

ESG PERFORMANCE DATA 2021



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

¹ 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 – percent of workforce	27%	27%	26%	26%	24%
Minority employees – percent of workforce	10%	10%	11%	11%	11%
Median age	38	37	38	39	39
Years of service					
Less than 5 years – percent of workforce	64%	56%	47%	43%	46%
5-9 years – percent of workforce	26%	34%	43%	45%	39%
10-19 years – percent of workforce	7%	7%	7%	9%	13%
20+ years – percent of workforce	3%	3%	3%	3%	2%
Voluntary Turnover – percent of workforce	7%	9%	9%	6%	7%

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

¹ 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. ² 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. ³ Gas volumes used for gas capture calculations do not include air and CO₂ 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 – million tonnes CO ₂ e	2.5	3.4	3.8	2.3	2.5
Scope 2 emissions from purchased electricity – million tonnes CO ₂ e					0.4
Scope 1 emissions intensity ^{1,2} – tonnes CO ₂ e/mboe	20.1	20.2	19.5	14.1	12.6
Scope 1 & 2 emissions intensity – tonnes CO ₂ e/mboe					14.7
Methane emissions – million tonnes CO ₂ e	0.69	0.81	0.68	0.38	0.63
Methane emissions intensity ¹ – tonnes CO ₂ e/mboe	5.5	4.8	3.5	2.3	3.1

¹ 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 ¹ – mmbbl	89.34	96.77	93.16	56.93	68.85
Total barrels of water recycled – mmbbl	8.97	6.71	12.70	6.10	6.00
Water Intensity – mmbbl/mboe	0.67	0.56	0.47	0.34	0.38

¹ 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 ¹	37	43	40	21	22
Volume of reportable spills – bbl	1,397	2,447	1,709	711	1,089
Spill Rate ²	0.005	0.009	0.007	0.004	0.005

¹ “Reportable spills” include all spills where ≥ than 1 bbl was released offsite (non-freshwater).

² 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 – million hours	21.8	29.8	28.4	14.9	19.8
Total Recordable Incident Rate (TRIR) – workforce	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) – workforce	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 - per million miles	1.42	1.81	3.10	2.21	2.05
Incident reporting rate¹	79.10	61.89	72.23	89.72	124.10

¹ 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 - percent of board	83%	67%	57%	57%	57%

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