

Performance Data

METRIC	2017	2018	2019	2020	2021 ²
PIONEER AT A GLANCE (AT YEAR END)					
Production¹ & Operations					
Oil Production (gross MBBL/day)			292	295	493
Natural Gas Production (gross MMscf/day)			704	784	1,311
Oil and Natural Gas Production (gross MBOE/day) - Best used for intensity			409	426	712
Number of offshore sites	0	0	0	0	0
Number of onshore sites	10,584	8,148	6,693	6,722	10,782
Air Emissions - Pioneer Corporate Emissions³					
Scope 1 emissions (metric tonnes CO ₂ e)			2,002,133	1,481,602	2,817,972
Carbon dioxide (metric tonnes CO ₂ e)			1,345,508	1,133,264	2,211,906
Methane (metric tonnes CO ₂ e)			656,625	347,126	603,424
Methane (percent methane)			33	23	21
Nitrous oxide (metric tonnes CO ₂ e)				1,211	2,643
Scope 2 emissions (tonnes CO ₂ e)			272,116	257,930	430,366
Scope 1 and 2 emissions (tonnes CO ₂ e)			2,274,248	1,739,531	3,248,338

1) Gross operated production reported on a two-stream basis. 2) Includes Parsley Energy and DoublePoint Energy assets acquired in 2021. 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: (2017-2020) Emissions from storage tanks calculated per §98.233(j) Method 2 which assumes all CO₂ and CH₄ present in solution are emitted to atmosphere. (2021) - Emissions from storage tanks calculated per §98.233(j) Method 1 using ProMax[®] process simulation software. Using operating conditions better accounts for Pioneer facility emission controls.

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Air Emissions Intensities					
GHG emissions intensity - Scope 1 and 2 (CO ₂ e tonnes per MBOE)			15.2	11.1	11.9 ⁴
GHG emissions intensity (CO ₂ e tonnes per million dollars revenue)				262	222
Methane intensity (CO ₂ e tonnes per MBOE)			4.4	2.2	2.2 ⁴
Methane intensity (CO ₂ e tonnes per million dollars revenue)				54	41
Emission Controls - Flaring and Vapor Recovery					
Flaring Intensity ⁵ (percent natural gas production)			0.73	0.21	0.41
Vapor recovery unit captured gases (tonnes of methane - CO ₂ e)			1,340,000	1,450,000	2,918,501
Source Categorized - Pioneer Corporate Scope 1 Emissions					
Flared hydrocarbons (tonnes CO ₂ e)			156,856	55,654	322,632 ⁶
Other combustion (tonnes CO ₂ e)			1,215,047	1,098,928	1,937,697
Process emissions (tonnes CO ₂ e)			117	218	128
Other vented emissions (tonnes CO ₂ e)			551,319	257,069	452,432
Fugitive emissions (tonnes CO ₂ e)			78,796	69,733	105,083
Energy Use					
Grid electricity purchased (trillion BTU)	1.97	2.23	2.22	2.08	3.94
Non-renewable energy (trillion BTU)	1.61	1.79	1.75	1.55	2.82
Renewable energy (trillion BTU)	0.36	0.44	0.48	0.53	1.12
Non-renewable energy (percent)	81.8	80.3	78.5	74.7	71.5
Renewable energy (percent)	18.5	19.8	21.5	25.3	28.5
Normalized energy use (kWh per USD Revenue)	0.16	0.13	0.13	0.09	0.07

4) Includes 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, 13,091 MBOE of pre-acquisition production was added to the 2021 gross production used in the calculation. 5) Owned and operated production operation flaring volume basis. 6) 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 preacquisition operations and flaring related to assets divested in 2021.

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Air Emissions - As reported by Pioneer to the U.S. EPA					
Scope 1 emissions covered under emissions-limiting regulations (percent)			0	0	0
Scope 1 emissions (tonnes CO ₂ e)	1,242,402	1,471,280	1,599,622	1,613,241	2,386,309
Carbon dioxide (tonnes CO ₂ e)	791,309	1,006,208	1,199,779	1,095,293	1,943,028
Methane (tonnes CO ₂ e)	449,948	463,888	398,379	516,741	440,890
Nitrous oxide (tonnes CO ₂ e)	1,145	1,184	1,464	1,207	2,391
Scope 1 emissions - divested assets (tonnes CO ₂ e)	919,417	268,792	0	0	0 ⁷
Leak Detection and Repair (LDAR)					
LDAR program surveys - regulatory and voluntary flyovers/other surveys (count)	13,000	10,000	10,500	7,805	12,812
LDAR identified leaks - OOOOa (count)	500	900	1,000	914	1,892
LDAR leak repairs - OOOOa (count)	500	900	1,000	914	1,781 ⁸
Water Management					
Surface water (million cubic meters)	0	0	0	0	0
Freshwater withdrawn and consumed (million cubic meters)	13.10	12.52	12.03	9.53	21.59
Freshwater from regions with high or extremely high baseline water stress (percent)			54	53	54
Non-freshwater - consumed and/or withdrawn (million cubic meters)	9.56	12.22	15.82	13.04	27.93
Recycled water - recycled produced water (million cubic meters)	0.63	1.26	4.77	6.34	14.17
Reclaimed water - treated municipal water (million cubic meters)	6.12	6.95	7.04	5.06	10.50
Brackish water (million cubic meters)	2.81	4.01	4.02	1.63	3.26

7) Per U.S. EPA reporting requirements, emissions reporting related to assets divested by Pioneer before December 31, 2021, were the responsibility of the asset purchaser and were not reported by Pioneer. 8) In 2021, 111 equipment leak "delay of repair" deadlines, as defined in applicable regulations, extended past December 31, 2021

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Water Management					
Freshwater (percent)	58	51	43	42	44
Non-freshwater (percent)	42	49	57	48	56
Freshwater Intensity (barrels per BOE)	0.83	0.62	0.51	0.39	0.52
Water Intensity (barrels per BOE)	1.43	1.23	1.17	0.91	1.20
Produced water and flowback generated: discharged (million cubic meters)		0	0	0	0
Produced water and flowback generated: recycled (percent)					22
Groundwater Protection					
Hydraulically fractured wells with fracfocus.org public disclosure of all chemicals used (percent)	100	100	100	100	100
Waste					
Hazardous waste (US pounds)				1,200	0 ⁹
Non-hazardous waste (million US pounds)					4,163
Recycled material (million US pounds)				1.7	6.02
Liquid Hydrocarbon Spills					
Hydrocarbon spills (count)	1,104	1,193	1,170	1,039	1,790
Hydrocarbon spills to the environment - outside secondary and general containment (count)					440
Spills > 1 barrel (count)	366	387	335	312	511
Spills > 100 barrels (count)	1	5	7	4	13

9) Excludes hazardous 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.

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Liquid Hydrocarbon Spills					
Hydrocarbon spill volume (barrels)	2,472	3,748	3,792	2,569	6,466
Hydrocarbon spill volume recovered (barrels)	1,212	2,181	2,303	1,084	3,166
Hydrocarbon spills to the environment (barrels)					2,090
Spill volume recovered from spills > 1 barrel (percent)	55	64	68	48	53
Volume of spills > 1 barrel (barrels)	2,115	3,326	3,366	2,233	5,898
Volume of spills > 100 barrels (barrels)	153	1,113	1,507	654	2,738
Volume of hydrocarbon spills in the Arctic region (barrels)	N/A - NO OPERATIONS IN THE ARCTIC				
Volume of hydrocarbon spills impacting shorelines with ESI rankings 8-10 (barrels)	N/A - NO OPERATIONS ALONG SHORELINES OR OFFSHORE				
Social Issues					
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				
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)	N/A - NOT PRESENT				
Duration of non-technical delays (days)	N/A - NOT PRESENT				
Reserves in countries with 20 lowest Corruption Perception Index rankings (transparency.org)	N/A - 20 LOWEST-RANKED COUNTRIES NOT PRESENT IN OPERATIONS				
Facilitation payments (USD)	0	0	0	0	0
Safety (rate per 100 workers or 200,000 hours)					
Total recordable incident rate (TRIR) - all employees	0.86	0.96	0.62	0.47	0.37
TRIR benchmark – BLS U.S. Oil & Gas Industry (API Workers Safety Report 2020)	1.70	1.60	1.50	1.40	NOT YET PUBLISHED ¹⁰

¹⁰) Based on U.S. Bureau of Labor Statistics' (BLS) Survey of Occupational Injuries and Illnesses (SOII) (<https://www.bls.gov/iif/>) and the API Workers Safety Report. Bureau of Labor Statistics (BLS) U.S. oil & gas industry benchmarks typically published late in the year following the reporting period. <https://www.api.org/-/media/Files/Publications/API-Workplace-Safety-Report-2020.pdf>.

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Safety (rate per 100 workers or 200,000 hours)					
TRIR - exploration & production (E&P) employees	0.47	0.28	0.40	0.26	0.37
TRIR benchmark E&P Employees - BLS U.S. Oil & Gas E&P (NAICS code 21112/211111)	1.00	0.80	0.60	0.40	NOT YET PUBLISHED ¹⁰
TRIR - service employees (no direct BLS benchmark to PXD services)	1.36	1.87	1.32	1.51	0
TRIR - short-service employees					0
Loss time incident rate (LTIR)	0.36	0.32	0.14	0.09	0.16
LTIR - E&P employees	0.13	0.08	0.13	0	0.16
LTIR - service employees	0.65	0.64	0.15	0.50	0
Near miss frequency rate (NMFR) for full-time employees	6.29	7.05	5.93	1.63	1.62
Motor vehicle incident rate (MVIR) (per 1 million miles)	0.37	0.54	0.58	0.32	0.36
Work-related fatalities for employees (count)	0	0	0	0	0
Work-related fatalities for contractors (count)	2	0	2	0	0
Work-related fatalities for short-service employees (count)				0	0
Training					
Health, safety, and environmental training (person hours)	43,248	34,485	29,559	10,815	66,016
WorkForce					
Total employees (count)	3,827	3,817	2,323	1,855	1,928
Local workforce (percent)			98	99	99
Voluntary turnover rate (percent of workforce)	10.4	11.4	20.3	3.6	4.7

¹⁰) Based on U.S. Bureau of Labor Statistics' (BLS) Survey of Occupational Injuries and Illnesses (SOII) (<https://www.bls.gov/iif/>) and the API Workers Safety Report. Bureau of Labor Statistics (BLS) U.S. oil & gas industry benchmarks typically published late in the year following the reporting period. <https://www.api.org/-/media/Files/Publications/API-Workplace-Safety-Report-2020.pdf>.

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PIONEER AT A GLANCE (AT YEAR END)					
Women at Pioneer (percent representation in the workforce)					
All employees	21.9	22.7	26.0	25.4	27.1
Board of Directors	25.0	25.0	25.0	23.1	30.8 ¹¹
Senior executives	20.5	19.5	32.1	33.3	33.3
Mid-level management	20.7	21.2	23.0	17.6	29.7 ¹²
Independent contributor	22.1	23.3	26.7	25.0	28.5
Racial Diversity (percent representation in the workforce)					
All Employees	38.4	39.0	40.0	38.0	31.6
Racial Diversity - Board of Directors (percent representation in the workforce)					
People of color	8.0	8.0	8.0	7.7	23.1% ¹¹
White	92.0	92.0	92.0	92.3	76.9% ¹¹
Racial Diversity - Senior Executives (percent representation in the workforce)					
Asian	2.3	2.4	3.6	4.2	7.4
Hispanic or Latino	6.8	7.3	7.1	8.3	7.4
White	90.9	90.2	89.3	87.5	85.2
Racial Diversity - Mid-Level Management¹² (percent representation in the workforce)					
American Indian or Alaskan Native	0.5	0.5	0.2	0.4	0.0
Asian	1.3	1.6	2.6	1.8	2.9
Black or African American	2.6	3.0	3.9	1.5	2.3

11) Based on 13 Directors as of July 21, 2022. 12) Mid-level management category definition updated in 2022 to better align with our workforce.

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Racial Diversity - Mid-Level Management¹² (percent representation in the workforce)					
Hispanic or Latino	14.9	17.0	17.4	17.6	8.1
Native Hawaiian or other Pacific Islander	0.1	0.3	0.0	0.0	0.0
Two or more races	0.1	0.3	0.2	0.7	0.0
White	80.5	77.5	75.8	78.0	86.6
Racial Diversity - Individual Contributor (percent representation in the workforce)					
American Indian or Alaskan Native	0.5	0.3	0.7	0.7	0.9
Asian	2.2	2.4	3.8	4.2	4.7
Black or African American	6.5	6.5	4.4	3.8	3.4
Hispanic or Latino	33.8	33.5	34.5	31.2	23.8
Native Hawaiian or Other Pacific Islander	0.1	0.1	0.1	0.1	0.1
Two or more races	0.5	0.8	1.1	1.0	1.3
White	56.3	56.4	55.4	59.1	65.9
Employee Age Demographics (percent of representation in the workforce)					
18 and under	0.0	0	0	0	0.0
19 - 26	9.0	8.0	8.0	6.2	5.2
27 - 34	25.0	25.0	27.0	26.7	27.3
35 - 42	22.0	23.0	27.0	28.4	30.7
43 - 50	17.0	18.0	19.0	19.5	18.9

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Employee Age Demographics (percent of representation in the workforce)					
51 - 58	16.0	15.0	13.0	12.2	11.3
59 - 66	10.0	10.0	6.0	6.7	6.4
67 - 69	1.0	1.0	0.0	0.2	0.3
70 and over	0.0	0.0	0.0	0.1	0.0
Economic Contribution					
Shareholder dividends (gross million USD)	14	55	127	347	1,594
Production/severance taxes (gross million USD)	218	303	308	217	723
Ad valorem taxes (gross million USD)	65	82	93	103	137
Sales tax (gross million USD)	4	7	110	53	100
Charitable contributions (thousand USD)	4,200 ¹³	5,500	4,900	4,100	9,552
PAC contributions (thousand USD)	29	145	38	173	38
Political contributions (thousand USD)	140	0	505	5	5

¹³) Estimated.