

ESG Highlights

ENVIRONMENTAL

Air



long-term Scope 1 GHG-reduction goal set in 2022



Scope 1 & Scope 2

GHG emissions disclosed in 2021-2022 report



year-over-year reduction in methane intensity companywide



0%

routine flaring of associated natural gas eliminated as of December 31, 2021



100%

certified responsibly sourced gas by year-end 2022



100%

continuous methane emissions monitoring by 2024

Water



15.7B

gallons of fresh water returned to the environment



6th

year in a row achieving fresh water neutrality



11

major water conservation projects completed with governmental agencies, NGOs and local community organizations as of the publication date of this report

GOVERNANCE



44%*

of board members are diverse (gender, nationality, ethnicity)



66%

of board members have experience in health, safety, environmental and/or corporate responsibility



15%

of total bonus compensation linked to ESG components



TCFD

Expanded disclosures in this report to align with four core TCFD pillars



Climate

Update climate scenario analysis biannually



Accountability

Methane intensity target included in compensation program

SOCIAL



100%

participation in 16-hour Officer diversity and inclusion (D&I) training program in 2021



36%

of new hires in 2021 were ethnically or gender diverse



90%

participation in 2021 employee survey



100%

average women's salaries to average men's salaries in 2021*



23%

of employees are women



\$642M+

paid in taxes and fees over the last five years



40%

reduction in TRIR in the past five years



\$2.2B

in royalties paid to mineral owners since 2017

*Considers the average pay of men to the average pay of women with the same job title.

*Two directors are women; one director is nationally diverse; one director is ethnically diverse.