

CO= T650694

u= T650694

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

2.a. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

c. EIN= 752516853

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 154679435

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 551114 - Corporate, Subsidiary, and Regional
Managing Offices

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	1	1	15	0	0	2	0	0	8	0	0	0	0	0	27
FIRST/MID OFFICIALS & MGRS	49	13	234	7	0	4	2	4	61	4	0	4	1	0	383
PROFESSIONALS	49	48	313	12	0	42	3	6	148	15	0	17	3	4	660
TECHNICIANS	6	17	42	2	0	2	0	0	52	4	0	7	0	1	133
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	17	28	22	0	0	0	1	0	63	13	0	3	1	1	149
CRAFT WORKERS	184	3	336	5	0	1	4	6	3	1	0	0	0	0	543
OPERATIVES	9	0	21	0	0	1	1	1	0	0	0	0	0	0	33
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	315	110	984	26	0	52	11	17	335	37	0	31	5	6	1929
PREVIOUS REPORT TOTAL	488	138	1000	44	0	56	9	15	362	47	0	37	5	6	2207

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 12/6/2021 THRU 12/19/2021

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: Kimberly Balderas
EMAIL: pramodh.eappen@pxd.com

EEO1 REPORT CONTACT PERSON: Pramodh Eappen
EMAIL: pramodh.eappen@pxd.com

CERTIFIED DATE [EST]: 5/12/2022 4:37 PM

TITLE: Director, Employee Relations and HR Ops
PHONE: 9729694099

TITLE: Senior HR Shared Services Specialist
PHONE: 972-969-4099

CO= T650694

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

HEADQUARTERS REPORT

U= T650694

SECTION B - COMPANY IDENTIFICATION

1. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

2.a. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

c. EIN= 752516853

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 154679435

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 551114 - Corporate, Subsidiary, and Regional
Managing Offices

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	1	1	14	0	0	2	0	0	7	0	0	0	0	0	25
FIRST/MID OFFICIALS & MGRS	6	3	83	5	0	4	1	0	38	3	0	4	1	0	148
PROFESSIONALS	18	14	220	8	0	39	1	6	107	13	0	16	3	4	449
TECHNICIANS	3	3	36	2	0	2	0	0	29	2	0	7	0	0	84
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	1	6	11	0	0	0	1	0	27	12	0	3	0	0	61
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	29	27	364	15	0	47	3	6	208	30	0	30	4	4	767
PREVIOUS REPORT TOTAL	35	30	393	23	0	50	3	5	227	39	0	36	4	4	849

SECTION F - REMARKS

CO= T650694

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= 9241174

SECTION B - COMPANY IDENTIFICATION

1. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

2.a. Pioneer Natural Resources USA Inc
3617 N. Big Spring St
Midland, TX 79705

c. EIN= 752516853

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 154679435

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 211120 - Crude Petroleum Extraction

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	6	6	35	0	0	0	0	0	17	1	0	0	0	0	65
PROFESSIONALS	11	29	35	2	0	2	1	0	27	2	0	1	0	0	110
TECHNICIANS	2	12	4	0	0	0	0	0	21	2	0	0	0	0	41
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	2	11	1	0	0	0	0	0	14	0	0	0	0	0	28
CRAFT WORKERS	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2
OPERATIVES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	23	58	77	2	0	2	1	0	80	5	0	1	0	0	249
PREVIOUS REPORT TOTAL	25	63	71	2	0	0	2	2	82	6	0	1	0	0	254

SECTION F - REMARKS

CO= T650694

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= L575034

SECTION B - COMPANY IDENTIFICATION

1. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

2.a. Pioneer Natural Resources USA Inc
4815 E. Hwy 80
Midland, TX 79706

c. EIN= 752516853

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 154679435

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 211120 - Crude Petroleum Extraction

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	22	3	60	1	0	0	1	4	3	0	0	0	0	0	0	94
PROFESSIONALS	12	4	33	2	0	1	1	0	8	0	0	0	0	0	0	61
TECHNICIANS	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	6	8	2	0	0	0	0	0	13	1	0	0	1	0	0	31
CRAFT WORKERS	105	1	150	1	0	1	2	2	2	1	0	0	0	0	0	265
OPERATIVES	3	0	12	0	0	0	1	1	0	0	0	0	0	0	0	17
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	148	18	257	4	0	2	5	7	26	2	0	0	1	0	0	470
PREVIOUS REPORT TOTAL	138	24	265	3	0	3	2	4	27	2	0	0	1	0	0	469

SECTION F - REMARKS

CO= T650694

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= FE19394

SECTION B - COMPANY IDENTIFICATION

1. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

2.a. Pioneer Natural Resources USA Inc
1921 US Hwy 67
PO Box 190
Big Lake, TX 76932

c. EIN= 752516853

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 154679435

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 211120 - Crude Petroleum Extraction

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	6	0	24	1	0	0	0	0	2	0	0	0	0	0	0	33
PROFESSIONALS	4	0	12	0	0	0	0	0	1	0	0	0	0	0	0	17
TECHNICIANS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	1	1	2	0	0	0	0	0	6	0	0	0	0	0	1	11
CRAFT WORKERS	32	0	105	0	0	0	0	0	2	0	0	0	0	0	0	139
OPERATIVES	2	0	4	0	0	1	0	0	0	0	0	0	0	0	0	7
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	45	1	147	1	0	1	0	2	10	0	0	0	0	0	1	208
PREVIOUS REPORT TOTAL	39	2	136	2	0	1	0	2	11	0	0	0	0	0	1	194

SECTION F - REMARKS

CO= T650694

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= L575023

SECTION B - COMPANY IDENTIFICATION

1. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

2.a. Pioneer Natural Resources USA Inc
2625 County Road 180
Midkiff, TX 79755

c. EIN= 752516853

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 154679435

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 211120 - Crude Petroleum Extraction

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	7	1	21	0	0	0	0	0	0	0	0	0	0	0	0	29
PROFESSIONALS	3	0	7	0	0	0	0	0	3	0	0	0	0	0	0	13
TECHNICIANS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	4	2	0	0	0	0	0	0	3	0	0	0	0	0	0	9
CRAFT WORKERS	32	0	58	4	0	0	2	2	0	0	0	0	0	0	0	98
OPERATIVES	3	0	5	0	0	0	0	0	0	0	0	0	0	0	0	8
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	50	3	91	4	0	0	2	2	6	0	0	0	0	0	0	158
PREVIOUS REPORT TOTAL	53	5	81	5	0	2	1	2	6	0	0	0	0	0	0	155

SECTION F - REMARKS

CO= T650694

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= JL22068

SECTION B - COMPANY IDENTIFICATION

1. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

2.a. Pioneer Natural Resources USA Inc
3617 N. Big Spring St
Midland, TX 79705

c. EIN= 900704487

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 154679435

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 211120 - Crude Petroleum Extraction

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	3	0	6	0	0	0	0	0	0	0	0	0	0	0	0	9
CRAFT WORKERS	1	2	0	0	0	0	0	0	1	0	0	0	0	0	0	4
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	4	2	7	0	0	0	0	0	1	0	0	0	0	0	0	14
PREVIOUS REPORT TOTAL	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2

SECTION F - REMARKS

hiring activity

CO= T650694

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= JL22081

SECTION B - COMPANY IDENTIFICATION

1. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

2.a. Pioneer Water Management LLC
777 Hidden Ridge
Irving, TX 75038

c. EIN= 464309698

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 154679435

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 213112 - Support Activities for Oil and Gas
Operations

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	1	0	0	0	0	0	0	4
PROFESSIONALS	0	0	3	0	0	0	0	0	2	0	0	0	0	0	0	5
TECHNICIANS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	1	4
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	4	0	8	0	0	0	0	0	0	0	0	0	0	0	0	12
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	4	0	17	0	0	0	0	0	4	0	0	0	0	0	1	26
PREVIOUS REPORT TOTAL	3	1	13	0	0	0	0	0	4	0	0	0	0	0	1	22

SECTION F - REMARKS

CO= T650694

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

u= ML53151

SECTION B - COMPANY IDENTIFICATION

1. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

2.a. Pioneer Natural Resources USA Inc
2901 S Helen Ave
Monahans, TX 79756

c. EIN= 262191014

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 154679435

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 211120 - Crude Petroleum Extraction

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
PREVIOUS REPORT TOTAL																

SECTION F - REMARKS

CO= T650694

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

u= EA84264

SECTION B - COMPANY IDENTIFICATION

1. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

2.a. Pioneer Natural Resources USA Inc
15555 US HWY 77N
Victoria, TX 77904

c. EIN= 752516853

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 154679435

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 211120 - Crude Petroleum Extraction

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PREVIOUS REPORT TOTAL	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1

SECTION F - REMARKS

CO= T650694

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

u= BM87176

SECTION B - COMPANY IDENTIFICATION

1. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

2.a. Pioneer Natural Resources USA Inc
1401 17th Street
Denver, CO 80202

c. EIN= 752516853

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 154679435

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 211120 - Crude Petroleum Extraction

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PREVIOUS REPORT TOTAL	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1

SECTION F - REMARKS

CO= T650694

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

u= HR77594

SECTION B - COMPANY IDENTIFICATION

1. PIONEER NATURAL RESOURCES USA INC
777 Hidden Ridge
IRVING, TX 75038

2.a. Pioneer Water Management LLC
3611 E. Highway 80
Midland, TX 79706

c. EIN= 464309698

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 154679435

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 213112 - Support Activities for Oil and Gas
Operations

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	2	0	5	0	0	0	0	0	0	0	0	0	0	0	0	7
PROFESSIONALS	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	4
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	9	0	13	0	0	0	0	0	0	0	0	0	0	0	0	22
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	12	1	20	0	0	0	0	0	0	0	0	0	0	0	0	33
PREVIOUS REPORT TOTAL	9	1	18	0	0	0	0	0	0	0	0	0	0	0	0	28

SECTION F - REMARKS