



2018 Corporate Responsibility Report

A photograph of three children hiking through a lush green field. In the foreground, a young boy with brown hair, wearing a blue and white striped long-sleeved shirt and dark blue pants, is walking towards the camera. He is holding a long, thin wooden stick in his right hand and has a backpack on. In the background, two other children are visible, slightly out of focus. One is a girl with brown hair wearing a purple shirt, and the other is a child wearing a teal hooded jacket. They are all walking through tall grass with a dense line of green trees in the background.

# THE NATURE OF OUR BUSINESS

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*Corporate responsibility is rooted in the nature of our business. At Denbury, we focus on operating a growing, profitable and ethical company that is dedicated to bettering our employees, our environment and our communities. This report illustrates our commitment to these principles and to transparency with our stakeholders regarding our economic, environmental and social performance.*



# Our Report

## REPORT CONTENT

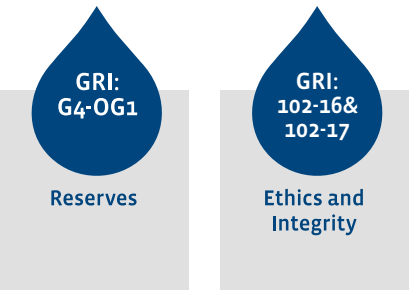
At Denbury, our corporate responsibility strategy focuses on four areas: Our Company, Our Employees, Our Environment and Our Communities. There are issues in each of these areas that are important to, and impact, Denbury because of the effect they have on our business success and their importance to our stakeholders. These material issues provide the foundation of our 2018 Corporate Responsibility Report (“Report”) and are discussed in detail throughout the four sections of this Report.

This Report has been prepared in accordance with the Global Reporting Initiative’s (“GRI”) Sustainability Reporting Standards (“GRI Standards”).

### > Our Company

The sustainability of our business is critical to our stockholders, employees and communities—they depend on, and benefit from, our continued successful operations. We recognize that in order to run a sustainable company, we must have successful, ethical and responsible operations. Maximizing stockholder value through sound corporate strategies, fostering our core values and integrating good corporate governance standards and practices are the most material issues for our business and our stakeholders when considering the sustainability of our business.

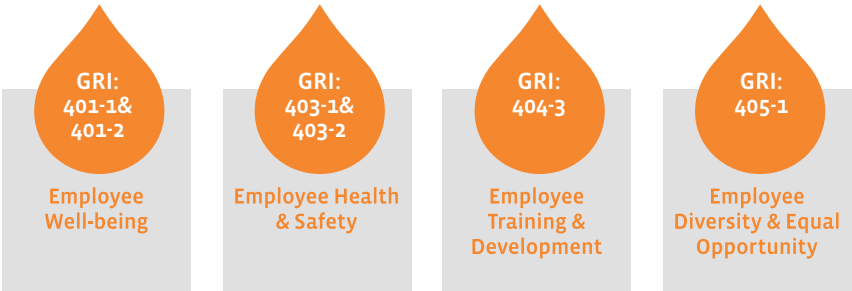
The specific GRI topics that we discuss in this section of the Report are:



### > Our Employees

Our employees are our greatest resource, and each individual helps shape Denbury into a unique and exceptional place to work. We recognize that our employees are crucial to Denbury’s future, and we care about our employees’ and their families’ well-being beyond the work environment. Safety, training and development, well-being and engagement and fostering a diverse work culture are the most material issues for our business and our stakeholders when considering our employees.

The specific GRI topics that we discuss in this section of the Report are:

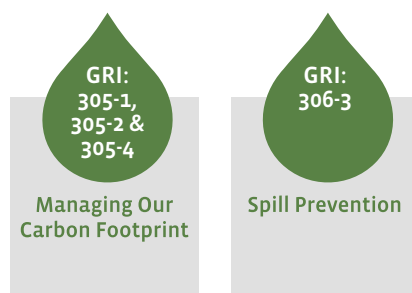




## > Our Environment

We and our stakeholders care about the environmental impact of our operations. We recognize that providing and integrating sound environmental policies, procedures and practices into our broader health, safety and environmental programs are key to our success as a company. We strive to be environmentally responsible in all aspects of our operations. Avoiding spills and releases, managing our environmental and carbon footprints, and focusing on sound environmental policies, procedures and practices are the most material issues for our business and our stakeholders when considering our environment.

The specific GRI topics that we discuss in this section of the Report are:



## > Our Communities

We are honored and privileged to be a part of the communities in which we operate. Rather than merely being a dependable and ethical business presence in our communities, we feel obligated to find ways to give, volunteer and invest in community campaigns and philanthropic organizations that stimulate local economies. Additionally, we believe that community engagement through open dialogue and communication is an essential part of being a responsible corporate citizen. Local economic investments, charitable giving and community engagement are the most material issues for our business and our stakeholders when considering our communities.

The specific GRI topics that we discuss in this section of the Report are:



## REPORT FRAMEWORK

Unless otherwise noted, this Report covers our operations during the 2016 and 2017 calendar years. Following the publication of our last three reports in 2014, 2015, and 2016, we received feedback and input from both internal and external stakeholders regarding our report and our sustainability initiatives which aided in our development of this Report. As a reflection of our commitment to economic, environmental, and social and governance issues, and in an effort to enhance our disclosure to our stakeholders, we currently intend to release an updated report at least biennially.

This is our fourth report to be prepared in accordance with the GRI Standards, a voluntary, internationally recognized framework for sustainability reporting that focuses on economic, environmental and social issues and



efforts and enables all companies and organizations to measure, understand and communicate this information. GRI is a non-profit organization that promotes the use of sustainability reporting as a way for organizations to become more sustainable and contribute to sustainable development. We have continued to utilize GRI's updated GRI Standards, including the G4 Oil and Gas Sector Disclosures, and have developed this Report in accordance with the GRI Standards' "Core" reporting option. However, we have included disclosures beyond the "Core" reporting requirements to increase our disclosures to our stakeholders. For example, we have addressed many of the GRI Standards' General Disclosure items related to corporate governance, which are only required under the "Comprehensive" reporting option.

Denbury Resources Inc. and its subsidiaries operate as "Denbury." Throughout this Report, unless otherwise noted, "Denbury," "Company," "we," "our" and "us" refer to Denbury Resources Inc. and its subsidiaries.

## > Reporting Principles

We prepared this Report in accordance with the reporting principles suggested in the GRI Standards. The principles guided us both in defining the content of this Report and in defining the quality of this Report.

The principles for defining report content are:

- › Stakeholder Inclusiveness—We sought input from our key stakeholders (our Board of Directors, senior management, employees, investors, business partners and neighbors) and sought to report on issues which are important not only to our business, but also to our stakeholders;
- › Sustainability Context—This Report presents our performance in the wider context of sustainability issues, including our long-term organizational strategy;
- › Materiality—The issues discussed and disclosures included in this Report pertain to those economic, environmental and social impacts which are most important to our business and key stakeholders; and
- › Completeness—In preparing this Report, we included issues and disclosures broad enough to reflect the significant economic, environmental and social impacts of our Company, both inside and outside of our organization, and to enable our stakeholders to assess our performance.

The principles for defining report quality are:

- › Balance—This Report reflects our overall performance, including both the positive aspects of our performance and those areas in which we are striving for improvement;
- › Comparability—The issues discussed and disclosures included in this Report under the GRI Standards will allow us to report on these issues consistently in the coming years which will enable comparison of our performance over time;
- › Accuracy—The information included in this Report is sufficiently accurate and detailed to allow for the proper assessment of our sustainability performance;
- › Timeliness—We will report at least on a biennial basis so that information will be available in sufficient time for stakeholders to make informed decisions;
- › Clarity—We have prepared this Report in such a way as to present information that is understandable, accessible and usable by our stakeholders; and
- › Reliability—We have gathered, recorded, compiled, analyzed and disclosed information in a way that establishes the quality and materiality of the information in this Report.

## > Materiality Assessment

This Report focuses on those sustainability issues and activities which are most material to Denbury as a company and to our stakeholders. We performed a materiality analysis to determine which issues are most material. Input was solicited and received from our key stakeholders, including interviews with investors and feedback from senior management and our Board of Directors. The data and comments received during the materiality analysis were then used to create lists of the most material issues where Denbury has a significant sustainability impact based on both the impact the issues have on our business success and the importance of those issues to our stakeholders. This Report includes the issues which are most important to our business success and which are most important to our stakeholders. For example, our employees indicated that safety of our employees and contractors is one of the most material issues of our business. We heard from various investors interested in learning about our carbon emissions. All of our stakeholders believed that avoiding spills and releases, and limiting the impact of any that do occur, is a material issue.

Those material issues are the foundation of this Report. Using the GRI Standards as our guide, we determined the GRI topics that aligned with our material issues. This Report includes discussion, disclosures and analysis of our material sustainability issues and, to the extent those material issues dovetail with GRI topics, we have responded to the appropriate GRI General Disclosure or Topic-specific Standards. Our GRI Index includes a list of all of our GRI Standards disclosures and indicates the location in this Report where information about each disclosure can be found.

## > Feedback

We believe Denbury must seek to continuously improve in all areas of operations, implement high standards of environmental protection and ethical conduct, and work proactively to be a good corporate citizen by aligning our interests as a company with the interests of our stakeholders. Our Board of Directors and management teams, both local and at our headquarters in Plano, Texas, want to hear from you so we can address any concerns and continuously improve in the areas important to us and our stakeholders.

Please reach out to the appropriate contact if you have a concern about our operations, an idea about how we can improve, or anything you want to bring to our attention. Additionally, we would like to hear your thoughts on this Report. As we prepare future reports, we will consider input from a wide range of stakeholders—employees, investors, neighbors, contractors and industry experts—with respect to their expectations for our sustainability reporting and performance.

Below are a few contacts but more can be found at Denbury.com.

<i><b>Board of Directors of Denbury Resources Inc.</b></i>	<i><b>Corporate Responsibility Team</b></i>	<i><b>Investor Relations</b></i>
Please contact Denbury's Board of Directors at:	Please contact Denbury's Corporate Responsibility Team at:	Please contact Denbury's Investor Relations Team at:
Denbury Resources Inc. Attn: Corporate Secretary 5320 Legacy Drive Plano, TX 75024	Denbury Resources Inc. Attn: Corporate Responsibility 5320 Legacy Drive Plano, TX 75024	Denbury Resources Inc. Attn: Investor Relations 5320 Legacy Drive Plano, TX 75024
Email: <a href="mailto:secretary@denbury.com">secretary@denbury.com</a>	Email: <a href="mailto:responsibility@denbury.com">responsibility@denbury.com</a>	Email: <a href="mailto:IR@denbury.com">IR@denbury.com</a>

## › Forward-Looking Statements and Other Information

This Report contains, and references other documents (e.g., our Annual Report on Form 10-K) that contain, forward-looking statements that reflect Denbury Resources Inc.'s views about future events as of the date of this Report or the date of the referenced document. Such forward-looking information is based upon management's current plans, expectations, estimates and assumptions and is subject to a number of risks and uncertainties that could significantly affect current plans, anticipated actions, the timing of such actions and our financial condition and results of operations. As a consequence, actual results may differ materially from expectations, estimates or assumptions expressed in or implied by any forward-looking statements made by us or on our behalf. We do not assume any obligation to update forward-looking statements should circumstances or management's estimates or opinions change.

Investors are urged to consider closely the disclosure and risk factors in our most recent [Annual Report on Form 10-K](#) and in other reports on file with the Securities and Exchange Commission, available at Denbury's website, [www.denbury.com](http://www.denbury.com).



## MESSAGE FROM OUR CEO

I'm immensely proud to introduce Denbury's 2018 Corporate Responsibility Report, which focuses on our 2016 and 2017 performance. Over the past two years, Denbury has continued to focus on the four pillars of our sustainability strategy: Our Company, Our Employees, Our Environment, and Our Communities. Concentrating on our performance in these areas has made our company stronger and better prepared for sustained success in the future.

This Report illustrates our commitment to transparency with our stakeholders regarding our economic, environmental, and social performance. For a fourth year, we have prepared our corporate responsibility report in accordance with the latest guidelines of the Global Reporting Initiative ("GRI"), a leading and respected organization in the sustainability reporting field. We remain among the leaders in our industry, as one of the few companies to prepare a corporate responsibility report in accordance with the GRI Sustainability Reporting Standards. We received encouraging feedback to our 2014, 2015, and 2016 Corporate Responsibility Reports and build upon that foundation with this Report.

The GRI Standards are in alignment with our corporate responsibility strategy because they focus on the issues and aspects of our business that are most material for our company and our stakeholders. We analyzed our sustainability performance in order to better understand the impacts of our projects and operations, and to determine risks and opportunities and their effects on our external stakeholders. This Report contains details about our sustainability values, objectives and performance, and demonstrates our desire to engage with our stakeholders over these issues.

As a national leader in carbon dioxide enhanced oil recovery ("CO<sub>2</sub> EOR"), Denbury has a responsibility to maintain the highest standards of accountability and performance. We believe that operating a sustainable company is an essential part of being a responsible corporate citizen. Denbury is committed to engaging with stakeholders, policy makers, regulators, our industry, and the communities in which we operate on climate change and carbon emission reduction issues. Sustainable business practices are a priority for Denbury, and we continually strive to improve in all areas of our business. We have leveraged the talents of our highly technical, dedicated and motivated employees and examined every aspect of our operations. Our employees have sought to identify ways in which we can improve our operating efficiency and reduce costs, making our business more sustainable.

In all that we do, we strive to exemplify Denbury's core values of integrity, teamwork, respect, excellence, and innovation. Our desire to have a positive impact in everything we do is what drives our company and our team of committed professionals every day. This commitment starts with our Board of Directors and management who champion sustainability and believe that it is fundamental to our corporate citizenship. This commitment also provides the foundation for us to concentrate on the growth of our people, our greatest resource, on compliance with rigorous health, safety and environmental standards and protocols we employ to protect our workforce, the environment and the vibrant communities in which we work, and on the economic health and growth of our company.

The future of energy production is constantly evolving. We have been focusing on using CO<sub>2</sub> more efficiently in our operations, and have increased the sustainability of our CO<sub>2</sub> EOR strategy by continuing to focus on growing and expanding our utilization of CO<sub>2</sub> captured from industrial sources. Utilizing industrial-sourced CO<sub>2</sub> for the purpose of producing stranded oil reserves from mature oilfields provides an economic incentive to capture these produced CO<sub>2</sub> streams and prevents the release of these streams into the atmosphere. It also allows us to decrease the amount of naturally-occurring CO<sub>2</sub> used in our operations.

This Report focuses not only on our company, but also on how we positively impact the areas we care about most: our people, our environment, and the communities we call home. We understand that our company's long-term success demands strong performance in these areas.

We have built a valuable team of dedicated employees that possess the skills and expertise enabling us to pursue our unique strategy. Our employees are the engine that drives our company, and our results are directly attributable to their extraordinary efforts. We are committed to supporting our employees, and their safety, training, professional development and overall well-being, which is a key part of the sustainability of our company. I'm privileged to get to work with this exceptional group each and every day.

Environmental stewardship is not just a part of our strategic vision; it is the right thing to do for our employees, their families and our communities. Denbury is not your typical oil company. We operate decades-old, legacy oilfields and bring them back to life. While doing so, we strive to leave the fields better than we found them, all while minimizing the impact we have on the surrounding environment and communities.

Finally, Denbury is an integral part of the communities in which we operate. We believe that by operating responsibly, both our company and our communities can mutually benefit. By overhauling fields that have been depleted by prior operators, we bring jobs and economic stimulation back to these local economies. We believe that being a good neighbor is a vital part of our business, and we take every opportunity to engage with, and seek to positively impact, our communities.

I believe that Denbury truly is a unique company that is committed not only to the bottom line but to *Doing Right*. This Report should give you insight into our company and the values and principles that guide the way we do business. While we continue to seek to improve our economic, environmental, social, and governance performance, we also want to improve our reporting and transparency in these areas. Therefore, I invite you to engage with us and offer us comments and feedback regarding this Report and our performance. We believe that by reviewing and analyzing our past performance and striving for continual improvement, we can meet the expectations of all our stakeholders. As you will see, we undertake this challenge with enthusiasm, because it is the nature of our business.

Sincerely,

CHRIS

CHRISTIAN S. KENDALL  
President and  
Chief Executive Officer







## Our Company

What We Do

Core Values

Corporate  
Governance



## Our Strategic Vision for CO<sub>2</sub> EOR

## Our Company

*Denbury Resources Inc. is an independent oil and natural gas company. Our operations are focused in two key operating areas: the Gulf Coast and Rocky Mountain regions. Our goal is to increase the value of our properties through a combination of exploitation, drilling and proven engineering extraction practices, with the most significant emphasis relating to carbon dioxide enhanced oil recovery (“CO<sub>2</sub> EOR”) operations. Denbury Resources Inc. is a publicly traded company and has been listed on the New York Stock Exchange (NYSE: DNR) since 1997. Our corporate headquarters is located in Plano, Texas.*

***Welcome to Denbury, a place where different is good. Here, we work to achieve our objectives and are accountable for our performance. Our strategic vision for CO<sub>2</sub> EOR shapes our goals. We are a different kind of oil company.***



What We Do



Core Values



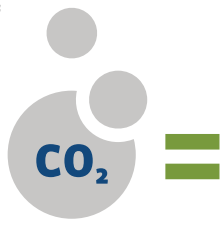
Corporate Governance



Average Utilization of

**2.8**  
**million**  
metric tons of

for our CO<sub>2</sub> EOR operations annually that could otherwise be released into the atmosphere from industrial sources (2016–2018)



**Reduced**  
as of 2018

Net Debt Principal

**\$1 billion**  
since 12/31/2014

**~6.4**  
**trillion ft<sup>3</sup>**

gross proved CO<sub>2</sub> reserves as of 12/31/2017

OVER  
**1 billion**  
BOE

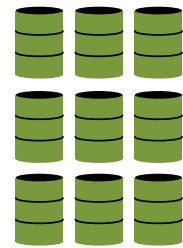
Proved + EOR and exploitation potential

Over  
**1,100**  
miles of  
**pipelines**

CO<sub>2</sub>

**38,044**  
**Bbls/d**

tertiary production in 2017



Recipient of the 2018

***Excellence in  
Safety Award***

by North Dakota Petroleum Council



Produced over

**175**  
**million**

gross barrels of otherwise stranded oil from CO<sub>2</sub> EOR to date



## What We Do

*Denbury is focused on revitalizing America's mature oil fields with CO<sub>2</sub> EOR, bringing new life and energy from these fields to provide oil for our nation for decades to come. CO<sub>2</sub> EOR provides an economic and technically feasible method of utilizing CO<sub>2</sub> provided by industrial facilities, that also results in associated underground storage incidental to hydrocarbon recovery, reducing our nation's dependence on foreign oil and making our nation more energy secure.*

GRI:  
G4-OG1

Reserves

## OUR CO<sub>2</sub> STORY

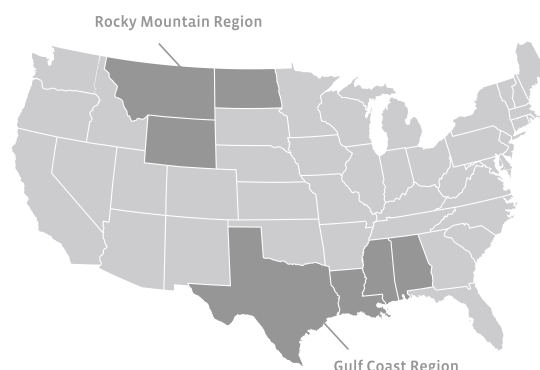
Denbury is unique among domestic oil and gas companies because our primary corporate strategy and focus is on developing significant and otherwise stranded reserves of oil from depleted reservoirs through CO<sub>2</sub> EOR.

In many U.S. oil fields, it is estimated that only about 30% to 40% of the original oil in place ("OOIP") is recoverable through primary and secondary methods. Our experience has shown that CO<sub>2</sub> EOR can recover another 10% to 20% of the OOIP. While the technology used in CO<sub>2</sub> EOR may not be considered new, we apply several concepts learned over time to improve and increase CO<sub>2</sub> utilization efficiency within the reservoirs. For example, we are focused on using CO<sub>2</sub> more efficiently in our operations which allows us to decrease the amount of naturally-occurring CO<sub>2</sub> injected in our operations, thereby increasing the proportion of industrial-sourced CO<sub>2</sub> utilized in EOR.

Implementing this strategy improves the economics of the process and makes CO<sub>2</sub> EOR operations economically viable on a wider scale, even in a lower oil price environment.

We began our CO<sub>2</sub> EOR operations in 1999 when we acquired Little Creek Field in Mississippi, followed by our acquisition of Jackson Dome CO<sub>2</sub> reserves and the Northeast Jackson Dome ("NEJD") Pipeline in 2001. Based upon our success at Little Creek and the ownership of significant CO<sub>2</sub> reserves at Jackson Dome, we began to transition our capital spending and acquisition efforts to focus predominantly on CO<sub>2</sub> EOR. Today, our asset base primarily consists of current CO<sub>2</sub> EOR projects, future CO<sub>2</sub> EOR projects and assets that produce, process and transport much of the CO<sub>2</sub> that we use.

Our oil and natural gas properties are concentrated in the Gulf Coast and Rocky Mountain regions of the United States.



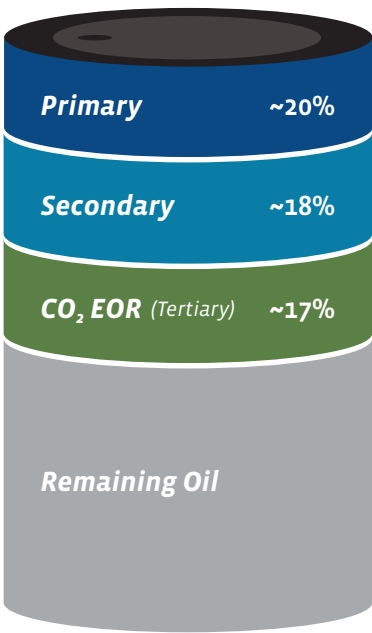
# THE STAGES OF OIL RECOVERY

For many years, oil has been produced from the earth using a variety of different production techniques, typically occurring in three phases: primary, secondary and tertiary oil recovery. Primary oil recovery is limited to hydrocarbons that naturally rise to the surface, or those that use artificial lift devices, such as pump jacks. In secondary production, water is typically injected to re-pressure the target formation, providing energy and mobility to sweep the remaining recoverable liquids to the wellbore for recovery. Utilizing only primary and secondary recovery methods can leave up to 70% of the OOIP.

Tertiary production occurs after both primary and secondary recovery production is complete. This phase of production requires a catalyst that will interact with the stranded oil so that it will flow through the rock reservoir to the wellbore. Pressurized CO<sub>2</sub> injection is a proven tertiary EOR technique and can recover, on average, an additional 10% to 20% of the OOIP.

In 2017, CO<sub>2</sub> EOR accounted for approximately 3.2% of average U.S. daily production, or approximately 300,000 barrels of oil per day (“BOPD”) or over 100 million barrels per year. CO<sub>2</sub> transportation pipelines currently cover over 5,000 miles. CO<sub>2</sub> EOR projects have been in commercial operation since the 1970’s and enjoy an impressive record of safely and securely injecting more than an estimated 1 billion metric tons (one gigatonne) of CO<sub>2</sub> since 1984. In 2012, the U.S. Department of Energy estimated that about 63 million metric tons of CO<sub>2</sub> were being injected for EOR production operations. In 2014, a study by Advanced Resources International estimated that the industry was injecting about 68 million metric tons of CO<sub>2</sub> per year.

## > EOR Can Deliver Almost as Much Oil as Primary and Secondary Recovery<sup>1</sup>



<sup>1</sup> Based on original oil in place at Denbury’s Little Creek Field.



## OUR CO<sub>2</sub> EOR PROCESS\*



[PLAY THE VIDEO](#)



### > STEP 1: CO<sub>2</sub> Sources and Capture

The first step in implementing a CO<sub>2</sub> EOR project is to secure access to substantial volumes of CO<sub>2</sub>. Denbury sources CO<sub>2</sub> both from naturally-occurring underground reservoirs and from industrial sources which capture, process and then compress the CO<sub>2</sub> for delivery into a pipeline network. The CO<sub>2</sub> captured from industrial sources (which is sometimes referred to as anthropogenic or man-made CO<sub>2</sub>) could otherwise be released into the atmosphere. For our Gulf Coast assets, Denbury sources naturally-occurring CO<sub>2</sub> from Jackson Dome in Mississippi and industrial CO<sub>2</sub> from two facilities: one in Port Arthur, Texas and one in Geismar, Louisiana. For our Rocky Mountain region, Denbury sources CO<sub>2</sub> from the Lost Cabin gas plant and the Shute Creek plant in Wyoming.

*Our CO<sub>2</sub> EOR operations provide an environmentally responsible method of utilizing CO<sub>2</sub> for the primary purpose of oil recovery that also results in the incidental underground storage of CO<sub>2</sub> while also making our nation more energy secure.*



### > STEP 2: CO<sub>2</sub> Transportation

The second step is transporting the CO<sub>2</sub> from the source to the oil field. We operate or control over 1,100 miles of CO<sub>2</sub> pipelines and are continually expanding this network to transport naturally-occurring CO<sub>2</sub> and CO<sub>2</sub> from industrial sources to our tertiary fields. Between 2016 and 2018 we utilized an average of more than 145 million cubic feet of CO<sub>2</sub> from industrial sources per day and anticipate additional CO<sub>2</sub> from industrial sources from currently planned or future construction of facilities in our Gulf Coast region.



### > STEP 3: CO<sub>2</sub> Injection

The third step is to inject the CO<sub>2</sub> into the oil-bearing reservoir through a wellbore. The injected CO<sub>2</sub> moves through the reservoir, mixing with the remaining crude oil. The CO<sub>2</sub> acts to separate the oil from the reservoir rock and increase the oil's mobility within the reservoir. The mixture is driven through the formation into a producing wellbore, where it then comes to the surface, increasing the field's oil production. To date, our CO<sub>2</sub> EOR operations have resulted in the gross production of over 175 million barrels of oil that may not have otherwise been recovered.



### > STEP 4: CO<sub>2</sub> EOR Benefits & Storage

CO<sub>2</sub> EOR operations provide considerable economic and environmental benefits. The economic benefits of CO<sub>2</sub> EOR include the creation of jobs due to investments required to implement and operate a CO<sub>2</sub> EOR project, along with tax payments to local governments. Our CO<sub>2</sub> EOR operations provide an environmentally responsible method of utilizing CO<sub>2</sub> for the primary purpose of oil recovery that also results in the incidental underground storage of CO<sub>2</sub> while also making our nation more energy secure.

\* In this section any references to "Denbury," "our" or "we" refers to Denbury Onshore, LLC, or in case of references to CO<sub>2</sub> pipeline infrastructure, an affiliate of Denbury Onshore, LLC.

## USE OF CO<sub>2</sub> FROM INDUSTRIAL SOURCES\*

Denbury is currently party to several contracts to purchase CO<sub>2</sub> from industrial sources (CO<sub>2</sub> from these sources is also known as anthropogenic or man-made CO<sub>2</sub>) to use in our EOR operations. We have contracts to purchase CO<sub>2</sub> from an industrial facility in Port Arthur, Texas, an ammonia plant in Geismar, Louisiana and the Lost Cabin Gas Plant in Wyoming. Between 2016 and 2018, these three sources supplied over 75 MMcf/d of CO<sub>2</sub> for our EOR operations. Denbury also owns an interest in the CO<sub>2</sub> at LaBarge Field in Wyoming, which is captured from the Shute Creek Plant. Between 2016 and 2018, this source supplied approximately 73 MMcf/d of CO<sub>2</sub> for our EOR operations. The CO<sub>2</sub> captured from these industrial sources could otherwise be released into the atmosphere. Additionally, we are in ongoing discussions with other parties who have plans to construct plants near the Green Pipeline.

We continue to have ongoing discussions with owners of existing plants of various types that emit CO<sub>2</sub> that we may be able to purchase and/or transport. In order to capture such volumes, we (or the plant owner) would need to install additional equipment, which includes, at a minimum, compression and dehydration facilities. Most of these existing plants emit relatively small volumes of CO<sub>2</sub>, generally less than our contracted sources, but such volumes may be attractive if the source is located near CO<sub>2</sub> pipelines. The capture of CO<sub>2</sub> could also be influenced by potential federal legislation, which could impose economic penalties for atmospheric CO<sub>2</sub> emissions. We believe that we are a likely purchaser of CO<sub>2</sub> captured in our areas of operation because of the scale of our tertiary operations and our CO<sub>2</sub> pipeline infrastructure.

*\* In this section any references to "Denbury," "our" or "we" refers to Denbury Onshore, LLC, or in case of references to CO<sub>2</sub> pipeline infrastructure, an affiliate of Denbury Onshore, LLC.*

*Starting in late 2012, we began purchasing and utilizing CO<sub>2</sub> from industrial sources in our tertiary operations in the Gulf Coast region. These projects illustrate our unique ability to use captured CO<sub>2</sub> that would otherwise be released into the atmosphere.*





## Core Values

*At Denbury, we all share the responsibility to create a culture that fosters and supports our five core values. Our Board of Directors and senior management believe that leading by example is the best way to inspire honesty and integrity in others. These core values impact the way we treat others at Denbury and within our communities, and the way we handle our work. We are committed to “Doing Right” and by following our values we make sure that every business decision is the result of “Doing Right.”*

GRI:  
102-16

Ethics and  
Integrity

Our Code of Conduct and Ethics (“Code”), together with all Company policies, serves as our guide to “Doing Right” and operating in accordance with our core values. Our Code applies to everyone who works for Denbury—every day, in every location. This includes all Denbury directors, officers, employees and contractors. We are all expected to know and follow all laws, regulations and Company policies that apply to the work we do. Annually, everyone affiliated with Denbury is required to certify their compliance with the Code and disclose any potential violations.

***Our actions define us as people;  
and our people define us as a  
company.***

### ***Denbury’s Code of Conduct and Ethics: “Doing Right”***

In order for our Code to align with management’s commitment to ethics and compliance, it is structured as a values-based document organized around Denbury’s five core values: Integrity, Teamwork, Innovation, Excellence and Respect. Our Code exemplifies Denbury’s commitment to “Doing Right” in the conduct of its business. The Code is organized and written in a way that promotes employee comprehension. The Code contains numerous “What Should I Do?” and “Conduct Tip” aids, which provide guidance to employees on common risk topics. This theme is carried forward to Denbury’s Compliance Hotline via a personalized URL ([DoingRight.Denbury.com](http://DoingRight.Denbury.com)) and phone number (1-844-DOING-RT).





# CORE VALUES

## TEAMWORK

- ◆ We work with those inside and outside of our Company to achieve our objectives.
- ◆ We take responsibility and ownership of our role on the team.
- ◆ We are accountable to others for our performance as a team member.
- ◆ We look out for the safety of our peers and for those in the communities in which we operate.

## EXCELLENCE

- ◆ We passionately strive to do our best in all aspects of our work and our lives.
- ◆ We continuously improve; learning from our successes and failures.
- ◆ We put all of our heart, mind and strength into our work.
- ◆ We pursue our objectives with a priority on the health and safety of our employees and business partners.

## INTEGRITY

- ◆ We act with honesty and integrity without compromising the truth.
- ◆ We take responsibility for our actions and their consequences.
- ◆ We act in ways that are ethically sound and represent the highest ethical standards.
- ◆ We earn the trust of others through our actions.

## RESPECT

- ◆ We consistently demonstrate respect for each other, the environment and our communities.
- ◆ We treat each other fairly and respectfully; in ways in which we like to be treated.
- ◆ We recognize the importance of family in the lives of our employees.
- ◆ We value and benefit from individual and cultural diversity.

## INNOVATION

- ◆ We develop creative ideas that have the potential to change our world.
- ◆ We encourage creativity and discovery of improvements.
- ◆ We foster a learning culture.
- ◆ We search for ways to work more safely and to minimize our environmental footprint.



*Denbury believes that good corporate governance is essential to fulfilling our obligations to our stakeholders and operating as a good corporate citizen. The manner in which we conduct ourselves and our business operations directly affects our ability to sustain our business and operate responsibly. Our Board of Directors and senior management spend a great deal of time implementing corporate governance policies and practices that uphold our core values, align with our corporate governance commitments and support our business sustainability.*

## DENBURY'S BOARD OF DIRECTORS

Our Board of Directors ("Board") is Denbury's highest governing body. The business, properties and affairs of the Company are managed by the Chief Executive Officer under the direction of the Board. The Board has responsibility for establishing broad corporate policies and for the overall performance and direction of the Company, but is not involved in day-to-day operations. Board members remain informed of Denbury's business by participating in Board meetings, attending committee meetings, reviewing regularly provided analyses and reports, and engaging in thorough discussions with the Chief Executive Officer and other officers of the Company.

*We believe that good corporate governance is essential to fulfilling our obligations to our stakeholders and to operating as a good corporate citizen.*

### **Denbury Board of Director Facts**

- › Denbury has eight directors on its Board
- › All seven non-employee directors are independent
- › Denbury has one female Board member
- › Our directors represent a broad cross-section of backgrounds, experiences and expertise
- › Our Board has separated the position of Chairman and CEO
- › Our non-employee directors have regularly scheduled executive sessions without management present
- › All Board members are subject to stock ownership guidelines to help ensure that their interests align with those of our stockholders
- › The Board and each Board committee complete an evaluation every year to ensure they are operating efficiently and effectively and in accordance with governing rules and regulations

Our Board believes that good corporate governance is ever-evolving, and consequently it reviews our corporate governance guidelines, committee charters and other corporate governance documents at least annually with a view toward continuous improvement. Peer data and best practices are reviewed to ensure that we are at the forefront of successful and responsible corporate governance practices.

**Highlights of Recent Governance Changes**

- › In 2016, as part of Denbury’s ongoing succession planning process, our Board selected John P. Dielwart to serve as its Chairman of the Board.
- › In 2016, our Board created the Lead Technical Director position because it believed that a director position which concentrated on the Company’s technical operations would strengthen the Board’s oversight responsibility.
- › In 2017, our Board elected Christian S. Kendall as Chief Executive Officer and appointed Mr. Kendall as a director of the Company. Mr. Kendall joined Denbury as Chief Operating Officer in September 2015 and was named President in October 2016.
- › In 2017, Lynn A. Peterson was elected to our Board. As the current Chief Executive Officer of an oil and gas company, Mr. Peterson provides our Board with valuable industry insight, as well as managerial, business and strategic expertise.
- › In 2017, Denbury eliminated tax gross-up payments for excise taxes in change-of-control transactions.
- › In 2017, Denbury adopted a formal clawback policy.
- › In 2017 and 2018, Denbury engaged with many of its institutional shareholders as part of a robust shareholder engagement campaign. The Chairwoman of the Compensation Committee was available to attend each meeting in the shareholder engagement process.

**DENBURY BOARD COMMITTEES**

**› Audit**

The primary purposes of the Audit Committee, which are discussed in detail in its charter, are to (a) appoint, oversee, compensate and evaluate the Company’s independent registered public accounting firm, (b) oversee and evaluate the Company’s internal audit function, and (c) provide assistance to the Board in fulfilling its oversight responsibility with respect to the integrity of the Company’s financial statements and the evaluation as to whether the Company has effective processes for risk assessment and risk management, among many others.

**› Compensation**

The primary purpose of the Compensation Committee is to provide assistance to the Board in discharging its oversight responsibilities relating to the compensation and development of the Chief Executive Officer and other officers, and to oversee and administer the Company’s equity and other compensation and benefit plans. The Compensation Committee’s duties and responsibilities, which are discussed in detail in its charter, include reviewing and recommending for adoption by the Board a general compensation program and salary structure for the Company and reviewing the program annually, recommending to the Board overall salary increases, bonus levels and other annual compensation, and proposing modifications to the compensation program as deemed necessary.

## › Nominating/Corporate Governance

The primary purpose of the Nominating/Corporate Governance Committee is to provide assistance to the Board in discharging its oversight responsibilities relating to effective corporate governance. The Nominating/Corporate Governance Committee's duties and responsibilities, which are discussed in detail in its charter, include identifying, recruiting, screening, interviewing and recommending for selection by the Board individuals qualified to become members of the Board and developing and recommending to the Board for its approval various codes of conduct and ethics and a set of corporate governance guidelines.

## › Reserves and Health, Safety and Environmental (HSE)

The primary purpose of the Reserves and HSE Committee is to provide assistance to the Board in discharging its oversight responsibilities relating to the Company's independent reserves engineer, information regarding the Company's reserves and the Company's health, safety and environmental policies, practices and procedures. The Reserves and HSE Committee's duties and responsibilities, which are discussed in detail in its charter, include reviewing the Company's strategy and initiatives in the area of corporate social responsibility and the Company's reports regarding corporate responsibility activities prior to publication.

## › Risk

The primary purpose of the Risk Committee is to provide assistance to the Board in discharging its oversight responsibilities relating to the Company's principal business, financial and operational risks, and other material risk exposures, and the actions, activities and initiatives of the Company to mitigate such risks and exposures, in each case to the extent such oversight is not otherwise the duty or responsibility of other committees of the Board. The Risk Committee's duties and responsibilities, which are discussed in detail in its charter, include reviewing and evaluating management's identification of the major risks to the Company's business and reviewing the principal financial risks, exposures and liabilities undertaken or assumed by the Company.

*Denbury's Board of Directors has five standing committees that meet regularly:*

› **Audit**

› **Compensation**

› **Nominating/Corporate Governance**

› **Reserves and Health, Safety and Environmental**






















› **Risk**

Our Board's Corporate Governance Guidelines and each Committee's charter can be found at: [www.denbury.com](http://www.denbury.com)

## > Committee Composition

Below is a summary of our committee structure and membership information. To read more about any of the committees, click on committee names in the chart below.

 Chairperson    Member    Financial Expert

	AUDIT	COMPENSATION	RESERVES & HEALTH, SAFETY AND ENVIRONMENTAL	NOMINATING/ CORPORATE GOVERNANCE	RISK
John P. Dielwart					
Michael B. Decker					
Gregory L. McMichael					
Dr. Kevin O. Meyers					
Lynn A. Peterson					
Randy Stein 					
Laura A. Sugg					

## RISK OVERSIGHT

The Board is responsible for oversight of our risk assessment and risk management. The Board strives to effectively oversee our enterprise-wide risk management while maximizing the long-term value for our stockholders, with due regard for our employees and other stakeholders. The Board receives regular updates from, and maintains an active dialogue with, members of our management team and Internal Audit Department about existing risk management processes and how management identifies, assesses and responds to our most significant risk exposures. These interactions enable the Board to evaluate whether management is appropriately managing our most significant risks.

The Board also relies on, and has delegated certain aspects of its oversight responsibility to, its committees to assist the Board with its overall risk assessment and risk management responsibilities. Each committee reviews and assesses with management risk-related matters within the scope of its responsibilities and reports regularly to the Board on such risk-related matters. For example: the Audit Committee oversees our guidelines and policies with respect to risk assessment and risk management, as well as our major financial risk exposures and the steps management has taken to monitor and control such exposures; the Risk Committee oversees our principal business, financial and operational risks, and our other material risks and exposures, and the actions, activities and initiatives we undertake to mitigate such risks and exposures; the Nominating/Corporate Governance Committee oversees risks relating to our corporate governance matters and legislative affairs and activities and matters related thereto; the Compensation Committee oversees the extent to which risks arising from our compensation policies and practices are reasonably likely to have a material adverse effect on us; and the Reserves and Health, Safety and Environmental Committee oversees the independent reserves engineers' identification of issues and business risks and exposures, and our health, safety and environmental policies, practices and procedures and management's assessments of high risk areas with respect thereto.



## GRIEVANCE PROCESS

The cornerstone of good corporate governance is having a reliable and trustworthy grievance system or process for reporting grievances and violations of our Code to ensure that the process is communicated to our employees and other stakeholders. Our employees are expected to bring matters of concern to their manager first, and if there are reasons they are uncomfortable doing so or think that the issue needs attention from a different perspective, they may turn to a Vice President or the Human Resources, Internal Audit and Legal departments. Our Code prohibits any retaliation against anyone from coming forward with a concern or making a good faith report of suspected misconduct, regardless of the outcome. In addition, internal and external parties can call the Denbury Compliance Hotline at any time to anonymously submit any ethical concern or violation of our Code.

GRI:  
102-17

Ethics and  
Integrity



DOING  
RIGHT  
IS ————— FOLLOWING OUR  
CORE VALUES  
AND OUR ——— CODE

**You are expected to bring matters of concern to your manager first. If there are reasons you are uncomfortable doing so, or think the issue needs attention from a different perspective, you may turn to any of the following resources:**

- Your Department or Regional Vice President
- Your HR Employee Relations Representative
- Our Compliance Team ([compliance@denbury.com](mailto:compliance@denbury.com))
- Our Compliance Hotline

### DENBURY COMPLIANCE HOTLINE - 24/7

☎ 1-844-DOING-RT (364-6478)

💻 [DOINGRIGHT.DENBURY.COM](https://DOINGRIGHT.DENBURY.COM)



## Our Employees

Employee &  
Contractor Safety

Employee Training  
& Development

Employee Well-being  
& Engagement



## Our Employees

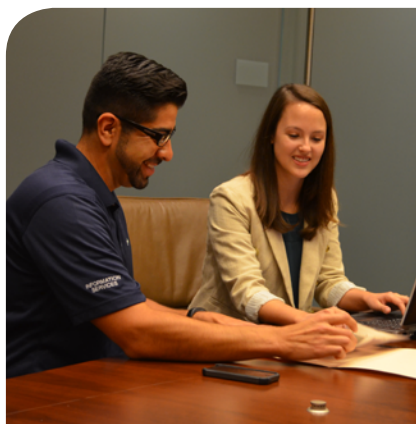
*Our employees are our greatest resource, and each individual helps shape Denbury into a unique and exceptional place to work. Our employees' ideas, passion and collective efforts are what produce winning results for our Company. We support a talented and diverse workforce that lives our core values and embodies our culture. We inspire each other to make Denbury better.*

***We recognize that our employees are a crucial part of our success and we thank them for their continued hard work and support.***

We operate in a highly competitive industry where our success depends on our strong team of dedicated professionals working together to deliver results. The material impact our employees have on Denbury cannot be understated. We strive to be responsive and forward-thinking to meet the needs of our employees so that, as a company, we can effectively deliver on all of our goals and commitments. In order to build such a successful team, we focus on the safety, training, development and well-being of our employees.



**Employee &  
Contractor Safety**



**Employee Training &  
Development**



**Employee Well-being &  
Engagement**



## Employee & Contractor Safety

*Denbury has a long-standing commitment to the highest standards for the health and safety of our employees, contractors and local communities. We recognize that providing and integrating a sound health and safety program into our business is key to our success. As we continue the evolution of our safety culture, we stress the importance of individual choices and the impact they have on our lives, both at work and at home. Our new logo and theme, “Zero by Choice” is a reminder that each employee or contractor can achieve a zero-incident workplace by making the right choices in everything we do.*



### CORPORATE SAFETY STRUCTURE

Denbury’s dedication to safety is built into our management structure, starting at the highest levels and extending to our field offices. Three members of Denbury’s Board are representatives on the Board’s Reserves and Health, Safety and Environmental (“HSE”) Committee. One of the Committee’s primary oversight responsibilities is to review and assess with senior management the Company’s health and safety policies, practices and procedures.

Denbury has an established HSE Department that provides corporate guidance and standardization across the organization on HSE matters and is tasked with ensuring that Denbury meets or exceeds safety and environmental regulations. Our Vice President of HSE works closely with a dedicated safety team consisting of eight corporate and eleven field safety employees integrated into our field operations.

Denbury has a Safety Committee comprised of senior managers from each operations department. This team meets on a regular basis to review, discuss and address safety and compliance performance. The Safety Committee identifies those areas that need improvement and then develops, launches and champions new safety programs and initiatives.

*We understand that we are individually responsible for our own safety and the safety of those around us. We know that every task can be completed injury free.*

GRI:  
403-1

Employee Health  
& Safety

***It is Denbury's policy to:***

- › Comply with all pertinent safety laws, rules and regulations, not just because we are legally required to do so, but also because we believe it is the responsible way to conduct our business;
- › Set systemic HSE leading and lagging key performance indicators annually to measure our performance and adapt our approach to achieve superior results;
- › Monitor, revise and reemploy safety systems and environmental assessments on a regular basis;
- › Provide operational HSE education and training to our employees in order for them to have the knowledge, skills, and understanding to perform their responsibilities and duties at the highest level;
- › Routinely review and verify performance with audits, evaluations and other quality assurance and quality control methods;
- › Empower and expect all personnel to immediately Stop Work without fear of reprisal, when an unsafe condition or act is observed which could affect the safety of personnel and/or the environment;



- › Provide relevant safety and health information to contractors and require them to provide proper training for the safe, environmentally sound performance of their work; and
- › Communicate our commitment to this policy to our subsidiaries, affiliates and contractors and seek their participation and support.

All employees are required to comply with all health, safety and environmental rules and regulations. Each employee understands that they are individually responsible for their own safety and the safety of those around them.

## SAFETY PERFORMANCE

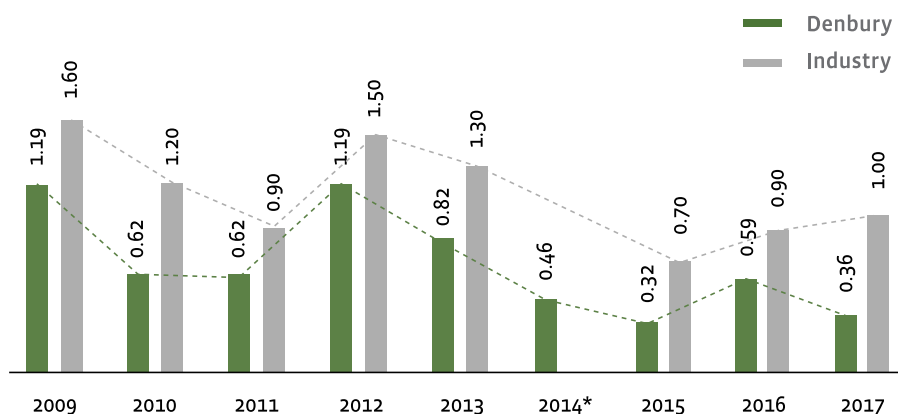
Each year, Denbury establishes corporate goals specifically related to employee and contractor safety performance and monitors them throughout the year. The performance statistics are continually reported to the Board, senior management and all employees to reinforce their importance. The compensation of every Denbury employee is tied, in part, to achievement of these goals, which further reinforces that safety is integral to everything we do.

GRI:  
403-2

Employee Health  
& Safety

Two performance indicators that Denbury closely monitors are Total Recordable Incident Rate (“TRIR”) and Days Away/Restricted or Transfer Rate (“DART”). TRIR is a rate that represents the number of Occupational Safety and Health Administration (“OSHA”) recordable incidents for every 200,000 hours worked. DART is a rate that represents the number of days away from work, work restriction or job transfer resulting from OSHA recordable incidents and illnesses for every 200,000 hours worked. As shown in the charts below, Denbury has consistently outperformed our industry’s average TRIR and DART in recent years. The most recently published Bureau of Labor Statistics data for the oil & gas extraction sector indicated an average TRIR of 0.90 for 2016 and 1.00 for 2017. By comparison, Denbury’s TRIR was 0.59 in 2016 and 0.36 in 2017. Likewise, the oil & gas extraction sector indicated an average DART of 0.40 for 2016 and 0.60 for 2017 while Denbury’s DART was 0.34 in 2016 and 0.27 in 2017. We strive to have zero safety-related incidents each year.

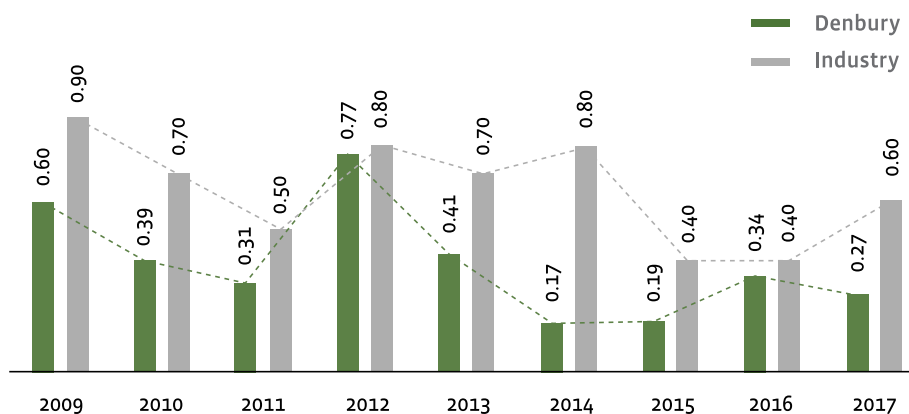
### > Total Recordable Incident Rate



\* The Bureau of Labor Statistics has not published an industry average TRIR for the year 2014.

The information above relates to Denbury's employees only. It does not include data for contractors working for Denbury.

### > Days Away/Restricted or Transfer Rate



The information above relates to Denbury's employees only. It does not include data for contractors working for Denbury.



## SAFETY LEADERSHIP CONFERENCE

Denbury's focus on safety is highlighted by our annual Safety Leadership Conference. The conference attendees include all levels of operations management (approximately 230 employees) and focuses on our commitment to the development of a culture of safety. Our safety motto was conceived at this conference and is still a symbol of our core beliefs about safety. The two-day conference fosters the sharing of ideas, provides clarity on expectations, and sets in motion changes in Denbury's safety performance. Each year the conference builds upon the safety themes discussed in previous years and features success stories from employees who make a difference in the safety culture in their respective workplaces.

### > 2017 Safety Conference Keynote Speaker > 2016 Safety Conference Keynote Speaker

Our 2017 Safety Leadership Conference's keynote address was given by former U.S. Air Force Colonel and NASA Astronaut, Mike Mullane. Colonel Mullane previously served as a Weapons Systems Operator in the United States Air Force and was selected as a Mission Specialist who completed three space missions aboard the Shuttles Discovery and Atlantis. He was inducted into the International Space Hall of Fame and was the recipient of many awards, including the Air Force Distinguished Flying Cross and the NASA Space Flight Medal. In his presentation, Colonel Mullane discussed how "Normalization of Deviance" is rooted in decision-making while under job-related or personal pressures. He used the Space Shuttle Challenger disaster to show how a world-class team can be victimized by incremental deviances from teamwork, leadership and safety best practices. His presentation focused on how procedural compliance is the best defense against vulnerability and that risk is not diminished by the frequency at which one is successful in taking the risk. Colonel Mullane also used a personal story from his Air Force flying career to explain the importance of owning your safety responsibility by speaking up or taking action when you see a concern, particularly in hazardous operations. You might see something safety-related that nobody else sees.



**Keynote speaker  
Mike Mullane —  
2017 Safety Leadership  
Conference**

Our 2016 Safety Leadership Conference's keynote address was given by Jim Wetherbee who has over 35 years of experience in high-hazard operational environments. Mr. Wetherbee previously served as a Naval Aviator aboard the USS John F. Kennedy, has over 20-years of experience in the aerospace industry as a NASA executive and astronaut, and has worked in the oil and gas industry focusing on safety issues. He was the only astronaut to have commanded five missions in space. The theme of Mr. Wetherbee's presentation was "Controlling Risk". He explained how organizations manage risk with systematic and structured processes implemented by managers to help the workforce conduct their jobs in a safe and productive manner. However, Mr. Wetherbee noted that even the best organizations have to control risk when it is time to go to work. He stressed that in order to work effectively and stay alive, workers need operating techniques for controlling risk. Mr. Wetherbee described his 'techniques of operating excellence' which enable groups of people working together to optimize performance in any high-risk business and accomplish more in our dangerous world.



**Keynote speaker  
Jim Wetherbee —  
2016 Safety Leadership  
Conference**

## CONTRACTOR SAFETY

Contractors are an integral part of Denbury's business, and the well-being and safety of our contractor partners is equally as important as the safety of Denbury's employees. Our employees' engagement with contractors about safety is a standard practice. Contractor orientations and pre-job safety reviews promote both a safe work environment and clear communications.



*We invite our contractors to inspirational safety presentations with our employees because we believe their well-being and safety is equally as important as Denbury's employees.*

## ZERO BY CHOICE REPORTING TOOL

In order to have sustainable success in our Zero by Choice (“ZBC”) Program (“Program”), we needed to focus on leading indicators (hazards that may exist that could be precursors to an incident). One of the cornerstones of our Program is identifying, mitigating, and communicating hazards. As we rolled out ZBC in February 2018, we were thrilled to see the level of participation among employees and contractors and their willingness to share their Hazard Observations. But it didn’t stop there; we also encouraged sharing of positive behaviors such as ‘Safety Conversations’, ‘Stop the Job’ examples and ‘Safe Acts’. We quickly realized that we had successfully kicked off a set of leading indicators that could help us prevent incidents from ever occurring; the goal of any successful safety program. Leading indicators, such as hazard observations of behavioral or operational conditions, provide key information regarding our culture and maintenance philosophies, which allow us to act before an incident occurs. This focus on leading indicators will impact the performance of our employees and contractors and influence the daily business objectives.

With our Program being documented and shared in various ways across our Company, we identified the need to develop a consistent, standardized approach to allow the reporting to be efficient for all personnel, provide a means of sharing information across the organization, and ultimately provide a way to report on trends that could lead to process improvements. We also needed to consider those observations that might require a corrective action on a piece of equipment to make sure those were captured in our maintenance program.

Leading indicators of behavioral and operational conditions are vital to business performance and integral to enhancing our focus on creating favorable outcomes. These indicators include substantial amounts of business related activities such as:

- › **Asset Integrity** – Maintenance work orders (Preventative & Corrective)
- › **Hazard Observations** (Stop Work Authority, Unsafe Conditions, & Unsafe Behaviors)
- › **Safety Conversations** (Tool utilized to track field engagements)
- › **Safe Acts** (Tool utilized to recognize safe behaviors of teams)

With the assistance of our HSE and Asset Integrity Management (AIM) teams, our internal IT Department developed an application within SharePoint that is compatible with both desktop and mobile platforms. This new application captures all of the ZBC leading indicators (Hazard Observations, Safety Conversations, and Safe Acts) in one place, and allows front-line workers to send in leading indicators in real time from their mobile devices, instead of relying on the old method of using either paper forms and/or emails.

Additionally, our Enterprise Asset Management (EAM) team and IT Department developed a process that would allow the ZBC Reporting Tool to communicate with our SAP-EAM corrective maintenance program. If a report contains a Hazard Observation on a fixed piece of equipment, a notification is automatically sent to the SAP-EAM to create the corrective maintenance work order. This not only creates transparency of the hazards identified in the workplace, but also ensures maintenance is being performed to correct the hazard, and in some cases, prompt continued preventative maintenance.

As part of the development of the ZBC Reporting Tool, our field and corporate leaders desired a means of viewing engagements reported in the tool. As a result, our IT Department created a series of reports, notifications, and dashboards that would allow visibility of the data entered into the system. Those reports and notifications are as follows:

- › **Daily Report** – An automated report that is emailed to the entire Operational Organization and provides an overview of the entries from the previous day
- › **Stop Work Authority Notification** – An automated email notification to Business Unit & Corporate Leaders advising that an engagement that required the stoppage of work took place. The notification provides the location in which the Stop Work Authority event occurred and what was done to correct it
- › **Hazard Observation** – If a Hazard Observation involving an Unsafe Condition on Denbury-fixed piece of equipment is reported, an automated work order notification is sent to SAP-EAM
- › **Spotfire Dashboard** – This dashboard displays real time data that allows business leaders and field personnel to adapt and actively improve business performance

This internal solution allows Denbury to progress our ZBC initiative through enhanced focus on reporting and sharing of leading indicators. It also allows us to further assess our HSE culture to determine if additional training, resources, or equipment are needed to help our workers perform their jobs safer and more efficiently. Additionally, this solution provides:

- › One consistent, company-wide platform of reporting, analyzing, and trending leading indicators;
- › Integration of our behavior based observation and corrective maintenance program with the ability to track a work order from the time it is entered to completion; and
- › Encouragement for our managers and personnel to engage workers throughout the organization through Safety Conversations and reporting of Safe Acts.

Shortly after the pilot of the tool began in August 2018, the North Dakota Petroleum Council (NDPC) selected Denbury's implementation of the ZBC Program and the development of the ZBC Reporting Tool as the recipient of their annual Excellence in Safety Award.

## LONE WORKER MONITORING

There are times where our workers are required to work and/or travel alone in the normal course of business. In these situations, we believe it is important to have a means for our employees to seek help when needed. Denbury initiated a Lone Worker Safety program using satellite and cellular based devices capable of issuing an alert if our employee is not moving, falls, or has not checked in at a pre-determined time. Employees can also trigger an alert on the unit itself to notify others of potential distress. In any of these situations, the device allows employees to communicate with personnel on the emergency call-out list or trigger an on-site response, if needed. The GPS capability of the devices also provides our employee's exact location, so help can be directed as efficiently as possible. The devices are currently being utilized throughout our Company.





## Employee Training & Development

*Denbury is committed to the development of its employees. Denbury's training and development programs are designed to advance our employees, both personally and professionally, and to continuously improve our health and safety performance. As with our safety performance, overall employee compensation is tied to completion of required training programs. We also support and encourage our employees to take outside industry-specific continuing education workshops and classes.*

### ***Examples of annual training classes:***

- › Diversity in the Workplace
- › Violence in the Workplace
- › Bloodborne Pathogens
- › Respiratory Protection
- › Driver Safety
- › Hazard Communication
- › Slips, Trips and Falls
- › Fire Extinguishers
- › Office Safety
- › Substance Abuse
- › Code of Conduct and Ethics
- › Managing Conflicts
- › Harassment in the Workplace
- › Physical and Network Security

## CAREER DEVELOPMENT TRAINING

Denbury provides employees with many ways to expand their skills and develop their careers. We believe this is critical to each employee's individual success, as well as our success as a company. Through training and development initiatives, our employees are offered:

- › In-person courses to increase both technical knowledge and soft skills such as communication, management and leadership;
- › Tools to support them in planning for, and developing, their own unique career paths;
- › Computer and web-based training in support of individual employee development and company policies and initiatives; and
- › Monetary support for continuing education and field-specific workshops and classes.

### › Denbury University (DU)

Denbury University is our in-house training and development program that is the foundation of our learning and development culture. It provides training opportunities each month, many offering continuing education credits for professional certification. Denbury University also provides workplace assessment programs and weekly blog postings on relevant personal and professional topics.



*Throughout Denbury's buildings there are Denbury University library carts with books dedicated to career development and managerial topics for employees to borrow free of charge.*

### › Performance Reviews

We believe that one of the most important aspects to a successful development and training program is a robust performance review process. All of our employees participate in our annual performance review process, which is a year-long cycle that promotes open dialog between employees and their managers and helps motivate employees to deliver superior performance. It starts at the beginning of each year with the setting of individual and team goals, continues throughout the year through periodic discussions between manager and employee and ends with a review of the employee's performance. The performance review process is continually evolving to ensure it is providing useful and constructive feedback to our employees to increase their future potential.

GRI:  
404-3

Employee  
Training &  
Development

## HSE TRAINING WORKSHOPS

Computer Based Training (“CBT”) has historically been an efficient means to provide consistent training for many companies including Denbury. Over the years we have required our HSE related CBTs to be completed on an annual basis and they have provided a great avenue to expose new employees to important job-related safety disciplines, as well as providing a refresher for more experienced staff, all while meeting regulatory training requirements.

In our continued efforts to improve our safety culture, we have made a few changes in our approach to training resulting in a workshop format that has replaced many of the CBTs. In addition to improved consistency, these new HSE workshops were developed to promote more hands-on skills and communal learning. Although the core of the training materials consists of a classroom presentation, each session includes a hands-on exercise that better engages our employees.

HSE workshops are offered on a quarterly basis for field employees, and each workshop covers three or four different core HSE elements such as Safe Work Operations; Lockout, Tagout, Tryout (LOTOTO); Hot Work; Electrical Safety; Excavations; Spill Prevention, Control, and Countermeasure (SPCC); Confined Space; Respiratory Protection; Fall Protection; and Waste Disposal. Corporate-based employees that have direct interaction with field activities are offered an HSE Rules & Requirements workshop. We believe that this new training method supports our Zero by Choice goal, and ensures that we go home at the end of the day safely to our families and with minimal impact to the environment.



*Employees participating in CPR and AED classroom training.*



## Employee Well-being & Engagement

*We strive to make Denbury a great place to work because we believe it is an important driver to employee well-being, retention and corporate success. We are dedicated to creating a workplace where every employee has the support and tools necessary to succeed. At Denbury, our work culture is relaxed, rewarding, focused, challenging and friendly. We work to create an atmosphere of trust and teamwork that brings out each employee's unique talents. We believe our most important resource and our biggest competitive advantage is our highly skilled, knowledgeable and diverse workforce.*

*All of our employees are encouraged to use their skills and creativity in their areas of expertise, creating an atmosphere of cooperation and respect. We work as a team to develop innovative solutions that exceed expectations.*

*We believe in our employees' right to a safe work environment, excellent work culture and competitive compensation. A culture of empowerment frees employees to develop ideas for tomorrow to facilitate the continued success of Denbury.*

GRI:  
401-1

Employee  
Well-being

## OUR DIVERSE CULTURE

At Denbury, we strive for diversity and inclusiveness to be a part of our culture. We recognize the benefits we all share as a result of a diverse culture and are continually looking for ways to foster a diverse and inclusive work environment.

### Commitment to Equal Employment

Our Company provides equal opportunities to all employees and applicants without regard to race, color, religion, gender, pregnancy, national origin or ancestry, age, disability, genetic information, marital status, citizenship, veteran status, membership in the uniform services or any other category protected by applicable law. Denbury makes employment-related decisions without regard to any legally-protected status. Discriminating against anyone because of his or her protected traits is a violation of our Code, Company policies and the law and is not tolerated at Denbury.

GRI:  
405-1

Employee  
Diversity & Equal  
Opportunity







*Many female employees at Denbury are members of and partake in events hosted by the Women's Energy Network – Dallas and Fort Worth Chapters. At the October 2018 Women's Energy Network Fort Worth luncheon, Denbury's own Kelly Richmond, Asset Integrity Manager, was a featured speaker. Kelly delivered a speech on "Taking Risks and Capitalizing from Them."*

## ENGAGEMENT

Senior management believes that engagement and transparency with our employees is an important part of building trust and helping our employees feel rewarded, heard and secure about Denbury and their jobs. We have a number of company initiatives that focus on employee engagement.

### > Town Hall Updates

Periodically, our senior management team invites all employees to employee town halls, led by our CEO, which includes an update on our business and company performance, charitable activities, and safety updates, highlighting key achievements and individuals, followed by a candid Q&A session. Additionally, periodically throughout the year, officers of the Company travel to different field offices to speak in-person with field employees.



*Officers of the Company visit a field office to speak in-person with field employees.*

### > Lunch with the Leaders

On a frequent basis, members of the senior management team invite a small rotating group of employees to an informal lunch. An update is provided on business initiatives and projects, and employees have a direct opportunity to engage with, and ask questions of, our senior management team.



## INVESTING IN HEALTH AND WELLNESS

Denbury believes that promoting health and wellness among our employees and their families is critical to our success and necessary as part of our commitment to our employees. Our focus on the health and wellness of our employees goes beyond compliance with occupational health and safety regulations.

### > Wellness Program

Denbury's wellness program serves to encourage, educate and empower employees to take action toward improving and maintaining their health and well-being. Denbury provides its employees the opportunity to participate in "Vitality." Vitality is an interactive and personalized wellness program that helps employees meet their wellness goals like losing weight, quitting smoking, becoming more active, improving diets and maintaining a healthy lifestyle.



### > Wellness Screening

Each year, wellness screenings are conducted on-site in Plano as well as at various field locations with services offered to both employees and their spouses. Preventive care is covered 100% under the Denbury health plan for enrolled employees and their dependents. In addition, flu shots are offered on-site and free of charge to employees and their dependents (spouse and children).

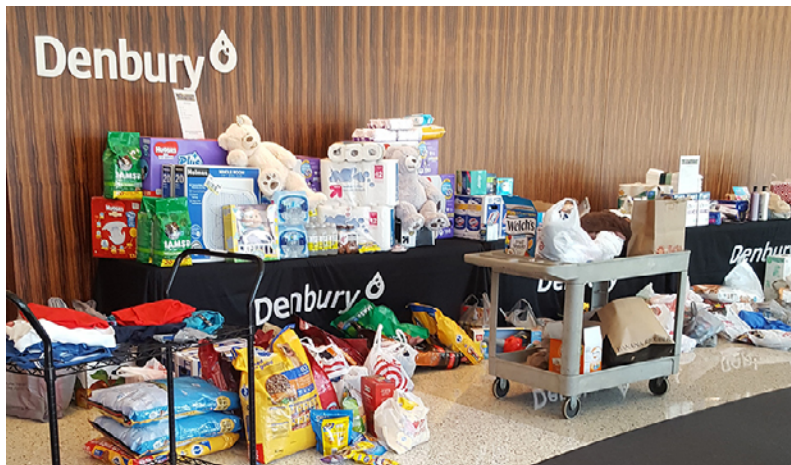


### > Employee Assistance Program

Through Denbury's Employee Assistance Program, employees can get help with matters such as balancing work and family, staying healthy, finding legal help, locating child care and handling finances.

## > Hurricane Harvey Relief

In August 2017, South Texas was severely impacted by Hurricane Harvey. Some Denbury employees and their families were affected by this disaster. In an effort to help those in need, Denbury and our employees gathered donations in the form of money, gift cards, clothing, household items, pet food, and hurricane survival and clean-up kits. These items were personally delivered to impacted employees by Chris Kendall, our CEO, and Ricky Williams, our Director of Gulf Coast Operations.



In response to Hurricane Harvey, Denbury also setup an Employee Emergency Fund. The program is intended to provide financial assistance to employees affected by catastrophic events or natural disasters. The fund is made up of contributions from employees which can be collected by items sold, fundraisers, or straight donations. Our employees made contributions to the Employee Emergency Fund from the sale of office furniture, art, laptops, t-shirts, and monetary donations to help those affected by Hurricane Harvey.

Overall, Denbury and our employees raised over \$28,000 to help fellow employees impacted by Hurricane Harvey.



## A GREAT PLACE TO WORK

Denbury has a long-standing tradition of offering exceptional benefits to its employees. These benefits are designed to help us attract and retain talented employees by creating a great working environment for our employees. We have been working hard to reduce costs and have taken a close look to determine the employee benefits that provide the most value to our employees. We have changed many practices, events and benefits during the last few years in order to be as cost-conscious as possible while still providing the great working environment that is a foundation of Denbury.

GRI:  
401-2

Employee  
Well-being



*Throughout Denbury's headquarters you will find photos taken by employees.*

## > Competitive Compensation

Denbury closely monitors industry and geographical compensation information to ensure that its employees are being paid fairly and competitively.

## > Medical Benefits

Denbury provides its employees with multiple low-cost medical, dental and vision coverage options so each employee can participate in a plan that is appropriate for the needs of their family.

### > 401(k)

Denbury matches 100% of the first 6% of each employee's pay contributed by the employee to their 401(k) plan. Annually, our 401(k) vendor provides educational sessions throughout the country discussing marketplace conditions, retirement planning and investment options.

### > Life Insurance

We want to provide for our employees and their families in the event of a death or serious injury. Denbury provides employees with basic life and accidental death and disability insurance at no cost to the employee. We also offer additional life insurance at a modest cost.

### > Disability

Denbury's disability program protects our employees financially if they are unable to work as a result of an illness or injury. Denbury provides short-term and long-term disability coverage at no cost to the employee.

### > Cafeteria

At Denbury's headquarters we have an on-site cafeteria, the Denbury Café, which provides breakfasts and lunches to our employees. The Café is a daily meeting place for employees to gather and share work ideas or take a break and relax with co-workers. The Café is mutually beneficial because our employees do not need to spend time preparing meals at home to bring to the office and they are also able to be more efficient and productive since they are not required to use valuable work hours to leave our campus to eat out.



### > Matching Gift Program

Under Denbury's matching gifts program, we match, dollar-for-dollar, up to \$500 donated by an employee to any eligible charitable organization.



## > Denbury Events

Denbury sponsors and hosts many events for its employees and their families. These events create an employee-focused and family-oriented environment.



Employees gathered at Denbury's headquarters in Plano, Texas for the 2nd annual Hoops for the Hospital – NCAA March Madness Bracket Challenge. All proceeds were donated to Children's Health.



Denbury hosted a Trick or Treat event full of Halloween activities for Denbury families at our headquarters in Plano, Texas.



Employees participate in a Denbury sponsored softball team to compete with other oil & gas companies.



Denbury sponsored CPR training at the American Heart Association's 2018 Dallas Heart Walk. Denbury employees and their families participated in the walk to help fight our nation's No. 1 and No. 5 killers—heart disease and stroke.



Denbury was a corporate sponsor at the 2018 Grandscape Walk to End Alzheimer's in The Colony, Texas. Denbury families were invited to walk together in support of the cause.



Denbury hosted a Hallway Golf Tournament. Various departments at Denbury participated in a competition to build the best mini golf course hole.



## Our Environment

Managing Spills & Releases

Managing Our Environmental Footprint

Managing Our Carbon Footprint



We Stand for Our Environment

## Our Environment

*At Denbury, we strive to be environmentally responsible in all aspects of our operations. We and our stakeholders care about the environmental impact of our operations, and we are committed to developing our assets in an efficient and responsible manner, utilizing technology and techniques that reduce the risks to—and impacts on—the environment.*

*Providing and integrating sound environmental policies, procedures and practices into our health, safety and environmental programs are key to our success as a company and fulfilling our commitment to environmental responsibility. Our programs include measures to prevent spills and releases and to quickly respond to incidents if they do occur, efforts to manage, minimize and remediate our environmental impacts, and an operating strategy that is conscious of our carbon footprint.*

***Environmental stewardship is at the core of our corporate responsibility strategy, and we endeavor to operate our business in a way that minimizes our impact on our environment.***



**Managing Spills & Releases**



**Managing Our Environmental Footprint**



**Managing Our Carbon Footprint**





## Managing Spills & Releases

*Denbury's environmental responsibility strategy starts with preventing spills and releases and having measures in place to respond to incidents or other emergencies if they do occur. Our environmental policies and measurement of our HSE performance form the foundation of our management of spills and releases. We also focus on spill prevention in all aspects of our operations, and we have put emergency preparedness and emergency response programs in place in order to respond to any incidents that may occur.*

### ENVIRONMENTAL POLICIES & PERFORMANCE

Denbury seeks to continuously improve our HSE performance by focusing on training and preparedness with established measurement systems to monitor our results. Denbury has a long-standing commitment to setting and achieving high standards for protecting the environment. To accomplish our goals, we focus on the safety of our employees, implement high standards of environmental stewardship and ethical conduct, and work proactively to be a good corporate citizen by aligning our interests with those of our neighbors.

We are committed to eliminating all environmental incidents in our operations. Our commitment begins with our leadership and extends to our employees and contractors. Everyone is empowered and expected to work safely and protect the environment by recognizing and proactively addressing potential hazards and stopping any job they believe to be unsafe or which poses an environmental threat. The success of our HSE programs hinges on a commitment from our senior management and awareness, training and actions of our employees.

We track performance indicators designed to measure progress towards our environmental goals including spill prevention and regulatory compliance. These metrics are monitored and reported to the Board and all employees to reinforce their importance. The compensation of all Denbury employees is partially tied to the achievement of these goals to further reinforce the importance of safety in everything we do.

***It is Denbury's policy to:***

- › Comply with all pertinent environmental laws, rules and regulations, not just because we are legally required to do so, but also because we believe it is the responsible way to conduct our business;
- › Set systemic HSE leading and lagging key performance indicators annually to measure our performance and adapt our approach to achieve superior results;
- › Monitor, revise and reemploy safety systems and environmental assessments on a regular basis;
- › Empower and expect all personnel to immediately Stop Work without fear of reprisal, when an unsafe condition or act is observed which could affect the safety of personnel and/or the environment;
- › Provide relevant safety and health information to contractors and require them to provide proper training for the safe, environmentally sound performance of their work; and
- › Communicate our commitment to this policy to our subsidiaries, affiliates and contractors and seek their participation and support.

All employees are required to comply with all health, safety and environmental rules and regulations. Each employee understands that they are individually responsible for their own safety and the safety of those around them.

## SPILL PREVENTION EFFORTS

Denbury's HSE policy emphasizes spill prevention and minimization with a focus on sound design and engineering standards to prevent spills from occurring.

Our operations are somewhat unique because the fields we operate often contain wellbores drilled, and subsequently plugged and abandoned, decades ago by prior operators. The CO<sub>2</sub> EOR process involves injecting CO<sub>2</sub> back into mature reservoirs to mobilize stranded oil. Therefore, it is important for the previously plugged and abandoned wells to maintain well integrity. To help ensure that all wellbores in a field are appropriately secured, we have developed an internal review process in order to evaluate wells. Wells that need additional work are designated for repair to help ensure their integrity. Denbury has experienced engineering teams that focus on this review program.

In an effort to learn from every opportunity, we encourage and support incident reporting at all levels. By studying the root cause of actual events, near misses and close calls, we can work towards removing and/or mitigating the circumstances that might have led to the unwanted event. Any identified corrective actions are implemented to prevent similar occurrences.

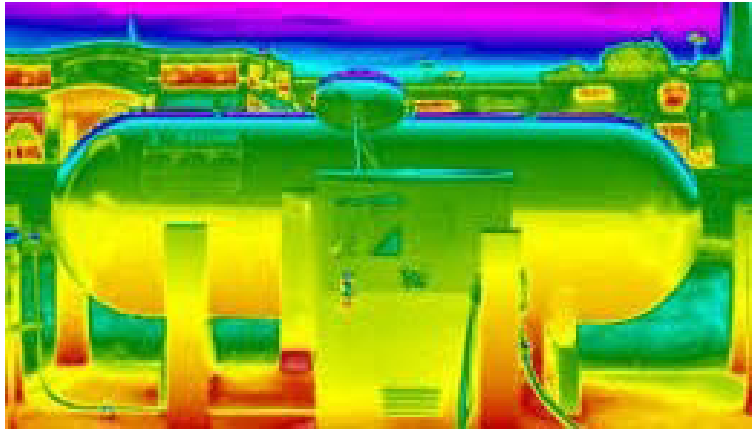
GRI:  
306-3

Spill Prevention

## CORPORATE LDAR PROGRAM — THERMOGRAPHY PROGRAM

Denbury has instituted a thermography program in response to newly published Leak Detection and Reporting (“LDAR”) regulations and to aid in emissions monitoring across our operations. While the program’s main focus is to support compliance with LDAR standards, Denbury has also exploited these new capabilities to utilize Optical Gas Imagery (“OGI”) (infrared cameras that visualize leaks that are invisible to the human eye) to help with maintenance and reliability of our equipment. The use of OGI in normal operations allows operators to visualize and repair methane and Volatile Organic

Compound leaks more completely company-wide which is a benefit to federal and state air quality standards. In addition, greater prevention of leaks and facility upsets minimizes the loss of fluids with monetary value further conserving natural resources.



## CORPORATE COMPLIANCE INSPECTION AND VERIFICATION

Denbury core values include operating in compliance and doing what is right. To achieve these goals, internal corporate inspection programs allow Denbury to carry out our values. Compliance with emissions, air quality and greenhouse gas standards is attained in part with the implementation of emission compliance inspections programs. These field inspection and corrective action implementation programs are supported by internal environmental scientists and engineers, specialized commercial software, company-wide training and Denbury leadership’s commitment to providing the corporate resources necessary to make these programs functional. Denbury has conceptualized, developed and implemented an emission compliance program in our northern region of operations, and we have initiated the implementation of this practice across our operations.

## EMERGENCY RESPONSE PLAN

At Denbury, we focus on prevention of incidents through our project designs, planning, implementation and execution. However, we also remain prepared to respond quickly and effectively to an incident.

Denbury has a company-wide Emergency Response Plan that covers various types of emergencies, including spill response, well-control events, natural disasters, fire and pandemics. Emergency Response Plans, Facility Response Plans, Spill Prevention Control and Countermeasure Plans are employed at our field locations, where applicable. Emergency response procedures are routinely communicated through orientations, drills, exercises and routine training meetings.



*The Denbury Control Center is where we remotely monitor functionality of our CO<sub>2</sub> pipeline networks 24/7.*

Denbury also has staff trained and experienced in emergency response procedures. We manage all incidents using the National Incident Management System (“NIMS”) and the Incident Command System (“ICS”). Each year, key employees are trained in ICS to be prepared to respond to any incident. Our first priorities in any incident are the safety of our personnel and the public and the protection of the environment.



## Managing Our Environmental Footprint

*Protecting the environment requires proper implementation and execution of our development plans. Denbury addresses wildlife protection, soil quality, plant species and other natural resources as a part of our development, reclamation and remediation efforts.*

*Denbury is subject to a variety of federal, state and local HSE laws and regulations. We strive to fully comply with all regulatory requirements and to minimize our operational “footprint” on the environment. Because we typically acquire mature properties, we are often faced with the challenge of correcting existing adverse environmental issues, in addition to minimizing future impacts. To ensure compliance with regulations, as well as company policies and procedures, audits are regularly conducted to identify matters that require corrective action.*

*We take great effort to minimize impacts to the environment. When constructing new projects, the following mitigation sequence is followed: Avoid, Minimize, Restore, Compensate. This process starts in the very early stages of planning a project with site selection, routing and mitigation included as integral parts of the analysis for any project.*

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## REMOVAL OF FACILITIES

Denbury has a restoration program to remove out-of-service facilities in our newly acquired fields to reduce the overall footprint of our operations. In fields in which we are commencing CO<sub>2</sub> EOR operations, facilities and sites that are no longer needed are systematically targeted for removal and restoration. Although the removal of these facilities can be costly, removal of obsolete facilities and restoration of these fields reflects our commitment to environmental stewardship.

## ADDING ENVIRONMENTAL VALUE TO U.S. OIL FIELDS

Older, depleted U.S. oil fields that we acquire often suffer from mechanical or environmental conditions that we remedy as our CO<sub>2</sub> EOR operations commence. Denbury’s program to rejuvenate these fields and increase oil production from mature oil fields begins by initiating a comprehensive environmental assessment and remediation plan that addresses environmental issues, equips the field with updated technology and results in a more environmentally benign operation that is cleaner and “greener” than what existed prior to our work. As a rule, we review and address all areas of state-mandated regulatory compliance.



These actions, taken together, ensure identification of any age-related problems associated with an older facility, while adding improvements through new equipment and technology to modernize the facility and prepare it for CO<sub>2</sub> injection.

## THE GREATER SAGE GROUSE CONSERVATION EFFORTS

The habitat for sage grouse encompasses most of Denbury's North Region operations; therefore, it is important to lead the effort in Montana to ensure that there are adequate policies in place to not only protect the bird from an Endangered Species Act ("ESA") listing, but to allow continued development of our EOR operations and exploration activities.

Denbury was an active participant in many stakeholder meetings and legislative hearings in the State of Montana to develop a Montana State sage grouse conservation strategy that will work for our industry while still protecting the sage grouse from a listing under the ESA. Denbury was an industry leader in the passage of Senate Bill 261 in the 2015 legislative session that created the Montana Sage Grouse Stewardship Act (the "Act"). The Act required several things including the creation of the sage grouse conservation program, the Montana Sage Grouse Oversight Team, the development of a grant program, a habitat quantification tool ("HQT") to evaluate habitat, and a compensatory mitigation program. Denbury was active in a stakeholder group that developed a policy document on compensatory mitigation and a HQT.



*Sage Grouse in wintering habitat*

## GREENCORE PIPELINE RECLAMATION

Denbury met reclamation standards for Wyoming Department of Environmental Quality and Montana Department of Environmental Quality, in cooperation with the U.S. Bureau of Land Management, for restoration of the Greencore pipeline construction activities that took place in 2011 and 2012. Successful restoration in the arid regions of Wyoming and Montana can take multiple years to achieve. Denbury's restoration effort was completed within five years after construction was complete. These reclaimed areas included an area greater than 200 miles in length comprised of both public and private lands and continue to provide sustainable habitats for sensitive species like the greater sage grouse. Denbury continues to manage invasive and noxious weeds associated with the pipeline as the restoration continues to thrive.







*Elk near our western Wyoming operations*

## WESTERN WYOMING ELK STUDY

Denbury is providing financial resources to mitigate any potential direct or indirect impacts to elk from our operations in western Wyoming. Mitigation efforts focus on the following three specific objectives as they relate to our operations in western Wyoming: elk damage prevention, elk monitoring and research, and elk habitat enhancement. These objectives are designed to prevent damage to private property caused by that portion of the Piney Elk Herd near our operations, determine elk response to our operations, and to enhance alternative habitats to offset any impact as a result of our operations.

## SOUND MITIGATION

When appropriate, Denbury employs noise control mitigation as a means of reducing the impact of sound “emissions.” Although, in most cases, the noise generated by the drilling rig is confined to the location and is a temporary disturbance, we consider the potential effects our operations may have on adjacent populated areas while adhering to applicable noise regulations.

When appropriate, we employ practical and efficient noise control as dictated by engineered sound studies to reduce the effects, including sound barriers and blankets to reduce the noise originating from drill sites. “Quiet Mode Plans” are sometimes used to reduce the noise at the well site during night hours. The plans may include training, installation of sound barriers and operations scheduling/planning with noise monitoring equipment to determine their effectiveness.

## LEED BUILDING

In 1998, the U.S. Green Building Council established and launched the first Leadership in Energy and Environmental Design (“LEED”) Pilot Project Program. This program created a rating system to help define and measure “green” buildings. Ratings are based on credits achieved, with a set number of points attached to each credit. These credits are broken down into different categories: Sustainable Sites, Water Efficiency, Energy and Atmosphere, Materials and Resources, Indoor Environmental Quality, Innovation in Design and Regional Priority.

When Denbury was in the early stages of designing our corporate headquarters, our commitment to sustainability was evidenced by making LEED certification a top priority. The design-build team preparing our headquarters space knew that green building practices reduce negative impacts on the environment and also reduce operating costs and increase workers’ productivity. Denbury was proud to receive this certification for our headquarters.





## Managing Our Carbon Footprint

*Denbury recognizes that climate change is a continuing global concern for governments, businesses, and society. The reduction of carbon emissions is important, and we take the responsibility of protecting our environment seriously. Part of our obligation is to report greenhouse gas (“GHG”) emissions and develop procedures and methods to collect data critical for calculating these emissions. In addition, our operating strategy, which focuses on CO<sub>2</sub> EOR, has measurable environmental benefits. We are committed to utilizing emerging technologies, where feasible, to capture or reduce emissions and to improve our carbon efficiency.*

*We are committed to engaging with stakeholders, policy makers, regulators, our industry, and the communities in which we operate on climate change issues and to addressing our impact on the environment. As a producer of oil and gas, which will be an important part of the energy mix required to meet global energy demand for the foreseeable future, our goal is to develop and produce these resources in an environmentally responsible and sustainable manner. We continuously strive to find innovative, efficient, and cost-effective ways to reduce emissions, effluents and waste in our operations as it is our responsibility to take part in the shared effort to protect and preserve our environment.*

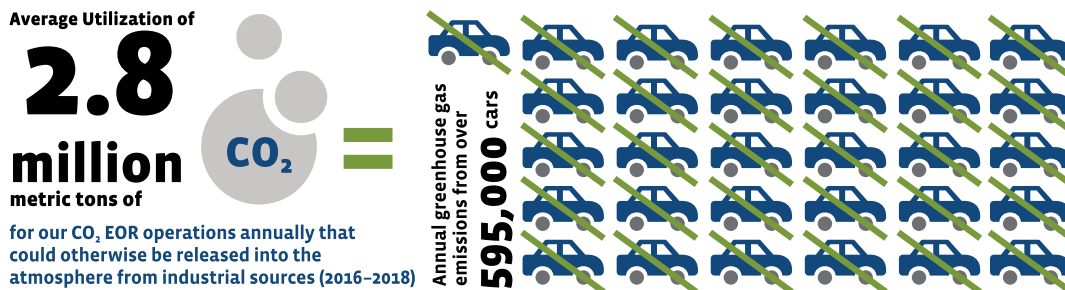
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## REDUCING CARBON EMISSIONS THROUGH CO<sub>2</sub> EOR

With our focus on CO<sub>2</sub> EOR, we offer environmental benefits not generally associated with oil and gas operations. Perhaps most significantly, CO<sub>2</sub> EOR can reduce carbon emissions. We inject CO<sub>2</sub> captured from industrial sources into depleting oil reservoirs in order to increase oil recovery, and as a result CO<sub>2</sub> is incidentally stored underground. Between 2016 and 2018 we utilized an average of over 2.8 million metric tons of CO<sub>2</sub> per year from industrial sources for our CO<sub>2</sub> EOR operations that could have otherwise been released into the atmosphere. Based on information from the EPA’s Greenhouse Gas Equivalencies Calculator, this amount equals the annual greenhouse gas emissions from approximately 595,000 passenger vehicles. Our CO<sub>2</sub> EOR process provides an economical and technically feasible method to develop otherwise stranded oil reserves with the added benefit of associated CO<sub>2</sub> storage. Putting CO<sub>2</sub> to work as a commodity, rather than as a waste, is integral to Denbury’s operations.

As policy makers search for ways to capture CO<sub>2</sub> from industrial sources, it is clear that utilizing depleting oil reservoirs is the best proven opportunity to safely make carbon capture and associated long-term storage a reality in the near-term. Recent federal government research shows that CO<sub>2</sub> EOR has the potential to incidentally store billions of metric tons of CO<sub>2</sub> and produce billions of barrels of oil that are not recoverable today.

Denbury is advancing our program of CO<sub>2</sub> pipeline development to expand our CO<sub>2</sub> transportation network capability to reach our oil fields. Denbury's business model is an excellent example of how to combine technology, economics and science to take a proven, safe process to a new level. We believe our investments, experience and acquired knowledge give us a strategic and competitive advantage, and expect to be a leader in this arena for many years.



## GREENHOUSE GAS REPORTING

On October 30, 2009, the EPA finalized the regulation to report GHGs from various sources covered under several industrial sectors. This rule is published in 40 CFR (the Code of Federal Regulations) under Part 98 and is referred to as the Greenhouse Gas Reporting Program ("GHGRP"). The threshold to report GHGs is 25,000 metric tons of CO<sub>2</sub> equivalent (CO<sub>2</sub>e). Denbury has been utilizing applicability determinations, definitions, calculation methodologies, exemptions and monitoring methods that are listed under applicable subparts of GHGRP for reporting purposes. The data reported by Denbury is available to the public via the EPA's website. Under this program, we report data under Subparts PP (CO<sub>2</sub> produced), UU (CO<sub>2</sub> injected) and W (CO<sub>2</sub> emitted).

Under Subpart PP, we have annually reported the amount of CO<sub>2</sub> produced and delivered from our Jackson Dome fields in Mississippi since 2010. Under Subpart UU, we report the amount of CO<sub>2</sub> received at each of our EOR fields via purchase meters before the CO<sub>2</sub> is distributed to injection wells in the field and injected underground. Finally, under Subpart W, we report CO<sub>2</sub> (carbon dioxide), CH<sub>4</sub> (methane) and N<sub>2</sub>O (nitrous oxide) emissions from various sources and processes, as converted to CO<sub>2</sub> equivalent (CO<sub>2</sub>e) emissions.

GRI:  
305-1,  
305-2 &  
305-4

Managing Our  
Carbon Footprint

## COMMITMENT TO CARBON EFFICIENCY

As part of our commitment to increasing energy efficiency, we evaluate our operations on an ongoing basis to ensure we are using the most efficient feasible technology. Denbury implements updates and changes throughout our operations to reduce our carbon footprint and increase our efficiency. Increasing energy efficiency benefits both our economic results as well as our environmental efforts.

Denbury's initiative to update the technology and processes we use in our facilities and operations has aided in the continued control and monitoring of our carbon emissions. For example, many of our recent EOR facilities have been designed to capture low-pressure gases from our tanks and other processes by incorporating vapor recovery units which prevent the ventilation of those gases into the atmosphere and reduce our CO<sub>2</sub> emissions to de minimus levels. As a result, all of our EOR facilities capture nearly all of the pressurized CO<sub>2</sub> returning from our producing wells by separating the CO<sub>2</sub> from produced liquids. The separated CO<sub>2</sub> is then re-injected into the oil-bearing reservoir, continuing the repeatable process of enhanced oil recovery and increasing overall production. This control technology is now standard in all of Denbury's EOR facility designs.

We also evaluate and monitor all of our operations for methane emissions and, where possible, control technologies are utilized to minimize the amount of methane being emitted into the atmosphere. We deploy both capture and combustion systems to limit our methane emissions. In addition, we have implemented an in-house emissions leak detection process to monitor equipment for fugitive emissions.

*Denbury installed a natural gas liquids extraction plant at our Delhi Field in Louisiana, which came into service during the second half of 2016. Recovered methane is used to power a turbine to generate electricity for the operation of the gas plant and our other field operations. In addition, the improved purity of the carbon dioxide used for re-injection is expected to result in increased CO<sub>2</sub> utilization efficiency.*







## Our Communities

Investing

Giving

Communicating



## Our Communities

*Denbury is honored and privileged to be a part of the communities in which we operate. Local economic investments, charitable giving and community engagement are an essential part of the way we do business. Rather than merely being a dependable and ethical business presence in our communities, we feel obligated to find ways to invest in community campaigns, philanthropic organizations and to be stewards of the environment. Engagement with our communities ensures that they are well informed about our projects and helps them better understand our business operations.*

***We are extremely proud of the generosity of our employees and how their generosity is exhibited in the communities where they live and work.***



Investing



Giving



Communicating





## Investing

*Denbury's strong desire and commitment to invest in our communities has many positive economic, environmental and social impacts. Our activities reinvigorate labor markets, businesses and the local environment. Our projects are generational, and our long-term investments will generate millions of dollars in tax revenue and other economic activity for our states and communities.*

GRI:  
201-1 &  
203-2

Economic  
Investments &  
Impacts

## STATE AND COMMUNITY INVESTMENT

Denbury is unique among domestic oil and gas companies, because our primary corporate strategy and focus is aimed at developing significant stranded reserves of oil from depleted reservoirs through CO<sub>2</sub> EOR. During the CO<sub>2</sub> EOR process, we reinvest in our areas of operation by cleaning up legacy fields, making possible future growth and long-term community development.

Facility development and field improvements provide a significant economic injection to both state and local economies. Well work, field infrastructure improvements, land acquisition, CO<sub>2</sub> recycle facility construction, power installation and other capital expenditures can be in the hundreds of millions of dollars per field. Direct and indirect impacts include new job creation and growth in labor income and gross regional product, resulting in added value to the area through state and local tax revenue, royalty income and product sales. Our projects generally can span between 10-20 years of consistent investment.

Our process rejuvenates fields as we install equipment with cutting-edge technology to ensure identification of age-related problems and modernization of facilities to prepare them for CO<sub>2</sub> injection. CO<sub>2</sub> EOR operations require specialized equipment that replaces and consolidates older equipment and facilities, resulting in a smaller environmental footprint from production operations. Areas of field improvement routinely include:

- › mechanical integrity review of wellbores and surface production facilities;
- › pressure testing of existing casing and replacement (if necessary) of old tubing;



- › installation of new wellhead equipment;
- › installation of emissions reduction equipment;
- › installation of remote telemetry field monitoring equipment that reduces vehicle traffic;
- › installation of sound barriers, silencers and landscaping;
- › reclamation of land after removal of old and unneeded equipment;
- › replacement of old production flow lines with new flow lines; and
- › installation of other updated technical equipment to assist with 24/7 operations and safety monitoring activities.

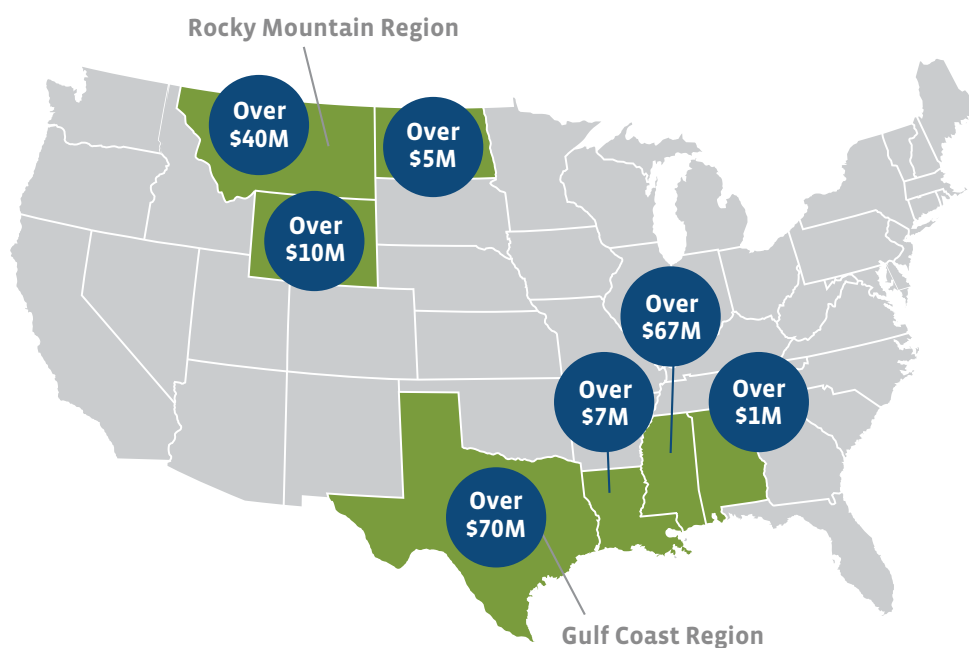
## POSITIVE ECONOMIC IMPACT

Our operations have a positive economic impact on many groups inside and outside our local communities. Denbury's royalty interest owners share in the benefits of our projects and their interests are closely aligned with ours. Local employees also benefit by receiving competitive salaries and benefits, which in turn support their families and allows them to invest in their communities. Millions of dollars in tax revenue are generated annually by our activities in our states and communities. Additionally, the groups and individuals that finance our business through the purchase of Denbury bonds earn a share of the value we create in the form of interest payments.

### › A Look at Denbury's Investment in the Gulf Coast & Rocky Mountain Regions

Denbury has a strong, long-term commitment in the Gulf Coast and Rocky Mountain regions through our growing oil production, operations, and investments in our CO<sub>2</sub> development and transportation projects.

For the fiscal year ending December 31, 2017, Denbury made the following capital investments<sup>1</sup> in Texas, Louisiana, Mississippi, Alabama, Montana, North Dakota, and Wyoming:



<sup>1</sup> Excludes capitalized interest, end-of-life P&A, capitalized exploration (not recorded by state), acquisition and sales.

For the fiscal year ending December 31, 2017, it is estimated that our oilfield activities had the following direct economic impact in Texas, Louisiana, Mississippi, Alabama, Montana, North Dakota, and Wyoming<sup>2</sup>:

#### ANNUAL MAINTENANCE & SEVERANCE TAXES

Montana:	~\$24M
North Dakota:	~\$10M
Wyoming:	~\$1M
Louisiana:	~\$56K
Texas:	~\$9M
Mississippi:	~\$14M
Alabama:	~\$13K

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**TOTAL: ~\$58M**

#### ANNUAL ROYALTY PAYMENTS

Montana:	~\$25M
North Dakota:	~\$21M
Wyoming:	~\$1M
Louisiana:	~\$58M
Texas:	~\$51M
Mississippi:	~\$90M
Alabama:	~\$3M

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**TOTAL: ~\$249M**

#### ANNUAL PAYROLL & BENEFITS

Montana:	~\$13M
North Dakota:	~\$1M
Wyoming:	~\$6M
Louisiana:	~\$7M
Texas:	~\$15M
Mississippi:	~\$32M
Alabama:	~\$1M

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**TOTAL: ~\$75M**

#### OILFIELD EMPLOYEES

Montana:	111
North Dakota:	14
Wyoming:	48
Louisiana:	53
Texas:	110
Mississippi:	264
Alabama:	7

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**TOTAL: 607**

<sup>2</sup> The information above relates to Denbury's oilfield employees only. It does not include data for employees located in Denbury's corporate headquarters.

## REDUCTION OF DEPENDENCE ON FOREIGN OIL

The U.S. Department of Energy has estimated that 83 billion barrels of technically recoverable oil may be produced utilizing CO<sub>2</sub> EOR.<sup>3</sup> It has been estimated that it may be feasible to expand U.S. production from EOR to as much as four million barrels of oil per day if conditions permit. Should this occur, U.S. oil imports could be reduced by one-third. The impact of this expansion would have substantial benefits for U.S. energy independence and for our balance of trade. Denbury is positioned to play a critical role in this expansion. Our two operating areas, the Gulf Coast and Rocky Mountain regions, are strategically located in areas in which the DOE estimates there are up to 16 billion barrels of oil that could be recovered through CO<sub>2</sub> EOR. As EOR grows to contribute significant and stable U.S. oil supplies from existing fields within our borders, it will positively impact all sectors of the U.S. economy and substantially contribute to American energy security.



<sup>3</sup> Source: 2013 DOE NETL Next Gen EOR.





## Giving

*Denbury actively and enthusiastically supports community-based programs and organizations that address educational, cultural and social issues—improving the quality of life in the areas where we work and live. Our commitment includes financial contributions as well as coordination and support of volunteer services by our employees. Our employees are encouraged to give generously to charitable organizations of their choosing, with Denbury providing a matching contribution to support their efforts. Together, we have made a difference in our communities through contributions to numerous local charities and organizations.*

## DALLAS HEART WALK

Denbury employees participated in the American Heart Association's annual Heart Walk in Dallas. The walk promotes awareness of cardiovascular diseases and stroke while raising funds to support cardiovascular research and educational programs to save lives. As a corporate sponsor, Denbury sponsored hands-only CPR training for walk participants. Together, Denbury and our employees raised over \$46,000 for the American Heart Association.



*Denbury seeks out opportunities to provide financial support to charitable organizations to which Denbury employees donate their time and resources.*

## MATCHING GIFTS PROGRAM

Denbury has established a matching gifts program that matches up to \$500 donated by each employee to any eligible charitable organization. During the last two years, employees have personally donated approximately \$82,000 of their own dollars to schools, hospitals, community projects and other charitable organizations, which Denbury has matched.

## SERVICE

Investing in our communities is not purely about monetary donations. In addition to financial contributions, Denbury is committed to encouraging and supporting our employees' involvement in community service and philanthropic events and projects. To support our employees in their commitment to volunteer, we provide a paid day off from work to participate in service projects of their choosing. Additionally, Denbury coordinates group participation in fundraising and service projects about which our employees are passionate.

> You will find Denbury faces helping all over our communities



Denbury's accounts payable and land administration groups volunteered at a local food bank, Minnie's Food Pantry in Plano, Texas.



Each year Denbury employees volunteer and participate in the annual Red Balloon Run and Ride supporting the Children's Medical Center Foundation.

“

*It is because of organizations like Denbury, we are able to support our mission to bring people together to build homes, communities and hope.*

— Larry Pietenpol, Past President — North Collin County Habitat for Humanity Board of Directors

”

“

*The ongoing commitment of corporate partners like Denbury Resources is crucial to advancing the mission and vision of Children’s Health. We greatly value their passionate support and advocacy for the children and families we serve.*

”

— Brent E. Christopher, president of Children’s Medical Center Foundation

## CHARITY DRIVES

Throughout the year, Denbury employees organize collections of items for people in need, such as new clothing, books, toys and school supplies. Collection areas are located throughout our headquarters in Plano, Texas, and delivered to the charities. Charitable organizations include The North Texas Food Bank, Assistance Center of Collin County Tools for School, Toys for Tots, Senior Citizen’s Drive benefiting Heritage Manor in Plano, Vogel Alcove Diaper Drive, among many others. Our field offices also have collection drives throughout the year for local charitable organizations.



## BLOOD DONATIONS

Denbury organizes and encourages employees to give blood on-site. Giving blood is also a way for donors to gain access to vital information about their own health. A free mini-physical is given at the time of donation, which includes a screening of blood pressure, temperature, iron level and cholesterol level.





*Denbury believes that community engagement through dialogue is an essential part of being a responsible corporate citizen. Through public awareness programs and investor and government relations initiatives, Denbury seeks to educate and communicate with all community stakeholders on matters including safety, public policy advocacy and understanding of our business operations.*

## PUBLIC AWARENESS PROGRAM

Safety of the public and of company personnel is Denbury's highest priority. Beyond achieving regulatory compliance, we strive to go the extra mile to establish a solid working relationship with communities in our areas of operations. More than simply "doing the right thing," we listen to our constituents and seek to anticipate issues so we may offer solutions to resolve problems and minimize impacts. Denbury's public awareness program promotes open communication and cooperation with local organizations to inform and improve public awareness of safe operations for first responders, public officials and the neighboring public in the communities where we operate. We believe that education about our operations helps to keep our communities safe.



*Among many awareness initiatives, we educate community members about the purpose of 811: Call Before You Dig, the national one-call number for damage prevention of underground utility infrastructure. Our initiative also includes measures to take appropriate steps in the event of a pipeline release or emergency.*



## MINERAL OWNERS

Our operations are possible due to the private ownership of mineral rights held by our mineral interest owners, and we recognize the importance of providing them with the highest quality of service and operational education. Through various means, members of this community are provided a platform to contact Denbury and receive information regarding their ownership, answers to operational questions and educational presentations.



## GOVERNMENTAL RELATIONS

Denbury participates in the federal, state and local political process because public policy decisions can and do impact our company, employees and stockholders. We believe that the long-term success of our business partially lies in educating governmental representatives and groups about our operations and goals.

The Denbury Political Action Committee (“Denbury PAC”) is a fund supported by Denbury employees, who voluntarily pool their resources to support political candidates who support the U.S. oil and gas industry along with a fair and sustainable business environment. As a nonpartisan entity, the Denbury PAC makes contributions that reflect the interests of Denbury and not individual employees, officers or directors. No contribution is made in exchange for, or with the expectation of, official action by the recipient. Employees have the right to refuse to participate without fear of retaliation and also understand they will not be reimbursed for making such a voluntary contribution.



The use of company assets or funds for political purposes, as well as contributions from the Denbury PAC, must be recommended by the Governmental Relations department and approved in advance by Denbury’s senior management.

State and federal laws require Denbury to report expenditures associated with activities that support lobbying. Denbury employs and also contracts with registered lobbyists and makes expenditures to individuals and outside organizations, such as trade associations, who conduct lobbying activities. Denbury also follows all applicable federal, state and local rules pertaining to gifts to government officials. Employees are expected and trained to know the rules and must seek permission from the Governmental Relations department in advance of giving a covered gift to a governmental official.

## INVESTOR RELATIONS

Denbury has an investor relations team dedicated to providing information about Denbury not only to our investors and employees, but to our community stakeholders as well. We encourage you to visit [Denbury.com](https://www.denbury.com) periodically to find information about Denbury’s business operations, finances, safety awareness, recent public announcements and webcasts, upcoming events and much more. We continually update our site to provide the most current information.



## Global Reporting Initiative (GRI) Content Index

GRI STANDARD	DISCLOSURE TITLE	DISCLOSURE AND/OR LOCATION OF DISCLOSURE
<b>GRI 101: FOUNDATION</b>		
101-1	Reporting Principles	Our Report—Report Content and Report Framework
<b>GRI 102: GENERAL DISCLOSURES</b>		
<b>Organizational Profile</b>		
102-1	Name of the organization	Denbury Resources Inc.
102-2	Activities, brands, products, and services	<a href="#">Annual Report on Form 10-K</a> : Item 1. Business and Properties-General
102-3	Location of headquarters	5320 Legacy Drive, Plano, Texas, 75024
102-4	Location of operations	1 country; United States of America  See also <a href="#">p.12</a> , “Our Company—What We Do & Our CO <sub>2</sub> Story” for our operational map
102-5	Ownership and legal form	Delaware corporation
102-6	Markets served	<a href="#">Annual Report on Form 10-K</a> : Item 1. Business and Properties
102-7	Scale of organization.	<a href="#">Annual Report on Form 10-K</a> : - Item 1. Business and Properties - Consolidated Financial Statements
102-8	Information on employees and other workers	See charts below

#### YEAR ENDED DECEMBER 31, 2016

	Employee	Contractor	Total
Employment Group by Gender:			
Male	829	96	925
Female	229	16	245
Total	1,058	112	1,170
Employment Group by Region:			
Gulf Coast (TX, LA, MS, AL)	419	43	462
Rockies (WY, MT, ND)	158	20	178
Headquarters (Plano, TX)	481	49	530
Total	1,058	112	1,170

#### YEAR ENDED DECEMBER 31, 2016

	Male	Female	Total
Employment Type by Gender:			
Full-time Employees	828	229	1,057
Part-time Employees	1	0	1
Total	829	229	1,058
Region & Gender:			
Gulf Coast (TX, LA, MS, AL)	401	18	419
Rockies (WY, MT, ND)	142	16	158
Headquarters (Plano, TX)	286	195	481
Total	829	229	1,058


#### YEAR ENDED DECEMBER 31, 2017

	Employee	Contractor	Total
Employment Group by Gender:			
Male	713	113	826
Female	166	16	182
Total	879	129	1,008
Employment Group by Region:			
Gulf Coast (TX, LA, MS, AL)	381	55	436
Rockies (WY, MT, ND)	149	31	180
Headquarters (Plano, TX)	349	43	392
Total	879	129	1,008

#### YEAR ENDED DECEMBER 31, 2017

	Male	Female	Total
Employment Type by Gender:			
Full-time Employees	711	166	877
Part-time Employees	2	0	2
Total	713	166	879
Employment Group by Region:			
Gulf Coast (TX, LA, MS, AL)	365	16	381
Rockies (WY, MT, ND)	137	12	149
Headquarters (Plano, TX)	211	138	349
Total	713	166	879

A significant portion of Denbury's activities are completed by Denbury's contractors and suppliers. A majority of these contractors and suppliers work in our fields in the Gulf Coast and Rocky Mountain regions.

GRI STANDARD	DISCLOSURE TITLE	DISCLOSURE AND/OR LOCATION OF DISCLOSURE
102-9	Supply chain	Denbury's supply chain is comprised of thousands of suppliers and independent contractors, ranging from multinational corporations to local businesses, who provide Denbury with products, materials and services integral to our business. Our supply chain department consists of procurement professionals at our corporate headquarters and in certain field offices who seek an ethical, diverse and highly distributed supply chain to reduce costs and procure high quality products and services. In 2016 and 2017, Denbury spent approximately \$359 million and \$368 million, respectively, in procurement with its suppliers and independent contractors.
102-10	Significant changes to the organization and its supply chain	<a href="#">Annual Report on Form 10-K</a> : - Item 1. Business and Properties - Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations
102-11	Precautionary principle or approach	Not addressed by the organization
102-12	External initiatives	None
102-13	Membership of associations	<p>We are members and hold governance positions in a few organizations and institutions in the oil and gas sector or related to professional fields. See below for a selection of current positions.</p> <p><i>Dan Cole</i>, Vice President – Commercial Development and Governmental Relations:</p> <ul style="list-style-type: none"> <li>• Board of Directors for the Texas Oil &amp; Gas Association</li> <li>• Member of the Energy Advance Center</li> </ul> <p><i>Greg Schnacke</i>, Executive Director, Governmental Relations:</p> <ul style="list-style-type: none"> <li>• Board of Directors for the Louisiana Oil &amp; Gas Association</li> <li>• Board of Directors for the Montana Petroleum Association</li> <li>• Board of Directors for the Wyoming Petroleum Association</li> <li>• Member of the Energy Advance Center</li> </ul>
<b>Strategy</b>		
102-14	Statement from senior decision-maker	CEO Message <a href="#">p.8</a>
102-15	Key impacts, risks, and opportunities	CEO Message <a href="#">p.8</a>
<b>Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behavior	See <a href="#">p.17</a> 



GRI STANDARD	DISCLOSURE TITLE	DISCLOSURE AND/OR LOCATION OF DISCLOSURE
102-17	Mechanisms for advice and concerns about ethics	<p>Denbury has a Compliance Hotline that is managed by an independent, third-party provider and is available 24 hours a day/7 days a week via phone (1-844-DOING-RT (364-6478)) or online (doingright.denbury.com). All reports submitted to the Compliance Hotline will be appropriately investigated and, as applicable, reported to the Audit Committee of the Denbury Board of Directors.</p> <p>Internally, employees are expected to first bring matters of concern to their manager. If there are reasons one is uncomfortable doing so or thinks the issue needs attention from a different perspective, employees may turn to any of the following: (1) a manager or the vice president of the employee's department or region, (2) a human resource employee relations representative, or (3) Denbury's Compliance team or Legal department.</p>
<b>Governance</b>		
102-18	Governance structure	<p>Our Company—Corporate Governance <a href="#">p.18</a></p> <p><a href="#">Proxy Statement:</a></p> <ul style="list-style-type: none"> <li>- Governance of the Company</li> <li>- Board Meetings, Attendance and Committees</li> </ul>
102-19	Delegating authority	<p>The business, properties, and affairs of the organization are managed by the Chief Executive Officer under the direction of the Board of Directors. The Board of Directors has responsibility for establishing broad corporate policies and for the overall performance and direction of the Company, which includes economic, environmental, and social topics.</p>
102-20	Executive-level responsibility for economic, environmental, and social topics	<p>Our senior management team is responsible for overseeing economic, environmental, and social topics that impact our business and our stakeholders. While senior management reports to our CEO, our senior management team also has direct interaction with our Board of Directors on these matters.</p>
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>The Board of Directors has approved a process by which stakeholders may contact the members of the Board of Directors regarding economic, environmental, and social topics of concern. Please write to Denbury Resources Inc., Attention Corporate Secretary, 5320 Legacy Drive, Plano, Texas 75024. In addition, stakeholders may email the Corporate Secretary and Board members at: <a href="mailto:secretary@denbury.com">secretary@denbury.com</a>.</p>
102-22	Composition of the highest governance body and its committees	<p><a href="#">Proxy Statement:</a></p> <ul style="list-style-type: none"> <li>- Proposal One: Election of Directors</li> <li>- Governance of the Company—Director Independence</li> </ul>

GRI STANDARD	DISCLOSURE TITLE	DISCLOSURE AND/OR LOCATION OF DISCLOSURE
102-23	Chair of the highest governance body	Denbury's Chairman of the Board is not an executive officer. See also, "Our Company—Corporate Governance." <a href="#">p.18</a> <a href="#">Proxy Statement:</a> - Governance of the Company—Board Leadership Structure
102-24	Nominating and selecting the highest governance body	<a href="#">Proxy Statement:</a> - Governance of the Company—Identification of Director Candidates - Stockholder Proposals for Our 2019 Annual Meeting of Stockholders
102-25	Conflicts of interest	Related party transactions are monitored and approved by our Nominating/Corporate Governance Committee pursuant to Denbury's Related Party Transactions Policy. The Company discloses such transactions as required pursuant to the Securities and Exchange Commission's rules and regulations. Additionally, Denbury's Code of Conduct and Ethics governs conflicts of interest. Waivers to the Code of Conduct and Ethics are disclosed to the extent and in the manner required by applicable laws, rules (including any rule of any applicable stock exchange), or regulations.
102-26	Role of highest governance body in setting purpose, values, and strategy	The business, properties and affairs of the organization are managed by the Chief Executive Officer under the direction of the Board of Directors. The Board of Directors has responsibility for establishing broad corporate policies and for the overall performance and direction of the Company, which includes economic, environmental and social topics.
102-30	Effectiveness of risk management processes	The Board of Directors has an oversight role with respect to the risk management processes for many economic, environmental and social topics. In certain instances the Board has delegated this duty to an appropriate Board Committee. For example, Denbury's Reserves and Health, Safety and Environmental Committee has an oversight role with respect to the risk management process for environmental matters; the Compensation Committee has an oversight role with respect to the risk management process for compensation-related matters; and the Risk Committee has an oversight role with respect to the Company's principal business, financial and operational risks.
102-31	Review of economic, environmental, and social topics	As necessary throughout the year
102-32	Highest governance body's role in sustainability reporting	Reserves and Health, Safety, and Environmental Committee of the Board of Directors


GRI STANDARD	DISCLOSURE TITLE	DISCLOSURE AND/OR LOCATION OF DISCLOSURE
102-33	Communicating critical concerns	All stakeholders wishing to communicate with the Board are encouraged to email the corporate secretary and Board members or address letters to the following address: Denbury Resources Inc., Attn: Corporate Secretary, 5320 Legacy Drive, Plano, TX 75024. You may also send an email to: <a href="mailto:secretary@denbury.com">secretary@denbury.com</a> . Additionally, see <a href="#">GRI 102-17</a>
102-35	Remuneration policies	<a href="#">Proxy Statement:</a> - Executive Compensation - Compensation of Directors
102-36	Process for determining remuneration	<a href="#">Proxy Statement:</a> - Executive Compensation—Roles in Setting Executive Officer Compensation
102-37	Stakeholders' involvement in remuneration	<a href="#">Proxy Statement:</a> - Executive Compensation—Proposal Two: Advisory Vote to Approve Named Executive Officer Compensation
<b>Stakeholder engagement</b>		
102-40	List of stakeholder groups	The primary stakeholders with whom we engaged are: Denbury employees, Denbury's senior management, Denbury's Board of Directors, stockholders (including institutional and retail investors), prospective investors, and local community organizations
102-41	Collective bargaining agreements	None
102-42	Identifying and selecting stakeholders	The organization encourages an open dialogue with all stakeholders. We consider stakeholder engagement a necessary part of good business and corporate governance practices. Management uses its judgment to determine the stakeholder groups with whom to engage. We respond diligently to all stakeholders that contact us and believe that engagement with our employees is always necessary.
102-43	Approach to stakeholder engagement	The organization's approach to stakeholder engagement is an on-going and constant process. In 2017 and 2018, Denbury engaged with many of its institutional shareholders as part of a robust shareholder engagement campaign. The Chairwoman of the Compensation Committee was available to attend each meeting in the shareholder engagement process.  See also, <a href="#">GRI 102-42</a> and "Our Report—Report Framework" <a href="#">p.4</a> for more information.  <a href="#">Proxy Statement:</a> - Executive Compensation—2017 Say-on-Pay Results and Stockholder Engagement

GRI STANDARD	DISCLOSURE TITLE	DISCLOSURE AND/OR LOCATION OF DISCLOSURE
102-44	Key topics and concerns raised	<p>The key topics and concerns that have been raised through stakeholder engagement are the material topics identified in this Report. Our stakeholders were relatively consistent in the identification of key topics and concerns.</p> <p>See also, “Our Report—Report Content</p> <p><a href="#">Proxy Statement</a>:</p> <p>- Executive Compensation—2017 Say-on-Pay Results and Stockholder Engagement</p>
<b>Reporting practice</b>		
102-45	Entities included in the consolidated financial statements	<a href="#">Annual Report on Form 10-K</a> : Exhibit 21 contains a list of our significant subsidiaries. Data in this Report includes all of our subsidiaries unless otherwise noted
102-46	Defining report content and topic boundaries	Our Report—Report Content <a href="#">p.3</a> and Report Framework <a href="#">p.4</a>
102-47	List of material topics	Our Report—Report Content <a href="#">p.3</a>
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	None
102-50	Reporting period	2016 and 2017. 2018 data is included in sections where relevant and helpful
102-51	Date of most recent previous report	Our 2016 report was released in January of 2017
102-52	Reporting cycle	At least biennially
102-53	Contact point for questions regarding the report	Please send an email to Denbury’s Corporate Responsibility Team at <a href="mailto:responsibility@denbury.com">responsibility@denbury.com</a>
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	GRI Index
102-56	External assurance	Our report has not been externally assured
<b>GRI 103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its Boundary	See chart below



Denbury Material Issue	GRI Category	GRI Material Topic	Material Within Denbury	Material Outside Denbury	Relevance
Economic Investments & Impacts	Economic	Economic Performance (GRI 201-1)	✓	✓	The economic value we generate and distribute impacts not only our financials but also state and local governments, our capital providers, our employees, and our communities.
	Economic	Indirect Economic Impacts (GRI 203-2)		✓	Our operations reinvigorate local labor markets, businesses, and the economies of our communities while generating millions of positive dollars of tax revenue and other economic activities.
Reserves	Economic	Reserves (GRI G4 OG1)	✓		Our CO <sub>2</sub> EOR operations provide an economically and technically feasible method of utilizing CO <sub>2</sub> to recover otherwise stranded reserves of oil from depleted reservoirs, which results in incidental underground CO <sub>2</sub> storage and reduces our nation's dependence on foreign oil.
Employee Well-being	Social	Employment (GRI 401-1 & 401-2)	✓		Our employees are key to Denbury's success and we strive to make Denbury a great place to work by providing a safe work environment, excellent work culture, and competitive compensation to all our employees.
Employee Health & Safety	Social	Occupational Health & Safety (GRI 403-1 & 403-2)	✓		Providing and integrating a sound health and safety program is key to our success which is why we have a long-standing commitment to the highest standards for health and safety of our employees and contractors that is built into our management structure.



Denbury Material Issue	GRI Category	GRI Material Topic	Material Within Denbury	Material Outside Denbury	Relevance
Employee Training & Development	Social	Training & Education (GRI 404-3)	✓	✓	Training and developing employees not only contributes to Denbury's long-term success but also the success and quality of the current and future global workplace.
Employee Diversity & Inclusion	Social	Diversity & Equal Opportunity (GRI 405-1)	✓		We are committed to maintaining a diverse and inclusive environment for all employees and applicants because we recognize the benefits we all share as a result of a diverse culture.
Managing our Carbon Footprint	Environmental	Emissions (GRI 305-1, 305-2, & 305-4)	✓	✓	Carbon emissions reduction is an important issue to Denbury and many Denbury stakeholders and this material topic is relevant in all our areas of operations, as part of our commitment to environmental stewardship.
Spill Prevention	Environmental	Effluents & Waste (GRI 306-3)	✓	✓	Spills have the potential to adversely affect the communities in which they occur and the environment; therefore, we continue to strive to eliminate all environmental incidents.

GRI STANDARD	DISCLOSURE TITLE	DISCLOSURE AND/OR LOCATION OF DISCLOSURE
103-2	The management approach and its components	See <a href="#">GRI 201-1</a> , <a href="#">203-2</a> , <a href="#">401-1</a> , <a href="#">401-2</a> , <a href="#">403-1</a> , <a href="#">403-2</a> , <a href="#">404-3</a> , <a href="#">405-1</a> , <a href="#">305-1</a> , <a href="#">305-2</a> , <a href="#">305-4</a> , <a href="#">306-3</a> , and <a href="#">G4-OG1</a> .
103-3	Evaluation of the management approach	See <a href="#">GRI 201-1</a> , <a href="#">203-2</a> , <a href="#">401-1</a> , <a href="#">401-2</a> , <a href="#">403-1</a> , <a href="#">403-2</a> , <a href="#">404-3</a> , <a href="#">405-1</a> , <a href="#">305-1</a> , <a href="#">305-2</a> , <a href="#">305-4</a> , <a href="#">306-3</a> , and <a href="#">G4-OG1</a> .
<b>GRI 200: ECONOMIC</b>		
<b>Economic Performance</b>		
201-1	Direct economic value generated and distributed	See <a href="#">p.51</a>  See charts below

Year Ended December 31, 2016			In thousands (\$)
Direct Economic Value Generated	Revenues	Combined total of oil, natural gas, and related product sales; CO <sub>2</sub> sales and transportation fees; and interest income and other income	975,596
Economic Value Distributed	Operating Costs <sup>(a)</sup>	Combined total of lease operating expenses; marketing expenses; CO <sub>2</sub> discovery and operating expenses; and general and administrative expenses	585,691
	Capital Investment	Capitalized expenditures (excluding acquisitions), which includes, but is not limited to, capitalized employee wages and benefits	208,646
	Payments to Providers of Capital	Combined total of cash interest expense; gain on early extinguishment of debt; settlements of commodity derivatives; and dividend payments	(28,018)
	Payments to Government	Combined total of taxes other than income and current income taxes	77,107

Year Ended December 31, 2017			In thousands (\$)
Direct Economic Value Generated	Revenues	Combined total of oil, natural gas, and related product sales; CO <sub>2</sub> sales and transportation fees; and interest income and other income	1,129,786
Economic Value Distributed	Operating Costs <sup>(a)</sup>	Combined total of lease operating expenses; marketing expenses; CO <sub>2</sub> discovery and operating expenses; and general and administrative expenses	604,524
	Capital Investment	Capitalized expenditures (excluding acquisitions), which includes, but is not limited to, capitalized employee wages and benefits	240,826
	Payments to Providers of Capital	Combined total of cash interest expense; settlements of commodity derivatives; and dividend payments	224,377
	Payments to Government	Combined total of taxes other than income and current income taxes	66,334

<sup>(a)</sup> Operating costs includes employee wages and benefits, net of (i) operator recovery charges and (ii) capitalized exploration and development costs, which are presented within capital investment.

GRI STANDARD	DISCLOSURE TITLE	DISCLOSURE AND/OR LOCATION OF DISCLOSURE
<b>Indirect Economic Impacts</b>		
203-2	Significant indirect economic impacts	See <a href="#">p.51</a> 
<b>GRI G4 OGSS: RESERVES</b>		
GRI G4-OG1	Volume and type of estimated proved reserves and production	See <a href="#">p.12</a>  See information and charts below

## PROVED RESERVES DATA YEAR ENDED DECEMBER 31, 2017

As of December 31, 2017, Denbury's proved reserves were 260 million barrels of oil equivalent ("MMBOE"), consisting of 253 million barrels of crude oil, condensate and natural gas liquids (together, "liquids"), and 7 MMBOE (or 43 MMcf) of natural gas. Reserves were 97% liquids and 88% proved developed, and 59% of such reserves were attributable to Denbury's CO<sub>2</sub> EOR operations. Total tertiary reserves at December 31, 2017 were 154 MMBOE and total non-tertiary reserves were 106 MMBOE.

Tertiary Properties	Oil (MBbls)	Natural Gas (MMcf)	TOTAL MBOEs
Gulf Coast Region	127,423	-	127,423
Rocky Mountain Region	26,018	-	26,018
Total Tertiary	153,441	-	153,441
Non-Tertiary Properties			
Gulf Coast Region	17,921	16,712	20,706
Rocky Mountain Region	81,263	26,009	85,598
Total Non-Tertiary	99,184	42,721	106,304
<b>Total</b>	<b>252,625</b>	<b>42,721</b>	<b>259,745</b>

The reserves were prepared in accordance with Financial Accounting Standards Board Codification Topic 932, *Extractive Industries – Oil and Gas*, using the arithmetic averages of the first-day-of-the-month NYMEX commodity price for each month during 2017. These prices were \$51.34 per Bbl for crude oil and \$2.98 per MMBtu for natural gas.

## PRODUCTION DATA YEAR ENDED DECEMBER 31, 2017

Denbury's 2017 production totaled 58,410 barrels of oil per day ("Bbls/d") and approximately 11,329 metric cubic feet of natural gas per day. Oil production included 38,044 Bbls/d from tertiary properties and 20,366 Bbls/d from non-tertiary properties

Tertiary Properties	Oil (Bbls/day)	Natural Gas (Mcf/day)
Gulf Coast Region	33,616	-
Rocky Mountain Region	4,428	-
Total Tertiary	38,044	-
Non-Tertiary Properties		
Gulf Coast Region	5,053	5,464
Rocky Mountain Region	15,313	5,865
Total Non-Tertiary	20,366	11,329
<b>Total</b>	<b>58,410</b>	<b>11,329</b>

A complete report of our estimated proved reserves, production, our report methodology and definitions is included in our [Annual Report on Form 10-K](#). Specifically see pp. 3-4, 7-11, and 96-100.



## GRI 300: ENVIRONMENTAL

## Emissions

305-1 Direct (Scope 1) GHG emissions

See [p.47](#) 

See information and charts below

We report GHG emissions in accordance with the Environmental Protection Agency's ("EPA") Greenhouse Gas Reporting Program ("GHGRP"). We report under the following subparts and in accordance with the following criteria:

**Subpart PP — Suppliers of CO<sub>2</sub>**

Subpart PP was finalized by the EPA in October 2009 and has undergone subsequent revisions since it was published. We submitted our first Subpart PP report in September 2011 for the reporting year 2010. Under this subpart, we are required to annually report the amount of CO<sub>2</sub> supplied from our CO<sub>2</sub> production fields and the amount delivered to various industrial customers, including our enhanced oil recovery ("EOR") operations.

**Subpart UU — Injection of CO<sub>2</sub>**

Subpart UU of the GHGRP was finalized by the EPA in 2011 and the first reports were due in September 2012. Subpart UU requires reporting for a well or group of wells that inject CO<sub>2</sub> into the subsurface. This includes Underground Injection Control (UIC) Class II wells in which CO<sub>2</sub> is injected for the purposes of EOR. This subpart does not include UIC Class VI wells into which CO<sub>2</sub> is injected for the purpose of permanent geologic sequestration. Denbury currently does not operate any Class VI injection wells.

The amount of CO<sub>2</sub> reported under this subpart does not include the amount of post-separation CO<sub>2</sub> recycled at the central oil production facility and re-injected via CO<sub>2</sub> injection wells. We reported the CO<sub>2</sub> injection amounts under this subpart for 14 EOR fields in our Gulf Coast operating region in 2011 and 2012. Two additional fields were reported in 2013 which are located in Montana (Bell Creek) and Wyoming (Grieve). We are also involved in a pilot project funded by the Department of Energy where we receive CO<sub>2</sub> from Alabama Power's Barry Power Plant and the CO<sub>2</sub> is injected nearby in our Citronelle field. We have been reporting CO<sub>2</sub> injected under this program since 2011.

**Subpart W — Petroleum and Natural Gas Systems**

The EPA finalized Subpart W of the GHGRP in 2011. This subpart has been through several revisions since it was first published. The first annual report under this subpart was due in September 2012 for the reporting year 2011. The EPA has included 8 industry segments under this subpart. Our oil production fields fall under the "Onshore Petroleum and Natural Gas Production" industry segment and our Riley Ridge facility falls under the "Onshore Natural Gas Processing" industry segment.

Under this subpart, the EPA requires operators to report emissions under each geological basin in which they operate. These basin boundaries have been identified on the Geologic Provinces Code Map published by the American Association of Petroleum Geologists. Currently, our operations fall under three geologic basins in the Gulf Coast region and three basins in the Rocky Mountain region. Denbury has been reporting under this subpart since 2011 for basins exceeding the reporting thresholds.

Under Subpart W, the EPA requires operators to report CO<sub>2</sub>, CH<sub>4</sub> (methane) and N<sub>2</sub>O (nitrous oxide) emissions from various sources and processes listed under the subpart. These GHG emissions are converted to CO<sub>2</sub> equivalent ("CO<sub>2</sub>e") emissions by using the respective Global Warming Potentials ("GWPs") for each pollutant. The GWPs published by the EPA in 2013 are listed in the table below.

Greenhouse Gases	GWPs
CO <sub>2</sub>	1
CH <sub>4</sub>	25
N <sub>2</sub> O	298

The following are Denbury's emissions for 2016 and 2017 presented in metric tons (tonnes). These emissions coincide with emissions calculations using EPA's GHG Subpart W reporting requirements and applicability as described above.

#### YEAR ENDED DECEMBER 31, 2016

Region	CO <sub>2</sub> (tonnes)	CH <sub>4</sub> (tonnes)	N <sub>2</sub> O (tonnes)	CO <sub>2</sub> e (tonnes)
Rocky Mountain	121,347	3,631	-	212,127
Gulf Coast	176,407	3,360	-	260,398
Total	297,754	6,991	-	472,525

#### YEAR ENDED DECEMBER 31, 2017

Region	CO <sub>2</sub> (tonnes)	CH <sub>4</sub> (tonnes)	N <sub>2</sub> O (tonnes)	CO <sub>2</sub> e (tonnes)
Rocky Mountain	115,045	1,979	-	164,532
Gulf Coast	186,006	22,473	0.10	747,849
Total	301,051	24,452	0.10	912,381

Our operations do not generate HFCs, PFCs or SF6 emissions and, therefore, we do not report them under EPA's GHG Subpart W. GWPs for 2016 and 2017 were used to calculate CO<sub>2</sub>e.

GRI STANDARD	DISCLOSURE TITLE	DISCLOSURE AND/OR LOCATION OF DISCLOSURE
305-2	Energy indirect (Scope 2) GHG emissions	See <a href="#">p.47</a>  See information and charts below

#### YEAR ENDED DECEMBER 31, 2016

Region	MWH	CO <sub>2</sub> (tonnes)	CH <sub>4</sub> (tonnes)	N <sub>2</sub> O (tonnes)	CO <sub>2</sub> e (tonnes)
Rocky Mountain	580,565	286,050	27	4	287,964
Gulf Coast	1,428,510	634,641	46	7	637,644
Total <sup>(1)</sup>	2,009,075	920,691	73	11	925,608

#### YEAR ENDED DECEMBER 31, 2017

Region	MWH	CO <sub>2</sub> (tonnes)	CH <sub>4</sub> (tonnes)	N <sub>2</sub> O (tonnes)	CO <sub>2</sub> e (tonnes)
Rocky Mountain	573,388	282,514	27	4	284,404
Gulf Coast	1,409,348	626,128	45	7	629,091
Total <sup>(1)</sup>	1,982,736	908,642	72	11	913,495

<sup>(1)</sup> Electricity usage presented in megawatt hours (MWH). Emissions are estimated using an average of emission factors for all areas of the company's operations multiplied by the total electricity usage. Emission calculations follow EPA's eGRID sub-region total output emission rates for power generation.

## GRI STANDARD      DISCLOSURE TITLE

## DISCLOSURE AND/OR LOCATION OF DISCLOSURE

305-4

GHG emissions intensity

See [p.47](#) 

See information and charts below

GHG Intensity	2016	2017
Oil production (bbls)	28,543,656	26,339,992
Water production (bbls)	343,668,720	325,724,951
CO <sub>2</sub> e emissions (tonnes)	472,525	912,381
GHG intensity per barrel of oil (tonnes/bbls)	0.01655	0.03464
GHG intensity per barrel of water (tonnes/bbls)	0.00137	0.00280
GHG intensity per barrel of total fluids (tonnes/bbls)	0.00127	0.00259

Emissions are presented in metric tons (tonnes) and coincide with emissions calculations using EPA's GHG Subpart W reporting requirements and applicability. GWPs for 2016 and 2017 were used to calculate CO<sub>2</sub>e. Oil and water production volumes include all operational areas. All data year ended December 31, 2016 and December 31, 2017.

## Effluents and Waste

306-3

Significant spills

See [p.41](#) 

See information and charts below

## YEAR ENDED DECEMBER 31, 2016

Oil	Rockies	Gulf Coast	Total
Oil Spills (bbls)	773	317	1,090
Gross Oil Production (bbls)	9,475,275	19,068,381	28,543,656
Oil Spill Volume as a % of Production	0.008%	0.002%	0.004%
Water	Rockies	Gulf Coast	Total
Water Spills (bbls)	16,782	16,464	33,246
Water Production (bbls)	125,734,268	217,934,452	343,668,720
Water Spill Volume as a % of Production	0.013%	0.008%	0.010%

## YEAR ENDED DECEMBER 31, 2017

Oil	Rockies	Gulf Coast	Total
Oil Spills (bbls)	344	2,850	3,194
Gross Oil Production (bbls)	8,390,880	17,949,112	26,339,992
Oil Spill Volume as a % of Production	0.004%	0.016%	0.012%
Water	Rockies	Gulf Coast	Total
Water Spills (bbls)	4,425	21,859	26,284
Water Production (bbls)	113,617,191	212,107,760	325,724,951
Water Spill Volume as a % of Production	0.004%	0.010%	0.008%

Includes only spills >1bbl.

## GRI 400: SOCIAL

## Employment

401-1      New employee hires and employee turnover

See [p.34](#) 

See information and charts below

New Hires	2016		2017	
Number of New Hires by Age:				
> 50 years old	10	27%	12	26%
30 – 50 years old	22	59%	25	53%
< 30 years old	5	14%	10	21%
Total	37		47	
New Hires by Gender				
Female	6	16%	7	15%
Male	31	84%	40	85%
Total	37		47	
New Hires by Region				
Gulf Coast (TX, LA, MS, AL)	11	30%	16	34%
Rockies (WY, MT, ND)	8	21%	13	28%
Headquarters (Plano, TX)	18	49%	18	38%
Total	37		47	
Rate of New Hires (calculated using the average employee number during the reporting year)	3% (37/1,112)		5% (47/998)	



Turnover:	2016		2017	
Turnover by Age:				
> 50 years old	148	44%	84	37%
30 – 50 years old	150	45%	121	54%
< 30 years old	38	11%	21	9%
Total	336		226	
Turnover by Gender				
Female	82	24%	70	31%
Male	254	76%	156	69%
Total	336		226	
Turnover by Region				
Gulf Coast (TX, LA, MS, AL)	123	37%	54	24%
Rockies (WY, MT, ND)	61	18%	22	10%
Headquarters (Plano, TX)	152	45%	150	66%
Total	336		226	
Rate of Employee Turnover (calculated using the average employee number during the reporting year)	30% (336/1,112)		23% (226/998)	
Rate of Turnover Excluding Involuntary Terminations and Retirements (calculated using the average employee number during the reporting year)	4% (50/1,112) <sup>1</sup>		7% (65/998) <sup>1</sup>	

<sup>1</sup> As part of our efforts to reduce overhead and operating costs in response to the continuing decline in oil prices in 2016 & 2017, we reduced our employee headcount through an involuntary workforce reduction, which contributed to an overall headcount reduction of approximately 25% in 2016 and approximately 16% in 2017.

All data year ended December 31, 2016 and December 31, 2017.

401-2

Benefits provided to full-time employees that are not provided to temporary or part-time employees

See [p.34](#) 



See chart below which contains a list of the primary benefits offered to full and part-time employees (employees who work less than 30 hours per week). Denbury has historically had a very low number of part-time employees. In the past 5 years part-time employees made up less than 1% of our employee base. See [GRI 102-8](#). Employees in all of Denbury's regions have access to the benefits provided below.

Benefits	Full-Time Employees	Part-Time Employees
Medical coverage	X	
Dental coverage	X	
Vision coverage	X	
Life insurance	X	
Whole Life Insurance	X	
Critical Illness Coverage	X	
Disability Insurance (Short- and Long-Term)	X	
Flexible Spending and Health Savings Accounts	X	
Teladoc	X	
Employee Assistance Program	X	X
Travel Assist Program	X	X
Adoption Assistance Program	X	
Wellness Program	X	
Holidays (10)	X	
Vacation and Sick Time	X	X <sup>1</sup>
Long Term Incentives	X <sup>2</sup>	
401(k)	X	X

<sup>1</sup> Employees who work less than 40 hours but more than 20 hours a week will have their vacation and sick time pro-rated accordingly. Employees who work less than 20 hours/week are not eligible for vacation or sick time.

<sup>2</sup> Eligible employees only.

## Occupational Health and Safety

403-1	Occupational health and safety management system	See <a href="#">p.24</a>   Denbury's Safety Committee has employee representatives from our HSE, Operations, Operations Services, Project Management, CO <sub>2</sub> Business Unit, Gulf Coast Business Unit, North Business Unit, and Well Completions & Workover departments. 100% of our operational employees are represented by the Safety Committee, which is approximately 79% of all Denbury employees.
403-2	Hazard identification, risk assessment, and incident investigation	See <a href="#">p.24</a>   See charts below

## YEAR ENDED DECEMBER 31, 2016

Region	Injuries (TRIR) <sup>1</sup>	DART <sup>2</sup>	Lost Time Days	Diseases	Fatalities
Rocky Mountain	1.11	1.11	0	0	0
Gulf Coast	0.64	0.42	162	0	0
Headquarters	0.38	0.00	7	0	0
Denbury Total	0.59	0.34	169	0	0
Industry Avg.	0.90	0.40			

## YEAR ENDED DECEMBER 31, 2017

Region	Injuries (TRIR) <sup>1</sup>	DART <sup>2</sup>	Lost Time Days	Diseases	Fatalities
Rocky Mountain	0.58	0.58	0	0	0
Gulf Coast	0.66	0.44	14	0	0
Headquarters	0.00	0.00	0	0	0
Denbury Total	0.36	0.27	14	0	0
Industry Avg.	1.00	0.60			


<sup>1</sup> Total Recordable Incident Rate (TRIR) is the number of Occupational Safety and Health Administration (OSHA) recordable incidents for every 200,000 hours worked.

<sup>2</sup> Days Away/Restricted or Transfer Rate (DART) is the number of days away from work, work restriction or job transfer resulting from OSHA recordable incidents and illnesses for every 200,000 hours worked.


The information above relates to Denbury's employees only. It does not include data for contractors working for Denbury, and we do not record information based on gender. All data year ended December 31, 2016 and December 31, 2017.

GRI STANDARD	DISCLOSURE TITLE	DISCLOSURE AND/OR LOCATION OF DISCLOSURE
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#### Training and Education

404-3	Percentage of employees receiving regular performance and career development reviews	See <a href="#">p.31</a>  100% of our employees (male and female), in every job category, are eligible and encouraged to participate in our performance and career development review each year. In 2016, 96% of our employees participated and in 2017, 92% of our employees participated.
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#### Diversity and Equal Opportunity

405-1	Diversity of governance bodies and employees	See <a href="#">p.34</a>  See charts below
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#### YEAR ENDED DECEMBER 31, 2016

Category	Gender		Age			Minorities	Total
	Male	Female	<30 Yrs.	30-50 Yrs.	50+ Years		
Board of Directors	7	1	0	0	8	0	8
Executives	10	1	0	5	6	1	11
Managers	165	38	0	112	91	16	203
Non-Managers	654	190	84	473	287	122	844
Total Employees <sup>1</sup>	829	229	84	590	384	139	1,058

#### YEAR ENDED DECEMBER 31, 2017

Category	Gender		Age			Minorities	Total
	Male	Female	<30 Yrs.	30-50 Yrs.	50+ Years		
Board of Directors	7	1	0	0	8	0	8
Executives	12	2	0	8	6	1	14
Managers	136	24	0	88	72	9	160
Non-Managers	565	140	50	401	254	93	705
Total Employees <sup>1</sup>	713	166	50	497	332	103	879

<sup>1</sup> Excludes Board of Directors



[www.denbury.com](http://www.denbury.com)

#### **Forward Looking Statements and Other Information**

This Corporate Responsibility Report (this “Report”) contains, and references other documents (e.g., our Annual Report on Form 10-K) that contain, forward-looking statements that reflect Denbury Resources Inc.’s views about future events as of the date of this Report or the date of the referenced document. Such forward-looking information is based upon management’s current plans, expectations, estimates and assumptions and is subject to a number of risks and uncertainties that could significantly affect current plans, anticipated actions, the timing of such actions and our financial condition and results of operations. As a consequence, actual results may differ materially from expectations, estimates or assumptions expressed in or implied by any forward-looking statements made by us or on our behalf. We do not assume any obligation to update forward-looking statements should circumstances or management’s estimates or opinions change.

Investors are urged to consider closely the disclosure and risk factors in our most recent [Annual Report on Form 10-K](#) and in other reports on file with the Securities and Exchange Commission, available at Denbury’s website, [www.denbury.com](http://www.denbury.com).