

# LEADING RESPONSIBLY

LOW COST. LOW EMISSIONS.

2021 SUSTAINABILITY REPORT

PIONEER

NATURAL RESOURCES





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# LEADING RESPONSIBLY

LOW COST. LOW EMISSIONS.

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# MESSAGE FROM THE CEO



Scott D. Sheffield,  
Chief Executive Officer

*Our mission is unchanged – to be America’s leading independent energy company, focused on value creation, safety, the environment, technology and our people.*

It is my pleasure to introduce Pioneer’s 2021 Sustainability Report. As I have stated in the past, we are committed to being a low-emission oil and gas producer with top-quartile environmental, social and governance (ESG) performance and an industry-leading balance sheet.

This report will highlight our progress on ESG, as well as new and updated targets and goals. These targets and goals not only show how Pioneer can continue to evolve, improve and prosper through the energy transition; they also demonstrate our commitment to advancing our leadership position in environmental stewardship.

Our mission is unchanged – to be America’s leading independent energy company, focused on value creation, safety, the environment, technology and our people. By remaining a low-cost, environmentally responsible producer, Pioneer is providing reliable and affordable, low-emission oil and gas to the world.

ESG performance is critical to this mission. It is an important area of focus for the entire company, from our Board of Directors (Board) to our front-line employees. Through these efforts, we will remain a sustainable contributor to the world’s energy needs throughout the transition to a lower-carbon future. This report, combined with our inaugural Climate Risk Report that will be published later this year, will highlight the work we are doing to deliver on our ESG goals.

Pioneer remains dedicated to maintaining a strong balance sheet and significant financial flexibility. Our focus on financial discipline underpinned our strong performance through more than two decades of volatile commodity price cycles.

In the last year – during one of the most challenging periods in history – our financial strength allowed us to consolidate with two other high-quality Permian Basin operators and accelerate our return of capital to shareholders by implementing a quarterly variable dividend distribution plan prior to our expected timeline. Our top-tier assets, diverse team and culture of RESPECT – combined with our long-standing commitment to financial discipline – gives us great confidence in Pioneer’s ability to navigate the energy transition in the decades to come.

As referenced in last year’s report, we committed to implementing the reporting standards outlined by the Task Force on Climate-related Financial Disclosures (TCFD). This commitment goes beyond reporting and is changing how we evaluate risk and strategy at Pioneer. Later this fall, Pioneer will publish its inaugural Climate Risk Report, which will explain how we are applying TCFD guidance to incorporate the assessment of climate risks and opportunities into our overall risk management and strategic planning processes. We are on track to fully implement TCFD reporting protocols by the end of 2022 – one year sooner than the expected timeline.

Pioneer’s Board of Directors and leadership team acknowledge the global threats posed by climate change from the continued increase of greenhouse gas (GHG) emissions and rising global temperatures. As part of our ongoing effort to enhance corporate governance, our Board of Directors has established a Sustainability and Climate Oversight Committee, which is charged with the ongoing oversight of our corporate climate-related risk analysis, as well as our Sustainability Report, Climate Risk Report and other related activities. We continue to proactively solicit feedback on our ESG strategy from major shareholders, environmental organizations and other stakeholders. We also advocate for a strong state and federal regulatory regime, including the federal regulation of methane emissions for the upstream oil and gas sector and Texas Railroad Commission’s work to limit flaring.

In 2020, Pioneer established our initial long-term Scope 1 and Scope 2 GHG and methane intensity goals. As you will see in this report, Pioneer exceeded expectations in meeting these goals in 2020, and we are now advancing our commitment to environmental metrics and targets as follows:

- ***We are setting a trajectory to reduce our Scope 1 and Scope 2 GHG emissions to net zero by 2050, with interim targets of reducing our GHG emissions intensity by 50% and our methane intensity by 75% by 2030 from our 2019 baseline.*** To begin this process, we are working to electrify our drilling, completions and field operations, limiting our use of internal combustion engines. We continue to employ and study aerial and in situ methane detection technologies to improve our leak detection and repair (LDAR) efforts. Over the next few years, we expect to significantly advance the use of these technologies in the field. We are currently evaluating Scope 3 GHG emissions related to our oil and gas production and recognize they are an important consideration for many of our stakeholders.
- ***We are maintaining our commitment to a flaring intensity standard of less than 1% and, through formal endorsement of the World Bank initiative, to end routine flaring by 2030, with an aspiration to achieve this goal by 2025.*** The assets of the two companies we acquired in 2021 have been incorporated into these goals a year earlier than originally planned. To achieve these goals, we (i) require our wells to be connected to natural gas sales lines before bringing them on production, (ii) install vapor recovery equipment at all our horizontal tank batteries and (iii) maintain active management over venting and flaring at all of our production facilities.
- ***We are establishing a new goal to reduce our freshwater use in well completions to less than 25% by 2026.*** Earlier this year, we took our first supply of reclaimed water from the city of Midland via their new water treatment facility. In a unique public/private partnership, Pioneer paid for and constructed Midland’s secondary treatment plant in return for long-term access to the city’s reclaimed water. Combined with our contract to take reclaimed water from the city of Odessa and our use of treated produced water from our wells, we are uniquely positioned to minimize freshwater use.

In the last year, we acquired two companies – Parsley Energy, Inc. (Parsley) and DoublePoint Energy (DoublePoint). These additions resulted in Pioneer becoming the largest oil and gas producer in the Permian Basin and the largest oil producer in Texas, combined with further enhancing the company’s top-tier inventory of future drilling locations.

***In the heart of where we operate, Pioneer continues to be a leading member of the Permian Strategic Partnership, an organization working to address education, healthcare, workforce development, housing and roads in the Permian Basin.***

While these added assets were accretive to shareholder value and augmented the economies of scale associated with our contiguous acreage position in the Permian Basin, they have not changed our foundational commitment to emissions reductions, freshwater-use efficiencies, land stewardship and other environmental goals.

The data in this report reflects Pioneer's 2020 performance on ESG matters. However, the forward-looking environmental commitments described above incorporate Pioneer's combined assets, including both acquisitions. Work to bring these combined assets into alignment with Pioneer's standards on emissions, spills, waste management and safe operations is well underway.

In addition to the items described above, this report includes new information on diversity, equity and inclusion (DE&I) matters and our social and charitable contributions. As of the writing of this report, 47% of Pioneer's executive leadership team is diverse. To further enhance the current diversity in our executive leadership team, we are targeting to increase the team's diversity to greater than 50% over time. Every member of our executive leadership team is working to develop a three-year DE&I roadmap for their organization. To ensure we are inclusive to all employees, we are benchmarking our DE&I efforts across various frameworks, including the Human Rights Campaign Corporate Equity Index to align with best practices for our LGBTQ+ employees. We remain committed to broadening our understanding and increasing our transparency and accountability in developing a diverse workforce. Our recently appointed Board member, Lori Billingsley, who brings deep expertise in DE&I and social stewardship, will be another great resource to help us advance our strategy and commitments in this area.

Pioneer has also expressed formal support for the Ten Principles of the United Nations Global Compact (UNGC). As a participant in the UNGC, the world's largest corporate sustainability initiative, we have committed to align our strategy and operations with universal principles on human rights, labor, environment and anti-corruption, and take actions that advance societal goals, such as the United Nations Sustainable Development Goals.

In the heart of where we operate, Pioneer continues to be a leading member of the Permian Strategic Partnership, an organization working to address education, healthcare, workforce development, housing and roads in the Permian Basin. The Permian Strategic Partnership is well on its way to meeting its five-year, \$100 million commitment to improving the region's human and physical infrastructure. We also have maintained our long-term support, both financially and through employee volunteerism and leadership, with Habitat for Humanity and Court-Appointed Special Advocates (CASA) in Dallas and Midland, along with many other social organizations. These relationships are a few examples of our RESPECT values and a testament to the great work our employees do both in and out of the office.

Finally, I would like to say how proud I am of the work our employees did to keep themselves and their colleagues safe, healthy and productive during the ongoing COVID-19 pandemic. The pandemic created many challenges for businesses – as it did for families, communities and other organizations.

At the onset of the pandemic, Pioneer organized a cross-disciplinary group of leaders to manage our response to the virus. This group – following guidance from local, state and federal community leaders, medical professionals and our organization's health and safety experts – successfully navigated a complicated and constantly evolving health crisis. As we have faced challenges throughout the pandemic, we have seen how resilient and dedicated we can be, thanks to the examples set by our employees and their families.

Thank you again for your interest in Pioneer and our ESG and climate-related initiatives.

**Sincerely,**

**Scott D. Sheffield**  
**Chief Executive Officer**

# OUR COMPANY



**Pioneer is a large independent oil and gas exploration and production company headquartered in Dallas, Texas, with assets and operations exclusively located in the prolific Permian Basin of West Texas.**

In January of 2021, Pioneer acquired Parsley in an all-stock transaction for a total consideration of approximately \$10 billion. In May, Pioneer completed the acquisition of DoublePoint for a total consideration of approximately \$6 billion. With the addition of the Parsley and DoublePoint assets, Pioneer is now the largest oil and gas producer in the Permian Basin and the largest oil producer in the State of Texas.

As part of the acquisition evaluation process, the Pioneer Management Committee and Board of Directors considered the historical emissions and flaring intensity performance of both Parsley and DoublePoint. This evaluation was important to understand potential impacts to Pioneer's emission-intensity targets and industry-leading flaring reduction commitments.

As we integrate these new assets, we are applying our leading environmental practices of reducing emissions, limiting flaring, proactively managing the disposition of wastes and minimizing freshwater use.

As part of this effort, Pioneer is retrofitting the Parsley and DoublePoint production facilities to conform to our leading emissions-management practices. This will allow Pioneer to incorporate these acquired assets into our environmental metrics and targets.

## OUR MISSION

Pioneer's mission is to be America's leading independent energy company, focused on value creation, safety, the environment, technology and our greatest asset, our people. The company's long-term investment thesis is centered around the following strategic objectives:

- Maintaining a strong balance sheet and financial flexibility
- Returning free cash flow to shareholders via a stable and growing base dividend and a variable dividend
- Utilizing the company's scale and technology advancements to reduce costs and improve efficiency
- Delivering economic production and reserve growth through drilling, completion and production improvement activities
- Setting high expectations for employees and contractors to perform their jobs in a safe manner
- Maintaining industry-leading sustainable development and environmental stewardship efforts

## **R**ESPECT

We respect one another and the communities in which we operate.

## **E**THICS AND HONESTY

We are ethical and honest and committed to uphold our strong reputation.

## **S**AFETY AND ENVIRONMENT

We believe no job is so important that it cannot be done in a safe and environmentally sound manner.

## **P**ERSONAL ACCOUNTABILITY

We are disciplined and personally accountable for our decisions, actions, attitude and results.

## **E**NTREPRENEURSHIP

We have an entrepreneur's mindset, driving innovation and striving for excellence in all we do.

## **C**OMMUNICATION

We openly and professionally communicate among all levels and between departments and teams.

## **T**EAMWORK AND INCLUSION

We believe in diverse perspectives and teams collaborating toward common objectives with a can-do attitude.

# ESG COMMITMENT

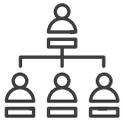
Environmental, social and governance (ESG) matters remain critically important to our leadership, our people and our stakeholders, and therefore, the company's future.



As the energy industry continues to evolve, we remain committed to environmental stewardship, strong partnerships with the communities where we live and operate, and Board of Director-level oversight of our ESG initiatives. We continue to reduce our emissions intensity, use of freshwater and physical footprint on the land. These important accomplishments are central to achieving our goal of being a low-cost, low-emission producer of oil and gas.



We also recognize that we must attract, develop and retain a world-class workforce. At Pioneer, we strive to provide a workplace that embraces diversity, equity and inclusion throughout the organization. We support our people to be their authentic selves and empower them to be entrepreneurs and innovators. We promote a culture that embraces differences, honesty and teamwork. We call this RESPECT.

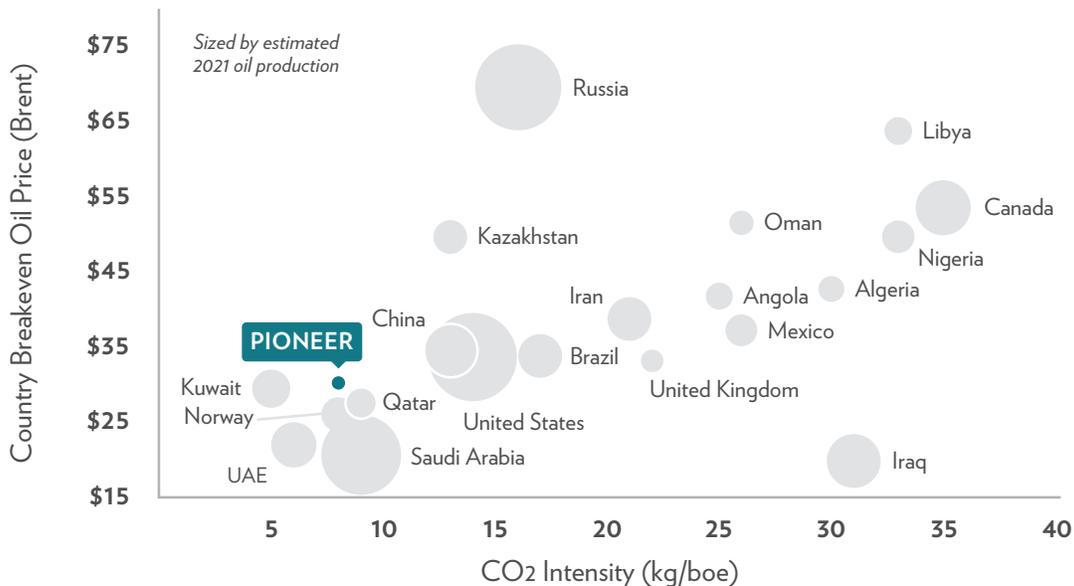


Our Board of Directors and executive management team recognize that robust corporate ESG governance drives alignment with the long-term interests of our shareholders and strengthens our culture, provides accountability and, ultimately, improves the sustainability of our organization.

## OUR LOW-COST, LOW-EMISSION OIL AND GAS

Pioneer helps supply the world with low-cost, low-carbon-intensive energy. For 25 years, we have successfully managed the volatility of the energy markets through our asset quality, financial discipline and operational excellence. Our high-quality, low-breakeven Permian Basin assets are competitive with the most economic basins in the world. As shown in the chart below, Rystad Energy estimates Pioneer is not only among the lowest breakeven cost oil producers in the world, but also has a very low CO<sub>2</sub> intensity per barrel of oil equivalent (low-emission).

PIONEER IS PROVIDING THE WORLD LOW-COST, LOW CO<sub>2</sub>-INTENSIVE OIL



Source: Rystad Energy, UCube and EmissionsCube (August 2021)

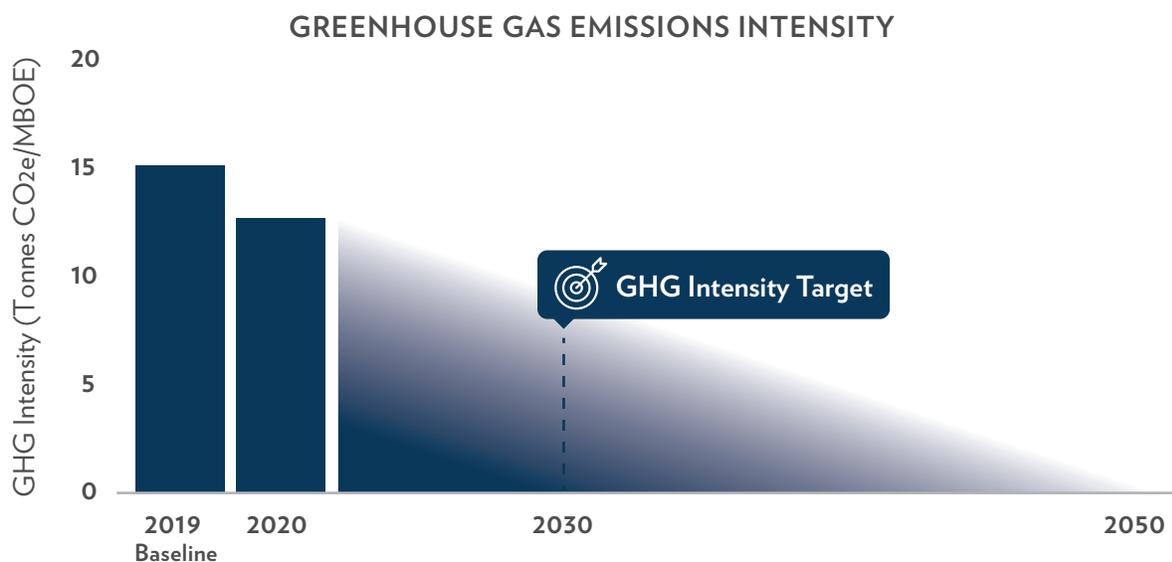
These characteristics underpin Pioneer’s economic and environmental resiliency across a wide range of climate and energy demand scenarios. Pioneer’s inaugural Climate Risk Report, to be released later this fall, will describe our evaluation of various scenarios and their potential impacts to our business in accordance with TCFD guidelines. The grouping of producing regions in the bottom left of the graph on p. 8, which includes Pioneer for purposes of comparison, shows the most economic and environmentally resilient oil production in the world. Incidentally, the forecasted 2021 production of this grouping represents approximately 18 million barrels of oil per day, suggesting that this group (including Pioneer) should be viable under very low commodity price scenarios.

### KEY HIGHLIGHTS IN ESG PROGRESS

Pioneer is committed to reducing our companywide Scope 1 and Scope 2 GHG emissions. In 2020 we set aggressive emissions-reduction targets to reduce GHG emissions intensity 25% and methane emissions intensity 40% by 2030. Our progress against these goals has exceeded expectations. From 2019 to 2020, we have reduced our annual flaring intensity to 0.21% of natural gas production – 79% below our 1% target – and reduced our GHG intensity by 27% and methane intensity by 50%. Additionally, we have reduced hydrocarbon spill volumes by 32% and total recordable injuries by 23%.

**Our Net Zero Ambition** – Only one year after we established our initial GHG- and methane-intensity targets, in 2021 we increased our emissions reduction targets for GHG emissions intensity from a 25% reduction to 50% and for our methane emissions intensity from a 40% reduction to 75% from the combined assets of Pioneer, Parsley and DoublePoint (based on Pioneer’s 2019 baseline) by 2030. These new and ambitious targets put Pioneer on a path to achieve Scope 1 and Scope 2 net zero carbon emissions by 2050. These are not merely long-term targets without short-term plans and results: We are actively planning carbon-emission reductions through the electrification of our equipment and operations and the use of renewable energy throughout our operations. Our 10-year vision includes: maintaining an industry-leading flaring intensity, pursuing zero routine flaring in our production operations, electrifying compression at new facilities and converting existing compression equipment over time, powering drilling operations with electricity, testing technologies to lower our pressure-pumping equipment emissions, exploring opportunities to acquire or generate renewable electricity, along with evaluating and implementing other industry innovations.

**Implementing TCFD Principles** – We deliver long-term value to stakeholders through our top-tier assets and strong execution, including assessing and mitigating climate-related risks, engaging in new opportunities, and strategically adapting to new scenarios. In our 2020 Sustainability Report, we detailed our approach to integrating climate-related risk management.



GHG intensity in carbon dioxide equivalents (CO<sub>2</sub>e) includes CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O emissions.

As part of our continued commitment to following the TCFD principles that guide disclosure on these efforts, we plan to issue Pioneer's inaugural Climate Risk Report in the fourth quarter of 2021. Our Climate Risk Report will be our next step in fully implementing the TCFD principles into our business strategy, risk management, scenario planning, targets and metrics. Although the process typically takes up to three years, we expect to accomplish TCFD implementation by the end of 2022 – a year earlier than originally expected.

**Minimizing Flaring** – We are limiting annual flaring to less than 1% of our natural gas production – serving as a leader in the Permian Basin – and have formally endorsed the World Bank Zero Routine Flaring by 2030 Initiative. In 2020, Pioneer flared only 0.21% of our natural gas produced.

**Setting a Freshwater Use Reduction Target** – Pioneer recently completed a \$134 million investment in the city of Midland's wastewater treatment plant in return for long-term access to the city's reclaimed water. This, combined with our contract to take reclaimed water from the city of Odessa and our reuse of produced water from our wells, supports our decision to set an industry-leading freshwater use reduction target. We expect to reduce freshwater consumption in our completions operations to less than 25% by 2026. Pioneer has excluded drilling operations from this freshwater target (approximately 5% of total freshwater usage), as industry requirements and best practices necessitate freshwater use when drilling through shallow zones to protect groundwater resources. Additionally, Pioneer defines freshwater more broadly than our peers to include water acceptable for agriculture. As a result, our freshwater use reduction targets encompass water used in agriculture and for other local consumption needs, and we provide full transparency in our reporting by disclosing all freshwater withdrawn and consumed in our operations.

**Promoting Representation in Our Diverse Workforce** – To complement the diversity on our current leadership team, we are working to have more than 50% diversity representation within our executive leadership team. Each Management Committee member will also be responsible for annual DE&I goals within their areas of responsibility. The goals will help Pioneer continue to empower representation in all areas of the company. Additionally, we now provide transparent access to our EEO-1 data.

### **Climate Change Position**

Climate change is an important priority for Pioneer and our stakeholders. Our strategy is to manage our environmental footprint proactively and limit emissions of methane and other GHGs, while also limiting the use of freshwater in our operations.

We are committed to working with the industry and all stakeholders to address our impacts to the environment while ensuring the sustainable supply of abundant, affordable energy. Our approach to climate change is consistent with our RESPECT values.

**Integrating ESG and Social Awareness** – RESPECT has always been the foundation of our value system, and we have firmly established that commitment with our policies on human rights, DE&I and Health, Safety and Environmental (HSE). This year we are rolling out a comprehensive program to assess the ESG practices of our contractors, suppliers and service providers. Additionally, we intend to provide employee training on human rights protections and how they relate to our business by the end of 2022. Pioneer will encourage our suppliers and service providers to help us advance these principles.

**Aligning with the UNGC** – Pioneer has advanced our commitment to human rights, responsible labor practices, the environment and anti-corruption by endorsing the UNGC principles at the Participant engagement level.

**Improving Our Communities** – In 2020, Pioneer and our employees contributed more than \$4.6 million to hundreds of charitable organizations through strategic corporate partnerships, volunteer committees, employee-driven matching and grants, and university giving.

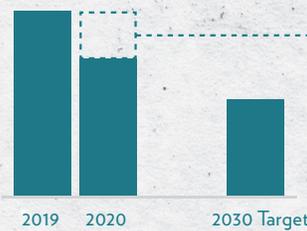
**Advancing Our ESG Governance** – We have advanced our ESG governance at Pioneer through our Board-level Sustainability and Climate Oversight Committee, which now has a formalized charter focused on sustainability, climate oversight and related responsibilities, and an ESG Task Force comprised of leaders across the company. Pioneer and our shareholders have also welcomed four new Directors to our Board: A.R. (Ray) Alameddine, Lori George Billingsley, Maria Jelescu Dreyfus and Matthew Gallagher.

# PATH TO *NET ZERO BY 2050*

Updated interim targets to support our ambition to reach net zero emissions by 2050

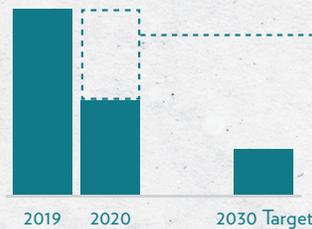
Significant progress towards targets

Reduce *GHG emissions* intensity  
**50% by 2030**  
(Scope 1 and Scope 2)



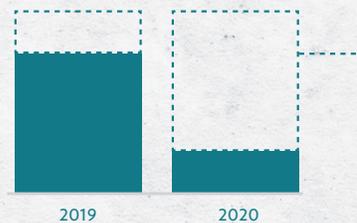
**27%**  
reduction  
from 2019  
baseline

Reduce *methane emissions* intensity  
**75% by 2030**



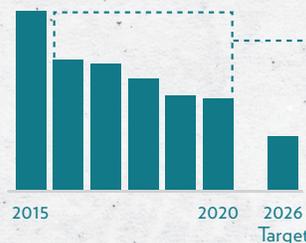
**50%**  
reduction  
from 2019  
baseline

Limit annual *flaring intensity* to  
**less than 1%**



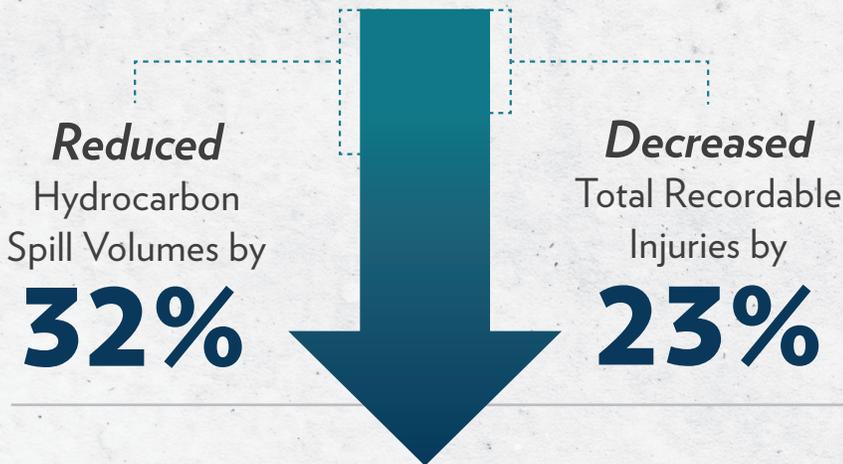
**79%**  
lower  
than 1% limit

Reduce *freshwater* in completions to  
**25% by 2026**



**50%**  
reduction  
from 2015  
baseline

# ESG PROGRESS



*Completed the Midland  
water treatment plant*  
securing long-term reclaimed water

Targeting to  
*increase diverse  
representation*  
in executive  
leadership positions  
**to >50%**



Contributed  
**>\$4.1 million**  
to charitable organizations

Welcomed *four directors*  
to our Board



INAUGURAL  
= YEAR =

**TCFD**

TCFD-Aligned  
Climate Risk Report  
Q4 2021



WORLD BANK GROUP

**Zero Routine Flaring**  
by 2030 endorsement



**Full endorsement of  
the UNGC principles**



CDP Climate Change  
Survey Submission

**ESG performance  
assessments** for supply  
chain and service providers

# GOVERNANCE



**Pioneer’s Board of Directors and executive management team recognize that robust corporate governance ensures alignment with the long-term interests of our shareholders and strengthens our culture, provides accountability and, ultimately, improves the sustainability of our organization.**

## BOARD OF DIRECTORS

Pioneer governance practices are described in our Corporate Governance Guidelines. The Board is responsible for overseeing the company’s assessment of major risks, including those related to sustainable development, and the measures taken to manage such risks.

Pioneer views sustainable development as a multidisciplinary approach to our business, balancing economic growth, environmental stewardship and

social responsibility. In addition, the Board takes an active role in the design and implementation of our ESG strategy, while working with management to cultivate our HSE culture.

Since our 2020 Sustainability Report, Pioneer and our shareholders have welcomed four new Directors to our Board:

- A.R. Alameddine – former Lead Director, Parsley Energy
- Lori George Billingsley – Global Chief Diversity, Equity and Inclusion Officer, The Coca-Cola Company
- Maria Jelescu Dreyfus – CEO and Founder, Ardinall Investment Management
- Matthew Gallagher – former CEO, Parsley Energy

To view detailed responsibilities for each Board committee, [go to PXD.com > Culture > Governance](https://www.pxd.com).

## NEW DIRECTORS



**A.R. Alameddine**  
Former Lead Director,  
Parsley Energy



**Lori George Billingsley**  
Global Chief Diversity,  
Equity and Inclusion Officer,  
The Coca-Cola Company



**Maria Jelescu Dreyfus**  
CEO and Founder, Ardinall  
Investment Management



**Matthew Gallagher**  
Former CEO,  
Parsley Energy

### HSE COMMITTEE

The committee oversees broad company HSE and sustainability practices, including:

- Management efforts to create a culture of safety and environmental protection
- Review and approval of Pioneer HSE goals
- Periodic performance improvement progress reports

In addition to providing oversight of our HSE practices, the committee members periodically visit Pioneer operational facilities and speak with employees, learning firsthand about Pioneer field operations and what our Board members can do to better support HSE processes. Additional committee oversight actions relevant to ESG include the following topics:

**HSE Risk Management** – Reviewing the management of current and emerging HSE- and climate change-related issues, including trends in legislation and proposed regulations that would affect the company. Providing policy oversight with respect to risk assessment and risk management arising from HSE practices, including related operational cybersecurity risks (for example, field automation and communication systems).

**HSE Management Systems** – Reviewing Pioneer HSE management systems, including processes to monitor compliance with applicable legal and regulatory requirements.

**HSE Goals** – Reviewing and approving the company's HSE goals and monitoring performance toward those goals, including evaluation of compensation awards based on performance.

**HSE Aspects of Sustainable Development** – Periodically receiving reports from management on corporate security activities undertaken in support of field HSE and sustainable development practices.

**HSE Continuous Improvement** – Monitoring management efforts to create a culture of continuous improvement in the company's safety and environmental protection practices. Receiving regular reports from management on HSE, ESG and sustainable development actions.

**Board of Directors Communication** – Making regular reports to the Board about the committee's activities and decisions.

### NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

The Nominating and Corporate Governance Committee oversees risks related to governance structures and processes, including Board and committee composition and succession planning; director independence; and Pioneer charitable contributions, political spending and lobbying activities.

The committee oversight responsibility includes assisting the Board in identifying, evaluating, and monitoring social, governance, political, human rights and public policy trends, issues, and concerns, along with other sustainability and corporate responsibility matters that could affect the business and reputation of Pioneer, including climate change-related risks and opportunities. Information is reported to the Board for consideration and potential adoption of recommended actions.

**Charitable Contributions, Political Spending and Lobbying Activities** – The committee provides oversight of Pioneer charitable contributions, political spending and lobbying activities. Oversight includes receiving reports annually (or more frequently) on Pioneer charitable contributions, political and lobbying spending, and company-related political action committees.

**Related-Party Transactions Oversight** – The committee, comprised of independent directors, must approve, ratify or reject related-party transactions.

## COMPENSATION AND LEADERSHIP DEVELOPMENT COMMITTEE

The Compensation and Leadership Development Committee has oversight of our human capital management, including: Pioneer succession planning and talent development; strategies and activities for executive officers and key executives; strategies, initiatives and programs relative to our company culture; talent recruitment, development and retention; employee engagement; diversity, equity and inclusion; and general health and welfare benefits.

Starting in 2021, Pioneer revised executive leadership's annual cash bonus incentive program to increase the annual incentive compensation weighting for HSE and ESG metrics from 10% to 20%, added a goal for cash return on capital invested along with return on capital employed, and removed goals for production and reserves growth. Additionally, Pioneer's ESG targets are now quantitative elements within the company's compensation program and will be considered as part of annual performance-based outcomes.

## AUDIT COMMITTEE

The Audit Committee assists the Board with overseeing financial and accounting risks, reporting processes, policies and practices, controls, and audits, as defined in the committee charter. Additionally, the Audit Committee oversees the U.S. Securities and Exchange Commission's (SEC) Rules on Auditor Independence, which requires that "lead" and "concurring" audit partners rotate off an engagement after a maximum of five years in either capacity and, upon rotation, must be off the engagement for five years.

The committee also oversees the company's cybersecurity risks as they relate to financial risk exposures and the security of data and information technology systems.

## SUSTAINABILITY AND CLIMATE OVERSIGHT COMMITTEE

To better reflect the expanded breadth of the committee beyond sustainability reporting over the last two years, the Board has renamed the Sustainability Reporting Committee, which will now be known as the Sustainability and Climate Oversight Committee.

The Chairman of the Board leads the Sustainability and Climate Oversight Committee, with the chairpersons of the Board's four main standing committees serving as members. The committee meets regularly with leaders and employees to provide oversight and strategic direction to those responsible for managing and implementing targets, goals, actions and reporting pertaining to sustainability and climate matters.

The Sustainability and Climate Oversight Committee oversees our public disclosures regarding climate change and ESG matters and has recently formalized additional responsibilities including:

***ESG Trends, Risks and Opportunities*** – Monitoring environmental, social, governance, political, human rights and public policy trends, issues and concerns, along with other sustainability, corporate responsibility and climate change-related matters that could affect Pioneer's business.

***Climate-related Risk Management*** – Providing oversight for Pioneer's climate-related risk processes and mitigation plans.

***Goals and Targets*** – Coordinating and providing input with other committees of the Board and executive leadership in setting performance metrics used to monitor our ESG-related goals and targets, such as emission-reduction targets.

***Recommendations to the Board*** – Reporting to the Board for its consideration and adoption any recommendations for actions to be taken by the Board or Pioneer.

## BOARD DIVERSITY

Pioneer is committed to having a Board with diverse backgrounds, skills and professional experience in areas relevant to Pioneer's business and strategy. The Nominating and Corporate Governance Committee is responsible for identifying, evaluating and recommending nominees for election at annual shareholder meetings, and filling vacancies or making Board additions that may occur between annual meetings.

## BOARD OF DIRECTORS



**J. Kenneth Thompson**  
Chairman of the Board,  
President and CEO,  
Pacific Star Energy LLC



**A.R. Alameddine**  
Former Lead Director,  
Parsley Energy



**Lori George Billingsley**  
Global Chief Diversity,  
Equity and Inclusion Officer,  
The Coca-Cola Company



**Edison C. Buchanan**  
Former Managing Director,  
Credit Suisse First Boston



**Maria Jelescu Dreyfus**  
CEO and Founder, Ardinall  
Investment Management



**Matthew Gallagher**  
Former CEO,  
Parsley Energy



**Phillip A. Gobe**  
Chairman,  
ProPetro Holding Corp.



**Larry R. Grillot**  
Retired Dean, Mewbourne  
College of Earth and Energy,  
University of Oklahoma



**Stacy P. Methvin**  
Retired Vice President,  
Shell Oil Company



**Royce W. Mitchell**  
Executive Consultant



**Frank A. Risch**  
Retired Vice President  
and Treasurer,  
Exxon Mobil Corporation



**Scott D. Sheffield**  
Chief Executive Officer



**Phoebe A. Wood**  
Retired Vice Chairman  
and Chief Financial Officer,  
Brown-Forman Corporation



**Michael D. Wortley**  
Chief Legal Officer,  
Reata Pharmaceuticals, Inc.

In the event the committee chooses to recruit potential nominees to join the Board, our Corporate Governance Guidelines provide that, in addition to considering a candidate's skills and experience, the committee will consider factors like diversity, differences in viewpoints, background, education, gender, race or ethnicity, age, and other individual qualifications and attributes.

The committee will use its best efforts to include qualified candidates in the pool of director candidates and will instruct any third-party firms assisting with the search to include candidates with diverse characteristics.

This report includes Board demographic information in the Social Impacts sections of this report and the 2021 Sustainability Performance Data Table.

## EXECUTIVE ESG LEADERSHIP

### MANAGEMENT COMMITTEE

Sustainability starts with solid governance and committed leadership. The Pioneer Management Committee includes the chief executive officer, president and chief operating officer, chief financial officer, and 12 other senior officers. This core leadership team is responsible for establishing and executing the company’s strategy as overseen by the Board, including assessing climate-related risks and opportunities. A key function of the Management Committee is annual HSE and ESG performance reviews. Consistent with all Pioneer employees, members of the Management Committee have financial incentives through our annual bonus program, focused on continuous improvements in the areas of health and safety, air emissions and climate issues, among others. During annual goal setting, management defines, with input and approval from the Board, measures of success for each goal, in order to objectively evaluate performance. This proactive, incentive-based approach focuses on key HSE and ESG goals that ultimately position Pioneer to achieve long-term objectives and targets.

#### ESG Task Force

Established in 2020, the ESG Task Force comprises a subset of the Management Committee, officers and key leaders from various disciplines across the company. Pioneer’s ESG Task Force is responsible for shaping our long-term ESG strategy and overseeing Pioneer corporate ESG goals and related reporting. The Task Force ensures project resources are available and provides strategic direction and expert advice, including reviewing and approving the Sustainability Report content and relevant publications. ESG Task Force meetings occur monthly or as needed. The priority of the Task Force in 2021 was assessing, developing and progressing the following goals that are expected to align Pioneer’s ESG practices with stakeholder feedback and industry-leading practices, including:

- Increasing additional Board ESG oversight
- Evaluating a long-term net zero ambition, complemented by interim emission-intensity targets for GHG, methane and flaring intensity
- Aligning Pioneer risk management and decision-making processes with TCFD and Sustainability Accounting Standards Board (SASB) principles

- Driving strategic and operational activities in the company to position Pioneer to meet its long-term ESG continuous improvement targets
- Confirming the accuracy of data collection and reporting of key ESG measures, particularly for GHG emissions (and its constituent parts), including 2020 emissions-target performance tracking
- Progressing our Supply Chain due diligence on the performance of our contractors, suppliers and service-providers related to ESG and human rights
- Commissioning and completing an internal audit review of the 2021 Sustainability Report
- Commissioning and completing the 2021 Climate Risk Report to be published later this year, including additional TCFD implementation since last year

### EXECUTIVE HSE COMMITTEE

Pioneer’s Executive HSE Committee (HSEC) sets the company’s HSE vision and strategy for our operations. Executive leadership incorporates ESG objectives into annual HSE goal-setting sessions for all operational business units, and tracks and reports progress to the Management Committee and the Board HSE Committee. Executive, technical and field staff participate in the cross-functional committee. The committee convenes monthly to manage HSE issues, regulatory compliance and related opportunities, providing quarterly updates to the Board HSE Committee. The development and implementation of HSEC initiatives lie with seven subcommittees that work to enhance our HSE programs:

<b>Incident Management</b>	Assesses and recommends improvements to the incident management process, including reporting, investigation, root-cause analysis and corrective action development
<b>Contractor HSE</b>	Manages our contractor engagement strategy for HSE culture improvement
<b>Safe Driving</b>	Enhances the effectiveness of our safe-driving program to reduce motor vehicle risk
<b>Proactive HSE</b>	Develops and promotes opportunities in proactive HSE processes
<b>Air Emissions</b>	Identifies and implements air emission-reduction projects
<b>Spills and Waste Management</b>	Identifies and implements spill- and waste-reduction projects
<b>Management of Change</b>	Provides a common platform to carefully evaluate, manage and communicate HSE- and project-execution risks before implementing a change

## ENTERPRISE RISK MANAGEMENT

Pioneer utilizes a comprehensive enterprise risk management process to identify, assess, manage and report our risks and opportunities, with the objective of aligning our risk management policies and procedures with our strategy.

The Board oversees Pioneer’s enterprise risk management program, while the Management Committee evaluates, manages and executes day-to-day management activities across the major risk categories comprised of strategic, general business and industry, operational, financial, reputational, HSE, regulatory, and physical and transitional climate-related risks. Key business and other relevant risk subcategories are tracked and monitored in a detailed enterprise risk management matrix that aligns those risks with the appropriate management oversight processes and practices. An annual assessment of these risks is supplemented by quarterly, or as needed, updates on selected issues.

Our enterprise risk management process is summarized below:



**Company strategy** – Align company goals and risk identification with the strategic objectives of the Management Committee and Board of Directors

**Risk Identification** – Identify uncertainties that could impact the achievement of business objectives

**Risk Assessment** – Evaluate risks identified and possible impact to the company

**Risk Response** – Determine risk mitigation plans and responses to transfer, tolerate, terminate or otherwise address identified risks

**Monitor and Report** – Report risks in the enterprise risk management matrix and continuously monitor risks and associated responses.

Risks are rated and plotted within an enterprise risk management matrix according to how significant the risk is, how likely the risk will occur/impact the business and how quickly the risk event could occur with current controls/strategies in place.

Each principal risk identified has an assigned owner, generally an officer of the company whose responsibilities are most impacted by the potential risk or whose function aligns with the mitigation of the risk. Each owner is responsible for managing the overall risk and the associated mitigation plan. Additionally, the company reviews each principal risk for associated climate-related risk. Potential climate-related risks are further divided into transition risks that stem from the world’s transition to a lower-carbon economy or physical risks that stem from acute and chronic physical impacts of climate change.

Our Internal Audit organization facilitates an annual risk identification and assessment process that includes input from all business groups and corporate functions through surveys and interviews. During this process, new risks are identified and discussed based on industry and regulatory developments, stakeholder engagement and insights from external experts. Additionally, risk ratings, the likelihood and potential impact of all identified and assigned risks, as well as mitigation plans, are reassessed and updated by the owners. The updated enterprise risk management matrix is then distributed to the Management Committee for a holistic review to achieve alignment on risk identification, assessment and response. Following review by the Management Committee, the updated enterprise risk management matrix is presented to the Board. Although the risk identification and assessment process is formally executed on an annual basis, the enterprise risk management program is embedded into our day-to-day culture and the risk assessment, along with supplemental monitoring on selected issues, and is updated throughout the year as needed.



### Crisis Mgmt. Team

- Identified strategic and ethics-based objectives
- Maintained an accurate assessment of incident potentials
- Assessed risk and fostered management and mitigation plans in alignment with best practices
- Strived to be “the source” of information



### COVID-19 Playbook

- Outlined proactive and preventive steps to minimize exposure
- Implemented COVID-19 checkpoints with standard screening protocols both in the field and office locations
- Developed response plans for symptomatic and suspected or confirmed positive COVID-19 cases
- Established enhanced cleaning and disinfecting guidance



### Communication

- Provided informative and up to date guidance throughout any emergent situation
- Built an extranet site to serve as the one-stop-shop for all COVID-19 content
- Informed Contractors and suppliers of our expectations
- Set-up COVID-19 hotline



### Support

- Provided supplies for respiratory and hand hygiene to employees and contingent workers
- Leveraged technology to reduce risk and enhance efficiency of the COVID-19 screening process
- Tapped external networks to benchmark and validate our approach



### Process

- Business contingency plans were reviewed and updated to ensure seamless operations
- Used an agile approach to everyday planning and execution; continually improving along the way
- Provided detailed process information on proactive/preventative tool usage, building procedures and office operations

Our 2021 TCFD-aligned evaluation of climate-related risks will be presented as part of the Climate Risk Report to be published later in the fourth quarter.

### Emergency and Crisis Management

As part of our Emergency and Crisis Management program, key Pioneer personnel at all levels are trained to address emergencies or crises following our Emergency/ Crisis Management Plan. The plan defines the systems, protocols and decision-making tools that could impact Pioneer during an emergency.

communicate warnings to everyone at potential risk. Additional incident information is provided through our Corporate Communications department.

Emergency management planning prepares us to carry out functions necessary to mitigate, respond to and recover from emergencies and disasters. In applicable situations, we employ the Incident Command System, a domestic incident management system integrating a combination of facilities, equipment, personnel, procedures and communications.

### POTENTIAL RISKS REQUIRING EMERGENCY RESPONSE

Death/Injury	Fire/Explosion
Well Blowout	Health/Illness
Oil or Chemical Spill	Cyber Attacks
Airborne Release	Terrorism
Evacuation	Violence in the Workplace
Kidnapping	Natural Disasters

Our operations are entirely within areas of 24-hour coverage by public, regional or local emergency response organizations. In the event of an incident that immediately threatens the safety of people, Pioneer employees are delegated authority to

Our business continuity plans document a predetermined set of instructions and procedures that outline how business functions will be sustained during and after a significant disruption. The primary goals are:

- Protecting people
- Protecting the environment
- Defining service alternatives for accomplishing critical applications
- Minimizing the extent of interruption
- Limiting financial losses and hardships
- Satisfying national and state compliance regulations

Pioneer has determined critical business processes and developed continuity plans that can be deployed across our operations, business units, subsidiary companies and support services in the event of a disaster.

Tabletop exercises with these groups streamline processes, put risk mitigation plans into practice and increase plan effectiveness. We regularly test our business continuity plans and incident response procedures. These efforts have been instrumental in Pioneer's rapid response to the COVID-19 pandemic.

**COVID-19 Response** – COVID-19 tested the effectiveness of our Emergency and Crisis Management program and our business continuity plans; however, they both have performed extraordinarily well under challenging circumstances. Pioneer quickly recognized the risk that COVID-19 posed to our employees and business and activated our Crisis Management team (a comprehensive and cross-functional group of company leaders). Our primary concern, as always, was the health and safety of our employees and their families. We put numerous measures in place (following U.S. Centers for Disease Control and Prevention, State of Texas and county guidelines) to reduce the risk of exposure in both field and office settings. While essential field personnel continued reporting to work with specific safety protocols, we quickly transitioned office employees to a remote working environment with minimal business interruption.

Pioneer continues to respond to the changing COVID-19 situation and has thus far successfully managed the situation and met our operational goals. For example, Pioneer's Supply Chain team executed plans within our COVID-19 Playbook, ultimately preventing supply disruptions to ongoing drilling, completions and production operations.

### **Cybersecurity**

Information security is the direct responsibility of our Technology Solutions team and is managed by our chief information officer (CIO). The Management Committee and Board are engaged in information security/cybersecurity strategies and the associated oversight processes. The CIO provides regular updates to the Board on company practices and mitigation strategies, and the Audit Committee receives periodic relevant updates as well. Pioneer's information security staff works with external partners in federal and local law enforcement and utilizes expert cybersecurity firms and resources, both of which allow Pioneer to actively evaluate cyber threats. Policies, procedures, and communication and training campaigns inform

employees of the importance of information security and cybersecurity, potential threats and appropriate preventive actions. Our cybersecurity policy is available to all employees, and they are required to acknowledge and observe the policy. Violation of this policy can result in disciplinary consequences. Additionally, our cybersecurity program governance is based on the International Organization for Standardization and National Institute of Standards and Technology frameworks. Pioneer performs regular cybersecurity incident response testing and due diligence, including triannual third-party audits on our operational technology. All of this is subject to our annual Sarbanes-Oxley and financial third-party audits. Vulnerability analysis performed against these systems includes simulated hacker attacks. In 2020, Pioneer had no material losses from a cybersecurity incident.

### **Data Governance and Management**

Pioneer employees responsible for information and data governance actively assess master data domains and reports for suppliers, revenue, cost centers and operational information. By using enterprise resource planning tools and oil and gas data governance standards, we create data quality standards, business rules and monitor data quality to prevent interruptions. In addition, our data specialists continue to develop tools for more detailed data glossaries and robust data traceability.

Pioneer's HSE information management system is a collaborative process with departments throughout the company. The primary benefits of the system are:

- Improves visibility and accountability for HSE compliance and culture throughout the organization
- Establishes an enterprise-level platform to enable Pioneer to continue to standardize and improve our HSE risk management processes
- Demonstrates our commitment to HSE and sustainability through investment in tools that raise the level of employee and management engagement
- Enables enhanced sharing of lessons learned and proactive HSE indicators across the company and with our contractors
- Reduces technology costs and risks by moving to industry-leading, cloud-based solutions

## PROACTIVE HSE CULTURE

Our HSE philosophy states: “No job is so urgent or important that it cannot be done safely and in a manner that is environmentally sound.” Pioneer emphasizes a corporate culture – in the office and in the field – that values safety and environmental stewardship. Internal campaigns such as *Safely8760* and *Stewardship365* highlight our safety and environmental principles.

Pioneer is committed to sending our workforce home safely every day and has established HSE programs focused on high-risk areas. Our Health and Safety team utilizes data to correlate actions to incidents, giving us behavioral indicators that help keep Pioneer employees and contractors safe. Through employee engagement activities, training and communication campaigns, we educate, empower and encourage Pioneer employees to achieve health, safety and environmental stewardship.

### *HSE Commitment and Policy*

Our HSE policy covers all Pioneer operations and aligns with our Health, Safety and Environmental Management System. It also requires contractors, suppliers and service-providers to maintain an HSE policy that meets or exceeds our policy.

We are dedicated to protecting the health and safety of everyone who works at Pioneer and minimizing our impact on the environment by applying high standards, following corporate policies, and conducting business responsibly and ethically. All HSE incidents are required to be reported, no matter how small. We investigate and learn from incidents and develop corrective actions to reduce the likelihood of recurrence. As reflected in our HSE and ESG Commitments, the key to managing our corporate reputation is a commitment to do the right thing and act with integrity.

To view our HSE Commitment, HSE Policy and related information, *go to [PXD.com](http://PXD.com) > Culture > Values.*



There are 8,760 hours in a year. As a company, we ask our employees and contractors to be mindful of safety every hour of every day – whether at work or at home – which is why we named our Pioneer safety initiative *Safely8760*.

### **Here are the foundational principles of our *Safely8760* program:**

- **Commitment** – Build a proactive culture of safety
- **Stop Work Authority** – Ask questions and “stop the job” if necessary
- **Aware and Engaged** – Prevent incidents at home and at work
- **Communication** – Share knowledge and lessons learned
- **Continual Improvement** – Be better, safer every day

Having a continual focus on safety is key to reducing overall incidents and potential lost-time events. The HSE team actively works with those who report incidents and near misses to identify opportunities for improvement and enhance data we can use to correlate actions to incidents. These behavioral indicators are used to prevent future incidents and keep Pioneer employees and contractors safe.



Pioneer’s environmental initiative, *Stewardship365*, focuses on our responsibility to environmental stewardship each day of the year, whether at work or at home.

Here are the foundational principles of our *Stewardship365* program:

- **Responsible Operations** – Respecting the air, land and water
- **Thoughtful Planning** – Considering the environment in decision-making
- **Ownership** – Empowering employees and contractors to do the right thing
- **Communication** – Effectively sharing knowledge and ideas
- **Sustainable Practices** – Creating value through efficiency and innovation
- **Continual Improvement** – Reducing our environmental footprint

We actively promote ESG stewardship through employee engagement activities, training and communication campaigns to educate, empower and encourage Pioneer employees to continue improving their focus every day. Pioneer employees fulfill annual training requirements regarding policies and procedures for environmental, social and governance topics.



### HSE Management System

Our HSE Management System (HSEMS) provides an organized approach for HSE activities while supporting Pioneer’s vision of a workplace that positively impacts our employees and communities. The integrated HSEMS has:

- Improved structure under the Plan-Do-Check-Act continual improvement cycle
- Standardized HSE elements in Hazard Identification and Risk Assessment
- Updated Behavioral Observations Program to include additional proactive indicators, now “Proactive HSE”
- Incorporated emergency management with HSEMS Incident Management
- Combined performance measurement and internal assessment under one HSEMS supporting function “Performance Evaluation”

The HSEMS consists of 13 elements that set HSE expectations, provide an avenue for employee engagement and drive HSE performance improvement.

The HSEMS aligns with the Plan-Do-Check-Act process-improvement model and matures through the HSEMS Maturity Matrix. The matrix contains three levels of maturity: fundamentals (1F), building skills (2BS) and continual improvement (3CI), starting with fundamentals first, then building up through additional levels.

While we continue to develop all elements of the HSEMS, in 2020 we directed our primary efforts

to four foundational elements: Management Commitment; Proactive HSE; Hazard Identification and Risk Assessment; and Standards, Guidelines and Procedures.



## Management Commitment

Pioneer management leads by sharing the vision, setting expectations and allocating resources. Managers have roles, responsibilities and accountabilities for leading the HSE effort and implementing the HSEMS model.

- Management provides and allocates resources for our employees to perform their work activities.
- Management leads HSE efforts and implements all elements of the HSEMS into our business units.
- Management prioritizes placing controls for HSE risk and provides strong leadership.



## Proactive HSE

We promote a proactive HSE culture with a foundation of employee engagement and participation that ultimately drives the improvement of our HSE programs.

- Our managers, supervisors and employees are trained on the use of proactive tools and measures, including Behavior Observation.
- Our employees are encouraged to actively engage every day with HSE.
- Our business units assess the quality of proactive measures and take necessary actions to make improvements.
- We evaluate our proactive-measure programs and share trends with our employees.
- We integrate our proactive-measure programs with other elements of the HSEMS, such as driving management.
- Management and employees actively participate to enhance our proactive-measure programs.



## Hazard Identification and Risk Assessment

Pioneer established a hazard identification and risk assessment process to continually identify, analyze and control hazards in the workplace. Annually our business units conduct formal risk assessments to determine and prioritize risks associated with hazards in a risk registry and then develop appropriate controls.

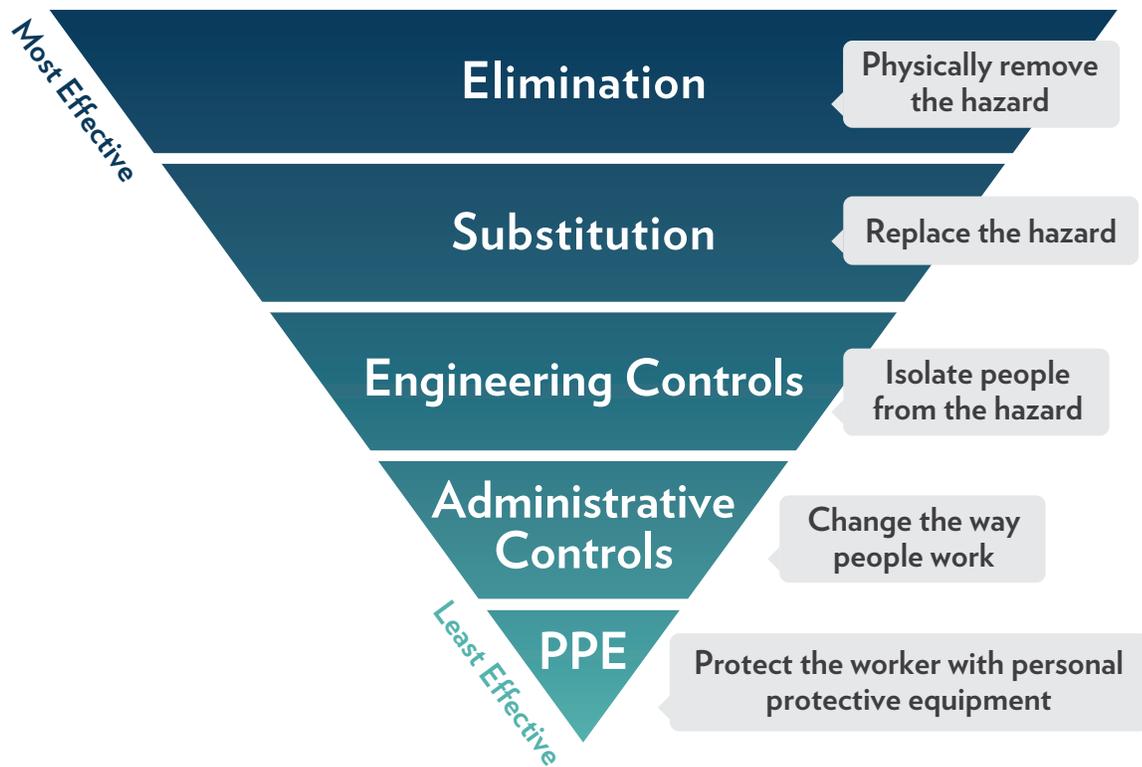
- Our managers, supervisors and employees are trained to recognize hazards in their work activities.
- We develop corrective actions to control potential HSE hazards when they are identified.
- Management gathers, analyzes and prioritizes risk information from field personnel through our formal HSE Risk Register process and initiates appropriate controls.
- Management communicates identified hazards, corrective actions taken and lessons learned to our employees.
- Management and employees utilize our comprehensive HSE risk matrix to improve hazard identification and management processes.



## Standards, Guidelines and Procedures

Standards, guidelines and procedures (SGPs) equip our employees to work safely, consistently and effectively. SGPs assist employees charged with field development and operations responsibility to support decisions on various engineering, design and construction phases. These documents focus on project management, sound HSE practices, code compliance, company preferences and sound business practice. Our SGPs are updated, as needed, to reflect operational conditions.

- Employees are knowledgeable of our HSE policy.
- SGPs have been created and are followed during related work activities
- Training is provided to build knowledge of SGPs.
- SGPs are regularly reviewed for improvement opportunities.



**HSE Risk Register**

We periodically evaluate known risks through our risk register process, and we identify and review new HSE risks through brainstorming sessions. Facilitated by HSE business partners, Pioneer subject matter experts assess and score risks based on these criteria: level of impact, the likelihood of occurrence, reputational risk, public access, financial risk, current practices and regulatory guidance. Necessary changes, additions or existing

controls are documented, and summary conclusions are presented to the HSEC at the business level. These findings aid the HSEC in goal setting, defining proactive measures and developing risk controls to mitigate serious exposures. If needed, risk controls are defined and implemented to minimize the severity or frequency/ exposure of an adverse event and reduce overall risk. We utilize the hierarchy of control models when scoring the effectiveness of our controls in reducing risk.

# OUR REPORTING APPROACH

This Sustainability Report highlights the specific sustainability-related governance and risk management measures we undertake to actively address issues important to both Pioneer and our internal and external stakeholders. Pioneer conducted an internal audit of this report to ensure subject matter experts in each department provided adequate supporting documentation and data to substantiate the information disclosed in this report. As there is not a single prescribed set of ESG reporting metrics, Pioneer has utilized the recommendations of the leading, standard-setting organizations for our disclosed information and reporting scope, included in the table below.

<p><b>Framework</b></p> <p>Our 2021 Sustainability Report references the following reporting standards, terminology and performance metrics<sup>1</sup></p>	<ul style="list-style-type: none"> <li>• Global Reporting Initiative (GRI) standards</li> <li>• Task Force on Climate-related Financial Disclosures (TCFD)</li> <li>• Carbon Disclosures Standards Board (CDSB)</li> <li>• Sustainability Accounting Standards Board (SASB)<sup>2</sup></li> <li>• United Nations Sustainable Development Goals (SDGs)</li> <li>• International Petroleum Industry Environmental Conservation Association (IPIECA)</li> <li>• American Exploration and Production Council (AXPC)</li> </ul>
<p><b>Corporate ESG Assessments</b></p>	<ul style="list-style-type: none"> <li>• S&amp;P Global Corporate Sustainability Assessment</li> <li>• Inaugural submission: 2021 CDP Climate Change</li> </ul>
<p><b>2021 Sustainability Report Scope</b></p> <p><sup>1</sup> To locate disclosures, reference the 2021 Performance Data Table and Sustainability Content Index</p> <p><sup>2</sup> Oil and Gas – Exploration and Production Industry Standard</p>	<p>Unless otherwise indicated, this report includes data and information collected from January 1 through December 31, 2020, and excludes data from the acquisitions of Parsley and DoublePoint, pending the 2021 integration of the acquired companies. However, our net zero ambition and intensity-reduction targets for GHG and methane emissions, flaring and freshwater use are inclusive of the acquisitions.</p> <p>The report is focused on our direct operations, as outlined in our 2020 Annual Report on Form 10-K filed with the SEC.</p> <p>The term materiality, as used in this report, is based on a different definition of materiality than used in U.S. securities laws. Please reference section entitled Additional Information.</p> <p>Performance metrics and assurance should be considered enterprise-wide, or 100% coverage, unless noted by subdivisions, such as “exploration and production” or “service functions” to delineate specific metrics relative to applicable industry peer companies.</p> <p>Should our asset mix change in the future, Pioneer intends to report metrics for both the enterprise and asset levels.</p> <p>Pioneer is committed to monitoring our ESG performance and including it in our reporting: relevant and material information; disclosures that are faithfully represented, consistent, comparable, clear, understandable, verifiable and forward-looking; current operational assets, as defined in our annual financial filings; reporting provisions used consistently from one reporting period to the next; and information and data provided annually.</p> <p>In 2020, all Pioneer operations occurred onshore within the U.S., in the Permian Basin of West Texas. Acquired Parsley and DoublePoint assets are largely contiguous to existing Pioneer acreage and all within the Permian Basin. Pioneer has legally maintained subsidiary companies outside of the U.S., but little to no revenue was generated by them in the last financial year. In 2020, no offices or operations were located outside the state of Texas. As such, Pioneer operations are entirely within the U.S. regulatory jurisdiction.</p>



## SUSTAINABILITY REPORTING MATERIALITY ASSESSMENT AND STAKEHOLDER ENGAGEMENT

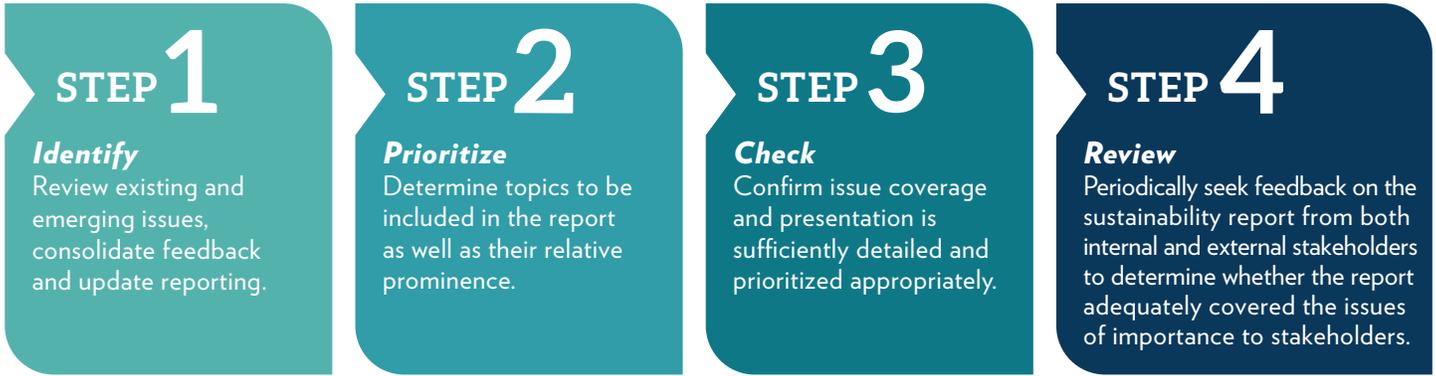
Pioneer believes a constructive and transparent relationship with stakeholders is a priority to better understand their views and improve our reporting of perceived risks and the likelihood of their occurrence and potential impacts. Accordingly, Pioneer has annually solicited feedback from shareholders, ESG rating agencies, non-government organizations, experts and industry organizations to better align our ESG policies and disclosures with their stated priority issues for the upstream oil and gas industry.

**Shareholder Outreach** – Shareholder outreach occurs regularly throughout the year to review a broad range of topics including ESG matters. Pioneer’s Investor Relations team facilitates communication with shareholders and answers questions about our business and ESG matters. Pioneer’s Chairman of the Board, CEO, COO, CFO and other executive leaders are also involved in shareholder outreach. Any concerns expressed by the company’s shareholders in these discussions are collected, reviewed and shared with the Board of Directors. This engagement process led to several actions in our 2020 and 2021 Sustainability Reports, combined with those detailed in our 2021 Proxy Statement.

Additional detail on recent actions resulting from Pioneer’s external engagement process can be found in the 2021 proxy statement and in this report under “Key Highlights in ESG Progress.”

Pioneer has periodically conducted a materiality assessment to identify and prioritize sustainability topics that we believe are the most significant to our stakeholders. The content prioritization of this report is the result of an ongoing process that considers internal perspectives, stakeholder feedback and relevant reporting guidelines. This information helps shape our sustainability strategy and has contributed to improved, broader disclosures in this report.

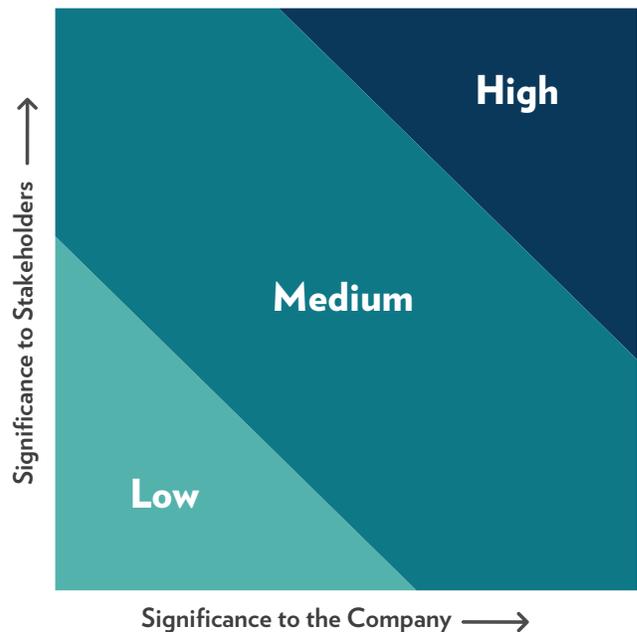
We expect the content of our sustainability reporting to evolve as Pioneer assesses and responds to continued feedback and as changes to our assets warrant. However, we recognize that “materiality” means different things in different circumstances. Our Annual Report and financial filings include material risks as defined by regulatory requirements or that we believe are material to our investors. Detailed analysis of our financial performance can also be found in our Annual Report. Please reference section **Additional Information and Assurance**.



**Improved Materiality Assessment** – To better engage with our stakeholders, we plan to conduct a more formal materiality process aligned with reporting best practices. Pioneer initiated a materiality assessment with the assistance of an independent third party. With their guidance, we have worked to determine the purpose and scope of the assessment, identify and categorize ESG issues to be addressed, and prioritize a list of stakeholders for outreach through survey and qualitative engagements.

In creating and categorizing an initial list of topics for this report, we considered information discussed in our previous sustainability reports, standard reporting frameworks (e.g., GRI, SASB, TCFD) and other industry resources. We then determined the appropriate stakeholders to provide feedback on the information presented under each category. After the publication of this report, our assessment will be distributed to individuals from this list of stakeholder groups, including academics, community organizations, consultants and service providers, foundations, government and regulatory representatives, independent experts and thought leaders, industry associations, shareholders, multi-stakeholder coalitions, non-governmental organizations (NGOs) and suppliers.

Respondents are initially asked to identify three key ESG priorities of their organization. The primary request of the survey is to rate each topic’s potential impact on Pioneer, our associated impacts and request feedback on the quality of our disclosures. Pioneer intends to thoughtfully consider and utilize the results of this voluntary assessment to help guide our ESG program and disclosures over the coming years.



# EMISSIONS MANAGEMENT



## OUR NET ZERO PATHWAY

**We have set goals to reduce our GHG emissions intensity by 50% and our methane emissions intensity by 75% by 2030 from our 2019 baseline, putting Pioneer on a path to net zero carbon emissions by 2050.**

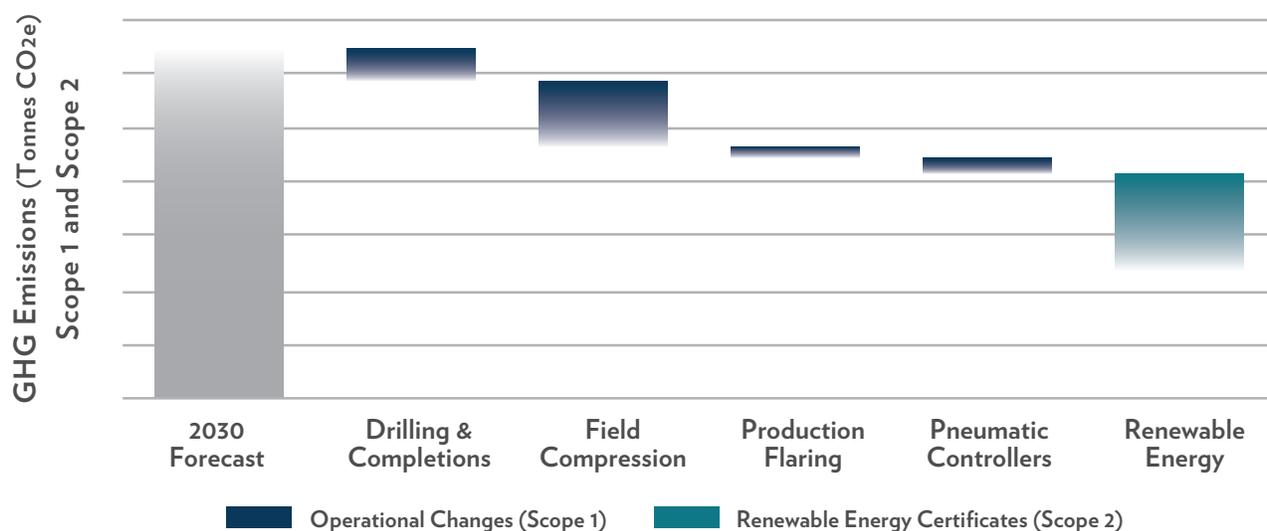
Our focus is managing GHG emissions from our own operations. Reducing our Scope 1 (direct) and Scope 2 (indirect from the purchase of energy) emissions is fundamental to decreasing our company's climate-related risk, meeting shareholder expectations and contributing to the global decline of GHG emissions. Additionally, if we acquire assets, we will work diligently to have those operations meet Pioneer's performance standards expeditiously.

We are confident in our ability to achieve our net zero ambition, as we actively pursue reductions in carbon emissions through:

- Electrification of drilling, completions and field compression
- Purchase and/or generation of renewable energy to power facilities and field operations

We are taking steps to implement these innovative solutions. We have conducted feasibility studies on renewable energy development on surface acreage owned by Pioneer in West Texas. In 2021, Pioneer is pilot testing grid-energy-supplied electric drilling rigs and beginning to design facilities for electric gas-lift compressors.

## 2030 VISION FOR EMISSION REDUCTION OPPORTUNITIES



We have already taken steps to implement these innovative solutions. We have conducted feasibility studies on renewable energy development on surface acreage owned by Pioneer in West Texas. In 2021, Pioneer is pilot testing grid-energy-supplied electric drilling rigs and beginning to design facilities for electric gas-lift compressors.

Our ongoing methane- and flaring-reduction initiatives are also integral to our net zero attainment plan:

- Requiring natural gas sales connections prior to well production to prevent flaring
- Producing oil and gas into modern and controlled facilities
- Prioritizing production vapor recovery equipment
- Expanding installation of no-bleed pneumatic devices at our well sites in addition to those at our tank batteries
- Working with gas processors to minimize flaring due to operational upsets
- Increasing frequency of aerial methane detection and deploying fixed-site sensors at our larger facilities
- Driving technology advances in methane detection and quantification through collaboration and partnerships such as Project Falcon, Project Astra and Cheniere Energy's Low Upstream Emissions Gas initiative

- Actively plugging and reclaiming uneconomic production wells
- Managing operational performance progress towards emissions-related targets

In this report, we share our vision towards attainment of our goals, but we also recognize that the environment in which we operate is dynamic. As such, we plan to review and revise this plan on an ongoing basis. We are proactive in communicating and planning with third parties, especially where externalities can affect our progress, such as materials availability, equipment supply, technology development, and gas-gathering and power infrastructure buildout. Our emissions forecasting is also dependent upon publicly available information (e.g., fuel mix forecast for the ERCOT electrical grid). Should our assumptions throughout this process need to change significantly, we will adjust our forecasting and goals as necessary.

We do not intend to rely on carbon offsets to meet our emissions targets in the near-term. However, Pioneer is investigating carbon-reduction technologies and nature-based solutions that may play a role in helping us realize our net zero ambition in the longer term.

## PROGRESS TOWARD OUR TARGETS

In 2020, we set aggressive emissions-reduction targets to reduce GHG emissions intensity 25% and methane emissions intensity 40% by 2030. Our progress against these goals has exceeded expectations. In 2020, we limited our annual flaring intensity to 0.21% of natural gas production – 79% below our 1% target – and reduced our GHG Intensity by 27% and methane intensity by 50%. Pioneer has been able to achieve the following notable progress toward our emissions targets in 2020 for:

### GHG Intensity

Achieved a **27% intensity reduction in 2020**  
from our 2019 baseline

### Methane Intensity

Achieved a **50% intensity reduction in 2020**  
from our 2019 baseline

### Flaring Intensity

Limited our annual percent flared to 0.21  
**79% below annual flaring target**  
of 1% of natural gas production

Although progress has been achieved through emission-reduction activities, we recognize reductions in emissions and flaring intensity in 2020 can also be attributed to our strategic production growth rate adjustment (from 15% to 5%) and significant reduction in activity levels in response to the unforeseen decrease in oil demand as a result of the COVID-19 pandemic.

## UPDATED INTERIM EMISSIONS-INTENSITY TARGETS

To support our net zero ambition, we have strengthened our GHG-intensity and methane-intensity targets to:

- Reduce our GHG emissions intensity 50% by 2030
- Reduce our methane emissions intensity 75% by 2030

These targets represent emission reductions from our operated assets from a full-year 2019 emissions baseline. Measuring and reporting our emissions on an intensity basis is the best way to demonstrate progress and accountability in the near term given the dynamic nature of upstream oil and gas assets. Our interim

emissions targets are set on an intensity basis to best account for the dynamic nature of upstream oil and gas production and assets.

Pioneer will report our performance progress against these targets annually, consistent with our reporting principles. GHG emissions intensity performance will be based on Scope 1 and 2 GHG emissions divided by gross oil and gas production [tonnes carbon dioxide equivalent (CO<sub>2</sub>e)/thousand barrels of oil equivalent (MBOE)]. Methane emissions intensity performance will be based on methane emissions in terms of CO<sub>2</sub>e divided by gross oil and gas production (tonnes CO<sub>2</sub>e/MBOE).

## FLARING REDUCTION TARGETS

In 2020, Pioneer also established two targets specific to production flaring:

- Limit our annual production flaring intensity to less than 1% of our natural gas produced (while striving to bring the acquired assets from Parsley to this level by year-end 2022)
- Zero routine flaring by 2030, with an aspiration to reach this goal by 2025

Flaring intensity performance will be based on natural gas volumes flared during production operations, divided by gross natural gas production [thousand standard cubic feet (Mscf)/Mscf].

Pioneer has formally endorsed the Zero Routine Flaring by 2030 Initiative and will publicly report our flaring and progress on an annual basis. We have spent the past year establishing processes to enable us to identify, quantify and manage routine and non-routine flaring. We will report our routine and non-routine flaring volumes consistent with the initiative starting in 2023.

### *Methodologies and Definitions*

Detailed information on our related emission inventory methodologies, definitions of Scope 1 (direct) and Scope 2 (indirect from the purchase of energy), and other air emissions, as well as how we are building resilience within our water strategy, is provided within the Greenhouse Gas Emissions and Intensities and Water Management sections of this report.

These targets are based on our operating footprint, and we expect to reassess these targets as changes to our asset base and operations warrant.

## GREENHOUSE GAS EMISSIONS AND INTENSITIES

Pioneer designs modern infrastructure and facilities to provide better, more efficient emissions control. Of the six Kyoto Protocol GHG emissions, the GHG emissions most relevant to Pioneer are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O). These GHG emissions are the basis for our GHG inventory and emission-reduction targets, reported in terms of CO<sub>2</sub>e. In addition to these GHG emissions, combustion and venting are sources of other emission constituents; volatile organic compounds (VOCs), nitrogen oxide (NO<sub>x</sub>), sulfur dioxide (SO<sub>x</sub>) air emissions and particulate matter (PM) are also considered in the management of emissions in our upstream oil and gas operations.

**Direct GHG Emissions (Scope 1)** – These emissions are from sources that are owned or controlled by Pioneer, for example, emissions from combustion in owned or controlled equipment and emissions from oil and gas production in owned or controlled process equipment. Pioneer’s GHG emissions inventory and emissions reduction targets include Scope 1 emissions under our operational control.

**Electricity Indirect GHG Emissions (Scope 2)** – Emissions from the generation of purchased electricity consumed by Pioneer are Scope 2 emissions. Purchased electricity is bought or otherwise brought into the organizational boundary of the company. Scope 2 emissions physically occur at the facility where the electricity is generated. Pioneer GHG emissions inventory and emissions targets include Scope 2 emissions for electricity purchased to power facilities and equipment under our operational control.

**Scope 1 and Scope 2 Reporting** – As a U.S. onshore company, the entirety of Pioneer’s emissions falls within the regulatory jurisdiction of the U.S. Environmental Protection Agency (EPA). Although the EPA GHG Reporting Program is comprehensive for the oil and gas industry, the reporting of certain emissions may not be required. The program prescribes methodologies to quantify GHG emissions for each emission source category,

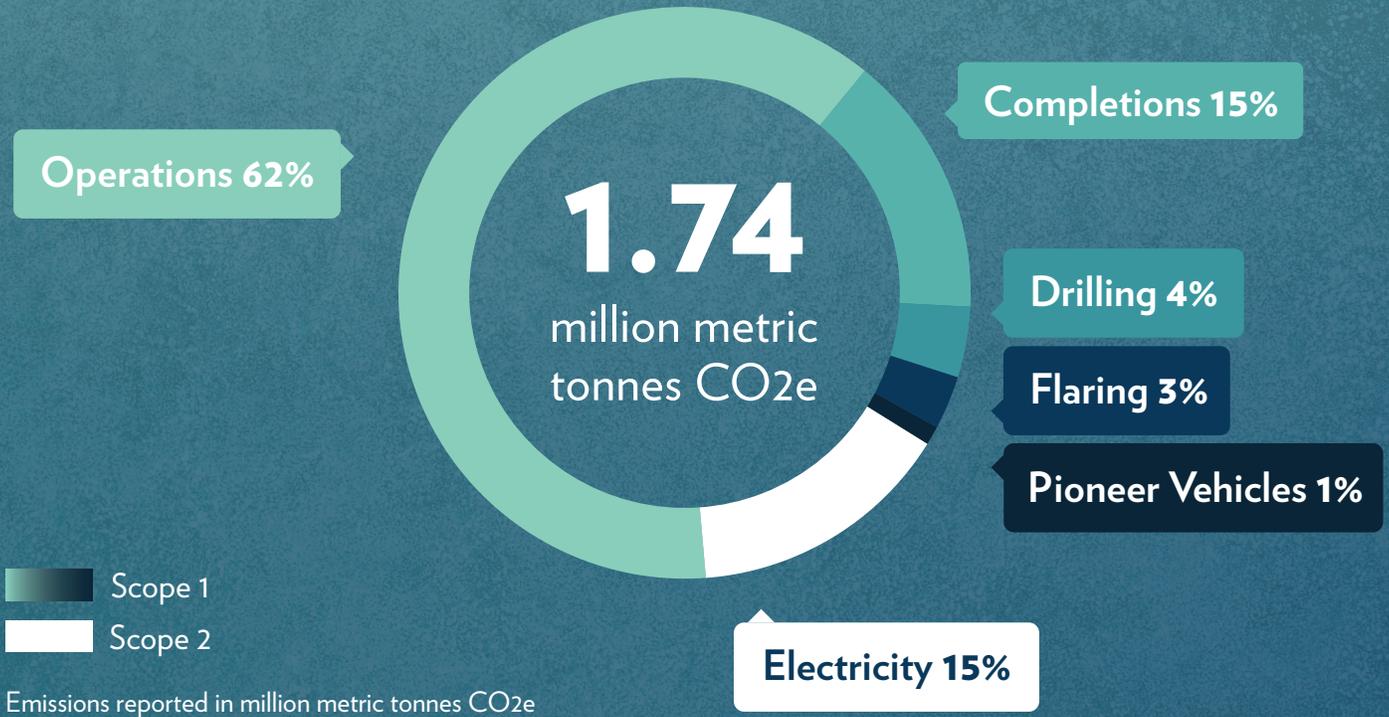
including methane. In our GHG reporting, we provide data on non-reportable emissions, including indirect (Scope 2) emissions. The development of our extended inventory was based on both the U.S. EPA GHG Reporting Program requirements and the IPIECA/ American Petroleum Association (API)/ International Association of Oil and Gas Producers “Petroleum Industry Guidelines for Reporting Greenhouse Gas Emissions.”

Lack of standardization in emissions calculation methodologies can lead to variability in emissions inventories reported by oil and gas operators. While we present an extended inventory that is more representative of our actual emissions of 1.74 million metrics tonnes CO<sub>2</sub>e annually, for comparability purposes, we will continue to provide details regarding our emissions as reported to the EPA in our Sustainability Performance Data Table.

We recognize that EPA GHG Reporting Program methodologies are typically based on engineering estimates and emissions factors. To better align actual emissions with those reported through the EPA GHG Reporting Program, Pioneer is engaged in efforts to study and quantify emissions in actual field settings. For years, Pioneer has participated in academic research projects to improve quantification of emissions from various production equipment and activities. Through our internal methane detection program, we are also gathering data to better understand the rates and distribution of fugitive emissions in our operations, which are not quantified in this report. The results of this work could result in changes in the methodology of EPA GHG Reporting and the levels of the GHG and methane reported by the company. More detail on these initiatives can be found in the Quantification, Monitoring, Reporting, and Verification section.

**Other Indirect GHG Emissions (Scope 3)** – These emissions are a consequence of company activities but occur from sources not owned or controlled by Pioneer. Examples include extraction and production of purchased materials and use of sold oil and gas. We are currently evaluating Scope 3 GHG emissions related to our oil and gas production and recognize that they are an important consideration for many of our stakeholders.

# 2020 SCOPE 1 AND SCOPE 2 EMISSIONS



Reduce *GHG emissions* intensity

## 50% by 2030

(Scope 1 and Scope 2)

Reduce *methane emissions* intensity

## 75% by 2030

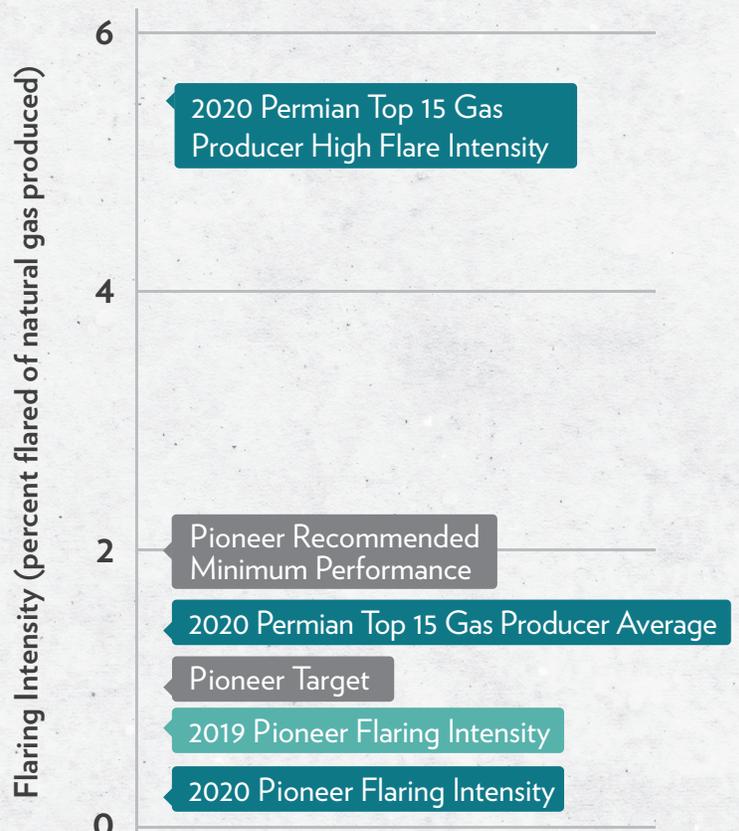
Limit annual *flaring intensity* to

## less than 1%

Reduce *freshwater* in completions to

## 25% by 2026

### PERMIAN BASIN FLARING AND PIONEER FLARING TARGET



### ***Advocacy for Responsible Regulation***

We strive to mitigate regulatory and policy risks by setting these aggressive emission-intensity reduction targets, industry-leading flaring commitments and the emission-reduction actions described in the following section. We actively assess climate change-related pledges made by U.S. national and state candidates for office and the increased number of formal climate-related policy proposals from both parties at the state and national levels. We partner with trade associations, think tanks, academia and other stakeholders that share our values to engage in the public-policy dialogue regarding climate change. Onshore in Texas, Pioneer's operational footprint – on private lands – reduces the company's exposure to national and international political risks. Nevertheless, we remain committed to leading in climate and environmental stewardship issues, and we support the federal regulation of methane emissions. We have publicly encouraged industry stakeholders and regulators to scrutinize natural gas flaring in the Permian Basin.

In this regard, the company supports and advocates for reasonable industry-wide regulation of methane emissions and flaring. Pioneer opposed methane regulation rule rollbacks and submitted public comments to the EPA, as responsible regulation provides operational certainty and predictability. We are currently working with industry peers, as well as academic and non-government organizations, to foster creative solutions to reduce emissions and allow Pioneer to monitor more effectively our facilities to achieve our emission-reduction targets, while complying with EPA facility-monitoring regulations. Pioneer is committed to working closely with the EPA to encourage thoughtful, reasonable regulations that promote early action, support operational flexibility and encourage technological innovation.

The following sections detail how Pioneer continues to develop practical solutions to reduce our exposure to GHG and air emissions risks and how we continually improve the ways we manage and mitigate them.

### **EMISSION REDUCTIONS**

Pioneer goes beyond compliance by developing proactive strategies to achieve our emission targets through management and Board oversight, operational best practices, strategic planning, research and industry

partnership, which are summarized in detail in the table on the next page. We have found great success in cross-functional alignment from our Board and Management Committee to support teams in the office and field. Collaboration allows us to leverage the varied skillsets of our teams to identify and create innovative practices to mitigate emissions and emission-related risks. This alignment is reinforced through incentive compensation policies established by the Board. Reducing GHG and other air emissions and increasing salable product capture are key considerations in how Pioneer drills and completes our wells, as well as designs, builds and operates our facilities.

### ***Natural Gas Benefits for Reducing Global***

***Greenhouse Gas Emissions*** – While our future growth strategy depends mainly on low-cost oil production in the Permian Basin, Pioneer is also a sizable producer of associated natural gas. In 2020, Pioneer averaged 425 million cubic feet per day in natural gas production, making our company one of the top 40 natural gas producers in the U.S., according to data compiled by the Natural Gas Supply Association. A large portion of our natural gas is transported by pipeline westward to markets in Arizona and California, and a portion is used for generating electrical power. Pioneer natural gas is also exported via pipeline to Mexico for electrical power plants, residential and commercial use, and petrochemical manufacturing. Several studies have concluded that natural gas-fueled power plants emit half as much GHG as coal-fired power plants. The annual Inventory of U.S. Greenhouse Gas Emissions and Sinks, compiled by the EPA, shows that a reliable supply of natural gas has lowered the electric power sector's national emissions and carbon intensity.

Pioneer recognizes that the benefits of using natural gas to displace coal can be impacted by fugitive methane emissions along the natural gas supply chain. Research studies conducted by the EPA, academia, NGOs, and the oil and gas industry estimate that pre-plant natural gas leakage rates vary widely, from roughly 1.0% to 2.6%. As an early adopter of emission-reduction actions in our operations, Pioneer believes it is well-positioned to continue supplying responsibly sourced natural gas through the energy transition.

## SUMMARY: EMISSION-REDUCTION ACTIONS SUPPORTING OUR TARGETS

Action	Best Management Practice
<b>Drilling and Completions</b> Operational Efficiency	Reduction in fuel combustion and flaring
	Improved tracking and management processes
<b>Facility Construction and Operations</b> Design and Operations	Sales pipeline takeaway, minimal flaring, active management
	Adequate vapor recovery capacity and facility design
	Innovative procedures for controlling uncombusted emissions
	Active monitoring and management
	Proactive maintenance
<b>Monitoring, Reporting and Verification</b> Research Collaboration, Methane Emissions and Non-GHG Emission Benefits	Leak detection and repair
	Aerial methane monitoring
	Single-site methane monitoring
	Regional methane monitoring
	Working to quantify, monitor, report and verify emissions

### ***Drilling and Completions***

Pioneer controls emissions during oil and gas well completions by constructing necessary infrastructure and permanent production equipment ahead of associated well completions. Wherever possible, Pioneer captures and routes flowback emissions directly to production facilities and pipelines rather than flaring.

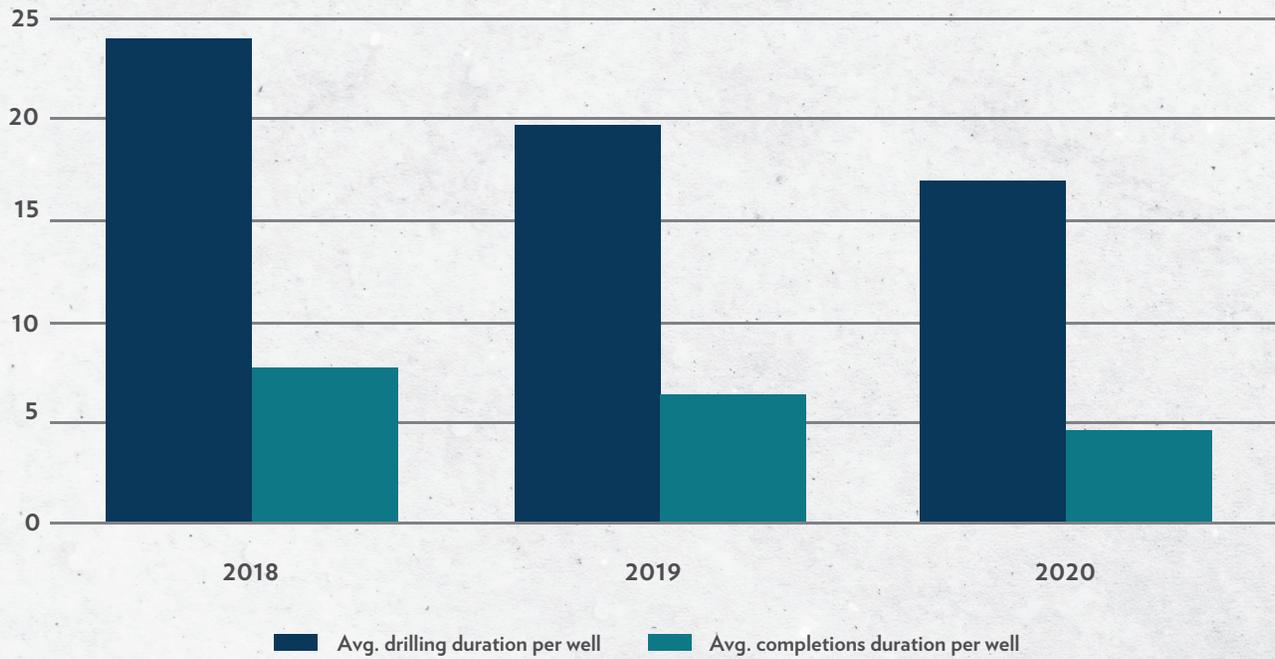
Our drilling and completion operations continue to become more efficient, driving reductions in air emissions. Pioneer embraces technology advancements as key to improving its competitive advantage of being a more reliable, cost-effective and efficient energy source for the world. Pioneer is an industry leader in technology advancements, focusing on improving drilling and completion techniques and operational efficiencies. We invest annually in drilling and completions technology and participate in industry consortia. We have also implemented various digital field equipment enhancements to improve employee safety, reduce capital and operating costs, improve field data capture, and reduce Pioneer’s overall climate footprint.

Since 2019, our drilling team reduced the average number of days to drill a well from 19.8 to 16.6, a 16% improvement. In some cases, wells have been drilled in significantly less time. One example of an efficiency

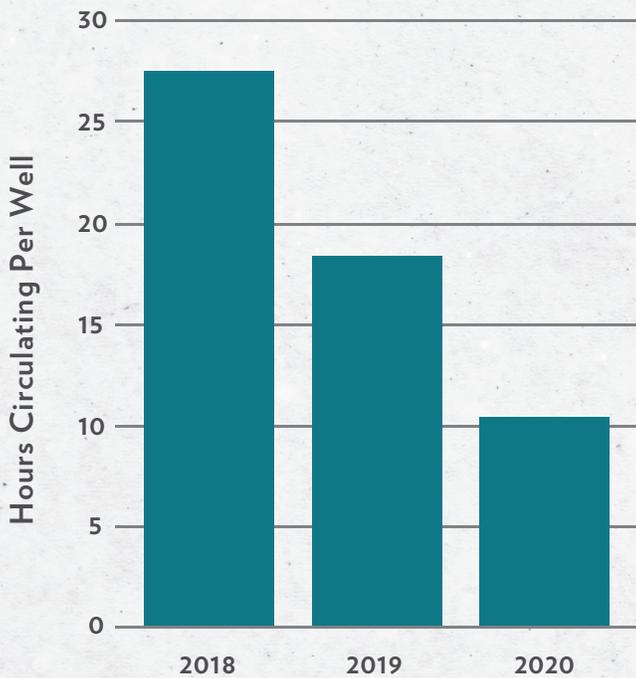
improvement has been deploying standard equipment packages that help maximize operational efficiencies and reduce emissions. As a result, we are maximizing drilling time and lowering static time. Similarly, our completion operations continue to gain efficiencies and have reduced the number of days to complete a well by 24% (1.5 days). In addition, by drilling and completing wells with fewer drilling rigs and pressure-pumping fleets, we reduce our emissions per year for the same number of wells drilled.

Pioneer’s continuous improvement processes have led directly to emission reductions over the past several years. We have increased the efficiency of drilling operations and reduced completions’ pressure-pumping engine idle times by 73% since 2016, significantly reducing our diesel fuel consumption. Since 2017, we have reduced diesel fuel consumption used in drilling operations, lowering each well’s CO<sub>2</sub> footprint by more than 26% (95 metric tonnes). Presently, we are on pace to continue this trend of improvement in 2021. Additionally, since 2018, the duration of circulating time (the phase of completions operations during which the well has the most potential to flare) has been reduced by more than 62%, leading to a dramatic reduction in gas flared during completion operations. Altogether, these improvements demonstrate how cost-efficient operations and sustainable business practices result in real value and reduced emissions.

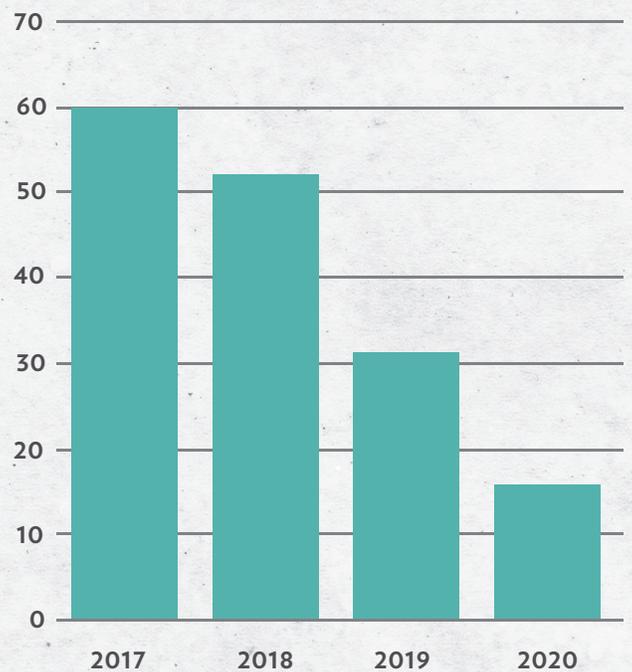
## DRILLING AND COMPLETIONS EFFICIENCY IMPROVEMENTS (days)



## AVERAGE CIRCULATING TIME PER WELL



## ENGINE IDLE TIMES BETWEEN STAGES (minutes)



### ***Facility Construction and Operations***

One of the primary steps to reducing emissions is constructing gathering and production facilities, along with securing pipeline and processing capacity for our oil and gas production. Pioneer has enhanced its gathering infrastructure and facilities design to not only improve operating efficiencies, but to also provide better, more efficient emissions control.

We have partnered with third-party gathering, processing and pipeline operators to mitigate impacts from flow constraints by securing firm gathering commitments. Pioneer meets regularly with our gathering and processing service providers to review production forecasts, system pressure models and project schedules, sharing responsibility to meet production demands and emission reductions.

Pioneer has also entered into long-term commitments for firm transportation capacity for oil, natural gas and natural gas liquids to markets outside the Permian Basin. Our continued direct support of large-scale pipeline projects has increased storage and flow capacities, allowing us to flow our production throughout the U.S., Mexico and to global markets.

***Minimizing Flaring*** – Pioneer strives to minimize the flaring of gas in all our operations. However, flares are necessary for upset or emergency conditions and in situations where gas capture is not possible. In upset conditions, we work to maintain production levels and stay below flare capacities, to ensure that combustion efficiencies are not compromised. Pioneer’s senior management is actively engaged in circumstances where the company is flaring gas to assure that the flaring is kept to a minimum and that Pioneer adheres to its flaring intensity commitments.

Pioneer mitigates routine flaring by requiring that wells are connected to gas takeaway infrastructure before they are placed on production. Pioneer continues to lead by example, with our flaring intensity target of less than 1%. Pioneer set this industry-leading threshold through cross-departmental analysis, pilot testing, innovation, thoughtful development of our facilities and operations and thorough analysis to understand the root causes of conditions that lead to flaring.

In 2020, Pioneer’s flaring intensity was 79% lower than our 1% annual intensity target. This performance was the direct result of our staff understanding key operational drivers that result in the need to flare. Proper data capture and validation helps determine those key drivers and the accurate quantification of flared gas volumes. In 2019, Pioneer’s CEO, Scott Sheffield, reinforced the importance of setting a percentage target on flaring. Sheffield also encouraged fellow producers to act and become part of the solution to what he dubbed the “black eye” of the Permian Basin. When speaking about Permian operator production flaring, Sheffield stated that oil and gas CEOs should set a target to flare 2% or less of their total natural gas production to solve this problem.

In the time since Sheffield initiated this important dialogue on flaring, Permian producers have focused on flaring reduction and committed to better reporting, both in Texas and New Mexico. In December 2019, seven Texas industry trade groups formed the Texas Methane and Flaring Coalition to reduce both methane emissions and flaring. In January 2020, Pioneer actively supported Columbia University’s Center on Global Energy Policy and the Energy Institute of the University of Texas at Austin to gather oil and gas senior executives, current and former state government regulators, technical and academic experts and non-governmental organizations for a one-day workshop to discuss challenges and potential solutions to gas flaring, primarily in the Permian Basin. The flaring workshop was followed by a special Railroad Commission hearing held in June 2020 focused on reducing flaring and venting of natural gas in Texas. The Texas Methane and Flaring Coalition presented their recommendations at the hearing.

Producers are now sharing best practices and discussing emissions targets. According to Rystad Energy, average flaring intensity in the Permian Basin has decreased from 3.7% in 2019 to 1.58% in 2020. Collaboration and joint use of best practices will allow the industry to drive further improvements in venting and flaring reductions. Pioneer remains committed to working with other operators, regulators, academic institutions and NGOs to manage emissions in the Permian.

## OPERATIONAL EXCELLENCE: FACILITY BEST PRACTICE AND MAINTENANCE PROGRAMS

Activity Type	Issue/Opportunity	Solution	Benefit
Truck Loading	Potential uncombusted emissions	Capture of truck-loading vapor to route to low-pressure flare	Combustion of emissions versus venting
VRU Capture	Data accuracy	Virtual metering	Improved volume recordkeeping and reporting
	System oxygen minimization	New operation processes to minimize oxygen issues	Reduction in direct venting of methane by sending to flare for combustion; Reduction in purchaser shut-ins due to oxygen issues
	Heater treaters routed to VRUs	Pilot program to reduce Reid vapor pressure	Reduction in purchaser oil shut-ins
Compressor Blowdowns	Compressor depressurization	Capture and route gases to sales pipelines	Reduction of uncontrolled air emissions and increased revenue
Engine Catalyst Maintenance	Increases the life and efficiency of catalysts	Installing higher-performing elements and routine maintenance	Higher reduction of carbon monoxide and VOCs, operational efficiencies, and longer runtime and overall lower costs to operate

**Prioritizing Vapor Recovery** – Pioneer prioritizes vapor recovery unit (VRU) technologies that allow us to capture gas, rather than flare or vent emissions. Our engineering design process considers VRU capacities when it comes to facility design. VRUs are compressor units that remove vapors and gases, including methane and other uncombusted air emissions, from storage vessels, then routes the gases into sales pipelines. Since 2012, we have installed VRUs at all horizontal well tank batteries as part of the standard facility design. VRUs are also part of our vertical well facility designs as needed, based on facility production.

In 2020, horizontal well tank batteries accounted for more than 90% of our oil and gas production, therefore having the most significant impact on our facility emissions. As a result, Pioneer VRUs captured 10.1 billion cubic feet of gas, of which 30% is methane. This volume of methane equates to 1.45 million metric tonnes of methane emissions CO<sub>2</sub>e, more than four times the amount of Pioneer’s methane emissions in 2020. This practice, along with constructing adequate gas take-away infrastructure prior to producing wells and continuing our industry-leading LDAR activities,

puts Pioneer in a position to capture and sell a maximum volume of gas while reducing our emissions footprint.

**1.45 million tonnes methane captured by Pioneer VRUs in 2020**

This is more than four times Pioneer’s 2020 methane emissions.

**Top-tier Facility Design** – In 2020, Pioneer was the sixth-largest natural gas producer in the Permian Basin. Pioneer was able to limit our production flaring to 0.21%, a 71% improvement from our Permian-leading performance in 2019. These calculated intensities are consistent with Rystad Energy research and analysis reporting on Permian flare percentages.

## TOP-TIER DESIGN: EMISSION-FOCUSED ENGINEERED SOLUTIONS

Equipment	Issue/Opportunity	Solution	Benefit
Tanks	Higher production volumes	Higher pressure-rated tanks	Improved capability to maintain pressures without a need to flare or vent
Thief Hatch	Higher production volumes	Improve thief hatch performance range	Improved capability to maintain tank pressures and minimize emissions
Pressure Relief Valve	Higher production volumes	Improve pressure relief valve performance range	Improved capability to maintain tank pressures and minimize emissions
	Gas routing to flare via VRU	In high-pressure situations, captured gas is routed to low-pressure flare	Combustion of emissions versus venting
Flare	Flare design	Flare meter monitoring of active flow and volumes sent to low-and high-pressure flares	Active management and improved data assurance
	Data accuracy	Consistent calculation methodology	Enables gas capture volume recordkeeping and reporting
	Remote monitoring	Notification to flare technicians when issues arise, minimizing the response time	Reduction in frequency and duration of unlit flares
Instrument Air Systems	Methane reduction from pneumatic devices	Using compressed air instead of natural gas to operate pneumatic devices	Reducing emissions from a common source of methane in our industry
Gas-driven Pneumatic Controllers	Reduce emissions from natural gas-driven pneumatic devices	Replaced or retrofitted all existing high-bleed, gas-driven pneumatic controllers throughout our operations	Eliminating methane and VOC emissions, while providing additional safety benefits

We use dual-tip flares sized for high-pressure production flow in an emergency and low-pressure facility emission controls to ensure that, in both scenarios, combustion efficiencies are met. The flare design is scaled to meet full production capacities. Our new flare designs also include automatic back-pressure valves to activate the flare (instead of pressure-relief venting) due to third-party pipeline high-pressure issues.

Pioneer remotely monitors flaring through our supervisory control and data acquisition (SCADA) system and utilizes alarms that are directed to a technician for quick response. Alarms are triggered by deviations in normal operating conditions. A daily log is distributed to key Pioneer operations stakeholders informing them of the issues and the selected response procedures. Pioneer conducts monthly inspections and preventative

maintenance programs to monitor the proper operation of flaring systems.

Additional methane emission reductions have been achieved by converting gas-driven pneumatic devices, to operate on “instrument air” systems. The devices traditionally use pressured natural gas to actuate facility equipment, which intermittently or slowly emit the working gas, resulting in methane and volatile organic carbon emissions. An instrument air system replaces the natural gas with compressed atmospheric air, eliminating those emissions, while providing additional safety benefits. Our Permian onsite, gas-driven pneumatic controllers attached to instrument air systems are included in our standard design for horizontal tank batteries, and are installed at compressor stations, pipelines and midstream facilities.

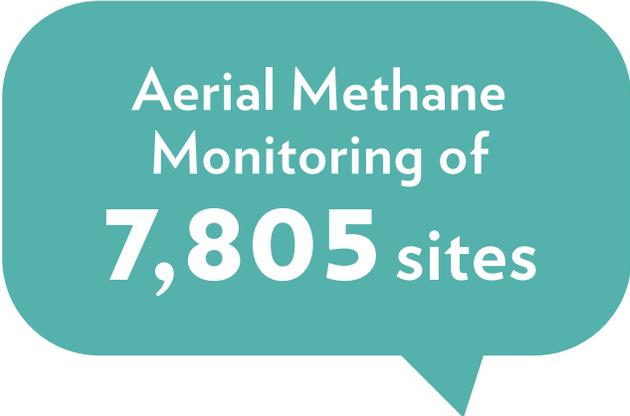
## QUANTIFICATION, MONITORING, REPORTING AND VERIFICATION

**Methane Leak Detection and Repair** – We utilize various techniques such as audio, visual, and olfactory (AVO) inspections, optical gas imaging (OGI) cameras, portable gas detectors, and aerial methane monitoring across Pioneer operations to monitor facilities for fugitive emissions. Our LDAR program complies with EPA New Source Performance Standards OOOOa (OOOOa) and Texas Commission on Environmental Quality (TCEQ) Standard Permit requirements for upstream facilities and compressor stations.

Pioneer employs a team of thermographers who use OGI cameras to conduct surveys at our facilities, such as well sites, tank batteries, compressor stations, pipelines and midstream locations. OGI cameras utilize infrared sensors to locate emissions not identifiable through other inspection methods. Each Pioneer thermographer receives biennial OGI training to learn proper safety practices, methods to set up and operate the imaging cameras, how to identify what gases can be found with the technology, and the different environmental conditions that affect gas leak detection.

In addition to our regulatory OOOOa LDAR program, the Pioneer voluntary LDAR program utilizes advanced approaches to monitoring methane emissions. These technologies supplement the current LDAR program by detecting methane leaks and allowing our thermographers and maintenance employees to efficiently locate and mitigate the emissions. While our voluntary LDAR program targets methane detection, it also allows us to minimize emissions of other components of natural gas such as VOCs and hydrogen sulfide (H<sub>2</sub>S). Recent advancements in methane sensor technology and the related data analytics are beginning to provide a clearer picture of our methane-emission rates, volumes and durations. The continued development and application of this technology will assist Pioneer and the industry to better understand and quantify our fugitive emissions beyond the EPA's current regulatory methodology based on equipment counts and emissions factors.

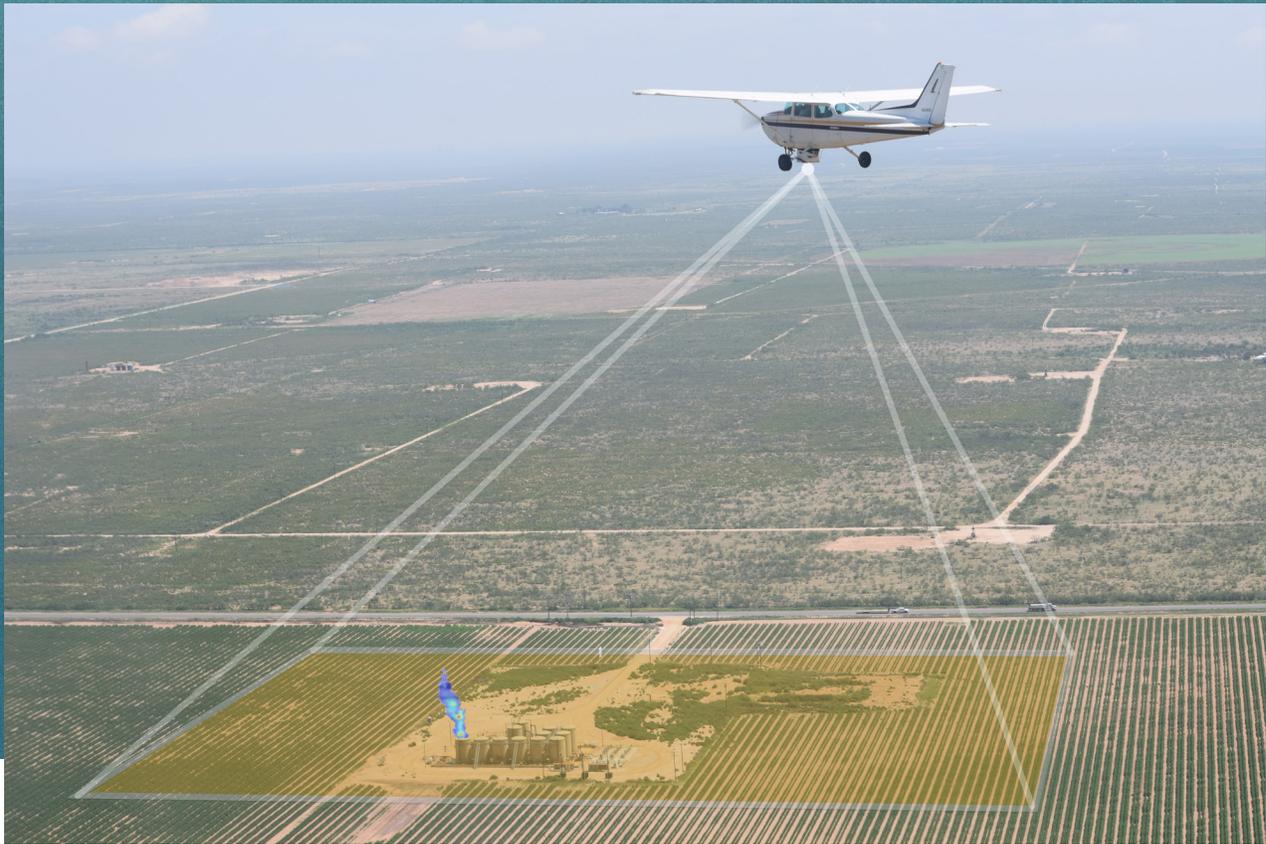
In 2020, we performed 7,805 site surveys using OGI, AVO and aerial technologies at Pioneer wellheads, tank batteries and compressor stations. Of these surveys, approximately 1,060 were conducted as part of the OOOOa requirements. These surveys resulted in 914 found leaks. Pioneer promptly repaired all leaks within the regulatory time frame. All facilities are surveyed annually at a minimum as the baseline frequency.



Aerial Methane  
Monitoring of  
**7,805** sites

**Aerial Methane Monitoring** – Starting in 2017, Pioneer began conducting aerial-based surveys to identify fugitive methane emissions on a field-wide basis to find and fix emissions faster. This method equips a fixed-wing aircraft with onboard methane sensors, optical cameras and a global positioning system (GPS). The methane concentration data is overlaid with simultaneously collected optical images to form a single, geo-referenced image of methane leaks. This methodology identifies and quantifies areas of high probability for elevated methane sources and is best used for identifying leaks that require prompt attention. Since 2018, Pioneer has conducted annual full-field methane leak surveys of our entire operational area and assets.

This method has not only proven extremely efficient in directing our voluntary LDAR program but is also reducing employee work and driving hours. The time saved allows our employees to spend less time finding leaks and more time preventing leaks.



*American Patrols (AP) conducting a Bridger Photonics field survey. Supplemental graphics depict the survey scan area (orange) and identified methane emissions (blue). Graphic depiction to demonstrate the technology and does not represent results from a facility survey. Photo credit: AP*

In 2020, Pioneer piloted another aerial-based technology with greater sensitivity for detecting methane across 25% of our field sites. The technology uses modified light detection and ranging to detect methane.

Preliminary results from the pilot are helping Pioneer understand how this new technology can be deployed and how we can efficiently process and operationalize the data. As an integral part of our LDAR program, we continue to evaluate new technologies and methodologies to guide better operational decisions of our methane- and GHG-intensity performance and targets. Based on the success of the pilot, Pioneer has opted to deploy this technology for our full-field survey in 2021. While our initial aerial technology deployment identified high-probability methane

sources, using a higher sensitivity technology allows us to find smaller sources of methane and understand the full picture of our methane emissions.

**Single-site Monitoring: Project Falcon** – In addition to monitoring our operations aerially over a large area, Pioneer is also piloting technologies in the Permian Basin in partnership with Chevron, ConocoPhillips, Devon Energy, ExxonMobil, Shell and TRP Energy. In 2020, Pioneer began evaluating continuous monitoring technologies at our large, complex horizontal facilities. While every oil and gas site is unique, pilot trials help identify the proper technologies for every unique location. For example, each location may differ in the number of sensors required, sensor placement, and data communication and integration.

“Participating in Project Astra offers **significant opportunities to advance technology** in detecting and reducing methane emissions and **help our industry address this critical issue.**”

– Mark Berg, Executive Vice President, Corporate Operations

**Regional Monitoring: Project Astra** – Pioneer is participating in a groundbreaking partnership to design and test a first-of-its-kind network of sensors that will monitor emissions across a region that produces oil and gas, which could potentially streamline the way methane leaks are found.

Led by researchers at The University of Texas at Austin (UT), Project Astra is a collaboration between Environmental Defense Fund, ExxonMobil, Gas Technology Institute (GTI) and Pioneer. It is focused on the Permian Basin – and specifically on the Midland Basin. Project Astra will establish a sensor network that will leverage methane-sensing advances, technologies, data sharing and data analytics to provide near-continuous monitoring. Goals for the sensor network are to allow producers to find and fix significant methane releases more often and more cost efficiently than current monitoring technologies.

The team at UT will create a simulated atmosphere that will model concentrations of methane and other natural gas components expected in the atmosphere under normal conditions, as well as when unintended emissions are present. The simulation will help researchers identify the types and locations of methane sensors that will be most effective.

The collaboration brings technical knowledge and expertise together, with the goal of promoting design innovation. Pioneer will participate in the technical design of the various aspects of the study. In addition, we will provide access to production facilities and relevant operational data specific to the study.

The findings of the project, which will be published in peer-reviewed journals and made publicly available, could help guide how companies, states, and the national government measure, monitor, and manage methane emissions in the future. To learn more about this work, **visit <http://dept.ceer.utexas.edu/ceer/astra>.**



*Project Astra*

**Methane Science: CAMS** – Pioneer is a founding member of the Collaboratory to Advance Methane Science (CAMS). CAMS is a consortium of oil and gas operators funding scientific studies to address methane emissions from production to end use. The first research project funded through CAMS was awarded to UT to study spatial and temporal methane emissions profiles across various oil and gas basins. CAMS recently published the study – Permian Basin Survey: An array of aerial surveys in the Permian Basin to acquire the baseline distribution of methane emission rates and sources. The study has focused on identifying and statistically analyzing leaks and leak rates in the Permian Basin by type of equipment.

CAMS has also developed a Methane Emission Evaluation Tool (MEET) model that is being reviewed for completeness and accuracy. Efforts are underway to make the model available publicly so that anyone could utilize the model to understand spatial and temporal emissions profiles in any given basin.

To view CAMS research, including the Permian Basin Survey and MEET, [visit \*methanecollaboratory.com\*](http://methanecollaboratory.com) > **Publications.**

**The API Environmental Partnership** – As a founding signatory of this program, Pioneer has reported annually to the API The Environmental Partnership since 2018. Pioneer and the 83 other participants continue to demonstrate how the oil and gas industry can voluntarily define and implement emissions-related best practices without additional regulation.

Each participant has agreed to participate in voluntary programs to reduce emissions: conduct an LDAR program; replace, remove or retrofit continuous/high-bleed pneumatic controllers; monitor emissions from manual liquids-unloading operations; and manage flaring. For more information on how our improvements are contributing to these industry goals, please review the 2021 API Environmental Partnership Annual Report.

**To continuously improve the industry’s environmental performance by taking action, learning about best practices and technologies, and fostering collaboration in order to responsibly develop our nation’s essential oil and natural gas resources.**



**LEARN** – Participants commit to continuous learning about the latest industry innovations and best practices that can further reduce their environmental footprint while safely and responsibly growing energy production.



**COLLABORATE** – Participants collaborate with one another and with academics, researchers, and regulators on the best strategies, tools, and tactics to improve environmental performance.



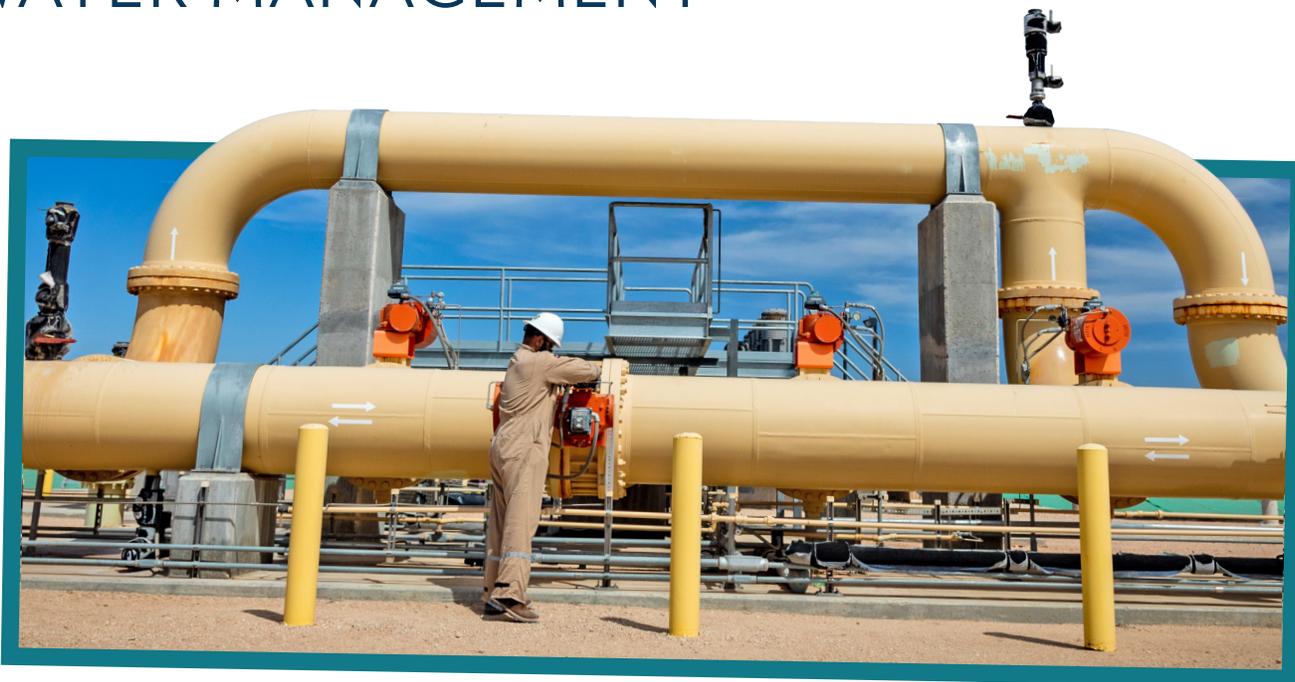
**TAKE ACTION** – Participants take action to improve their environmental performance. This is accomplished through The Partnership’s six environmental performance programs, which companies can implement and phase into their operations.

### ***Low Upstream Emission Gas Demonstration***

Methane and GHG-emission reductions are part of our core business strategy. Pioneer continues to work with our business partners to support the developing market for responsibly sourced oil and gas. In 2021, Pioneer joined with Cheniere Energy in a collaborative effort to test the efficacy of robust Quantification, Monitoring, Reporting and Verification (QMRV) of GHG emissions at natural gas production sites. The effort is intended to improve the overall understanding of upstream GHG emissions and further the deployment of advanced monitoring technologies and protocols. A small subset of Pioneer tank battery and well pad facilities are included in the QMRV demonstration program.

The project is supported by independent researchers from the Payne Institute for Public Policy at the Colorado School of Mines and Harrisburg University of Science and Technology for assessment, verification and emissions-monitoring technology solutions, including ground-based measurements, and drone, aerial and satellite-based simultaneous measurements, where feasible. We believe that this type of shared action, using science-based QMRV and continued efficacy assessments, will support the longevity of gas and liquified natural gas (LNG) fuels worldwide and provide readiness for potential new regulatory and voluntary actions on methane and CO<sub>2</sub> emissions.

# WATER MANAGEMENT



## WATER RISK MANAGEMENT

The availability of water allows us to complete horizontal wells through hydraulic fracturing, which is critical to Pioneer and the oil and gas industry. Water shortages including physical water scarcity and demand issues in the arid West Texas region where we operate have the potential to significantly affect our operations. Climate change has the potential to exacerbate these challenges.

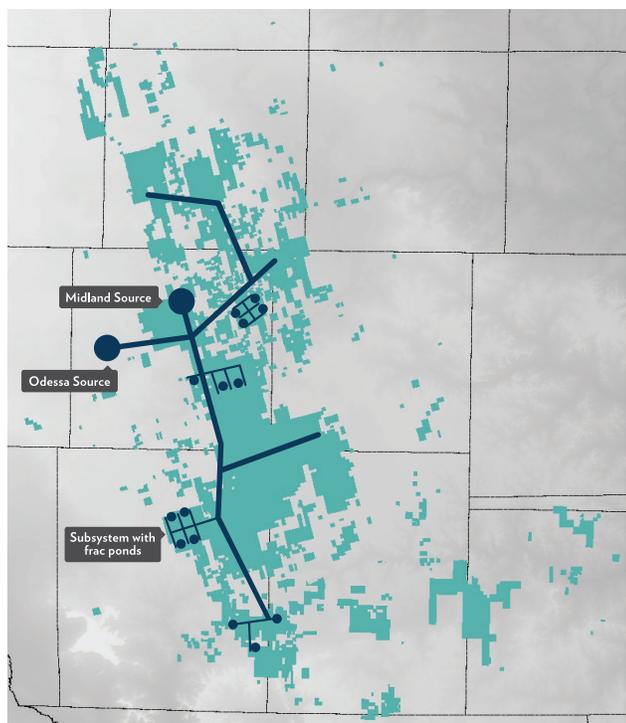
In 2012, we recognized that the increasing demand for limited Permian Basin groundwater resources presented future water-related risks to our operations. We proactively established Pioneer Water Management LLC (PWM), a subsidiary company tasked with providing

substantial water management capabilities, improving our water-sourcing operations, and researching regional water resources and treatment technologies. We have been able to strategically secure exclusive, long-term, non-freshwater sources ahead of our industry peers. In addition to PWM’s responsibilities, Pioneer’s field experts in water conservation, groundwater protection, and local and regional geology and hydrogeology study our regional water resources. We have field-tested various treatment technologies and, if needed, have the technical ability to generate varying levels of water qualities based on operational needs, including highly clarified freshwater from non-fresh sources.

## COMPREHENSIVELY ADDRESSING WATER-RELATED RISKS AND IMPROVING WATER CONSERVATION BY:

Securing a reliable, locally available and economical water supply
Sourcing of sustainable alternatives to freshwater
Optimizing water recycling and reuse in economically viable ways
Utilizing reclaimed water (treated municipal wastewater) resources
Efficient transportation and storage of water, including reduced roadway traffic

## PIONEER'S WATER DISTRIBUTION SYSTEM



### **Strategic Flexibility**

Utilizing brackish groundwater, reclaimed water and recycled produced water has ultimately provided more substantial and sustainable alternatives. Diverse water sourcing provides operational flexibility that has proven to deliver value throughout our operations. Additionally, we have achieved security in our water supply by obtaining long-term rights to strategic sources and developing a robust produced-water recycling program across Pioneer operations.

Commensurate with our acreage position and long-term activity, PWM infrastructure delivers tangible cost reductions and strategic flexibility for Pioneer's development plans. Produced-water recycling and reclaimed water are our main areas of focus. The economy of scale and process advancements to recycle produced water in our operations have significantly reduced costs to the point that it is both our most environmentally and economically sustainable water source. Reclaimed water capitalizes on our mainline distribution infrastructure to transport our treated municipal wastewater to wherever it is needed throughout our operations.

Some operators have achieved commendable recycling percentages and freshwater reductions in regional areas. We have also demonstrated reliable performance at the regional level and have provided examples in the following sections. However, Pioneer's differentiating infrastructure scale supports development across the majority of our acreage footprint (versus just local areas), provides continuous operational supply to meet demand in high volumes, allows for flexible development plan optimization and delivers long-term, low-cost water for use in our operations.

### **FRESHWATER USE REDUCTION PLAN**

Maximizing Non-freshwater Resources – Pioneer has tested and utilized multiple technologies for recycling water, ranging from desalination to minimal treatment techniques. As hydraulic fracturing technology has improved, the treatment and water-quality requirements have changed from requiring freshwater to the now-possible use of 100% recycled water. Pioneer has completed wells using only recycled produced water and continues to do so, where feasible, within the operational area of our mainline water infrastructure. In 2020, 100% of the water sourced for use in hydraulic fracturing within our Texas Ten area, where we completed approximately 34 wells, came from non-freshwater resources.

Through the lessons learned, Pioneer has chosen a process for water recycling treatment that is cost-effective, achieves our production and sustainability goals, and works within the storage and transportation requirements of our mainline distribution system. Based on our innovations in water sourcing, Pioneer has prioritized its water sources in the following tiers:

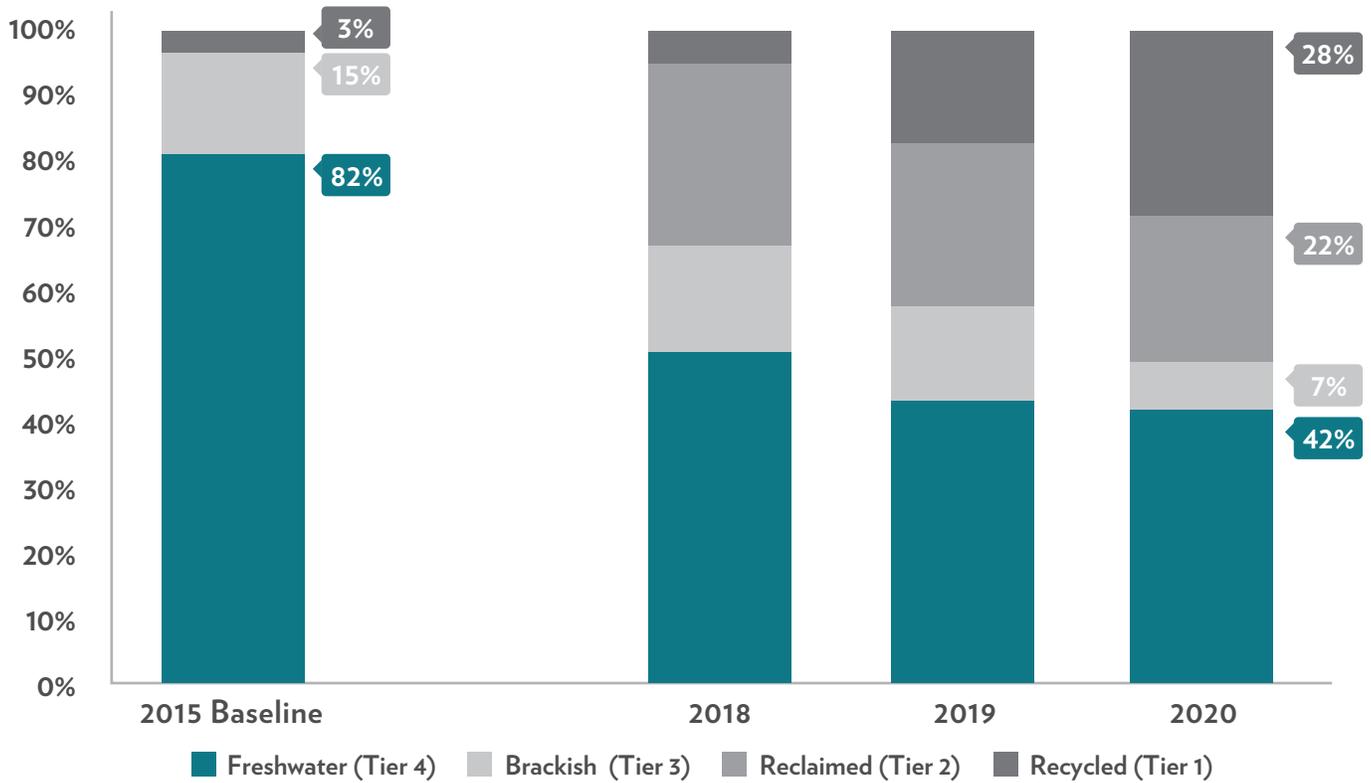
- Tier 1 – Recycled Water (Most Sustainable)
- Tier 2 – Reclaimed Water
- Tier 3 – Brackish Groundwater
- Tier 4 – Freshwater\* (2026 Reduction Target)

\*Please see section – Freshwater: Tier 4 below for Pioneer's delineation of "freshwater."

### **FRESHWATER USE REDUCTION TARGET**

We continue to drive innovation in non-freshwater use, increase mitigation of water-related risk, accelerate management of climate-related risks in our assets and provide transparency to our stakeholders.

## PIONEER SOURCE PORTFOLIO AS A PERCENT OF TOTAL CONSUMPTION



*Approximately 5% of the total freshwater consumption is used in drilling*

In recognition of the importance of this issue and Pioneer’s long-term commitment to being a leader and steward in the Permian Basin, we aim to:

- Reduce freshwater use in all our completions operations to less than 25% by 2026.

Our reporting includes use of all freshwater in both drilling and completion operations. Our freshwater use reduction target, however, is focused on the use of freshwater within our well-completion activities. We designed our target in this manner because it effectively governs freshwater use that we can control. Best practices require the use of freshwater when drilling through shallow zones to protect groundwater resources. Therefore, Pioneer is limited in its ability to reduce freshwater use in drilling operations. Additional information on our use of freshwater in drilling is provided in the following section on groundwater protection.

Our freshwater reduction targets are supported by our action plan to:

- Support investment in water infrastructure allowing for high utilization of non-freshwater sources including produced water reuse and reclaimed water from the cities of Odessa and Midland

- Avoid surface water resources in our operations
  - Note: Surface water is not part of our Permian water strategy.

- Continuously monitor our production and consumption of groundwater

- Maximize recycled, reclaimed and non-freshwater resources in our operations

The chart above provides the distribution of the four water sources we utilize in our operations. Each type of water is prioritized, with Tier 1 representing the highest sourcing priority after considering our commitments to limited utilization of freshwater, cost and efficiency of operations, and the parameters of the PWM distribution system. The 50% decrease in freshwater consumption since 2015, shown in the chart above, confirms the success and progress of this tiered freshwater strategy.

## PRODUCED WATER RECYCLING

Produced water is promptly routed to one of our treatment facilities.
<p>Produced water is treated prior to open pond storage.</p> <ul style="list-style-type: none"> <li>• Oil and other solids are removed from produced water through specially designed water treatment facilities, so that oil or sheens will not normally be present.</li> </ul>
Treated produced water is sent to storage ponds designed to hold non-freshwater.
<p>Ponds meet or exceed the requirements outlined by the Texas Railroad Commission (TRRC) for pit design, monitoring, backfill and reporting:</p> <ul style="list-style-type: none"> <li>• Double-lined with an automated leak-detection system</li> <li>• Remote monitoring for leaks and other pond conditions occurs from a continuously staffed operations hub</li> <li>• Operating and maintenance procedures and regular pond inspections help prevent abnormal or upset conditions from developing</li> <li>• PWM maintains a Wildlife Mitigation Plan; more detail is provided within the Biodiversity Conservation section of this report</li> </ul>

### **Recycled Water: Tier 1**

Recycled water, also referred to as treated produced water, is naturally occurring water extracted through the production process that is then processed for storage and use in hydraulic fracturing. Produced water is generally a mixture of water, naturally occurring dissolved solids, and a small number of products used in the oil and gas production process. Like brackish water, produced water is a very high-salinity water source. Advanced hydraulic fracturing technology and water processing methods have allowed produced water to become a viable alternative water source. As a Tier 1 source, recycled water use will continue to grow as water demand increases.

Consumption of recycled water in our operations increased 403%, as a percentage of total volume, from 2018 to 2020. As recycled water plays a role in both eliminating produced water disposal and supplying water for completions activities, it will continue to be prioritized as a primary source in future years. Systematic tracking and forecasting are in place for baseload produced water availability at the local level,

as well as various future development scenarios. In 2020, Pioneer recycled nearly 18% percent of our total horizontal well-produced water.

### **Recycled and Produced Water Management –**

The careful handling, storage, use and disposal of produced water presents opportunities for resource efficiency and increased management of operational risks to Pioneer. To manage these risks, Pioneer strives to reduce untreated produced water handling times. Produced water that is not allocated for treatment and recycling is transported to a saltwater disposal facility for underground injection. (Pioneer utilizes our own facilities for the majority of our needed injection disposal.) These facilities are required to follow stringent regulatory requirements for groundwater protection, maintenance and operational controls. Beyond these requirements, Pioneer also utilizes internal experts, comprehensive data sources and an understanding of the subsurface environment to support these injection operations.

### ***Reclaimed Municipal Water: Tier 2***

Reclaimed water is treated effluent water (municipal wastewater) that is specifically authorized for reuse by TCEQ. As a Tier 2 source, reclaimed water is both cost-effective and reliable.

In 2018, Pioneer and the city of Midland initiated construction on an innovative infrastructure project: the upgrade of the city's wastewater treatment facility with the goal of using the resulting reclaimed water in Pioneer's completion operations. Pioneer has successfully completed its \$134 million investment in the city's wastewater treatment plant, providing residents this critical infrastructure upgrade in return for up to two billion barrels of reclaimed water or 28 years, whichever occurs first, including options to extend. The upgraded facility was designed to accommodate up to 357,000 barrels per day of treated municipal wastewater, providing for population growth and necessary longevity.

Current daily average wastewater volumes for Midland are approximately 240,000 barrels per day and the first flow of reclaimed water from Midland to Pioneer began in July 2021. These significant reclaimed water volumes are now available for use as needed by Pioneer activity. The Midland project will expand Pioneer's exclusive water rights for treated municipal wastewater, joining our existing purchases already established by contract with the city of Odessa. Securing a large supply of non-freshwater for our operations is a key component of our strategy to reduce the use of freshwater.

These innovative, industry-leading water projects developed by PWM mutually benefit both Pioneer and the cities. They are important projects to the cities by enhancing critical local infrastructure while sustainably providing Pioneer with billions of barrels of non-freshwater for use in our operations. In addition, this reduces demand for freshwater in a drought-prone area, curtails water transport trucking and industrial traffic in a congested region, and compensates the cities for wastewater, providing a newfound revenue stream that otherwise would not exist.

### ***Brackish Water: Tier 3***

Brackish water reservoirs that contain water too high in salinity – greater than 3,000 mg/L total dissolved solids (TDS) – for drinking or agricultural use are an important oil and gas water resource in the Permian Basin. As a Tier 3 resource, brackish water reservoirs will continue to contribute to Pioneer's water portfolio and freshwater reduction targets.

### ***Freshwater: Tier 4***

We continue to drive innovation in non-freshwater use, increase mitigation of water-related risks, accelerate management of climate-related risks in our assets and provide transparency to our stakeholders.

Pioneer established a water strategy to maximize non-freshwater resources in 2015. In that year, Pioneer consumed 9.1 million cubic meters of freshwater, which accounted for 82% of our annual water consumption. We have since reduced the relative percentage of freshwater consumption by 50%. We continue to optimize completion designs, while evaluating how these changes impact our water consumption needs.

***Full Transparency of Freshwater Use*** – We recognize that there are many beneficial uses for water resources not meeting drinking water quality standards (less than 1,000 mg/L TDS). We believe our freshwater definition is the most sustainable in the Permian Basin. For example, many West Texas ranchers and farmers depend on lower quality water sources (1,000 to 3,000 mg/L TDS) for livestock and irrigation uses. Our freshwater use reduction targets consider agricultural and other local consumption needs and baseline water stress. Most, if not all, peer company water disclosures typically range from less than 1,000 mg/L TDS or less than 2,000 mg/L TDS. Pioneer freshwater volumes/intensities are not directly comparable, due to our higher 3,000 mg/L TDS threshold. Additionally, Pioneer not only discloses freshwater consumed in certain areas, but we are also fully transparent in disclosing all freshwater withdrawn and consumed in our operations.

## THE IMPORTANCE OF PROPERLY DEFINING FRESHWATER IN THE PERMIAN BASIN

Water Quality (TDS mg/L)	Pioneer Water Standards	Percentage of All Pioneer Freshwater 2020 Water Volumes	Other Common Oil and Gas Water Disclosure Practices	
0 - 1,000	Freshwater	~10%	Freshwater	Highest-quality freshwater; most usable
1,000 - 2,000	Freshwater Managed; usable quality	~90%	Brackish	Unmanaged useable quality water; important for agriculture and desalination uses in drought-prone and water-stressed areas, particularly over the long-term
2,000 - 3,000				
3,000 - 10,000	Brackish		Saline	Currently uneconomically usable water for agriculture and desalination
10,000+	Saline			

### ***Freshwater Includes Usable Quality Water –***

The TRRC provides Groundwater Protection Determinations for an oil and gas operator’s surface casing, underground injection and other underground activities. The Groundwater Protection Determination process identifies freshwater used in drilling operations by quality standards associated with possible freshwater zones (generally less than 1,000 mg/L TDS) and usable-quality water (typically 3,000 mg/L TDS or less).

As detailed in the table above, Pioneer operationally defines freshwater as water sourced from aquifers containing less than 3,000 mg/L TDS. As a pure-play operator, much of the water available for agricultural and other local consumption, including desalination, is higher than 1,000 mg/L TDS. We have selected this more conservative threshold for freshwater because it is a more relevant standard for the Permian Basin. We intend for this threshold to reduce groundwater withdrawal that competes with local consumption needs and is consistent with the TRRC groundwater

protection process. It is important to broaden the definition to include usable-quality water to account for local uses in drought-prone and water-stressed areas, particularly over the long term.

In 2021, PWM conducted a study to determine how much of our freshwater portfolio was sourced from the freshwater zones with less than 1,000 mg/L TDS (highest quality and least abundant), a common peer threshold. Using our 2020 freshwater withdrawal location information and water quality data, we estimate that less than 10% of our freshwater volume would align with the freshwater disclosures of companies, using the 1,000 mg/L TDS threshold.

Some oil and gas operator asset portfolios may also include conventional reservoirs that require the recirculation of large volumes of non-freshwater for enhanced oil recovery techniques. A reporting practice that includes water used for enhanced oil recovery can add large volumes of water into the normalization factors, positively skewing their total freshwater intensity as a percentage



of total water use. As a pure-play operator in the Permian Basin specifically targeting unconventional reservoirs that do not require these abundant enhanced oil recovery water volumes, Pioneer's freshwater use is accurate to relevant drilling and completion operations and is only directly comparable to similar operations. The activities of many other operators with conventional assets will make direct comparisons challenging.

Additional water use metrics are provided in the figure on the previous page and in our Sustainability Performance Data Table.

**Baseline Water Stress** – Based on Pioneer's comprehensive definition of freshwater, as specified below, the World Resources Institute Aqueduct Water Risk Atlas shows that although 52.9% was sourced from areas of high or extremely high baseline water stress, this is a 2% decrease from 2019. Water wells within areas of low-to-medium baseline water stress accounted for the remaining 47.1%. Further evaluation, referencing World Resources Institute's Overall Water Risk weighting for the oil and gas industry, indicates that areas of high or extremely high overall groundwater risk are not present within our operational footprint. We approach local water use with respect and a meaningful action plan. Our goal is to achieve the most effective freshwater use reduction strategy in the U.S. oil and gas industry.

## GROUNDWATER PROTECTION

Pioneer designs, drills, completes and maintains its wells to protect groundwater quality and meet strict

regulatory requirements. Pioneer proactively minimizes the possibility of groundwater impact through our highly regulated casing and cement designs, safety and monitoring systems, and thousands of feet of rock between the hydrocarbon and freshwater zones. Texas regulations require all wells be drilled using freshwater prior to reaching the base of protected groundwater, combined with being protected with additional casing and cement barriers. Ensuring the mechanical integrity of wellbore casings is a long-standing regulatory requirement for groundwater protection. Pioneer performs mechanical integrity testing, as prescribed by the TRRC, throughout the well's production life cycle.

In accordance with industry standards and best practices, we tested the surface casing integrity on all wells drilled in 2020. In addition to the traditional well-integrity testing of a completed wellbore, Pioneer also conducts formation integrity testing – an industry-leading best practice to check on well integrity. The process begins after isolating usable groundwater zones from the well operations by 1) setting three layers of protective casing from the surface to below usable groundwater resources; 2) circulating cement between the steel casings; and 3) injecting cement between the outer casing and the rock formation. The cement is allowed to set before the start of the formation integrity test. The wellbore is pressurized and monitored to verify groundwater isolation and protection. Once confirmed, the drilling operation proceeds to the total depth of the well where we perform a typical mechanical integrity test.



During the well-completion process, Pioneer installs pressure gauges to monitor and test the annular space between the inner and outer well casing. Completions equipment on the surface provides redundant protections against over-pressuring the wellbore during completion operations. In 2020, 100% of Pioneer's completed wells were tested in this manner.

Once our wells move to the production phase, we actively manage well integrity with corrosion counter-measures through a cathodic protection program. Pioneer engineers remotely monitor production well-casing pressures via our SCADA system for their assigned wells. Periodic well-integrity tests are also mandated by TRRC for all Pioneer wells. Issues identified through active operational monitoring or regulatory-mandated tests are resolved through standard procedures and in coordination with the TRRC. Wells may then be included in an active monitoring program, on a case-by-case basis, to verify continued casing integrity. Future wells will continue to be monitored, managed and tested in these ways.

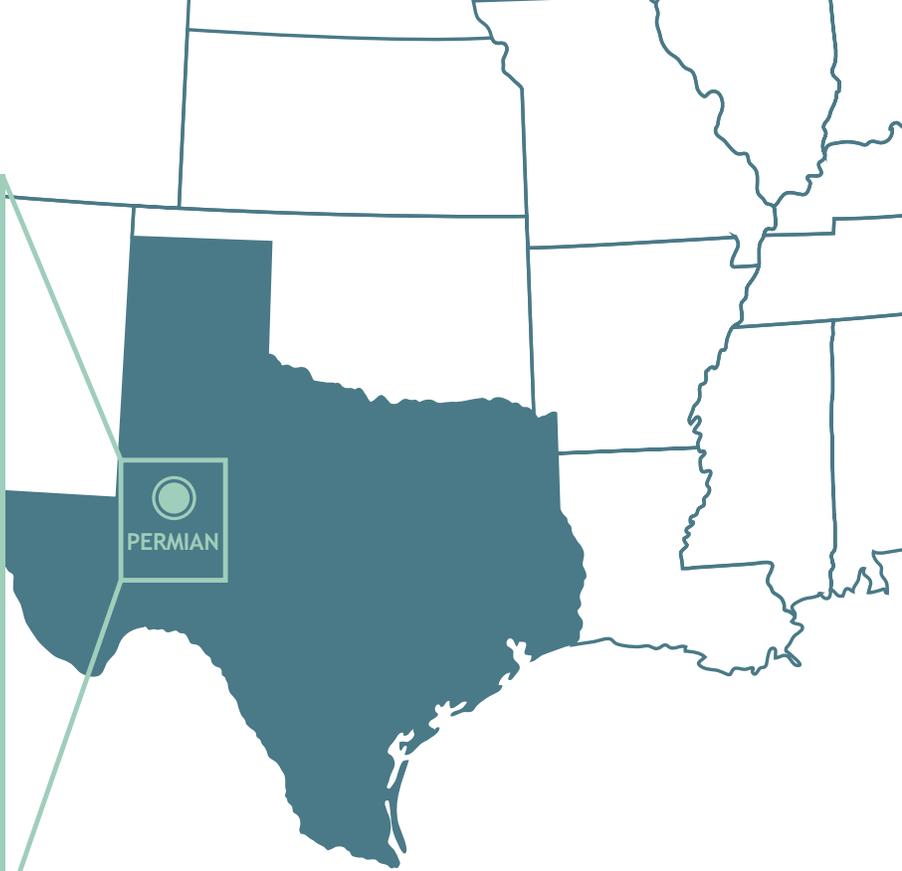
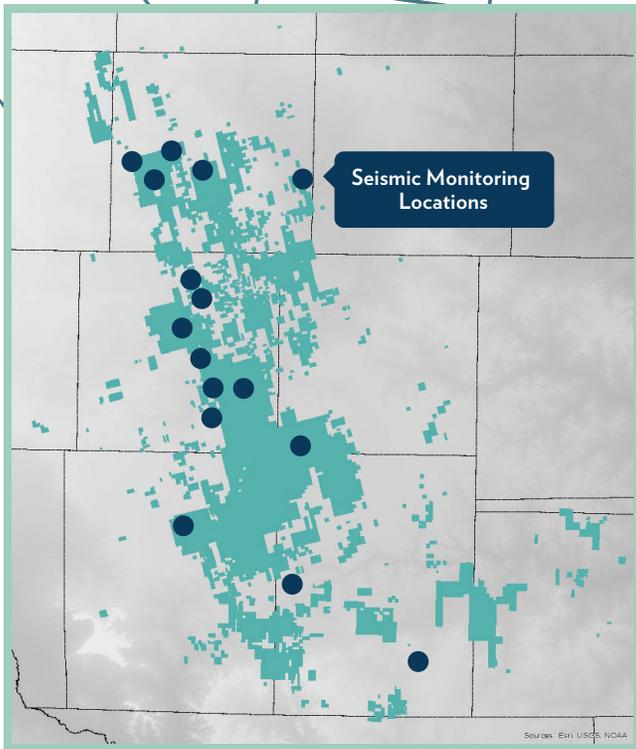
### **CHEMICAL USE**

From 2017-2019, Pioneer reduced the absolute chemical mass percent in our hydraulic fracturing fluids by 66%. While we have continued to reduce the absolute chemical mass percent in our hydraulic fracturing, we

also now rely on fewer individual chemicals. Using fewer chemicals significantly improves logistical management and reduces opportunities for chemical-handling incidents to occur. Innovations in well completion fluid designs have also positively impacted our freshwater reduction efforts. Another example of using advanced technologies to gain efficiencies in our operations are our upgraded drill rig shakers. Shakers are a drill rig system component that removes the solid rock cuttings from the liquids extracted from the well. These new and high-grade shakers gain efficiencies in circulation and fluid retention, which means that we recycle more fluid throughout the drilling process, providing notable material and capital savings. Additional metrics are provided in our Sustainability Performance Data Table.

### **INDUCED SEISMICITY**

Research has shown that seismic monitoring and active management of produced water disposal are the best tools for avoiding induced seismicity. The U.S. Geological Survey (USGS) Earthquake Hazards Program and Texas' TexNet Seismic Monitoring Program monitor seismicity across Texas. TexNet is comprised of permanent and temporary earthquake-sensing seismometer arrays across the state of Texas, which are used to understand statewide earthquakes and earthquake-related risks better. This resource provides an independent and comprehensive tool to monitor Texas earthquakes.



Pioneer complies with applicable national and state regulations on underground injection control. These requirements include injection rate and pressure monitoring, pressure testing, and mechanical integrity testing. Using the latest science and taking advantage of our extensive subsurface data set to improve our operational knowledge, Pioneer incorporates seismicity risk analysis in the siting of both our production and saltwater-disposal well locations.

In 2020, the West Texas region has experienced an increased frequency of seismic events. Pioneer takes an active and scientifically driven approach toward monitoring, understanding and addressing any seismicity issue that may potentially arise. Since 2017, Pioneer has conducted internal monitoring of seismicity through a permanently deployed network of monitoring sensors in the Midland Basin. Our scientists have regularly engaged with state regulators and industry groups to address seismicity concerns. Pioneer plays a leadership role in understanding and managing induced seismicity risks through scientific analysis, operational planning, and in our collaborative approach with regulators and researchers. Pioneer also contributes research funding

and information for leading and independent seismological research with the Stanford Center for Induced and Triggered Seismicity (SCITS) and the UT Center for Induced Seismicity Research (CISR).

In 2020, SCITS research, supported by Pioneer and oil and gas industry sponsors, made important research advances in:

- Managing injection-induced seismic risk
- Machine learning for induced seismicity
- Local, regional and international case studies
- Seismic faulting observations
- Creating a high-resolution earthquake catalog

Throughout 2020 and 2021, CISR researchers produced 24 publications on a variety of topics, such as:

- Characteristics and mechanisms of seismicity
- Seismic data interpolation
- Model development
- Building engineering
- Hydrogeology

# LANDSCAPE STEWARDSHIP



*Pioneer Irving headquarters taken by employee Mriganko S.*

## **BIODIVERSITY CONSERVATION PROGRAM**

**Pioneer teams engage with national, state and local government organizations and regulators; partner with researchers, consultants and universities; and source and explore new technologies to apply progressive solutions to protect habitats and species. Promoting conservation methods and strategies mitigates environmental impacts and biodiversity risks in our operations.**

For years, we have taken stewardship lessons learned from our former operations in Alaska, Colorado, Canada and offshore, applying them to the Permian Basin. We use our broad experience to provide environmentally responsible solutions.

Although endangered species could potentially affect our ability to operate in certain areas, Pioneer continues to protect threatened and endangered species by:

- Using a four-tiered mitigation hierarchy:
  - 1) Avoid, 2) Minimize, 3) Restore and 4) Offset
- Utilizing conservation agreements with assurances
- Prioritizing sand sourcing from operators outside of known areas of habitat concern
- Working to avoid surface water resources

**LEED Gold Headquarters** – In 2020, Pioneer’s new Las Colinas headquarters was evaluated in six areas of Leadership in Energy and Environmental Design (LEED) Gold certification: sustainable sites, water efficiency, energy and atmosphere, indoor environmental quality, regional priority, and innovation in design. The following are some of the sustainable strategies integrated into the building:

- The campus was designed to amplify the land’s natural surroundings so that employees can enjoy the outdoor environment.
- Rainfall and surface-water runoff is filtered on-site to improve storm water quality.
- The original mesquite forests and other native landscapes were retained.
- More than 90% of the occupied interior areas have direct outdoor views.
- 98% of the waste generated from the building’s construction was sorted and recycled.

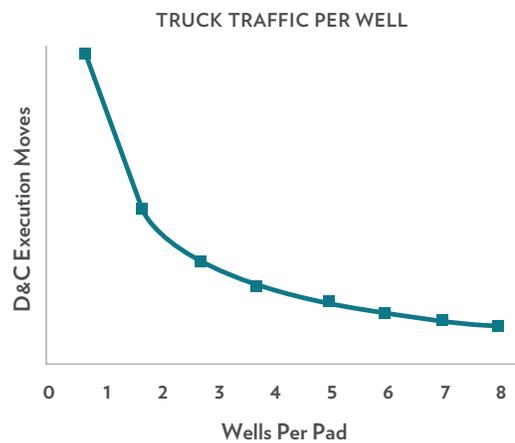
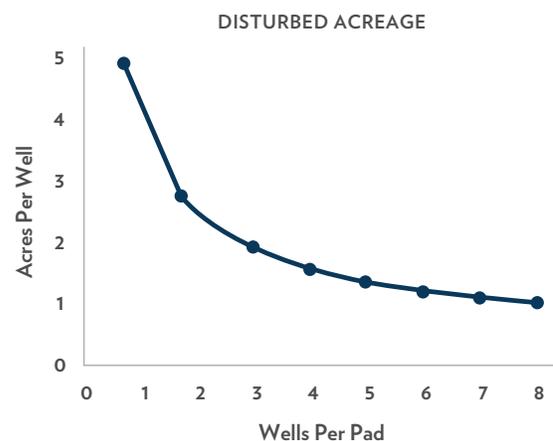
Pioneer participates in a long-term lease of the building, allowing us to protect our balance sheet by limiting our upfront investment, while enjoying the many sustainable features and benefits of a LEED Gold-certified building.

**Mitigation Hierarchy: Avoid**

Our approach and overall strategy for landscape and biodiversity conservation during the development of drilling locations, well pads and associated tank batteries is avoidance. We refrain from operating in protected areas, wherever feasible. We begin each project with a desktop analysis of the development location and surrounding area. Wherever possible, we first look to expand or utilize existing pads to limit our footprint through avoidance. The desktop analysis includes reviewing georeferenced aerial photography, surface contour maps, 100-year floodplain boundaries, potential U.S. jurisdictional rivers and streams, National Wetland Inventory of potential wetlands, and lesser prairie chicken habitat. Additional sensitive habitat areas within our operational footprint will be included in the review, if designated by the U.S. Fish and Wildlife Service.

If initial analyses suggest that the planned activity poses a concern, we employ qualified third-party consulting firms to conduct further studies. These studies include thorough assessments, recommendations and guidance related to any site development.

The pertinent information is used to develop detailed, site-specific construction plans outside of jurisdictional areas, sensitive habitats and high drainage areas, where possible. During construction, features of potential concern that exist in the near vicinity are clearly marked to safeguard them from alteration and harm.



**Mitigation Hierarchy: Minimize**

If ecological features are unavoidable, we will revise our strategy and work alongside applicable local, state and national government agencies to obtain all necessary permits. We take the necessary steps to develop and administer appropriate mitigation measures to minimize or offset any potential impacts associated with our disturbance and activity.

**Reducing Our Footprint** – As Pioneer operations grow in the Permian Basin, our most sustainable development practices allow us to drill many more wells on the same well pad than we previously drilled. Multi-well pads present opportunities to mitigate risks and impacts, while supporting our overall ESG strategies and goals. Needing only one quarter of an acre per well translates to, in some cases, more than 80% reduction in surface impacts. Decreasing the area

of impact by pad construction and reducing the need for additional roadways limits surface impact and habitat fragmentation. We are studying how to achieve an optimal number of wells per pad to accommodate needed well spacing, reduce surface impact and boost capital efficiencies. This approach allows us to maximize the resource potential beneath the surface, while decreasing the magnitude of surface risks and impacts such as these:

### BENEFITS OF MULTI-WELL PADS

Activity Type	Issue	Positive Impact
<b>Habitat</b>	Disturbed surface acreage	Significant reduction in area impact
	Permitting and compliance risks	Impact avoidance limits need
	Sensitive area impacts	Proactive assessment avoidance
<b>Truck Traffic</b>	Roadway safety	Reduction in truck traffic
	Fuel consumption	Saved capital costs in fuel purchases
	Air emissions	Meaningful reduction in truck emissions
<b>Waste Consolidation</b>	Waste generation control	Site efficiencies reduce waste generated
	Waste-handling management	Fewer waste-stream control points
	Increased capital efficiency	Improved waste-control expenses
<b>Pipeline Utilization</b>	Air emissions reductions	Minimization of liquid transfer emissions
	Roadway safety	Reduced transport truck traffic
<b>Spills</b>	Fewer rig moves	Fewer chances for spills to occur
	Standardization and efficiency mindset	By maintaining standard equipment, standard practices are more effective

**Wildlife Mitigation Planning** – PWM uses several measures to protect wildlife, including siting decisions, preconstruction reconnaissance and wildlife impact avoidance measures. PWM’s Wildlife Mitigation Plan outlines additional mitigation actions to support its overall mission to drive continued environmental stewardship. Under the mitigation plan, observations made in the field drive corrective measures, including the training to recognize wildlife issues and respond appropriately. Wildlife observations during inspections are logged to monitor wildlife presence and changes over time. All workers and contractors are trained in, or informed of, the following:

- Identification of species of interest
- Who to contact when a wildlife issue is observed
- Prohibited actions, including the harassment/ collection of any wildlife
- Limiting or eliminating unnecessary lights
- PWM-established rules on speed limits and designated smoking areas

The Wildlife Mitigation Plan allows our employees to use an adaptive management approach to make informed decisions on wildlife observations.

### **Mitigation Hierarchy: Restore**

Pioneer strives to improve our landscape restoration practices continually. For example, our new pad reclamation program evaluates our well site inventory to find eligible pad downsizing locations based on operational criteria. Excess pad material is harvested and reused in new site construction at these locations, offsetting that volume demand from new material sourcing, which has resulted in more than 40 acres being returned to landowners and more than 75,000 tons of material reused through the program.

Pioneer has worked with Texas A&M Kingsville to collect ecologically representative native seeds from large areas where we are the surface landowner. From these areas, they were able to identify four distinct native seed mixes that would be applicable across our operational area. Native seeding offers many ecological benefits to pollinators and West Texas grassland species. Our Drilling and Construction group utilizes native seed mixes to reclaim surface land where possible.

### **Mitigation Hierarchy: Offset**

#### Conservation and Mitigation Actions

The states of New Mexico, Colorado, Kansas, Oklahoma and Texas are home to the lesser prairie chicken and its habitat. The Western Association of Fish and Wildlife Agencies (WAFWA), an association of 24 U.S. States and Canadian Provinces, formed a partnership of the five lesser prairie chicken states' respective wildlife management agencies, and, together with the U.S. Fish and Wildlife Service and partners from multiple industries, created a Range-wide Conservation Plan for the lesser prairie chicken. The U.S. Fish and Wildlife Service-endorsed Conservation Plan outlines the grouse species' needs in the five states' habitats.

As a result, oil and gas industry members adopted the Conservation Plan and jumpstarted conservation efforts with over \$65 million in initial conservation enrollments. Pioneer was a founding contributor to the Candidate Conservation Agreement with Assurances (CCAA) for the pre-listing conservation of the lesser prairie chicken. By working under the CCAA, we can assess the siting of projects and select locations that minimize or avoid impact. In areas where we cannot avoid habitat impact, the CCAA program

## WELL PAD REDUCTION PROGRAM



allows Pioneer to generate habitat impact offsets while maintaining predictability in our development plans and promoting lesser prairie chicken conservation. For additional information on WAFWA and lesser prairie chicken conservation, [visit www.WAFWA.org](http://www.WAFWA.org).

## WASTE MANAGEMENT

Waste reduction is an important goal for any company. We continue to improve how we proactively manage our waste and strive to minimize waste by eliminating or reducing identified waste streams, including hazardous waste. In addition, we continue to improve reuse and recycling in our operations and strive to decrease disposal in landfills. In 2020, Pioneer recycled more than 862 tons (1.7 million pounds) of solid waste.

For example, we are currently developing a companywide electronic waste management system to streamline waste tracking and processing of wastes. In addition, our Environmental department waste specialists work alongside each business unit to maintain proper waste management activities, including, but not limited to, training, waste reporting, waste minimization and reuse plans, waste characterization, transportation, and disposal manifesting.

We strive to minimize hazardous waste generation at our facilities through supplier coordination, chemical management programs and waste minimization plans. Pioneer and our dedicated staff work diligently on “intended use” initiatives and supplier collaboration to fully utilize products and proactively reduce or eliminate hazardous waste generation, while also reducing capital expenses. In 2020, Pioneer generated only 0.6 tons (1,200 pounds) of hazardous waste across our operations. We continue to maintain Very Small Quantity Generators status, the lowest tier of the U.S. Resource Conservation and Recovery Act (RCRA) for hazardous waste generators. Many operational conditions can impact future waste generation, but our goal is to:

- Limit our annual hazardous waste generation to maintain Very Small Quantity Generator performance (while striving to bring Parsley and DoublePoint assets to this level).

**VERY SMALL QUANTITY GENERATOR STATUS REQUIRES THAT WE:**

<ul style="list-style-type: none"> <li>• Generate 100 kilograms or less per month of hazardous waste</li> </ul>
<ul style="list-style-type: none"> <li>• Identify hazardous waste generated</li> </ul>
<ul style="list-style-type: none"> <li>• Not accumulate more than 1,000 kilograms of hazardous waste at any time</li> </ul>
<ul style="list-style-type: none"> <li>• Maintain proper handling and disposal</li> </ul>

**SPILL PREVENTION**

Pioneer believes all spills are preventable. Pioneer designs, builds, and operates our facilities and equipment with spill prevention in mind. Our HSE Commitment, formalized in our HSE Policy, shows how we take a proactive approach to manage spill-related risks and reduce spills. We invest in containment equipment, conduct inspections and remote monitoring, and comply with spill preparedness and response regulations. We require the internal reporting of all environmental incidents, including spills. Our compliance specialists,

operations partners and HSE committees are dedicated to studying past incident findings and identifying operational or engineering safeguards that could aid in preventing future incidents.

Additionally, Pioneer monitors performance and develops measures to prevent future incidents. We reduce spills throughout our operations by striving to:

- Improve understanding of spill causes and establish processes for reducing the number and volumes
- Promote actions that reduce our environmental footprint
- Instill incident management as a central principle for working at Pioneer

We implement these objectives by:

- Actively managing incidents consistently across the company
- Monitoring environmental incident metrics
- Setting reduction targets
- Communicating solutions and successful practices throughout the company
- Developing guidelines/procedures for proactive prevention
- Providing monthly briefings of high-risk environmental incidents, root cause investigation findings and recommendations to the HSEC

In the event of a spill, spilled volumes are recovered, where possible, through short-term spill response activities and properly addressed to meet or exceed regulatory requirements. Since 2019, the number of hydrocarbon spills within our operations has remained relatively flat; however, the total volume related to our hydrocarbon spills has decreased by 32% and, for spills greater than 100 barrels, by 57%. In all these incidents, more than 76% of our spills were captured in engineered secondary containment or remained within the general containment of our facilities, not impacting the environment. Additionally, 48% of the total spilled hydrocarbons were recovered during our initial response activities before spill remediation. Spill metrics are provided in our 2020 Sustainability Performance Data Table.

# WORKFORCE HEALTH, SAFETY AND SECURITY



## WORKFORCE HEALTH, SAFETY AND SECURITY

Pioneer is committed to sending our workforce home safely every day. Our dedication to protecting employees' health and safety working in and around company facilities and operating areas is supported by enforcing standards, corporate policies, and responsible and ethical procedures. In 2020, Pioneer enhanced HSE training through a targeted program that assigns employee training by a pre-defined exposure ranking. Our HSE training program covers both compliance and cultural HSE topics, ranging from incident management to confined space to behavior observations. The training curriculum follows OSHA standards and includes both new-hire orientation and ongoing training for our employees. In 2020, more than 10,800 hours were dedicated to HSE training.

Health and Safety performance metrics are provided within the 2020 Sustainability Performance Data Table. While Pioneer has many Health and Safety programs that we continuously enhance, in 2020 there were four programs in which Pioneer made significant advancements:



**Serious Exposure HSE Event Management**



**Motor Vehicle Safety**

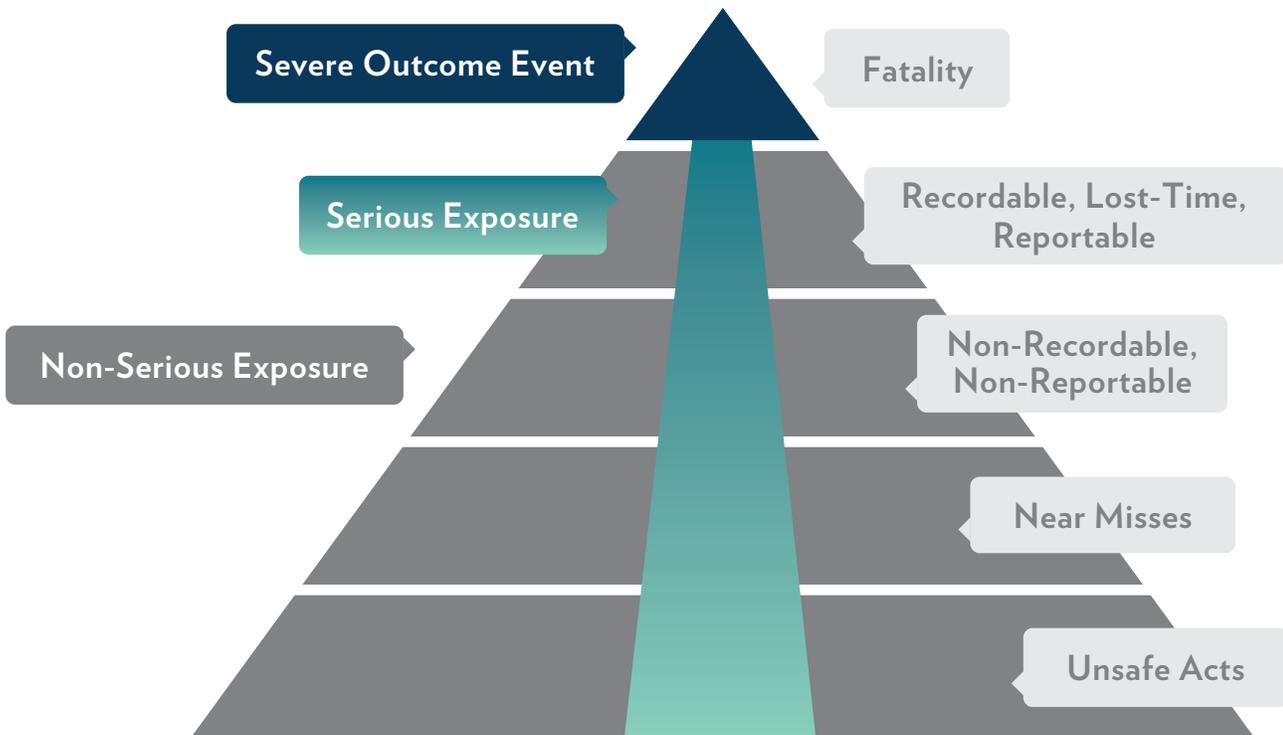


**Contractor Safety**

### ***Serious Exposure HSE Event Management***

In 2020, Pioneer introduced our Serious Exposure program across all operations. While appropriate management of all HSE events matters, the Serious Exposure method prioritizes the highest-risk events, bringing increased visibility and proactive, consistent solutions to these more urgent situations. Our stance and independent research support the principle that reducing severe incidents requires a different strategy than reducing minor incidents. Our Serious Exposure program is similar to the Serious Injury and Fatality (SIF) programs of other companies; however, Pioneer also applies the same principles and methodology to environmental incidents.

## SERIOUS EXPOSURE METHODOLOGY



**Leadership Review: Serious Exposure/Severe Outcomes** – Our executive leadership continues to drive this initiative forward to demonstrate management’s commitment to *Safely8760* and *Stewardship365* principles. Monthly review meetings with executive and field leadership share lessons learned across the organization, identify actionable preventative measures, develop a stronger culture around serious exposure awareness and prevention, drive accountability throughout the organization, and improve corrective action efficacy.

### **Motor Vehicle Safety**

Pioneer strives to provide our drivers the best possible tools through education and training, sound practices, and skill building. Pioneer works to address the critical mental component of driving with our S.A.F.E.R. driver training program. It provides a cognitive approach to training by utilizing classroom techniques, a driving safety assessment and a risk-assessment drive.

In 2020, Pioneer implemented the next generation of our In-vehicle Monitoring System (IVMS). Our system has evolved far beyond the basic ability to locate

trucks on a map. Today, we use this technology to improve driver safety, optimize maintenance, monitor vehicle health, automate mileage reporting and record fuel use.

The National Safety Council (NSC) and the Texas Department of Transportation have, for the third year in a row, honored Pioneer with the Texas Employer Traffic Safety Award. As the NSC stated in its award notes, Pioneer is “a leader in the area of traffic safety and an example for Texas employers statewide.” In 2020, we have worked with the NSC Our Driving Concern program to share best practices externally through a series of webinars.

### **Motor Vehicle Incident Rate**

Pioneer expects all motor vehicle incidents to be reported, regardless of severity. Pioneer defines a motor vehicle incident (MVI) as any incident involving a company owned/operated motor vehicle, in gear and under physical control of the driver. Reportable MVIs that count toward the overall rate are incidents where a Pioneer employee or third-party sustains an injury that requires medical treatment beyond first aid and/or

where a company or third-party vehicle cannot be safely driven from the scene. In 2020, Pioneer had an MVI rate of 0.33 incidents per million miles driven.

**Contractor Safety**

Continuing to build contractor partnerships has resulted in a 23% year-over-year (2019 to 2020) reduction in contractor health and safety recordable incidents on Pioneer locations. Pioneer has realized those results through continuous improvement of the six contractor program elements: pre-qualification, selection, onboarding, evaluation, monitoring and decommissioning. These elements lead to a collaborative approach with contractors throughout their relationship with Pioneer.

**HEALTH**

**Industrial Hygiene**

Pioneer understands the importance of worker health and established an Industrial Hygiene program with the goal of eliminating or reducing risks when a hazardous condition arises. The Industrial Hygiene program works in conjunction with the HSE Risk Registry process.

**Security Personnel and Programs**

Security is a material risk for many oil and gas companies. Pioneer takes a preemptive and robust security approach for those risks that are present within our operations. Pioneer participates in the Energy Security Council, which provides leading-edge security forces training. We are also an active member of the Permian Basin Oil Field Crime Committee. This committee promotes collaboration among its 186 members, which include Permian Basin oil and gas company security departments and law enforcement agencies. Additionally, our security professionals maintain strong working relationships with national and state prosecutors, local officials, and police chiefs and officers. These relationships support our communities and are invaluable in conducting our business ethically, safely and collaborating and assist one another in preventing and prosecuting oilfield thefts.

Pioneer employs an internal Security department to manage security for our staff, proprietary information and operations, including:

• Risk management	• Data loss prevention
• Physical security	• Internal and third-party audits
• Business practices	• Drug and alcohol policies
• Travel policies	• Site vulnerabilities
• Entertainment policies	• Personnel protection
• Invoicing	• Illegal dumping protection
• Code of conduct investigations	• Theft

# ADVANCING SOCIAL VALUE



## HUMAN RIGHTS

In 2020, we formally adopted a companywide Human Rights Policy and Human Rights Commitment that reflects how we have historically chosen to operate domestically and worldwide.

Our Human Rights Policy has been informed by the following United Nations and International Labour Organizations standards promoting social progress, better living standards, respect for indigenous peoples and human rights for all individuals:

- Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- International Labour Organization Declaration on Fundamental Principles and Rights at Work
- United Nations Declaration on the Rights of Indigenous Peoples
- International Labour Organization Convention 169

**Pioneer is a force for good in our local communities.**

Consistent with our RESPECT values, we are focused on people, including employees, contractors and our communities.

Our chief compliance officer, in conjunction with our Management Committee, is responsible for the management and adherence to these policies and commitments with oversight from our Board. The policy describes our respect of both people and lands, as well as how we source the supplies we use for our business. Pioneer strives to source products from suppliers meeting our standards of responsibility. We expect our suppliers to respect their workers and communities and avoid conducting business in ways that harm people.

## SUPPLIER PERMIAN SPEND



Since adopting our Human Rights policy in 2020, we have worked diligently to develop tools and programs to begin monitoring the effectiveness of the policy. We have developed comprehensive training on Human Rights protections and issues and how they relate to our business. We will initially provide this training to Pioneer Supply Chain Management employees and are working to integrate it into our training management system.

To view our Human Rights Policy, Human Rights Commitment, Equality is Good Business statement, the For Equality Act and related information, go to [PXD.com](https://www.pxd.com) > *Culture* > *Values*.

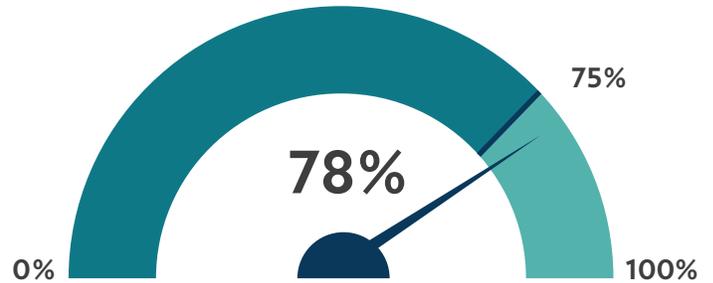
### ***United Nations Global Compact Participant***

In 2021, Pioneer has advanced our commitment to Human Rights by endorsing the UNGC principles at the Participant engagement level. As we continue to improve and learn how to improve our Human Rights and Community Engagement strategies, the Participant level provides us with many more opportunities to build trust and transparency, achieve our sustainability objectives and shape our sustainability pathway. We look forward to informing our stakeholders about what we learn from our participation.

## SUPPLY CHAIN AND SUSTAINABLE DEVELOPMENT

Local Permian Basin Suppliers – Pioneer values its relationship with a diverse set of local Permian Basin contractors and suppliers. In 2020, at least 28% of our capital spend was attributed to suppliers based in the area. Additionally, more than 78% of our spending is attributed to suppliers headquartered in Texas or whose goods are manufactured in-state.

## SUPPLIER TEXAS SPEND



As a company, we recognize the importance of supporting the local community by using suppliers that are critical to providing employment in the region.

In 2020, a work group dedicated to ESG and sustainability was established within our Supply Chain Management department. The work group sets ESG goals annually and is tasked with maturing supply chain processes for assessing and managing our supplier relationships from an ESG/sustainability perspective. We work to ingrain these processes into all facets of the supply chain. This includes supplier scoring, request-for-quote/contract language inclusion, internal guidance and goal setting, among other initiatives.

### ***Supplier Expectations***

We strive to work with companies that share our high standards and values. As outlined in our Code of Business Conduct, business integrity, safety and environmental stewardship are some of our main priorities. Pioneer's standard Master Service and Sales Agreement contractually obligates our suppliers and contractors to comply with our Code of Business Conduct, including our Human Rights Policy and Commitment. Supply Chain Management utilizes our procure-to-pay process to encourage sustainable practices within our supplier community. We promote collaboration and continuous improvement from our business partners and work upfront with suppliers to set expectations and ensure accountability. Our Supply Chain Management team is working to better understand our relationships with Historically Underutilized Businesses (minority-, women- and veteran-owned businesses) as a part of our overall ESG and diversity efforts as a company.

## SUPPLY CHAIN MANAGEMENT INTEGRATING SAFETY AND SUSTAINABILITY



### Cost Control

Our commitment to seeking the best value for Pioneer is at the forefront of everything we do.



### Customer Service

Whether internal or external, SCM aims to provide service at the highest level.



### Visibility and Transparency

Consistent and clear data presentation is vital to the SCM process, so we share this data throughout the company and externally.



### Strong Alignment

We partner with the Business groups to focus on shared goals and objectives.

Pioneer assesses every supplier through an extensive prequalification process based on the specific work type. This process includes important supplier safety and environmental information as well as HSE documentation. All contractors performing services on a Pioneer location must first sign our Pioneer Master Service and Sales Agreement, which binds them to our Code of Business Conduct. Safety and environmental stewardship are integral to our relationship with our contractors. Our Pioneer programs and goals are communicated to our contractors starting with their initial set up as a Pioneer service provider and reinforced through ongoing performance management conversations.

Pioneer standard sourcing and contract templates include service provider obligations to participate in contractor safety meetings, provide root cause analysis and perform thorough HSE reporting. Contractually, suppliers and service providers may be required to participate in our Supplier Performance Management program. Key performance indicators (KPIs) such as safety, cost, performance metrics and ESG initiatives are tracked and reviewed. Examples of KPIs include run-time, non-productive time and quarter-over-quarter comparison of metrics, among others. Pioneer and our suppliers and service providers conduct collaborative evaluations of holistic performance (including safety and sustainability) periodically. Pioneer conducts supplier audits at least once every three years to verify compliance with our policies and expectations.

Performance improvement plans will be instituted for any suppliers or service providers not meeting our expectations.

### *Supplier Collaboration to Drive Sustainability*

Pioneer Supply Chain Management works with suppliers to find new ways to reduce environmental impact and risk while creating more sustainable operations. In many cases, we have achieved these goals through automation, improved technology, and focus on the overall economics and engineering of a given project. In addition, our Supply Chain Management department is integrating an ESG component into our standard contract award process. Our supply chain decision matrix scorecard template includes ESG grading as a component to a bidder's overall score.

Pioneer's Supply Chain Management team is currently onboarding approved contractors using the widely accepted EcoVadis online ESG and Sustainability rating and assessment platform. A questionnaire, which must be conducted yearly, is given to each contractor by the rating agency, and a score is provided based on the responses. The questionnaires are tailored to each contractor's specific industry, size and location. Contractors must upload supporting documentation that verifies their responses. The supplier and contractor scores provided by the rating agency are utilized by our Supply Chain Management team to score contractors when awarding work, and to work with our contractors to improve their ESG and Sustainability programs.

This tool enables collaboration between Pioneer and our contractors to improve sustainability together by continuously creating year-over-year improvement.

For additional Supply Chain information, visit [PXD.com](https://www.pxd.com) > *Operations and Innovation* > *Suppliers*.

## DIVERSITY, EQUITY AND INCLUSION

Our DE&I program cultivates an environment where people feel included, respected and valued, which has never been more relevant than it is today. An inclusive workplace enables us to embrace diverse backgrounds and perspectives to attract, retain and develop the best talent. Through grassroots interest, leadership support, and robust training and development programs, our employees are embracing differences and actively learning how to better leverage different schools of thought to achieve business results. We are excited about the momentum we have gained and are ready to continue learning.

### *Diversity, Equity and Inclusion Targets*

To demonstrate Pioneer's commitment to DE&I initiatives and empower representation in all areas of the company, we have:

- Set a goal to have more than 50% diversity representation within our executive leadership team. Currently our executive leadership is 47% diverse.
- Require each Management Committee member to identify annual DE&I goals within their area of responsibility.

### *Equal Opportunity Employment*

Our Equal Employment Opportunity (EEO) Policy provides equal employment opportunity for all qualified employees and applicants without regard to race, color, sexual orientation, gender or gender identity, religion, national origin, disability, veteran status, age, marital status, pregnancy, genetic information, or other legally protected status. This obligation applies to all employment practices including, but not limited to:

- Recruiting, hiring, promotion, transfer, demotion, layoff, termination and training
- Treatment during employment
- Rates of pay or other compensation and benefits

- Selection for training, including apprenticeship and on-the-job training, as applicable
- Social and recreational activities or programs

Pioneer does not and will not discriminate against any qualified employee or applicant based on any of the aforementioned factors.

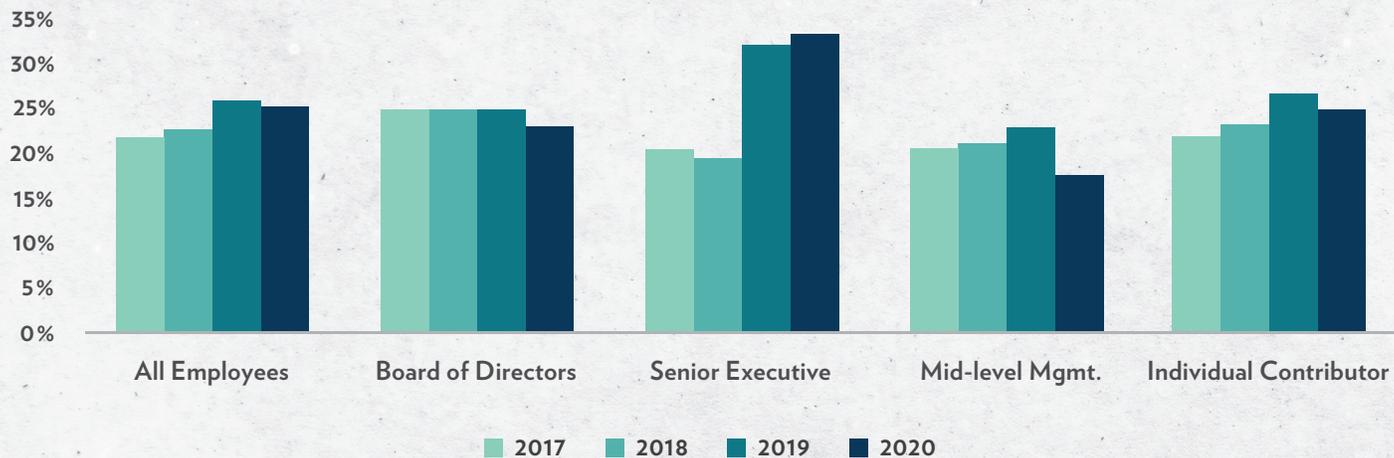
Pioneer included sexual orientation and gender identity in our antiharassment and discrimination labor practices ahead of the 2020 U.S. Supreme Court ruling, which upheld those protections within the Civil Rights Act of 1964. We have also joined the Business Coalition for the Equality Act, which law, if passed, would extend these national protections to other areas such as fair housing and credit. The Coalition is a group of leading U.S. employers that support the Equality Act, national legislation that would provide the same basic protections to those who identify as LGBTQ+ as are provided to other protected groups under federal law.

***Diversity and Inclusion Training*** – Pioneer continued our DE&I training program developed in conjunction with a third-party provider called Appreciating Differences™. With 100% of leaders and 75% of individual contributors trained, we will continue to offer the training as a core tool in our diversity strategy. As our program continues to evolve, we have now added a required Unconscious Bias training for all employees.

## PIONEER DEMOGRAPHICS

In 2020, women represented 25% of our workforce, including 33% at the senior executive level. The overall proportion of minority employees has decreased by 5% since 2019. However, we continue to achieve steady growth within both senior executive and mid-level management minority representation and our executive leadership is currently 47% diverse. Pioneer actively leverages our Campus Recruiting program to diversify our pipeline of incoming talent. The Pioneer Management Committee regularly reviews the demographics of our employees with a view to seeing that diversity is advanced at all levels of the company. Pioneer is committed to transparency around diversity and inclusion. As part of that, we offer full view of our progress in our 2021 Sustainability Performance Data Tables.

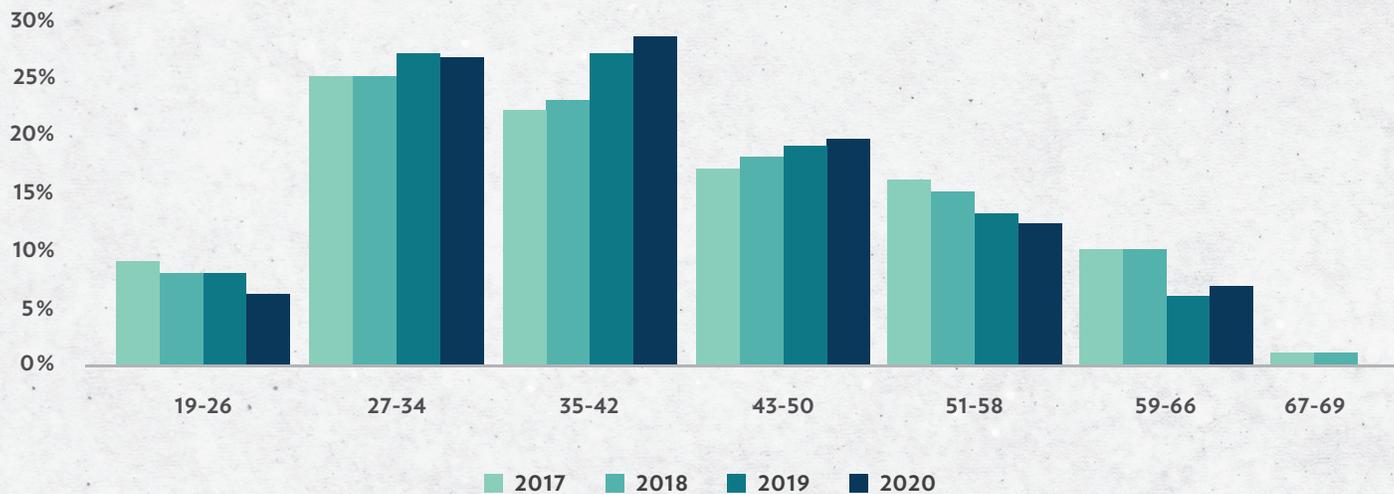
### WOMEN AT PIONEER



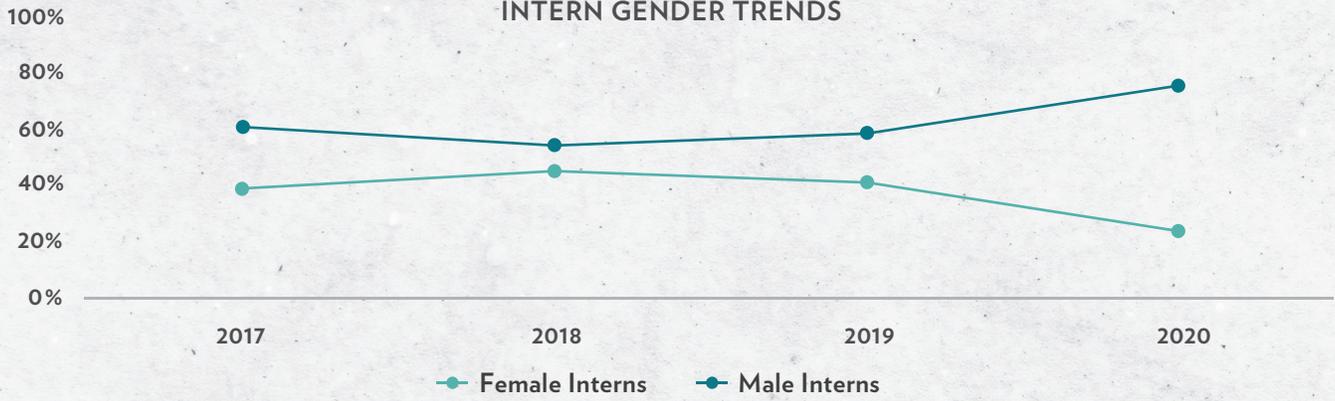
### MINORITY REPRESENTATION



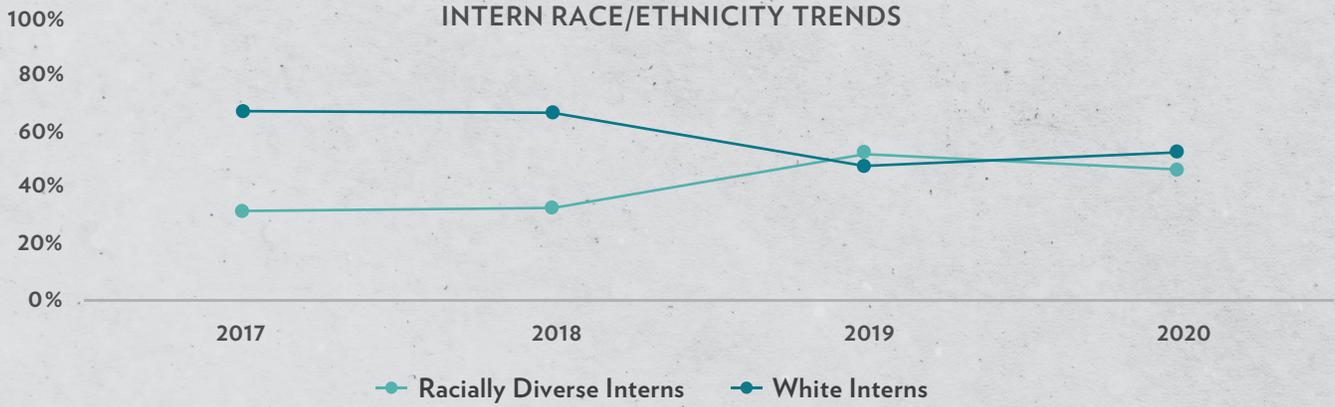
### EMPLOYEE AGE DEMOGRAPHICS



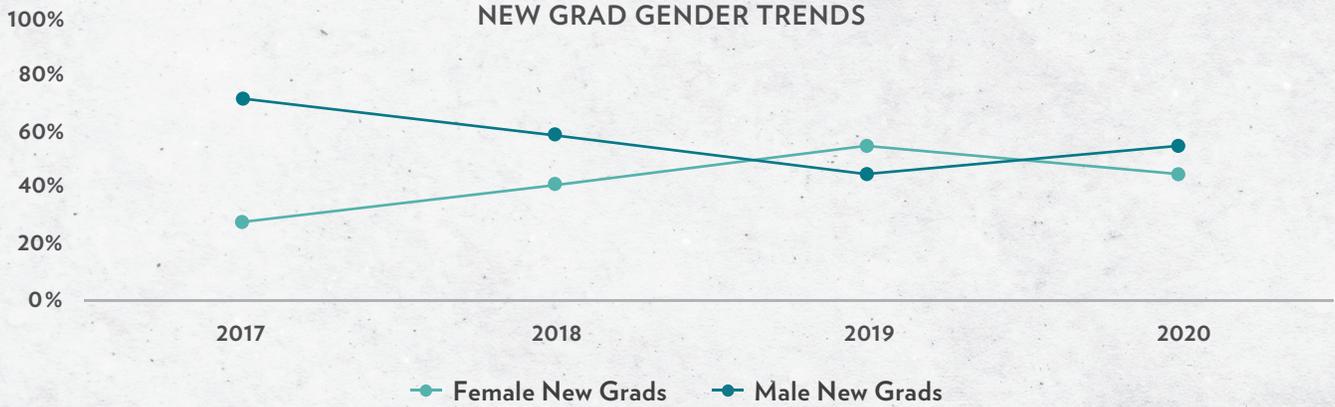
### INTERN GENDER TRENDS



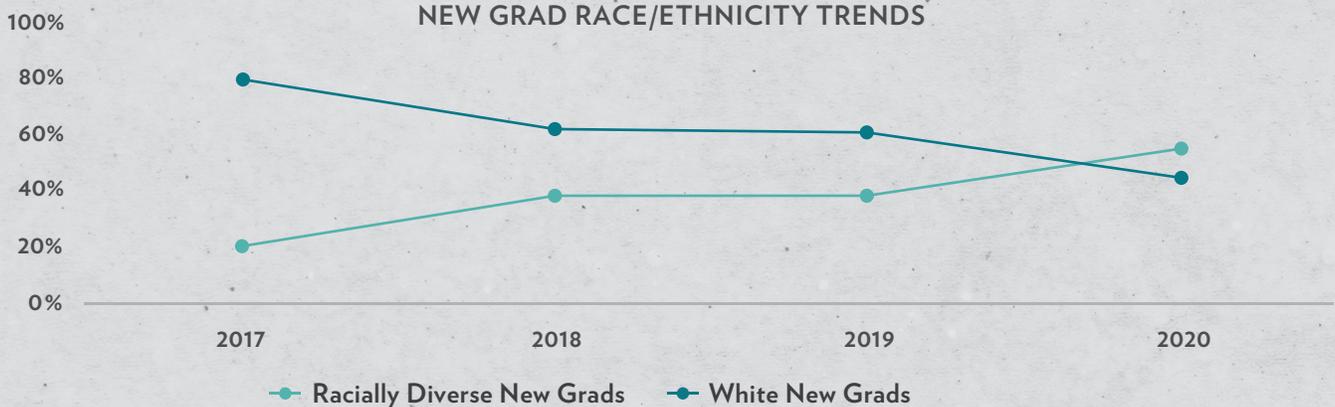
### INTERN RACE/ETHNICITY TRENDS



### NEW GRAD GENDER TRENDS



### NEW GRAD RACE/ETHNICITY TRENDS



## INVESTING IN OUR PEOPLE

Pioneer is committed to providing a workplace where individuals bring their authentic selves and are supported in an environment that nurtures all aspects of their lives, leading them to perform their best. Our success is driven by our people.

### *Employee Engagement*

At Pioneer, we believe in transparency, and it starts at the top. Giving employees a voice is paramount to creating a thriving and resilient culture. Our annual engagement survey provides a view into our overall organizational health. Pioneer recently partnered with a service provider to provide us with global, multi-industry benchmarks. Despite the many challenges Pioneer and our employees faced in 2020, Pioneer scored in the top quartile, in terms of engagement, globally. The results are used to identify areas in which our employees would like to see improvement. We are working to develop action plans with our managers to improve in these areas throughout the company.

**Employee Resource Groups** – Our companywide DE&I program, OnePioneer, is led and self-governed by a diverse representation of our employees. Once split into individual resource groups, it became evident that our members cared for communities different from their own, and we recognized that true change can be accomplished when we band together. As a result, we joined the groups to create OnePioneer. They operate as a singular team to advance DE&I initiatives throughout the company.

Under the OnePioneer umbrella, we continue to provide a space for employees to come together, with a shared interest or identity, as we have for 12 years. OnePioneer proudly supports these networks:

- Different Abilities Network
- Women's Network
- Early Career Employees
- Military Network
- Multicultural Network
- Parent and Caregivers Network
- PRIDE+ Network

**Employee Recognition** – Pioneer's WELL Done employee appreciation program is driven by both peer-to-peer and manager recognition. WELL Done allows Pioneer employees to recognize and reward their colleagues for outstanding work, especially in relation to our RESPECT values.

### *Compensation and Benefits*

Pioneer annually reviews salaries for all employees to provide a living wage, adjust for market conditions, and attract and retain a highly skilled workforce.

### *Pay for Performance*

Each Pioneer employee can influence their take-home pay through their performance. Our employees participate in:

- Cash incentive plans that consider both individual and company performance
- Traditional bonus plans heavily influenced by individual performance
- Variable compensation plans denominated in company stock

## **BEST-IN-CLASS BENEFITS PEER- AND INDUSTRY-COMPETITIVE OFFERINGS**

Our employees are our greatest asset, and we encourage them to take full advantage of the great benefits and programs we offer. To ensure we attract and retain top talent, we set ourselves apart from other employers by carefully selecting an outstanding benefits package.

- Comprehensive medical, dental and vision plans
- Company-provided life insurance, short-term disability and long-term disability
- Paid maternity and paternity leave
  - 12 weeks of 100% pay for primary caregiver
  - Two weeks of 100% pay for secondary caregiver
- Flexible work schedule and compressed work week
- Generous paid-time-off program, including paid sick leave
- 401(k) employer match

Pioneer continually reviews and implements benefits to attract and retain a highly skilled workforce. Two recent changes in 2021 include adopting a Remote Work program and adding Juneteenth as a paid company holiday.

OnePioneer's mission is to champion our culture of RESPECT and community stewardship by fostering an inclusive and productive environment that visibly supports and actively empowers all employees to thrive through education, recruitment, advocacy, wellness, development, mentorship, networking and philanthropy. More than 30 percent of our employees are members of OnePioneer.

# PIONEER

## BETTER TOGETHER

### OnePioneer Principles

**We listen, show up and speak up** as allies for people and communities that are different from our own.

**We advocate** for an accessible and inclusive workplace that supports employees with permanent and temporary disabilities.

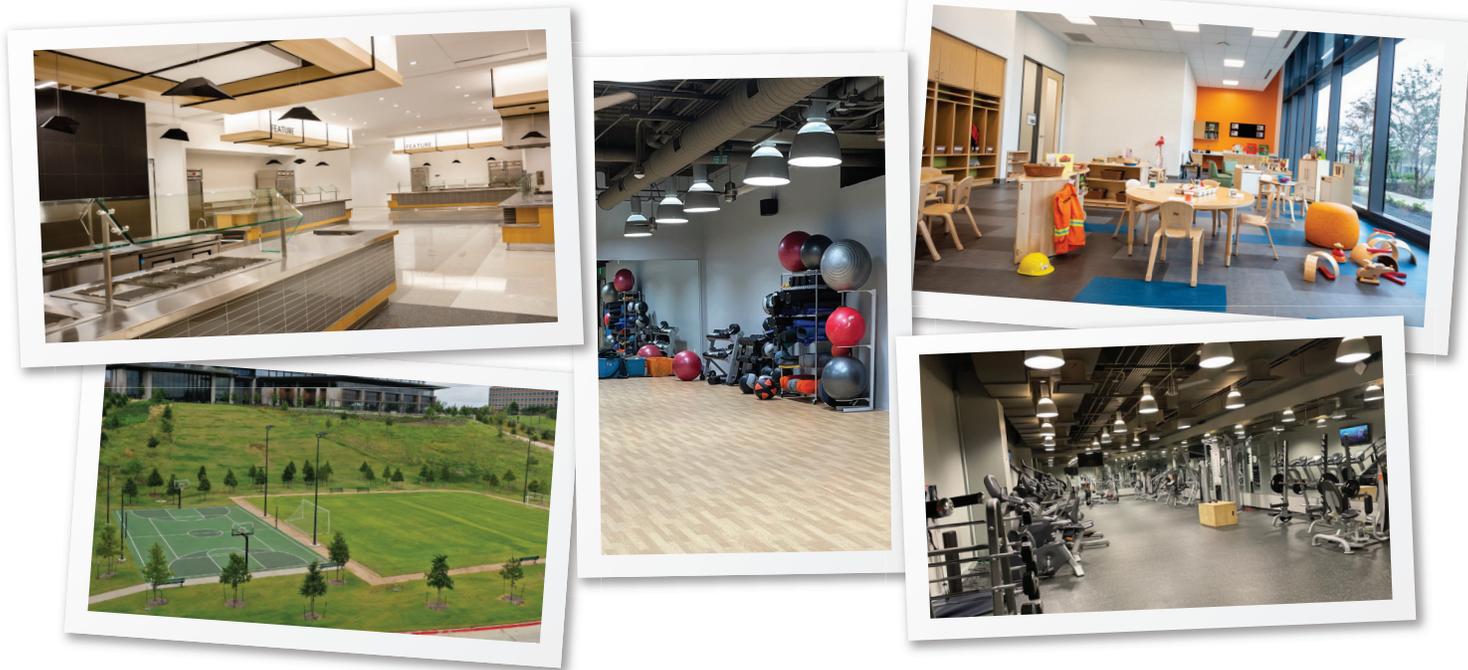
**We embolden our employees** to bring their whole selves to work regardless of sexual orientation, gender identity or gender expression.

**We support** veterans, active service members and their families.

**We appreciate and celebrate** individuals from all cultural backgrounds and foster a culture of inclusion through promoting a constructive understanding of our differences and potential biases.

**We connect** employees through mentorship, networking and shared learning to adapt and succeed at every stage of their careers in a rapidly changing workplace.

**We promote** equality through the development, retention and advancement of women and people of color at Pioneer.



**Careful Restructuring** – Like many companies before us, Pioneer recently faced the difficult task of reducing and restructuring our workforce. In 2019, we realigned our staff to fit our Permian pure-play business model; in 2020, we reduced our workforce again to reflect the reduction in the company’s long-term growth rate following the onset of the COVID-19 pandemic and the simultaneous slump in oil prices. While we very much consider this a last resort and work hard to avoid these scenarios, we took great care in providing our employees with post-employment benefits as they pursued their next opportunity. We provided generous severance benefits, additional funds for insurance coverage and full vesting of Pioneer stock awards.

**A CULTURE OF HEALTH AND WELLNESS**

**Daycare Centers** – Employees in our Las Colinas and Midland Corporate Offices have the convenience of an onsite childcare center that offers early childhood programs for their children ranging from infants to kindergarten prep.

**Health Centers** – Pioneer has three on-site health clinics that provide healthcare for both employees and their families. Medical services provided include preventative screenings, sick visits, routine check-ups, chronic condition management and urgent care needs.

**Employee Cafeterias** – Employees enjoy a range of healthy eating options at five of our office locations equipped with on-site cafeterias.

**Fitness Centers** – All Pioneer office locations have on-site fitness centers for employee use.

**Virtual Healthcare Access** – When the world was impacted by the COVID-19 pandemic, Pioneer was able to seamlessly provide employees and their families with the same level of healthcare as before. Many of our programs already offered (or quickly adapted to) a telehealth option.

**Focus on Mental Health**

The pandemic has put a spotlight on the mental health crisis in a new and immediate way. The stress, anxiety, isolation and uncertainty of this time are not only raising awareness but pushing us as individuals and as a society to have the honest conversations we always needed to have about mental health. Pioneer has always been proud to provide our employees and their families with a multi-channel offering of different resources to assist with achieving their optimal mental health and well-being.



**Feel 1 Mil**

In 2019, Pioneer launched Feel 1 Mil, a total mind and body wellness program. Feel 1 Mil offers several opportunities to nurture mind, body and spirit, allowing employees to prioritize their health and wellness. Employees and their families have access to our online wellness portal to track health and wellness goals. With services such as Teledoc, health bots, and on-site mammography and biometric screenings, employees have around-the-clock choices for preventative, mental and acute medical care.

### ***Promoting Teamwork***

Teamwork and collaboration are cornerstones of our success. Along with internal team-building activities, Pioneer is the premier sponsor of two local community initiatives: Corporate Challenge held in Richardson, Texas, and Corporate Cup held in Midland. These community competitions are Olympic-style, coed team building tournaments that garner high participation among our employees. While these events were postponed due to the COVID-19 pandemic, we eagerly anticipate their return and the opportunity to make an impact on our communities through philanthropic support while encouraging healthy competition and teamwork.

### ***Talent Management and Development***

At Pioneer, our Performance Management process occurs quarterly and enables our employees to perform at their best. These formal performance reviews are aligned with the career development of all permanent employees. In accordance with our RESPECT values and culture, our Performance Management process encourages and reinforces:

- Ongoing feedback and coaching
- Employee growth and development for their current role and future success
- Alignment of individual goals with company goals and team objectives

Pioneer strives to build a more proficient and engaged workforce with skill-building and competency-based training and development opportunities. Our competency model comprises professional, leadership and technical competencies and complements our Individual Development Planning process. Our competency-based development framework allows us to:

- Clarify what success looks like in current or future job roles and career paths
- Enable data-driven decision-making on learning and development priorities
- Provide guidance and employee development
- Promote candid feedback and career discussions between employees and managers
- Empower employees to drive their own development

Pioneer offers many opportunities and resources to help employees grow their knowledge and skills in accordance with our 70/20/10 learning model (70% on-the-job and experience-based, 20% collaboration and coaching, 10% formal training). We offer employees a variety of self-service options, compliance trainings, technical trainings, consultation services, service provider partnerships and more. Pioneer University, in partnership with Cornerstone, has 800+ offerings.

### ***Talent Planning***

Our Talent Planning approach identifies and targets development for critical talent. We identify critical roles based on several factors, including strategic importance, significant scope and impact, and unique skills. Successor candidates for those critical roles are then identified as those who have the interest, ability and experience to succeed in the critical role within five years. High potentials are identified based on an assessment of four factors of potential and their achievable level. Talent Planning enables Pioneer to proactively approach succession planning and offer targeted development for high potentials and successors, while enabling a cross-functional view of talent to increase visibility and mobility. Below is an example of a targeted development approach we put into place for officer-level successor candidates.

### ***Key Leadership Development Assessment –***

A 1.5-day program hosted by Leadership Worth Following, LLC, that includes online assessments, an in-depth interview and leadership simulations, as well as detailed feedback and coaching aimed at accelerating development of our future executive leaders.

DEVELOPMENT	TRAINING/RESOURCE	IMPACT/GOAL
Professional	Online Training Resources	Available to all employees, our online training contains a variety of topics and learning content types, including videos, tools, articles and more.
	Monthly Instructor-led Employee Trainings	Instructors lead these workshops that cover topics such as Work and Wellbeing, Leading Change, and Influencing People for Better Business Results.
Leadership	Targeted Leadership Development	In partnership with Harvard Business Publishing, this blended, cohort-based learning program provides concepts and practical tools to effectively lead others in a highly relevant and applied context.
Technical	PXDrill Training Program	More efficient drilling results in better, lower-cost wells. Pioneer ensures employees and contractors receive training to work toward one goal.
	Training, Assessment, Skills, Knowledge (TASK)	This operational training program for Production Operators teaches hands-on experience in the field environment.

### ***Investing in Future Talent***

A key component of our diversity strategy is recruiting the next generation of Pioneer employees. We carefully select interns and place them on challenging, problem-solving projects that complement our ongoing exploration and development efforts. Each intern is assigned a mentor and team to maximize learning and collaboration. We broaden the pool of diverse job candidates by reaching out to local student chapters such as National Society of Black Engineers, Association of Women Geoscientists and Society of Women Engineers at approximately eight universities. Promoting diversity initiatives on campus to engage female and underrepresented students through various university programs has shown to have a direct impact on the diversity of our new hires.

Our interns visit the oil field and view operations firsthand, such as drilling, completions, facilities development and gas processing, while interacting

with engineers, geoscientists, technicians and field personnel. Field trips, which are designed to develop a comprehensive understanding of Pioneer’s oil and gas operations, also serve as a great way for interns to get to know each other and their fellow Pioneer employees.

### **SOCIAL INVESTMENT**

Pioneer and our employees have a storied philanthropic history – we seek out events, organizations and initiatives to support, constantly striving to improve the quality of life for our communities. Pioneer is proud of the volunteerism and willingness to give back by our employees. Our corporate charitable giving mission is to positively impact organizations that enhance the communities where we live and operate. To that end, our corporate giving strategy aligns with the needs of our communities, specifically the Permian Basin and the Dallas/Fort Worth (DFW) area.

## CORPORATE GIVING: A STRATEGIC INVESTMENT



Pioneer is committed to being a good neighbor. In 2020, we implemented a charitable giving match program for our employees, WELL Spent. Pioneer matches our employees' donations (between \$50 and \$5,000 annually) to the 501(c)(3) charitable organizations of their choice. The program helps us serve the needs of our communities and supports employee involvement. WELL Spent is more than donations – our corporate giving strategy includes organizing employee-focused volunteering events with many of our key charitable partners. In its inaugural year, WELL Spent enabled Pioneer and our employees to contribute \$775,000 to charitable causes. Pioneer employees actively participate when it comes to bettering our communities. Many of our philanthropic partnerships include volunteer activities driven by employee activism and interests.

In 2020, Pioneer and our employees contributed more than \$4.1 million to hundreds of charitable organizations by utilizing a multi-layered approach that includes strategic corporate partnerships, volunteer committees, leadership oversight, employee-driven matching and grants, and university gifts.

**Corporate Partnerships** – A pillar of Pioneer's giving is our commitment to strategic corporate partnerships that positively impact the communities where we live and work. These partnerships take various forms, from the funding of capital campaigns and sponsorship of fundraising events to support of key charitable organizations and their programs. Despite the unprecedented challenges of 2020 due to the COVID-19 pandemic and historically low commodity prices, Pioneer steadfastly maintained our commitments to our philanthropic partners.

In 2020, some of our key Dallas community partners included: Dallas CASA and CASA of West Texas, Girls Inc., Irving Cares, Irving Schools Foundation, The Resource Center, Dallas Area Habitat for Humanity, Midland Habitat for Humanity and the Texas Trees Foundation. Pioneer corporate partnerships in the Permian community included: Centennial Park, Bustin' for Badges, Petroleum Museum Science/Technology/Engineering/Math (STEM) Education Center, Midland Education Foundation, Safe Place of the Permian Basin and Permian Basin Workforce Development Board.

## 2020 CORPORATE GIVING PARTNERSHIPS

Organization	Mission	Our Contribution
<b>Dallas CASA</b>	Dallas CASA advocates in the community and the courtroom for children in the protective care of the state, so they can grow up in safe, permanent homes where they can thrive.	Pioneer is a strong supporter of Dallas and West Texas CASA and the organization's conviction that all children have the right to be safe. As a long-time title sponsor for the golf tournaments in both communities, we are proud to have many of our employees volunteer with CASA.
<b>Girls Inc.</b>	Pioneer hosted 300 girls and chaperones in the Dallas area for the inaugural Power 2 the Girl Conference.	The day-long conference goal was to provide girls fundamental tools to use in everyday life while promoting STEM.
<b>Irving Cares</b>	Irving Cares is a well-known community resource and has consistently been recognized for its excellent leadership and performance. In 2020, Irving Cares was voted Best Local Nonprofit in Irving by the Irving Las Colinas Chamber of Commerce.	Pioneer employees held the Fourth Annual Texas Hold 'Em Tournament, which raised over \$26,000 for Irving Cares and more than doubled fundraising for previous years.
<b>Irving Schools Foundation</b>	The Irving Schools Foundation partners with community businesses and organizations to collect and distribute food to students in need. We currently average 1,650 food bags every week and anticipate an increase to 3,500 this year.	Pioneer contributed \$10,000 to the Food For Thought program, which is providing meals to approximately 2,000 children each week. The program serves approximately 1,300 children on a weekly basis.
<b>Habitat for Humanity</b>	Habitat for Humanity partners with communities both locally and worldwide to help people build or improve a place they can call home. With Pioneer's support, Habitat homeowners achieve the strength, stability and independence they need to build a better life for themselves and their families.	Through our longstanding partnership with Habitat for Humanity, Pioneer has donated more than \$6 million, built 35 new homes and made repairs on 32 other homes since 2006 in Dallas and Midland.
<b>Texas Trees Foundation</b>	Texas Trees Foundation provides education and other support to create more livable communities, teaching better land stewardship through a variety of initiatives, programs, projects and partnerships. In 40 years, they have planted more than 572,000 trees in Texas.	Pioneer and our employees continue to support the mission of the Texas Trees Foundation with active volunteerism and more than \$43,000 in corporate gifts and employee donations.
<b>Centennial Park: Midland, Texas</b>	This public-private partnership is developing a four-acre park that will transform downtown Midland into a natural and cultural oasis for recreation, an important quality-of-life factor necessary for attracting and retaining businesses and residents.	We are proudly pledging \$1 million toward the construction of this valuable amenity for the community of Midland.
<b>Bustin' for Badges</b>	Bustin' for Badges clay shoot supports the Midland and Odessa police departments and the Midland and Ector County sheriff departments. Funds are used for equipment, technology and training that would otherwise not be covered in their budgets.	Each department received \$100,000 from the event. Pioneer proudly contributes more than \$50,000 each year as the sponsor, plus volunteer hours from our employees.

## 2020 CORPORATE GIVING PARTNERSHIPS

Organization	Mission	Our Contribution
<b>Petroleum Museum STEM Education Center</b>	The Museum's capital campaign to develop a STEM Education Center will allow: expanded class sizes and programs, enhanced learning for all ages, continued collaboration with Permian Basin schools and partnership with the planned Individuals Dedicated to Excellence and Achievement (IDEA) charter school.	Pioneer has contributed \$250,000 to the capital campaign, which is slated to begin construction in 2021.
<b>Midland Education Foundation</b>	The Midland Education Foundation helps guide funding that contributes to enriching, innovative instruction throughout the district, leaving its mark on all students through a variety of initiatives that directly support academics, fine arts, robotics, science, technology, engineering, math, history and more.	Since 2012, Pioneer has contributed \$2.5 million to Early College High School (ECHS), an innovative collaboration to help students obtain a high school diploma and an Associate degree in just four years.
<b>Safe Place of the Permian Basin</b>	The mission of Safe Place is to break the cycle of family violence by empowering individuals to make safe and healthy choices through awareness, counseling, advocacy and shelter, while promoting hope, healing and dignity.	Pioneer joined a three-year capital campaign to support Safe Place of the Permian Basin as they build a larger facility to better serve the Permian Basin community.
<b>Permian Basin Workforce Development Board</b>	Aligning workforce development partners in an effort to achieve accessible, seamless, integrated and comprehensive services where possible, the Permian Basin Workforce Development Board strives to provide quality services to both employers and job seekers.	Pioneer invests in the future and supports jobs and training by serving as a corporate sponsor.
<b>Women in Engineering Program at UT</b>	Elementary and middle school students explore hands-on STEM presentations hosted by volunteer scientists, engineers and STEM enthusiasts.	Pioneer provides corporate support for the Women in Engineering Program's Girls' Day at UT in Austin.
<b>Women's Energy Network</b>	Pioneer provides unlimited membership benefits for any of our employees to join and participate in the Network.	Pioneer serves as a corporate sponsor, providing support for both the North Texas and Permian chapters of the Women's Energy Network.
<b>Youth Career Expo</b>	This organization strives to encourage, engage and educate students about their future career opportunities in the Permian Basin.	Pioneer provides corporate support for Youth Career Expo planning and execution.
<b>The Resource Center</b>	The Resource Center provides programs and assistance to LGBTQ+ communities and anyone impacted by HIV/AIDS through advocacy, health and education.	Pioneer supports The Resource Center and its mission to provide resources for Dallas LGBTQ+ community.
<b>Carry the Load</b>	This nonprofit organization honors our military and first responders. Walkers symbolically carry the American flag to bring attention to the sacrifices made by our country's fallen soldiers and first responders.	We proudly serve as the first-stop sponsor for Carry the Load in both the Dallas and Midland areas.

# #GIVINGTUESDAY™

Total Raised: **\$284,355**



**\$183,507**  
Pioneer Match



**\$100,848** Employee  
Donations by **275 employees**.



Participation from  
**all office locations**



**555** Donations to  
**312** different charities

## Giving During COVID



Total Raised  
(including Pioneer match)

**\$869,588**

**2,435 donations**  
made by **440 employees** to  
**554 different charities**



**\$175,000** went to food banks  
in DFW and Permian



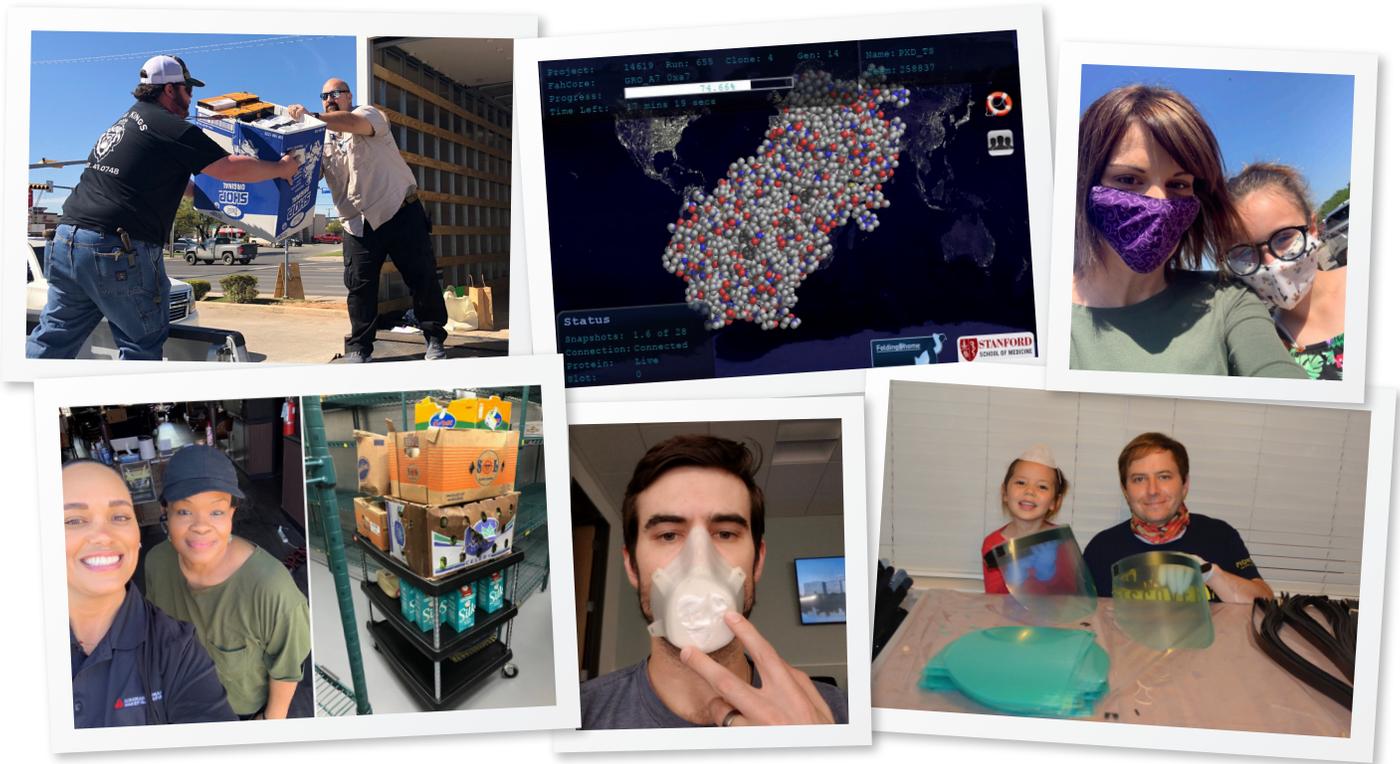
of donations to  
**help those in need**



of donations to  
**education and arts**



of donations to  
**animal services**



**Racial Equality** – Pioneer is committed to being a responsible corporate citizen and a force for good. Racial injustice is inexcusable. At Pioneer, we remain committed to our RESPECT values both within the company and extending into the communities where we live and work.

As part of our commitment to responsible corporate citizenship, Pioneer donated \$50,000 to the National Association for the Advancement of Colored People (NAACP) and \$50,000 to Facing History and Ourselves. Facing History and Ourselves also presented a virtual “lunch and learn” to our employees about developing empathetic leadership. This session explored identity and membership in the context of “empathetic leadership,” the ability of leaders to understand, relate to, and be culturally sensitive to customers, colleagues, and communities.

**Giving Tuesday** – In 2020, Pioneer hosted our second Giving Tuesday corporate event to celebrate the global day of giving and collaboration. Pioneer tripled employees’ donations to a charitable organization of their choice, up to a \$500 maximum. Employees had a 24-hour period to submit their contributions and match requests through the *WELL Spent* platform. Giving Tuesday was a great success: More than 275 employees participated, representing

every Pioneer office location and raising \$285,000 – including the company match – for more than 312 charities.

**PXDCares** – Employees at Pioneer show true heart and leadership in times of need. As the uncertainty related to COVID-19 grew, our employees jumped into action. From March through May, employees used the *WELL Spent* employee match to raise over \$143,000 for 87 different charities, the majority of which went to DFW and Permian food banks.

Employees also teamed up to use corporate and personal 3D printers for ventilator and mask needs, gathered with family members to help assemble face shields for frontline medical professionals, used their personal computers’ idle time to process protein chains for medical research into vaccines, and sewed hundreds of face masks for those in need.

Pioneer searched our offices to gather and donate much-needed face masks, latex and nitrile gloves, N95 masks, safety glasses, sanitizer, cleaning supplies, and iPads to hospitals in the Permian Basin and DFW. We worked with our suppliers to purchase face masks for Midland and Irving Police and Fire Departments.

In 2020, Pioneer corporately supported the following universities,  
for a total contribution of: \$986,000



### ***University Gifts and Matching***

Pioneer needs a skilled, educated and talented work force to continue our successful operations. We work to attract top talent by direct involvement with schools, colleges and universities where we recruit. Pioneer Campus Recruiting has established relationships with university partners through campus engagement events like career fairs and interviews, student internships, and university donations to maintain a talent pipeline of young professionals. In 2020, Pioneer corporately supported these universities, contributing \$986,000.

### ***Workforce and Social Investments***

Pioneer is a significant contributor to the economies of the communities where we operate and where our employees work and live. The following map depicts social investments in our operational area (the Midland Basin) and the state of Texas, as of December 31, 2020.

Production, or severance, taxes are levied by the state on companies producing natural resources. Ad valorem taxes are levied at a county level, where the producing resources are taxed according to their appraised fair market value.

Pioneer contributes to the U.S. economy and our nation's increased energy security by reducing our dependence on foreign oil and reducing the overall cost of energy. However, we recognize that the increased development activity leads to challenges that we must address as an industry. As a Permian pure-play operator, Pioneer is exceptionally mindful of how we contribute, directly and indirectly, to the economies of the communities where we operate and where our employees work and live. While we positively and significantly impact the local economy through job creation, taxes and economic development opportunities for our partners, our operations also amplify the strain on education, housing and infrastructure. In 2020, Pioneer paid more than \$370 million in state and local taxes and royalties. The following map depicts the number of people Pioneer employed in West Texas and North Texas (our headquarters) in 2020 and the state and county taxes Pioneer paid in 2020.

**1,141  
Jobs**

**TEXAS**

**714  
Jobs**

Category	Social Investment Statement
Jobs	1,855 Total Employees 1,141 Number of Jobs in West Texas 714 Number of Jobs in Dallas
Community Investment	\$4.1 million – Social investments
Supply Chain	28% of capital spend at companies based in West Texas 78% of capital spend at companies headquartered in Texas
Taxes	\$103 million Ad valorem taxes – State of Texas \$53 million Sales taxes – State of Texas \$217 million Severance taxes – State of Texas
Shareholder Dividends	\$347 million

**Permian Strategic Partnership** – As the Permian Basin has long been one of the most active and largest oil and gas basins globally, the people and communities have experienced the cycles of oil booms and busts. While the “boom” times were good, the “busts” compelled permanent residents, businesses and communities to save their money, a pattern that resulted in a lack of infrastructure investment.

The development of horizontal drilling and hydraulic fracturing technologies has unlocked a vast resource of previously untapped oil within the Basin. Seemingly overnight, new opportunities for residents, producers and service companies were abundant. However, Permian towns like Midland and Odessa desperately needed an injection of resources and industry partnership.

After announcing our intention to become a Permian pure-play operator in late 2017, Pioneer recognized the rapid level of oil and gas development in the region was creating critical needs within the local community that required creative and enduring solutions. Working with nine other companies operating in the region, Pioneer led the creation of the Permian Strategic Partnership. This unprecedented coalition in the oil and gas industry is dedicated to improving the quality of life for Permian Basin residents in five key areas:



**Excellent Schools**



**Safer Roads**



**Quality Health Care**



**Affordable Housing**



**Trained Workforce**

## PERMIAN STRATEGIC PARTNERSHIP

The Permian Strategic Partnership, now consisting of 19 member companies, is a catalyst for advancing these five goals by bringing stakeholders together; advocating for local communities with national, state and local officials; and contributing people, expertise and resources to help plan for and meet local needs. To support this effort, the

Permian Strategic Partnership has committed to providing more than \$100 million as seed money to spur more than \$800 million in other public- and private-sector investments and support projects to improve the region’s quality of life and livelihoods. Pioneer is proud of our role in founding the Permian Strategic Partnership and committed to supporting the impactful initiatives that the coalition implements. The partnership’s impressive string of successes in its relatively short existence comes not only from the character of the historic collaboration but the region itself. The Partnership’s President and CEO Tracee Bentley believes that the role of the Permian Strategic Partnership “is to be a catalyst via dollars and advocacy to make big, transformative change in the Permian Basin.” Here are some recent advancements the Permian Strategic Partnership made in local education:

**IDEA Charter Schools** – Partners invested nearly \$17 million to bring in regionally respected IDEA charter schools. An acronym for Individuals Dedicated to Excellence and Achievement, the organization was founded in 2000 in the Rio Grande area of Texas and quickly gained a reputation for pledging that “every child who wanted to get into college will be able to if they come out of an IDEA school,” Bentley says. Construction recently started on another IDEA school in Odessa.

**Educator Training** – According to Bentley, “Studies show giving teachers access to advanced learning techniques is one thing they want the most because that training directly correlates to classroom teaching and student performance.” The Partnership spent \$2 million to certify more than 300 teachers through the National Board Certification program.

**Equal Access Education** – Student access to reliable internet service during the COVID-19 lockdown became an “emergency situation” for the partners, Bentley explains, because there were many places where kids had zero connectivity due to the rural geography of the vast basin. That technological breakdown understandably panicked teachers, who worried they were losing track of their students because of the lack of connectivity. A broadband working group assembled to provide service “immediately.” Through the diverse partners they convened, the partnership learned global technology company SpaceX was piloting low-altitude satellites designed to deliver broadband. The partnership spent \$100,000 to launch dozens of the Starlink systems.

“The Permian Strategic Partnership set out with an ambitious goal in mind: to invest in a region and its communities to address challenges in a transformational way. Pioneer Natural Resources was a founding member of the Permian Strategic Partnership and brought leadership and vision at a critical time. They continue to be a vital pillar of our organization, and we are so grateful for all they continue to give.”

– Tracee Bentley, President and CEO, Permian Strategic Partnership

## IMPROVED SCHOOLS

### IDEA Schools – \$16.5 million

The Permian Strategic Partnership joined with local philanthropy to fund IDEA (Individuals Dedicated to Excellence and Achievement) public charter schools. The Midland/Odessa area will benefit from 14 new schools at seven sites opening by the 2024-2025 school year.

### EDLINK18 – \$900,000

The Partnership is providing funding to ensure broadband access for students in rural Texas school districts.

### National Board Certification – \$3.9 million

The Permian Strategic Partnership is working with the National Board for Professional Teaching Standards to create professional networks in southwest New Mexico and Ector County, Texas, supporting teachers who would like to complete the National Board training and certification process.

### UTeach – \$1.9 million

UTeach recruits undergraduate STEM majors and prepares them to become teachers. Permian Strategic Partnership partnered with UTeach Institute and local school districts to provide STEM teaching degrees and certifications through University of Texas Permian Basin.

## WORKFORCE DEVELOPMENT

### Hobbs Career and Technical Education (CTE) High School – \$10 million

The Permian Strategic Partnership joined the city and school district of Hobbs, along with the J.F Maddox Foundation, to fund a state-of-the-art regional CTE school, which will help train a future Permian Basin workforce.

### Catalyst Program – \$800,000

The Catalyst Program is working to expand Permian Basin high school and community college training programs.

## AFFORDABLE HOUSING

### Teacher Housing Subsidy – \$700,000

By partnering with Weidner Homes, the Permian Strategic Partnership was able to facilitate a 20% discount on teacher rent in Midland and Ector Counties.

## QUALITY HEALTHCARE

### **Texas Tech Family Medicine Residency – \$5.9 million**

The Permian Strategic Partnership is funding an expansion of the Texas Tech Health Sciences Center Family Medicine and Mental Health Fellowship Residency, increasing the number of primary care providers in the Permian Basin by 23.

### **Texas Tech Physician Assistant Expansion – \$2.5 million**

In addition to the Family Medicine Residency program, the Partnership joined other funders to expand Midland teaching and lab facilities, increase student capacity, rotate students among rural Permian hospitals and encourage Permian medical careers.

### **Healthcare Assessment – \$100,000**

The Permian Strategic Partnership and its partners developed an understanding of healthcare resources and needs in the Permian Basin.

### **Mobile Clinics – \$800,000**

The Permian Strategic Partnership, Texas Tech University and Caring Foundation expanded access to healthcare in rural areas, immediately utilizing our other expansions and increasing community engagement opportunities for greater healthcare results.

### **Permian Basin Counseling and Guidance – \$2.3 million**

The Permian Strategic Partnership collaborated with West Texas Counseling & Guidance to expand behavioral health services in the Permian Basin.

### **Odessa College Nursing and Medical Specialty Expansion – \$4 million**

The Partnership supported the expansion of the nursing program at Odessa College via a new Health Sciences building, adding capacity for nursing students and a state-of-the-art simulation hospital for enhanced training.

## SAFER ROADS

### **Permian Basin First Responder Equipment – \$1.1 million**

The Permian Strategic Partnership aimed to reduce traffic-related injuries and fatalities across the Permian Basin by providing life-saving equipment to first responders.

### **Advocacy Efforts – supported \$1 billion in state/federal funding**

The Permian Strategic Partnership supported advocacy efforts resulting in a \$1 billion increase in state and federal funding for roadway improvements in West Texas and southeastern New Mexico.

## BUILDING LOCAL CAPACITY

**Grant writers:** The Permian Strategic Partnership is funding grant writers that are currently applying for grant projects Lea County, Eddy County and rural areas of Texas.

**Broadband/Starlink:** Student access to reliable internet service during the COVID-19 lockdown became an emergency situation, with many children having zero connectivity due to the rural geography of the vast basin. Through the diverse partners they convened, the Partnership learned global technology mogul Elon Musk's company was piloting low-altitude satellites designed to deliver broadband. The partnership spent \$100,000 to launch dozens of the Starlink systems.

## LOBBYING AND ADVOCACY

All Pioneer lobbying and advocacy expenditures are made in the U.S. In 2020, Pioneer made significant financial contributions (more than \$25,000) to the following trade and business associations, which we consider strategic partners:

### *Political Engagement*

Pioneer works in conjunction with industry partners to advocate for a secure energy future. We actively participate in the political process, with the goal of informing policymakers and regulators about our business and advocating for policy solutions that mutually benefit our state, local communities, industry, Pioneer and our shareholders.

### *National and State Trade Associations*

Pioneer collaborates with national, state and regional trade associations representing the oil and gas industry to share information and advance a common agenda on legislative and regulatory matters.

Pioneer has adopted a policy on political expenditures, which is set forth in our Code of Business Conduct and Ethics and is applicable to all Pioneer Directors and employees. As stated in the policy, no company funds may be used for political contributions in the U.S. or in any foreign country, unless permitted by law, approved by the chief executive officer or chief operating officer, and then approved by either the general counsel or chief compliance officer. Pioneer employees fulfill annual training requirements regarding political contribution processes.

The charter of the Nominating and Corporate Governance Committee of the Board provides for the committee's oversight of all Pioneer political spending and lobbying activities. The committee, which is comprised entirely of independent directors, receives an annual report from senior management on Pioneer's political activities, including corporate contributions to issue campaigns or referenda; payments to 527 organizations, 501(c)(4) groups, and other tax-exempt organizations; dues paid to trade associations; and political action committee (PAC) contributions.

### *Corporate Political Contributions*

Pioneer may make occasional corporate contributions to political organizations and campaigns whose objectives are consistent with our business objectives in the areas in which we operate. While Pioneer directors and employees are free to participate in the political process individually, they may not represent a personal political contribution as being made on behalf of the company, and no director or employee may seek reimbursement, directly or indirectly, from Pioneer for any political contribution. In 2020, Pioneer only made one corporate political contribution. The contribution was for \$5,000 to the Texas Republican Legislative Caucus.

### *Political Action Committees*

Some eligible employees contribute to PACs sponsored by Pioneer. The activities of the Pioneer PACs are subject to comprehensive governmental regulation, including detailed disclosure requirements. These disclosures are posted on the website of the Federal Election Commission or the Texas Ethics Commission, where they can be reviewed by members of the public. All distributions made from the PACs are approved by their respective boards, currently comprised of senior members of management. All suggested distributions are reviewed to ensure they are consistent with legal limits and are delivered to entities eligible to receive PAC funds. All contributions to PACs are voluntary, and it is Pioneer's policy that no one be favored or disadvantaged by reason of the amount of their contribution or their decision not to contribute. For additional information on political expenditures, visit [PXD.com](http://PXD.com) > Culture > Advocacy.



# ADDITIONAL INFORMATION AND ASSURANCE

Our Annual Report and financial filings include a discussion of material risks and other matters that we believe are material to our investors. The term materiality, as used in this report, is based on a different definition of materiality than used in U.S. securities laws. Insofar as the determination of materiality for these purposes is based on laws and regulations applicable to securities filings and other investor communications, the topics deemed material in the context of financial reporting may differ from the topics that we determine are material for sustainability reporting purposes.

## ***Forward-looking Statements***

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements may be identified by the use of words such as “target,” “will,” “plan,” “expect,” “forecast,” “future,” “commit,” “intend,” “potential,” “estimate,” and similar expressions that contemplate future events. The forward-looking statements speak only as of the date made, and Pioneer undertakes no obligation to update such forward-looking statements.

## ***Cautionary Statement Regarding Forward-looking Information***

Except for historical information contained herein, the statements in this report are forward-looking statements that are made pursuant to the Safe Harbor Provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are subject to a number of risks and uncertainties that may cause Pioneer’s actual results in future periods to differ materially from the forward-looking statements. These risks and uncertainties include, among other things, volatility of commodity prices, the impact of a widespread outbreak of an illness, such as the COVID-19 pandemic, on global and U.S. economic activity; the ability to obtain environmental and other permits and the timing thereof; other government

regulation or action; Pioneer’s ability to achieve its emissions reduction and flaring goals; the assumptions underlying forecasts; and environmental and weather risks, including the possible impacts of climate change. These and other risks are described in Pioneer’s Annual Report on Form 10-K for the year ended December 31, 2020, Quarterly Reports on Form 10-Q filed thereafter and other filings with the U.S. Securities and Exchange Commission. In addition, Pioneer may be subject to currently unforeseen risks that may have a materially adverse effect on it. Accordingly, no assurances can be given that the actual events and results will not be materially different than the anticipated results described in the forward-looking statements, and readers are cautioned not to place undue reliance on any such statements. Pioneer undertakes no, and expressly disclaims any, duty to publicly update these statements except as required by law. This report contains statements based on hypothetical or severely adverse scenarios and assumptions, and these statements should not necessarily be viewed as being representative of expected risk. While future events discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality of the disclosures required under the U.S. federal securities laws.

## ***Assurance***

Pioneer conducted an internal audit of this report to determine whether subject matter experts in each department provided adequate supporting documentation and data to substantiate the information disclosed in this report. A weekly audit report was provided to key contributors, and a final, comprehensive analysis was presented to the ESG Task Force at the end of the full reporting process. The Corporate Sustainability Report was then, with review and guidance from the Board of Directors, approved for publication by the ESG Task Force and Management Committee.

# SUSTAINABILITY PERFORMANCE DATA

METRIC	SASB ID	2017	2018	2019	2020
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
Oil Production (gross MBBL/day)				292	295
Natural Gas Production (gross MMscf/day)				704	784
Oil and Natural Gas Production (gross MBOE/day) - Best used for intensity				409	426
Number of offshore sites		0	0	0	0
Number of onshore sites		10,584	8,148	6,693	6,722
<b>Air Emissions - Pioneer Extended Emissions Inventory<sup>1</sup></b>					
Scope 1 emissions (metric tonnes CO <sub>2</sub> e)	EM-EP-110A.1			2,002,133	1,481,602
Carbon dioxide (metric tonnes CO <sub>2</sub> e)				1,345,508	1,133,264
Methane (metric tonnes CO <sub>2</sub> e)				656,625	347,126
Nitrous oxide (metric tonnes CO <sub>2</sub> e)					1,211
Scope 1 methane emissions (percent methane)	EM-EP-110A.1			33	23
Flared hydrocarbons (metric tonnes CO <sub>2</sub> e)	EM-EP-110A.2			156,856	55,654
Other combustion (metric tonnes CO <sub>2</sub> e)	EM-EP-110A.2			1,215,047	1,098,928
Process emissions (metric tonnes CO <sub>2</sub> e)	EM-EP-110A.2			117	218
Other vented emissions (metric tonnes CO <sub>2</sub> e)	EM-EP-110A.2			551,319	257,069
Fugitive emissions (metric tonnes CO <sub>2</sub> e)	EM-EP-110A.2			78,796	69,733
Scope 2 emissions (metric tonnes CO <sub>2</sub> e)	EM-EP-110A.1			272,116	257,930
Scope 1 and 2 emissions (metric tonnes CO <sub>2</sub> e)				2,274,248	1,739,531
Emissions intensity (CO <sub>2</sub> e tonnes per MBOE)				15.2	11.1
Methane intensity (CO <sub>2</sub> e tonnes per MBOE)				4.4	2.2
Grid electricity purchased (trillion BTUs)		1.97	2.23	2.22	2.08
Non-renewable energy (trillion BTUs)		1.61	1.79	1.75	1.55
Renewable energy (trillion BTUs)		0.36	0.44	0.48	0.53
Normalized energy use (kWh per USD Revenue)		0.16	0.13	0.13	0.09
Non-renewable energy (percent)		81.8	80.3	78.7	74.7
Renewable energy (percent)		18.5	19.8	21.5	25.3
<b>Air Emissions - As reported to the U.S. EPA<sup>2</sup></b>					
Scope 1 emissions covered under emissions-limiting regulations (percent)	EM-EP-110A.1			0	0
Scope 1 emissions - (metric tonnes CO <sub>2</sub> e)		1,242,402	1,471,280	1,599,622	1,613,241
Carbon dioxide (metric tonnes CO <sub>2</sub> e)		791,309	1,006,208	1,199,779	1,095,293
Methane (metric tonnes CO <sub>2</sub> e)		449,948	463,888	398,379	516,741
Nitrous oxide (metric tonnes CO <sub>2</sub> e)		1,145	1,184	1,464	1,207
Scope 1 emissions - divested assets (metric tons CO <sub>2</sub> e)		919,417	268,792	0	0

Footnotes:

1 - Pioneer Extended Emissions Inventory (Scope 1 and 2) builds upon EPA Subpart W reporting to include vented emissions not subject to Subpart W reporting requirements, company-owned vehicle emissions, and emissions from Scope 2 power purchases.

Emissions from storage tanks are calculated per §98.233(j)(1) - Method 1, which simulates emissions based on operating conditions.

2 - Emissions from storage tanks are calculated per §98.233(j)(2) - Method 2, which assumes all CO<sub>2</sub> and CH<sub>4</sub> present in solution are emitted to atmosphere.

METRIC	SASB ID	2017	2018	2019	2020
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
<b>Vapor Recovery and Flaring</b>					
VRU captured gases (million tonnes methane CO <sub>2</sub> e)				1.34	1.45
Flaring (percent natural gas production)				0.73	0.21
<b>Leak Detection and Repair (LDAR) (Survey counts approximated)</b>					
LDAR program surveys (regulatory and voluntary)		13,000	10,000	10,500	7,805
LDAR identified leaks - OOOOa		500	900	1,000	914
LDAR leak repairs - OOOOa		500	900	1,000	914
<b>Water Management</b>					
Surface water (million cubic meters)		0.00	0.00	0.00	0.00
Freshwater withdrawn and consumed (million cubic meters)	EM-EP-140A.1	13.10	12.52	12.03	9.53
Non-freshwater (consumed and/or withdrawn) (million cubic meters)	EM-EP-140A.1	9.56	12.22	15.82	13.04
Recycled water - recycled produced water (million cubic meters)	EM-EP-140A.1	0.63	1.26	4.77	6.34
Reclaimed water - treated municipal water (million cubic meters)	EM-EP-140A.1	6.12	6.95	7.04	5.06
Brackish water (million cubic meters)	EM-EP-140A.1	2.81	4.01	4.02	1.63
Freshwater (percent)		58	51	43	42
Non-freshwater (percent)		42	49	57	58
Freshwater intensity (barrels per BOE EUR)		0.27	0.22	0.21	0.23
Freshwater intensity (barrels per BOE)		0.83	0.62	0.51	0.39
Water intensity (barrels per BOE EUR)		0.47	0.44	0.49	0.53
Water intensity (barrels per BOE)		1.43	1.23	1.17	0.91
Produced water and flowback generated: discharged (Million cubic meters)	EM-EP-140A.2		0	0	0
Produced water and flowback generated: recycled (Million cubic meters)	EM-EP-140A.2	0.63	1.26	4.77	6.34
Freshwater from regions with High or Extremely High Baseline Water Stress (percent)	EM-EP-140A.1			54	53
<b>Groundwater Protection</b>					
Hydraulically fractured wells with public disclosure of all fracturing fluid chemicals used (percent) FracFocus.org	EM-EP-140A.3	100	100	100	100
<b>Waste</b>					
Hazardous Waste Generated (US pounds)					
<b>Liquid Hydrocarbon Spills</b>					
Number of hydrocarbon spills	EM-EP-160A.2	1,104	1,193	1,170	1,039
Aggregate volume of hydrocarbon spills (barrels)	EM-EP-160A.2	2,472	3,748	3,792	2,569
Aggregate hydrocarbon spill volume recovered (barrels)	EM-EP-160A.2	1,212	2,181	2,303	1,084
Volume of hydrocarbon spills in Arctic (barrels)	EM-EP-160A.2	N/A - NO OPERATIONS IN THE ARCTIC			
Volume of hydrocarbon spills impacting shorelines with ESI rankings 8-10 (barrels)	EM-EP-160A.2	N/A - NO OPERATIONS ALONG SHORELINES OR OFFSHORE			
Spills > 100 Barrels		1	5	7	4
Spills > 1 Barrel		366	387	335	312
Volume from spills > 100 Barrels (barrels)		153	1,113	1,507	654
Volume of Spills > 1 Barrel (barrels)		2,115	3,326	3,366	2,233
Volume Recovered from Spills > 1 Barrel (barrels)	EM-EP-160A.2	1,171	2,138	2,274	1,064
Volume Recovered from Spills > 1 Barrel (percent)		55	64	68	48

METRIC	SASB ID	2017	2018	2019	2020
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
<b>Social Issues</b>					
Reserves in or near areas of conflict (percent)	EM-EP-210A.1	N/A - CONFLICT NOT PRESENT IN OR NEAR RESERVES AREA			
Reserves in or near indigenous land (percent)	EM-EP-210A.2	N/A - INDIGENOUS LAND NOT PRESENT IN OR NEAR RESERVES AREA			
Engagement processes and due diligence practices with respect to operation in areas of conflict	EM-EP-210A.3	N/A - AREAS OF CONFLICT NOT PRESENT IN OR NEAR AREAS OF OPERATIONS			
Number of non-technical delays	EM-EP-210B.2	N/A - NOT PRESENT			
Duration of non-technical delays (days)	EM-EP-210B.2	N/A - NOT PRESENT			
Reserves in countries with 20 lowest rankings in the Corruption Perception Index	EM-EP-510A.1	N/A - 20 LOWEST-RANKED COUNTRIES NOT PRESENT IN OPERATIONS			
Facilitation payments (USD)		0	0	0	0
<b>Safety (rate per 100 workers or 200,000 hours)</b>					
Total Recordable Incident Rate (TRIR)	EM-EP-320A.1	0.86	0.96	0.62	0.47
TRIR Benchmark – BLS U.S. Oil & Gas Industry (API Workers Safety Report 2019)		1.70	1.60	1.50	NOT YET PUBLISHED
TRIR – E&P employees		0.47	0.28	0.40	0.26
TRIR E&P Benchmark – BLS U.S. Oil & Gas E&P (NAICS code 21112/211111)		1.00	0.80	0.60	NOT YET PUBLISHED
TRIR - Service employees (No direct BLS benchmark to PXD services)		1.36	1.87	1.32	1.51
Lost-Time Incident Rate (LTIR)		0.36	0.32	0.14	0.09
LTIR - E&P employees		0.13	0.08	0.13	0.00
LTIR - Service employees		0.65	0.64	0.15	0.50
Work-related fatalities for employees	EM-EP-320A.1	0	0	0	0
Work-related fatalities for contractors	EM-EP-320A.1	2	0	2	0
Work-related fatalities for short-service employees	EM-EP-320A.1				0
Near miss frequency rate (NMFR) for full-time employees (OSHA Rate)	EM-EP-320A.1	6.29	7.05	5.93	1.63
Motor Vehicle Incident Rate (MVIR) (per 1 million miles)		0.37	0.54	0.58	0.32
<b>Training (person hours)</b>					
Health, safety and environmental training		43,248	34,485	29,559	10,815
<b>WorkForce</b>					
Total employees		3,827	3,817	2,323	1,855
Local workforce (percent)				98	99
Voluntary turnover rate (percent of workforce)		10	11	20	4
<b>Women at Pioneer (percent representation in the workforce)</b>					
All employees		21.9	22.7	26.0	25.4
Board of Directors		25.0	25.0	25.0	23.1
Senior executive		20.5	19.5	32.1	33.3
Mid-Level management		20.7	21.2	23.0	17.6
Individual contributor		22.1	23.3	26.7	25.0
<b>Minority Representation (percent representation in the workforce)</b>					
All employees		38.4	39.0	40.0	38.0

Footnotes:  
API – American Petroleum Institute  
BBL - Barrels  
BLS – Bureau of Labor Statistics  
BOE - Barrel of oil equivalent  
BTU - British thermal unit  
CO2e - Carbon dioxide equivalent  
EUR - Expected Ultimate Recovery  
kWH - Kilowatt hour

MBOE - Thousand barrels of oil equivalent  
MBBL - Thousand barrels  
MMscf - Million standard cubic feet  
OSHA - U.S. Occupational Safety and Health Administration  
USD - U.S. Dollar  
API Workers Safety Report 2019 Figure 1  
(<https://www.api.org/-/media/Files/Publications/API-Workers-Safety-Report-2019.pdf>)

In the 2020 report, the divested assets reporting resulted in shifting up/down depending on the performance of those divested assets and the amount they contributed to the metric.

METRIC	SASB ID	2017	2018	2019	2020
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
<b>Minority Representation - Board of Directors (percent representation in the workforce)</b>					
Black or African American		8.0	8.0	8.0	7.7
White		92.0	92.0	92.0	92.3
<b>Minority Representation - Senior Executives (percent representation in the workforce)</b>					
Asian		2.3	2.4	3.6	4.2
Hispanic or Latino		6.8	7.3	7.1	8.3
White		90.9	90.2	89.3	87.5
<b>Minority Representation - Mid-Level Management (percent representation in the workforce)</b>					
American Indian or Alaskan Native		0.5	0.5	0.2	0.4
Asian		1.3	1.6	2.6	1.8
Black or African American		2.6	3.0	3.9	1.5
Hispanic or Latino		14.9	17.0	17.4	17.6
Native Hawaiian or Other Pacific Islander		0.1	0.1	0.0	0.0
Two or More Races		0.1	0.3	0.2	0.7
White		80.5	77.5	75.8	78.0
<b>Minority Representation - Individual Contributor (percent representation in the workforce)</b>					
American Indian or Alaskan Native		0.5	0.3	0.7	0.7
Asian		2.2	2.4	3.8	4.2
Black or African American		6.5	6.5	4.4	3.8
Hispanic or Latino		33.8	33.5	34.5	31.2
Native Hawaiian or Other Pacific Islander		0.1	0.1	0.1	0.1
Two or More Races		0.5	0.8	1.1	1.0
White		56.3	56.4	55.4	59.1
<b>Employee Age Demographics (percent of representation in the workforce)</b>					
18 and under		0.0	0.0	0.0	0.0
19 - 26		9.0	8.0	8.0	6.2
27 - 34		25.0	25.0	27.0	26.7
35 - 42		22.0	23.0	27.0	28.4
43 - 50		17.0	18.0	19.0	19.5
51 - 58		16.0	15.0	13.0	12.2
59 - 66		10.0	10.0	6.0	6.7
67 - 69		1.0	1.0	0.0	0.2
70 and over		0.0	0.0	0.0	0.1

METRIC	SASB ID	2017	2018	2019	2020
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
<b>Economic Contribution (\$ Million)</b>					
Charitable contributions		4.2 (ESTIMATED)	5.5	4.9	4.1
Political contributions (\$ Thousand)		140.0	0.0	505.0	5.0
PAC contributions (\$ Thousand)		29.0	145.0	38.3	173.0
Ad valorem taxes		65.0	82.0	93.3	102.8
Production/severance taxes		218.0	303.0	308.3	217.4
Sales tax		4.0	7.0	109.8	53.2
Shareholder dividends		14	55	127	346

# SUSTAINABILITY CONTENT INDEX

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX	
INDICATOR NUMBER	DISCLOSURE LOCATION
<b>Greenhouse Gas Emissions</b>	
EM-EP-110a.1	Sustainability Performance Data Table, Sustainability Report <sup>2</sup> Pages 28-30, 32
EM-EP-110a.2	Sustainability Performance Data Table (Air Emissions)
EM-EP-110a.3	Sustainability Performance Data Table, Sustainability Report Pages 28-30
<b>Water Management</b>	
EM-EP-140a.1	Sustainability Performance Data Table, Sustainability Report Pages 48-50
EM-EP-140a.2	Sustainability Performance Data Table, Sustainability Report Pages 46-48
EM-EP-140a.3	Sustainability Performance Data Table (Groundwater Protection)
<b>Biodiversity Impacts</b>	
EM-EP-160a.1	Sustainability Performance Data Table, Sustainability Report Pages 53-56
EM-EP-160a.2	Sustainability Performance Data Table (Liquid Hydrocarbon Spills)
<b>Security, Human Rights &amp; Rights of Indigenous Peoples</b>	
EM-EP-210a.1	Sustainability Performance Data Table (Social Issues)
EM-EP-210a.2	
EM-EP-210a.3	
<b>Community Relations</b>	
EM-EP-210b.1	SEC Form 10-K <sup>6</sup> , Sustainability Report Pages 71-77, 79-81
EM-EP-210b.2	Sustainability Performance Data Table (Social Issues)
<b>Workforce Health &amp; Safety</b>	
EM-EP-320a.1	Sustainability Performance Data Table (Safety)
EM-EP-320a.2	Sustainability Report Pages 8, 13-14, 17, 18-19, 21-24
<b>Business Ethics &amp; Transparency</b>	
EM-EP-510a.1	Sustainability Performance Data Table (Social Issues)
EM-EP-510a.2	Code of Business Conduct and Ethics
<b>Management of the Legal &amp; Regulatory Environment</b>	
EM-EP-530a.1	Sustainability Report Pages 33, 82
<b>Critical Incident Risk Management</b>	
EM-EP-540a.2	SEC Form 10-K, Proxy Statement <sup>7</sup> , Sustainability Report Pages 14, 19-20, 22-23, 58-59
<b>Activity Metrics</b>	
EM-EP-000.A	SEC Form 10-K, Sustainability Performance Data Table
EM-EP-000.B	
EM-EP-000.C	

Footnotes:

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- 3 - "Human Rights Policy" dated 6/30/2020
- 4 - Human Rights Commitment

- 5 - "Code of Business Conduct and Ethics" referenced throughout table refers to our Code of Business Conduct and Ethics dated 12/04/2020
- 6 - "SEC Form 10-K" referenced throughout table refers to our 2020 United States Securities and Exchange Commission (SEC) Form 10-K
- 7 - "Proxy Statement" referenced throughout table refers to our 2021 Proxy Statement

**GRI CONTENT INDEX**

INDICATOR NUMBER AND TITLE	DISCLOSURE LOCATION (SELECT PAGE HIGHLIGHTS PROVIDED)
<b>GRI 101: FOUNDATION</b>	
<b>102-11 - Precautionary Principle or approach</b>	
101 - Reporting Principles	Sustainability Report <sup>2</sup> Pages 25
101 - Materiality	Sustainability Report <sup>2</sup> Pages 26-27
<b>GRI 102: GENERAL DISCLOSURES</b>	
<b>Organizational Profile</b>	
102-1 - Name of the organization	Pioneer Natural Resources Company
102-2 - Activities and services	Pioneer is a large independent oil and gas exploration and production company that explores for, develops and produces oil, natural gas liquids and gas (SEC Form 10-K)
102-3 - Location of headquarters	777 Hidden Ridge, Irving, Texas, 75038 (SEC Form 10-K)
102-4 - Location of operations	All operations in the Permian Basin in West Texas (SEC Form 10-K)
102-5 - Ownership and legal form	“The Company is a Delaware corporation, and its common stock has been listed and traded on the NYSE under the ticker symbol “PXND” since its formation in 1997. (SEC Form 10-K)”
102-6 - Markets served	SEC Form 10-K
102-7 - Scale of the organization	Sustainability Report Pages 64-71, Sustainability Performance Data Pages 86-87
102-8 - Information on employees	Sustainability Report Pages 17, 20, 62-64, 78, Form 10-K
102-9 - Supply chain	Sustainability Report Pages 5, 6, 25, SEC filings and Form 10-K
102-10 - Significant changes to the organization	Sustainability Report Pages 4, 10, 20, 29, 33, 36, 40, 41-43, 56, 72-74, 77-81
102-12 - External initiatives	Sustainability Report Pages 79-82, <a href="http://pxd.com/culture/advocacy">pxd.com/culture/advocacy</a>
102-13 - Membership of associations	
<b>Strategy</b>	
102-14 - Statement from senior decision-maker	Sustainability Report Pages 3-5, 2020 Annual Report Pages 1-4
102-15 - Key impacts, risks, and opportunities	SEC Form 10-K, Proxy Statement <sup>4</sup> , Sustainability Report Pages 9-10, 14-16, 17-18
<b>Ethics and Integrity</b>	
102-16 - Values, principles, standards, and norms	Pioneer Governance Documents ( <a href="http://pxd.com/culture/governance">pxd.com/culture/governance</a> ) Corporate Governance Guidelines (As amended August 20, 2020) Board of Directors Committee Charters ( <a href="http://pxd.com/culture/governance">pxd.com/culture/governance</a> ) Code of Business Conduct and Ethics <sup>5</sup> Proxy Statement Sustainability Report Pages 7-8, 21-22”
102-17 - Ethics	Contact the Board of Directors: <a href="http://www.pxd.com/culture/governance">www.pxd.com/culture/governance</a> Code of Business Conduct and Ethics Proxy Statement
<b>Governance</b>	
102-18 - Governance structure	Proxy Statement, Sustainability Report Pages 13
102-19 - Delegating authority	Sustainability Report Pages 13-17, <a href="http://www.pxd.com/culture/governance">www.pxd.com/culture/governance</a>
102-20 - Executive-level responsibility for sustainability	Sustainability Report Pages 13-17
102-21 - Consulting stakeholders on economic, environmental and social topics	Proxy Statement, Sustainability Report Page 26
102-22 - Composition of the highest governance body and its committees	Proxy Statement, Sustainability Report Pages 13-17
102-23 - Board of Directors	J. Kenneth Thompson, Proxy Statement
102-24 - Nominating and governance	Proxy Statement, Sustainability Report Pages 14

## GRI CONTENT INDEX

INDICATOR NUMBER AND TITLE	DISCLOSURE LOCATION (SELECT PAGE HIGHLIGHTS PROVIDED)
<b>Governance</b>	
102-25 - Conflicts of interest	Pioneer Governance Documents ( <a href="http://pxd.com/culture/governance">pxd.com/culture/governance</a> ) Corporate Governance Guidelines (As amended August 20, 2020) Board of Directors Committee Charters ( <a href="http://pxd.com/culture/governance">pxd.com/culture/governance</a> ) Code of Business Conduct and Ethics Pages 13, 23
102-26 - Setting purpose, values, and strategy	Proxy Statement, Sustainability Report Pages 3-5, 13-17
102-28 - Board of directors performance evaluation	Proxy Statement
102-29 - Identifying and managing economic, environmental, and social impacts	Proxy Statement, Sustainability Report Pages 4, 9-10, 13-17
102-30 - Risk management processes	Sustainability Report Pages 18-20, Proxy Statement
102-31 - Review of sustainability topics	Sustainability Report Pages 13-17, Proxy Statement
102-32 - Board of directors and sustainability	Sustainability Report Pages 13-17, Proxy Statement
102-33 - Communicating critical concerns	Contact the Board of Directors: <a href="http://www.pxd.com/culture/governance">www.pxd.com/culture/governance</a> Code of Business Conduct and Ethics Proxy Statement
102-35 - Remuneration policies	Proxy Statement, Sustainability Report Pages 15
102-36 - Process for determining remuneration	Proxy Statement
102-37 - Stakeholders' involvement in remuneration	Proxy Statement, Sustainability Report Page 26
<b>Stakeholder engagement</b>	
102-40 - List of stakeholder groups	Proxy Statement, Sustainability Report Page 4, 17, 26-27
102-42 - Identifying and selecting stakeholders	
102-43 - Approach to stakeholder engagement	
102-44 - Key topics and concerns raised	
<b>Reporting practice</b>	
102-45 - Entities included in the consolidated financial statements	SEC Form 10-K
102-46 - Defining report content and topic Boundaries	Sustainability Report Page 25
102-47 - List of material topics	SEC Form 10-K, Sustainability Report Page 2-3 and throughout report
102-48 - Restatements of information	SEC filings
102-49 - Changes in reporting	Sustainability Report Page 3-5, 25
102-50 - Reporting period	Sustainability Report Page 5, Unless otherwise indicated, this report includes data and information from January 1, 2019, through December 31, 2019
102-51 - Date of most recent report	September 15, 2021
102-52 - Reporting cycle	Annual
102-53 - Contact point for questions regarding the report	Tadd Owens, Vice President Corporate Communications, 972-969-5760
102-54 - Claims of reporting in accordance with the GRI Standards	Sustainability Report Page 25
102-55 - GRI content index	Self-reference
<b>GRI 200: ECONOMIC</b>	
<b>Economic Performance</b>	
201-1 - Direct economic value generated and distributed	SEC Form 10-K
201-2 - Financial risks due to climate change	SEC Form 10-K, Sustainability Report Pages 4, 10, 14-16, 17, 18-19, 83
201-3 - Defined benefit plan obligations and other retirement plan	SEC Form 10-K, Sustainability Report Pages 15, 64, 67-69
202-1 - Wages	Sustainability Report Page 64, 67

GRI CONTENT INDEX

INDICATOR NUMBER AND TITLE	DISCLOSURE LOCATION (SELECT PAGE HIGHLIGHTS PROVIDED)
202-2 - Local representation	Sustainability Performance Data Table - Local workforce 99%
203-1 - Infrastructure investments and services supported	SEC Form 10-K, Sustainability Report Pages 10, 46, 77, 79-81
203-2 - Significant indirect economic impacts	Sustainability Performance Data Table, Sustainability Report Pages 79-81
204-1 - Proportion of spending on local suppliers	Sustainability Report Page 62, 78; Sustainability Performance Data Table (Social Issues)
205-1 - Operations assessed for risks related to corruption	Sustainability Performance Data Table (Social Issues)
205-2 - Anti-corruption communication and training	Code of Business Conduct and Ethics Pages 5, 10
207-1 - Approach to tax	SEC Form 10-K
207-2 - Tax governance, control, and risk management	SEC Form 10-K
207-3 - Stakeholder engagement and management of concerns related to tax	SEC Form 10-K
207-4 - Country-by-country reporting	SEC Form 10-K, Sustainability Performance Data Table, Sustainability Report Pages 25
<b>GRI 300: ENVIRONMENTAL</b>	
<b>Energy</b>	
302-1 Energy consumption within the organization	Sustainability Performance Data Table (Grid Electricity Purchased)
302-3 Energy intensity	Sustainability Performance Data Table (Normalized Energy Use)
302-4 Reduction of energy consumption	Sustainability Performance Data Table (Grid Electricity Purchased)
302-5 Reductions in energy requirements	Sustainability Report Pages 4, 9, 28-29
<b>Water and Effluents</b>	
303-1 Interactions with water as a shared resource	Sustainability Performance Data Table, Sustainability Report Pages 10, 48-50
303-2 Management of water discharge-related impacts	Sustainability Performance Data Table (Water Management/Discharged)
303-3 Water recycled and reused	Sustainability Performance Data Table, Sustainability Report Pages 44-45, 47-48
303-4 Water discharge	Sustainability Performance Data Table (Water Management/Discharged)
303-5 Water Consumption	Sustainability Performance Data Table, Sustainability Report Pages 46
<b>Biodiversity</b>	
304-1 Operational sites and biodiversity	Sustainability Performance Data Table, Sustainability Report Pages 53-57
304-2 Activities and biodiversity	
304-3 Habitats protected or restored	
304-4 Species and operations	
<b>Emissions</b>	
305-1 Direct (Scope 1) GHG emissions	Sustainability Performance Data Table, Sustainability Report Pages 4, 9, 11, 28-32
305-2 Energy indirect (Scope 2) GHG emissions	
305-4 GHG emissions intensity	Sustainability Performance Data Table (Air Emissions)
305-5 Reduction of GHG emissions	Sustainability Performance Data Table, Sustainability Report Pages 4, 9, 11, 28-43
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Sustainability Report Page 31
<b>Effluents and Waste</b>	
306-1 Waste generation and significant waste-related impacts	Sustainability Report Page 56-57, Sustainability Performance Data Table (Waste)
306-2 Management of significant waste-related impacts	
<b>Supplier Environmental Assessment</b>	
308-1 New suppliers that were screened using environmental criteria	Sustainability Report Page 12, 63

## GRI CONTENT INDEX

INDICATOR NUMBER AND TITLE	DISCLOSURE LOCATION (SELECT PAGE HIGHLIGHTS PROVIDED)
<b>GRI 400: SOCIAL</b>	
<b>Employment</b>	
401-1 New employee hires and employee turnover	Sustainability Performance Data Table (Workforce)
401-2 Benefits provided to full-time employees	Sustainability Report Page 67-71
401-3 Parental leave	
<b>Labor/Management Relations</b>	
402-1 Minimum notice periods regarding operational changes	SEC Form 10-K, Sustainability Report Page 69
<b>Occupational Health and Safety</b>	
403-1 Occupational health and safety management system	Sustainability Report Pages 22-24
403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report Pages 17, 23-24, 57-59
403-3 Occupational health services	Sustainability Report Page 60
403-4 Worker participation in health and safety	Sustainability Report Pages 17, 23
403-5 Worker training on health and safety	Sustainability Performance Data Table (Training), Sustainability Report Page 21-22, 58-59
403-6 Promotion of worker health	Sustainability Report Pages 67-70
403-7 Prevention and mitigation of health and safety impacts	Sustainability Report Pages 17, 19, 20-23
403-8 Workers covered by a health and safety management system	HSE Policy <sup>6</sup> , HSE Commitment <sup>7</sup>
403-9 Work-related injuries	Sustainability Performance Data Table (Safety), Sustainability Report Pages 9, 59-60
<b>Training and Education</b>	
404-1 Average hours of training per year per employee	Sustainability Performance Data Table (Training, Workforce)
404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report Pages 70-71
404-3 Employees receiving regular performance and career development reviews	
<b>Diversity and Equal Opportunity</b>	
405-1 Diversity of governance bodies and employees	Sustainability Performance Data Table, Sustainability Report Pages 15-16, 64-66
<b>Human Rights and Non-discrimination</b>	
407-1 Right to freedom of association and collective bargaining	Human Rights Policy <sup>8</sup> Human Rights Commitment <sup>9</sup> Code of Business Conduct and Ethics Sustainability Report Pages 5, 61-62
408-1 Striving to prevent child labor	
409-1 Striving to prevent forced or compulsory labor	
410-1 Security personnel and human rights	
411-1 Recognizing the rights of indigenous peoples	
412-1 Striving to protect human rights	
412-2 Employee training on human rights policies or procedures	
<b>Local Communities</b>	
413-1 Local community engagement programs	Sustainability Report Pages 71-81
<b>Public Policy</b>	
415-1 Political contributions	Sustainability Report Pages 82

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- 6 - Health, Safety and Environmental Policy dated 07/29/2020
- 7 - Health, Safety and Environmental Commitment
- 8 - "Human Rights Policy" dated 6/30/2020
- 9 - Human Rights Commitment

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS CONTENT INDEX

INDICATOR NUMBER AND TITLE

DISCLOSURE LOCATION

The United Nations Sustainable Development Goals (SDGs) serve as one point of reference for Pioneer to support the global challenges we face. SDG 7 is a goal to ensure access to affordable, reliable, sustainable and modern energy for all, and SDG 8 promotes inclusive and sustainable economic growth, employment, and decent work for all. These two goals closely align with Pioneer’s Mission and ESG Strategy. Many of our business and ESG activities support these goals. We have provided SDG icons throughout the report to highlight some ways that Pioneer is contributing to these important, globally endorsed, goals.

**Goal 3: Ensure healthy lives and promote well-being for all at all ages**

3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents Sustainability Report Pages 44, 48, 54, 59, 79-81, 86

**Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**

4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university Sustainability Report Pages 5, 8, 15, 64, 68, 71-74, 77

**Goal 6: Ensure availability and sustainable management of water and sanitation for all**

6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally Sustainability Report Pages 5, 12, 17, 55, 57, 85

6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure Sustainability Report Pages 4-5, 6, 8, 10-11, 32, 44-51, Sustainability Performance Data Table

6.a By 2030, expand international cooperation and capacity-building support to developing countries in water- and sanitation-related activities and programmes, including water harvesting, desalination, water efficiency, wastewater treatment, recycling and reuse technologies Sustainability Report Pages 4, 10, 44-51

**Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all**

7.1 By 2030, ensure universal access to affordable, reliable and modern energy services Sustainability Report Pages 3, 8-12, 28-29, Sustainability Performance Data Table

**Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries SEC Form 10-K, Proxy Statement; Sustainability Report Pages 3-5, 6, 8-9, 79-81

8.4 Improve progressively, through 2030, global resource efficiency in consumption and Sustainability Report Pages 28-32, 36-43, 46, 54-51

8.5 By 2030, achieve full and productive employment and decent work for all women and Sustainability Report Pages 10, 16, 62, 64, 68

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms Human Rights Policy and Commitment, Sustainability Report Pages 5, 10, 62, 86

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious Sustainability Performance Data Table, Sustainability Report Pages 5, 58-62, 73-76, 86

**Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation**

9.5 Enhance scientific research and development Sustainability Report Pages 33-34, 36-43, 44-45, 51-52

**Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable**

11.a Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning Sustainability Report Pages 45, 48, 54, 79-81

**UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS CONTENT INDEX**

INDICATOR NUMBER AND TITLE	DISCLOSURE LOCATION
<b>Goal 12: Ensure sustainable consumption and production patterns</b>	
12.2 By 2030, achieve the sustainable management and efficient use of natural resources	Sustainability Report Pages 28-30,
12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.	HSE Policy and Commitment, Sustainability Report Pages 56-57 Six years of formal sustainability reporting
12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Human Rights Policy and Commitment, Sustainability Report Pages 61-63
<b>Goal 13: Take urgent action to combat climate change and its impacts</b>	
13.2 Integrate climate change measures into national policies, strategies and planning	HSE Policy and Commitment, Sustainability Report Pages 3-4, 10, 18-19, 28-43 Sustainability Performance Data Table
<b>Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</b>	
15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements	HSE Policy and Commitment, Sustainability Report Pages 48-50, 53-56
<b>Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</b>	
16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all	Human Rights Policy and Commitment, HSE Policy and Commitment Sustainability Report Pages 8, 11, 21-22, 33, 64

Footnotes:

- 1 - This report references these standards and/or guidelines, whether partially completed or otherwise
- 2 - "Sustainability Report" referenced throughout table refers to our 2021 Sustainability Report
- 3 - "Human Rights Policy" dated 6/30/2020
- 4 - Human Rights Commitment
- 6 - "SEC Form 10-K" referenced throughout table refers to our 2020 United States Securities and Exchange Commission (SEC) Form 10-K
- 7 - "Proxy Statement" referenced throughout table refers to our 2021 Proxy Statement