



# 2021 ESG REPORT

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# A MESSAGE FROM THE HAMM FAMILY

AS WE WRITE THIS TODAY, the world is facing a new set of geopolitical, environmental, and societal challenges that paint an uncertain future. Russian aggression in Ukraine, supply chain bottlenecks, and record-high consumer prices account for some of the issues we face after two years of a deadly pandemic. It is unsurprising that energy, the building block of our modern world, is at the center of this complex mix.

Since Continental Resources was founded in 1967, our company has survived the boom-and-bust cycles of the Arab Oil Embargo, Iranian Revolution, Great Recession, and countless other geopolitical events. Each crisis confirmed the inextricable, positive link between national security and domestic energy production. As our company has matured, we have been fierce advocates for energy independence as pioneers of horizontal drilling and lifting the ban on crude oil exports, ultimately helping to displace coal with natural gas and reduce emissions. This time around, the urgent need to address the dual threats of climate change and energy security are shaping how we respond to these latest events.

Our family stands committed to reducing global emissions by achieving greater operational efficiencies and investing in new carbon-reduction technologies. As majority shareholders of Continental Resources, we bear responsibility for stewarding the company along a sustainable pathway to accomplish these goals. Over the past 55 years, we have learned that doing the right thing usually isn't the easiest thing, but it almost always pays back in the long-term. This year, we took a huge bet on an emerging technology that scientists say must scale in order to hit our climate goals: carbon capture and sequestration (CCS). This CCS project is the largest of its kind in the world, and when operational will pave the way for deep emissions reductions in energy intensive industries.

In addition to the corporate ingenuity required to solve these challenges, we need a regulatory environment that supports domestic energy production. We urge our government leaders to work with the independent oil & gas producers of America to create an energy system that prioritizes energy security. Only through collective action will we create an energy system that makes sense for consumers, producers, and the environment.

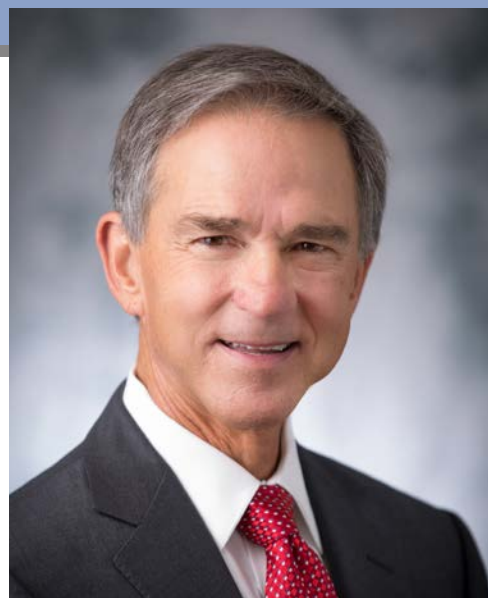
We are proud of our long history in harnessing our nation's natural resources to foster prosperity, and we embrace the opportunity to lead the world into a cleaner, more secure future.

*-The Hamm Family*



Harold Hamm is awarded the Trailblazer Award by the University of Oklahoma. He is pictured with his five children, Hilary, Jane, Shelly, Tom, and Deana.

## LETTER FROM THE PRESIDENT & CEO



**AT CONTINENTAL RESOURCES**, we are a proud leader in the most important industry to impact quality of life for humankind – providing affordable, reliable, abundant, clean energy for the world.

At Continental, we helped America achieve energy independence, led the efforts to lift the oil export ban benefiting both American and global consumers, and led the charge to create a new global pricing marker for American crude oil to provide a less volatile pricing mechanism. We were the leading pioneer in horizontal drilling – the first to develop an entire oilfield with this technology. We will always be a proud advocate for our domestic energy industry and all of its benefits, including the life-changing virtues it delivers.

These virtues of American energy are incredible: lower energy prices for every American family, trillions of dollars flowing back to America as a result of producing American petroleum versus imported petroleum. This provides energy independence, giving us essential economic and geopolitical security.

Our commitment to ESG leadership continues to be paramount. We delivered our best-ever, record-setting safety performance in 2021. As we stated in our 2019 ESG Report, we believe the existing ESG frameworks do not adequately consider the contributions the energy industry makes to the security and well-being of the United States and the rest of the world. As a result, in 2019 we adopted a framework that considers these contributions and presents a more societal view of the contributions oil and gas make to modern life. We have seen the ongoing events and war in Europe highlight this very issue. We remain committed to addressing the critical need for society to access the secure, reliable, affordable, clean energy we produce.

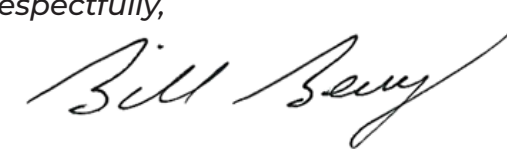
Continental Resources continues to set the bar as an industry leader in gas capture and with our commitment to responsibly producing the energy the world needs. One of our key focus areas is greenhouse gas and methane intensity reductions, in which we have made significant progress over the last several years.

In March of this year, Continental announced an investment in Summit Carbon Solutions' project which aims to capture and sequester up to 20 million metric tons of CO<sub>2</sub> per year. By way of comparison, Continental's 2021 Scope 1 emissions were approximately 2.5 million metric tons. This project, which is expected to be operational by 2024, will be the largest carbon capture and sequestration project of its kind in the world. As the world talks long-range carbon management strategies, Continental is focused on delivering near-term results.

In conjunction with our societal commitment, we continue to expand our diversity, equity and inclusion program, elevating our focus in providing training, education and cultural awareness to foster a healthy environment for mutual respect and understanding. Our efforts have been recognized on many fronts and in 2021, we proudly received the Energy ESG Top Performer award from Hart Energy for our innovations in our environmental impact, social efforts, community contributions, leadership practices and culture.

As you'll see throughout this report, Continental's commitment to producing the energy our world needs while stewarding our natural resources is strong – just as it has been for 55 years. Our success would not be possible without the standout performance of our employees. Together, we will continue to lead the way.

*Respectfully,*



Bill Berry

# SOCIETAL IMPACT

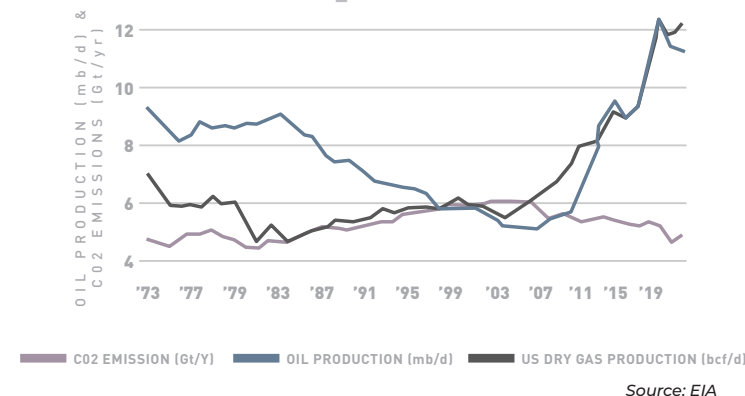
America-produced oil and natural gas is more important than ever. We produce some of the cleanest and environmentally friendliest hydrocarbons on the planet. We do it in an honest and responsible way. We believe in market-driven, science-based energy solutions – not market-distorting, top-down utopian delusions. We believe our products can help end energy poverty around the world and minimize the use of polluting coal-fired plants and stop the burning of wood and dung to cook and keep warm. No other solution will reduce emissions faster or more affordably.

Consistent to environmental stewardship, Continental supports global efforts to mitigate climate change in a manner that does not undermine global efforts to make progress on poverty, hunger, education, and the rest of the U.N. Sustainable Development Goals (SDGs), the vast majority of which cannot be achieved in the absence of affordable and reliable energy. We recognize that:

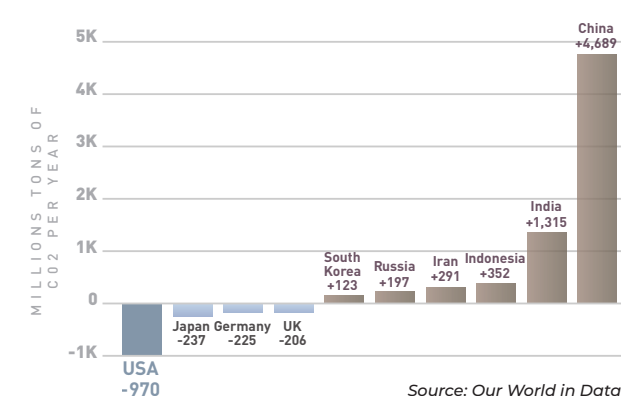
- 1 America has already met many of those targets, largely through the use of clean-burning petroleum products.
- 2 Any real progress on climate change is impossible unless China and India commit to making similar reductions.
- 3 The solutions to the world's biggest problems, including environmental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



1973 TO 2020  
UNITED STATES PRODUCTION GROWTH  
VS. CO<sub>2</sub> EMISSIONS



2005 TO 2020 CHANGE IN CO<sub>2</sub>  
EMISSIONS ANNUAL MILLION  
METRIC TONS OF CO<sub>2</sub> DIFFERENCE



At Continental, our focus is on helping to solve the major societal issues facing our world, including health, education, and energy poverty. We believe focusing on these core areas ensures the health and security-based energy needs of humankind are met.

HEALTH



EDUCATION



ENERGY  
LITERACY &  
ADVOCACY







## HAMM INSTITUTE FOR AMERICAN ENERGY

In December 2021, Continental Resources and the Harold Hamm Foundation announced a combined \$50 million gift to Oklahoma State University to establish the Hamm Institute for American Energy. The Hamm Institute's guiding principle is to solve humanity's greatest energy challenges. The Hamm Institute will bring together the best and brightest, hosting international summits and symposiums, conducting state-of-the-art research, and inspiring the next generation of energy leaders. The Hamm Institute for American Energy is committed to bringing together leaders from both sides of the aisle, finding non-partisan solutions for the collective good.



Oklahoma Governor Kevin Stitt, Bill Berry, Harold Hamm, and Oklahoma State University President Kayse Shrum celebrate the announcement of the Hamm Institute for American Energy.




**Hamm Institute  
for American Energy**  
OKLAHOMA STATE UNIVERSITY





Continental Executive Vice President, Chief Culture & Administrative Officer Shelly Lambertz and Senior Vice President, HSE and Government & Regulatory Affairs Blu Hulse join University of Mary President Monsignor James Shea, faculty and students to announce the historic gift naming the Hamm School of Engineering.

## HAMM SCHOOL OF ENGINEERING AT THE UNIVERSITY OF MARY



In February 2022, the Harold Hamm Foundation and Continental Resources collectively gifted \$12 million to the University of Mary in North Dakota. It is the largest single donation in the school's history and the largest-ever charitable gift given for education in the footprint of the Bakken Shale Formation. Mary's engineering program will provide some of the most well-prepared engineers in the country and enhance the long-term partnership between the university and the oil and gas industry. The Harold Hamm Foundation's gift of \$10 million goes toward naming the Hamm School of Engineering and the \$2 million gift from Continental has specifically been earmarked to endow a Chair of Engineering.

## FUNDING THE FUTURE



Continental Resources is passionate about investing in the education of our future leaders. Continental is proud to pave the way for future generations with the Continental Cares: Funding the Future Grant. The grant recognizes K-12 teachers in schools in our operating areas. Teachers can apply for a grant of up to \$5,000. This program is designed to help enhance the school's reading, science, technology, engineering, or math (STEM) programs or plant the seed for a new program to start. Since the program's inception in 2013, Continental has awarded more than \$600,000 in Funding the Future grants, helping more than 200 schools across 5 states.

SPOTLIGHT  
ON 2021

- 51 Grants Awarded
- \$125,000 total
- Five States







## OERB: THE PEOPLE OF OKLAHOMA OIL & NATURAL GAS

In 2021, Continental Resources voluntarily contributed \$1,897,942 to the Oklahoma Energy Resources Board (OERB).

The OERB is the only organization of its kind in the country. Funded through a voluntary one-tenth of one-percent assessment on the sale of oil and natural gas in Oklahoma, the OERB is paid for by oil and natural gas producers and royalty owners.

The OERB's mission is to demonstrate to the general public the importance of the Oklahoma oil and natural gas exploration and production industry, to encourage the wise and efficient use of energy and to promote environmentally sound production methods and technologies.

The OERB continues to provide money for education, invest in our communities, and restore land across the state. Continental Senior Vice President and Chief Communications Officer, Kristin Thomas currently serves as Vice Chair of the OERB and is the first woman to hold this position.

To learn more about the numerous contributions the OERB makes, visit **OERB.com**.



*Throughout this report you will see examples of how Continental's contributions to the OERB are going toward environmental and education efforts across the state. Look for the hard hat icon to identify the positive work OERB is doing.*



**Oklahoma**  
OIL & NATURAL GAS

## WINTER STORM PREPAREDNESS & RESPONSE

February 2021 resulted in severe winter weather and historically low temperatures for much of the country, including Oklahoma. While surrounding states saw devastating impacts to the power grid, Continental worked around the clock to ensure Oklahomans never lost power. As a result of our extensive experience in Northern winter conditions, significant preplanning efforts by our operational teams, and active support and interaction with government regulators, utilities and pipeline companies, we were able to keep a large portion of our production flowing during these extreme conditions. Our operating teams were working 24/7 to keep as much gas flowing as possible. This highlights the ever-increasing importance of stable, reliable energy sources to protect human life during severe weather. These efforts were publicly recognized by midstream and utility companies.



*Continental donated more than \$10,000 to the Homeless Alliance to help offset the cost of shelters staying open 24/7 during these critical conditions. Employees also collected coats, blankets and winter gear as part of our Share the Warmth drive.*



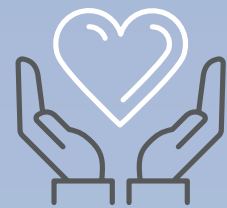


Continental *Cares*

**\$5.1 MILLION  
INVESTED IN OUR  
COMMUNITIES**



### Power the Possible - 2021 Giving Campaign



- **\$410,000** raised by employees in the 2021 campaign
- Company match introduced resulting in highest Giving Campaign contributions in company history
- Record **\$805,708** total raised in Giving Campaign

### Giving back to our communities



- **\$1,358,000**
- In 2021, Continental employees collectively donated over \$1.3 million to charitable organizations in the communities in which we operated.

### Volunteer hours by employees



- **11,504**
- In addition to the numerous hours given through company-sponsored volunteer efforts, employees collectively spent 11,504 hours giving back to their communities.



**Whiz Kids**

**3,215** reading kits assembled for more than 20 area schools with high-risk children during the 2020-2021 school year.



**400** backpacks collected for Boys & Girls Club of Oklahoma County







Partnering with OYE supports over 7,000 students across Oklahoma through scholarships and awards. In 2021, Continental gave \$15,000 in scholarships.



Employees collected gifts for the Salvation Army's annual Angel Tree program, as well as helping teen mothers at Emerson High School provide a bright holiday for their children. In addition, Continental participated for the first time in Noel's Giving, an organization that provides gifts and food to over 950 children and individuals in Wyoming.



Over 9,000 meals provided through five volunteer nights.



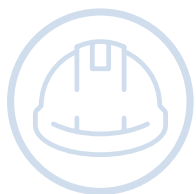
Top-level sponsorship with 12,000 runners participated from all over the world.



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



Operation Warm: Donated to this effort that gave more than 500 free coats and pairs of shoes to children and families in the Bismark, North Dakota area.



## Oklahoma

OIL & NATURAL GAS

- To date, the OERB has invested \$55,000,000 in education in Oklahoma. \$1.8 million was spent on student education in 2021, with training for 706 educators.
- In 2021, \$133,500 was awarded to 41 students majoring in petroleum-related fields at the University of Oklahoma, the University of Tulsa and Oklahoma State University.

## HealthCorps

- Continental's support of HealthCorps in 2021 has helped impact over 3,500 local teens.
- Continental's funding allowed HealthCorps to bring on a Regional Program Manager who established relationships with 6 schools and 3 universities across Oklahoma City.





**Continental is actively involved in the following organizations and efforts that advocate and educate for the benefits of the oil and gas industry to society:**

- Bureau of Economic Geology at the University of Texas
- Council for a Secure America
- Domestic Energy Producers Alliance
- Hamm Institute for American Energy
- North Dakota Petroleum Council
- Oklahoma Energy Resources Board
- Petroleum Alliance of Oklahoma
- Petroleum Alliance of Wyoming
- Switch Energy Alliance
- Texas Public Policy Foundation
- Women's Energy Network

**In 2021, more than \$5 million was given back to the communities in which we operated. In addition to Continental's annual giving campaign, the following groups and organizations were financially supported through the generosity of Continental and its employees:**

- Aline-Cleo High School (OK)
- American Legion (Buffalo, SD)
- Bainville Prom (MT)
- Baker Chamber of Commerce & Agriculture (MT)
- Baker High School (MT)
- Bar None Elementary School (WY)
- Bishop John Carroll Cathedral School (OK)
- Blanchard High School (OK)
- Boys & Girls Clubs of Oklahoma County
- Boys & Girls Clubs of Richland County
- Bray-Doyle High School (OK)
- Briarwood Elementary School (Moore, OK)
- Bridge Creek Middle School (OK)
- Canadian Valley Technology Center
- Casper Shrine Club (WY)
- Cheyenne Frontier Days (WY)
- Chickasha Festival of Light
- City Rescue Mission
- Council for Art Education Oklahoma
- Cristo Rey Catholic High School (OK)
- Cycle 66
- Dickinson High School (ND)
- Divide County After Prom (ND)
- Douglas Intermediate School (WY)
- Dove Science Academy (OK)
- Dress for Success
- Drummond Public School (OK)
- Duncan High School (OK)
- Emerson North High School (OK)

- Fairview Elementary School (MT)
- Fields & Futures Foundation
- Free Press Foundation
- Friends of the FMC Foundation
- Frontier Elementary School (Edmond)
- Greater Oklahoma City Chamber
- Ground Zero Emergency Training Center
- Habitat for Humanity, Central Oklahoma
- Harding County School District (SD)
- Hennessey Early Childhood Center (OK)
- Hubbard Elementary School (Noble, OK)
- John Rex Elementary Charter School (OK)
- Junior Achievement of Oklahoma
- Killdeer High School (ND)
- Lambert School (MT)
- Lindsay High School (OK)
- Longfellow School (Baker, MT)
- Maysville High School (OK)
- McKenzie County Public School District (ND)
- Middleberg Public School (OK)
- MonDak API
- Mount St. Mary Catholic High School (OK)
- Mustang Public Schools (OK)
- Myriad Gardens Foundation
- National Cowboy & Western Heritage Museum
- Noel's Giving
- North Dakota EMS Foundation
- North Dakota Petroleum Alliance
- Oklahoma Arts Institute at Quartz Mountain
- Oklahoma City Memorial Marathon
- Oklahoma City National Memorial & Museum
- Oklahoma Fine Arts and Science Academy
- Oklahoma Hall of Fame
- Oklahoma Warriors Honor Flight
- Oklahoma Youth Expo
- Oklahoma Wildlife Conservation Commission
- Olivia Caldwell Foundation
- Operation Warm
- Palomar: Oklahoma City's Family Justice Center
- Parshall High School (ND)
- Plainview High School (Ardmore, OK)
- Powers Lake Prom (ND)
- Prairie Rose Elementary School (Dickinson, ND)
- Putnam City West High School (OK)
- Ralph Downs Elementary School (OK)
- Ranchwood Elementary School (Yukon, OK)
- Reach Out and Read Oklahoma
- Regional Food Bank of Oklahoma
- Richland County Fair
- Shiloh Camp
- South Heath Public School (ND)
- Steed Elementary School (Midwest City, OK)
- The Petroleum Alliance of Oklahoma
- Tioga High School (ND)
- Tioga Farm Festival
- Tioga Freedom Fest
- Trenton Elementary School (ND)
- Two Fly Foundation
- United Way of Norman
- University of Texas, Bureau of Economic Geology
- Verplank Foundation
- West Elementary School (Weatherford, OK)
- West Side Elementary School (Sidney, MT)
- Western Gateway Elementary School (Oklahoma City)
- Whiz Kids
- Williston Basin API
- Williston Basin Petroleum Conference
- Wings
- Women's Energy Network
- Yukon High School (OK)



ALLIED ARTS & ITS  
PARTNER AGENCIES:



- Ambassadors’ Concert Choir
- Arts Council of Oklahoma City
- Canterbury Voices
- Carpenter Square Theatre
- deadCENTER Film Festival
- FireHouse Art Center
- Lyric Theatre of Oklahoma
- Mabee-Gerrer Museum of Art
- Metropolitan School of Dance
- National Cowboy & Western Heritage Museum
- OK City Chorus
- Oklahoma Children’s Theatre
- Oklahoma City Ballet
- Oklahoma City Museum of Art
- Oklahoma City Philharmonic
- Oklahoma Contemporary Arts Center
- Oklahoma Shakespeare in the Park
- Oklahoma Visual Arts Coalition
- Oklahoma Youth Orchestras
- Opry Heritage Foundation of Oklahoma
- Prairie Dance Theatre
- Red Earth Inc.
- Science Museum Oklahoma
- The Sooner Theatre

CHC: CREATING HEALTHIER  
COMMUNITIES



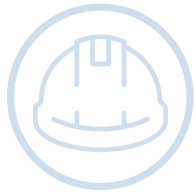
- Ability Connection Oklahoma
- Ally’s House
- Alzheimer’s Association, Oklahoma
- American Cancer Society, Oklahoma
- American Diabetes Association, Oklahoma
- American Heart Association
- American Lung Association of Oklahoma
- Arthritis Foundation, Oklahoma
- Breast Cancer Research Foundation
- Cavett Kids Foundation
- Children’s Hospital Foundation, Oklahoma
- Crohn’s & Colitis Foundation
- Cystic Fibrosis Foundation, Oklahoma
- Epilepsy Foundation, Oklahoma
- Good Shepherd Ministries of Oklahoma
- Harold Hamm Diabetes Center
- Hearts for Hearing
- Hope is Alive
- Leukemia & Lymphoma Society, Oklahoma
- LifeShare Foundation
- Limbs for Life Foundation
- Make-A-Wish Foundation
- March of Dimes, Oklahoma
- Muscular Dystrophy Association, Oklahoma
- National Alliance on Mental Illness, Oklahoma
- National Kidney Foundation
- National Multiple Sclerosis Society, Oklahoma
- Oklahoma Institute for Child Advocacy
- Oklahoma Lawyers for Children
- Oklahoma Project Woman
- Parkinson Foundation of Oklahoma
- Ronald McDonald House Charities of Oklahoma City
- Santa Fe Family Life Center
- Sharing Tree
- Southern Plains Tribal Health Board
- Special Olympics Oklahoma
- St. Jude Children’s Research Hospital, Oklahoma
- Susan G. Komen, Oklahoma
- The Children’s Center
- Toby Keith Foundation
- Wind & Fire Motorcycle Club

UNITED WAY OF  
CENTRAL OKLAHOMA



- A Chance to Change
- American Red Cross, Central & Western Oklahoma
- Areawide Aging Agency
- Bethesda
- Big Brothers, Big Sisters of Oklahoma
- Boy Scouts of America, Last Frontier Council
- Boys & Girls Clubs of Oklahoma County
- Calm Waters Center for Families & Children
- Camp Fire USA
- Cardinal Community House
- CASA of Oklahoma County
- Catholic Charities
- Citizens Caring for Children
- City Care
- Coffee Creek Riding Center
- Community Literacy Centers
- Daily Living Centers
- Dale Rogers Training Center
- D-Dent Inc.
- EARC Inc.
- Family Builders
- Girl Scouts of Western Oklahoma
- Goodwill Industries of Central Oklahoma
- Health Alliance for the Uninsured
- HeartLine Inc.
- Homeless Alliance
- INTEGRIS Hospice
- John W. Keys Speech & Hearing Center
- Latino Community Development Agency
- Legal Aid Services Oklahoma
- Mental Health Association of Oklahoma
- Metropolitan Better Living Center
- Moore Youth & Family Services
- Neighborhood Services Organization
- NewView Oklahoma
- Northcare
- Oklahoma Foundation for the Disabled
- Oklahoma Medical Research Foundation
- Oklahoma United Methodist Circle of Care
- Pivot Inc.
- Positive Tomorrows
- Possibilities Inc.
- ReMerge
- RSVP of Central Oklahoma
- Salvation Army, Central Oklahoma Command
- Skyline Urban Ministry
- Special Care
- Sunbeam Family Services
- TEEM The Education and Employment Ministry
- Tinker AFB Youth Center
- Upward Transitions
- Urban League
- Variety Care
- YMCA of Greater Oklahoma City
- Youth and Family Services Inc.
- YWCA Oklahoma City





## Oklahoma

OIL & NATURAL GAS

### The following also received financial contributions in 2021 thanks to Continental's voluntary investment into the OERB:

- Garvin County Stock Show
- OSSAA- State Basketball Championship
- Bixby science and math grant
- Crossings Christian science and math grant
- Edmond Memorial science and math grant
- Fort Gibson science and math grant
- Howe science and math grant
- Hydro science and math grant
- Kingfisher science and math grant
- Kiowa science and math grant
- Lawton MacArthur science and math grant
- Roff science and math grant
- Roland science and math grant
- Sapulpa science and math grant
- Silo science and math grant
- Varnum science and math grant
- Oklahoma Youth Expo & Ag Mechanics Contest
- Grady County Stock Show
- Blanchard High School Road Safety Day
- Blaine County Road Safety Day
- OSSAA- Baseball State Championship
- Jenks science and math grant
- Carl Albert science and math grant
- Heritage Hall science and math grant
- Holland Hall science and math grant
- Silo science and math grant
- STEM Maker Camp-Newcastle
- Tri-city Chamber of Commerce
- Blanchard High School Live Streaming
- Road Safety Day with Okla. FCCLA - McAlester
- Road Safety Day with Okla. FCCLA - Broken Arrow
- Road Safety Day with Okla. FCCLA - Duncan
- Road Safety Day with Okla. FCCLA - Enid
- OKC Memorial Marathon- Safety Net Runners
- Road Safety Day with 4-H NE District - Gore
- Road Safety Day with 4-H SE District - Ada
- Road Safety Day with 4-H Western District- Elk City
- First Responder Training- Stillwater
- Fire Service Training Center
- OU Football Points for STEM grant to Anadarko Public Schools
- OSU Football Points for STEM grant to Drummond Public Schools
- OSSAA- State Football Championship
- Deer Creek science and math grant
- Marlow science and math grant
- McAlester science and math grant
- Ringling science and math grant
- Tuttle science and math grant
- Union science and math grant
- Tulsa Regional STEM Alliance (TRSA)
- 4-H Geology Project Scholarship
- Engage Learning STEM Maker Camps Sponsorship
- Discovery Lab- Tulsa

## RECOGNIZED FOR OUR SOCIETAL IMPACT

In 2021, Continental was proud to receive the following awards recognizing our contributions to our communities

- ★ **2021 Excellence in Community Engagement**  
*Continental Resources was recognized by the North Dakota Petroleum Council for its Funding the Future grant program.*
- ★ **2021 Energy ESG Top Performer Award**  
*Recognized by Hart Energy*
- ★ **Top Public Company in Oklahoma**  
*The Oklahoman*
- ★ **Journal Record Beacon Award**  
*Recognized for volunteer efforts with Whiz Kids*
- ★ **Journal Record Achievers Under 40**  
*Gina Dunseith & Jenn Kaiser*
- ★ **NextGen Under 30 Awards**  
*Matt Barber, Kelsey Conaway, Neeta Joji, Andrew Mohajir, Kyle Neff and Paul Thetford*
- ★ **Society of Petroleum Engineers OKC Platinum Award**
- ★ **John E. Shipp Award for Ethics**  
*Jim Webb*



# HEALTH, SAFETY & ENVIRONMENT



Continental's Health, Safety and Environmental (HSE) Policy covers our entire operations and drives our efforts to continually improve our HSE performance and programs. Under this Policy, our strategy is to ensure workforce safety and environmental stewardship while producing the petroleum necessary to ensure access to clean, affordable energy around the globe. For more information on our HSE strategy and efforts, please [CLR.com](https://www.clr.com).

## 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, that everyone goes home safely every day, and that we minimize our impact on the environment.

Executive and employee compensation are directly tied to our success in meeting these objectives. In 2021 and 2022, 10% of the Board-approved Bonus Plan is based on Company performance with respect to GHG emissions (via flaring/TIG intensity), spill prevention, and workforce safety performance.



# ENVIRONMENTAL

Continental's commitment to environmental stewardship springs from our continuing belief that it is the responsibility of any energy provider, regardless of the energy source, to limit the waste associated with its operations. Our efforts to reduce such waste demonstrate our continuing commitment to responsibly producing the energy necessary to improve quality of life around the world.



# EMISSIONS REPORTING

Historically, Continental has quantified and reported Scope 1 GHG emissions from its operated facilities consistent with the regulatory criteria specified in the EPA Greenhouse Gas Mandatory Reporting Rule, 40 CFR per 98, Subpart W ("Subpart W"). In line with EPA guidelines, Continental frequently interacts with the agency to better understand reporting requirements and provide the most accurate assessment of emissions. When necessary, we update previously reported emissions based on these interactions and any other identified adjustments to our emissions calculations. In this report, these changes are noted in the performance data table.

This year, based on feedback from internal and external stakeholders, and after careful evaluation of potentially relevant reporting criteria, Continental will include additional emissions information, as specified below. Please note, to ensure accuracy of these new reporting elements, these changes are only being applied to 2021 and future reporting years.

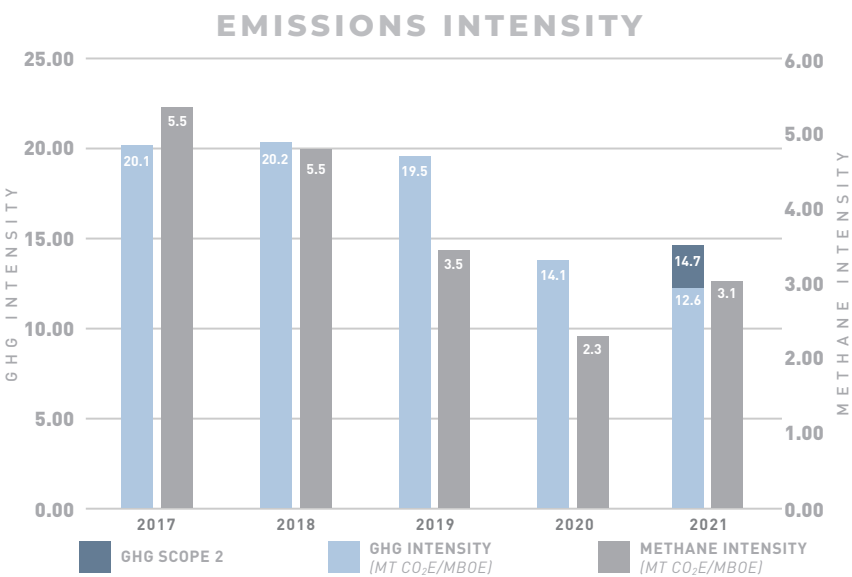
These reporting changes are intended to provide a more comprehensive view of Continental's overall emissions from our operations, employees, and office locations. Specifically, in addition to our Scope 1 GHG emissions from operated facilities reported under Subpart W, we are also including:

- *Scope 1 emissions from company vehicles, company aircraft, and operated facilities in basins that do not meet the emissions reporting threshold under Subpart W.*
- *Flaring intensity, expressed in MCF (volume of gas flared) per BOE (total hydrocarbon production), to facilitate better peer comparison on flaring mitigation performance.*
- *Full year Scope 1 emissions from our Permian Basin facilities, which Continental began operating on December 21, 2021. Under Subpart W, despite the limited duration of our operatorship, we are required to report full-year GHG emissions as the operator of record at year's end. Therefore, to avoid confusion and to permit year-over-year comparison moving forward, we are reporting those full-year emissions here, as well.*
- *Scope 2 emissions from electricity use, using electrical power consumption and EPA eGRID emissions factors, for facilities that Continental operated as of December 31, 2021.*



# EMISSIONS PERFORMANCE

We have previously reported a 40% reduction in GHG intensity and a 59% reduction in methane intensity from 2016 to 2020<sup>1</sup>. In 2021, Continental continued its emissions mitigation strategy, with a keen focus on efforts to reduce routine flaring across our operations. These efforts paid off, as our Scope 1 GHG emissions intensity fell to 12.6 metric tonnes (MT) CO<sub>2</sub>e per MBOE. This represents a **10.6% reduction in GHG intensity from 2020**, even with the additional reported Scope 1 emissions in 2021 that were not included in prior years. Our combined Scope 1 and 2 GHG emissions intensity for 2021 was 14.7 MT CO<sub>2</sub>e per MBOE. Even with the reporting changes we have implemented for 2021, and with the addition of two highly productive assets in the Powder River and Permian Basins, we still achieved **five-year (2017 to 2021) reductions of 37% in GHG intensity and 44% in methane intensity**.



A key factor in driving our continued GHG intensity reductions is our focus on reducing flaring via gas capture. We achieved a **company-wide gas capture rate of 98.9% in 2021**, up from 98.3% in 2020, by continuing to proactively engage and plan with our midstream partners and, when necessary, shutting in production. These efforts resulted in a reduction in our company-wide flaring intensity from 0.102 MCF/BOE in 2020 to 0.067 MCF/BOE in 2021. This represents a **34.3 % reduction in flaring intensity from 2020**.

<sup>1</sup> With updates to prior years' data, as disclosed in our 5-Year Performance Table, these reductions have been updated to a 39% reduction in GHG intensity and a 57% reduction in methane intensity.

Continental's overall methane intensity for 2021, based on emissions across our new, four-basin operations profile, rose to 3.1 MT CO<sub>2</sub>e per MBOE. Our emissions mitigation programs are being adapted in response to our new emissions profile as a four-basin operator. As we move forward in 2022, a primary focus of these programs will be gas-driven pneumatic devices and other measures to achieve methane intensity reductions from this new baseline.





## ENERGY INNOVATIONS INVESTING IN THE FUTURE OF ENERGY



Continental's Energy Innovations team seeks strategic investment opportunities throughout the energy industry, both within and outside of oil and gas, that focus on long-term value creation, optionality, and sustainability. The Energy Innovations team targets companies and technologies to invest in that can leverage Continental's deep operational experience and technical expertise to help them achieve technical feasibility and enhance commercial viability. To date, these efforts have resulted in investments focused primarily on alternative energy production and decarbonization.

Most recently, the Energy Innovations team led Continental's investment in one of the largest Carbon Capture & Sequestration (CCS) projects in the world. Our \$250M capital commitment in Summit Carbon Solutions gives Continental a sizeable equity stake in the company and will go towards the development and construction of their project which aims to capture and permanently store up to 20 million tons per year of CO<sub>2</sub> from dozens of ethanol and other industrial facilities spread throughout the Midwest.

After the CO<sub>2</sub> is captured, it will be compressed, dehydrated and transported via a network of pipelines to North Dakota where it will be permanently stored in deep geologic storage locations.

While Summit's project does not directly offset Continental's emissions, we believe this project represents one of the most capital efficient methods of capturing emissions that would otherwise be released into our atmosphere. Capital efficiency is a cornerstone of commercial viability, which we believe is foundational to the long-term sustainability of carbon management.



*Continental President & CEO Bill Berry is joined by North Dakota Governor Doug Burgum, Summit Agriculture Group CEO Bruce Rastetter, Tharaldson Ethanol founder Gary Tharaldson and his son, and Continental Chairman Harold Hamm to announce the \$250 million investment by Continental Resources into Summit Carbon Solutions.*

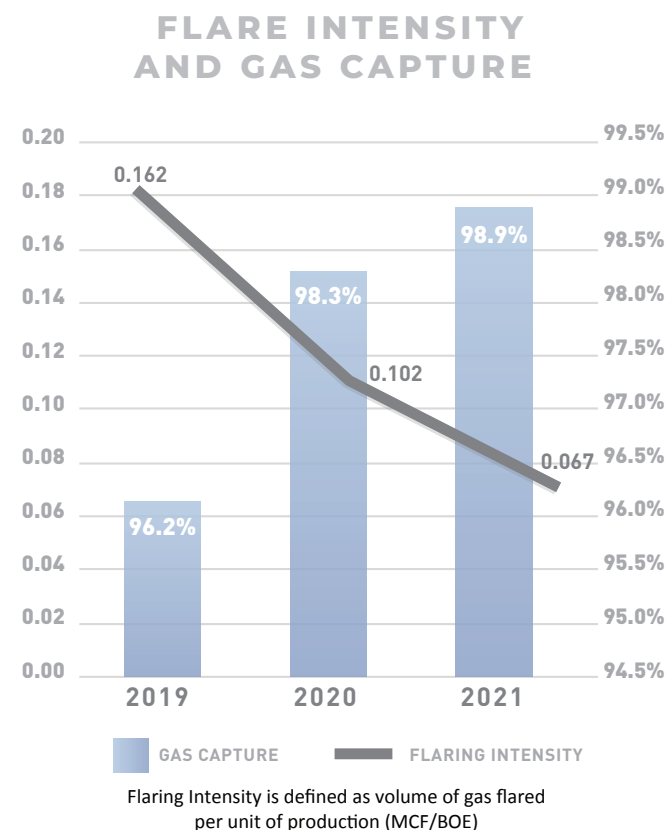


## EMISSIONS MITIGATION PROGRAMS

As part of our emissions mitigation programs, we periodically review our emissions profile to ensure the company is focusing efforts on the highest priority emissions sources. Based on our most recent reviews, Continental continues to reduce flaring intensity and the methane intensity of our operations.

### Gas Capture and Thermal Incineration of Gas (TIG, also known as Flaring)

In 2021, Continental's priority emissions reduction efforts were increasing gas capture and eliminating routine TIG/flaring across our operations, particularly with respect to new wells and related infrastructure. As part of this focus, we implemented enhanced protocols designed to prevent such incineration in the absence of extraordinary circumstances. We accomplished this by developing rigorous, environmental based, gas sales plans for each new well.



Many times, we delayed production on new wells until pipeline infrastructure was in place, and we shut in wells where gas delivery became restricted. As a result of these efforts, **we improved our gas capture percentage to 98.9%, up from 98.3% in 2020**, and **we reduced TIG intensity by 34.3% from 2020**. At times, our emissions reduction priority resulted in delayed production and lost or deferred revenue. We estimate we lost or deferred over \$46 million worth of revenue.



### Pneumatic Controllers

In 2021, Continental piloted a program to test the safety and efficacy of zero-emitting controllers at several of our facilities. With the success of this pilot project, Continental has developed a program to install zero-emitting devices at new production facilities. In addition, we will be retrofitting many existing sites to reduce emissions from pneumatic devices.

### Solar Powered Sustainable Water Facility

In 2021, Continental designed and constructed its first solar array to power our West Blaine Water Recycling Facility. The 300-kW project uses both fixed panel and tracking technologies to generate power to run multiple recycling processes reducing related Scope 2 emissions. Based on the success of this project, we are evaluating this technology for use at additional water handling facilities.

### Electric Drilling

Continental is currently in the process of modernizing our recently acquired electric transformer skids. Once complete, these skids will be available to provide electric power to drilling rigs across our fleet, where sufficient grid power is available.



## Manual Liquids Unloading

Continental follows the recommended practice of monitoring the manual unloading process onsite (or in close proximity) and closing associated vents to the atmosphere as soon as practicable.

## Leak Detection and Repair

In 2021, Continental completed 3,619 Optical Gas Imaging inspections at our facilities to identify emissions and make repairs. This number includes additional facilities and increased frequencies not subject to New Source Performance Standard OOOOa (the rule which controls venting and fugitive emissions of volatile organic compounds and methane from oil and gas production facilities). Most repairs were made immediately during the course of the inspection or within 10 days of discovery, which goes beyond the regulatory requirement to complete such repairs within 30 days. We also explored numerous evolving alternative leak detection technologies and participated in two aerial survey projects to help identify emissions that may be challenging to detect through traditional means.

## Other Mitigation Measures

In addition to the priority mitigation efforts identified above, below are more examples of how Continental identified and implemented operational controls across its operations to further improve its emissions controls.

- We utilized 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 28% lower emissions than diesel.
- We evaluated the horsepower requirements of our gas lift compression and vapor recovery units and used lower-horsepower engines where appropriate, resulting in fewer emissions. This also maximizes engine load and the corresponding emissions control performance of catalysts as compared to running larger engines at reduced loads.
- We reduced the use of gas-powered pneumatic pumps and their associated methane emissions, replacing pneumatics with solar battery chargers and electric motors and/or air driven pumps where practical.



**LAND RESTORATION:** To date, the OERB has invested \$138,743,971 in land restoration across the state. 18,436 sites have been reclaimed. In 2021, 552 sites were cleaned.

- In Oklahoma, we routed excess treater gas to the inlet of vapor recovery unit (VRU) compressors for delivery to sales pipelines when available, minimizing emissions associated with burning excess treater gas in a control device.
- We frequently constructed 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





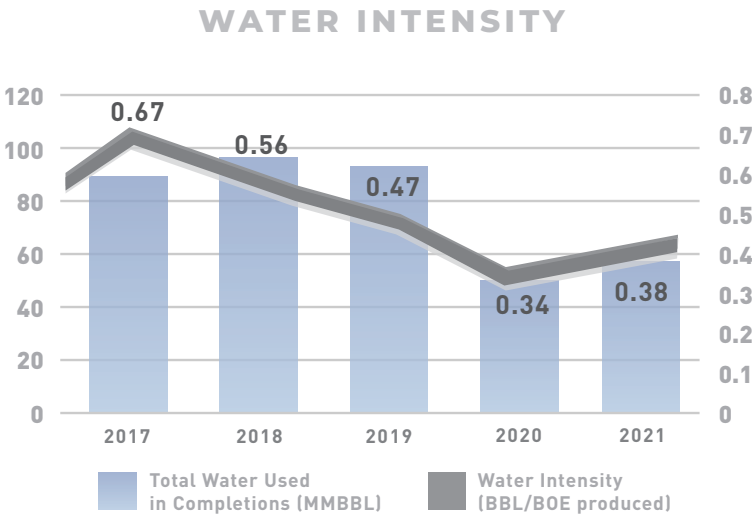
# WATER MANAGEMENT

Continental recognizes that availability of water is not only fundamental to our ability to drill and complete horizontal wells, but 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

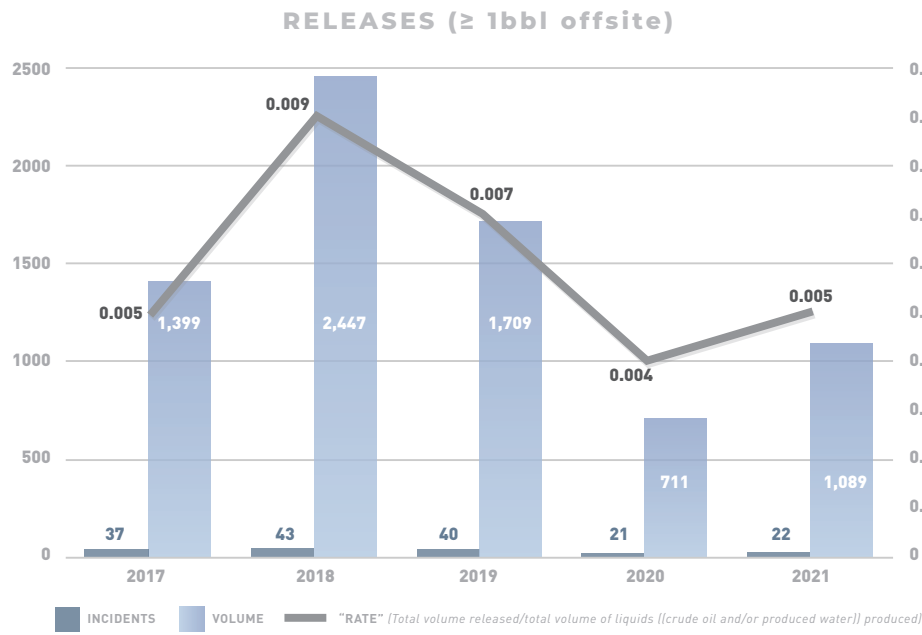
We continue to focus on efficient use of water throughout our operations, and **our water use per BOE produced is down over 43% from 2017**. Recycling of water continues to be a particular focus in our southern region operations. In 2021, **44% of completed wells utilized recycled water** for stimulation operations, and recycled water accounted for 18% of total water usage in our Oklahoma operations.

Since 2017, Continental has **recycled approximately 41 million barrels of water** using our state-of-the-art water recycling facilities, and we continue to look for opportunities to expand our recycling operations to support future completion activity. Lastly, through a business arrangement in our Bear Creek area, we are conducting a pilot project to employ evaporative technologies to potentially reduce disposed water volumes and associated truck traffic.



# SPILL MANAGEMENT AND RESPONSE

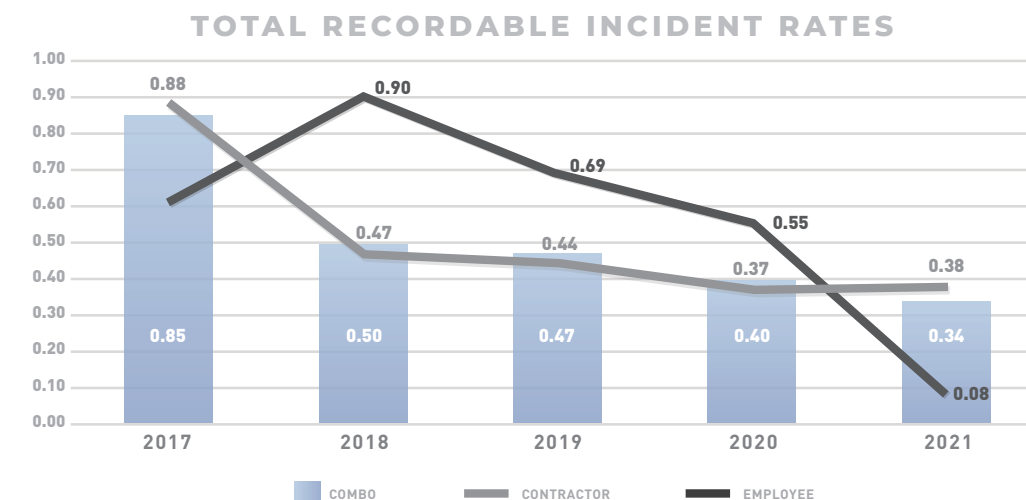
Prevention of spills continues to be a focus of our operations teams. Our spill rate slightly increased in 2021 due in large part to two releases from water transfer operations that accounted for 770 bbls or 71% of the total volume released. To the extent possible, released fluid was recovered upon discovery, the impacted area was remediated, and corrective actions were put in place to prevent recurrence.





## HEALTH & SAFETY

Continental's commitment to the health and safety of our workforce revolves around the expectation that every one of our employees and contractors should return home safely at the end of each workday. In 2021, our focus on safety contributed to a **Total Recordable Incident Rate (TRIR) reduction of 15% from 2020**, making 2021 the second consecutive year in which we achieved a company record for safety performance.



Our safety performance has been driven by our Brother's Keeper Program, focus on safety leadership, and commitment to meaningful contractor safety engagements — these programs not only ensure employees and contractors return home safely at the end of the day, but they also reduce the potential for more serious incidents.

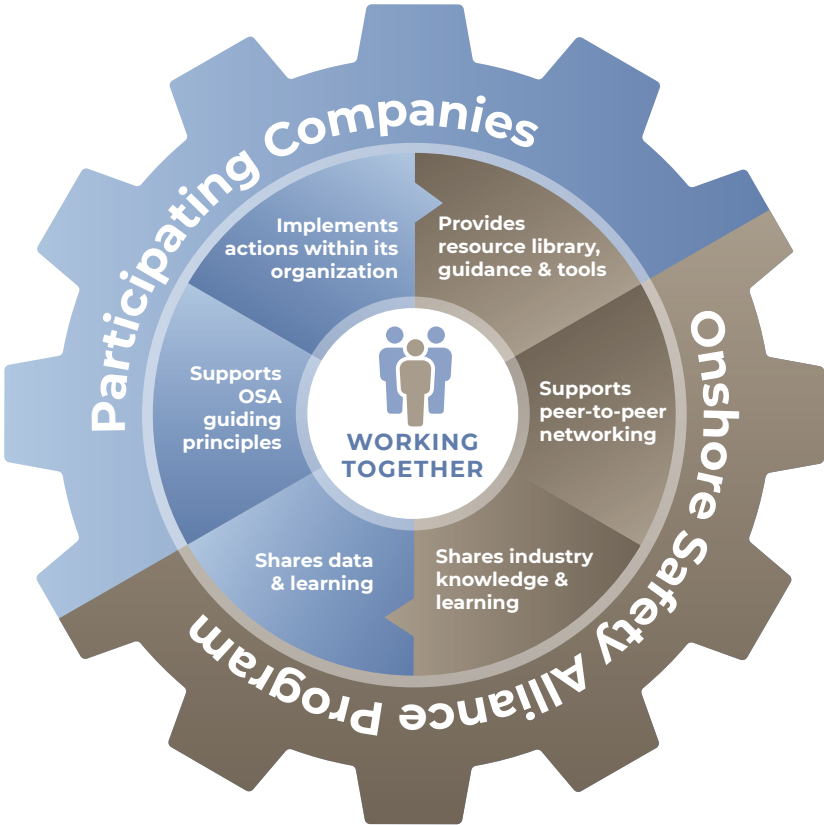
### 2021 Highlights:

- While expanding our focus from TRIR to prevention of Significant Injuries and Fatalities (SIF), we investigated and initiated corrective action items for incidents with the potential to cause serious incidents on location. This focus aids in proactive communication and action items that can be leveraged to prevent recurrence of similar potential incidents across our company and the industry.
- Coming out of the COVID-19 pandemic, we focused on increasing face-to-face contractor engagements in the field, in offices, via Teams, and with formal and informal reviews. These engagements set an example of leadership, fostering coaching, mentoring, and safety expectations for contractors onsite.
- We refined our Integrated Contractor Management Program by enhancing our focus on the onboarding process for new and returning contractors. We also shifted to ISNetwork as our contractor management platform to better evaluate contractors' HSE qualifications and ensure their capability to understand and conform to Continental's HSE culture and expectations while working at our locations.



Onshore Safety Alliance

In 2021, Continental joined as a founding participant of the Onshore Safety Alliance (OSA), a voluntary coalition of industry partners working to reduce serious injuries and fatalities in onshore oil and gas exploration and production. The purpose of this group is to leverage knowledge, learn from past incidents to promote action to reduce future incidents, and drive safety improvements internally and within the industry.



COVID-19

In 2021, Continental's COVID-19 Safety Response Team adapted policies and employee communication to keep up with the ever-changing environment of the global pandemic. We evolved our Workplace Safety Program throughout the year to keep our employees safe while working in the office and in the field. In February 2021, Continental began holding onsite vaccination clinics for eligible employees and family members. Between February 2021 – April 2021, over 900 doses of the COVID vaccine were administered to employees and family members. In addition, Continental continued to offer COVID-19 testing to all employees.



Well Site Safety

In 2021, the OERB launched a new well site safety public awareness campaign. The commercials educate kids and their parents that well sites are not play sites and that only trained professionals can enter. See the commercials at [OERB.com/safety](https://www.oerb.com/safety).

Oklahoma  
OIL & NATURAL GAS



# 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

Our board of directors maintains formal and ongoing oversight of ESG issues through its Nominating, Environmental, Social, and Governance Committee. The committee charter assigns responsibility to the committee for reviewing, analyzing and making recommendations regarding policies, programs and practices respecting ESG issues impacting Continental's reputation and strategic ability to achieve its business goals.





## DIVERSITY, EQUITY & 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, political affiliation, 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, 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 other corporate policies through an annual acknowledgement and certification process.

We believe embracing diversity, equity 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, beginning in 2020 and continuing in 2021, we began a long-term initiative for enhancing awareness of, and improving our approach to, building and sustaining a diverse and inclusive culture.

Our Diversity and Inclusion Committee is comprised of employees across all corporate functions. Led by the Committee and supported at the highest levels of our executive management team, 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 have also focused our training efforts on building core skills for holding inclusive conversations within the workplace, and eliminating barriers to inclusion such as microaggressions, unconscious bias, and how to address polarizing positions. We are committed to continuous improvement in this critical area, evaluating more ways to sustain and strengthen our diverse and inclusive workforce.



*Continental employees were joined by the company's leadership team to walk in the Martin Luther King, Jr. Day Parade through downtown Oklahoma City. Continental is committed to honoring Dr. King's legacy and dream.*



### *Diversity & Inclusion continued*

In 2021, Continental's D&I Committee, consisting of employees across business units and employment levels, was formed to lead Continental's DEI Initiative. The Committee created a vision and mission statement and goals for 2021 to:

- *Engage and secure leadership commitment*
- *Implement initiatives designed to foster a fair work environment to allow employees to feel valued*
- *Conduct outreach to build and maintain a diverse talent pipeline*

To that end, a D&I Steering Committee consisting of senior level executives and managers was identified, a kick-off meeting conducted, and video informing Continental employees of the existence of the D&I Committee and DEI initiative was distributed.

Throughout 2021 the Committee focused on training and educating Committee members on development of effective D&I strategies and core skills for diversity and inclusion discussions. A strategy was developed to deploy approved LinkedIn Learning D&I video trainings to employees regarding how to have difficult conversations around race, gender, etc., and schedule follow up focus groups/lunch and learns to provide a safe space for employees to discuss these topics.

Additional training resources surrounding barriers to inclusion such as unconscious bias, microaggressions, and polarizing positions was offered to all employees.



*Pictured above: As part of our D&I efforts, Continental has offered a series of Lunch & Learns focused on race, gender, unconscious bias and other relevant issues.*

*Pictured below: The Oklahoma City National Memorial & Museum hosted Continental employees for a Lunch & Learn focused on Better Conversations.*





## FIVE-YEAR PERFORMANCE DATA

| SOCIETAL  | 2017 | 2018 | 2019 | 2020   | 2021   |
|---|------|------|------|--------|--------|
| Company charitable giving - <i>million dollars</i>                          | 2.7  | 3.1  | 3.5  | 1.6    | 3.4    |
| Employee giving (Internal) - <i>thousand dollars</i>                        | 222  | 262  | 325  | 287    | 410    |
| Employee reported external donations <sup>1</sup> - <i>thousand dollars</i> |      |      |      | 1,239  | 1,358  |
| Employee volunteer hours  |      |      |      | 12,197 | 11,504 |

<sup>1</sup> External donations and employee volunteer hours are based upon employee survey results. Donations for 2020 have been updated from prior reported values based upon review of data calculations from the 2020 survey.

| WORKFORCE  | 2017 | 2018 | 2019 | 2020 | 2021 |
|--|------|------|------|------|------|
| Total number of employees                        | 1127 | 1221 | 1260 | 1201 | 1254 |
| Female employees – <i>percent of workforce</i>   | 27%  | 27%  | 26%  | 26%  | 24%  |
| Minority employees – <i>percent of workforce</i> | 10%  | 10%  | 11%  | 11%  | 11%  |
| Median age                                       | 38   | 37   | 38   | 39   | 39   |
| Years of service                                 |      |      |      |      |      |
| Less than 5 years – <i>percent of workforce</i>  | 64%  | 56%  | 47%  | 43%  | 46%  |
| 5-9 years – <i>percent of workforce</i>          | 26%  | 34%  | 43%  | 45%  | 39%  |
| 10-19 years – <i>percent of workforce</i>        | 7%   | 7%   | 7%   | 9%   | 13%  |
| 20+ years – <i>percent of workforce</i>          | 3%   | 3%   | 3%   | 3%   | 2%   |
| Voluntary Turnover – <i>percent of workforce</i> | 7%   | 9%   | 9%   | 6%   | 7%   |

| PRODUCTION  | 2017    | 2018    | 2019    | 2020    | 2021    |
|---|---------|---------|---------|---------|---------|
| Gross operated oil production – <i>mmbbl</i>  | 64.4    | 81.6    | 99.0    | 80.0    | 80.6    |
| Gross operated natural gas production – <i>mmcf</i>   | 402,626 | 535,932 | 580,273 | 515,192 | 595,517 |
| Total gross operated production <sup>1</sup> – <i>mboe</i>                                    | 131,504 | 170,922 | 195,712 | 165,865 | 179,822 |
| Total gross production used for emissions intensity calculations <sup>2</sup>                 |         |         |         |         | 201,257 |
| Gross operated natural gas production for gas capture calculations <sup>3</sup> – <i>mmcf</i> |         |         | 571,121 | 507,074 | 589,603 |
| Estimated net federal/tribal production – <i>percent of total net operated production</i>     | 10%     | 9%      | 8%      | 7%      | 8%      |
| Gross drilled & completed wells   | 608     | 800     | 689     | 334     | 427     |
| Offshore wells  | 0       | 0       | 0       | 0       | 0       |

<sup>1</sup> To increase consistency across company reporting, Continental now calculates barrels of oil equivalent (boe) from natural gas production using a conversion factor of 6.0 in this report. This results in a minor change to the values previously reported for 2017-2020. <sup>2</sup> As noted in the Emissions Reporting section of this Report, intensity calculations for 2021 were based on full-year emissions and production for the Permian basin assets acquired in December 2021. This pre-acquisition production is not included with Continental's production in any other reporting. <sup>3</sup> Gas volumes used for gas capture calculations do not include air and CO<sub>2</sub> previously injected for enhanced or secondary oil recovery, in accordance with approved state reporting practices.

| GHG EMISSIONS  | 2017 | 2018 | 2019 | 2020 | 2021 |
|--|------|------|------|------|------|
| Scope 1 emissions – <i>million tonnes CO<sub>2</sub>e</i>                            | 2.5  | 3.4  | 3.8  | 2.3  | 2.5  |
| Scope 2 emissions from purchased electricity – <i>million tonnes CO<sub>2</sub>e</i> |      |      |      |      | 0.4  |
| Scope 1 emissions intensity <sup>1,2</sup> – <i>tonnes CO<sub>2</sub>e/mboe</i>      | 20.1 | 20.2 | 19.5 | 14.1 | 12.6 |
| Scope 1 & 2 emissions intensity – <i>tonnes CO<sub>2</sub>e/mboe</i>                 |      |      |      |      | 14.7 |
| Methane emissions – <i>million tonnes CO<sub>2</sub>e</i>                            | 0.69 | 0.81 | 0.68 | 0.38 | 0.63 |
| Methane emissions intensity <sup>1</sup> – <i>tonnes CO<sub>2</sub>e/mboe</i>        | 5.5  | 4.8  | 3.5  | 2.3  | 3.1  |

<sup>1</sup> Emissions intensity metrics for 2017 – 2019 have been updated from prior reported values based on production accounting changes, as described above.

| WATER MANAGEMENT                              | 2017  | 2018  | 2019  | 2020  | 2021  |
|---|-------|-------|-------|-------|-------|
| Water Usage <sup>1</sup> – <i>mmbl</i>        | 89.34 | 96.77 | 93.16 | 56.93 | 68.85 |
| Total barrels of water recycled – <i>mmbl</i> | 8.97  | 6.71  | 12.70 | 6.10  | 6.00  |
| Water Intensity – <i>mmbl/mboe</i>            | 0.67  | 0.56  | 0.47  | 0.34  | 0.38  |

<sup>1</sup> Water usage includes all water used in completions activities at operated facilities in 2021.

| SPILL PREVENTION                               | 2017  | 2018  | 2019  | 2020  | 2021  |
|--|-------|-------|-------|-------|-------|
| Total number of reportable spills <sup>1</sup> | 37    | 43    | 40    | 21    | 22    |
| Volume of reportable spills – <i>bbl</i>       | 1,397 | 2,447 | 1,709 | 711   | 1,089 |
| Spill Rate <sup>2</sup>                        | 0.005 | 0.009 | 0.007 | 0.004 | 0.005 |

<sup>1</sup> "Reportable spills" include all spills where ≥ than 1 bbl was released offsite (non-freshwater).

<sup>2</sup> Spill rate is calculated as the total volume of recordable spills per 1,000 bbl of oil and water produced.

| HEALTH & SAFETY  | 2017 | 2018 | 2019 | 2020 | 2021 |
|--|------|------|------|------|------|
| Total workforce hours – <i>million hours</i>             | 21.8 | 29.8 | 28.4 | 14.9 | 19.8 |
| Total Recordable Incident Rate (TRIR) – <i>workforce</i> | 0.85 | 0.50 | 0.47 | 0.40 | 0.34 |
| Contractor TRIR  | 0.88 | 0.47 | 0.44 | 0.37 | 0.38 |
| Employee TRIR  | 0.61 | 0.90 | 0.69 | 0.55 | 0.08 |
| Lost Time Incident Rate (LTIR) – <i>workforce</i>        | 0.25 | 0.19 | 0.06 | 0.09 | 0.10 |
| Contractor LTIR  | 0.23 | 0.16 | 0.05 | 0.06 | 0.12 |
| Employee LTIR  | 0.44 | 0.49 | 0.23 | 0.24 | 0.00 |
| Training hours per operations employee                   |      |      |      |      | 7    |
| Fatalities   | 1    | 0    | 0    | 0    | 0    |



| HEALTH & SAFETY (continued)                            | 2017  | 2018  | 2019  | 2020  | 2021   |
|--|-------|-------|-------|-------|--------|
| Motor vehicle accident rate - <i>per million miles</i> | 1.42  | 1.81  | 3.10  | 2.21  | 2.05   |
| Incident reporting rate <sup>1</sup>                   | 79.10 | 61.89 | 72.23 | 89.72 | 124.10 |

<sup>1</sup> Consistent with TRIR and LTIR, incident reporting rate is calculated as the number of incidents and observations reported times 200,000 divided by total workforce hours.

| GOVERNANCE  | 2017 | 2018 | 2019 | 2020 | 2021 |
|---|------|------|------|------|------|
| Board members                                       | 6    | 6    | 7    | 7    | 7    |
| Independent board members - <i>percent of board</i> | 83%  | 67%  | 57%  | 57%  | 57%  |

<sup>1</sup> The percentage of independent board members for 2018 has been updated from prior reported values based upon review of year-end data for 2018.







  
Continental  
RESOURCES