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**1. STATEMENT OF PURPOSE**

Pioneer Natural Resources USA, Inc. (PNR) respects the environment and is committed to protecting biodiversity within our areas of operation. PNR identifies and manages risks and impacts to biodiversity through business decisions, plans, and operations by fostering a culture of environmental stewardship, as well as a proactive network of systems to ensure compliance with regulatory requirements.

This commitment applies to all PNR employees. PNR expects contractors, vendors, and suppliers on PNR operated property for business-related purposes to identify and manage their own biodiversity impacts in collaboration with PNR, and to maintain a biodiversity commitment that meets or exceeds this commitment.

We recognize the importance of biodiversity conservation and endeavor to minimize our impact on these natural resources. This commitment will be implemented in accordance with the PNR Health, Safety, and Environmental (HSE) Management System.

This document does not supersede any federal, state, or local laws or regulations.

In case of conflict between documents, notify PNR HSE and clarification will be issued.

This document will be reviewed regularly, or every **3yr**, to ensure content and terms are current and representative of corporate and industry best practices.

**2. COMMITMENT STATEMENT****2.1. Four Tiered Mitigation Hierarchy for Operational Management****2.1.1. Avoid**

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 and production facilities to limit our footprint. 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, imperiled biodiversity datasets, general biodiversity datasets, lesser prairie chicken habitat, and other receptors of potential concern when applicable. 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 the planned activity poses a concern, we will employ qualified third-party consulting firms to conduct situation analyses. These situation analyses 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.

Although endangered species could potentially affect our ability to operate in certain areas, PNR continues to protect threatened and endangered species by utilizing Candidate Conservation Agreements with Assurances (CCAA) for threatened and endangered species, understanding local material sourcing, and working to avoid surface water resources.

**2.1.2. 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.

**2.1.3. Restore**

PNR is committed to improving our landscape restoration program continually. We strive for land reclamation 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 initial construction and before the abandonment and reclamation process. Internal and external experts work to identify and manage any potential environmental risk to surface lands and water sources, along with adhering to applicable regulatory standards and guidelines.

**2.1.4. Offset**

PNR is committed to landscape conservation, promoting biodiversity, and limiting the potential for adverse impacts to ecological health. Our current area of operation, as well as our current focus on future development, is entirely within the Midland Basin of the Permian Basin. Our current leasehold acreage does not infringe on any habitats deemed critical by the U.S. Fish and Wildlife Service's Geographic Information System (GIS) map inventory. As previously described, most of our activity is encompassed within the first two (2) tiers of our four (4) tier best management approach: avoidance and minimization. In the event we identify in our desktop analysis any planned development in areas that overlap with sensitive or protected habitat, PNR will work to minimize the overlap and meet regulatory requirements necessary to remain compliant, while also working to offset the impacts required for our continued operations. In areas where we cannot avoid critical habitat impact, CCAA program participation allows PNR to generate no-net loss habitat impact offsets while maintaining our development plans and promoting threatened or endangered species conservation.

**2.2. Four Staged Approach to Continual Improvement on Biodiversity Performance**

PNR is committed to developing a management plan to continually improve how we approach biodiversity awareness. Corporate monitoring of Key Performance Indicator(s) (KPIs) will drive impact reduction and positive performance. Our plan should include the following four (4) staged approach of how we will:

1. Prioritize Issues
2. Outline our Ambitions
3. Develop Indicator Frameworks
4. Implement our Strategy

A global guideline, such as the Framework for Corporate Action on Biodiversity and Ecosystem Services, provides an outline by which our scalable goals, objectives, and indicators can be developed to align with future growth and performance.

**3. APPROVALS**

Approver signature symbol(s) below represent wet signature(s) on file, and indicate signatories have read, fully understand, and endorse this document and its contents.

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<i>/s/</i>	04/24/2023
<i>Signature</i>	<i>Date</i>
Ronald Schindler	
<b>Vice President, Legal and Chief Compliance Officer</b>	

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<i>/s/</i>	04/24/2023
<i>Signature</i>	<i>Date</i>
David Holland	
<b>Sr. Director, Environment &amp; Sustainable Development</b>	

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