

OUR ESG SCORECARD

Continual improvement is an important element of our culture. We set short and long-term targets to address our impact on air, water, land, and people. Each year, we report on our progress towards those targets.

OUR TARGETS

2021 PROGRESS

LOOKING FORWARD



GHG EMISSIONS

By 2025, **reduce our emissions intensity by 65%** from our 2018 baseline



Reduced our **emissions intensity by 52%** compared to our 2018 baseline

Execute our first annual **GHG mitigation budget** and develop an **emissions reduction pathway** to 2025 and beyond



ABANDONMENT AND RECLAMATION

Restore our entire 2020 end-of-life well inventory through our **"4,500 Wells to Zero by 2040"** initiative, returning them to their pre-disturbance productivity



Completed 198 well abandonments - **the most in company history**

Five-year commitment to **invest \$100 million from 2022 to 2026**, or approximately \$20 million per year



WATER USE

By 2022, **evaluate and test new methods** to reduce the intensity of freshwater use throughout our operations



Pilot projects resulted in **40% of completions water** coming from non-fresh water sources

Develop an **internal water management framework** that prioritizes reducing freshwater use



ENGAGEMENT AND DIVERSITY

By 2022, expand our baseline to **include multiple dimensions of diversity** and enhance our processes to measure **employee engagement**



Completed a **3rd party employee engagement survey** and set a baselines for engagement and key diversity variables

Committed to **at least 30% of our directors being women** by our 2023 shareholder meeting



Not started



In progress



Completed