

2020 ESG Report





Our ESG Reporting Approach

We believe domestic oil and natural gas exploration is fundamental to the well-being of our nation and the world. We further believe it should be done responsibly, safely, and with integrity.

We believe our ESG program has been a major contributor to the long-term success of this company. In developing our approach to ESG reporting, we conducted a thorough assessment to identify and prioritize those topics that would have the most significant impact on the operations of our company. Our reporting approach is also informed by:

- *Sustainability reporting guidance for the oil and gas industry, developed by IPIECA, API, and IOGP (4th edition, 2020)*
- *The Global Reporting Initiative Sustainability Reporting Standards*
- *The Sustainability Standards Board (SASB) industry standard for exploration and production of oil and gas (2018)*
- *The United Nations Sustainable Development Goals*

We continue to believe the current ESG reporting frameworks are generally inadequate and do not tell the whole story. Our own ESG reporting paints a more comprehensive picture, and gives our employees, the communities in which we operate, and our investors a more accurate view than other ESG frameworks of how we approach our business, and why we do what we do.

Continental's 2020 ESG Report includes an update of our key ESG performance metrics for 2020, as well as discussion of the key efforts and initiatives undertaken in 2020 to fulfill our commitment to ESG. For a thorough description of our ESG philosophy and programs, and our approach to full-context ESG reporting, please visit our website at [CLR.com](https://www.clr.com).



This report covers our owned and operated businesses and does not address the performance or operations of our suppliers, contractors or any other person or entity unless otherwise noted.

This report includes "forward-looking statements" as defined by the Securities and Exchange Commission (SEC). The words "could," "may," "believe," "anticipate," "intend," "estimate," "expect," "project," "target," "plan," "continue," "potential," "strategy" and similar expressions are intended to identify forward-looking statements, although not all forward-looking statements contain such identifying words. Such statements relate to the manner in which Continental intends to conduct certain of its activities, based on management's current plans, assumptions, and expectations. Such statements are not promises or guarantees of future conduct or policy and are subject to a number of assumptions, risks, and uncertainties, many of which are beyond our control.

Although Continental believes the plans, assumptions and expectations underlying these statements are reasonable, they are inherently subject to numerous business, economic, competitive, regulatory and other risks and uncertainties, most of which are difficult to predict and many of which are beyond the Company's control. No assurance can be given that such expectations will be correct or achieved or that the assumptions are accurate or will not change over time. The risks and uncertainties that may impact the forward-looking statements contained herein include, but are not limited to, those risk factors and other cautionary statements contained in our Annual Report on Form 10-K for the year ended December 31, 2020 filed with the SEC, as well as registration statements we file from time to time with the SEC, and other announcements we make from time to time.

The forward-looking statements in this report are made as of the date of this report, even if related information is subsequently made available by Continental on its website or otherwise. Continental does not undertake any obligation to update the forward-looking statements contained in this report as a result of new information, future events or otherwise. Continental's actual activities, including the development, implementation or continuation of any program, target or initiative discussed in this report may differ materially in the future.



Letter from the CEO

At Continental Resources, we believe domestic oil and natural gas is fundamental to the well-being and security of our nation and the world. We also believe working to secure American energy independence is an essential goal for our business. For more than 50 years, we have strived to operate with high ethical and environmental standards. It's an integral part of us, embedded in our DNA. We continue to innovate and improve.

Clearly 2020 was a year of unprecedented challenges. We faced extreme business, market, and social instability unlike anything in our history. Yet Continental showed how to turn difficulty into opportunity. Thanks to our capital discipline, strong entrepreneurial spirit and skillset of our employees, low-cost and nimble operations and the strength and optionality of our assets, we excelled this past year.

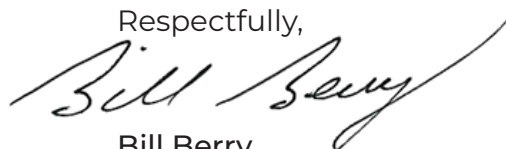
We believe the societal aspect of ESG is often undervalued. Of the 17 UN Sustainability Goals, the vast majority fall within the societal component. This is not to say we take any other aspect of ESG lightly. In fact, we exceeded our ESG targets across the board:

- *We recorded our lowest ever companywide TRIR*
- *We reduced our GHG emissions intensity by 28% from 2019*
- *We reduced methane emissions intensity by 34% from 2019*
- *We formalized and built upon our diversity and inclusion programs*
- *We safely and effectively deployed a COVID-19 program and protocols that served as a model to the business world.*

Our ESG efforts remain an essential part of our business, thoroughly integrated into every aspect of our operations and we will continue to raise the bar. We intend to be a leader, not a follower.

Every level of the company is involved and committed, focusing on sustainability, our environmental impact, our communities and our role in society and corporate governance. At Continental every employee is a shareholder. That's why our team acts, thinks, and operates with an owner's mentality, because we are the owners.

In short, we produce the energy needed to make our world work. And we do it responsibly, affordably, abundantly and innovatively. We will continue to do our part to fuel a better energy future for the people of the world.

Respectfully,

 Bill Berry





**“We all inhabit this small planet.
We all breathe the same air.
We all cherish our children’s
future. And we are all mortal.”**

-President John F. Kennedy

Those words were spoken more than 60 years ago, but they remain true. In the 1960s, America’s population was 180 million people; today, it’s over 330 million. In the 1960s, the world had 3 billion souls; today it’s estimated to be nearly 8 billion. Energy consumption has increased as dramatically, 275%+, as more and more people across the globe aspire to a modern lifestyle.

Currently, the products we produce fuel 85% of the world’s energy demand. Hydrocarbons have lifted billions out of poverty. In short, no technology and no energy source has had a more dramatic impact or done more good for our society and our way of life.

The food we eat, the way we heat and cool our homes, the clothes we wear, the medicines that keep us healthy, the electricity grids, the transportation networks – virtually everything we rely on to power modern life is dependent on hydrocarbons.

We recognize we are in a time of energy transition. We have been in the past, and will be in the future. Energy demands increase and we must find ways to meet this increase while being stewards of our environment. We also recognize the beneficial needs for hydrocarbons isn’t going to go away anytime soon.

American energy is a job creator, an economic catalyst, and a huge contributor of tax revenue to local, state, and federal governments. The industry is a generous contributor to the common good, funding charities and community organizations across the country. For example, our founder has given over \$65 million to cure diabetes, with an additional focus to make insulin affordable.

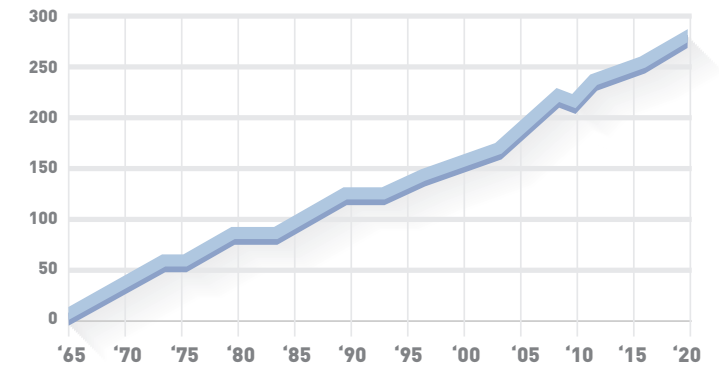
Recently, President Joe Biden addressed congress, saying only 15% of the world’s greenhouse gas emissions are coming from the United States and that we can’t address the challenge alone.

We agree. There are two billion people living in energy poverty, burning wood and dung to meet basic needs. What if American natural gas was the answer? What if American energy helped wean the developing world off solid fuel consumption and coal-fired electricity generation? The impact would be tremendous. The United States already is leading the industrialized world in reducing emissions thanks in large part to the use of clean-burning, energy-dense natural gas. In countries with the lowest access to oil and gas for energy, both poverty and death rates attributable to air pollution are highest. Hydrocarbons produced responsibly save lives.

America’s energy independence has also had a profound effect on geopolitics. We are no longer dependent on unreliable and unfriendly regimes for our energy.

Horizontal drilling has unlocked vast reserves of American energy, resulting in a trillion-dollar swing annually to benefit our economy. Our national and economic security has been enhanced. One result was, in 2020, the United States helped broker the Abraham Accords – a series of agreements that turned adversaries into allies. Israel found new consensus with its neighbors including United Arab Emirates, Bahrain, Sudan and Morocco. These newly formed alliances have the potential to stabilize the Middle East, and lead to increased trade, investment, and shared security.

GLOBAL ENERGY CONSUMPTION
% CHANGE INDEXED TO 1965



**Society is better because
of what we do and how
we do it. We believe we
will continue to play an
essential and responsible
role in securing
America’s future for
decades to come.**





Societal Impact

Our focus is on helping to solve the major societal issues facing our world including health, education, and energy literacy and advocacy.

HEALTH

We care about the health and wellbeing of our communities, leading initiatives and partnering with organizations on a mission to fight devastating diseases and find cures.

- **END THE PANDEMIC OF DIABETES.**
 - Path to a cure
 - Affordable insulin
- **ADDRESS HEALTH INEQUITIES IN AT-RISK COMMUNITIES.**
 - Healthcorps
 - Community Health Charities
- **REDUCE HOMELESSNESS AND HUNGER.**

EDUCATION

We are dedicated to enhancing and creating initiatives for learning to improve and develop effective curriculum that emphasizes science, technology, engineering, math (STEM), reading and the arts.

- **FUNDING THE FUTURE – EMPOWERING THE NEXT GENERATION**

ENERGY LITERACY & ADVOCACY

We are committed to sustaining and supporting the engine that drives our economy and can change the world for the better.

- **CHAMPION THE BENEFITS OF HYDROCARBONS FOR THE GOOD OF ALL HUMANKIND**
- **PROTECT AMERICAN ENERGY INDEPENDENCE**



Societal Impact *continued*



\$1.3 Million Invested
in our Communities

LOCAL

In a year when oil & gas was down and the world came to a near standstill, Continental employees remained committed to continuing our philanthropic efforts, despite the industry downturn. We knew our communities needed us more than ever. Continental employees stepped up to the plate, as they always do, to volunteer and give back to those most in need in our communities.



EDUCATION

Funding the Future
\$125,000 total
We awarded 51 STEM and reading
grants in schools across 4 states.

We are in 98% of schools
through our partnership
with OERB.

Collected gifts for
Salvation Army
Angel Tree.

Assembled more than than
3,200 book kits for more
than 20 area schools with
high-risk children.

Employee Backpack Drive
for Boys & Girls Club
of Oklahoma County.

Partnering with OYE supports over
7,700 students across Oklahoma
through scholarships and awards.

HEALTH



Over 10,000
meals provided
through numerous
volunteer nights.



We were a top level
sponsor with 13,888
runners/bikers from all
50 states participating in
a virtual marathon.



Committed to finding a cure for diabetes
& advocating for affordable insulin.



Sponsor a living lab that addresses
health inequities through educational
leadership, programming & service
learning. HealthCorps is in 23 states,
impacting 2.5 million students.

ENERGY LITERACY
& ADVOCACY



- Oklahoma Energy Resources Board
- Domestic Energy Producers Alliance
- Council for a Secure America
- Petroleum Alliance of Oklahoma
- North Dakota Petroleum Council
- Women’s Energy Network





Health, Safety & Environment

Continental's Health, Safety and Environmental (HSE) Policy covers every aspect of the company's operations, driving our efforts to continually improve our HSE performance and programs companywide. Under this policy, our strategy is to ensure workforce safety and mitigate environmental impacts from air emissions and water usage while producing the oil and gas necessary to ensure access to clean, affordable energy around the globe. For a thorough description of our HSE strategy and efforts, please visit our website at [CLR.com](https://www.clr.com).

In a challenging year when the world was responding to a global pandemic, Continental's continuing commitment to HSE was readily apparent. Through engagement with our employee and contractor workforce, heightened focus on risk mitigation, and enhanced programs to maintain our strong HSE culture, Continental achieved record HSE performance in 2020, despite the global challenges presented by the COVID-19 pandemic and related impacts to our business and industry.

OUR COMMITMENT

Our HSE Policy states that Continental is "committed to meeting operational and business objectives in a manner that is protective of the health, safety and welfare of its workforce while protecting the public and the environment." Our HSE programs and standards are designed to ensure we fulfill that commitment, so everyone who works for Continental goes home safely every day, and we minimize our impact on the environment.

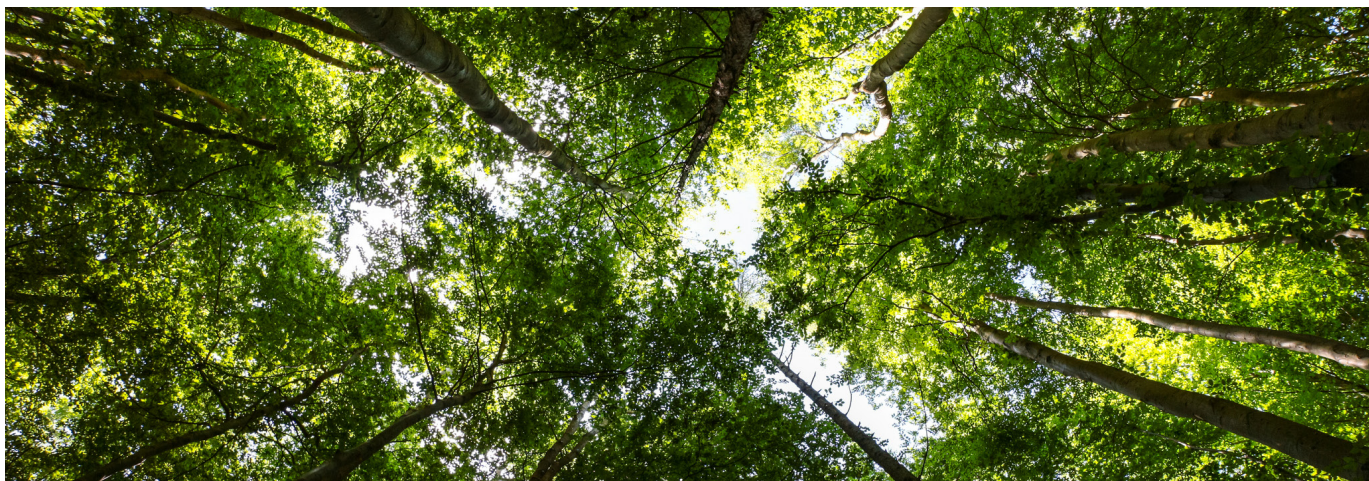
Executive and employee compensation are directly tied to our success in meeting these objectives. In 2020 and 2021, 10% of the Board-approved Bonus Plan is based on company performance with respect to flaring/TIG intensity, spill prevention, and workforce safety performance.





Environmental Stewardship

We believe it is the responsibility of any energy provider, regardless of the energy source, to protect the environment by limiting the waste associated with its operations. Continental's approach to environmental stewardship revolves around our efforts to prevent such waste, through efforts such as the elimination of routine flaring/thermal incineration of gas ("TIG"), increased recycling and re-use of produced water, and use of footprint-reducing measures such as our ECO-Pad. In all cases, the goal remains the same: to responsibly produce the energy necessary to improve quality of life around the globe.



Continental's Position on Climate Change

Consistent with its commitment to environmental stewardship, Continental supports global efforts to mitigate climate change in a manner that does not undermine efforts to make progress on poverty, hunger, education and the rest of the U.N. Sustainable Development Goals. We therefore support the aspirations of the Paris Agreement and efforts to limit the rise of global temperatures, while recognizing that:

- 1 **The United States has already met many of those targets, largely through the use of clean-burning natural gas,**
- 2 **Any real progress on climate change is impossible unless China and India commit to reductions similar to those made by the United States, and**
- 3 **The solutions to the world's biggest problems, including environmental issues such as climate change, will also involve the continued use of petroleum.**



Emissions Management

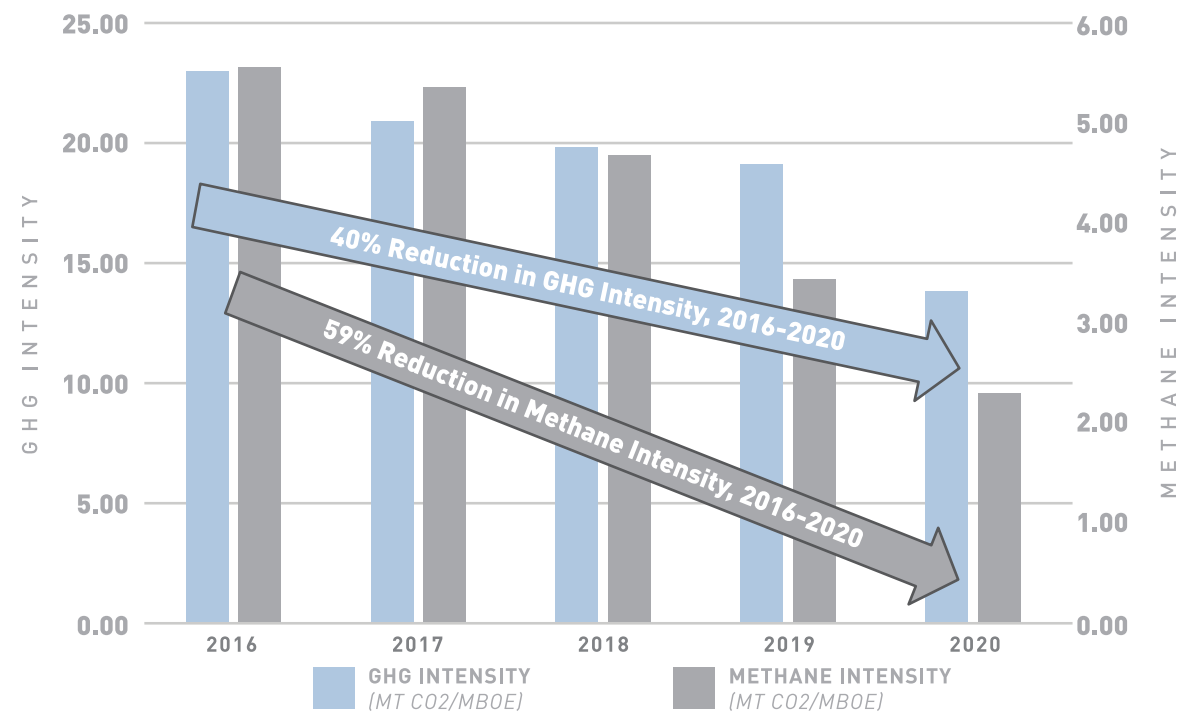
Continental's emissions management strategy relies on modern facility design, a keen focus on infrastructure development, and implementation of best practices. This focus has driven significant improvements in the GHG and methane intensities of our operations.

In 2020, the GHG Intensity of our operations decreased 28% from 2019, primarily due to our continuing efforts to eliminate routine flaring across our operations. With this strong performance in 2020, Continental has now achieved a cumulative 40% GHG intensity reduction, compared to our baseline year of 2016.

Continental has achieved even stronger results in our efforts to reduce the methane intensity of our operations. In 2020, methane emissions reductions combined with our strong production performance resulted in a decrease in methane intensity of 34% from 2019, and a cumulative 59% reduction in methane intensity from 2016. These reductions have been driven by our continuing focus on gas capture, removal of high bleed pneumatic controllers, and enhanced Leak Detection and Repair processes.



GHG Down 40% In Last 4 Years Methane Intensity Down 59% In Last 4 Years



Emissions Reporting

With entirely U.S.-based operations, Continental quantifies and reports Scope 1 GHG emissions from its operated facilities according to EPA Greenhouse Gas Mandatory Reporting Rule criteria specified in 40 CFR Part 98, Subpart W. Based upon engagement with the EPA including comments, questions, and any new or modified reporting interpretations, Continental periodically revises its reported emissions to reflect EPA engagement.

The numbers provided in this report reflect Continental's most recent updates for 2020 and all prior reporting years. Continental also continues to evaluate potential additional emissions reporting, including Scope 2 emissions, and will document any such changes in future updates or via our external website.





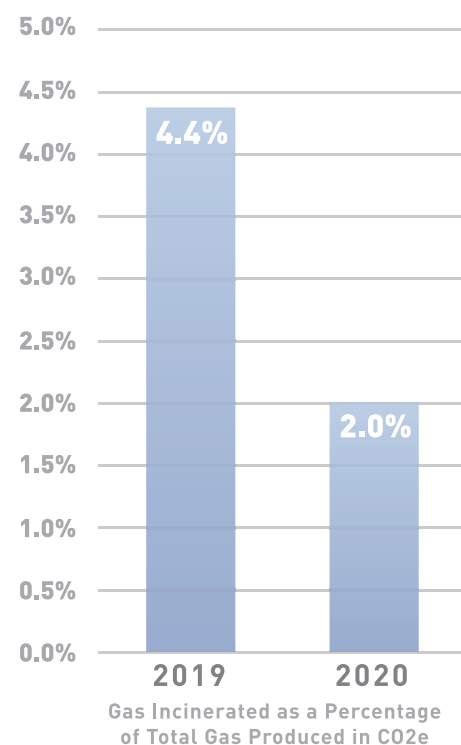
Emissions Mitigation Programs

Continental works to go beyond compliance to identify, develop, and implement operational best practices designed to mitigate emissions. Potential reduction opportunities are identified through internal collaboration utilizing cross-functional teams and through industry partnerships. In addition, as part of our environmental management program, we periodically review our company-wide and regional GHG and methane emissions data and sources to identify and prioritize emission-reduction opportunities.

Gas Capture and Thermal Incineration of Gas (TIG, aka Flaring)

In 2020, Continental's priority emission reduction efforts revolved around our continuing focus on increasing gas capture and eliminating routine TIG/flaring across our operations, particularly with respect to new wells and related infrastructure. As part of that focus, we implemented enhanced protocols designed to prevent such incineration, in the absence of extraordinary circumstances. We accomplished this by developing gas sales plans for each new well. Many times, we delayed production on new wells until pipeline infrastructure was in place and shut in wells where gas delivery became restricted. As a result of these efforts, Continental improved its companywide, volumetric gas capture percentage to 98.3%, up from 96.2% in 2019, and reduced its TIG intensity by 55% over 2019.

TIG/Flaring Intensity Down 55% Over 2019



In addition, Continental continued its participation as a member of the Environmental Partnership, which is comprised of companies in the U.S. oil and natural gas industry committed to continuously improving the industry's environmental performance. Continental actively participated in a work group to launch a new performance program focused on reducing flaring in upstream oil and gas operations. Members of this Flare Management Program track flaring emissions and advance best practices to reduce flare volumes, promote the beneficial use of associated gas, and improve flare reliability and efficiency when flaring does occur.



THE ENVIRONMENTAL PARTNERSHIP
An Initiative of the U.S. Natural Gas and Oil Industry

“Participants in The Environmental Partnership believe that addressing environmental impacts is an important component of securing America’s long-term energy future. To that end, The Environmental Partnership’s initial focus is on solutions that are technically feasible, commercially proven and will result in significant emissions reductions. The Environmental Partnership will provide a forum for participants to share information, and analyze best practices and technological breakthroughs in order to help improve our understanding of emissions and how best to reduce them.”



Emissions Mitigation Programs

Continental also continued to make progress on the Environmental Partnership's other key Environmental Performance Programs, designed to further reduce emissions using proven, cost-effective technologies. Highlights include:

Pneumatic Controllers

In 2020, Continental continued efforts to reduce methane emissions from pneumatic controllers at its existing facilities. We conducted a companywide inventory to identify and replace high-bleed pneumatic controllers with intermittent-bleed pneumatic controllers. In total, 139 high-bleed pneumatics were replaced, resulting in reduced methane emissions from our operations.

Manual Liquids Unloading

Continental follows the recommended practice of monitoring the manual unloading process on-site or in close proximity and closing all wellhead vents to the atmosphere as soon as practicable. In addition, we enhanced the quantification of emissions from our manual liquids unloading operations where possible by: (1) obtaining more exact production casing diameters for use in our emissions calculation methodologies, and (2) using actual casing diameters instead of using larger, default casing diameters.

Leak Detection and Repair

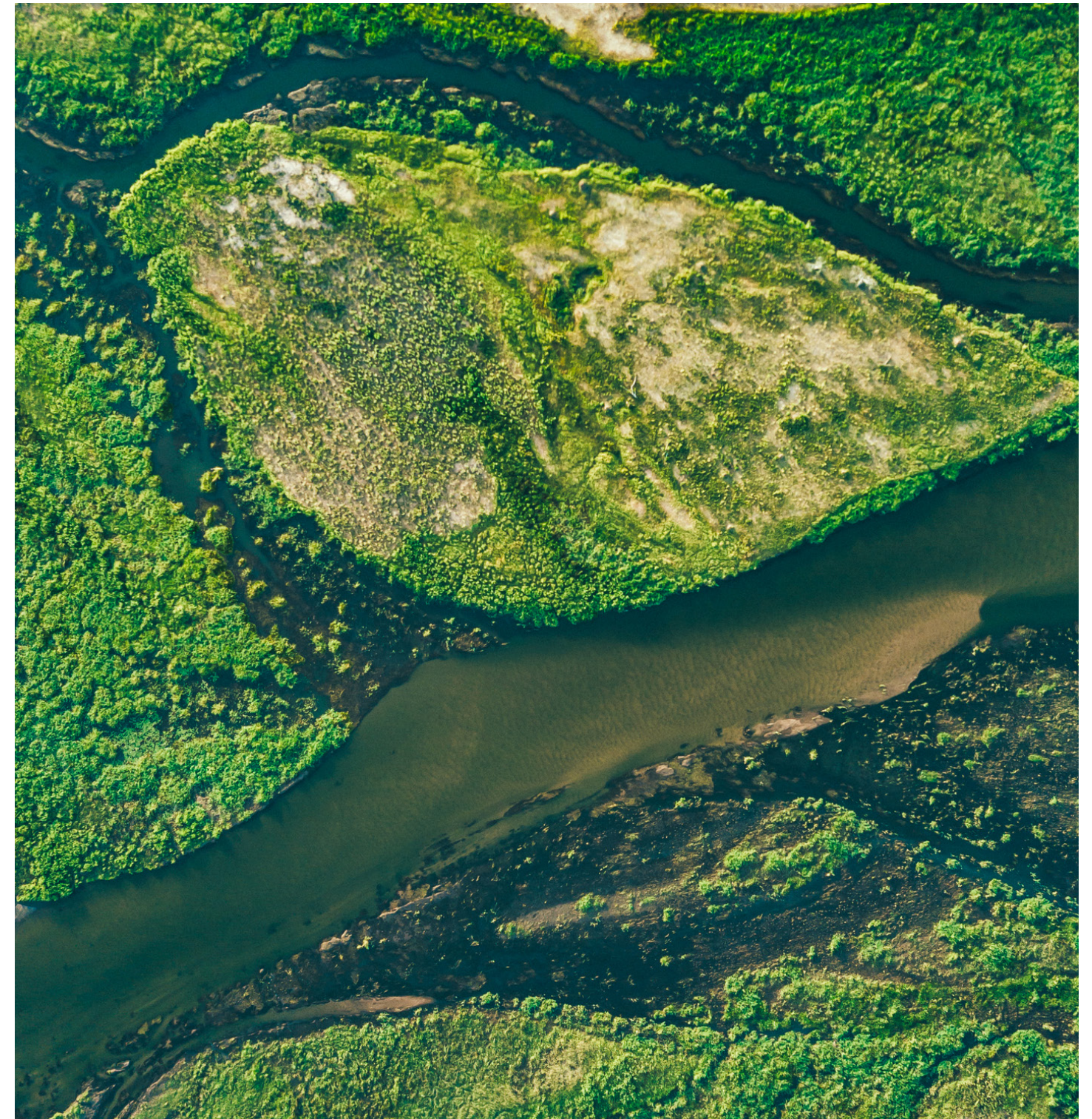
Continental conducted approximately 2,702 optical gas imaging (OGI) inspections at our facilities in 2020 to identify leaks and make repairs in accordance with federal rules. As in 2019, Continental's 2020 goal was to repair leaks within 10 days, much quicker than federal requirements. In 2020, we met our 10-day repair goal approximately 99.9% of the time, a 2.9% improvement from 2019 (97%). All repairs were completed prior to

regulators' 30-day requirement. Again, this resulted in reduced methane and volatile organic compound emissions into the atmosphere at Continental's facilities.

Other Mitigation Measures

In addition to the priority mitigation efforts identified above, Continental continued to identify and implement operational controls across its operations to further improve its emissions controls. Examples in place in 2020 include:

- Continental utilizes compressed natural gas (CNG) for a significant portion of our drilling activities and for heating stim water in cold areas, replacing the traditional diesel-fueled equipment with the cleaner burning CNG where feasible. On a BTU-for-BTU basis, CNG-powered equipment results in as much as 30% lower emissions than diesel.
- We evaluate the horsepower requirements of our gas lift compression units and use lower-horsepower engines where appropriate, resulting in reduced emissions. This also maximizes engine load and the corresponding emissions control performance of catalysts as compared to running larger engines at reduced loads.
- We minimize the use of pneumatic-powered pumps and their associated methane emissions, replacing pneumatics with solar battery chargers and electric motors where possible.



- In our Southern Region, we route excess treater gas to the inlet of VRU compressors for delivery to sales pipelines when available, minimizing emissions associated with burning excess treater gas in a control device.
- In our Northern Region, we commonly construct central tank batteries (CTBs) with centralized production equipment to process comingled fluids from multiple wells. This enables us to maintain production efficiency with less equipment than would be required for a single-well production configuration, reducing our physical footprint, fugitive air emissions, vehicle traffic, and solid waste.



Water Management

Continental recognizes that availability of water is not only fundamental to our ability to drill and complete horizontal wells, it is also vital to human health, the environment, and economic development. We therefore have a longstanding commitment to minimizing water use where it makes environmental, operational, and economic sense.

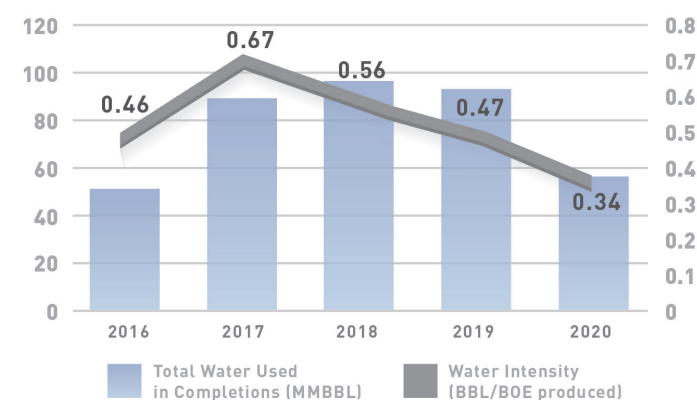
Water Use and Recycling

We continued to improve the water intensity of our operations in 2020, decreasing our intensity by 27.6% year-over-year from 0.47 in 2019 to 0.34. Since 2017, our water intensity has now decreased by nearly 50%. Recycling of water continues to be a particular focus in our Southern Region operations. In 2020, 70% of wells completed in Oklahoma utilized recycled water for stimulation operations, and recycled water accounted for 25% of total water usage in our Southern operations. Since 2016, Continental recycled approximately 35 million barrels of water in our Oklahoma operations using our state-of-the-art water recycling facilities.

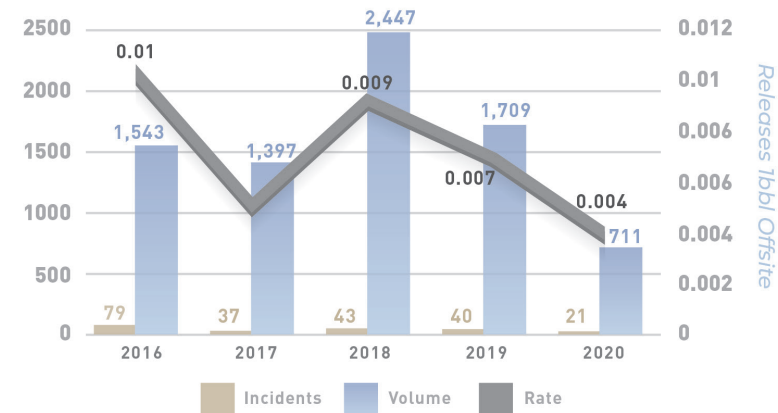
Spill Management and Response

We also continued to improve spill prevention in 2020, reducing the number of reportable or offsite spills by approximately 47.5% over 2019. This reduction is largely a result of hands-on field training, improved awareness of various spill risks, and more collaborative investigations of high potential spill incidents between HSE, operations and facility engineering personnel.

Water Intensity Down 49% in Last 4 Years



Best Spill Performance in Company History





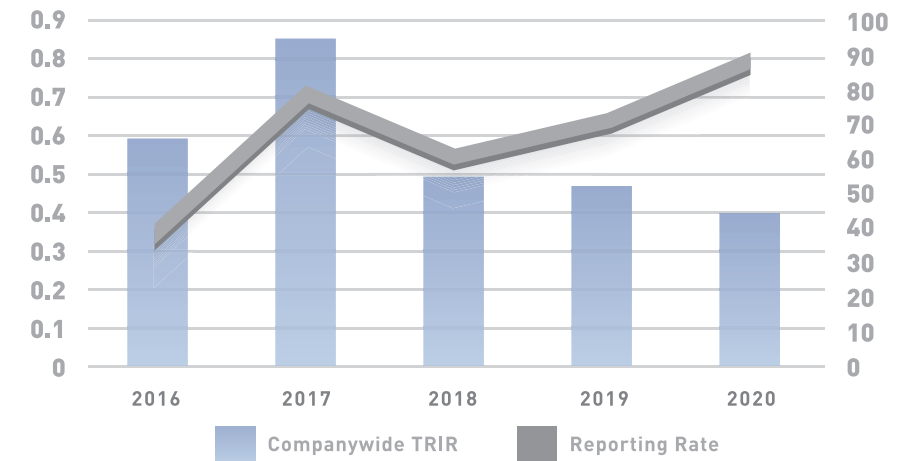
Workforce Health & Safety

Continental is committed to sending everyone in our workforce home safely at the end of each workday. Through our relentless focus on health and safety programs and leadership, we have driven steady improvements in safety awareness, reporting, and overall performance. In 2020, our Brother's Keeper program and our workforce's attentiveness and commitment to safety throughout a difficult year contributed to a companywide Total Recordable Incident Rate (TRIR) of 0.40, a 15% reduction from 2019 and a 32% improvement from our baseline year in 2016.

Our commitment to safety was challenged in new and unexpected ways in 2020 by the global COVID-19 pandemic. From the pandemic's earliest days, we worked to quickly and effectively implement workplace safety measures to protect our workforce from potential infection, at home as well as at work. These measures included, but were by no means limited to:

- **Offering free in-office testing for employees and family members (beginning in April 2020);**
- **Providing flexible work schedules for impacted employees;**
- **Utilizing dedicated contact tracing personnel; and**
- **Holding in-office vaccination clinics so that interested and eligible employees and household members could conveniently receive vaccinations as soon as possible.**

Continued Increase in Reporting and Reduction in Incident Rate



In addition, as part of our focus on keeping our workforce safe during this time, we ensured contractors working at our locations also followed public health guidelines, and worked collaboratively with our contractors to share contact tracing information, when appropriate, to mitigate risk of exposure.

During 2020, we continued to drive continuous improvement in our other health and safety programs as well, focusing on a number of key areas to reduce risk across our operations:

- **We continued to build on and improve our Serious Injury or Fatality (SIF) program, which prioritizes resources to reducing high-risk events by identifying and addressing conditions which could result in a serious injury, significant environmental harm, or a fatality.**
- **We developed and implemented an enhanced Electrical Safety Standard to protect our employees performing work on electrical equipment.**
- **To provide more focused information regarding Continental's "Be CLR Safe" life-saving rules, quick-reference field guides were developed and provided to all Continental field operations teams.**
- **We updated our safety training programs to enhance focus on office-related safety, using interactive training modules and infographics.**

We also made significant upgrades to our Integrated Contractor Management Process (ICMP), including our contractor onboarding process. We now conduct even more in-person, safety onboarding meetings prior to work being conducted on our location with each new drilling rig, allowing new contractors the opportunity to ask questions and understand our policy and program requirements.

In 2020, we also switched our contractor management platform to ISNetworld (ISN) to further enhance our contractor qualification and performance monitoring process. As part of our ICMP, we are now utilizing ISN's Review and Verification Services (RAVS) process, which includes an office review with follow-up field verification to provide a deeper review and verification of our contractors' policies and programs, while fostering mutually beneficial, collaborative working relationships with our contract workforce.



COVID-19

Extensive, thoughtful preparation allowed Continental to continue business operations through the duration of the pandemic. Employees worked nearly around the clock to ensure we were providing the oil and gas needed to ensure the country’s energy needs were met to enable the population to maintain their quality of life and help fight the pandemic.

In February 2020 Continental’s COVID-19 Safety Response Team was assembled to begin making plans to respond to the pandemic. We put together a Workplace Safety Program that was implemented in March 2020 and business turned seamlessly to remote within 24 hours. Once protocols were finalized and the work environment was prepped, in-office work safely resumed just a few weeks later.



DEFINED COVID-19 POLICY THROUGH A WORKPLACE SAFETY PLAN



SHIFTED ALL FUNCTIONS TO BE ABLE TO WORK REMOTELY



HELD TESTING ONSITE FOR EMPLOYEES AND FAMILY MEMBERS



HELD COVID-19 VACCINATION CLINICS FOR EMPLOYEES & FAMILY MEMBERS



REGULAR COMMUNICATIONS



DAILY QUESTIONNAIRES



TEMPERATURE SCREENING



MASK USAGE



PHYSICAL DISTANCING



OFFICES CLOSED TO VISITORS

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, caring for our environment and the people of the world, and a belief we can change the world.

ESG Oversight by the Board of Directors

In 2020, our board of directors enhanced and formalized their ongoing oversight of ESG issues with updates to the charter of the Nominating and Corporate Governance Committee. The updated charter assigns regular and sustained responsibility to the committee for reviewing, analyzing and making recommendations regarding policies, programs and practices respecting ESG issues impacting the Company’s reputation and strategic ability to achieve its business goals. Subsequently, the board also changed the name of the committee to the Nominating, Environmental, Social and Governance Committee.

Diversity, Equity and Inclusion

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. Further, we forbid 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. We also maintain a robust compliance program rooted in our Code of Business Conduct and Ethics, which provides policies and guidance on non-discrimination, anti-harassment, and equal employment opportunities. We require all employees to complete regular training on various aspects of our Code of Business Conduct and Ethics and other corporate policies through an annual acknowledgement and certification process.

We believe embracing diversity and inclusion is more than a matter of compliance. We recognize and appreciate the importance of creating an environment in which all employees feel valued, included, and empowered to do their best work and bring great ideas to the table. We know a diverse and inclusive workforce provides the best opportunity to obtain unique perspectives, experiences, ideas, and solutions to help sustain our business success; a diverse and inclusive culture is the high-performance fuel that enhances our ability to innovate, execute and grow. To that end, we began implementing a long-term initiative for enhancing awareness of, and improving our approach to, building and sustaining a diverse and inclusive culture. We have chartered a Diversity and Inclusion Committee comprised of employees across all corporate functions. We have engaged external training resources for our entire workforce, including interview training for hiring managers focused on ensuring a fair and systematic approach for recruiting and selecting individuals from diverse backgrounds for competitive job openings. We are intentional about proactively conducting outreach and recruitment at job fairs and other events hosted by diverse organizations. We are working with our newly formed Diversity and Inclusion Committee to provide new opportunities for our leadership and all employees to hold targeted discussions on issues related to diversity and inclusion, such as unconscious bias, disability inclusion, and equality through inclusive interaction. We are committed to continuous improvement in this critical area, evaluating more ways to sustain and strengthen our diverse and inclusive workforce.



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
*Based upon employee survey responses					

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 percent (%)					
<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 – <i>million barrels of oil (MMBBL)</i>	58.4	64.4	81.6	99.0	80.0
Total Gross Operated U.S. Natural Gas Production – <i>million cubic feet (MMCF)</i>	304,278	402,626	535,932	580,273	515,192
Total Gross Operated U.S. Production – <i>thousand barrels of oil equivalent (MBOE)</i>	110,834	133,808	173,970	199,045	168,826
Estimated Net Federal/Tribal Production – <i>as a percent (%) of the total net operated production</i>	6	10	9	8	7
Gross Drilled & Completed Wells – <i>number of wells</i>	365	608	800	689	334
Offshore wells – <i>number of wells</i>	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 – <i>million metric tonnes of carbon dioxide equivalent (CO2e)</i>	2.5	2.5	3.4	3.8	2.3
Greenhouse Gas Intensity – <i>metric tonnes of CO2e/MBOE</i>	23.0	21.0	20.0	19.2	13.9
Methane Emissions – <i>metric tonnes of methane</i>	24,699	27,622	32,423	27,349	15,383
Methane Intensity – <i>metric tonnes of methane emissions as CO2e/MBOE</i>	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 – <i>million barrels (MMBBL)</i>	51.29	89.34	96.77	93.16	56.93
Total barrels of water recycled – (<i>MMBBL</i>)	0.47	8.97	6.71	12.70	6.10
Water Intensity – <i>barrels of water used in completions per barrels of oil equivalent produced</i>	0.46	0.67	0.56	0.47	0.34



ESG Performance Data

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





FIND MORE ON CONTINENTAL'S ESG HISTORY AT CLR.COM.