

Sustainable Procurement Commitment

This sustainable procurement commitment intends to further Pioneer Natural Resources' (Pioneer) commitment to sustainability by expecting that our suppliers will adhere to our Supplier Code of Conduct and Code of Business Conduct and Ethics, and by:

- Upholding state and federal laws and endorsing frameworks of Corporate Social Responsibility (CSR)
- Utilizing risk mapping and Environmental, Social, and Governance (ESG) assessments of our critical supply base to drive enhanced sustainability practices
- Driving sustainability awareness and innovation with our suppliers, and ensuring sourcing decisions are guided by ESG ratings
- Keeping our commitment to utilizing a diverse supplier base
- Training Supply Chain Management (SCM) staff to understand and communicate focus on sustainability and related policies
- Encouraging suppliers to have a sustainable procurement commitment in place for their own suppliers

Standards of Corporate Social Responsibility

In accordance with our commitment, we expect our suppliers to aspire to the same standards in their business operations, including but not limited to:

Labor and Human Rights

Pioneer embraces human rights principles as contained in the Constitution of the United States and similar international human rights principles articulated by the United Nations. Pioneer is a proud member of the United Nations Global Compact. This initiative strives to align companies with universal principles on human rights, labor, environment, and anti-corruption, and takes action that advance societal goals. Pioneer prohibits the use of child labor, forced labor, and promotes fair working conditions, wages, and a safe work environment in accordance with these initiatives.

Pioneer suppliers will comply with the Human Rights Policy and should contact the Legal Department with any questions or concerns regarding human rights. As outlined in our Sustainability Report, Pioneer SCM endeavors to audit suppliers based on our Human Rights Policy, other policies, and practices.

Our Human Rights Policy can be viewed at www.pxd.com under the "Values" tab.

Business Ethics

Pioneer's long-standing policy is to comply with the letter and spirit of the laws that govern its business. Pioneer expects that our suppliers will adhere to our Supplier Code of Conduct and Code of Business Conduct and Ethics, which prohibits fraud, bribery, conflict of interest, among others. In addition, Pioneer has standardized policies and procedures in place that ensure fair sourcing and awarding of work.

PIONEER

NATURAL RESOURCES

The Pioneer Compliance Line provides an opportunity for anyone to anonymously report any suspicions of violations to any of the expectations outlined above.

Our Code of Business Conduct and Ethics can be viewed at www.pxd.com under the “Values” tab.

Our Supplier Code of Conduct can be viewed at www.pxd.com under the “Suppliers” tab.

Pioneer Natural Resources Compliance Line – Available 24/7
In the U.S. 800.750.4972
Outside the U.S. +1.704.97 3.0365 (call collect)

ESG Assessments and Supplier Awareness

ESG Supplier Evaluation

Pioneer understands that procurement performance improvement is a continuous process and recognizes the contribution of our suppliers to become more sustainable. In such, Pioneer utilizes ESG assessments and risk mapping to promote opportunities for sustainability innovation. Pioneer utilizes such assessments to further push sustainability efforts through open communication with suppliers.

Sustainable procurement is reviewed as part of each quarterly supplier performance management meeting. This ensures Pioneer is partnering with suppliers that adopt and integrate CSR principles into their processes and decisions.

To view information on our ESG Supplier Evaluation, please see site below:
<https://invite.ecovadis.com/en/pioneer-natural-resources-co/>

Environmental

Pioneer is dedicated to a healthy environment. Pioneer complies with the environmental laws and policies of the communities where it does business; and takes into consideration environmental issues and concerns when making business decisions. Pioneer prohibits the use of conflict minerals and promotes the use of environmentally responsible goods and services.

Suppliers are expected at a minimum to learn and follow the environmental laws that govern their work sites. Pioneer endeavors to audit suppliers that are at or above a higher environmental risk threshold on a regular basis. Over and above these minimum standards, suppliers should take care to minimize, to the extent reasonable in the circumstances, the impact of operations on the environment. SCM supports and drives supplier initiatives to align with Pioneer’s commitment to net zero targets by 2050, as referenced in our Sustainability Report.

Our Sustainability Report can be viewed at www.pxd.com under the “Environmental” tab.

PIONEER

NATURAL RESOURCES

Community Development

Pioneer partners with local governments and is committed to a culture of giving in both large and small actions in the communities in which we operate. The principles we believe in are:

- Economic development
- Social services
- Health and well-being
- Education
- Sustainability and environmental programs

Pioneer's commitment to community development can be viewed at www.pxd.com under the "Community" tab.

Supplier Diversity

Pioneer believes that the best results come from a diverse perspective, and therefore, a diverse supplier base. Pioneer is committed to partnering with companies that share our values for a diverse and local source of knowledge and expertise.

Sustainability Training

SCM personnel are trained yearly on the Sustainable Procurement Commitment and to focus on integrating ESG into our supply chain practices. Integrating sustainability initiatives with our suppliers is important to our future. We rate suppliers along these metrics and work with our stakeholders to improve ESG and Sustainability proficiencies.

We strongly believe this commitment benefits both Pioneer and our suppliers to help create sustainable business growth.

Last Revision: February 16, 2022