

Assessment of Company Expectations 2025/26

Company adherence to the Expectations for EITI supporting companies

Company name	Equinor
Sector	Oil and gas
Headquarters	Stavanger, Norway
Type	State-owned enterprise (SOE)
Date of submission to company (month/year)	January 2026
PREAMBLE MSG Participation	<i>Pursuant to the Guidance on the Expectations for EITI supporting companies, companies are encouraged to participate in national EITI multi-stakeholder groups (MSGs). This data is collected for information purposes.</i>
Does the company participate in a multi-stakeholder group?	Yes
If yes, indicate in which countries the company is participating in MSGs?	ANGOLA
Secretariat comment on MSG participation	<p>The Secretariat notes Equinor's engagement in the multi-stakeholder group (MSG) in Angola.</p> <p>The Secretariat thanks the many companies directly and indirectly participating in MSGs in EITI implementing countries and encourages supporting companies to take part in MSGs in the EITI implementing countries in which they operate.</p>
EXPECTATION 1 Public support for the EITI	<i>Publicly declare and publish support for the EITI and the objective of the EITI Association to make the EITI Principles and the EITI Standard the internationally accepted standard for transparency in the oil, gas and mining sectors.</i>

Does the company publish a statement of support for the EITI and the objective of the EITI Association?	Yes
URL for Statement Support	Transparency Webpage: https://www.equinor.com/sustainability/governance-and-transparency
Secretariat's assessment on Expectation 1	Expectation met
Secretariat comment	Equinor publishes a statement on its website. See URL.
EXPECTATION 2 <i>Disclosures in accordance with the EITI Standard</i>	<i>Make comprehensive disclosures in accordance with the EITI Standard in all EITI implementing countries where the company or its controlled subsidiaries operate. Where not disclosed in other company reporting, publicly disclose a list of controlled subsidiaries operating in the oil, gas or mining sectors in EITI implementing countries.</i>
Does the company publish a list of controlled subsidiaries?	Yes
URL for controlled list of subsidiaries	Payments to Governments Report 2024: https://cdn.equinor.com/files/h61q9gi9/global/7c27f21b24edc782c9e76c45433de0fb77061e74.pdf?2024-payments-to-governments-equinor.pdf Annual Report 2024: https://cdn.equinor.com/files/h61q9gi9/global/16ccbc5a098c3b971979118420c4f83ddee18fb4.pdf?annual-report-2024-equinor.pdf
EITI implementing countries where the company operates.	ANGOLA ARGENTINA NORWAY TANZANIA UNITED KINGDOM
Does the company make disclosures in accordance	Yes

with the EITI Standard or in relation to EITI implementing countries?	
Secretariat's assessment on Expectation 2	Expectation met
Secretariat comment	<p>List of controlled subsidiaries published. See URL for Payments to Governments Report p. 17.</p> <p>Company assessed as contributing to disclosures in EITI countries in accordance with EITI Standard. The company noted that for Nigeria and Suriname, Equinor has announced exit or exited in 2024.</p>
<p>EXPECTATION 3</p> <p><i>Disclosure of taxes and payments in non-EITI implementing countries</i></p>	<p><i>Publicly disclose taxes and payments to governments at a project level in line with the EITI Standard in all non-EITI implementing countries where the company operates unless disclosure is not feasible. Where not feasible, the country-specific legal or practical barriers to disclosure should be publicly explained.</i></p>
Does the company publicly disclose taxes and payments to governments in non- EITI implementing countries where the company operates upstream in the oil, gas and mining sectors?	Yes
URL to disclosures of taxes and payments to governments in non-EITI implementing countries	<p>Website: https://www.equinor.com/sustainability/governance-and-transparency</p> <p>Payments to Governments Report 2024: https://cdn.equinor.com/files/h61q9gi9/global/7c27f21b24edc782c9e76c45433de0fb77061e74.pdf?2024-payments-to-governments-equinor.pdf</p> <p>Payments to Governments Excel 2024: https://cdn.equinor.com/files/h61q9gi9/global/b7554ad316bf84e7489076f4b34d0c2944357c91.xlsx?2024-payments-to-governments-equinor.xlsx</p>
Are the disclosures disaggregated by project?	Yes

Secretariat's assessment on Expectation 3	Expectation met
Secretariat comment	<p>Equinor discloses taxes and payments to governments in non-EITI implementing countries. See URLs.</p> <p>The company discloses taxes and payments to governments disaggregated by project. Se URLs.</p> <p>The Secretariat did not verify whether project-level disaggregation in all non-EITI implementing countries was adequate, as definitions vary across jurisdictions.</p>
EXPECTATION 4 Commodity trading transparency	<i>Companies buying oil, gas and/or mineral resources from the state in EITI implementing countries, disclose volumes received and payments made in line with the EITI Standard and the EITI reporting guidelines for companies buying oil, gas and minerals from governments unless disclosure is not feasible.</i>
Does the company buy oil, gas, and/or mineral resources from the state in EITI-implementing countries?	No
If yes, which countries?	N/A
Does the company make disclosures in line with the EITI Standard and reporting guidelines?	N/A
URL for disclosure(s)	N/A
Secretariat's assessment on Expectation 4	Expectation not applicable
Secretariat comment	Company does not buy oil, gas and/or mineral resources from the state in EITI implementing countries. The company noted that for Nigeria and Suriname, Equinor has announced exit or exited in 2024.

EXPECTATION 5 <i>Disclosure of audited financial statements</i>		<i>In line with the EITI Standard, publicly disclose audited financial statements, or the main items (i.e., balance sheet, profit/loss statement, cash flows) where financial statement are not available.</i>
Does the company disclose its audited financial statements?	Yes	
URL audited financial statements	Annual Report 2024: https://cdn.equinor.com/files/h61q9gi9/global/16ccbc5a098c3b971979118420c4f83ddee18fb4.pdf?annual-report-2024-equinor.pdf	
Secretariat's assessment on Expectation 5	Expectation met	
Secretariat comment	Equinor discloses audited financial statements. See URL p. 186-264.	
EXPECTATION 6 <i>Beneficial ownership transparency</i>		<i>Publicly declare and publish support for beneficial ownership transparency and publicly disclose beneficial owners in line with EITI Standard, recognising that listed companies will disclose the name of the stock exchange, include a link(s) to stock exchange filings where they are listed and otherwise do what is required by applicable regulations and listing requirements.</i>
Does the company publish a statement of support for beneficial ownership transparency?	Yes	
URL for statement of support for Beneficial Ownership	Governance and Transparency: https://www.equinor.com/sustainability/governance-and-transparency	
Does the company disclose beneficial owners, either directly or according to stock exchange regulations and listing requirements?	Yes	

Where disclosures are made according to stock exchange regulations, please provide the name of the stock exchange	Oslo Stock Exchange and New York Stock Exchange
URL to stock exchange	Company website: https://www.equinor.com/investors OSE: https://live.euronext.com/en/product/equities/N00010096985-XOSL NYSE: https://www.nyse.com/quote/XNYS:EQNR
URL for recent beneficial ownership disclosures	Shareholders: https://www.equinor.com/investors/our-shareholders .
Secretariat's assessment on Expectation 6	Expectation met
Secretariat comment	Equinor publishes a statement of support for beneficial ownership transparency. See URL. Company discloses beneficial owners in line with applicable regulations and listing requirements. Equinor is publicly listed on the Oslo and New York Stock Exchanges. See URLs. Equinor further discloses their shareholding details of their 67% Norwegian state ownership managed by the Ministry of Trade, Industry & Fisheries on the webpage "Our Shareholders". See URL.
EXPECTATION 7 <i>Due diligence processes and anti-corruption policies</i>	<i>All EITI supporting companies are expected to engage in rigorous due diligence processes and publish an anti-corruption policy setting out how the company manages corruption risk, including how the company collects and takes risk-based steps to use beneficial ownership data regarding joint venture partners, contractors, and suppliers in its processes.</i>
Does the company publish an anti-corruption policy?	Yes
URL to the policy	Ethics and Compliance Webpage: https://www.equinor.com/about-us/ethics-and-compliance Code of Conduct: https://code-of-conduct.equinor.com/introduction

	<p>Anti-Corruption Compliance Program: https://cdn.equinor.com/files/h61q9gi9/global/bb1a55ed450c534799b3c2e4b5532e9b14ee6744.pdf?20231020-anti-corruption-compliance-program.pdf</p>
<p>Does the company's anti-corruption policy describe how the company manages corruption risk with regards to identification and use of beneficial ownership data?</p>	<p>Yes</p>
<p>Secretariat's assessment on Expectation 7</p>	<p>Expectation met</p>
<p>Secretariat comment</p>	<p>Equinor publishes anti-corruption policy. See URL.</p> <p>Company's anti-corruption sets out how the company manages corruption risk, including through use of beneficial ownership data.</p> <p>The secretariat notes that the key elements from the ethics and compliance program include: Anti-corruption, Anti-money laundering, Sanctions, Competition compliance, Human Rights, Fraud prevention and Integrity due diligence.</p> <p>The Anti-Corruption Compliance program outlines types of corruption and responsibilities within the organisation for compliance with policy and Section 5 of the program "Risk and Monitoring" outlines how Equinor identifies and manages corruption risks. Section 7 "Relationships with Counterparties" notes the requirements when entering into an agreement with a counterparty.</p> <p>The Integrity Due Diligence (IDD) process includes "collecting information to help us understand who our counterparties are (including risk-based verification of beneficial owners), their values and how their business is conducted. In some instances, the IDD may also include the processing of personal data."</p>

<p>EXPECTATION 8 <i>Contract transparency</i></p> <p><i>Publicly declare and publish support for governments' efforts to publicly disclose contracts and licenses that govern the exploration and exploitation of oil, gas and minerals in line with the EITI Standard, and contribute to public disclosure of contracts and licenses in EITI implementing countries consistent with government procedures.</i></p>	
Does the company publish a statement of support for contract transparency?	Yes
URL for statement of support for contract transparency	Governance and Transparency Webpage: https://www.equinor.com/sustainability/governance-and-transparency
Does the company contribute to public disclosure of contracts and licenses in EITI-implementing countries consistent with government procedures?	Yes
Secretariat's assessment on Expectation 8	Expectation met
Secretariat comment	Equinor publishes a statement of support for contract transparency on the "Governance and Transparency" page of their website. See URL. Company assessed to contribute to the disclosure of contracts and licenses in EITI implementing countries.
<p>EXPECTATION 9 <i>Gender Diversity</i></p> <p><i>Publish a commitment and/or policy on gender diversity in the oil, gas or mining sectors and support reporting by EITI implementing countries under the EITI Standard by disclosing employment in the sectors disaggregated by gender.</i></p>	
Does the company publish a commitment/policy on gender diversity?	Yes
URL for commitment/policy on gender diversity	2024 Annual Report: https://cdn.equinor.com/files/h61q9gi9/global/16ccbc5a098c3

	b971979118420c4f83ddeee18fb4.pdf?annual-report-2024-equinor.pdf
Does the company disclose employment data disaggregated by gender?	Yes
URL for gender disaggregated employment data	https://cdn.equinor.com/files/h61q9gi9/global/16ccbc5a098c3b971979118420c4f83ddeee18fb4.pdf?annual-report-2024-equinor.pdf
Secretariat's assessment on Expectation 9	Expectation met
Secretariat comment	<p>Equinor publishes a policy on gender diversity in its 2024 annual report. See URL p. 142-147.</p> <p>Equinor discloses employment data disaggregated by gender. See URL p. 148 - 149. The data is further disaggregated by leadership position and contract type.</p> <p>Equinor publishes information on its gender pay gap by country. See URL p. 151.</p>