

Supplier Diversity Commitment

This Supplier Diversity Commitment intends to further Pioneer Natural Resources' (Pioneer) dedication to corporate diversity, equality, and inclusion within our supply chain by:

- Understanding and defining the criteria to be recognized as a “Diverse Supplier”
- Expanding our diverse supplier base by executing our strategy in daily business decisions
- Partnering with diverse suppliers to collaboratively strengthen our communities

Diverse Supplier

Pioneer defines a “Diverse Supplier” as a business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group. Common classifications are, but not limited to, small-business enterprises (SBEs), minority-owned enterprises (MBEs), and woman-owned enterprises (WBEs).

Strategy

The primary goal of Pioneer’s Supplier Diversity Commitment is to expand our network of diverse suppliers who align with our high standards of safety, environmental and operational performance, ESG-related commitments, and our corporate RESPECT values. We endeavor to take reasonable steps to create opportunities for qualified-diverse suppliers through inclusion in our strategic sourcing and procurement processes.

Pioneer aims to enhance our diverse supplier base by:

- Proactively seeking new, qualified-diverse suppliers and expanding our reach within our operations in the Permian Basin
- Ensuring qualified-diverse suppliers are included in strategic sourcing and procurement processes
- Communicating the value of supplier diversity to both internal and external stakeholders
- Training and equipping Supply Chain Management staff to understand the importance of a diverse supplier base
- Monitoring, setting targets, and reporting on our supplier diversity engagement

Partnership

Pioneer is committed to supporting & strengthening the communities in which we operate, including the diverse expertise and talent within those communities. We strive to create mutually beneficial relationships in our supply chain with a diverse pool of qualified suppliers who offer quality, innovative, and cost-effective products and services.

By engaging new, qualified-diverse suppliers and incorporating into our supply chain processes, we will achieve our goal of creating and sustaining a diverse supply chain. In addition to our own commitment, Pioneer supports and encourages all suppliers to have a supplier diversity commitment in place for their own suppliers.