

Human Rights Commitment

Pioneer has committed to be a responsible corporate citizen and force for good and advocate for progress on environmental sustainability and social inclusion and equality within our communities, industry, and society at large.

As part of this commitment, Pioneer Natural Resources USA Inc. (“Pioneer”) recognizes the dignity of all human beings and embraces the inalienable rights for all people to live their lives free from all forms of discrimination or abuse. Pioneer conducts all aspects of our business in accordance with our RESPECT core values, which serve as the cultural foundation of our company and our commitment to one another’s human rights.

The acronym RESPECT stands for the following:

- **Respect** – We respect one another and the communities in which we operate
- **Ethics and Honesty** – We are ethical and honest and committed to upholding our strong reputation
- **Safety and Environment** – We believe no job is so important that it cannot be done in a safe and environmentally sound manner
- **Personal Accountability** – We are disciplined and personally accountable for our decisions, actions, attitude and results
- **Entrepreneurship** – We have an entrepreneur’s mindset, driving innovation and striving for excellence in all we do
- **Communication** – We openly and professionally communicate among all levels and between departments and teams
- **Teamwork and Inclusion** – We believe in diverse perspectives and teams collaborating toward common objectives with a can-do attitude.

Diversity and Inclusion

Pioneer is committed to creating an inclusive environment where all employees feel respected, valued, and connected to the business. We strive to be a workplace where individuals bring their authentic selves and are successful in achieving their goals. An inclusive workplace enables us to embrace the diverse backgrounds and perspectives of employees and attract the best talent. As part of this commitment, we have created our One Pioneer diversity and inclusion program that includes a vibrant Employee Resource Group that champions our culture of RESPECT and community stewardship.

Principles of our One Pioneer Employee Resource Group:

- We listen, show up, and speak up as allies for people and communities that are different from our own.
- We believe in 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 advocate for the recruitment, development, and support of military personnel 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.

Code of Business Conduct and Ethics

Pioneer's commitment to human rights and intent to engage with those who may be impacted by our business is also reflected in our Code of Business Conduct and Ethics ("the Code"). Pioneer cares about how business results are obtained, not just that they are obtained. The Code states that Pioneer will tolerate nothing less than honesty, fair dealing and sound business ethics, and expresses the standards of integrity and business conduct that every Pioneer employee, contractor, officer and director must uphold and follow. Pioneer's standard master service agreements contractually obligate its contractors and suppliers to comply with the Code as well.

This commitment to maintaining a culture that promotes honesty and integrity includes the prevention, detection and resolution of unethical and unlawful conduct. Pioneer's employees, contractors, suppliers, officers and directors have an obligation to report concerns or conduct that may violate the Code and may do so without fear of retaliation or retribution from Pioneer.

Health, Safety, and Environmental Policy

Pioneer's Health, Safety and Environmental Policy ("HSE Policy") illustrates how Pioneer conducts its business with respect for people and the environment, accountability to local authorities in the communities in which we live and operate, and the manner in which we collaborate and engage with our stakeholders and others who may be impacted by our operations. As stated in the HSE Policy, Pioneer is committed to protecting our employees and those who work in or live near our areas of operations from injury, health risks, or damage to the environment. This policy provides that Pioneer will identify and manage HSE risks and impacts through business decisions, plans, and operations by creating a focus on environmental stewardship and a proactive and predictive network of systems to ensure federal, state, and local regulatory compliance. Consequently, at-risk behaviors and/or conditions will be addressed promptly, HSE incidents and/or compliance concerns will be addressed and reported in a timely manner, required HSE training will be successfully

completed, and Pioneer's HSE Standards, Guidelines, and Procedures, and regulatory requirements will be met or exceeded.

Voluntary International Initiatives

Pioneer adheres to the laws in the United States and recognizes the importance of international voluntary initiatives aimed at promoting and protecting the fundamental human rights of all people.

Pioneer believes businesses have a constructive role to play to advance respect for human rights. Pioneer's operations are limited to a single basin the United States, and as such are subject to robust federal, state and local laws and regulations governing the employment, working conditions, safety and environmental aspects of our business. At the same time, we recognize the importance of the human rights philosophies expressed in the global frameworks described below.

We operate our business consistent with the *Universal Declaration of Human Rights*, which declares specific principles affirming freedom, equality, and opportunity for all individuals and the duty to protect these basic human rights and freedoms of others.

Pioneer's business practices also follow key aspects of the *United Nations Guiding Principles on Business and Human Rights*, which places the responsibility on businesses, in addition to the states, to respect the human rights of others and to address adverse human rights impacts.

Further, Pioneer respects the principles articulated in the *International Labour Organization Declaration on Fundamental Principles and Rights at Work*, which addresses the link between social progress and economic growth.

Congruent with the core principles mentioned above, Pioneer also values the principles articulated in the *United Nations Declaration on the Rights of Indigenous Peoples* and the

International Labour Organization Convention 169 concerning inherent protections granted to indigenous and tribal peoples.

Pioneer is developing training for employees to enhance compliance with these international initiatives. In the event potential human rights concerns resulting from our operations are identified by Pioneer or the communities in which we operate, Pioneer will take specific actions to manage and mitigate such risk.

Labor Policy

Concurrent with the Code, which illustrates Pioneer's positive, inclusive culture and high ethical standards, the Equal Employment Opportunity Policy (EEO) of Pioneer provides equal employment opportunity for all qualified employees and applicants without regard to race, color, sex, sexual orientation, 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 forms of compensation and benefits
- Selection for training including apprenticeship and on-the-job training as applicable
- Social and recreational activities or programs

In addition, Pioneer does not and will not discriminate against any employee or applicant for employment on any of the aforementioned factors in regard to any position for which the employee or applicant for employment is qualified. Pioneer's Chief Executive Officer, Scott Sheffield, has committed to and fully supports the principles of equal employment opportunity.

The objective at Pioneer is to employ individuals who are qualified or trainable for positions by virtue of job-related standards of education, training, experience and other applicable

and valid qualifications. Pioneer makes and will continue to make every effort to provide reasonable accommodations to any physical and mental limitation of individuals with disabilities and disabled veterans unless such accommodations would impose an undue hardship to Pioneer's business.

Harassment is both illegal and against the policy of Pioneer for any employee, supervisor, manager or independent contractor to harass anyone on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, age, marital status, pregnancy, genetic information, or other legally protected status. Setting the proper tone at the top by ensuring compliance and continued implementation of Pioneer's EEOP, anti-harassment and other policies is the responsibility and priority of our Chief Executive Officer and the other members of our Management Committee.

Workplace safety is also a high priority initiative for Pioneer, as evidenced in the Code and Pioneer's HSE Policy. Pioneer strictly enforces the safety aspects of these policies and routinely promotes the importance of safety in the oil and gas field as well as the office environment. Each meeting begins with a "safety moment," and our employees in the field begin each day with a safety meeting, including vehicle checks. The Code states that Pioneer's goal is to conduct its operations in a manner that protects the safety of employees, others involved in its operations and the public. Accident prevention is everyone's role and Pioneer employees each have a responsibility not to endanger themselves or others. Pioneer employees must learn the safety procedures relevant to their jobs and not begin or continue with any work activity contrary to those procedures. Any Pioneer employee uncertain of the safety procedures relevant to an operation must seek out a supervisor and be trained in those procedures before beginning the operation. In addition, Pioneer employees must use safety equipment as required by law, regulation and Pioneer procedures, manuals, handbooks and guidelines.

Further, as the Code mandates, Pioneer will not tolerate threats or acts of violent behavior against co-workers, vendors, customers or others while conducting Company business or at Company-sponsored functions, in or out of the workplace, on or off the clock. Any Pioneer employee who becomes aware of a threat or act of violent behavior (including by a third party) that has affected or may affect a Pioneer facility or the people at or near the facility

must immediately notify his or her supervisor of the details of the act or threat. Supervisors who receive such a notification must immediately notify Pioneer's Corporate Security Department or Human Resources Department. Nothing in this Code prevents or discourages a report being made directly to any regulatory body or law enforcement agency. As evidence of our commitment to workplace safety, Pioneer has conducted additional training courses such as active shooter training.

Community Engagement and Social Development

Pioneer's policies emphasize proactive stakeholder engagement, social risk and impact management, and strategic social investments that provide both direct and indirect benefits to the communities where we operate. Pioneer's headquarters has been in the Dallas area since the company's inception in 1997, and Pioneer and its predecessor companies have been operating in the Midland basin since the 1950s. We strive to model the importance of becoming a force for good in our local communities and can proudly say that we have a true culture of giving within the company. Pioneer routinely demonstrates its strong commitment to the community through donations, fundraising initiatives, a generous employee donation match program, and the coordination and support of employee volunteerism. We have partnerships with various, diverse sets of local, and national organizations across a variety of areas such as the education and well-being of children, disaster relief, and the advancement of equality and inclusion. In addition, Pioneer is a founding member of the Permian Strategic Partnership which addresses five critical issues in the region including public education, affordable housing, safer roads, workforce development and healthcare. Within Pioneer, we have a third-party operated compliance and ethics hotline that provides a mechanism for anyone to report violations or concerns.

Pioneer requires all employees, as well as contractors and suppliers, to comply with this commitment, and we encourage our other business partners to share our commitment to human rights and corporate social responsibility as well.