

# ESG Performance Data

## SOCIETAL

At Continental, our focus is on helping to solve the major societal issues facing our world including health, education, and energy literacy and advocacy. We believe we have what it takes to be world changers. Hydrocarbons are essential for all humanity and are especially essential to bettering the way of life for the more than one third of humanity that currently lives without modern energy.

	2016	2017	2018	2019	2020
Company charitable giving ( <i>million \$</i> )	3.5	2.7	3.1	3.5	1.3
Employee giving ( <i>Internal</i> )	228,000	222,000	262,000	325,000	287,000
Employee reported external donations*					602,000
Employee volunteer hours*					12,197
<i>*Based upon employee survey responses</i>					

## WORKFORCE

Continental is a culture of the possible. We believe that leadership, unconventional thinking, planning, decisions and actions are better when done together. That is why we take pride in our team of thought leaders, trailblazers and difference-makers. We value our diverse workforce and credit our many successes to our creative and innovative team of employees.

	2016	2017	2018	2019	2020
Total number of employees	1079	1127	1221	1257	1230
Female Employees – <i>percent (%) of workforce</i>	27%	27%	27%	26%	26%
Minority Employees – <i>percent (%) of workforce</i>	10%	10%	10%	11%	11%
Median Age	38	38	37	38	39
Years of Service <i>percent (%)</i>					
<i>Less than 5 years</i>	72%	64%	56%	46%	43%
<i>5-9 years</i>	19%	26%	34%	44%	45%
<i>10-19 years</i>	6%	7%	7%	7%	9%
<i>20+ years</i>	3%	3%	3%	3%	3%
Voluntary Turnover – <i>percent (%) of workforce</i>	7%	7%	9%	9%	6%

## 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, to diversity and inclusion, creative ideas, operational excellence, and a belief we can change the world.

	2016	2017	2018	2019	2020
Board Members	6	6	6	7	7
Independent Board Members	83%	83%	83%	57%	57%

## PRODUCTION

America and the world will need the hydrocarbons we produce for decades to come. The societal impacts of what we produce is life changing. Currently supplying over 80% of global energy, despite advances in alternate forms of energy, hydrocarbons remain by far the most energy-efficient source of energy available to meet worldwide demand.

	2016	2017	2018	2019	2020
Total Gross Operated U.S. Production – million barrels of oil (MMBBL)	58.4	64.4	81.6	99.0	80.0
Total Gross Operated U.S. Natural Gas Production – million cubic feet (MMCF)	304,278	402,626	535,932	580,273	515,192
Total Gross Operated U.S. Production – thousand barrels of oil equivalent (MBOE)	110,834	133,808	173,970	199,045	168,826
Estimated Net Federal/Tribal Production – as a percent (%) of the total net operated production	6	10	9	8	7
Gross Drilled & Completed Wells – number of wells	365	608	800	689	334
Offshore wells – number of wells	0	0	0	0	0

## EMISSIONS

The clean-burning natural gas and light, sweet crude we produce has done more to clean up the environment today than any other available technology. American oil and natural gas should and must be part of the ongoing solution, not just here, but abroad. As a company, we are committed to minimizing all waste – whether that be air, land or water. It's our primary pursuit – to reduce emissions in whatever form they come in.

	2016	2017	2018	2019	2020
Total Greenhouse Gas Emissions – million metric tonnes of carbon dioxide equivalent (CO <sub>2</sub> e)	2.5	2.5	3.4	3.8	2.3
Greenhouse Gas Intensity – metric tonnes of CO <sub>2</sub> e/MBOE	23.0	21.0	20.0	19.2	13.9
Methane Emissions – metric tonnes of methane	24,699	27,622	32,423	27,349	15,383
Methane Intensity – metric tonnes of methane emissions as CO <sub>2</sub> e/MBOE	5.6	5.4	4.7	3.4	2.3

## WATER MANAGEMENT

Continental recognizes the availability of water is not only fundamental to our ability to drill and complete horizontal wells, but also vital to human health, the environment and economic development. We have a longstanding commitment to minimizing fresh water use where it makes environmental, operation and economic sense. Since 2017, our water intensity rate has decreased by nearly 50%.

	2016	2017	2018	2019	2020
Total water used in completion operations – million barrels (MMBBL)	51.29	89.34	96.77	93.16	56.93
Total barrels of water recycled – (MMBBL)	0.47	8.97	6.71	12.70	6.10
Water Intensity – barrels of water used in completions per barrels of oil equivalent produced	0.46	0.67	0.56	0.47	0.34

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## SPILL PREVENTION & MANAGEMENT

Hands-on training, improved awareness of spill risks and collaborative investigations of high potential spill incidents have resulted in a reduction of spill events by approximately 47.5% over last year. We constantly strive to create and develop new ideas, methods and technologies that improve all aspects of our business. At Continental we get the job done with efficiency and excellence.

	2016	2017	2018	2019	2020
Total number of events – <i>number of events (greater than 1 barrel off location)</i>	79	37	43	40	21
Volume – <i>BBLs (greater than 1 barrel off location)</i>	1,543	1,397	2,447	1,709	711
Spill Rate – <i>Total volume of spills (greater than 1 barrel off location) per total volume of liquids produced</i>	0.01	0.005	0.009	0.007	0.004

## HEALTH & 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.

	2016	2017	2018	2019	2020
Man-hours worked – <i>million hours</i>	14.2	21.8	29.8	28.4	14.9
Total Recordable Incident Rate (TRIR) – <i>total workforce</i>	0.59	0.85	0.50	0.47	0.40
Contractor TRIR	0.58	0.88	0.47	0.44	0.37
Employee TRIR	0.62	0.61	0.90	0.69	0.55
Fatalities	0	1	0	0	0
Motor Vehicle Accident Rate – <i>per million miles</i>	2.30	1.42	1.81	3.10	2.21
Incident Reporting Rate – <i>(reports x 200,000)/per man-hours</i>	39.41	79.10	61.89	72.23	89.72