committees is not a metric that we measure.

G4 Indicator	Description	Reference	Status	Comments
G4-LA6	Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region and gender.	SR pages 27-28, 54	●	Data is not available to report this indicator by gender. 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.
G4-LA7	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.
G4-LA8	Health and safety topics covered in formal agreements with trade unions.		NM	At year-end 2016 less than 3 percent of employees were represented by collective bargaining agreements. As such, we do not consider this a material metric for our company.
LA DMA	Disclosure on management approach to training and education.	SR pages 6-8, 15, 19, 23, 28, 33, 35-37	●	See also descriptions for G4-LA9 and G4-LA11 below.
G4-LA9	Average hours of training per year per employee by gender and by employee category.		●	We cannot provide an accurate global figure for average hours of employee training, as our systems do not capture all internal and external training or professional development hours. Training requirements depend on job category and do not vary by gender.
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	SR pages 35-37	●	
G4-LA11	Percentage of employees receiving regular performance and career development reviews by gender.	SR pages 35-37	●	All managers and professionals receive regular performance and development reviews.
LA DMA	Disclosure on management approach to diversity and equal opportunity.	SR pages 35-36	●	
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity.	SR page 36	●	Female and minority representation in our workforce is provided by job category in our 2016 SR (page 36). Our Board of Directors is 15 percent female and 8 percent minority. 92 percent of Board members are over age 50.
LA DMA	Disclosure on management approach to equality of remuneration by gender.		●	See description in G4-LA13 below.
G4-LA13	Ratio of basic salary of men to women by employee category.		○	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. Ratio information is not aggregated at the enterprise level and is unavailable for reporting.
LA DMA	Disclosure on management approach to assessment of supplier labor practices.	SR pages 16-17 How We Operate	●	See also description for G4-LA14 below, and our expanded Supply Chain section online.
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria.		●	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 G4-EN33 above for our approach to on-going monitoring of suppliers.
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.		●	We are not aware of any negative impacts related to labor practices in 2016.

G4 Indicator	Description	Reference	Status	Comments
LA DMA	Disclosure on management approach to labor practice grievance mechanisms.	SR pages 20-21	●	See also description for G4-LA16 below.
G4-LA16	Number of grievances about labor practices filed, addressed and resolved through formal grievance mechanisms.		●	We are not aware of any grievances related to labor practices in 2016.
HUMAN RIGHTS				
HR DMA	Disclosure on management approach to human rights investments.	SR pages 17, 23 Code of Business Conduct and Ethics	●	
G4-HR1	Percentage and total number of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.	SR pages 17, 23	●	Hess introduced new security and human rights-related contract clauses in 2011, and new contracts include these clauses. Our ongoing reviews of domestic and international contracts show that approximately 95 percent of current supplier contracts include these human rights and social responsibility clauses.
G4-HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	SR page 15	●	Human rights content is included in our mandatory Code of Conduct training. At year-end 2016, 93 percent of employees had completed Code of Conduct training.
HR DMA	Disclosure on management approach to nondiscrimination.	SR pages 35-36	●	See description in G4-HR3 below.
G4-HR3	Total number of incidents of discrimination and corrective actions taken.		●	Based on available records and information, there were no incidents of illegal discrimination in 2016. Hess defines incidents of illegal discrimination as substantiated findings of a violation of any applicable law and/or Hess' internal policies.
HR DMA	Disclosure on management approach to freedom of association and collective bargaining, child labor and forced or compulsory labor.		●	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.
G4-HR4	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.		●	See notes for G4-HR3 and HR DMA above.
G4-HR5	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.		●	See notes for G4-HR3 and HR DMA above.
G4-HR6	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor.		●	See notes for G4-HR3 and HR DMA above.
HR DMA	Disclosure on management approach to security practices.	SR page 23 How We Operate	●	See also our expanded Supply Chain section online.
G4-HR7	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	SR page 23 How We Operate	●	See also our expanded Supply Chain section online.
HR DMA	Disclosure on management approach to indigenous rights.	SR pages 20-22	●	
G4-HR8	Total number of incidents of violations involving rights of indigenous people and actions taken.		●	We are not aware of any human rights violations in 2016.
OG9	Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place.	SR pages 20-22	●	
HR DMA	Disclosure on management approach to human rights assessments.	SR pages 7, 23	●	See descriptions in G4-HR9 and G4-HR10 below.

G4 Indicator	Description	Reference	Status	Comments
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	SR pages 7, 23	●	In potential high-risk areas Hess conducts human rights assessments to evaluate the overall risk management of those assets. Conducted on the ground, these assessments identify risks to Hess projects and staff, as well as to the surrounding communities. To date, human rights risk assessments have been completed in Equatorial Guinea and Malaysia.
HR DMA	Disclosure on management approach to supplier human rights assessments.	SR pages 7, 23 How We Operate	●	See description in G4-HR10 below, and our expanded Supply Chain section online.
G4-HR10	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening and actions taken.	SR pages 7, 23	●	Hess introduced new security and human rights-related contract clauses in 2011, and new contracts include these clauses. Our ongoing reviews of domestic and international contracts show that approximately 95 percent of current supplier contracts include these human rights and social responsibility clauses.
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.		●	We are not aware of any human rights violations in 2016.
HR DMA	Disclosure on management approach to human rights grievance mechanisms.	SR pages 20–21	●	See description in G4-HR12 below.
G4-HR12	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.		●	We are not aware of any grievances related to human rights in 2016.
SOCIETY				
SO DMA	Disclosure on management approach to local communities.	SR pages 19–25	●	
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs.	SR pages 19–25	●	
G4-SO2	Operations with significant actual or potential negative impacts on local communities.	SR pages 19–25	●	
OG10	Number and description of significant disputes with local communities and indigenous peoples.		●	We did not have any significant disputes with local communities or indigenous peoples at our operated assets during 2016.
OG11	Number of sites that have been decommissioned and sites that are in the process of being decommissioned.	FFFA Closeout Report IVRR Closeout Report	●	Hess completed full subsea decommissioning of two major assets in the United Kingdom sector of the North Sea: the Fife, Fergus, Flora and Angus fields (FFFA) and the Ivanhoe and Rob Roy fields (IVRR). Details about these decommissioning projects can be found online at the links provided.
OG12	Operations where involuntary resettlement took place, the number of households resettled in each and how their livelihoods were affected in the process.		●	We are not aware of any instances of involuntary resettlement during 2016.
OG13	Number of process safety events, by business activity.	SR page 31	●	
SO DMA	Disclosure on management approach to anti-corruption.	SR page 15	●	
G4-SO3	Percentage and total number of business units analyzed for risks related to corruption.		●	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. The corporate audit function 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).
G4-SO4	Percentage of employees trained in the organization's anti-corruption policies and procedures.	SR page 15	●	

G4 Indicator	Description	Reference	Status	Comments
G4-SO5	Actions taken in response to incidents of corruption.		●	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 more than 10 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.
SO DMA	Disclosure on management approach to public policy.	SR pages 15-16	●	
G4-SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country.	SR pages 15-16	●	We did not make political contributions outside of the U.S. in 2016.
SO DMA	Disclosure on management approach to anti-competitive behavior and legal compliance.	Code of Business Conduct and Ethics	●	
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes.		●	In 2016 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.
G4-SO8	Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with laws and regulations.	2016 Annual Report and SEC Form 10-K	●	Monetary value of significant fines and/or total number of nonmonetary sanctions for any alleged noncompliance with environmental laws and regulations is disclosed under G4-EN29. Other material pending legal proceedings and material proceedings known to be contemplated by governmental authorities are disclosed in our SEC Form 10-K.
SO DMA	Disclosure on management approach to assessment of suppliers for impacts on society.	SR pages 16-17 How We Operate	○	See also our expanded Supply Chain section online.
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken.		●	We are not aware of any grievances related to impacts to society in 2016. See note for G4-SO11 below.
SO DMA	Disclosure on management approach to grievance mechanisms for impacts on society.	SR pages 20-21	●	See description in G4-SO11 below.
G4-SO11	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms.		●	We are not aware of any grievances related to impacts to society in 2016.
PRODUCT RESPONSIBILITY				
PR DMA	Disclosure on management approach to product responsibility.		●	See comments for indicators G4-PR1 through G4-PR9 and OG14.
G4-PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.		●	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.
G4-PR2	Total number of incidents of noncompliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.		NM	This information is not aggregated at the corporate level. See comment for G4-PR1.

G4 Indicator	Description	Reference	Status	Comments
G4-PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.		●	<p>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.</p> <p>The Globally Harmonized System of Classification and Labeling of Chemicals (GHS) is an internationally accepted system. The GHS was designed to replace all the diverse classification systems and present one universal standard, which all countries should follow. We completed employee training on the new GHS label elements and SDS format, and have updated existing Hess SDSs to reflect the new format.</p>
G4-PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.		NM	With our recent transformation to a company focused on exploration and production activities, our principal products are crude oil, natural gas, condensate and natural gas liquids, which we sell directly into commodity markets. As such, we do not consider this indicator to be material to our company.
G4-PR6	Programs for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion, sponsorship and sale of banned/disputed products.		NM	See response for G4-PR5 above.
G4-PR7	Total number of incidents of noncompliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type of outcomes.		NM	See response for G4-PR5 above.
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Hess Privacy Policy	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 .
G4-PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.		NM	See response for G4-PR5 above.
OG14	Volume of biofuels produced, and purchased, meeting sustainability criteria.		NM	We do not produce biofuels.