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Health, Safety, and Environmental Commitment

Pioneer Natural Resources USA, Inc. (PNR) respects the individual, community, and environment and is committed to protecting the environment from damage and protecting our employees and those who live near our areas of operation from injury and health risks. Pioneer's Health, Safety and Environmental (HSE) philosophy is that our job is never so urgent or important that we cannot take the time to do it safely and in a manner that is environmentally sound.

Pioneer's oil and gas proved reserves are located entirely in the United States, with all operations onshore and in the Permian Basin in West Texas. Pioneer recognizes that our HSE risks may change over time as our operational geography, products, services utilized, and operating context evolves.

This document is intended to support Pioneer's HSE Policy and elaborate on our core commitments to HSE.

HSE Policy

PNR's HSE Policy formalizes this Commitment which is demonstrated through programs and actions at all levels of the organization.

For more information, please go to the link:

<https://pxd.com/sites/default/files/reports/HSEpolicy.pdf>

HSE Governance

Pioneer's Board of Directors (the Board) is responsible for overseeing the Company's assessment of major risks, including those related to HSE and sustainable development, and the measures taken to manage such risks. Pioneer views sustainable development as a multidisciplinary approach to our business, which balances economic growth, environmental stewardship, and social responsibility. The Pioneer Board includes four formal committees with corporate sustainable development and/or HSE oversight.

Additionally, the Board and senior management of the Company understand that in order to continue to provide value to the Company's stockholders, Pioneer must remain focused on its social license to operate and committed to environmental, social and governance (ESG) issues. Each year HSE goals are set and approved by the executive leadership team and the Board.

Management Commitment

Executive, technical and field staff participate in a cross-functional corporate HSE Committee. This committee sets strategic direction and establishes principles and policies to support Pioneer's commitment to a safer and more environmentally sound workplace. The committee convenes regularly to manage HSE and sustainability issues effectively and consistently, conducting monthly reviews of HSE performance, including current and emerging HSE issues and continuous improvement.

HSE Culture

Pioneer is dedicated to developing a corporate culture – in the office and in the field – that is focused on safety and environmental stewardship. Campaigns such as *Safely8760* and *Stewardship365* highlight the principles that make up our commitment.

Safely8760

Pioneer is committed to sending our workforce home safe every day. We accomplish this through established HSE programs that have a consistent focus on high-risk areas.

Pioneer maintains a continual focus on safety as the key to reducing overall incidents and potential lost-time events. Our Health and Safety team actively works to enhance and improve data that we can use to correlate actions to incidents, giving us behavioral indicators that we can utilize to help keep Pioneer employees and contractors safe. There are 8,760 hours in a year. 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 vision *Safely8760*.

The foundational principles of our *Safely8760* program include:

- 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 work
- Communication: Share knowledge and lessons learned
- Continual Improvement: Be better, safer every day

Stewardship365

We actively promote environmental stewardship through employee engagement activities, training and communication campaigns to educate, empower and encourage Pioneer employees to continue improving their environmental focus – and doing the right thing – each and every day.

The foundational principles of our *Stewardship365* program include:

- Responsible Operations: Respect the air, land, and water
- Thoughtful Planning: Consider the environment in decision-making
- Ownership: Empower employees and contractors to do the right thing
- Communication: Effectively share knowledge and ideas
- Sustainable Practices: Create value through efficiency and innovation
- Continual Improvement: Reduce our environmental footprint

Health, Safety, and Environmental Management System

Pioneer’s Health, Safety, and Environmental Management System (HSEMS) provides an organized approach for managing HSE efforts and activities while supporting Pioneer’s vision of a workplace that has a positive impact on the lives of our employees and communities. The standards, guidelines, and procedures that make up the HSEMS equip our employees to work safely, consistently, and effectively, and enable us to address the inherent risks in our business.

In addition to Management Commitment, the HSEMS consists of twelve other 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 model, a process used by organizations to achieve continual improvement. While the system as a whole improves through the PDCA cycle, each element also matures through use of the HSEMS Maturity Matrix. The matrix contains three levels of maturity starting with fundamentals (1F), then building skills (2BS), and then continual improvement (3CI); with focus on achieving the fundamentals of each element first as this represents the foundation of the HSEMS – then building up through the other levels.



Key Operational Elements of the HSEMS

Driving Management

Pioneer emphasizes driver safety through an instituted safe driving program and by requiring employees who drive on company business to complete a curriculum that includes both in-classroom training and a risk assessment drive as well as comply with DOT Department of Transportation regulations when applicable.

Contractor Management

The contractor management program provides guidelines for pre-qualifying, selecting, onboarding, evaluating, and monitoring and decommissioning of contractors.

Performance Evaluation and Management Review

Pioneer has a systematic approach to measure and monitor its HSE performance, which includes both proactive and reactive measures, to help Pioneer continually improve our HSE performance. Pioneer leadership reviews the effectiveness of the HSEMS elements and incorporates areas of improvement into yearly HSE goals.

Incident Prevention

Pioneer addresses the underlying cause of incidents and emergencies for preparedness and prevention resources.

Workforce Safety: Rules to Live By

Pioneer has implemented seven Rules to Live By (R2LB). The seven R2LB cover some of the most critical safety hazards and behaviors that cause worker loss of life within the oil and gas industry. They are intended as simple, concise reminders of important safety guidelines. Failure to comply with these rules can increase the potential for a life-threatening injury, so following the R2LB is mandatory for all employees. Simply put, this is the way we work at Pioneer, and safety is a top priority.

- Energy Isolation – Ensuring the control of hazardous energy sources during construction, maintenance, and servicing of machinery or equipment.
- Bypassing Safety Critical Equipment – Identifying all critical safety equipment to prevent serious injury to personnel, damage to equipment, and interruption of business.
- Excavation and Trenching – Ensuring all personnel are protected while working in or around excavations and trenches.
- Driving Safety – Ensuring the safe use of motor vehicles in connection with work-related activities.
- Safe Work Permits – Providing a structured means to eliminate or minimize potential hazards before starting work.
- Fall or Elevated Work – Ensuring all personnel are protected from falls or fall hazards.
- Confined Space Entry – Ensuring employee safety when confined space entry is necessary.

Industrial Hygiene

Pioneer understands the importance of worker health and established an Industrial Hygiene (IH) program with the primary goal of being proactive when a hazardous condition may exist and working to eliminate or reduce the risks. The IH program meets OSHA standards where applicable.

Environmental Release Prevention

Pioneer believes that unauthorized releases are preventable. Pioneer designs, builds and operates our facilities and equipment with release prevention in mind. We invest in facility designs, containment equipment, conduct inspections and remote monitoring, and work to comply with release preparedness and response regulations. We require the reporting of all environmental releases. In the event of a liquid release, spilled volumes are recovered where possible and properly addressed at or above regulatory requirements. Our spill and air compliance specialists, operations partners, and leadership committees are dedicated to studying past release findings and identifying operational or engineering safeguards that could aid in preventing future incidents.

HSE Compliance

Pioneer is committed to achieving compliance with all applicable laws, regulations, and policies. Through a continual improvement strategy, Pioneer has developed an integrated operational model that includes HSE compliance requirements in the oil and gas production life cycle from facility design to operational execution and changes. This integral process is a key part of our successful stewardship approach to incident prevention. Also, Pioneer regularly engages with regulators and peer companies to adjust and

improve our compliance strategy to align with federal, state, and local regulations and other considerations for our evolving industry.

Sustainable Development

In addition to Pioneer's commitment to achieve compliance with regulatory requirements, Pioneer goes beyond compliance to understand our environmental impact and minimize our operational footprint. Recognizing that it is a privilege to lease and operate on land often owned by others, we believe it's our duty to continue raising the bar on environmental performance goals. Through research, technology, industry partnerships, operational best practices, and strategic planning, Pioneer is a leader in proactive and voluntary efforts to reduce air emissions and spills, minimize waste, protect soil, groundwater, and indigenous protected wildlife resources.

Climate Change and Greenhouse Gas Emissions

Climate change is an important priority for Pioneer and our stakeholders. As such, our strategy is to manage our environmental footprint proactively and limit emissions of methane and other greenhouse gases (GHG) from our operations. We are committed to working with the industry and communities to address our impacts to the environment while ensuring the supply of sustainable, abundant, and affordable energy. We are achieving these commitments through industry-leading research, innovative technologies, and operational best practices.

Hydraulic Fracturing Chemical Use

Pioneer believes in transparency in our hydraulic fracturing chemical use and has been an industry leader on public disclosures. To help address questions about hydraulic fracturing, Pioneer joined industry peers and regulators to create the website FracFocus.org, a public registry of reported chemicals used in hydraulic fracturing. Pioneer complies with this national initiative and regulations on reporting.

Freshwater Scarcity

Pioneer understands the critical need for freshwater in a world of increasing demand. Freshwater resources exist within lakes, rivers, wetlands, and groundwater reservoirs below the surface. Pioneer does not utilize surface water resources in our operations, however we do utilize groundwater resources and treated municipal wastewater. We are committed to maximize our use of non-fresh water sources and minimize freshwater use, to reduce our impact to a water-stressed Permian Basin.

Induced Seismicity

Although our operational areas in West Texas have not experienced significant seismic activity, Pioneer believes in a proactive management approach of the issue through scientific analysis and our collaborative approach with regulators and researchers. Pioneer is committed to complying with applicable federal and state regulations regarding underground injection control. Pioneer incorporates seismicity risk analysis in the siting of both our production and saltwater disposal well locations.

Biodiversity Conservation

We recognize the importance of biodiversity conservation and endeavor to minimize our impact on these natural resources. Pioneer engages with Federal and State government organizations and regulators; collaborates with researchers, consultants, and universities. We source and explore new technologies, all to leverage innovative solutions to support our effort to protect sensitive habitats and species.

Land Management and Reclamation

We strive to ensure land restoration after we complete the construction of a new facility or abandon an existing facility. Our thorough land management approach allows us to do this responsibly by implementing risk mitigation planning before construction through stages of abandonment and reclamation. Internal and external experts work to identify and manage potential environmental risks to surface lands and water and meet applicable standards and guidelines.

Waste Management

Waste reduction is an important goal for any company. Pioneer strives to minimize all wastes, including hazardous waste, by eliminating or minimizing identified waste streams. We continually improve methods to increase our reuse and recycling and decrease disposal in landfills.