

POLITICAL ACTION COMMITTEES

Some of the Company's employees fund political action committees (PACs) sponsored by the Company. The activities of the Pioneer PACs are subject to comprehensive governmental regulation, including detailed disclosure requirements. These disclosures are posted on the website of the Federal Election Commission or the Texas Ethics Commission, where they can be reviewed by any stockholder or member of the public.

All distributions made from the PACs are approved by their respective boards, currently comprising senior members of the Company's management. All suggested distributions are reviewed to ensure they are consistent with legal limits and are delivered to entities eligible to receive PAC funds.

All contributions to the PACs are voluntary, and it is Pioneer's policy that no one will be favored or disadvantaged by reason of the amount of their contribution or their decision not to contribute.

The **Pioneer Federal PAC** made the following contributions in **2021**:

Candidate / Committee	Party	Office Sought	Amount
Federal:			
Cornyn, John (ALAMO PAC)	R	U.S. Senate (R-TX)	\$5,000
Manchin, Joe	D	U.S. Senate (D-WV)	\$5,000
McMorris Rodgers, Cathy	R	U.S. House (R-WA-5)	\$5,000
McMorris Rodgers, Cathy (CMR PAC – Leadership Fund)	R	U.S. House (R-WA-5)	\$5,000
Pannill Fletcher, Lizze	D	U.S. House (R-TX-07)	\$2,500
Total to Federal Candidates & Committees:			\$22,500

Candidate	Party	Office Sought	Amount
State:			
Bush, George P.	R	Texas Attorney General	\$5,000
Craddick, Christi	R	Texas Railroad Commissioner	\$10,000
Total to State Candidates & Committees:			\$15,000

Total 2021 Contributions from Pioneer Federal PAC:	\$37,500
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The **Pioneer TEXAS PAC** made the following contributions in **2021**:

Committees	Amount
Texans for Lawsuit Reform PAC	\$5,000
Total 2021 Contributions from Pioneer Texas PAC:	\$5,000