



2019 ESG REPORT

Includes updates since original publication.



Chairman's Letter

LETTER FROM HAROLD HAMM, FOUNDER AND EXECUTIVE CHAIRMAN

At Continental Resources, we have always taken pride in operating our company with high ethical and environmental standards. Long before there was an ESG movement, we were managing our operations accordingly. Our core business is, of course, oil and natural gas exploration and production, an enterprise that we believe hugely contributes to the well-being of every American. Early on, before nearly any other, we saw a future in which America could become energy dominant. Our vision allowed us to become a major contributor to the “American Energy Renaissance.”

Today, thanks in part to our leadership, the United States is the world's largest producer of energy. Horizontal drilling was the catalyst: a safe, proven technology that has unlocked huge reservoirs of energy, while helping to minimize environmental impact. For example, in the early '80s, we developed and formalized an entirely new technology, our proprietary ECO-Pad®. We are now at the point where we can drill up to 12 wells from a single pad, which helps minimize our footprint. Our technology is among the highest standard in our industry.

In the past decade, America has gone from a world of perceived energy scarcity to one of energy abundance. Today, our country is guaranteed a sustainable and affordable energy supply for generations to come. Incredibly, we are now energy independent, a net exporter of oil and natural gas. While we recognize the advances and deployment of alternative energy sources, oil and natural gas



Our Outlook



will continue to fuel 80% of the world's energy consumption, experts conclude. There isn't any energy future or, for that matter, societal future without oil and natural gas. The virtues of this new energy era are many:

- CO₂ emissions in the U.S. have declined by 15% since 2006, thanks to the availability and affordability of natural gas, making us the envy of the industrialized world.
- The world's need for energy is growing, and the U.S. is meeting that demand both here and abroad.
- America is no longer dependent on unfriendly and unreliable regimes for energy, and our allies now have a friendly alternative source.

We believe affordable energy is the most important driver of economic growth and security, here and across the planet. The impoverished pay a disproportionate share of their income to stay warm and to have access to the basic comforts that electricity supplies. Access to low-cost hydrocarbons is one of the best anti-poverty initiatives on the planet. We believe domestically produced energy not only improves lives, but potentially saves lives by freeing us from the yoke of foreign entanglements.

Continental Resources is a major producer of the light, sweet crude oil that the world needs to reduce emissions while improving lives. We are proud to be one of America's premier oil finders. For more than 50 years, our company has been committed to standards that we believe lead our industry, from well safety to worker health. We strongly support education,

particularly in the sciences and health care, and we are strong advocates for our industry. You will also find us taking a leadership role in the communities we serve.

Think of us as a technologically elite company, managed with integrity, always working to get better at everything we do, and forever dedicated to changing the world for the better.

Despite the recent disruptions caused by COVID-19, Continental Resources is uniquely positioned for success. While the near-term marketplace is clearly in flux, when the world settles into its new normal, we believe we are well-suited to take advantage of the opportunities and challenges to come. We are the lowest-cost operator among our oil-weighted peers thanks to the quality of our assets, our operations, and our people. We have a well-established track record of exploration success which will serve us well in this adverse environment.

As we look to 2020 and beyond, our mission remains the same: deliver results in the most efficient and profitable manner possible, and count on our teams to deliver the right rock, with the right density, at the right cost. We know no other way.

I hope you will take the time to learn more about who we are, and why we are all in when it comes to setting the bar on ESG.

About Continental

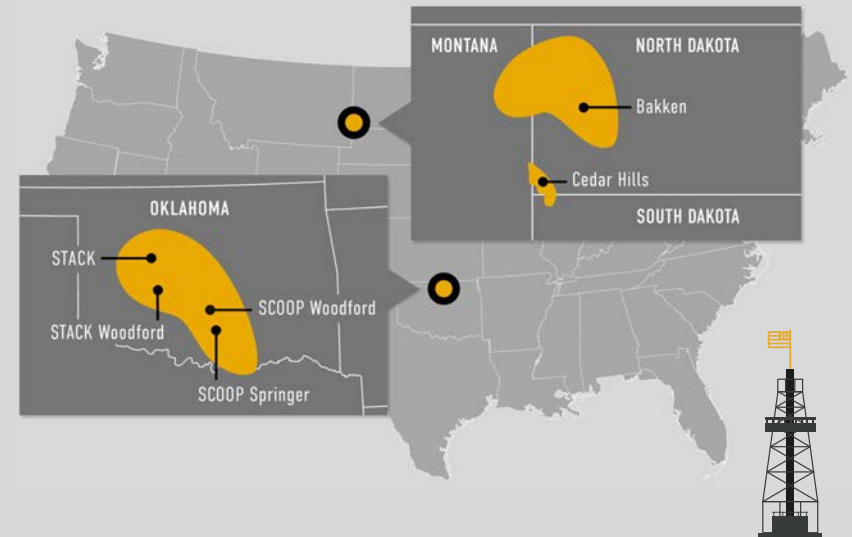


AMERICA'S OIL CHAMPION

Founded by Harold Hamm in 1967, Continental Resources (NYSE: CLR) is a top 10 independent oil producer in the U.S. and a leader in America's energy renaissance. Based in Oklahoma City, Continental is the largest leaseholder and one of the largest producers in the nation's premier oil field, the Bakken of North Dakota and Montana. The company also has leading positions in Oklahoma, including its SCOOP Woodford and SCOOP Springer discoveries and the STACK and Northwest Cana plays. Since our inception, Continental Resources has been a leader in utilizing advanced technologies to explore and produce oil and natural gas. We were one of the first companies to implement horizontal drilling and well stimulation. We also discovered one of the largest oil-producing meteor impact craters in the country. With a focus on the exploration and production of oil, Continental has unlocked the technology and resources vital to American energy independence and our nation's leadership in the new world oil market.

MAJOR U.S. OPERATIONS

BAKKEN SCOOP STACK



ABOUT OUR ASSETS

Continental Resources has built a premier portfolio of assets in unconventional resource plays that are consistently ranked among the best in the United States. Our three core assets – the Bakken in North Dakota and Montana, and the STACK and SCOOP plays in Oklahoma – represent multiple decades of future development and production growth. Investment returns from these assets rank among the best in the industry.

Performance Highlights



OPERATIONS	2019	2018	2017	2016
Total Gross Operated U.S. Production <i>million barrels of oil (MMBBL)</i>	99.0	81.6	64.4	58.4
Total Gross Operated U.S. Natural Gas Production <i>million cubic feet (MMCF)</i>	580,273	535,932	402,626	304,278
Total Gross Operated U.S. Production <i>thousand barrels of oil equivalent (MBOE)</i>	199,045	173,970	133,808	110,834
Estimated Net Federal/Tribal Production – as a percent (%) of the Total Net Operated Production*	8	9	10	6
Gross Drilled and Completed Wells <i>number of wells</i>	689	800	608	365
Offshore Wells <i>number of wells</i>	0	0	0	0

*Revised on July 31, 2020 to reflect the percent of net production rather than gross production

Performance Highlights



ENVIRONMENTAL

EMISSIONS	2019	2018	2017	2016
Total Greenhouse Gas Emissions <i>million metric tons of carbon dioxide equivalent (CO2e)</i>	3.6	3.5	2.5	2.5
Greenhouse Gas Intensity Rate <i>metric tons of CO2e/MBOE</i>	17.9	20.0	21.0	23.0
Methane Emissions <i>metric tons of methane</i>	32,474	32,476	27,620	24,699
Methane Intensity Rate <i>metric tons of methane emissions as CO2e/MBOE</i>	4.1	4.7	5.4	5.6
WATER MANAGEMENT				
Total Water Used in Completion Operations <i>million barrels (MMBBL)</i>	93.16	96.77	89.34	51.29
Total Barrels of Water Recycled <i>MMBBL</i>	12.70	6.71	8.97	0.47
Water Intensity Rate <i>barrels of water used in completions/barrel of oil equivalent (BOE) produced</i>	0.47	0.56	0.67	0.46
SPILL PREVENTION AND MANAGEMENT				
Total Number of Events <i>number of events (greater than 1 barrel off location)</i>	40	43	37	79
Volume <i>BBLs (greater than 1 barrel off location)</i>	1,709	2,447	1,397	1,543
Spill Rate <i>total volume of spills (greater than 1 barrel off location)/total volume of liquids (oil and produced water) produced</i>	0.007	0.009	0.005	0.010

Performance Highlights



ENVIRONMENTAL

HEALTH AND SAFETY	2019	2018	2017	2016
Man-Hours Worked <i>million hours</i>	28.4	29.8	21.8	14.2
Total Recordable Incident Rate (TRIR) <i>employees and contractors</i>	0.47	0.50	0.85	0.59
Fatalities	0	0	1	0
Motor Vehicle Accident Rate <i>per million miles</i>	3.10	1.81	1.42	2.30

Performance Highlights



SOCIAL	2019	2018	2017	2016
EMPLOYEES				
Total Number of Employees	1,257	1,221	1,127	1,079
Female Employees <i>percent (%) of workforce</i>	26	27	27	27
Minority Employees <i>percent (%) of workforce</i>	11	10	10	10
Median Age	38	37	38	38
Years of Service <i>percent (%)</i>				
Less than 5 Years	46	56	64	72
5-9 Years	44	34	26	19
10-19 Years	7	7	7	6
20+ Years	3	3	3	3
Voluntary Turnover <i>percent (%) of workforce</i>	9	9	7	7
COMMUNITIES				
Company Charitable Giving <i>millions of dollars</i>	3.5	3.1	2.7	3.5
Employee Giving* <i>thousands of dollars</i>	325	262	222	228
GOVERNANCE				
Board Members <i>number</i>	7	6	6	6
Independent Board Members <i>percent (%)</i>	57	83	83	83

*Figures for employee giving reflect only amounts contributed through company-sponsored events and does not include non-company related giving and monetary donations.

Our Reporting Approach



Continental is very proud of its ongoing efforts to develop and implement thoughtful, systematic programs and practices to address Environmental, Social, and Corporate Governance (ESG) issues. We are excited to share the results of these efforts and the important part they play in the context of Continental's overall business sustainability.

In developing our approach to ESG reporting, we conducted a thorough assessment to identify and prioritize those topics having the most significant impact on our stakeholders and the operations of our company. Our assessment included:



Additionally, we looked at guidance from existing ESG frameworks such as:

- The Oil and Gas Industry Guidance on Voluntary Sustainability Reporting, developed by IPIECA, API and IOGP (3rd Edition, 2015)*
- The Global Reporting Initiative Sustainability Reporting Standards
- The Sustainability Standards Board (SASB), Standard for Oil and Gas, Exploration and Production (2018)
- Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD, June 2017)

*IPIECA, API, and IOGP released its 2020 Sustainability reporting guidance for the oil and gas industry in March 2020. Continental will review and consider this guidance in developing its 2020 Sustainability Report.

We believe our ESG program is a major contributor to the long-term business success of the company. We also believe the current frameworks are inadequate and do not tell the whole story. For example, they completely ignore the massive contributions hydrocarbons make to the human element of modern life – from powering the economy to ensuring the health and well-being of our communities. Nothing is more important to our shared future than an affordable, reliable supply of hydrocarbon-based energy. This is disproportionately true for impoverished or low-income communities.

Second, these same frameworks treat companies that explore for and produce oil and natural gas as having a limited future. Nothing could be further from the truth and, in fact, none of these frameworks offer any viable energy source with a demonstrated ability to affordably replace hydrocarbon usage. Notwithstanding any short-term disruptions, the world's energy consumption will depend on hydrocarbons for the foreseeable future.

THAT'S WHY WE CHOSE TO IMPLEMENT A NEW, BETTER FRAMEWORK

One that paints the whole picture, and gives our stakeholders – our investors, the communities in which we operate, and our employees – a more accurate view of how we approach our business and why we do what we do.

Our Outlook

Continental recognizes that some of our stakeholders are interested in understanding how we assess and manage the specific risk around global demand and pricing for hydrocarbons. Demand and pricing could potentially be affected by changes in carbon-related policy initiatives, growth in alternative energy sources, or a potential transition to a “lower-carbon economy.” We take these issues seriously, and consistently review, evaluate, and factor the potential impact of future regulatory and external market changes on our long-term business outlook and strategy.

In order to assess these impacts to our business, we utilize and review data from internal and external sources to examine potential supply and demand scenarios extending into the foreseeable future. Our analyses generally support our long-standing business model – the unwavering focus on low-cost, responsible development of hydrocarbon reserves. Growth in the demand for hydrocarbons is anticipated for the next several decades in every credible scenario due to expected growth in population and worldwide GDP.



GLOBAL ENERGY DEMAND WILL CONTINUE TO INCREASE

Worldwide demand for energy has increased by more than 40% over the last twenty years, and it is widely acknowledged that demand will continue to grow in the coming decades as Asian economies continue to grow, and as Africa and other less-developed areas of the world begin to modernize by gaining broader access to electricity. This demand growth is overwhelmingly positive, as access to abundant, affordable energy is necessary to help alleviate the relative energy-poverty in these regions that is directly contributing to substantially worse living conditions with respect to infant mortality, human rights, and life expectancy.

We strongly believe people everywhere should ultimately be able to share the same basic quality of life as those in developed countries. We also understand new advances in technology will continue to create additional demand for affordable energy. We therefore conclude it is entirely unrealistic, and misleading, to project anything other than the expected global increase in energy demand to take place in the coming decades.

COVID-19 UPDATE

Although the impacts from the COVID-19 pandemic have arisen in 2020, and are therefore beyond the scope of this report, we recognize many stakeholders are interested in whether these impacts may affect our long-term business outlook and strategy. Notwithstanding the obvious impacts to energy demand in 2020, we do not see this near-term disruption causing a material impact to projections of long-term global demand for hydrocarbons.

DEMAND FOR OIL AND NATURAL GAS WILL INCREASE WITH GLOBAL ENERGY DEMAND

Continental also believes hydrocarbons will continue to be the primary form of energy used to meet this increased global demand. Hydrocarbons currently supply over 80% of global energy, and despite advances in alternate forms of energy over the last several decades, hydrocarbons remain by far the most energy-efficient source of energy available to meet worldwide demand. This is extremely unlikely to change, given the physics-based realities for existing alternate energy sources and the lack of any fundamentally new energy source in the last century.

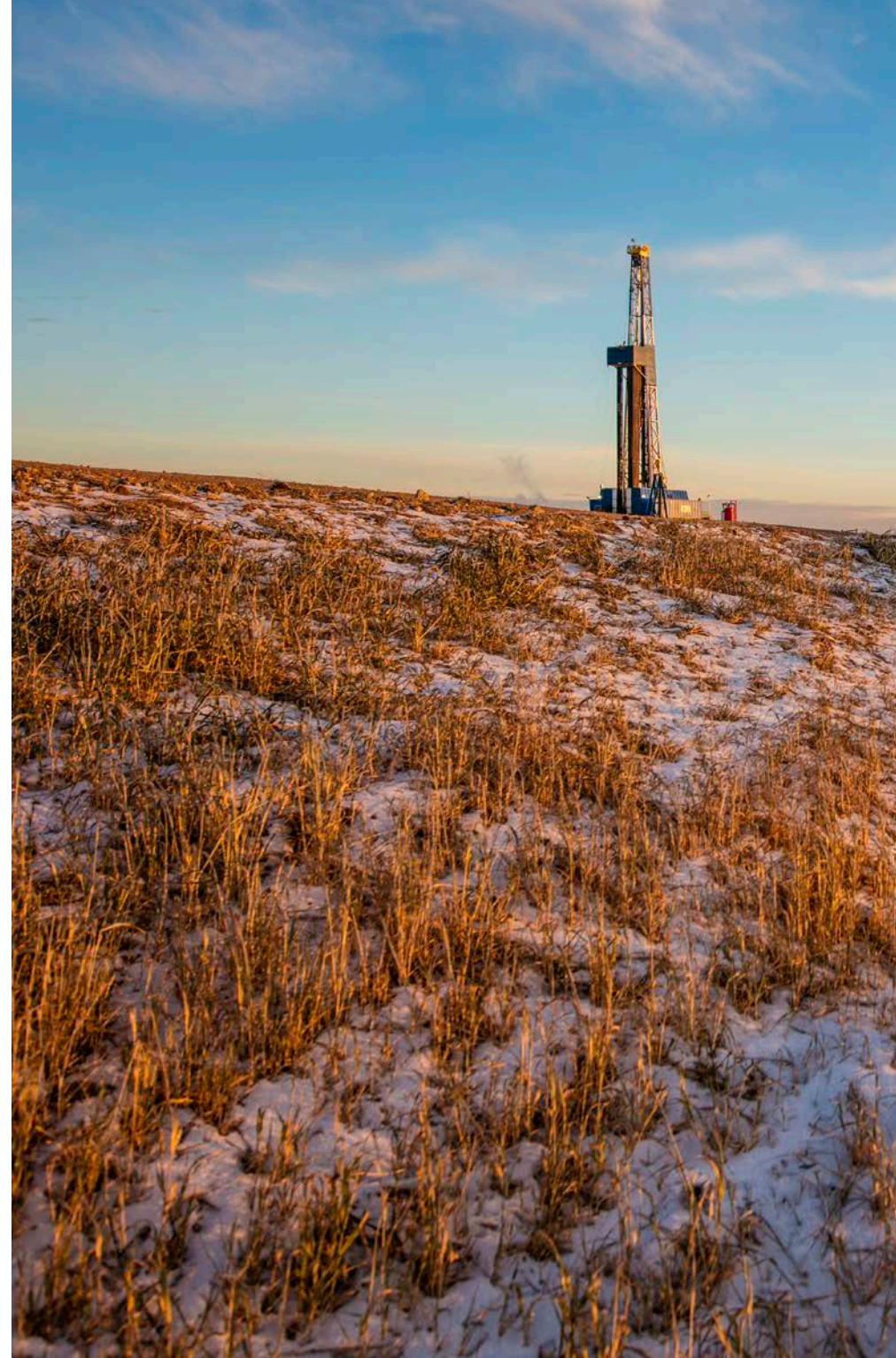
Future increases in global energy demand will likely require increases in all forms of energy, including sources such as solar, wind and nuclear energy. The inconvenient truth, however, is that hydrocarbons are by far the optimal means to provide the power needed to maintain and advance society, and there are no subsidies or engineering solutions that can affordably close the physics-based gap between hydrocarbons and other forms of energy.

Despite over two trillion dollars in cumulative global spending on alternate energy sources over the last two decades, wind and solar still account for less than 2% of global energy supply.¹ And it has been estimated that to replace hydrocarbons in the next two decades, such energy sources will have to expand ninety-fold to make up for their relatively low energy efficiency. By way of comparison, it took more than half a century for global hydrocarbon production to expand “only” tenfold.

In addition, as use of these alternate energy sources increases, society will also need to more critically assess and address the serious societal and environmental challenges posed by their use. For example, mining and refining of the rare earth metals needed for many of these technologies is highly toxic and has caused significant water and soil pollution. The other societal and environmental impacts vary by technology, but include: land use issues, wildlife mortality, biodiversity, and critical habitat loss; generation of toxic substances and hazardous waste; consumption of large quantities of water and other natural resources; and landfill disposal of huge amounts of nonrecyclable waste that will remain buried for thousands of years. As the full costs of these energy sources are better understood, more accurate cost-benefit analyses will further reduce the anticipated efficiency and perceived benefits of the proposed “energy transition.”

Our Outlook

Continental supports increases in all forms of energy that can affordably meet the world's needs in the coming decades. Given the anticipated need for substantially more energy to improve global living conditions, however, it is incorrect to assume or predict a near-term transition to suboptimal form(s) of energy as a primary energy source. Especially since doing so would effectively and disproportionately tax the lower-income portions of society. We therefore conclude that hydrocarbons will continue to be the world's principal energy resource for the foreseeable future, and fully expect demand for hydrocarbons to increase along with global energy demand.

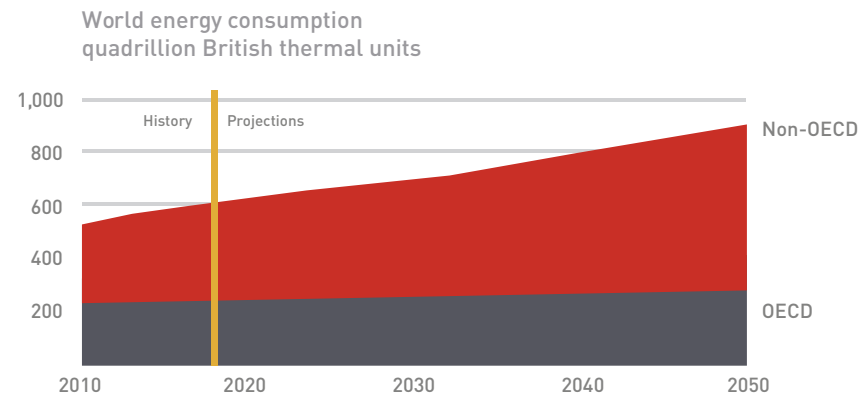


COMPARISON WITH EXTERNAL ASSESSMENTS

The external data sources we reviewed with respect to potential global demand scenarios validate our outlook. In its 2019 International Energy Outlook, for example, the U.S. Energy Information Administration (EIA) reports global energy consumption is expected to increase by 50% by 2050, driven by non-Organization for Economic Cooperation and Development demand in the transportation and industrial sectors. Although the EIA projects renewable energy to be the world's fastest-growing form of energy in the coming decades, the massive increase in global consumption still results in a 20% increase in global demand for petroleum and other liquid fuels and a 40% increase in global demand for natural gas.

Continental also considered the most recent (November 2019) International Energy Agency (IEA) World Energy Outlook and its more speculative supply and demand scenarios through 2040. In that report, IEA evaluates three scenarios of escalating restrictions on carbon emission, but ultimately deems it most likely that demand for hydrocarbons will increase in the coming decades and, relatedly, the price of oil is almost certain to increase significantly in that same time frame.

World energy consumption rises nearly 50% between 2018 and 2050



U.S. Energy Information Administration#

IEO2019 www.eia.gov/ieo

The IEA views its “Stated Policies Scenario” as the most likely scenario in which our industry will operate in the future. This scenario attempts to predict where regulatory and technological advancements will head, based on today’s policy frameworks and announced policy ambitions as of August 2019. Under this scenario, the IEA concludes as a result of rising incomes and population increases, mostly in urban areas in developing economies, global energy demand should increase by one-quarter (25%) to 2040. The IEA also notes in its World Energy Outlook that:

- Although growth in global oil demand is expected to slow from 2025 as fuel efficiency improves and the use of electric vehicles increases, consumption is unlikely to peak in the next two decades.
- Overall, oil demand is expected to increase from 97 million barrels per day (bpd) in 2018 to 106 million bpd in 2040.
- The United States accounts for 85% of the global increase in oil production through 2030, and for 30% of the increase in gas;
- Over the next two decades, global demand for natural gas will grow more than four times faster than demand for oil.
- The United States adds nearly 200 billion cubic meters (bcm) to global natural gas production by 2025, with more than half destined for export, and produces more natural gas than the whole of the Middle East over the period to 2040.
- The oil price required to balance supply and demand will rise to nearly \$90 per barrel in 2030 and \$103 per barrel in 2040.

The IEA report thus corroborates the only reasonable conclusion – continued increases in hydrocarbon demand are virtually certain to continue over the next several decades. We believe once this view is more generally understood and accepted, the collective focus will shift to lower-cost, less emissions-intensive development and production of hydrocarbon reserves in the U.S. and the world. And, more specifically, we believe focus will shift to production in the U.S., as domestic production will play an outsized role in placing a limitation on the increase in oil and gas prices worldwide. As the premier low-cost operator in North America, Continental is uniquely poised to deliver exactly the type of results the future will require.

Benefits of Oil & Gas in the U.S. & Around the World

The United States has abundant hydrocarbon resources and the opportunity to produce those resources, not only for the good of our country, but for people all over the world. The growth in U.S. oil and natural gas production over the last several decades has both strengthened the American economy by increasing jobs and tax revenues and lowering energy costs, and benefited the environment through reduced greenhouse gas emissions and improved air quality.² As we look to extend those same benefits across the globe, hydrocarbons will be instrumental in providing the clean, abundant, and affordable energy needed to make meaningful progress on the issues facing the world.



Benefits of Oil & Gas in the U.S. & Around the World



BENEFITS TO THE AMERICAN ECONOMY AND ENVIRONMENT

From 2007 to 2019, U.S. entrepreneurial spirit and technological innovations in shale development have led to an eightfold increase in extraction productivity for natural gas and a nineteen-fold increase for oil.³ As a result, over the last decade, the United States has moved beyond a perceived energy scarcity to become the world's largest producer of energy. And not only is our country guaranteed a sustainable and affordable energy supply for generations to come, we are now energy independent, a net exporter of oil and natural gas.

The oil and gas industry drives economic growth through hundreds of billions of dollars invested right here at home every year, supporting 10.3 million U.S. jobs and nearly 8% of our nation's gross domestic product.⁴ It also creates jobs across a wide range of other sectors that are necessary to support our activities. All of this while delivering billions of dollars per year to U.S. citizens, either directly via royalties or indirectly through the tens of millions of dollars per day delivered to the federal treasury in rents, royalties, bonus payments, and income tax payments. Compare this to international oil and gas production, the proceeds of which too often support and strengthen dictatorships and regimes hostile to the U.S.

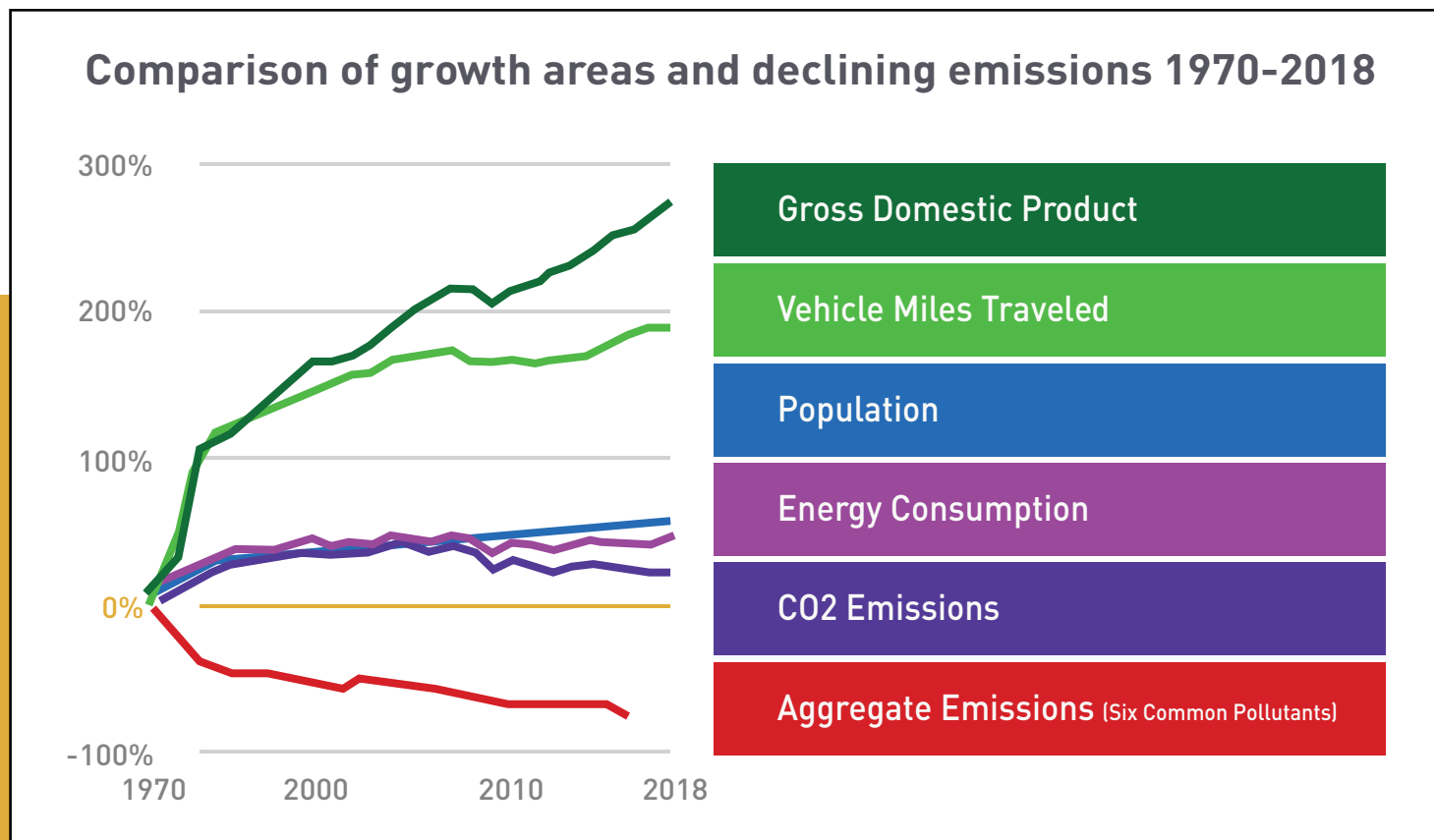
These domestic benefits from U.S. oil and gas development have also been realized in an environmentally responsible manner, as hydrocarbons are produced more cleanly in the U.S. than elsewhere

in the world. The U.S. has one of the most comprehensive regulatory frameworks in the world to protect the environment and human health. The U.S. oil and gas industry is regulated by a number of federal, state, and local regulatory authorities, and we are held accountable to a host of environmental and safety regulations including but not limited to the following:

- Clean Air Act
- Clean Water Act
- Safe Drinking Water Act
- Endangered Species Act
- National Environmental Policy Act
- Comprehensive Environmental Response, Compensation, and Liability Act
- Resource Conservation and Recovery Act
- Emergency Planning and Community Right-to-Know Act
- Occupational Health and Safety Act
- National Historic Preservation Act
- State and local laws

Benefits of Oil & Gas in the U.S. & Around the World

Under this existing regulatory framework, the U.S. is a world leader in managing environmental impacts of economic growth. Historical U.S. trends show that between 1970 and 2018, for example, the combined emissions of the six common pollutants (PM2.5 and PM10, SO2, NOx, VOCs, CO, and Pb) dropped by 74%.⁵ This progress occurred while the U.S. economy grew, population, and energy use increased, and Americans drove more miles.⁶

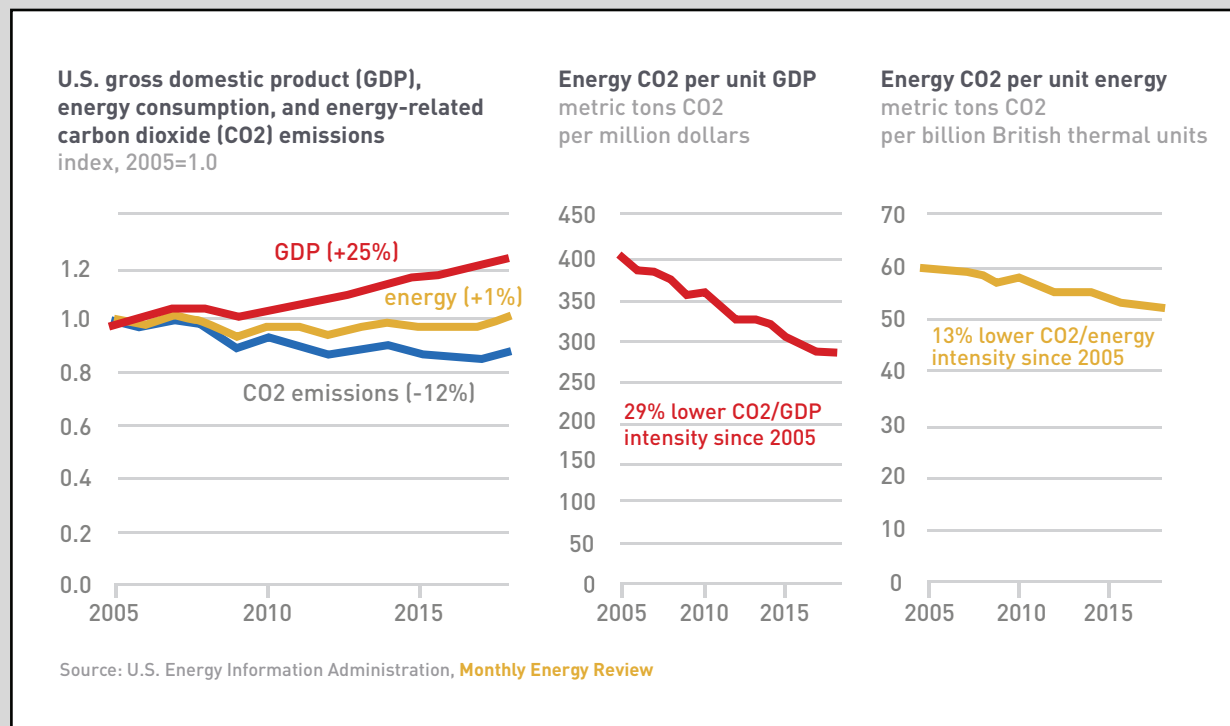


Source: EPA, "Our Nation's Air: Status and Trends Through 2018"

Benefits of Oil & Gas in the U.S. & Around the World

As seen in the following chart, from 2005 to 2018, while the U.S. economy grew by 25% and energy consumption grew by 1%, CO₂ emissions, remarkably, declined by 12%.⁷ During this same time, the carbon intensity of economic growth decreased by 29% and the carbon intensity of energy consumption in the U.S. decreased by 13%.⁸ A major factor in these reductions in CO₂ and carbon intensity is the increased use of natural gas in electricity generation.

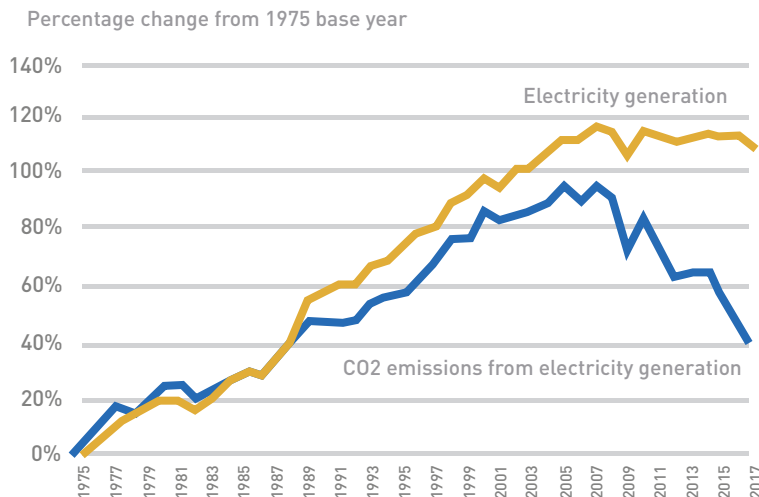
In 2019, global energy-related emissions flattened from the previous two years.⁹ At the same time, the U.S. led the world in reducing CO₂ emissions by 2.9%, as a result of switching power generation from coal to natural gas, while real GDP increased 2.3%.¹⁰ U.S. emissions are now down almost 1 gigaton (GT) from a peak in 2000, the largest absolute decline by any country over that period.¹¹ Moving forward, the U.S. EIA forecasts that even with an estimated compound annual growth rate for U.S. gross domestic product of 1.9%, by 2050 U.S. energy-related carbon dioxide emissions levels will remain 4% lower than 2019 levels.¹²



Benefits of Oil & Gas in the U.S. & Around the World

What these trends demonstrate is the continuing ability of the U.S. oil and gas industry to meet growing demand, here and abroad, while also helping the nation and the world make meaningful progress on the important environmental issues it faces. While there is more progress to be made in the U.S., most notably in the area of gas capture, the industry is ready and able to meet the future's challenges with the same innovation and entrepreneurial spirit that has produced such dramatic results over the years.

Electricity generation and CO2 emissions from U.S. electricity sector 1975-2017



Source: Prepared by CRS; data from EIA, Monthly Energy Review, net electricity generation from Table 7.2 and emissions from Table 12.6. www.eia.gov/totalenergy/data/monthly/

DID YOU KNOW?

In 1978, at the behest of President Jimmy Carter, Congress passed the Power Plant and Industrial Fuel Use Act. This law banned the use of U.S. natural gas in newly constructed power plants, urging the use of coal instead. As a result, by 1988, natural gas's share of the U.S. electricity generation market had fallen below 10% while coal's share of the market soared to 56.9%, the highest level of the modern era.

This government intervention in power markets had significant environmental impacts. Between January 1979 and January 1988, CO2 emissions from electricity generation using coal increased 30%.

This law was repealed in 1987. It has taken decades to recover, but by the end of 2019, natural gas had increased to a record-high market share in electricity generation of 37%. This has contributed greatly to recent emissions reductions, as emissions are now down almost 1 GT from a peak in 2000, despite dramatic growths in U.S. population, vehicle miles traveled, and GDP.

Benefits of Oil & Gas in the U.S. & Around the World

BENEFITS OF HYDROCARBONS IN IMPROVING HUMAN HEALTH AND WELL-BEING AROUND THE WORLD

Making meaningful progress on the issues facing the world's population will require continued innovation, effort, and collaboration around the globe. As an American oil and gas company, we're proud of the contributions our industry has already made over the last century to improving living conditions around the world. As we collectively seek to extend the benefits of modern life throughout the developing world, Continental and the rest of the U.S. oil and gas industry are prepared to provide the energy so desperately needed to achieve that goal.

To make real progress, however, we need to focus on all the key issues facing humanity. Continental strongly agrees with the fundamental premise of the United Nations Sustainable Development Goals (SDGs), which states, "Ending poverty must go hand in hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection." These goals are interconnected and relatively equal in importance – gains in all aspects are vital in order to secure a truly sustainable future.

In recent years, however, many activists have increased calls to make efforts to combat climate change the top priority, proclaiming an existential crisis in order to justify elevating climate change over and above the other developmental goals. In fact, they not only elevate climate change over the remaining developmental goals, they almost invariably do so at the expense of these other goals. Simply put, we believe this is wrong.

"The Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace, and justice. The 17 goals are all interconnected, and in order to leave no one behind, it is important that we achieve them all..."¹³ *United Nations*

THE 17 SUSTAINABLE DEVELOPMENT GOALS (SDGs) TO TRANSFORM OUR WORLD:

GOAL 1: NO POVERTY

GOAL 2: ZERO HUNGER

GOAL 3: GOOD HEALTH AND WELL-BEING

GOAL 4: QUALITY EDUCATION

GOAL 5: GENDER EQUALITY

GOAL 6: CLEAN WATER AND SANITATION

GOAL 7: AFFORDABLE AND CLEAN ENERGY

GOAL 8: DECENT WORK AND ECONOMIC GROWTH

GOAL 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

GOAL 10: REDUCED INEQUALITY

GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES

GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

GOAL 13: CLIMATE ACTION

GOAL 14: LIFE BELOW WATER

GOAL 15: LIFE ON LAND

GOAL 16: PEACE, JUSTICE AND STRONG INSTITUTIONS

GOAL 17: PARTNERSHIPS TO ACHIEVE THE GOAL

Benefits of Oil & Gas in the U.S. & Around the World

While climate change is an important issue, it is by no means the only or even the most urgent issue facing the world today. The stark reality is any credible threat presented by climate change pales in comparison to many of the other, more immediate and less speculative challenges facing the world, including the following:

- 9 million deaths every year attributed to hunger.
- 3.1 million deaths every year from hunger in children under 5 years old.
- 3.2 million deaths every year associated with breathing particulate matter from burning wood and dung for heat.
- Over half a million victims of violence and warfare around the world.
- Tens of millions of people in the developing world who die decades younger than their counterparts in the industrialized world, due to a lack of access to affordable energy and the clean water and air that comes with that energy.

These figures underscore why it is incumbent on everyone to demand meaningful progress is made on all the U.N.'s developmental goals. The efforts to improve the human condition around the world by reducing poverty, hunger, violence, and warfare, and by addressing the lack of basic education and gender equality in many areas of the world, are simply too important to set aside.

Throughout its history, the oil and gas industry has provided the energy needed to power the advancement of human civilization. Without the reliable, affordable energy this industry provides, modern civilization would simply not be possible.

The energy and products derived from hydrocarbons have been vital to the technological, social, and economic progress over the last century that has dramatically improved living conditions here in the United States and around the world. Energy derived from hydrocarbons has driven industrialization and economic development that have helped to greatly decrease poverty over the last two centuries. It has also greatly improved human health and well-being by ensuring adequate food supplies and by making possible and powering such life-saving technologies as heating, air conditioning, and modern medicine and medical devices.

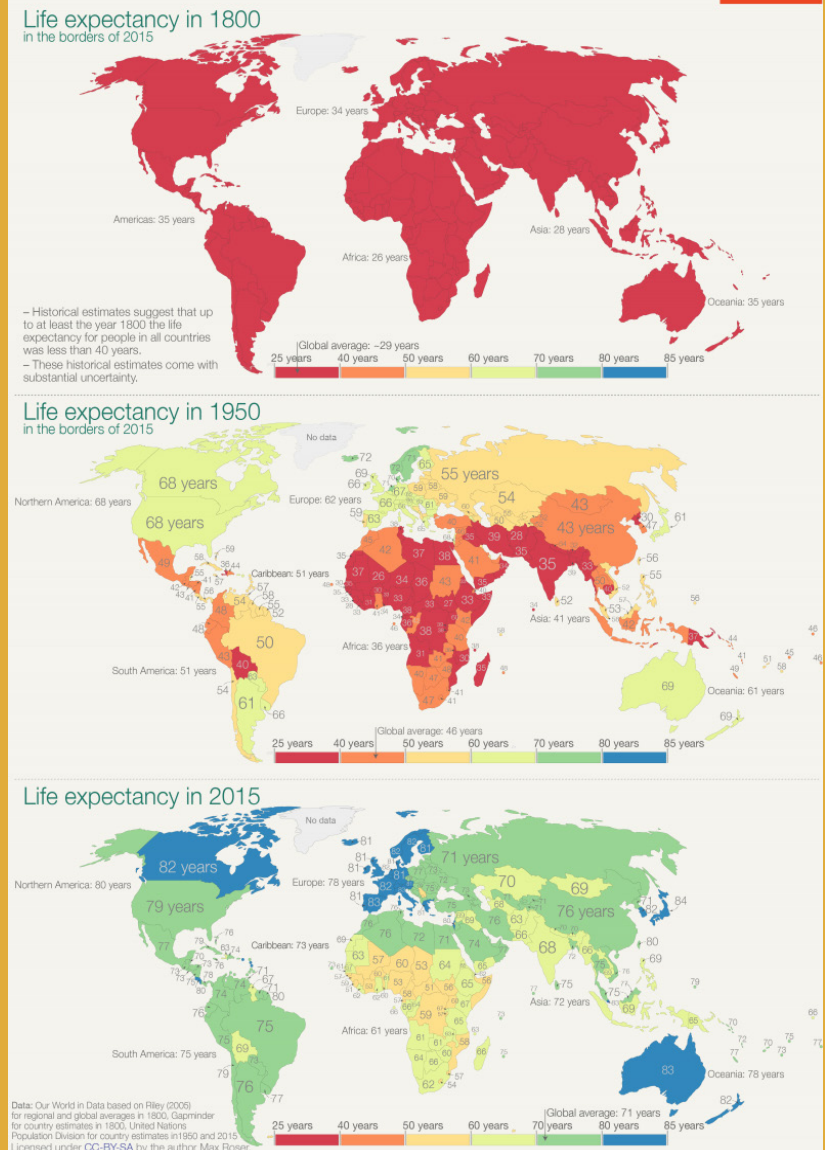
In modernized and industrialized societies, hydrocarbons themselves are also an integral part of everyone's daily lives. Besides commonly used petroleum products such as gasoline, jet fuels, diesel, and heating fuels, there are thousands of beneficial products manufactured from crude oil and natural gas including clothes, medicines, medical devices, fertilizers, cell phones, computer chips, paints, asphalt, and the list goes on.

Benefits of Oil & Gas in the U.S. & Around the World

In line with these improvements, global life expectancy has dramatically increased around the world – from 46 years in 1950 to 71 years in 2015.¹⁴ In 2019, the United Nations estimated an average global life expectancy of 72.6 years.¹⁵ Global deaths from natural disasters (earthquakes, volcanic activity, or extreme weather) have declined more than tenfold over the last century, even while the population has grown exponentially.¹⁶ The impact of hydrocarbons here is evident: populations in low-income countries with limited access to reliable and affordable energy remain substantially more vulnerable to the effects of natural disasters.¹⁷

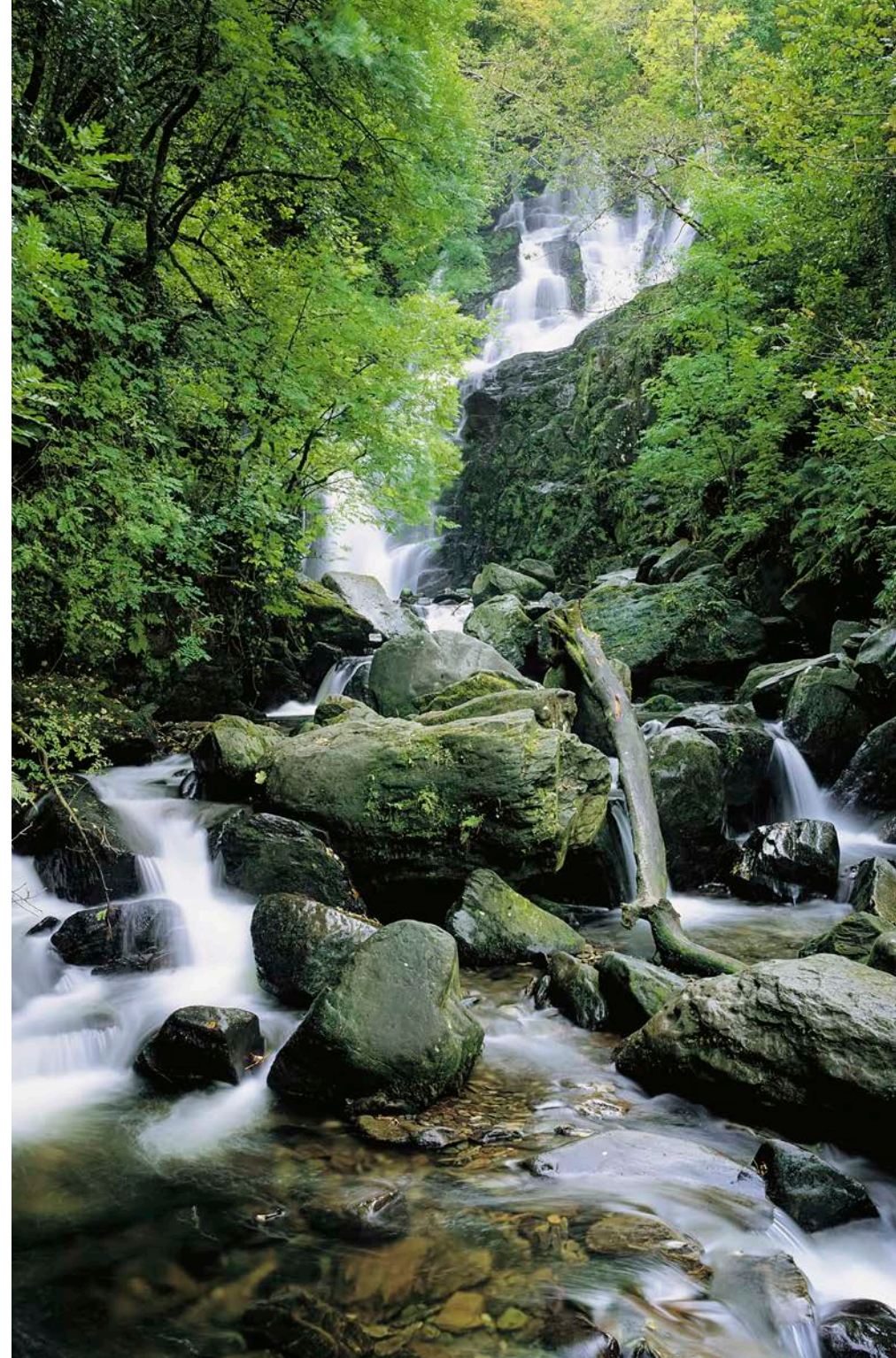
Just like access to energy from hydrocarbons helped make all these advances possible, continued availability and use of this energy source will be needed more than ever to address the future's challenges. Therefore, true sustainability is not about moving away from hydrocarbons. Instead, the focus must be on continuing our collective efforts to advance and improve the human condition, while also mitigating the environmental impacts of all forms of energy on all forms of the environment.

Life expectancy in 1800, 1950, and 2015 Our World in Data



Environment

Continental has played a major role in the U.S. energy renaissance that has provided an abundant and reliable energy source for our nation. We believe hydrocarbon exploration and production can and should be accomplished in an environmentally responsible manner while complying with all applicable laws and regulations. For over 50 years, Continental has upheld this commitment, and we continually strive to be an industry leader in environmental stewardship while meeting operational objectives. Excellence in environmental stewardship involves all employees and contractors, and environmental stewardship contributes directly to our long-term success in maximizing shareholder value.



Environment

ENVIRONMENTAL MANAGEMENT PROGRAMS

We fulfill our commitment to environmental stewardship through implementation of our environmental policies, standards, and procedures. Environmental training, a core requirement for our employees and contractors, expands employee and contractor knowledge and awareness, improves environmental performance, and enhances compliance with environmental laws and regulations. In addition, we utilize health, safety, and environmental (HSE) data management software to record and monitor environmental incidents, track corrective actions, perform quality audits and inspections, trend the information we gather, and evaluate our progress. This enables us to have meaningful conversations about the environmental data we collect, enhance our decision-making, and continuously improve our environmental programs.

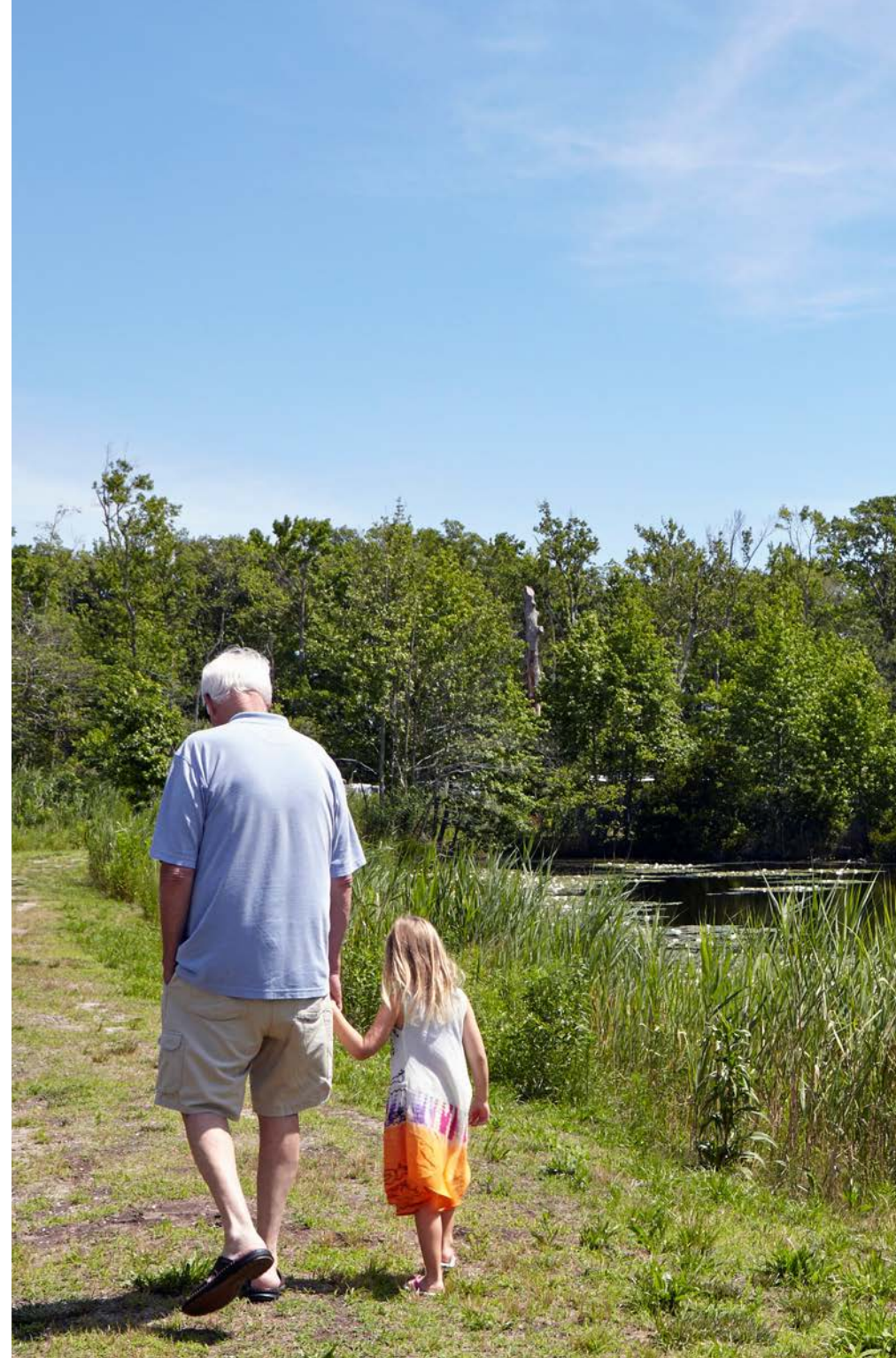
THE ENVIRONMENTAL PARTNERSHIP

In 2019, Continental joined The Environmental Partnership, which is composed of industry members committed to continuously improving the industry's environmental performance by learning, collaborating, and taking action. The Environmental Partnership's current focus is on three programs designed to further reduce emissions by targeting three of the most significant sources of emissions. They consist of implementing leak detection and repair (LDAR), replacing high-bleed pneumatic controllers, and improving the manual liquids unloading process. As described in this report, Continental's emissions management programs are already on target to meet or exceed the Partnership's goals.

Environment

EMISSIONS MANAGEMENT

Continental's commitment to managing air emissions is a core element of our HSE policy. We have instituted strong programs and practices to fulfill this commitment and use quantitative metrics to measure our progress. As discussed in this report, we design operating practices to minimize emissions while providing environmental training to our employees to ensure they understand and implement these processes.



Environment

EMISSIONS MANAGEMENT

Pneumatic Controller Program

A pneumatic controller is a process control device that uses natural gas generated at a well facility to operate mechanical devices that control pressures, temperatures, and fluid levels in production process equipment. High-bleed pneumatic controllers are one of the largest contributors of methane and VOC emissions in oil and gas production. Since 2016, Continental has installed low- and intermittent-bleed pneumatic controllers at all new facilities, and has retrofitted many existing facilities with lower-bleed controllers. This has contributed greatly to substantial reductions in our methane intensity over the last four years.



Environment

EMISSIONS MANAGEMENT

Manual Liquids Unloading

As liquids accumulate in a natural gas well, the weight of the liquid – primarily formation water – becomes greater than the gas velocity and eventually slows or stops the production of natural gas. These wells often need to remove, or unload, the accumulated liquids so gas production is not inhibited. Manual liquids unloading is an operation to temporarily divert the flow of natural gas from the well to an atmospheric vent, which allows wellbore pressure to change and liquids to rise to the surface without the assistance of automated equipment.

Without careful monitoring, this process can allow some methane and VOCs to be released into the atmosphere. Therefore, consistent with industry best practices, Continental monitors the manual unloading process on-site or in close proximity, and returns the well's flow to the production equipment and normal operating scenarios as soon as possible.



Environment

EMISSIONS MANAGEMENT

Leak Detection and Repair (LDAR)

Continental complies with federal LDAR requirements to reduce emissions at applicable facilities, and our voluntary program goes further and includes LDAR inspections for emissions at many facilities not covered by the federal requirements. For example, in 2019, we conducted semiannual optical gas imaging (OGI) inspections; monthly audible, visual, and olfactory (AVO) inspections; and daily emission-control device checks at all facilities in North Dakota and Montana.

From 2017-2019, we conducted more than 7,800 LDAR inspections at our facilities. Furthermore, while federal LDAR rules require identified leaks to be repaired within 30 days, Continental set an internal goal in 2016 to repair such leaks within 10 days. From 2016-2018, we met the 10-day repair target 83% of the time, which resulted in reduced emission of VOC and methane at Continental's facilities. In 2019, we achieved an internal record, meeting the 10-day repair target 97% of the time.



EMISSIONS MANAGEMENT

Gas Capture And Flaring

Continental strives to minimize the flaring of gas from our operations, and is a leader in gas capture. We consistently work to ensure midstream companies understand our development forecast and to make the necessary operational adjustments to capture the vast majority of our natural gas production. Additionally, when we have to flare, we have taken steps to utilize more efficient flare controllers for all of our central tank batteries in North Dakota that have inadequate gas pipeline takeaway capacity. According to the North Dakota Petroleum Council, industry has collectively spent an estimated \$19 billion on infrastructure for capturing residual gas.

As a result of these efforts, from January 2015 through December 2018, Continental captured an average of 88.4% of its total Bakken natural gas production and 99.9% of our total natural gas production in Oklahoma. In 2019, Continental captured an average of 87.1% of its total North Dakota Bakken natural gas production, 95.8% of its total Montana Bakken natural gas production, and 99.9% of our Oklahoma natural gas production. In 2019, our companywide gas capture percentage was 96.2%.*

*This percentage was updated on February 15, 2021.

Flaring

Flaring is the process of burning off natural gas in a safe and controlled manner when there is an emergency or gas capture is not possible. Flaring creates carbon dioxide and water by burning natural gas. Flaring is preferable to venting from an environmental standpoint since carbon dioxide has a lower Global Warming Potential than methane.

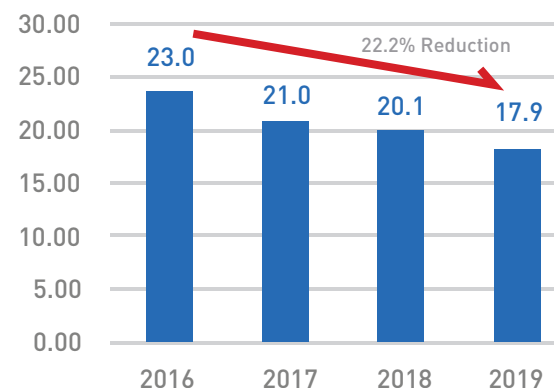
Intermittent flaring may occur as a result of routine well testing, production facility process shutdowns, or facility and pipeline infrastructure maintenance. Increased flaring in some unconventional plays has resulted from pipeline capacity constraints, lack of infrastructure, restrictive state and local regulations, or opposition and legal challenges by environmental activists to the permitting and construction of new natural gas pipelines.

GREENHOUSE GAS EMISSIONS

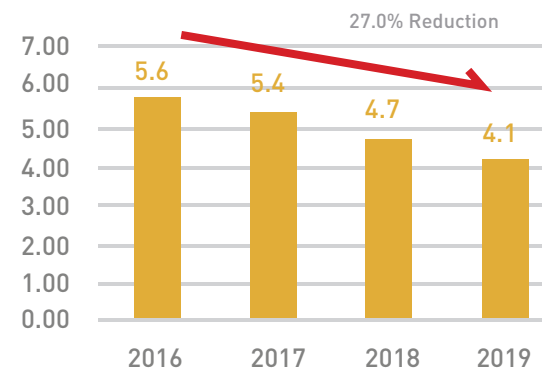
Continental's Greenhouse Gas (GHG) emissions are reported to the U.S. Environmental Protection Agency (EPA) in accordance with the GHG Reporting Rule using EPA's methodologies, calculations, emission factors and other various requirements. For purposes of this report, we have converted our GHG emission data to metric tonnes of carbon dioxide equivalent (Tonnes CO₂e), and have included GHG and methane intensity graphs that provide the Tonnes CO₂e of GHG and methane emissions per one thousand barrels of oil equivalent (MBOE).

Since 2016, Continental reduced our GHG intensity rate by 22.2%, and our methane intensity rate by 27.0%, while increasing its production (MBOE) by approximately 44.3%. These steady reductions in GHG emissions are a result of many efforts. Where possible, we combined production at centralized facilities or shared equipment among multiple facilities, resulting in fewer internal combustion engines and pneumatic controllers. We also replaced some higher-horsepower engines with lower-horsepower engines to reduce the volume of gas used. We installed low- and intermittent-bleed pneumatic controllers at all new facilities, and retrofitted many existing facilities with lower-bleed controllers. We implemented a robust LDAR program to find and fix emissions leaks from tanks and other equipment within 10 days. At new facilities, we increased our use of vapor recovery towers and vapor recovery units to minimize storage vessel emissions. Continental also worked with midstream companies to ensure they were aligned with our development forecast in an effort to reduce flaring.

GHG INTENSITY – Tonnes CO₂e Emissions per MBOE



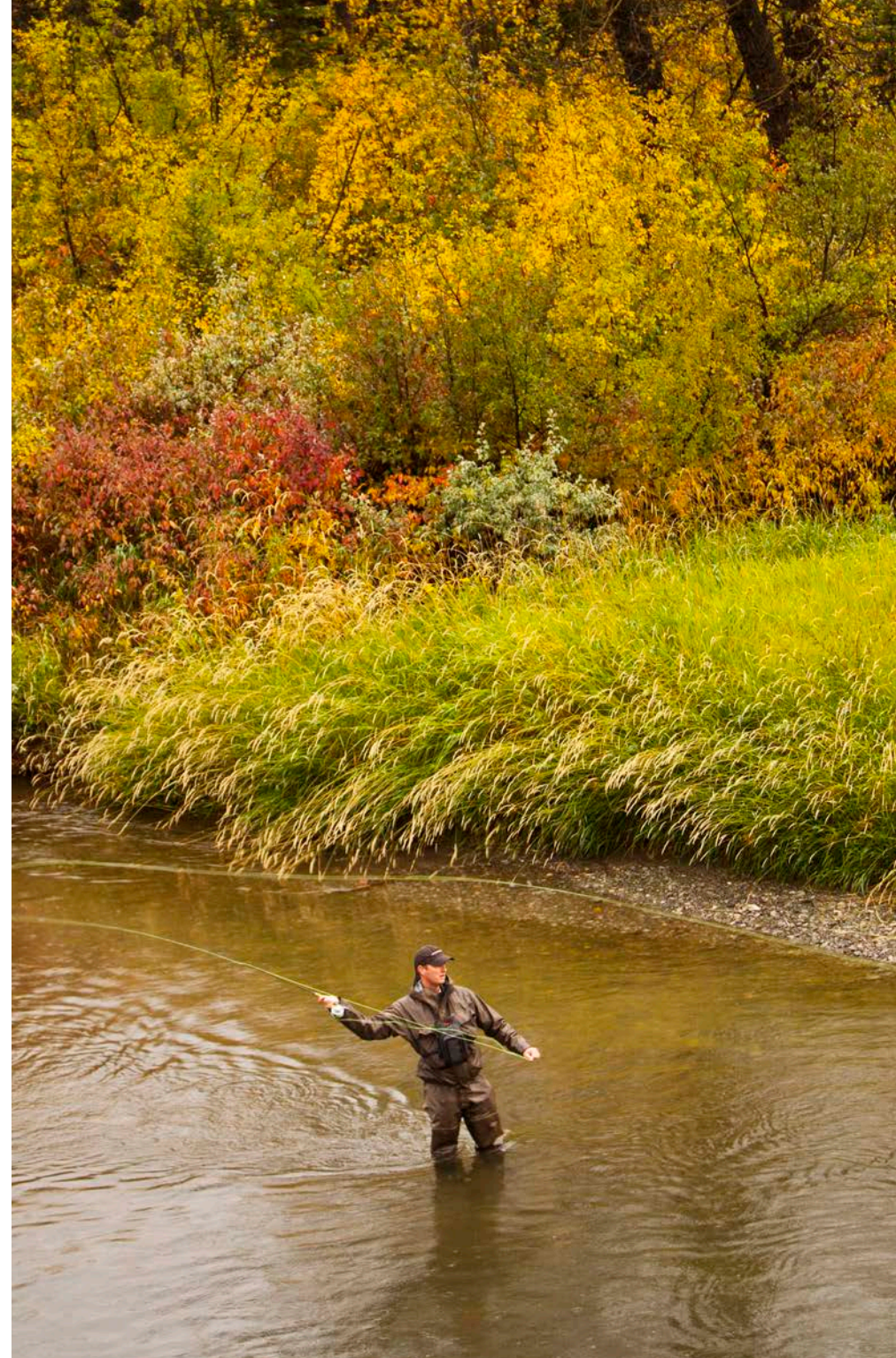
METHANE INTENSITY – Tonnes Methane emissions as CO₂ per MBOE



Environment

WATER AND WASTE MANAGEMENT

Continental understands the importance of water to human health, the environment, and economic development, and we are committed to minimizing fresh water use where it makes environmental, operational, and economic sense. Our water conservation efforts not only help to ensure the success and sustainability of our operations, but more importantly, protect the communities in which we operate by contributing to their ability to meet their current and future water needs and by limiting the amount of waste generated from our operations.



WATER AND WASTE MANAGEMENT

Water Use and Recycling

The vast majority of our water consumption is associated with our well completion operations. We calculate our water intensity rate by using the barrels of water consumed in our completion operations per barrel of oil equivalent (BOE) produced. Since 2017, our water intensity rate has decreased by approximately 30%. In 2019, our water intensity rate was 0.47 barrels of water used in completions/BOE. Still, we endeavor to limit the fresh water use in our operations by focusing on recycling of wastewater for use in subsequent operations.

In 2017, Continental was the recipient of the Oklahoma Water Resources Board's *Water for 2060 Excellence Award* for our achievements in water conservation and wastewater reuse, and helping Oklahoma meet its Water for 2060 goal of ensuring reliable supplies of fresh water for future economic growth and prosperity. Water recycling is the process of treating wastewater produced from oil and gas wells, and making it suitable for reuse in future oil and gas operations. Continental created a water recycling process to treat wastewater. Our process has become the benchmark for water recycling in Oklahoma, and has since been adopted by multiple peer companies and service providers. From 2015-2018, Continental recycled approximately 17 million barrels of water in our Oklahoma operations and in 2019, recycled 12.7 million barrels.

Water Stress

Continental does not currently operate in areas with high water-related risks. In Continental's main operating areas in North Dakota and Oklahoma, the oil and gas industry's water consumption is minimal compared to other uses.

The last time Oklahoma updated its Comprehensive Water Plan, the oil and gas industry used 2% of the total amount of water consumed in 2010, and is projected to use approximately 5% of the total amount of water used in 2060. In 2018, while North Dakota's oil production reached an all-time high of 1.4 million barrels of oil per day, water use for oil and gas development was 10.1% (38,961 acre-feet) of the total water use (385,759 acre-feet).

Continental evaluated its core acreage in North Dakota and Oklahoma using the World Resources Institute (WRI) 2019 Aqueduct Global Maps 3.0 overall water risk. WRI's overall water risk framework is a composite index that takes into consideration multiple water-related risks such as quality and quantity issues.

Continental does not have any core acreage in the extremely high-risk category, and only 0.4% of our core acreage is located in the high-risk category.

Environment

Water Use and Recycling

Continental also has been working aggressively to change the method of transfer of its produced water from truck to pipeline where possible. In Oklahoma, our piped volume has increased from 15% of our total production to as much as 65% of our total production since 2015, meaning there are approximately 422,000 fewer water trucks on the road. In 2019, Continental gathered more than 29.5 million barrels of produced water through pipelines, officially transitioning from using trucks to pipelines as its primary source of transport for produced water.

In our Northern operations across the Bakken, Continental also has invested in an extensive network of fresh water delivery and produced water-gathering systems. In the past 10 years, Continental has constructed more than 235 miles of pipe with a throughput capacity of over 130,000 barrels of water per day. Again, these multimillion-dollar investments reduced truck traffic, improved safety, and streamlined produced-water transportation.

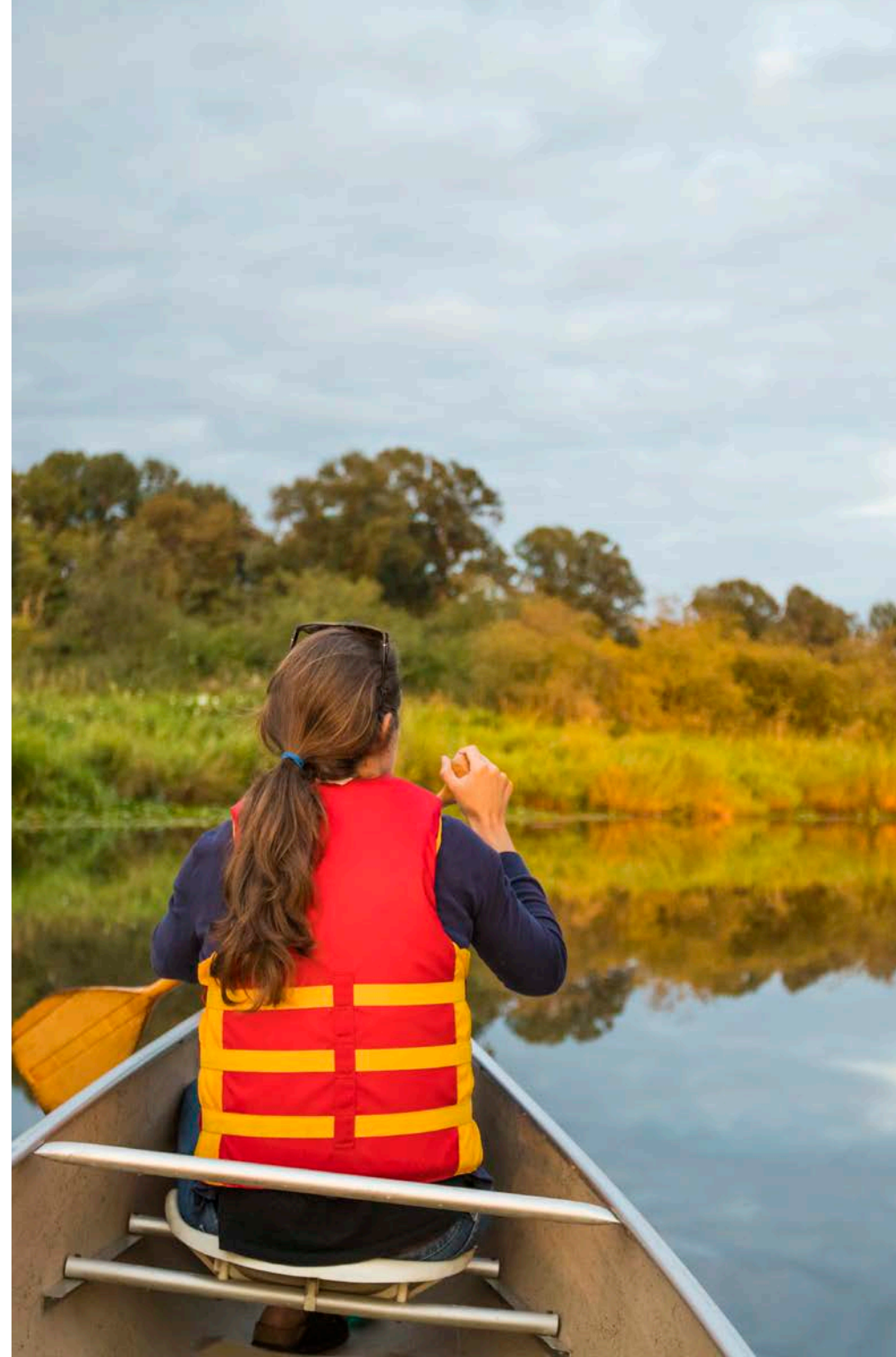


Environment

WATER PROTECTION

Continental is committed to responsible and safe use of well stimulation technologies by ensuring wellbore integrity, disclosing its stimulation fluids, and protecting water resources. Continental designs, builds, and maintains its wellbores in accordance with state regulatory requirements to protect the environment. Multiple barriers of cement and steel encase the wellbore of a well to protect groundwater supplies.

Continental has also been a leader in informing the public about the chemicals we use in well stimulation operations. Before it was required by many states, we voluntarily disclosed this information to FracFocus, a national, publicly accessible Internet-based registry developed by the Ground Water Protection Council and the Interstate Oil and Gas Compact Commission. Continental works with its service companies to disclose the chemicals we use in completion processes on all wells we operate.

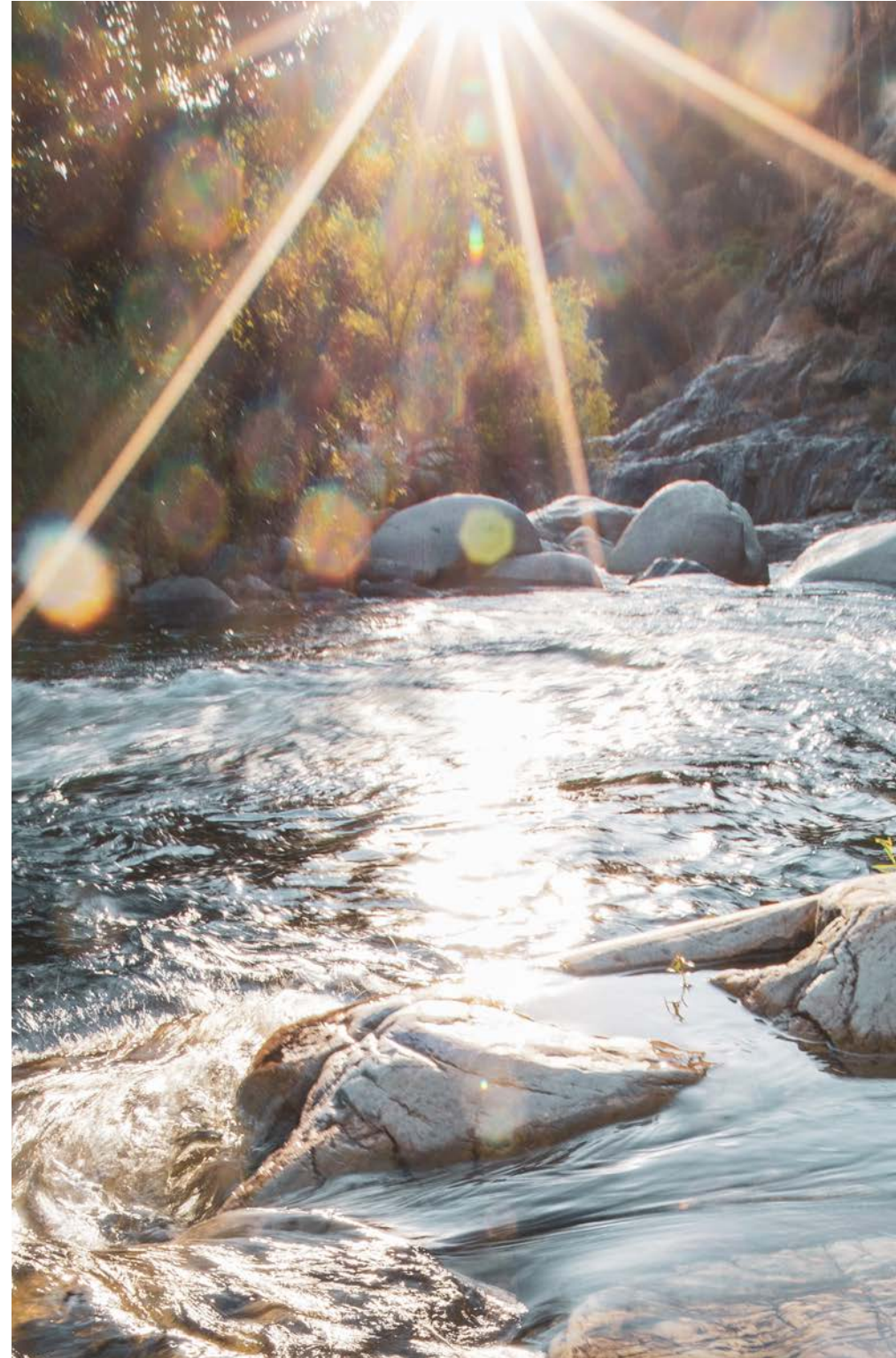


Environment

WATER AND WASTE DISPOSAL

Continental is committed to managing the waste it generates in accordance with applicable laws and regulations. Reducing waste is a core element of our environmental policy. We recognize proper waste management protects the environment and human health.

We do not discharge treated wastewater to surface waters under any federal or state surface water discharge permit. However, we have invested significant funds to recycle and reuse produced water, where possible, reducing the need to use fresh water and reducing the amount of produced water disposed in underground injection wells.



SPILL MANAGEMENT AND RESPONSE

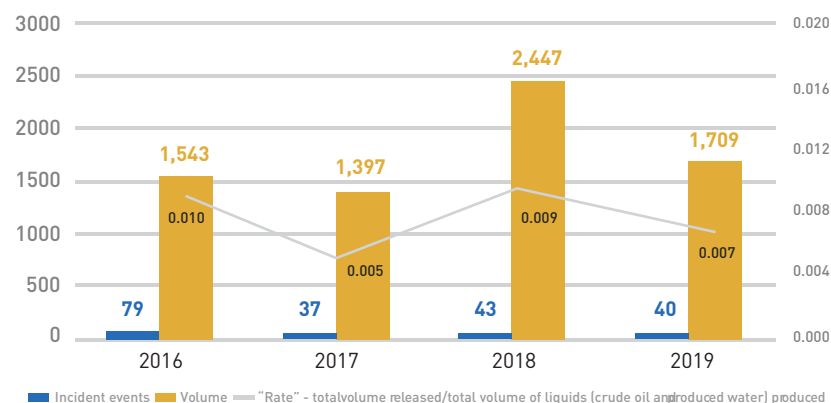
In accordance with our environmental policy, we are committed to protecting the environment by reducing the potential for spills in our operations. Continental designs, builds, and operates its facilities to prevent releases, and complies with federal spill prevention, control, and countermeasure requirements, where applicable, as well as state-specific spill requirements. When we have a spill, we act quickly to recover the fluids, remediate the site, and report to the applicable regulatory agency when appropriate. Continental records and investigates every spill, regardless of the volume, to identify any potential gaps or trends. As a proactive measure to limit impacts of a potential spill during Continental's drilling and completion operations, we build berms around the perimeter of our well pads.

In early 2017, Continental's operations and environmental teams began an initiative to increase environmental awareness with frequent spill incident discussions during drilling, production, and operation calls, and at safety and contractor meetings, as well as regular sharing of performance data throughout the organization. In addition, a renewed focus on capturing information on spills and/or leaks, regardless of the volume, and recognizing and rewarding employees who identify or prevent potential spills in our Brother's Keeper program helps everyone focus and become more actively involved in spill prevention. As a result of these efforts, over the last three years,

incidents have decreased and spill rates have also generally been reduced.

In 2018, our spill rate and the volumes released increased, largely due to a single incident during a freezing event at a produced water pipeline access point. Notification was made to the applicable state agency, the fluids were recovered, and the site remediated. A maintenance program was implemented to prevent future incidents. In 2019, our releases were a small portion (0.0007%) of the total volumes of liquids we managed.

Releases 1bbl Offsite



Source: Continental Data

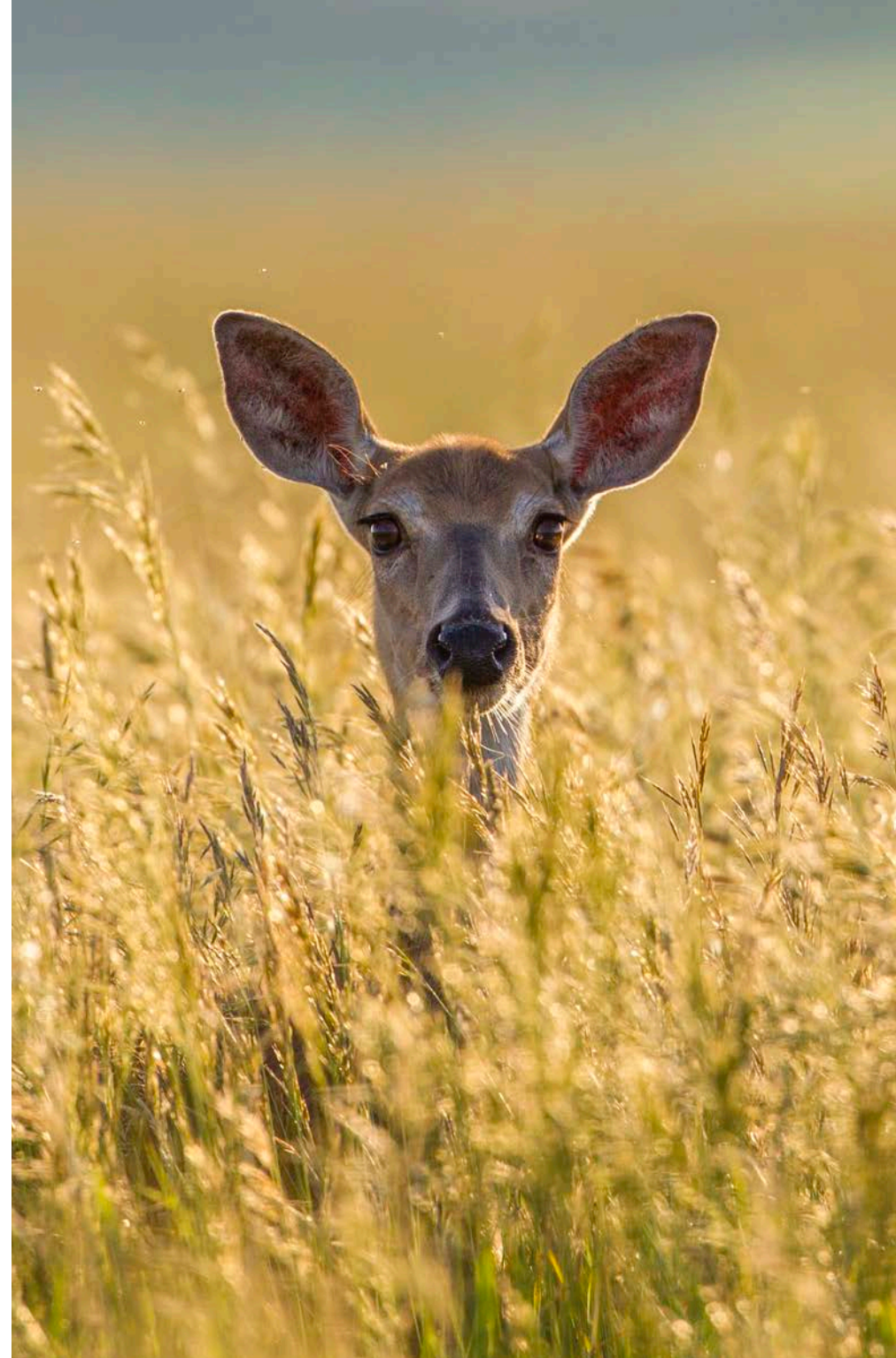
Environment

LAND USE AND WILDLIFE PROTECTION

Continental is committed to reducing impacts to the land and wildlife from our operations. We limit our surface footprint by using directional and horizontal drilling technologies, drill multiple wells from a single pad where possible, and downsize our drilling sites for production operations.

From 2015-2019, on our North Dakota facilities with commingled production, we reduced our tank installations by at least 70% and our vessel installations by at least 60%. In comparison to all our facilities (commingled and non-commingled production facilities) for that time period, we reduced the total number of tanks installed by at least 40% and the vessels by at least 35%. This means we installed at least 1,100 fewer tanks and 450 fewer vessels. We also installed automation to monitor our equipment remotely and to shut down wells if needed. This effort resulted in numerous benefits by reducing our footprint, air emissions, vehicle traffic, raw materials to manufacture the equipment, and waste.

In addition, Continental may sell or plug and abandon a well deemed uneconomic. When we plug and abandon facilities, we follow applicable state and federal regulatory requirements, and remediate the site, reducing the impact to species and habitat fragmentation.



Environment

LAND USE AND WILDLIFE PROTECTION (CONTINUED)

Under Continental's environmental policy, protection of wildlife and protected species is a fundamental aspect of our operations. In addition to our day-to-day avoidance, minimization, and mitigation practices, Continental has participated in conservation planning and work groups for the lesser prairie chicken and various other protected species.

Continental's commitment to species protection is also evidenced by our Executive Chairman, Harold Hamm, who has been a member of the National Fish and Wildlife Foundation (NFWF) Board of Directors since 2017. Since its creation in 1984, NFWF has become the nation's largest private conservation grant-maker that works with public and private sectors to protect and restore the nation's fish, wildlife, plants, and habitats in all U.S. states and territories. Mr. Hamm actively participates in NFWF board meetings and Continental staff participate in NFWF committee meetings.



Safety

At Continental, safety is our core value – nothing is more important than ensuring our employees, contractors, and neighbors all go home safely at the end of the day. We believe everyone deserves a safe workplace, and Continental’s safety culture and safety programs are therefore driven by leadership that starts with our CEO and extends down to our newest employees. We drive this culture through a robust health and safety program that includes employee orientation and training; contractor management; risk assessments; hazard identification and mitigation; audits; and incident reporting, investigation, and corrective/preventive action development.

Through these programs we strive for continuous improvement in our efforts to reduce, mitigate, and/or eliminate hazards prior to incidents occurring within our operations.



Safety

EMPLOYEE TRAINING

We identified and created a training matrix for all safety-sensitive positions within the company and performed a hazard assessment for all positions. Based on that assessment, we have developed a program to ensure employees have sufficient training to successfully and safely fulfill their assigned responsibilities. This training is tracked in our training system (Workday Learning) and is delivered via new-hire orientations, live and computer-based training sessions, mandatory safety meetings, and/or hands-on training with an experienced operator or supervisor. We also maintain programs for employees to further their education and maintain certifications in their specific fields.



Safety

INTEGRATED CONTRACTOR MANAGEMENT PROCESS (ICMP)

Given the industry's widespread use of a contractor workforce in its operations, a key focal point of Continental's HSE programs is the support of our contractors and their programs to ensure they are meeting Continental's expectations regarding safe work practices. Our ICMP sets forth requirements for contractor selection; onboarding; performance monitoring and coaching; and periodic, structured reviews. We host biannual contractor engagement meetings with our entire contract workforce to talk about best practices, opportunities for growth and improvement, and measures to prevent potential incidents. During these meetings, we have invited local police departments, system administrators for our drug and alcohol testing consortium, and representatives from our contractor screening vendor to speak on industry processes, trends, and incidents that have improved both the focus and results on safety.



Safety

JOURNEY MANAGEMENT

Each year, Continental employees drive an estimated 15 million miles within our communities, often on rural roads or highways. We therefore provide initial and refresher training in the Smith System for each of our employees who are assigned vehicles, to give our drivers the tools necessary to drive safely. We also have installed GPS systems in each of our company vehicles, to discourage speeding and other unsafe driving habits. This program also enables us to locate employees when assistance is needed.

EMERGENCY PREPAREDNESS

Being prepared to respond to potential incidents is important for any responsible operator, and we have systems in place to train and prepare operations personnel and other potential emergency responders. We work with employees, local rescue departments, and industry consortiums that we support in working areas. We conduct drills (in the field and within offices) to understand what potential incidents could occur and how we might prevent them from happening. We have also incorporated communication systems to increase response time to potential incidents and to minimize impacts to the environment and communities in which we operate.



Safety

SERIOUS INCIDENT AND FATALITY (SIF) PROGRAM

Continental has developed and implemented a formal SIF program, designed to ensure the necessary focus and resources are directed to prevention of the most impactful incidents. The SIF program focuses on identifying and investigating any incident that has the potential to result in a fatality, life-altering injury, or significant environmental impact. Once a formal root cause investigation is completed for such an incident, corrective and preventive action plans are developed to reduce the likelihood that similar incidents could occur in the future. The SIF program also facilitates communication about potential incidents to improve prevention efforts across our operations.

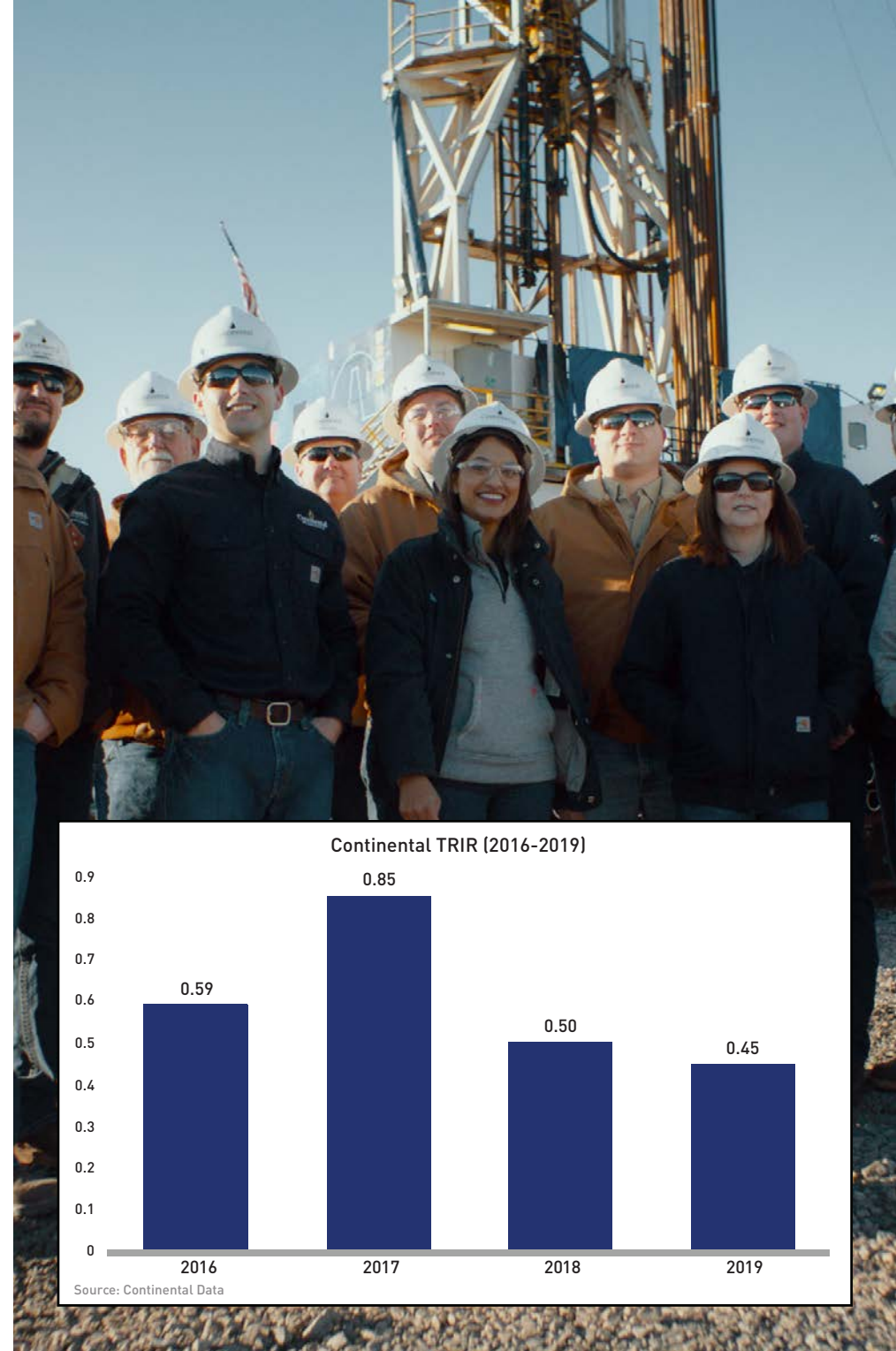


Safety

BROTHER'S KEEPER INITIATIVE

We believe a strong safety culture requires everyone to have a voice, and that everyone's voice is heard. In 2018, Continental rolled out the Brother's Keeper program in order to leverage and continuously improve our ability to identify and prevent reoccurrence of unsafe behaviors and conditions. This program recognizes and rewards any Continental employee or contractor working on a Continental location who observes and reports standout safety and environmental behavior such as: utilizing stop work authority; looking out for a coworker; reporting incidents, near misses, or hazard IDs; or following proper safety procedures.

The Brother's Keeper program also encourages everyone to report areas of growth and areas of excellence, which are then communicated internally and externally, as applicable, and recognized by Continental's field operations, HSE, and/or executive teams to drive further improvements in our safety culture and performance. This program has had a profound impact on our performance, as it has contributed to a dramatic increase in our reporting rates (78% increase from the 2015 reporting rate) and to very strong recordable incident and lost time incident rates in 2019.



HUMAN RIGHTS AND SECURITY

Continental is committed to maintaining strong relationships with local communities and treating all people with dignity and respect, wherever we operate. We work diligently to assess and address any local community impacts related to our operations, and consistently engage with affected stakeholders to ensure we meaningfully respond to any issues or concerns. While the vast majority of Continental's operations and acreage are on state lands, these same principles apply when operating on tribal lands to ensure we are adequately addressing concerns of tribal governments and communities.

As an American oil and gas company with operations focused solely in the U.S., we have the luxury of operating in a stable democracy where human rights are fundamental rights set forth in a myriad of federal, state, and local laws. In addition, Continental and other domestically focused oil and gas companies share in the freedom to operate in the absence of conflict areas or the need to consider involuntary resettlement processes. The environments in which we operate also present us ample opportunities to make positive social and economic impacts, as the American workforce and business community provide more than ample resources to allow domestic sourcing of goods, services, and human resources.

Continental is also committed to ensuring the security of our people, assets, and information. We employ a dedicated, experienced internal Security team which works closely with Continental management and employees to ensure awareness of relevant security concerns and best practices. The Security team has also implemented robust processes to manage security risks, including cybersecurity and protection of company data.

Workforce

TALENT ACQUISITION AND DEVELOPMENT, DIVERSITY AND ENGAGEMENT

Continental is successful because we challenge our employees to be innovative and creative. We provide our employees with the necessary tools to be successful, and we reward them for their hard work. Our employees are directly involved in making Continental a leader among U.S. independent exploration and production companies. Our talented professionals bring energy, insights, and enthusiasm for discovering and harvesting America's energy resources and fueling our economy's growth. Continental Resources is an Equal Opportunity Employer.

We value our diverse workforce, and we would not be where we are today without our creative and innovative team of employees. Continental prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants, without regard to race, color, religion, sex, national origin, age, disability, genetic information, veteran status, or any other basis protected by local, state, or federal law. The company forbids retaliation against any individual who reports, claims, or makes a charge of discrimination or harassment, fraud, unethical conduct, or a violation of our company policies. This anti-retaliation policy also protects those who assist, testify, or participate in an equal employment or other proceeding or the investigation of a claim or report. Continental provides an anonymous ethics hotline consistent with our speak-up culture.



We are committed to attracting and retaining top talent by offering:

- Competitive Base Salaries
- Short-Term Incentive (annual cash bonus)
 - Based on the company's performance, bonuses may be awarded during the year to recognize employees in all job functions, working as a team for the company's success commensurate with both Company and individual performance.
- Long-Term incentive (restricted stock awards)
 - All full-time employees are eligible to receive restricted stock awards. Stock helps employees think like a shareholder with a desire to drive for not just short-term, but also long-term, success of the Company.
- 401(k) Match
 - Employer, discretionary matching contribution of 100% of the first 10% employee contributes.
- Additional Employee Benefits
 - Medical, Dental, and Vision Plans – Continental's health care plans are available to employees, spouses, and dependents.
 - Spending Accounts – We offer Health Care Flexible Spending Accounts, Dependent Care Flexible Spending Accounts, and Health Savings Accounts. These accounts allow employees to use pre-tax dollars deducted from each paycheck to pay for childcare and out-of-pocket medical expenses.
 - AD&D, Disability and Life Insurance – Continental pays for basic life, long-term disability, short-term disability, and accidental death and dismemberment insurance for all employees.
 - Paid Time Off
 - Vacation – Employees enjoy paid vacation upon joining the company, and are offered additional paid vacation time as years of service increase.
 - Sick and Personal Leave – Each employee receives paid sick leave each year for illness, non-work-related injury, and care of immediate family, as well as paid time for funeral leave and paid time for jury duty.
 - 10 paid holidays each calendar year
- Employee Assistance Program – Continental offers counseling and referral services for a broad range of personal and family situations.
- Corporate Fitness Center – Employees at Continental headquarters have 24-hour access to our fitness center with cardio equipment, weights, lockers, and group exercise classes.
- Wellness Plan – We provide annual biometric screenings, flu shots, and smoking cessation programs and we offer insurance premium discounts to employees who participate. We also stock our corporate break rooms with healthy snack options like fresh fruit to encourage total body wellness.
- Talent Development
 - Continental Leadership Learning Center offers over 15 different instructor-led courses for employee development.
 - Learning Management System with access to over 700 technical and soft skills online courses.
 - Learning Paths for Individual Contributors and Leaders.
 - Individual Development Plans.
 - Education Assistance Program – Continental reimburses tuition and books for employees pursuing professional education opportunities.

Workforce

The 2019 median employee total annual compensation was \$127,231. We identified the median employee by examining the 2019 compensation reported on Form W-2 for all individuals, excluding our Chief Executive Officer, who were employed (whether on a full-time, part-time, seasonal, or temporary basis) on December 31, 2019, the last day of our previous fiscal year. For such employees, we did not make any annualizations, assumptions, adjustments (including cost-of-living adjustments), or estimates with respect to the compensation reflected on the Form W-2s.

Hiring in our local communities is important to Continental and a practice we have actively maintained throughout our growth. Our employees are invested in the development and well-being of each of the communities in which we operate because we work and live there.

We have world-renowned assets, but we consider our people our greatest asset. By design, we have always maintained a lean workforce, which has allowed us to retain our employees even through some of the most challenging times in our industry. Continental recently implemented anonymous surveys at key points in employees' careers to ask for feedback and measure employee engagement. We analyze the responses and look for ways we can improve based on recommendations from our employees. We are a culture of the possible.



Workforce

HEALTH AND WELLNESS

Preventive Wellness Screenings

Employees and spouses are eligible for preventative wellness screenings.

Our employees participate in health checks, including on-site mobile mammography screenings.



Workforce

HEALTH AND WELLNESS

Tornado Shelter Assistance Program

Continental Resources established a program to ensure all employees and their families have access to tornado shelters during severe weather. Additionally, the company provides shelters at all southern field offices and requires all southern rig locations to have a shelter available.

Continental 5K

What has become an annual tradition, Continental hosts a 5K through the streets of downtown Oklahoma City each fall to encourage an active lifestyle. Proceeds from the 5K are given to the Oklahoma City National Memorial and Museum.

Fitness Classes

A variety of group fitness classes are offered each week at our corporate headquarters. These cardio and strength-training programs are designed to challenge employees to improve their overall fitness levels.



Workforce

HEALTH AND WELLNESS

Fitness Center Access

Continental offers complimentary fitness center access at its headquarters for all employees. Additionally, field office wellness initiatives include access to fitness equipment. All employees enjoy a discounted membership at select local fitness facilities.

Tobacco-Free Facility

Continental Resources is a tobacco-free facility. Smoking is not allowed on the premises, and the Company has partnered with the Oklahoma Tobacco Helpline to educate employees on the health consequences of tobacco usage and provide additional motivation for cessation.

Employee Assistance Program

Continental's Employee Assistance Program is offered free of charge to all employees, and addresses a complex body of issues affecting mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders. The program provides confidential counseling for personal issues, planning for life events, and simply managing daily life. This program is also available to employees' dependents.



Social

COMMUNITY INVOLVEMENT AND SOCIAL INVESTMENTS

We believe in our employees, our work, and our potential to change the world. Giving back to the communities in which we operate is inherent in that belief. We focus our philanthropic giving in three strategic areas – education, health, and industry advocacy.

EDUCATION

Continental supports organizations that enhance and create initiatives for learning. Current areas of support include programs that improve and develop effective curriculum with an emphasis on science, technology, engineering, math (STEM), and reading.



Social

EDUCATION

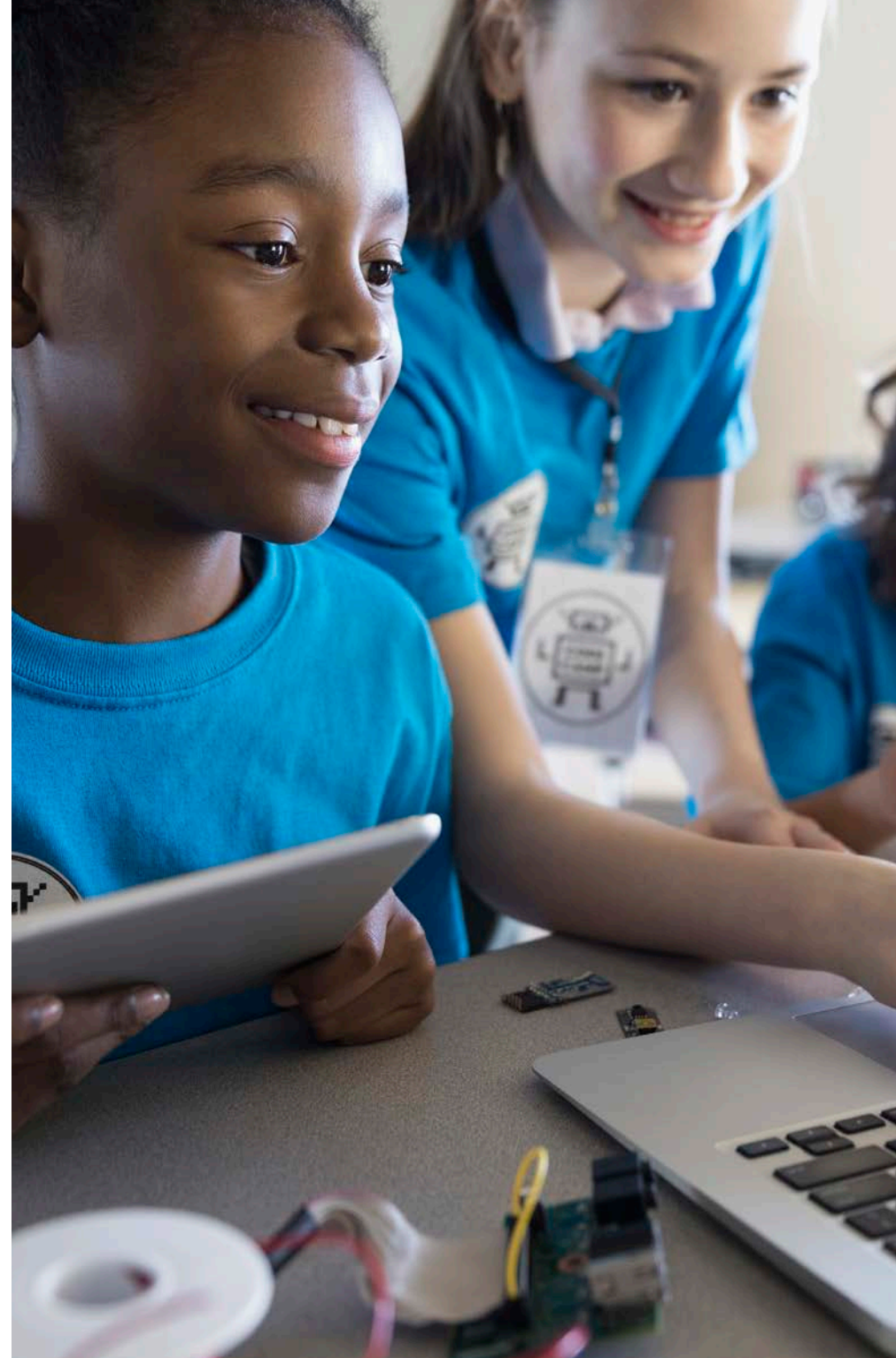
Funding the Future

Continental Resources is passionate about investing in the education of our future workforce and community leaders. Through the Funding the Future grant program, which was established in 2013, teachers in Continental's operating areas can apply for a grant of up to \$5,000 to go toward any science, technology, engineering, mathematics, or reading initiative. More than \$430,000 in grants have been awarded to schools across Oklahoma, North Dakota, South Dakota, and Montana.

Harold Hamm School of Geology and Geological Engineering at the University of North Dakota

Continental Executive Chairman and founder Harold Hamm pledged \$10 million in 2012 to create the Harold Hamm School of Geology and Geological Engineering at the University of North Dakota. The donations have funded two endowed professor positions, scholarships, and a virtual core library that has helped in the development of Bakken Shale, one of the nation's largest oil plays.

Additionally, Continental Resources has financially contributed to Dickinson State University, South Dakota School of Mines and Technology, Chickasha Public Schools, and Enid Public Schools.

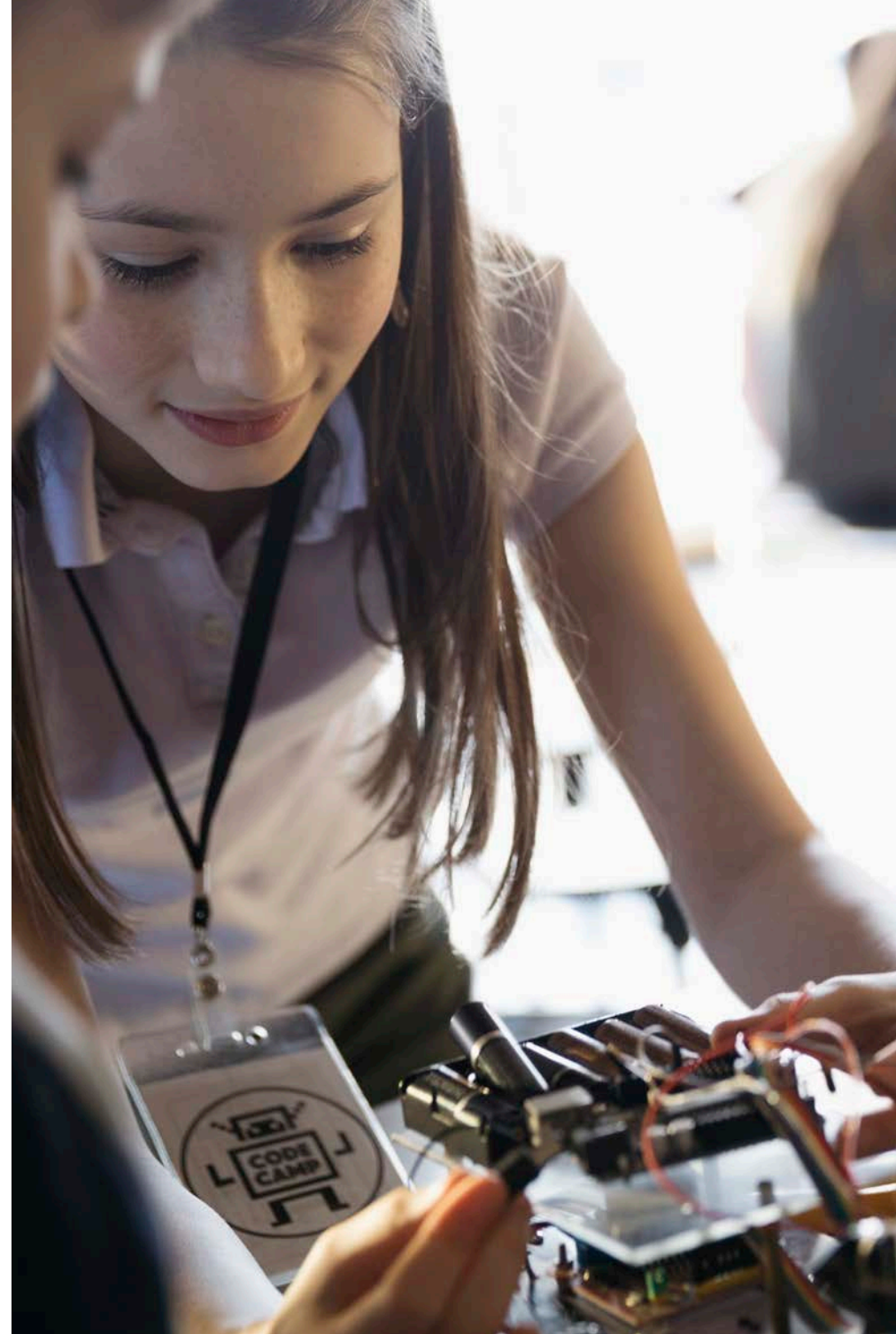


Social

EDUCATION

Science Museum Oklahoma

Continental helped fund the creation of Science Museum Oklahoma's CurioCity area in 2014. This 20,000-square-foot village houses eight whimsical neighborhoods where children can learn and explore scientific concepts through play.



Social

HEALTH

Continental cares about the health and wellness of our communities, and partners with organizations on a mission to fight devastating diseases and find cures. Continental takes proactive measures to equip employees and their families with the skills and resources to achieve healthy and active lifestyles.

Harold Hamm Diabetes Center

The dedication of Continental to reducing the devastating impact of diabetes has enabled the world-renowned Harold Hamm Diabetes Center to establish and expand initiatives integral to developing a cure for diabetes, offering world-class care for patients, and preventing diabetes and its complications. The center also supports Camp Blue Hawk, a residential camp established in 2015 for children and teens with type 1 diabetes. Continental founder and Executive Chairman Harold Hamm has donated more than \$65 million to the center to date.

Oklahoma City Memorial Marathon

Continental has been a longtime sponsor of the marathon, an event that brings in more than 25,000 runners with the commitment to remember the events of April 19, 1995.

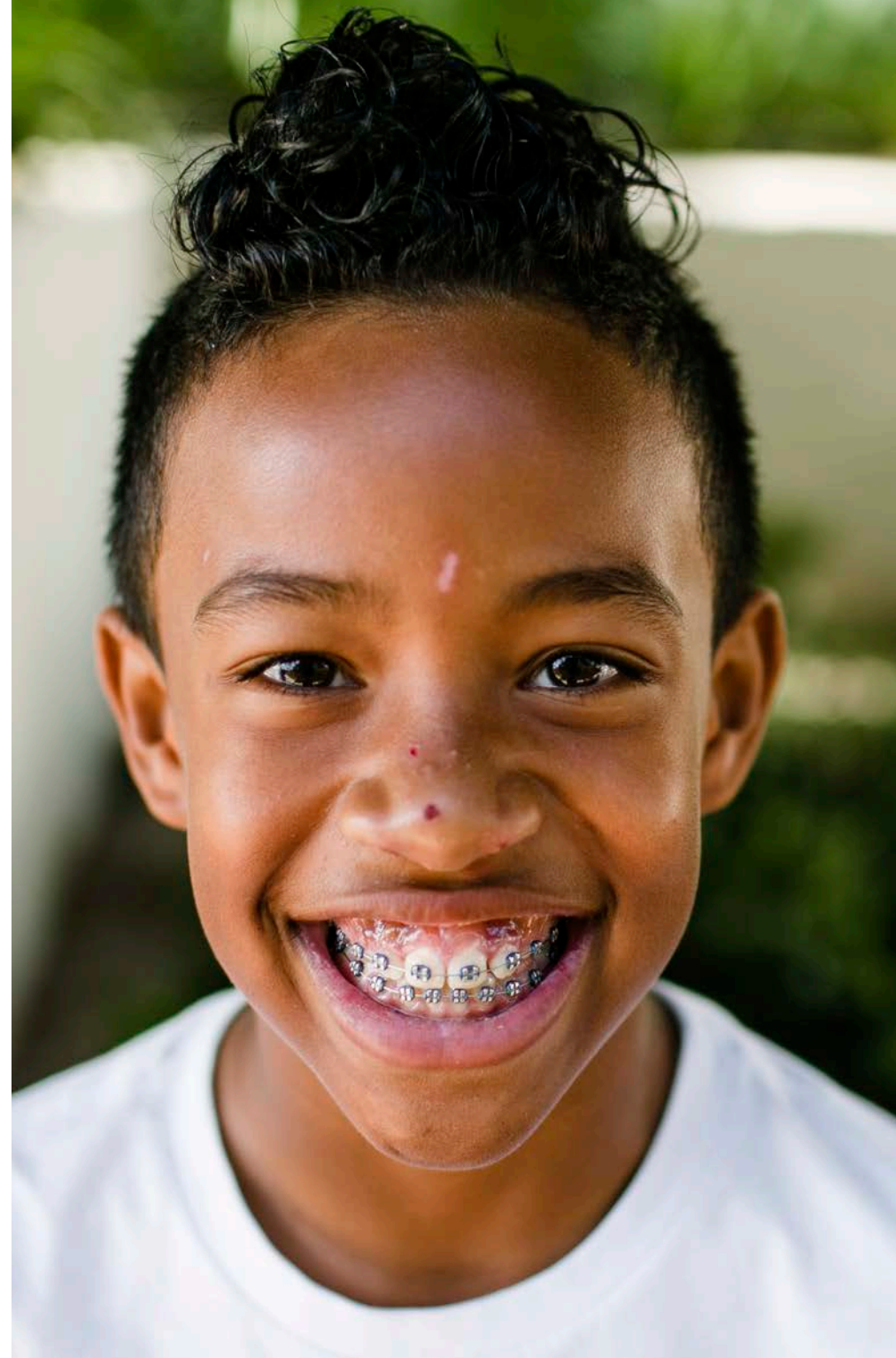


Social

HEALTH

HealthCorps

HealthCorps is dedicated to giving young people and educators practical tools for fitness, nutrition, and mental resilience needed to transform their lives through healthy behavioral change. As the sponsor of Oklahoma's first HealthCorps program, Continental has provided staff and resources to teach students how to embrace healthier lifestyles. Continental has sponsored this program at schools in Oklahoma City and Chickasha as the organization's efforts are scaled nationwide.

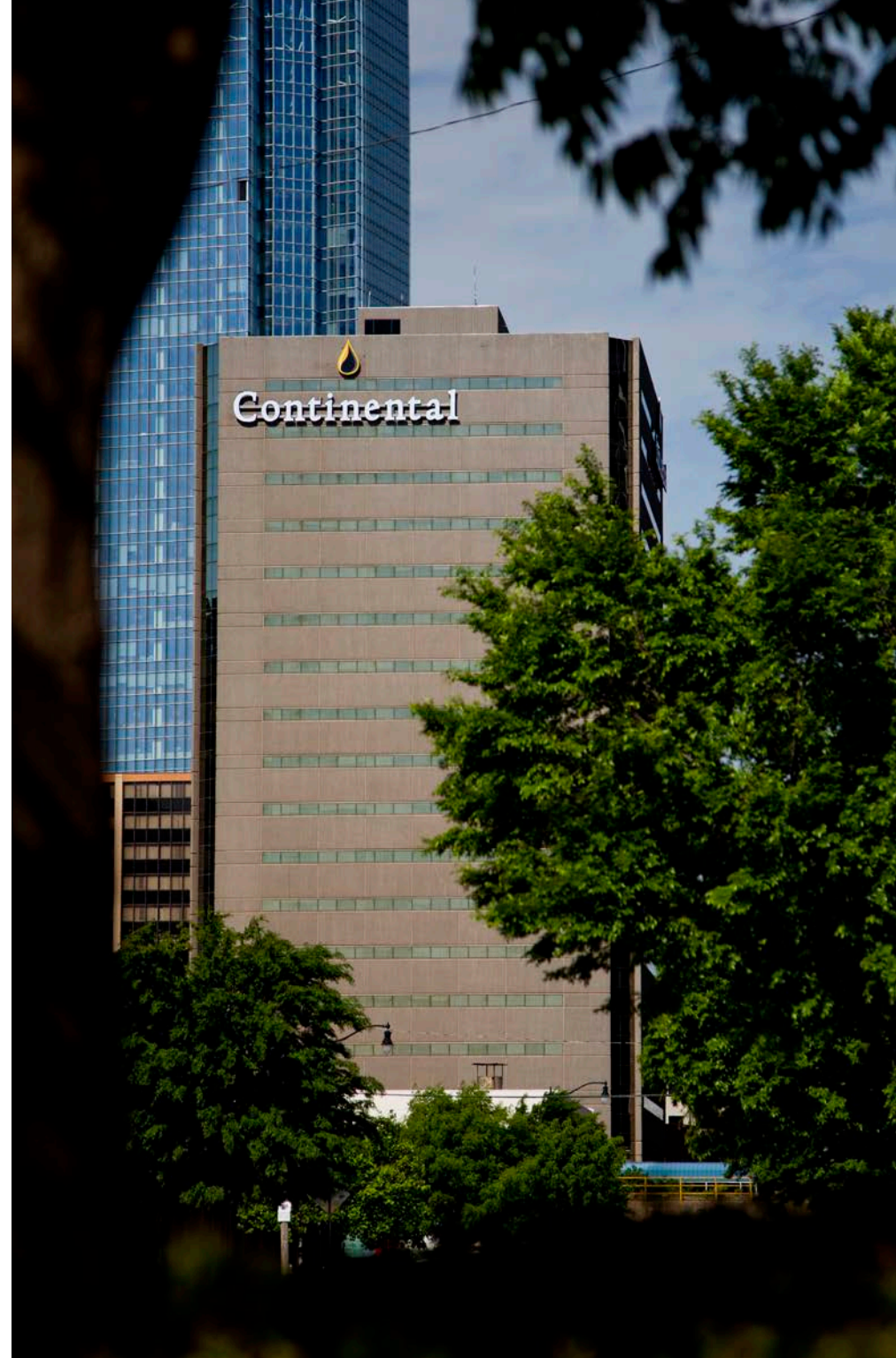


Social

COMMUNITY INVOLVEMENT

At Continental, building a strong company goes hand in hand with building a strong community. Continental cares about forging lasting relationships with the communities in which we operate. Through employee volunteer opportunities and giving, Continental promotes a culture of caring and corporate responsibility, always looking out for its community. In 2018, the company donated \$18,000 to 12 Oklahoma fire departments that were involved in fighting the wildfires that ravaged Woodward and Dewey Counties. Each department received a check for \$1,500 to support their ongoing operations.

Continental encourages employees to be leaders in the company and in our communities. Our employees serve on numerous local nonprofit boards. Continental also supports employee participation in initiatives such as Leadership Oklahoma, Leadership North Dakota, and Leadership Oklahoma City, that are designed to train the next generation of leaders. Our team's civic involvement enriches our communities and provides fulfilling service opportunities for our employees.



Social

COMMUNITY INVOLVEMENT

Giving Campaign

For more than 20 years, Continental Resources has conducted an employee-led giving campaign, currently supporting more than 100 local agencies, including those under the umbrella of United Way of Central Oklahoma, Allied Arts, and Community Health Charities. During the 2019 campaign, Continental employees raised more than \$350,000 through pledges and fundraising events. Over the past several years, Continental employees have donated more than \$2 million to community charities through its Giving Campaign.

Backpack Drive

Employees collected and distributed more than 400 backpacks for children at the Boys and Girls Clubs of Oklahoma County in 2019. This annual program helps these children get ready to head back to school.

Angel Tree

Employees purchased Christmas gifts for about 130 children in need by working with The Salvation Army and Emerson High School, where teen mothers attend classes in Oklahoma City. These holiday programs have provided gifts for hundreds of children over the years.



Social

COMMUNITY INVOLVEMENT

Sponsorships

Every year, Continental sponsors a number of organizations:

- Oklahoma City Museum of Art
- Special Care
- Bowman County Fair Association
- Northwest Children's Home, Inc.
- Whiz Kids
- Altrusa of International Chickasha
- Oklahoma Youth Expo
- Skyline Urban Ministry
- Good Shepherd Clinic
- National Cowboy & Western Heritage Museum
- Reach Out and Read Oklahoma
- The Foundation for Oklahoma City Public Schools
- Oklahoma City National Memorial & Museum
- Boy Scouts of America
- Santa Fe Family Life Center
- Oklahoma Geological Foundation
- Oklahoma A+ Schools
- National Multiple Sclerosis Society
- Infant Crisis Services
- Oklahoma Christian University
- Shiloh Camp
- Science Museum Oklahoma
- Scissortail Park
- Leadership Oklahoma
- Watonga Lions Club
- Oklahoma Hall of Fame
- Grady County Free Fair
- Gillette College
- Junior Achievement of Oklahoma
- Richland County Free Fair
- OKC Metro Literacy Coalition
- Bakken Rocks CookFest



Social

COMMUNITY INVOLVEMENT

Employee Volunteerism

Continental provides numerous opportunities for employees to participate in events that serve our communities.

- Employees performed hundreds of hours of volunteer services at company-organized events in 2019 including monthly visits to the Regional Food Bank of Oklahoma, where employees help sort and pack more than 75,000 pounds of food for those in need. That accounts for more than 63,000 meals for those struggling with hunger.
- Volunteers arrived before dawn to staff Continental's water stop for the Oklahoma City Memorial Marathon, stuffed backpacks with school supplies for the Boys and Girls Club of Oklahoma City, picked up trash along the roadways of North Dakota as part of Pick Up the Patch, and built houses with Habitat for Humanity.
- Other volunteer efforts supported Good Shepherd Clinic, Festival of the Arts, Homeless Alliance, and Pumpkinville at the Myriad Botanical Gardens.



Social

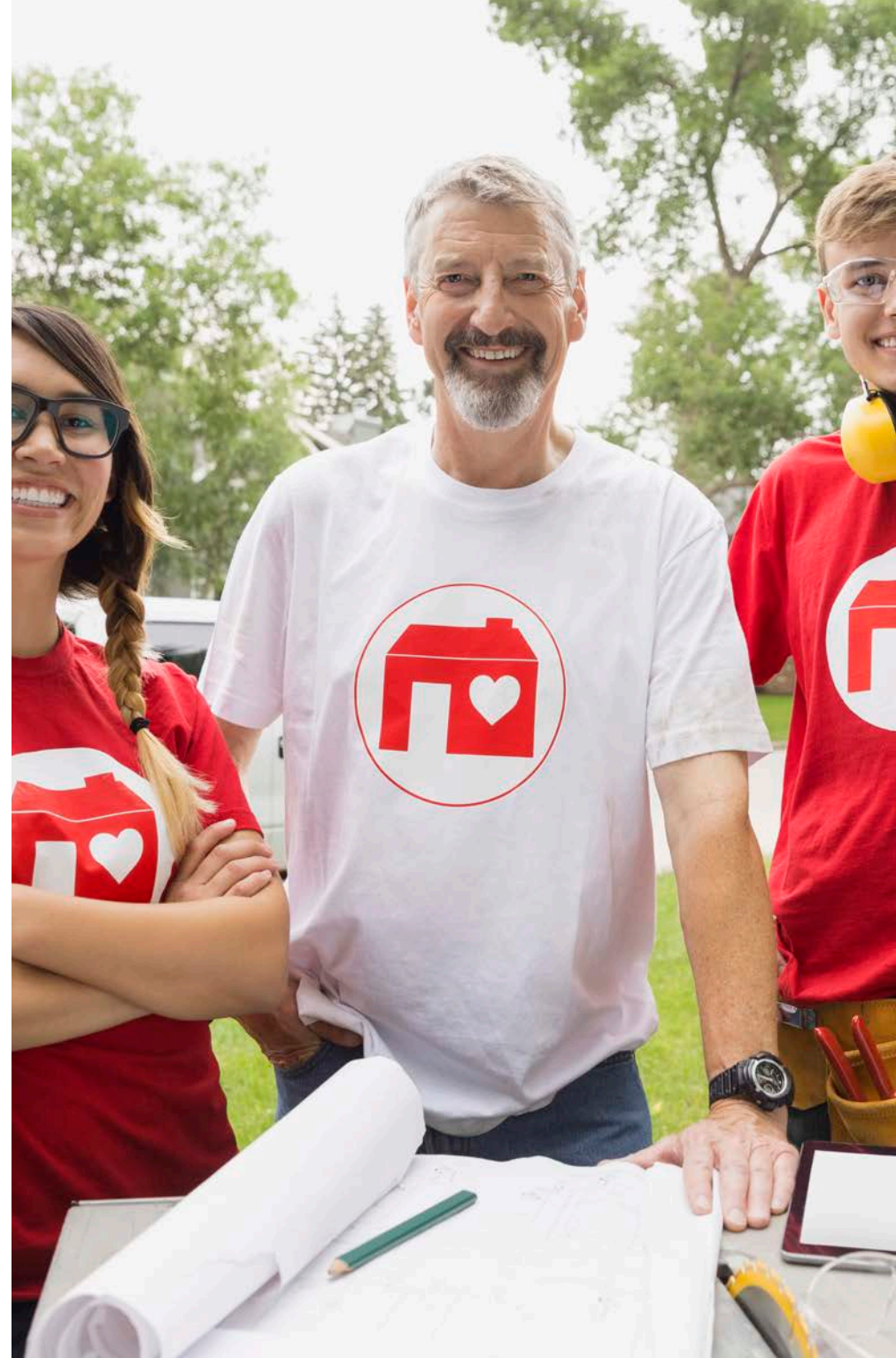
COMMUNITY INVOLVEMENT

American Red Cross of Oklahoma

Continental donated \$1 million to the American Red Cross in 2013 to help in the recovery from two days of devastating tornadoes in central Oklahoma.

Lyric Theatre

Continental has sponsored the Great American Musical at the Lyric Theatre of Oklahoma since 2013, maintaining a tradition that began in 2009 when the company brought the theatre's productions to its original hometown, Enid.



Social

RECOGNITION

Continental Resources and its employees are recognized regularly for the company's leadership within the industry, community, and country.

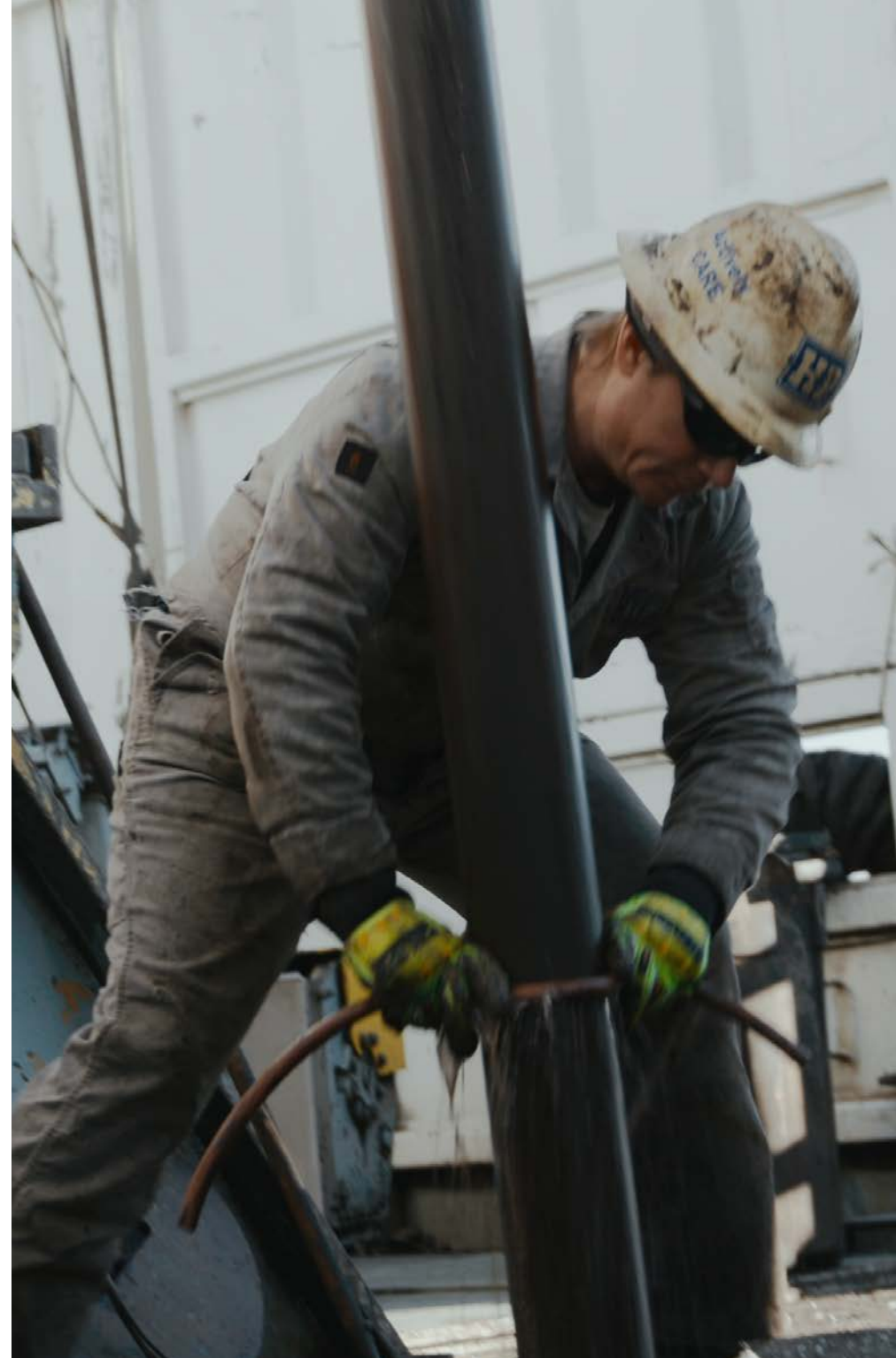
This year's recognitions have included being named the "Best Oil & Gas Exploration & Production Company" in the *Journal Record's* 2019 Reader Rankings, named one of the top 10 Best-In-State Employers by *Forbes*, and named Best Energy Company and Best CEO by *Oklahoma Magazine*.



Social

INDUSTRY ADVOCACY

Industry advocacy means sustaining and supporting the engine that drives our economy. Continental partners with peers to educate the public about the oil and gas industry. Through support of the North Dakota Petroleum Council, The Petroleum Alliance of Oklahoma, Oklahoma Energy Resources Board, Domestic Energy Producers Alliance, and other advocacy groups, Continental aims to ensure the continuation of America's Energy Renaissance and all of its benefits, including the creation of millions of jobs, billions in gross domestic product and tax revenue, and increased national security.



Governance



Our commitment to world-class corporate governance sustains, empowers, and supports our long-term business success. Our governance structure and corporate policies provide the foundation for a culture of the possible – one that promotes ethics and transparency, creative ideas, operational excellence, and a belief we can change the world.

Governance

BOARD OF DIRECTORS STRUCTURE

Our seven-member board of directors is ideally sized for the governance and oversight of our business. With a smaller-than-average board size, our directors have greater ownership and accountability, arrive better prepared and fully committed, and are able to engage in more comprehensive, candid, detailed, and direct discussions. Further, by right-sizing our board, we are able to schedule and run meetings efficiently; foster cohesive, trusting relationships between our directors; and reduce potential impediments to strategic transactions caused by large-board complexity.

Our board is composed of four independent members with more than 60 years of combined executive management experience in publicly traded companies and the oil and gas industry. With three insiders on the board, we maintain a high degree of alignment between the interests of shareholders, management, and the board. Our independent members, one of whom serves as lead director, also chair the board's audit, compensation, and nominating/corporate governance committees. Both the audit and compensation committees are composed only of independent members. We voluntarily maintain a robust nominating/corporate governance and an independent compensation committee, even though New York Stock Exchange rules do not require us to do so. Further, our shareholders passed a nonclassified board resolution whereby each director will stand for reelection annually. In sum, our board's size, composition, and structure ensures independent, diverse, and thorough oversight of the company's material business strategies and risks.



Governance

BUSINESS ETHICS

To sustain and promote our ethical culture, we maintain a robust compliance program rooted in our Code of Business Conduct and Ethics. We provide quarterly compliance training to our board and to all newly hired employees, and company-wide compliance training to all employees biannually. At the beginning of every year, we recirculate our Code of Business Conduct and Ethics and our company policies to all employees and require them to read and acknowledge their compliance with them, along with a disclosure of any actual or potential conflicts of interest. To encourage a speak-up culture, we have a robust Whistleblower Policy and maintain an ethics hotline run by a third party to provide our employees and independent contractors multiple ways to report concerns, including through anonymous channels. Further, we utilize both an internal audit department and external auditors to regularly document and review our internal controls. Our compliance program helps to ensure we remain vigilant and reasonably capable of detecting and reducing the potential for criminal, fraudulent, or other improper conduct.

Finally, as a domestic oil and gas company, we do not face the potential for corruption that exists in many oil-producing regions of the world. We have zero reserves in Transparency International's 2019 Corruption Perception Index, as all our reserves are all located within the United States (ranked in the top 15% for 2019).



STRATEGIC CORPORATE RESPONSIBILITIES

Reporting to the board of directors, our nine-member executive team oversees the design and implementation of corporate business strategies. We maintain an Enterprise Risk Management Department to review the company's key strategic risks with the board, ensure risk mitigation remains integrated with our long-term business strategies, and oversee implementation of robust crisis management and business continuity programs. Our general counsel regularly reviews compliance guidance from the Department of Justice and other key federal and state agencies with our executive management team and board of directors to enhance our efforts to operate with best governance practices. We have implemented vigorous information governance and cybersecurity programs to ensure we capture, retain, and secure the inherent value in our proprietary data and safeguard our employees' personal data. We also maintain a strong government affairs team focused on public advocacy regarding government policies, legislation, regulations, and executive actions that impact our business. Finally, we participate in several industry groups to exchange input on developing issues important to our business.

Through our corporate structure, policies, and commitment to strategic corporate responsibility, we have developed and sustained a culture that values safety, honesty, integrity, fierce competition, and teamwork. These values are the core of our business, and help ensure our long-term business success.

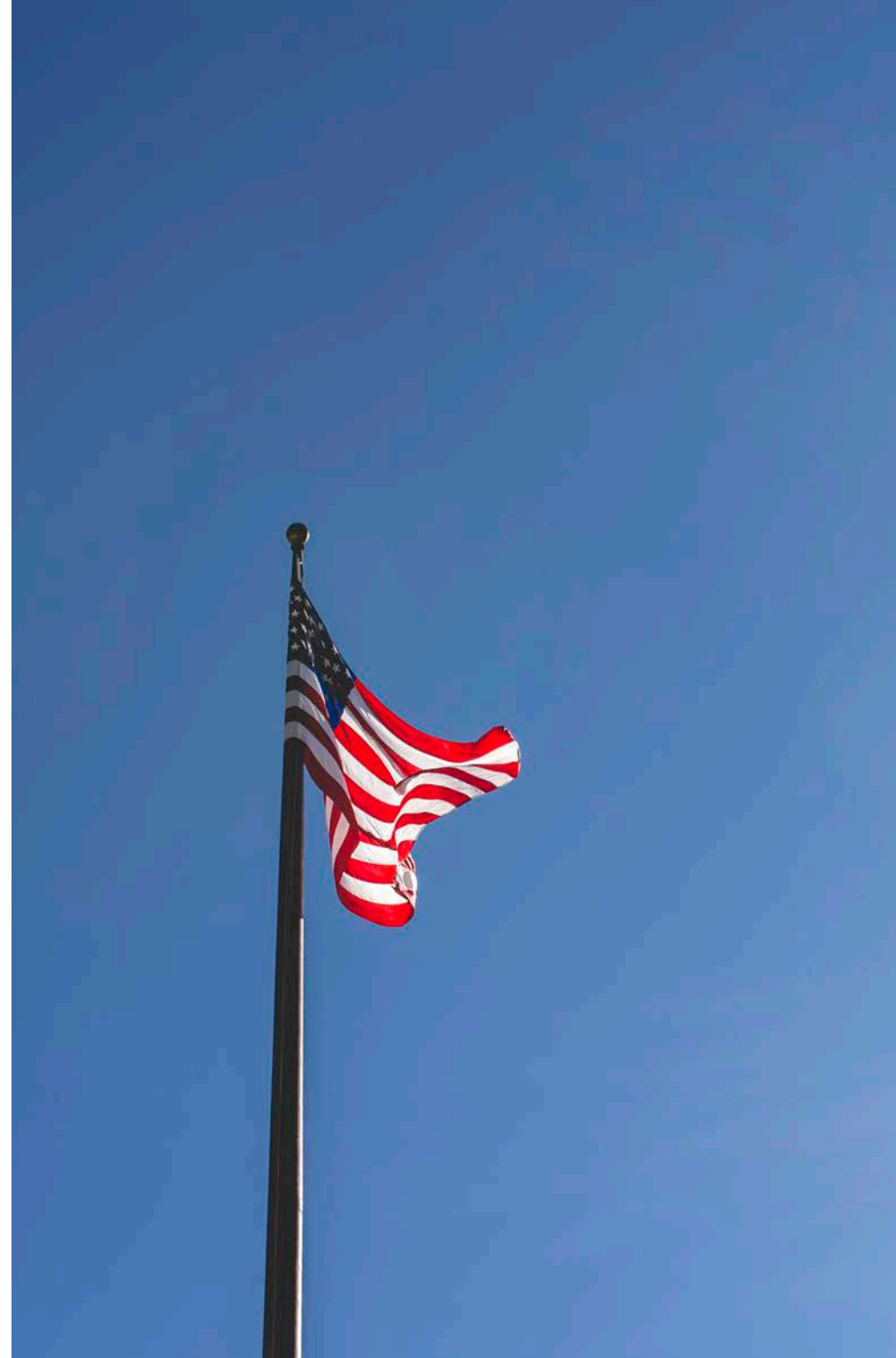
Conclusion

We believe that hydrocarbon fuels are an enormous force for good and will be for some time to come. As the world's need for affordable and reliable energy grows – especially in the regions of the globe where we need to lift people out of poverty – fixing energy poverty is the only way to reduce hunger, provide clean water, and make available a lifestyle supported by electricity. Factoring in the limitations of other energy sources, hydrocarbons will remain the world's principal energy source going forward.

We further believe that the next question everyone should ask is: Who should supply that energy? America is the right answer. Why? We operate under the most rigorous regulatory environment on the planet. Rules enforced by a democratically elected government in the best interests of our country and the world. Here, the rule of law is enforced. Here the environment is protected.

Here, responsible business practices are more important than paper accords. The push to prevent or restrict oil and natural gas production in the United States is not just misguided, it is dangerous. First, to our economy and national security, but second, to the environmental health of the planet we all share. We see no rational reason to shift exploration and production to less reliable, less environmentally and socially responsible nations.

Continental is proud of our more than 50-year commitment to sustainable, responsible, efficient operations. We look forward to the next 50, knowing we will be a major player in providing the energy that our country and our world need.



¹ Mark P. Mills, Manhattan Institute. The “New Energy Economy”: An Exercise in Magical Thinking (March 2019).

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³ The Council of Economic Advisers (CEA). The Value of U.S. Energy Innovation and Policies Supporting the Shale Revolution (October 2019).

⁴ American Petroleum Institute (API) Energy. Oil & Natural Gas: Supporting the Economy, Creating Jobs, Driving America Forward (2018).

⁵ Environmental Protection Agency (EPA). Our Nation’s Air: Status and Trends Through 2018 (2019).

⁶ EPA (2019).

⁷ U.S. Energy Information Administration (US EIA). U.S. Energy-Related CO₂ Emissions Rose in 2018 for the First Year Since 2014 (November 26, 2019).

⁸ US EIA (November 26, 2019).

⁹ International Energy Agency (IEA). Global CO₂ Emissions in 2019 (February 11, 2020).

¹⁰ IEA (February 11, 2020).

¹¹ IEA (February 11, 2020).

¹² U.S. Energy Information Administration (US EIA). Annual Energy Outlook 2020 with Projections to 2050 (January 29, 2020).

¹³ United Nations (UN), sustainabledevelopment.un.org. Sustainable Development Goals (September 2015).

¹⁴ Max Roser, Esteban Ortiz-Ospina and Hannah Ritchie, Our World in Data. Life Expectancy (2013, revised October 2019).

¹⁵ Max Roser (2013, revised October 2019).

¹⁶ Hannah Ritchie and Max Roser, Our World in Data. Natural Disasters. (2014, revised November 2019).

¹⁷ Hannah Ritchie and Max Roser, Our World in Data. Access to Energy. (September 2019, revised November 2019).