

# Performance Data

METRIC	2018	2019	2020	2021 <sup>1</sup>	2022
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
<b>Production<sup>2</sup> &amp; Operations</b>					
Oil production (gross MBBL/day)		292	295	493	500
Natural gas production (gross MMscf/day)		704	784	1,311	1,627
Oil and natural gas production (gross MBOE/day) - Best used for intensity		409	426	712	772
Offshore gross operated wells (count)	0	0	0	0	0
Onshore gross operated wells (count)	8,148	6,693	6,722	10,782	10,702
<b>Air Emissions - Pioneer Corporate Emissions<sup>3</sup></b>					
Scope 1 emissions (tonnes CO <sub>2</sub> e)*		2,002,133	1,481,602	2,817,972	2,867,859
Carbon dioxide (tonnes CO <sub>2</sub> e)*		1,345,508	1,133,264	2,211,906	2,420,708
Nitrous oxide (tonnes CO <sub>2</sub> e)*			1,211	2,643	2,772
Methane (tonnes CO <sub>2</sub> e)*		656,625	347,126	603,424	444,379
Methane (as a percent of Scope 1 emissions)*		33	23	21	15
Scope 2 emissions (tonnes CO <sub>2</sub> e)*		272,116	257,930	430,366	482,284
Scope 1 and 2 emissions (tonnes CO <sub>2</sub> e)*		2,274,248	1,739,531	3,248,338	3,350,143

\*ERM CVS performed limited assurance, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Standards Board, for the indicated metrics. 1) Includes Parsley Energy and DoublePoint Energy assets acquired in 2021. 2) Gross operated production reported on a two-stream basis. 3) Pioneer Corporate Emissions (Scope 1 and 2) builds upon EPA Subpart W reporting to include vented emissions not subject to Subpart W reporting requirements, company-owned vehicle emissions, and emissions from Scope 2 power purchases. Methodology Update: (2018-2020) Emissions from storage tanks calculated per §98.233(j) Method 1, which simulates emissions based on operating conditions. Method 2, which assumes all CO<sub>2</sub> and CH<sub>4</sub> present in solution are emitted to atmosphere. (2021-2022) - Emissions from storage tanks calculated using ProMax<sup>®</sup> process simulation software to better account for Pioneer facility emission controls.

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METRIC	2018	2019	2020	2021 <sup>1</sup>	2022
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
<b>Scope 1 and 2 intensities*</b>					
GHG emissions intensity - Scope 1 and 2 (CO <sub>2</sub> e tonnes per MBOE) <sup>4*</sup>		15.2	11.1	11.9	11.9
GHG emissions intensity (CO <sub>2</sub> e tonnes per million dollars revenue)*			262	222	138
Methane intensity (CO <sub>2</sub> e tonnes per MBOE) <sup>4 *</sup>		4.4	2.2	2.2	1.6
Methane intensity (percent natural gas produced)*					0.16
Methane intensity (CO <sub>2</sub> e tonnes per million dollars revenue)*			54	41	18
<b>Scope 1 source categorized emissions</b>					
Flared hydrocarbons (tonnes CO <sub>2</sub> ee) <sup>5</sup>		156,856	55,654	322,632	380,304
Other combustion (tonnes CO <sub>2</sub> e)		1,215,047	1,098,928	1,937,697	2,095,604
Process emissions (tonnes CO <sub>2</sub> e)		117	218	128	1,250
Other vented emissions (tonnes CO <sub>2</sub> e)		551,319	257,069	452,432	293,114
Fugitive emissions (tonnes CO <sub>2</sub> e)		78,796	69,733	105,083	97,585
<b>Air Emissions - As reported by Pioneer to the U.S. EPA</b>					
Scope 1 emissions covered under emissions-limiting regulations (percent)		0	0	0	0
Scope 1 emissions (tonnes CO <sub>2</sub> e)	1,471,280	1,599,622	1,613,241	2,386,309	2,766,358
Carbon dioxide (tonnes CO <sub>2</sub> e)	1,006,208	1,199,779	1,095,293	1,943,028	2,401,599
Methane (tonnes CO <sub>2</sub> e)	463,888	398,379	516,741	440,890	362,035
Nitrous oxide (tonnes CO <sub>2</sub> e)	1,184	1,464	1,207	2,391	2,723
Scope 1 emissions - divested assets (tonnes CO <sub>2</sub> e) <sup>6</sup>	268,792	0	0	0	0

\*ERM CVS performed limited assurance, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Standards Board, for the indicated metrics. 4) 2022 emissions include Parsley Energy and DoublePoint Energy asset emissions and production for the entirety of 2021, although we acquired the assets partially into 2021. To properly account for the production volumes associated with asset emissions, 13,901 MBOE of pre-acquisition production was added to the 2021 gross production used in the calculation. 5) 2022 data includes flaring from production operations (basis for annual flaring intensity target), completions operations, and more than 144 thousand metric tonnes of Parsley Energy/ DoublePoint Energy pre-acquisition operations and flaring related to assets divested in 2021. 6) Per U.S. EPA reporting requirements, emissions reporting related to assets divested by Pioneer before December 31 are the responsibility of the asset purchaser and are not reported by Pioneer.

## Performance Data

METRIC	2018	2019	2020	2021 <sup>1</sup>	2022
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
<b>Scope 3 Emissions</b>					
Categories 9, 10 and 11 (million tonnes CO <sub>2</sub> e)				149	161
Category 9: Downstream Transportation and Distribution (million tonnes CO <sub>2</sub> e)				11	13
Category 10: Processing of Sold Products (million tonnes CO <sub>2</sub> e)				26	31
Category 11: Use of Sold Products (million tonnes CO <sub>2</sub> e)				112	118
<b>Emissions Controls - Flaring and Vapor Recovery</b>					
Routine flaring volume (million cubic meters)*					0.93
Annual flaring volume (million cubic meters)*					91.14
Flaring intensity (percent natural gas production) <sup>7*</sup>		0.73	0.21	0.41	0.54
Vapor recovery unit captured gases (tonnes of methane - CO <sub>2</sub> e)*		1,340,000	1,450,000	2,918,501	6,569,707
<b>Energy Use</b>					
Fuel consumption: diesel, natural gas, gasoline, propane (trillion BTU)					32.55
Grid electricity purchased (trillion BTU)	2.23	2.22	2.08	3.94	4.46
Renewable (trillion BTU)	0.44	0.48	0.53	1.12	1.37
Non-renewable (trillion BTU)	1.79	1.75	1.55	2.82	3.09
Renewable (percent)	19.8	21.5	25.3	28.5	30.8
Non-renewable (percent)	80.3	78.5	74.7	71.5	69.2
Normalized energy use (kWh per USD revenue) <sup>8</sup>	0.13	0.30	0.09	0.07	0.45

<sup>1</sup>ERM CVS performed limited assurance, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Standards Board, for the indicated metrics. <sup>7</sup> Owned and operated production operation flaring volume basis. <sup>8</sup> As of 2022, normalized energy use is inclusive of fuel consumption in addition to electricity.

## Performance Data

METRIC	2018	2019	2020	2021 <sup>1</sup>	2022
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
<b>Water Management</b>					
Water intensity (barrels per BOE)	1.23	1.17	0.91	1.20	1.05
Freshwater use in completions (percent)				41	23
Freshwater (percent)	51	43	42	44	26
Freshwater intensity (barrels per BOE)	0.62	0.51	0.39	0.52	0.27
Freshwater withdrawn and consumed (million cubic meters)	12.52	12.03	9.53	21.59	12.30
Surface water (million cubic meters)	0	0	0	0	0
Non-freshwater (percent)	49	57	58	56	74
Non-freshwater - consumed and/or withdrawn (million cubic meters)	12.22	15.82	13.04	27.93	34.74
Recycled water (million cubic meters) <sup>9</sup>	1.26	4.77	6.34	14.17	24.34
Reclaimed water - treated municipal water (million cubic meters)	6.95	7.04	5.06	10.50	8.94
Brackish water (million cubic meters)	4.01	4.02	1.63	3.26	1.46
<b>Water takeaway</b>					
Produced water and flowback generated: discharged (percent)	0	0	0	0	0
Produced water and flowback generated: recycled (percent)				22	30
<b>Baseline water stress<sup>10</sup></b>					
Freshwater sourced from areas of high or extremely high baseline water stress (percent)		54	53	54	50
Freshwater sourced from water wells in areas of low-to-medium baseline water stress (percent)		46	47	46	50

9) Includes produced water, recycled water sourced from a third-party, and treated by a third-party as well as sourced from a third-party and treated by Pioneer. 10) As defined by the World Resources Institute Aqueduct Water Risk Atlas. Further evaluation, referencing World Resources Institute's Overall Water Risk weighting for the oil and gas industry, indicates that areas of high or extremely high overall groundwater risk are not present within our operational footprint.

## Performance Data

METRIC	2018	2019	2020	2021 <sup>1</sup>	2022
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
<b>Groundwater Protection</b>					
Hydraulically fractured wells with fracfocus.org public disclosure of all chemicals used (percent)	100	100	100	100	100
<b>Biodiversity</b>					
Operated well sites reviewed for biodiversity(percent)					100
Sites assessed for biodiversity that are within close proximity to critical habitat (percent)					1
Sites assessed for biodiversity that are within close proximity to critical habitat covered by management plans (percent)					100
Land under management, including Conservation Agreements or Candidate Conservation Agreements (acres)					70,263
<b>Waste</b>					
Hazardous waste generated (US pounds) <sup>11</sup>			1,200	0	0
Non-hazardous waste disposed (million US pounds)				4,163	2,196
Recycled material (million US pounds)			1.7	6.02	9.33
<b>Liquid Hydrocarbon Spills</b>					
Hydrocarbon spills (count)	1,193	1,170	1,039	1,790	1,544
Hydrocarbon spills to the environment - outside secondary and general containment (count)				440	434
Spills > 1 barrel (count)	387	335	312	511	456
Spills > 100 barrels (count)	5	7	4	13	5

11) 2021 and 2022 hazardous waste excludes waste generated by Parsley Energy and DoublePoint Energy prior to acquisition of those entities by Pioneer and properly disposed of by Pioneer as one-time shipments.

## Performance Data

METRIC	2018	2019	2020	2021 <sup>1</sup>	2022
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
Hydrocarbon spill volume (barrels)	3,748	3,792	2,569	6,466	4,003
Hydrocarbon spill volume recovered (barrels)	2,181	2,303	1,084	3,166	2,093
Hydrocarbon spills to the environment (barrels)				2,090	561
Spill volume recovered from spills > 1 barrel (percent)	64	68	48	53	58
Volume of spills > 1 barrel (barrels)	3,326	3,366	2,233	5,898	3,526
Volume of spills > 100 barrels (barrels)	1,113	1,507	654	2,738	2,093
Volume of hydrocarbon spills in the Arctic region (barrels)	N/A - NO OPERATIONS IN THE ARTIC				
Volume of hydrocarbon spills impacting shorelines with ESI rankings 8-10 (barrels)	N/A - NO OPERATIONS ALONG SHORELINES OR OFFSHORE				
<b>Leak Detection and Repair (LDAR)</b>					
LDAR program surveys - regulatory and voluntary flyovers/other surveys (count)	10,000	10,500	7,805	12,812	23,612
LDAR identified leaks - OOOOa (count)	900	1,000	914	1,892	2,198
LDAR leak repairs - OOOOa (count) <sup>12</sup>	900	1,000	914	1,781	2,197
<b>Safety (rate per 100 workers or 200,000 hours)<sup>13</sup></b>					
<b>Total Recordable Incident Rate (TRIR)</b>					
TRIR - Employees	0.96	0.62	0.47	0.37	0.69
TRIR - Short-service employees				0	1
<b>Lost Time Incident Rate (LTIR)</b>					
LTIR - Employees	0.32	0.14	0.09	0.16	0.21
<b>Near Miss Frequency Rate (NMFR)</b>					
NMFR - Employees	7.05	5.93	1.63	1.62	0.70

<sup>12)</sup> In 2021, 111 equipment leak "delay of repair" deadlines, as defined in applicable regulations, extended past December 31, 2021. <sup>13)</sup> Beginning in 2022, employee metrics includes vertically integrated services.

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METRIC	2018	2019	2020	2021 <sup>1</sup>	2022
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
Motor Vehicle Incident Rate (MVIR) (per 1 million miles)					
MVIR - Employees	0.54	0.58	0.32	0.36	0.40
Work-related fatalities (count)					
Work-related fatalities - Employees	0	0	0	0	0
Work-related fatalities - Contractors	0	2	0	0	1
Work-related fatalities - Short-service employees			0	0	0
Training					
Health, safety, and environmental training (hours) <sup>14</sup>	34,485	29,559	10,815	13,549	19,955
<b>Workforce</b>					
Total employees (count)	3,817	2,323	1,855	1,928	2,070
Local workforce (percent)		98	99	99	98
Voluntary turnover rate (percent of total workforce)	11.4	20.3	3.6	4.7	5.8
Women at Pioneer (percent of workforce category) <sup>15</sup>					
Board of Directors <sup>16</sup>	25.0	25.0	23.1	30.8	30.8
All employees	22.7	26.0	25.4	27.1	25.4
Senior executives	18.6	32.1	32.0	33.3	28.0
Management	21.9	24.2	21.4	21.4	21.6
Individual contributor	23.1	26.4	26.3	28.5	26.3
Racial Diversity (percent representation in the workforce) <sup>15</sup>					
Board of Directors <sup>16</sup>					
Racially diverse	8.0	8.0	7.7	23.1	17.0
White	92.0	92.0	92.3	76.9	83.0

<sup>14</sup>) Previously published 2021 total (66,016) hours were inflated based on course set up; 2021 hours have been corrected. <sup>15</sup>) Management category definition updated in 2022 to better align with our workforce. <sup>16</sup>) As outlined in Pioneer's annual Proxy Statement.

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METRIC	2018	2019	2020	2021 <sup>1</sup>	2022
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
<b>All Employees</b>					
Racially diverse	39.1	40.1	38.1	31.6	33.4
White	60.9	59.9	61.9	68.4	66.6
<b>Senior Executives</b>					
Asian	2.3	3.6	4.0	7.4	8.0
Hispanic or Latino	7.0	7.1	8.0	7.4	4.0
White	90.7	89.3	88.0	85.2	88.0
<b>Management</b>					
American Indian or Alaskan Native	0.5	0.4	0.5	0.5	0.7
Asian	1.4	2.5	2.2	2.4	2.7
Black or African American	3.6	4.3	3.0	2.9	2.2
Hispanic or Latino	17.1	18.0	18.4	16.2	15.2
Native Hawaiian or other Pacific Islander	0.1	0.0	0.0	0.0	0.0
Two or more races	0.3	0.2	0.5	1.0	1.2
White	77.0	74.6	75.3	77.0	77.9
<b>Individual Contributor</b>					
American Indian or Alaskan Native	0.3	0.6	0.7	0.9	1.0
Asian	2.4	3.9	4.5	4.7	4.8
Black or African American	6.4	4.3	3.8	3.4	3.7
Hispanic or Latino	33.6	34.5	31.7	23.8	25.8
Native Hawaiian or Other Pacific Islander	0.1	0.1	0.1	0.1	0.1
Two or more races	0.8	1.2	1.2	1.3	1.2
White	56.3	55.5	58.0	65.9	63.4



## Performance Data

METRIC	2018	2019	2020	2021 <sup>1</sup>	2022
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
<b>Age Diversity (percent of total workforce)</b>					
<b>Employees</b>					
18 and under	0.0	0.0	0.0	0.0	0.0
19 - 26	8.0	8.0	6.2	5.2	4.6
27 - 34	25.0	27.0	26.7	27.3	24.5
35 - 42	23.0	27.0	28.4	30.7	32.3
43 - 50	18.0	19.0	19.5	18.9	20.1
51 - 58	15.0	13.0	12.2	11.3	11.4
59 - 66	10.0	6.0	6.7	6.4	6.5
67 - 69	1.0	0.0	0.2	0.3	0.5
70 and over	0.0	0.0	0.1	0.0	0.1
<b>Social Issues</b>					
Reserves in or near indigenous land (percent)	N/A - INDIGENOUS LAND NOT PRESENT IN OR NEAR RESERVES AREA				
Reserves in or near areas of conflict (percent)	N/A - CONFLICT NOT PRESENT IN OR NEAR RESERVES AREA				
Reserves in countries with 20 lowest Corruption Perception Index rankings (transparency.org)	N/A - 20 LOWEST-RANKED COUNTRIES NOT PRESENT IN OPERATIONS				
Engagement processes and due diligence practices with respect to operation in areas of conflict	N/A - AREAS OF CONFLICT NOT PRESENT IN OR NEAR AREAS OF OPERATIONS				
Non-technical delays (count) <sup>17</sup>	N/A - NOT PRESENT				
Duration of non-technical delays (days) <sup>17</sup>	N/A - NOT PRESENT				
Facilitation payments (USD)	0	0	0	0	0

<sup>17</sup>) Site shutdowns or project delays due to non-technical factors such as but not limited to those resulting from pending regulatory permits or other political delays, community or stakeholder resistance or protest, and armed conflict [SASB, EM-EP-210b.2].

## Performance Data

METRIC	2018	2019	2020	2021 <sup>1</sup>	2022
<b>PIONEER AT A GLANCE (AT YEAR END)</b>					
<b>Economic Contributions</b>					
Shareholder dividends (gross million USD)	55	127	347	1,594	6,269
Production/severance taxes (gross million USD)	303	308	217	723	1,096
Ad valorem taxes (gross million USD)	82	93	103	137	223
Sales tax (gross million USD)	7	110	53	100	140
Charitable contributions (thousand USD)	5,500	4,900	4,100	9,552	28,287
PAC contributions (thousand USD) <sup>18</sup>	145	38	173	38	139
Political contributions (thousand USD)	0	505	5	5	5

<sup>18</sup> View Pioneer's full PAC Profile at Open Secrets.org - <https://www.opensecrets.org/political-action-committees-pacs/pioneer-natural-resources-usa/C00420950/summary/2022>