

# Sustainability Content Index

SUSTAINABILITY ACCOUNTING STANDARDS BOARDS (SASB)	
INDICATOR NUMBER	INDICATOR NUMBER
<b>Greenhouse Gas Emissions</b> EM-EP-110a.1 EM-EP-110a.2 EM-EP-110a.3	SUSTAINABILITY PERFORMANCE DATA TABLE PAGE 1-3; SUSTAINABILITY REPORT PAGES 21-33; CLIMATE RISK REPORT 31-36
<b>Water Management</b> EM-EP-140a.1 EM-EP-140a.2 EM-EP-140a.3	SUSTAINABILITY PERFORMANCE DATA TABLE PAGE 3-4; SUSTAINABILITY REPORT PAGES 34-40; CLIMATE RISK REPORT 37-39
<b>Biodiversity Impacts</b> EM-EP-160a.1 EM-EP-160a.2	SUSTAINABILITY PERFORMANCE DATA TABLE PAGE 4-5; SUSTAINABILITY REPORT PAGES 41-47
<b>Security, Human Rights &amp; Rights of Indigenous Peoples</b> EM-EP-210a.1 EM-EP-210a.2 EM-EP-210a.3	SUSTAINABILITY PERFORMANCE DATA TABLE PAGE 5; SUSTAINABILITY REPORT PAGES 7, 10, 11, 14, 16, 18, 54, 61; HUMAN RIGHTS POLICY AND COMMITMENT; CODE OF BUSINESS CONDUCT AND ETHICS; SUPPLIER CODE OF CONDUCT; SUSTAINABLE PROCUREMENT POLICY,

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<b>Community Relations</b> EM-EP-210b.1 EM-EP-210b.2	SUSTAINABILITY REPORT PAGES 5-7, 41-47, 62-71; SEC FORM 10-K SUSTAINABILITY PERFORMANCE DATA TABLE PAGE 5
<b>Workforce Health &amp; Safety</b> EM-EP-320a.1 EM-EP-320a.2	SUSTAINABILITY PERFORMANCE DATA TABLE PAGE 5-6 SUSTAINABILITY REPORT PAGES 48-52
<b>Business Ethics &amp; Transparency</b> EM-EP-510a.1 EM-EP-510a.2	SUSTAINABILITY PERFORMANCE DATA TABLE PAGE 5 CODE OF BUSINESS CONDUCT AND ETHICS; SUPPLIER CODE OF CONDUCT
<b>Management of the Legal &amp; Regulatory Environment</b> EM-EP-530a.1	SUSTAINABILITY REPORT PAGES 15, 30-32, 63-64
<b>Critical Incident Risk Management</b> EM-EP-540a.2	"SEC FORM 10-K, PROXY STATEMENT, SUSTAINABILITY REPORT PAGES 14, 19-20, 22-23, 58-59; PIONEER NATURAL RESOURCES' PRODUCTION FACILITIES ARE "NORMALLY UNOCCUPIED REMOTE FACILITIES" AND OIL AND GAS WELL DRILLING AND SERVICING OPERATIONS ARE ARE NOT SUBJECT TO OSHA 1910.119 AND 1910.119 (A)(2)(II)."
<b>Activity Metrics</b> EM-EP-000.A EM-EP-000.B EM-EP-000.C	SEC FORM 10-K; SUSTAINABILITY PERFORMANCE DATA TABLE PAGE 1

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<b>GRI 2: GENERAL DISCLOSURES</b>	
<b>Organizational Profile</b>	
Name of the organization	PIONEER NATURAL RESOURCES USA, INC.
Activities and services	PIONEER IS A LARGE INDEPENDENT OIL AND GAS EXPLORATION AND PRODUCTION COMPANY THAT EXPLORES FOR, DEVELOPS AND PRODUCES OIL, NATURAL GAS LIQUIDS AND GAS (SEC FORM 10-K)
Location of headquarters	777 HIDDEN RIDGE, IRVING, TEXAS, 75038 (SEC FORM 10-K)
Location of operations	ALL OPERATIONS IN THE PERMIAN BASIN IN WEST TEXAS (SEC FORM 10-K)
Ownership and legal form	“THE COMPANY IS A DELAWARE CORPORATION, AND ITS COMMON STOCK HAS BEEN LISTED AND TRADED ON THE NYSE UNDER THE TICKER SYMBOL “PX” SINCE ITS FORMATION IN 1997. (SEC FORM 10-K)”
Reporting Principles, Precautionary Principle or approach	SUSTAINABILITY REPORT PAGES 72-74
Materiality	SUSTAINABILITY REPORT PAGES 72-74
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Scale of the organization	SEC FORM 10-K
Information on employees	SUSTAINABILITY REPORT PAGES 53-71; SUSTAINABILITY PERFORMANCE DATA PAGES 6-9
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Statement from senior decision-maker	SUSTAINABILITY REPORT PAGES 5-7; CLIMATE RISK REPORT 2-6; 2021 ANNUAL REPORT PAGES 1-5
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Consulting stakeholders on economic, environmental and social topics	PROXY STATEMENT, SUSTAINABILITY REPORT PAGE 73-74
Composition of the highest governance body and its committees	PROXY STATEMENT, SUSTAINABILITY REPORT PAGES 12-16
Board of Directors	J. KENNETH THOMPSON, PROXY STATEMENT
Nominating and governance	PROXY STATEMENT, SUSTAINABILITY REPORT PAGES 12-16; WWW.PXD.COM/CULTURE/GOVERNANCE
Conflicts of interest	PIONEER GOVERNANCE DOCUMENTS (PXD.COM/CULTURE/GOVERNANCE); CORPORATE GOVERNANCE GUIDELINES; BOARD OF DIRECTORS COMMITTEE CHARTERS (PXD.COM/CULTURE/GOVERNANCE) CODE OF BUSINESS CONDUCT AND ETHICS PAGES 13, 23
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Identifying and managing economic, environmental, and social impacts	PROXY STATEMENT, SUSTAINABILITY REPORT PAGES 4, 9-10, 13-17
Risk management processes	SUSTAINABILITY REPORT PAGES 17-20, PROXY STATEMENT
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Reporting period	SUSTAINABILITY REPORT PAGE 72, UNLESS OTHERWISE INDICATED, THIS REPORT INCLUDES DATA AND INFORMATION FROM JANUARY 1, 2021, THROUGH DECEMBER 31, 2021
Date of most recent report	JULY 25, 2022
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<b>Water and Effluents</b>	
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<p><b>Emissions</b></p> <p>GHG emissions intensity</p> <p>Reduction of GHG emissions</p> <p>Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions</p>	SUSTAINABILITY PERFORMANCE DATA TABLE PAGES 1-3, SUSTAINABILITY REPORT PAGES 41-47
<p><b>Effluents and Waste</b></p> <p>Waste generation and significant waste-related impacts</p> <p>Management of significant waste-related impacts</p>	SUSTAINABILITY REPORT PAGE 4, 16, 34, 41, 44-46, SUSTAINABILITY PERFORMANCE DATA TABLE PAGE 4
<p><b>Supplier Environmental Assessment</b></p> <p>New suppliers that were screened using environmental criteria</p>	SUSTAINABILITY REPORT PAGE 61-63
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<p><b>Labor/Management Relations</b></p> <p>Minimum notice periods regarding operational changes</p>	SEC FORM 10-K, SUSTAINABILITY REPORT PAGE 58
<p><b>Occupational Health and Safety</b></p> <p>Occupational health and safety management system</p> <p>Hazard identification, risk assessment, and incident investigation</p> <p>Occupational health services</p>	SUSTAINABILITY REPORT PAGES 48-52; SUSTAINABILITY PERFORMANCE DATA TABLE 6-8

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<p><b>Occupational Health and Safety</b>                      Worker participation in health and safety                      Worker training on health and safety                      Promotion of worker health                      Prevention and mitigation of health and safety impacts                      Workers covered by a health and safety management system                      Work-related injuries</p>	SUSTAINABILITY REPORT PAGES 48-52; SUSTAINABILITY PERFORMANCE DATA TABLE 6-8
<p><b>Training and Education</b>                      Average hours of training per year per employee                      Programs for upgrading employee skills and transition assistance programs                      Employees receiving regular performance and career development reviews</p>	SUSTAINABILITY REPORT PAGES 17, 19-20, 43, 52, 54, 59-60, 61; SUSTAINABILITY PERFORMANCE DATA TABLE PAGE 6
<p><b>Diversity and Equal Opportunity</b>                      Diversity of governance bodies and employees</p>	SUSTAINABILITY PERFORMANCE DATA TABLE PAGES 7-9, SUSTAINABILITY REPORT PAGES 10, 15, 54-55
<p><b>Human Rights and Non-discrimination</b>                      Right to freedom of association and collective bargaining                      Striving to prevent child labor                      Striving to prevent forced or compulsory labor                      Security personnel and human rights                      Recognizing the rights of indigenous peoples                      Striving to protect human rights                      Employee training on human rights policies or procedures</p>	HUMAN RIGHTS POLICY, HUMAN RIGHTS COMMITMENT, CODE OF BUSINESS CONDUCT AND ETHICS, AND SUSTAINABILITY REPORT PAGES 7, 10, 14, 16, 18, 54, 61
<p><b>Local Communities</b>                      Local community engagement programs</p>	SUSTAINABILITY REPORT PAGES 63-71
<p><b>Public Policy</b>                      Political contributions</p>	SUSTAINABILITY REPORT PAGES 64

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### UNITED NATIONS DEVELOPMENT GOALS CONTENT INDEX

#### INDICATOR NUMBER

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The United Nations Sustainable Development Goals (SDGs) serve as one point of reference for Pioneer to support the global challenges we face. SDG 7 is a goal to ensure access to affordable, reliable, sustainable and modern energy for all, and SDG 8 promotes inclusive and sustainable economic growth, employment, and decent work for all. These two goals closely align with Pioneer’s Mission and ESG Strategy. Many of our business and ESG activities support these goals. We have provided SDG icons throughout the report to highlight some ways that Pioneer is contributing to these important, globally endorsed, goals.

<p><b>Goal 3: Ensure healthy lives and promote well-being for all at all ages</b></p> <p>3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents</p>	<p>SUSTAINABILITY REPORT PAGES 16, 49, 50, 52</p>
<p><b>Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</b></p> <p>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p> <p>6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p> <p>6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure</p> <p>6.a By 2030, expand international cooperation and capacity-building support to developing countries in water- and sanitation-related activities and programmes, including water harvesting, desalination, water efficiency, wastewater treatment, recycling and reuse technologies</p>	<p>SUSTAINABILITY REPORT PAGES 7, 67-68</p> <p>SUSTAINABILITY REPORT PAGES 6, 8, 10-11, 16, 18, 34-38, 46</p>
<p><b>Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all</b></p> <p>7.1 By 2030, ensure universal access to affordable, reliable and modern energy services</p>	<p>SUSTAINABILITY REPORT PAGES 4-5, 8-9, 21-22, 29-33, 56, 63</p>
<p><b>Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</b></p> <p>8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women</p> <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p>	<p>SEC FORM 10-K, PROXY STATEMENT; SUSTAINABILITY REPORT PAGES 4, 8, 33, 53-57; HUMAN RIGHTS POLICY AND COMMITMENT; CODE OF CONDUCT AND BUSINESS ETHICS; SUPPLIER CODE OF CONDUCT; SUSTAINABLE PROCUREMENT POLICY</p>

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<p><b>Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</b>                      8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious</p>	<p>SEC FORM 10-K, PROXY STATEMENT; SUSTAINABILITY REPORT PAGES 4, 8, 33, 53-57; HUMAN RIGHTS POLICY AND COMMITMENT; CODE OF CONDUCT AND BUSINESS ETHICS; SUPPLIER CODE OF CONDUCT; SUSTAINABLE PROCUREMENT POLICY</p>
<p><b>Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</b>                      9.5 Enhance scientific research and development</p>	<p>SUSTAINABILITY REPORT PAGES 18, 22, 28-29, 31-32, 36, 40-41, 44</p>
<p><b>Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable</b>                      11.a Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning</p>	<p>SUSTAINABILITY REPORT PAGES 64-66, 68-70</p>
<p><b>Goal 12: Ensure sustainable consumption and production patterns</b>                      12.2 By 2030, achieve the sustainable management and efficient use of natural resources                      12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.                      12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>SUSTAINABILITY REPORT PAGES 5, 10, 17, 23, 29, 32, 36-37, 38-39, 44; HSE POLICY AND COMMITMENT; SEVEN YEARS OF FORMAL SUSTAINABILITY REPORTING</p>
<p><b>Goal 13: Take urgent action to combat climate change and its impacts</b>                      13.2 Integrate climate change measures into national policies, strategies and planning</p>	<p>HSE POLICY AND COMMITMENT, SUSTAINABILITY REPORT PAGES 1-5, 5, 9, 11, 16, 21-22, 32; SUSTAINABILITY PERFORMANCE DATA TABLE PAGES 1-6</p>
<p><b>Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</b>                      15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements</p>	<p>HSE POLICY AND COMMITMENT, SUSTAINABILITY REPORT PAGES 37-38, 41-45</p>
<p><b>Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</b>                      16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all</p>	<p>HUMAN RIGHTS POLICY AND COMMITMENT; CODE OF CONDUCT AND BUSINESS ETHICS; SUPPLIER CODE OF CONDUCT; SUSTAINABILITY REPORT PAGES 4, 19, 61, 63, 72</p>

Footnotes:

1) This report references these standards and/or guidelines, whether partially completed or otherwise. 2) "Sustainability Report" referenced throughout table refers to our 2021 Sustainability Report. 3) "Human Rights Policy" dated 6/30/2020. 4) Human Rights Commitment. 5) "Code of Business Conduct and Ethics" referenced throughout table refers to our Code of Business Conduct and Ethics dated 12/04/2020. 6) "SEC Form 10-K" referenced throughout table refers to our 2020 United States Securities and Exchange Commission (SEC) Form 10-K. 7) "Proxy Statement" referenced throughout table refers to our 2021 Proxy Statement"