# 2021 Hess GRI Content Index

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 (U.N.) Global Compact, IPIECA sector specific guidelines, the oil and gas industry metrics from the Sustainability Accounting Standards Board (SASB) and the World Economic Forum (WEF) Stakeholder Capitalism Core Metrics. 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.

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<td>102-1</td>
<td>Name of the organization</td>
<td>2021 Sustainability Report (SR) page 4</td>
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<tr>
<td>102-2</td>
<td>Activities, brands, products and services</td>
<td>SR page 4</td>
<td></td>
<td>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 (pages 21–23) and Materiality section (pages 6–7) of our 2021 Sustainability Report.</td>
</tr>
<tr>
<td>102-3</td>
<td>Location of headquarters</td>
<td>Hess Offices</td>
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<td>102-5</td>
<td>Ownership and legal form</td>
<td>2021 Annual Report and SEC Form 10-K</td>
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<td>102-6</td>
<td>Markets served</td>
<td>SR page 4</td>
<td>2021 Annual Report and SEC Form 10-K (pages 6–13)</td>
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<td>102-7</td>
<td>Scale of the organization</td>
<td>SR page 4</td>
<td>2021 Annual Report and SEC Form 10-K</td>
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<td>102-8</td>
<td>Information on employees and other workers</td>
<td>SR pages 18–19, 35–37, 66</td>
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<td>3, 10</td>
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<td>102-9</td>
<td>Supply chain</td>
<td>SR pages 17–19</td>
<td>Supply Chain</td>
<td>Transparency &amp; Compliance Hess Supplier Network</td>
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<td>102-10</td>
<td>Significant changes to the organization and its supply chain</td>
<td>SR pages 4, 7</td>
<td>2021 Annual Report (pages 1–7) and SEC Form 10-K (pages 28–40)</td>
<td>Supply Chain</td>
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<tr>
<td>102-11</td>
<td>Precautionary principle or approach</td>
<td></td>
<td></td>
<td>In keeping with a precautionary approach, we evaluate identified risks and develop and implement mitigation plans as part of our enterprise risk management and due diligence processes. We also use environmental and social screening tools and conduct environmental and social impact assessments for major capital projects.</td>
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**Notes:**

- GRI 102: General Disclosures 2016
- 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 (U.N.) Global Compact, IPIECA sector specific guidelines, the oil and gas industry metrics from the Sustainability Accounting Standards Board (SASB) and the World Economic Forum (WEF) Stakeholder Capitalism Core Metrics. 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.

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**References:**

- SR pages: Sustainability Report (pages 1–79)
- 2021 Annual Report (pages 1–7)
- SEC Form 10-K (pages 28–40)
- Supply Chain | Transparency & Compliance Hess Supplier Network
- Other Reporting Frameworks
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<tr>
<th>GRI Indicator</th>
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<th>Other Reporting Frameworks</th>
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<td>102-13</td>
<td>Membership of associations</td>
<td>SR pages 16–17, 61</td>
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<td>102-14</td>
<td>Statement from senior decision-maker</td>
<td>SR pages 2–3</td>
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<td>102-15</td>
<td>Key impacts, risks and opportunities</td>
<td>SR pages 2–3, 5, 8–9</td>
<td>Risk and opportunity oversight: Integrating risk and opportunity into the business process</td>
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<td>102-17</td>
<td>Mechanisms for advice and concerns about ethics</td>
<td>Code of Business Conduct and Ethics (pages 6–7)</td>
<td>Ethical behavior: Protected ethics advice and reporting mechanisms 1, 2</td>
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<td>102-18</td>
<td>Governance structure</td>
<td>SR page 11, Corporate Governance Guidelines, Committee Composition</td>
<td>GOV-1: C1</td>
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<td>102-19</td>
<td>Delegating authority</td>
<td>SR page 11</td>
<td>GOV-1: C1</td>
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<td>102-20</td>
<td>Executive-level responsibility for economic, environmental and social topics</td>
<td>SR page 11</td>
<td>GOV-1: C1, C4</td>
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<td>102-21</td>
<td>Consulting stakeholders on economic, environmental and social topics</td>
<td>2022 Proxy Statement – Form DEF 14A (page 9)</td>
<td>GOV-1: C1, Stakeholder engagement: Material issues impacting stakeholders</td>
<td>See our 2022 Proxy Statement – Form DEF 14A for a description of the Stockholder and Interested Party Communications process (page 9).</td>
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<td>102-22</td>
<td>Composition of the highest governance body and its committees</td>
<td>2022 Proxy Statement – Form DEF 14A (pages 2–14)</td>
<td>GOV-1: A1, Quality of governing body: Governance body composition</td>
<td>See also the description in 405-1.</td>
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<td>102-23</td>
<td>Chair of the highest governance body</td>
<td>2022 Proxy Statement – Form DEF 14A (page 8)</td>
<td></td>
<td>The Chairman of the Board, Mr. James H. Quigley, is an independent, nonexecutive director.</td>
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<td>102-24</td>
<td>Nominating and selecting the highest governance body</td>
<td>2022 Proxy Statement – Form DEF 14A (page 6)</td>
<td>GOV-1: A1</td>
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<td>102-25</td>
<td>Conflicts of interest</td>
<td>2022 Proxy Statement – Form DEF 14A (pages 2–5, 9)</td>
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<td>Code of Business Conduct and Ethics</td>
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<td>102-26</td>
<td>Role of the highest governance body in setting purpose, values and strategy</td>
<td>SR page 11</td>
<td></td>
<td>Governing purpose: Setting purpose</td>
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<td>2022 Proxy Statement – Form DEF 14A (page 11)</td>
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<td>102-27</td>
<td>Collective knowledge of the highest governance body</td>
<td>SR page 11</td>
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<td>2022 Proxy Statement – Form DEF 14A (pages 2–5)</td>
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<td>102-28</td>
<td>Evaluating the highest governance body’s performance</td>
<td>Compensation and Management Development Committee Charter</td>
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<td>2022 Proxy Statement – Form DEF 14A (page 7)</td>
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<td>102-29</td>
<td>Identifying and managing economic, environmental and social impacts</td>
<td>SR page 11</td>
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<td>2022 Proxy Statement – Form DEF 14A (page 11)</td>
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<td>102-30</td>
<td>Effectiveness of risk management processes</td>
<td>SR pages 12–13</td>
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<td>2022 Proxy Statement – Form DEF 14A (pages vi, 11–12, 14–15)</td>
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<td>102-31</td>
<td>Review of economic, environmental and social topics</td>
<td>SR page 11</td>
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<td></td>
<td>2022 Proxy Statement – Form DEF 14A (pages iii–vi, 8, 10–11)</td>
<td>GOV-1: C2</td>
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<td></td>
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<td>The Environment, Health and Safety (EHS) Committee of the Board of Directors met three times in 2021. The full Board of Directors met ten times in 2021.</td>
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</tr>
<tr>
<td>102-32</td>
<td>Highest governance body’s role in sustainability reporting</td>
<td>2022 Proxy Statement – Form DEF 14A (pages vii–ix, 19–47)</td>
<td>G0V-1: A4</td>
<td>Hess’ sustainability report is reviewed by the EHS Committee of the Board of Directors, as well as by our Chief Executive Officer (CEO).</td>
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<tr>
<td>102-33</td>
<td>Communicating critical concerns</td>
<td>2022 Proxy Statement – Form DEF 14A (page 9)</td>
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<td>Stakeholder Engagement: Material issues impacting stakeholders</td>
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<td>Stakeholder Engagement: Material issues impacting stakeholders</td>
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<td>102-35</td>
<td>Remuneration policies</td>
<td>Compensation and Management Development Committee Charter</td>
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<td></td>
<td>2022 Proxy Statement – Form DEF 14A (pages vii–ix, 19–47)</td>
<td>GOV-1: A5</td>
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<td>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. 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: • 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 EHS); pages 26–33 • Cash bonus plan for EHS metrics: pages 27–31 • EHS metrics components and percent of 2021 bonus for each NEO: page 27–31.</td>
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<td>GRI Indicator</td>
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<td>102-36</td>
<td>Process for determining remuneration</td>
<td>2022 Proxy Statement — Form DEF 14A (pages 10, 20–37)</td>
<td></td>
<td>The roles and responsibilities of the Board of Directors’ Compensation and Management Development Committee are described on page 10 of our 2022 Proxy Statement — Form DEF 14A. Our key compensation practices, including the use of compensation consultants, are listed on pages 20–37. See page 34 for a description of our process for determining compensation and the role of compensation consultants.</td>
</tr>
<tr>
<td>102-40</td>
<td>List of stakeholder groups</td>
<td>SR page 22 Stakeholder Engagement</td>
<td></td>
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<tr>
<td>102-41</td>
<td>Collective bargaining agreements</td>
<td>SR page 66</td>
<td></td>
<td>As a result of the sale of our interest in the Denmark asset in August 2021, none of our employees were represented by collective bargaining agreements at year end.</td>
</tr>
<tr>
<td>102-42</td>
<td>Identifying and selecting stakeholders</td>
<td>SR pages 21–22</td>
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<tr>
<td>102-43</td>
<td>Approach to stakeholder engagement</td>
<td>SR pages 21–23</td>
<td>Stakeholder engagement: Material issues impacting stakeholders</td>
<td>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. Similarly, we maintain an open dialogue with community representatives and regulating bodies, and increase engagement as needed based on the relevance and timing of key issues. Our engagement frequency with other stakeholders is determined on a risk basis.</td>
</tr>
<tr>
<td>102-44</td>
<td>Key topics and concerns raised</td>
<td>SR pages 6, 21–23 Stakeholder Engagement</td>
<td></td>
<td>See SR pages 6–7 for materiality determination, including how we incorporate stakeholder feedback into our reporting process and the resulting material issues. See SR pages 21–23 for information about our stakeholder engagement process. See hess.com/sustainability/social-responsibility/stakeholder-engagement for engagement examples by stakeholder type, including indigenous groups.</td>
</tr>
<tr>
<td>102-45</td>
<td>Entities included in the consolidated financial statements</td>
<td>SR pages 4–5 2021 Annual Report and SEC Form 10-K (pages 6–13)</td>
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<td>102-46</td>
<td>Defining report content and topic Boundaries</td>
<td>SR pages 6–7 Sustainability Reporting Standards</td>
<td>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.</td>
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<tr>
<td>102-47</td>
<td>List of material topics</td>
<td>SR page 6</td>
<td>Stakeholder engagement: Material issues impacting stakeholders</td>
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<td>102-48</td>
<td>Restatements of information</td>
<td>SR pages 6–7</td>
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<td>102-49</td>
<td>Changes in reporting</td>
<td>SR pages 6–7</td>
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<td>102-50</td>
<td>Reporting period</td>
<td>SR pages 6–7</td>
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<td>102-51</td>
<td>Date of most recent report</td>
<td></td>
<td></td>
<td>Hess’ most recent report was the 2020 SR, released in 2021. We also published a 2020 Sustainability Report for Hess Midstream LP in 2022.</td>
</tr>
<tr>
<td>102-52</td>
<td>Reporting cycle</td>
<td></td>
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<td>Hess publishes a sustainability report on an annual basis.</td>
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<td>102-53</td>
<td>Contact point for questions regarding the report</td>
<td>SR, inside front cover</td>
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<td>102-54</td>
<td>Claims of reporting in accordance with the GRI Standards</td>
<td>SR, inside front cover</td>
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<td>102-55</td>
<td>GRI content index</td>
<td>GRI content index</td>
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<td>102-56</td>
<td>External assurance</td>
<td>SR page 68</td>
<td>G0V-1: A4</td>
<td>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.</td>
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**GRI 201: Economic Performance 2016**

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<td>103-1</td>
<td>Explanation of the material topic and its Boundary</td>
<td>SR pages 2–7</td>
<td>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.</td>
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<td>The management approach and its components</td>
<td>SR pages 2–3</td>
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<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>SR pages 11–13</td>
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<td>201-1</td>
<td>Direct economic value generated and distributed</td>
<td>SR pages 4–5, 66</td>
<td>G0V-4: C3</td>
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<td>201-2</td>
<td>Financial implications and other risks and opportunities due to climate change</td>
<td>SR pages 39–48</td>
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<td>201-3</td>
<td>Defined benefit plan obligations and other retirement plans</td>
<td>2021 Annual Report and SEC Form 10-K (pages 72–75)</td>
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<td>O61</td>
<td>Volume and type of estimated proved reserves and production</td>
<td>SR pages 4, 66 2021 Annual Report and SEC Form 10-K (pages 6–11)</td>
<td>EM-EP-000.A</td>
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**GRI 202: Market Presence 2016**

| 103-1 | Explanation of the material topic and its Boundary | SR pages 6–7, 24–25, 35–36 | Sustainability Reporting Standards  
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. |
| 103-2 | The management approach and its components | SR pages 24–25, 35–36 | Code of Business Conduct and Ethics | SOC-15: C1 |
| 103-3 | Evaluation of the management approach | SR pages 12–13, 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 | SR page 37 2022 Proxy Statement – Form DEF 14A (page 47) | Dignity and equality: Wage level %, 1, 2 | Hess’ standard entry-level wages in the US are, on average, 200% greater 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. In addition, we reward our employees with a comprehensive range of compensation and benefit programs that help employees to take care of their health, protect their income and build savings for the future. |
| 202-2 | Proportion of senior management hired from the local community | SR pages 19, 36 | SOC-15: A1 6 | We define “significant” as an international asset that has 100 or more employees. This applied to our production asset in Malaysia in 2021. |

**GRI 203: Indirect Economic Impacts 2016**

| 103-1 | Explanation of the material topic and its Boundary | SR pages 6–7, 22–25 | Sustainability Reporting Standards | SOC-13: C1, C2, A2 | 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. |
| 103-2 | The management approach and its components | SR pages 19, 22–25 | | 6 |
| 103-3 | Evaluation of the management approach | SR pages 12–13, 22–25 | | |
| 203-1 | Infrastructure investments and services supported | SR pages 22–25 | | |
### GRI 204: Procurement Practices 2016

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<td>103-1</td>
<td>Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 17–19</td>
<td>Sustainability Reporting Standards</td>
<td>A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at <a href="http://hess.com/sustainability/approach-to-reporting">hess.com/sustainability/approach-to-reporting</a>.</td>
</tr>
<tr>
<td>103-2</td>
<td>The management approach and its components</td>
<td>SR pages 8–9, 17–19, 22</td>
<td>SOC-14: C1</td>
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<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>SR pages 12–13, 17–19</td>
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<td>204-1</td>
<td>Proportion of spending on local suppliers</td>
<td>SR pages 17–19</td>
<td>SOC-14: A1</td>
<td>In 2021, we spent approximately $2.0 billion on local suppliers, which represents 93% 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.</td>
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### GRI 205: Anti-Corruption 2016

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<td>103-1</td>
<td>Explanation of the material topic and its Boundary</td>
<td>SR pages 6, 15–19</td>
<td>Sustainability Reporting Standards</td>
<td>A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at <a href="http://hess.com/sustainability/approach-to-reporting">hess.com/sustainability/approach-to-reporting</a>.</td>
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<tr>
<td>103-2</td>
<td>The management approach and its components</td>
<td>SR pages 8–9, 16–19, 22</td>
<td>G0V-2: C1; G0V-3: C1, C3, C4; EM-EP-510a.2</td>
<td>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.</td>
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<tr>
<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>SR pages 12–13, 16–19</td>
<td>GOV-3: A3</td>
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<td>205-1</td>
<td>Operations assessed for risks related to corruption</td>
<td>SR pages 16–19, 22</td>
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<td>205-2</td>
<td>Communication and training about anti-corruption policies and procedures</td>
<td>SR pages 16–19, 22</td>
<td>GOV-1: A7; GOV-2: A3; GOV-3: C2, A1, A4; SOC-8: C1, A1, A4</td>
<td>Ethical Behavior: Anti-corruption 1, 2</td>
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### 2021 Hess GRI Content Index

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<td>205-3</td>
<td>Confirmed incidents of corruption and actions taken</td>
<td>2021 Annual Report and SEC Form 10-K Code of Business Conduct and Ethics</td>
<td>10 Ethical Behavior: Anti-corruption 1</td>
<td>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.</td>
</tr>
</tbody>
</table>

**SASB EM-EP-510a.1**  
Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index  
EM-EP-510a.1  
Approximately 9% of Hess' proved reserves are in Libya, which is among the 20 lowest ranked countries in the Transparency International's Corruption Perception Index. |  |

**GRI 206: Anti-Competitive Behavior 2016**

| 103-1 | Explanation of the material topic and its Boundary | SR pages 6–7 Sustainability Reporting Standards Code of Business Conduct and Ethics | 10 | 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](http://hess.com/sustainability/approach-to-reporting). |
| 103-2 | The management approach and its components | Code of Business Conduct and Ethics |  |
| 103-3 | Evaluation of the management approach | SR pages 12–13, 16 Code of Business Conduct and Ethics |  |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices |  | 10 | In 2021, 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. |

**GRI 207: Tax 2019**

<p>| 103-1 | Explanation of the material topic and its Boundary | SR pages 6–7 Sustainability Reporting Standards 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 <a href="http://hess.com/sustainability/approach-to-reporting">hess.com/sustainability/approach-to-reporting</a>. |
| 103-2 | The management approach and its components | Tax Practices |  |
| 103-3 | Evaluation of the management approach | Tax Practices |  |
| 207-1 | Approach to tax | Tax Practices | GOV-4: C1, C2, A2 |
| 207-2 | Tax governance, control, and risk management | Tax Practices |  |
| 207-3 | Stakeholder engagement and management of concerns related to tax | Tax Practices |  |
| 207-4 | Country-by-country reporting | Tax Practices | GOV-4: A1 |</p>
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<td>GRI 301: Materials 2016</td>
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<tr>
<td>301-1</td>
<td>Materials used by weight or volume</td>
<td>ENV-7: C1 7, 8 EM-EP-140a.3</td>
<td>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.</td>
<td></td>
</tr>
<tr>
<td>301-2</td>
<td>Recycled input materials used</td>
<td></td>
<td>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.</td>
<td></td>
</tr>
<tr>
<td>301-3</td>
<td>Reclaimed products and their packaging materials</td>
<td></td>
<td>The vast majority of our products are handled in bulk throughout the product lifecycle and do not require packaging materials.</td>
<td></td>
</tr>
<tr>
<td>GRI 302: Energy 2016</td>
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<td>103-1</td>
<td>Explanation of the material topic and its Boundary</td>
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<td>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.</td>
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<td>103-2</td>
<td>The management approach and its components</td>
<td>SR pages 8–9, 22, 57 GOV-2: A5; CCE-6: C2, A3</td>
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<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>SR pages 12–13, 57</td>
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<tr>
<td>302-1</td>
<td>Energy consumption within the organization</td>
<td>SR page 57 CCE-6: C1</td>
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<td>302-2</td>
<td>Energy consumption outside of the organization</td>
<td>SR pages 57, 67 7</td>
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<tr>
<td>302-3</td>
<td>Energy intensity</td>
<td>SR pages 57, 67 CCE-6: A2 8</td>
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<td></td>
</tr>
<tr>
<td>302-5</td>
<td>Reductions in energy requirements of products and services</td>
<td>8, 9 We are a pure play exploration and production company and do not offer renewable energy based products and services.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>0G2</td>
<td>Investment in renewable energy</td>
<td>SR pages 57, 67 8, 9 EM-EP-420a.3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>0G3</td>
<td>Renewable energy generated by source</td>
<td>8, 9 We selectively use small solar panels in the field to power instrumentation. This renewable energy is not quantified.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI Indicator</td>
<td>Disclosure Title</td>
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<td>Other Reporting Frameworks</td>
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<td>GRI 303: Water 2018</td>
<td>Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 59–60</td>
<td>Sustainability Reporting Standards</td>
<td>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.</td>
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<tr>
<td>103-2</td>
<td>The management approach and its components</td>
<td>SR pages 8–9, 22, 59–60</td>
<td>GOV-2: A5; ENV-1: A6</td>
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<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>SR pages 12–13, 59–60</td>
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<tr>
<td>303-1</td>
<td>Interactions with water as a shared resource</td>
<td>SR pages 59–60</td>
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<td>303-2</td>
<td>Management of water discharge-related impacts</td>
<td>SR page 60</td>
<td>ENV-1: A9; ENV-2: A3–A6</td>
<td></td>
</tr>
<tr>
<td>303-3</td>
<td>Water withdrawal</td>
<td>SR pages 59–60, 67</td>
<td>EM-EP-140a.1</td>
<td>For the purposes of our reporting, fresh water withdrawn is considered equal to fresh water use, as none of the fresh water withdrawn is returned to a freshwater source by Hess or a third party (as defined by IPIECA in Sustainability reporting guidance for the oil and gas industry, 2020). We are not operating in any areas of high baseline water stress.</td>
</tr>
<tr>
<td>303-4</td>
<td>Water discharge by quality and destination</td>
<td>SR pages 59–60</td>
<td>ENV-2: C1, A6</td>
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<tr>
<td>303-5</td>
<td>Water consumption</td>
<td>SR pages 59–60, 67</td>
<td>ENV-1: C2, C5, A4</td>
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<tr>
<td>GRI 304: Biodiversity 2016</td>
<td>Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 63–64</td>
<td>EM-EP-160a.1</td>
<td>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.</td>
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<tr>
<td>103-2</td>
<td>The management approach and its components</td>
<td>SR pages 22, 63–64</td>
<td>GOV-2: A5; ENV-3: C1, C2, A1, A2; ENV-4: C2, A2</td>
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<tr>
<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>SR pages 12–13, 63–64</td>
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<tr>
<td>304-1</td>
<td>Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas</td>
<td>SR pages 63–64</td>
<td>ENV-4: C1</td>
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<tr>
<td>304-2</td>
<td>Significant impacts of activities, products and services on biodiversity</td>
<td>SR pages 63–64</td>
<td></td>
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<tr>
<td>304-3</td>
<td>Habitats protected or restored</td>
<td>SR pages 63–64</td>
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<tr>
<td>304-4</td>
<td>IUCN Red List species and national conservation list species with habitats in areas affected by operations</td>
<td>SR pages 63–64</td>
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<tr>
<td>064</td>
<td>Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored.</td>
<td>SR pages 63–64</td>
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## GRI 305: Emissions 2016

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<td>Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 39–57, 65, Sustainability Reporting Standards</td>
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<td>103-2</td>
<td>The management approach and its components</td>
<td>SR pages 8–9, 22, 39–57, 65, Climate Change and Environmental Efforts, Energy Production &amp; the Environment</td>
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<tr>
<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>SR pages 12–13, 39–57, 65, Climate Change and Environmental Efforts, Sustainability Reporting Standards</td>
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<tr>
<td>305-1</td>
<td>Direct (Scope 1) GHG emissions</td>
<td>SR pages 39–57, 67, CCE-4: C1, C3, A1; CCE-7: C1–C5, A2, A4, EM-EP-110a.3</td>
</tr>
<tr>
<td>305-2</td>
<td>Energy indirect (Scope 2) GHG emissions</td>
<td>SR pages 39–57, 67, CCE-4: C2, 8, Climate change: Greenhouse gas emissions</td>
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<tr>
<td>305-3</td>
<td>Other indirect (Scope 3) GHG emissions</td>
<td>SR pages 39–57, 67, CCE-4: A3, A7, 8, Climate change: Greenhouse gas emissions</td>
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<tr>
<td>305-4</td>
<td>GHG emissions intensity</td>
<td>SR pages 39–57, 67, CDP Disclosure, CCE-4: C4, 8</td>
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<tr>
<td>305-7</td>
<td>Nitrogen oxides (NOₓ), sulfur oxides (SOₓ) and other significant air emissions</td>
<td>SR pages 65, 67, Key Sustainability Metrics, ENV-5: C1, A1, A2, 8, 9, EM-EP-120a.1</td>
</tr>
</tbody>
</table>

### Comments

- 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](https://hess.com/sustainability/approach-to-reporting).
- 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 39–57 of the 2021 SR, and those focused on other air emissions can be found on page 65 of the 2021 SR and at [hess.com/sustainability/environment](https://hess.com/sustainability/environment). Details of our leak detection and repair programs can be found on page 65 of the 2021 SR and at [hess.com/sustainability/environment](https://hess.com/sustainability/environment).
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<tr>
<td>SASB EM-EP-420a.4</td>
<td>Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets</td>
<td>SR pages 39–48</td>
<td>CCE-1: C4, CCE-2: C1, EM-EP-420a.4</td>
<td></td>
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</table>

### GRI 306: Effluents and Waste 2016

| 103-1 | Explanation of the material topic and its Boundary | SR pages 6–7, 61, 64 | Sustainability Reporting Standards |          |
| 103-2 | The management approach and its components | SR pages 8–9, 22, 61, 64 | GOV-2: A5; ENV-6: C1, C3, C4, A5; ENV-7: C2; SHS-5: C3 |          |
| 103-3 | Evaluation of the management approach | SR pages 12–13, 61, 64 | |          |
| 306-1 | Water discharge by quality and destination | SR page 60 Key Sustainability Metrics | ENV-7: C3, A1, A3 |          |
| 306-2 | Waste by type and disposal method | SR pages 61, 65 CDP Disclosure | ENV-7: C3, A1, A3 |          |
| 306-3 | Significant spills | SR pages 61, 67 | ENV-6: C2, A5; SHS-6: C1–C3, A1–A3, A5 |          |
| 306-4 | Transport of hazardous waste | SR page 67 | ENV-2: A5 | No waste considered hazardous under the terms of the Basel Convention was exported from our operations in 2021. |
| OG5 | Volume and disposal of formation or produced water | SR pages 61, 67 Key Sustainability Metrics | ENV-2: A5 |          |
| OG7 | Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal | SR page 64 Key Sustainability Metrics | ENV-2: A1 |          |

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](http://hess.com/sustainability/approach-to-reporting).
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<td>Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 65</td>
<td>Sustainability Reporting Standards</td>
<td>A table mapping our top material topics to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting.</td>
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<td>The management approach and its components</td>
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<td>SR pages 12–13, 65</td>
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<td>307-1</td>
<td>Noncompliance with environmental laws and regulations</td>
<td>SR pages 65, 67</td>
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<td>GRI 308: Supplier Environmental Assessment 2016</td>
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<td>103-1</td>
<td>Explanation of the material topic and its Boundary</td>
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<td>Sustainability Reporting Standards</td>
<td>A table mapping our top material topics to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at hess.com/sustainability/approach-to-reporting.</td>
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<td>SR pages 12–13, 17–19</td>
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<td>308-1</td>
<td>New suppliers that were screened using environmental criteria</td>
<td>SR pages 17–19</td>
<td>Supply Chain</td>
<td>Transparency &amp; Compliance</td>
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<td>308-2</td>
<td>Negative environmental impacts in the supply chain and actions taken</td>
<td>SR pages 17–19</td>
<td>Supply Chain</td>
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<td>GRI Indicator</td>
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<td>GRI 401: Employment 2016</td>
<td>103-1 Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 35–37</td>
<td>Sustainability Reporting Standards</td>
<td>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.</td>
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<td>103-2 The management approach and its components</td>
<td>SR pages 8–9, 22, 35–37</td>
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<td>103-3 Evaluation of the management approach</td>
<td>SR pages 12–13, 35–37</td>
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<td></td>
<td>401-1 New employee hires and employee turnover</td>
<td>SR pages 37, 66</td>
<td>SOC-6: A1 Employment and wealth generation: Absolute number and rate of employment</td>
<td></td>
</tr>
<tr>
<td></td>
<td>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</td>
<td>Hess Benefits</td>
<td></td>
<td>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 incentive programs. Health benefits include medical, dental, vision, prescription drug and various employee assistance plans. Employee benefit packages vary by country.</td>
</tr>
<tr>
<td></td>
<td>401-3 Parental leave</td>
<td>Hess Benefits</td>
<td></td>
<td>There were a total of 71 claims for paid family leave in 2021. Of the 71 claims, 13 were for maternity leave and 58 were for child bonding and parental leaves or leave to care for seriously ill family members. Of the 71, all have returned to work or plan to return to work early next year. There were 18 women and 53 men who took leave.</td>
</tr>
<tr>
<td>GRI 402: Labor/Management Relations 2016</td>
<td>103-1 Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 35–37</td>
<td>Sustainability Reporting Standards</td>
<td>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.</td>
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<td>103-2 The management approach and its components</td>
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<tr>
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<td>103-3 Evaluation of the management approach</td>
<td>SR pages 12–13, 35–37</td>
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<tr>
<td></td>
<td>402-1 Minimum notice periods regarding operational changes</td>
<td>GOV-1: A2, A3; GOV-2: A3; SHS-1: C1, A1–A3; SHS-3: C3; SHS-4: C1, C3, A4, A5, A8</td>
<td>3 EM-EP-320a.2 For major operational changes, such as layoffs and facility closures, we comply with advance notification requirements specified in all applicable labor laws and regulations.</td>
<td></td>
</tr>
<tr>
<td>GRI 403: Occupational Health and Safety 2018</td>
<td>103-1 Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 27–33</td>
<td>Sustainability Reporting Standards</td>
<td>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.</td>
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<td>103-2 The management approach and its components</td>
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<td>GOV-1: A2, A3; GOV-2: A3; SHS-1: C1, A1–A3; SHS-3: C3; SHS-4: C1, C3, A4, A5, A8, 3</td>
<td>EM-EP-320a.2</td>
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<tr>
<td>GRI Indicator</td>
<td>Disclosure Title</td>
<td>Reference</td>
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<tr>
<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>SR pages 12–13, 27–33</td>
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</tr>
<tr>
<td>403-1</td>
<td>Occupational health and safety management system</td>
<td>SR pages 27–33</td>
<td>SHS-1: C2, C3; SHS-3: A2–A4</td>
<td>Hess’ health and safety standards and associated procedures, which address key areas of health and safety risk such as energy isolation, dropped objects and confined space entry, are embedded into the Hess Operational Management System (HOMS). We consider and incorporate relevant third party standards and guidance – American Petroleum Institute Recommended Practice 2D is used for the Hess Lifting and Hoisting Standard, for example – when developing and updating our internal health and safety standards and procedures. HOMS serves as a framework for managing and measuring our health and safety performance, and we review conformance with the external and internal requirements (e.g., regulations, policies, standards and procedures) related to HOMS through our HOMS Assurance Element and associated Assurance Standard.</td>
</tr>
<tr>
<td>403-2</td>
<td>Hazard identification, risk assessment, and incident investigation</td>
<td>SR pages 27–30</td>
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<tr>
<td>403-3</td>
<td>Occupational health services</td>
<td>SR pages 27–33</td>
<td>SHS-1: C1</td>
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<tr>
<td>403-4</td>
<td>Worker participation, consultation, and communication on occupational health and</td>
<td>SR pages 27–33</td>
<td>SHS-1: C1</td>
<td></td>
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<tr>
<td></td>
<td>safety</td>
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<tr>
<td>403-5</td>
<td>Worker training on occupational health and safety</td>
<td>SR pages 27–28</td>
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<tr>
<td>403-6</td>
<td>Promotion of worker health</td>
<td>SR pages 27, 33</td>
<td>SHS-2: C1–C3, A5</td>
<td>Health and wellbeing: Health and safety (%) 2</td>
</tr>
<tr>
<td>403-7</td>
<td>Prevention and mitigation of occupational health and safety impacts directly</td>
<td>SR pages 27–33</td>
<td>SHS-1: C3</td>
<td>Included in the review of potential risks in Hess’ nonoperated assets – as described on pages 27–33 of the 2021 SR – are safety and health considerations. We maintain a random drug and alcohol testing program for employees and select contractors at our U.S. facilities. This effort includes the management of regulatory drug testing programs required by the U.S. Department of Transportation and the U.S. Coast Guard.</td>
</tr>
<tr>
<td></td>
<td>linked by business relationships</td>
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<td></td>
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<tr>
<td>403-8</td>
<td>Workers covered by occupational health and safety management system</td>
<td>SR pages 27–33</td>
<td>SHS-1: C3</td>
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<td>403-9</td>
<td>Work-related injuries</td>
<td>SR pages 30, 66</td>
<td>SHS-3: C1, C2, C4; SHS-4:</td>
<td>Health and wellbeing: Health and safety (%) 1</td>
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<td></td>
<td>C2, A1</td>
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## GRI 404: Training and Education 2016

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<td>103-1</td>
<td>Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 11–12, 15, 21–22, 36–37</td>
<td>Sustainability Reporting Standards</td>
<td>A table mapping our top material issues to GRI Standards reporting criteria and identifying the reporting Boundaries for each is available at <a href="http://hess.com/sustainability/approach-to-reporting">hess.com/sustainability/approach-to-reporting</a>.</td>
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<td>103-2</td>
<td>The management approach and its components</td>
<td>SR pages 8–9, 15, 21–22, 36–37</td>
<td>SOC-7: C1, C2</td>
<td>See also description for 404-3 below.</td>
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<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>SR pages 8–11, 15, 21–22, 36–37</td>
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<tr>
<td>404-1</td>
<td>Average hours of training per year per employee</td>
<td></td>
<td>Skills for the future: Training provided (#, $)</td>
<td>Over 1,500 employees participated in approximately 5,300 hours of training available through CareerManager Learning, our enterprise-wide learning management system, averaging 3.4 hours per employee. This figure does not include training provided by Hess offered outside of CareerManager (e.g., regulatory OSHA training).</td>
</tr>
<tr>
<td>404-2</td>
<td>Programs for upgrading employee skills and transition assistance programs</td>
<td>SR pages 36–37</td>
<td>6</td>
<td>There were no major layoffs in 2021. However, Hess provides transition assistance such as severance packages and outplacement services to employees who are terminated due to layoffs when appropriate. This approach is consistent with Hess’ values, the foundation of which is treating people with fairness, honesty and respect. With respect to the sale of our interests in Denmark in 2021, nearly all Hess Denmark employees continued their employment with the buyer. With respect to the sale of the Little Knife and Murphy Creek acreage interests in the Bakken in North Dakota in 2021, nearly all impacted employees were either retained by Hess or offered employment with the buyer.</td>
</tr>
<tr>
<td>404-3</td>
<td>Percentage of employees receiving regular performance and career development reviews</td>
<td>SR pages 36–37</td>
<td>6</td>
<td>All managers and professionals receive regular performance and development reviews.</td>
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<td>IPIECA SOC-6</td>
<td>Worker engagement</td>
<td>SR pages 15, 36–37</td>
<td>SOC-6: C1, C2, A1, A2, A4, A5</td>
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<td>GRI 405: Diversity and Equal Opportunity 2016</td>
<td>103-1 Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 11–12, 35–36</td>
<td>Sustainability Reporting Standards</td>
<td>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.</td>
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<td>103-2 The management approach and its components</td>
<td>SR pages 8–9, 11–12, 22, 35–36</td>
<td>SOC-5: C1, A1, A2</td>
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<td></td>
<td>103-3 Evaluation of the management approach</td>
<td>SR pages 11–13, 35–36</td>
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<tr>
<td></td>
<td>405-1 Diversity of governance bodies and employees</td>
<td>SR pages 35–36</td>
<td>Key Sustainability Metrics 2022 Proxy Statement – Form DEF 14A (page vii)</td>
<td>Quality of Governing Body: Governance body composition  Dignity and equality: Diversity and inclusion (%)  People of color (U.S.) and women representation in our workforce is provided by job category in our 2021 SR (page 36). In 2021, our Board of Directors was 25% female and 20% diverse, and 100% of Board members were over age 50. Additional detail on employees by age group is provided in our online key sustainability metrics table.</td>
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</table>

GRI 406: Nondiscrimination 2016

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<td>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.</td>
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<tr>
<td>103-2 The management approach and its components</td>
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<td>See also the description for 406-1 below.</td>
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<td>103-3 Evaluation of the management approach</td>
<td>SR pages 12–13, 35–36</td>
<td>See also the description for 406-1 below.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>406-1 Incidents of discrimination and corrective actions taken</td>
<td>1, 2</td>
<td>Based on available records and information, there were no incidents of illegal discrimination in 2021. Hess defines incidents of illegal discrimination as substantiated findings of a violation of any applicable law and/or Hess internal policy.</td>
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<tr>
<td>103-2 The management approach and its components</td>
<td>SR pages 21–24, 35–36</td>
<td>Supplier Requirements Human Rights Policy Code of Business Conduct and Ethics (page 32)</td>
<td>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. This is enforced in our contract language on labor practices and through our human rights, social responsibility and business integrity contract clauses.</td>
<td></td>
</tr>
<tr>
<td>103-3 Evaluation of the management approach</td>
<td>SR pages 12–13, 21–24, 35–36</td>
<td>3, 5, 6</td>
<td>See note just above.</td>
<td></td>
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<tr>
<td>407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</td>
<td>SR page 24</td>
<td>Supplier Requirements Human Rights Policy Code of Business Conduct and Ethics (page 32)</td>
<td>We have not identified significant risk in our operations related to freedom of association and collective bargaining.</td>
<td></td>
</tr>
<tr>
<td>GRI Indicator</td>
<td>Disclosure Title</td>
<td>Reference</td>
<td>other Reporting Frameworks</td>
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<td>GRI 408: Child Labor 2016</td>
<td>103-1 Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 21–24</td>
<td>Sustainability Reporting Standards</td>
<td>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.</td>
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<td></td>
<td>103-2 The management approach and its components</td>
<td>SR pages 21–24</td>
<td>Supplier Requirements, Human Rights Policy, Code of Business Conduct and Ethics (page 32)</td>
<td>3, 5, 6</td>
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<td></td>
<td>103-3 Evaluation of the management approach</td>
<td>SR pages 12–13, 21–24</td>
<td></td>
<td>See note just above.</td>
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<tr>
<td></td>
<td>408-1 Operations and suppliers at significant risk for incidents of child labor</td>
<td>SR page 24</td>
<td>Supplier Requirements, Human Rights Policy, Code of Business Conduct and Ethics (page 32)</td>
<td>Dignity and equality: Risks for incidents of child, forced or compulsory labor</td>
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<tr>
<td>GRI 409: Forced and Compulsory Labor 2016</td>
<td>103-1 Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 21–24</td>
<td>Sustainability Reporting Standards</td>
<td>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.</td>
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<td>103-2 The management approach and its components</td>
<td>SR pages 21–24</td>
<td>Supplier Requirements, Human Rights Policy, Code of Business Conduct and Ethics (page 32)</td>
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<td></td>
<td>103-3 Evaluation of the management approach</td>
<td>SR pages 12–13, 21–24</td>
<td></td>
<td>See note just above.</td>
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<td></td>
<td>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</td>
<td>SR page 24</td>
<td>Supplier Requirements, Human Rights Policy, Code of Business Conduct and Ethics (page 32)</td>
<td>Dignity and equality: Risks for incidents of child, forced or compulsory labor</td>
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<tr>
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<td></td>
<td>We have not identified significant risk in our operations related to child labor.</td>
</tr>
<tr>
<td>GRI 410: Security Practices 2016</td>
<td>103-1 Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 17–19</td>
<td>Sustainability Reporting Standards, Supply Chain</td>
<td>Transparency &amp; Compliance</td>
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<td>103-2 The management approach and its components</td>
<td>SR pages 8–9, 17–19, 22</td>
<td>Supply Chain</td>
<td>Transparency &amp; Compliance</td>
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<td>103-3 Evaluation of the management approach</td>
<td>SR pages 12–13, 17–19</td>
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<td>6</td>
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<tr>
<td></td>
<td>410-1 Security personnel trained in human rights policies or procedures</td>
<td>SR pages 17–19</td>
<td>Supply Chain</td>
<td>Transparency &amp; Compliance</td>
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<td>Other Reporting Frameworks</td>
<td>Comments</td>
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<tr>
<td>103-1</td>
<td>Rights of Indigenous Peoples 2016</td>
<td>6–7, 21–24</td>
<td></td>
<td>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.</td>
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<td>103-2</td>
<td>The management approach and its components</td>
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<td>SOC-1: C1</td>
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<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>12–13, 21–24</td>
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</tr>
<tr>
<td>411-1</td>
<td>Incidents of violations involving rights of indigenous peoples</td>
<td>6–7, 21–24</td>
<td></td>
<td>We are not aware of any human rights violations in 2021.</td>
</tr>
<tr>
<td>103-1</td>
<td>Operations where indigenous people are present or affected by activities and where specific engagement strategies are in place</td>
<td>21–24</td>
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<td>103-2</td>
<td>The management approach and its components</td>
<td>8–9, 22–24</td>
<td>SOC-1: C1–C5, A1</td>
<td>See description for 412-1 below.</td>
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<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>12–13, 21–24</td>
<td>SOC-9: C1, C2, A2; SOC-13: C1, C2, A5</td>
<td>Since 2011, all new contracts include security and human rights-related contract clauses.</td>
</tr>
<tr>
<td>412-1</td>
<td>Operations that have been subject to human rights reviews or impact assessments</td>
<td>8–9, 22–24</td>
<td>SOC-2: A2</td>
<td>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.</td>
</tr>
<tr>
<td>412-2</td>
<td>Employee training on human rights policies or procedures</td>
<td>15</td>
<td>EM-EP-210a.3</td>
<td>Human rights content is included in our mandatory Code of Conduct training, which was completed by 99% of active employees at year end 2021.</td>
</tr>
<tr>
<td>412-3</td>
<td>Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening</td>
<td>17–19, 22–24</td>
<td>EM-EP-210b.1</td>
<td></td>
</tr>
<tr>
<td>103-1</td>
<td>Explanation of the material topic and its Boundary</td>
<td>6–7, 21–25</td>
<td>EM-EP-540a.1</td>
<td>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.</td>
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<td>103-2</td>
<td>The management approach and its components</td>
<td>8–9, 21–25</td>
<td>SOC-9: C1, C2, A2; SOC-13: C1, C2, A5</td>
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<td>GRI Indicator</td>
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</tr>
<tr>
<td>413-1</td>
<td>Operations with local community engagement, impact assessments and development programs</td>
<td>SR pages 21–25</td>
<td>EM-EP-210b.1</td>
<td>Hess is committed to protecting cultural heritage resources in places where we operate. Cultural heritage considerations are incorporated into our decision making and management, from the earliest stages of exploration (such as when we commission an environment and social impact assessment for major capital projects) through asset retirement. We follow the mitigation hierarchy of first eliminating impacts and then minimizing and mitigating unavoidable impacts.</td>
</tr>
<tr>
<td>413-2</td>
<td>Operations with significant actual and potential negative impacts on local communities</td>
<td>SR pages 21–25</td>
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<td></td>
</tr>
<tr>
<td>0G10</td>
<td>Number and description of significant disputes with local communities and indigenous people</td>
<td>1</td>
<td></td>
<td>We did not have any significant disputes with local communities or indigenous peoples at our operated assets during 2021.</td>
</tr>
<tr>
<td>0G11</td>
<td>Number of sites that have been decommissioned and sites that are in the process of being decommissioned</td>
<td>ENV-8: A1</td>
<td></td>
<td>In the Bakken in 2021, we budgeted approximately $19 million for decommissioning and closure efforts, resulting in 63 wells plugged and abandoned, 49 sites demoed, 14 sites reclaimed and 178 sites in post-reclamation and being monitored.</td>
</tr>
<tr>
<td></td>
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<td>In the Gulf of Mexico, Hess, as one of the predecessors in title in the West Delta 79/86 field, inherited some abandonment obligations as a result of the Fieldwood’s bankruptcy plan. These obligations include maintenance and monitoring of these assets starting on May 28, 2022, and ultimately decommissioning of 115 Wells, 7 Platforms, and 13 Pipelines.</td>
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<tr>
<td></td>
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<td>Also in the Gulf of Mexico, as part of Hess’ lifecycle approach to well integrity, we began planning the decommissioning of 12 wells across the Stampede, Gulfstar 1, Penn State, Northwestern, and Tulane platforms in the Gulf of Mexico. We have allocated approximately $113 million for this decommissioning work which is scheduled to occur in 2022.</td>
</tr>
<tr>
<td>0G12</td>
<td>Operations where involuntary resettlement took place, the number of households in each and how their livelihoods were affected in the process</td>
<td>SOC-11: A1</td>
<td></td>
<td>We did not have any instances of involuntary resettlement during 2021.</td>
</tr>
<tr>
<td>0G13</td>
<td>Number of process safety events, by business activity</td>
<td>SR page 31</td>
<td>EM-EP-540a.1</td>
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<tr>
<td>SASB EM-EP-540a.2</td>
<td>Description of management systems used to identify and mitigate catastrophic and tail-end risks</td>
<td>SR pages 30–32</td>
<td>EM-EP-540a.2</td>
<td></td>
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<tr>
<td>IPIECA SOC-12</td>
<td>Community grievance mechanisms</td>
<td>SR pages 22–23</td>
<td>SOC-12: C1, C2, A1, A3</td>
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**GRI 414: Supplier Social Assessment 2016**

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<td></td>
<td>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.</td>
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<td>GOV-1: A2; SOC-2: C1, C2, A1, A3</td>
<td>See description for 414-1 below.</td>
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<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>SR pages 8–9, 12–13, 17–19, 23–24, 32–33</td>
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<td>See description for 414-1 below.</td>
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<td>414-1</td>
<td>New suppliers that were screened using social criteria</td>
<td>SR pages 17–19, 23–24, 32–33</td>
<td>SOC-1: A3</td>
<td>See also the description for 308-1. In 2021, we introduced diversity, equity and inclusion as screening criteria for some suppliers.</td>
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<td>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. Since 2011, all new contracts include security and human rights-related contract clauses. 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).</td>
</tr>
<tr>
<td>414-2</td>
<td>Negative social impacts in the supply chain and actions taken</td>
<td></td>
<td>SOC-3: A1</td>
<td>We are not aware of any human rights or social impacts violations in 2021.</td>
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<td>GRI 415: Public Policy 2016</td>
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<td>103-1</td>
<td>Explanation of the material topic and its Boundary</td>
<td>SR pages 6–7, 16–18</td>
<td>GOV-5: C1</td>
<td>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.</td>
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<td>103-2</td>
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<td>SR pages 2–3, 16–18, 45–51</td>
<td></td>
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</tr>
<tr>
<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>SR pages 12–13, 16–18</td>
<td></td>
<td>We did not make direct or indirect political contributions outside of the U.S. in 2021.</td>
</tr>
<tr>
<td>415-1</td>
<td>Political contributions</td>
<td>SR pages 16–18</td>
<td>GOV-5: C2</td>
<td></td>
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<td></td>
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<td>We did not make direct or indirect political contributions outside of the U.S. in 2021.</td>
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<tr>
<td>SASB EM-EP-530a.1</td>
<td>Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry</td>
<td>SR pages 2–3, 16–18, 45–51</td>
<td>GOV-5: A1</td>
<td></td>
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</table>
### GRI 416: Customer Health and Safety 2016

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Disclosure Title</th>
<th>Reference</th>
<th>Other Reporting Frameworks</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>416-1</td>
<td>Assessment of the health and safety impacts of product and service categories</td>
<td>SHS-5: C1</td>
<td></td>
<td>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.</td>
</tr>
</tbody>
</table>

### GRI 417: Marketing and Labeling 2016

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Disclosure Title</th>
<th>Reference</th>
<th>Other Reporting Frameworks</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>417-1</td>
<td>Requirements for product and service information and labeling</td>
<td>SHS-5: C2</td>
<td></td>
<td>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 <a href="https://hess.com/sustainability/hess-employee-safety-and-health/safety-data-sheets">hess.com/sustainability/hess-employee-safety-and-health/safety-data-sheets</a>. 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.</td>
</tr>
</tbody>
</table>

### GRI 418: Customer Privacy 2016

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Disclosure Title</th>
<th>Reference</th>
<th>Other Reporting Frameworks</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>418-1</td>
<td>Substantiated complaints concerning breaches of customer privacy and losses of customer data</td>
<td></td>
<td></td>
<td>Our privacy policy is available at [hess.com/company/Privacy Policy.aspx](<a href="https://hess.com/company/Privacy">https://hess.com/company/Privacy</a> Policy.aspx).</td>
</tr>
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</table>

### GRI 419: Socioeconomic Compliance 2016

<table>
<thead>
<tr>
<th>GRI Indicator</th>
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<th>Reference</th>
<th>Other Reporting Frameworks</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>419-1</td>
<td>Noncompliance with laws and regulations in the social and economic area</td>
<td>2021 Annual Report and SEC Form 10-K (pages 83-84) SR page 65</td>
<td></td>
<td>Material pending legal proceedings and material proceedings known to be contemplated by governmental authorities are disclosed in the appropriate SEC public filings.</td>
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</tbody>
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