

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 **2019**:

| U.S. Senate | | |
|--|------------------------------|--------------------|
| Recipient | Office Sought | Amount |
| Susan M. Collins | U.S. Senate (Maine) | \$2,700.00 |
| Cory Gardner | U.S. Senate (Colorado) | \$5,000.00 |
| Lindsey Graham | U.S. Senate (South Carolina) | \$2,500.00 |
| James M. Inhofe | U.S. Senate (Oklahoma) | \$2,500.00 |
| Kyrsten Sinema | U.S. Senate (Arizona) | \$2,500.00 |
| Daniel S. Sullivan | U.S. Senate (Alaska) | \$2,800.00 |
| | | \$18,000.00 |
| U.S. House of Representatives | | |
| Recipient | Office Sought | Amount |
| Marc A. Veasey | U.S. Congress (TX-33) | \$2,500.00 |
| Gregory P. Walden | U.S. Congress (OR-2) | \$2,500.00 |
| Ron Wright | U.S. Congress (TX-06) | \$2,800.00 |
| | | \$7,800.00 |
| State Candidates | | |
| Recipient | Office Sought | Amount |
| Christi L. Craddick | Texas Railroad Commission | \$5,000.00 |
| | | \$5,000.00 |
| 2019 Pioneer Federal PAC Total: | | \$30,800.00 |

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The **Pioneer TEXAS PAC** made the following contributions in **2019**:

| State Candidates | | |
|--------------------------------------|----------------------|-------------------|
| Recipient | Office Sought | Amount |
| Glen Hegar | Texas Comptroller | \$2,500.00 |
| | | \$2,500.00 |
| PAC-to-PAC | | |
| Recipient | | Amount |
| Texans for Lawsuit Reform PAC | | \$5,000.00 |
| | | \$5,000.00 |
| 2019 Pioneer Texas PAC Total: | | \$7,500.00 |

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