



**GRENADIER**  
ENERGY PARTNERS LLC

# 2020 Sustainability Report



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# Introduction

## Message from the CEO

At Grenadier Energy Partners, we believe it is important every year to assess what we have accomplished and what we can continue to do to generate strong momentum in our environmental, social and governance (ESG) efforts. Sustainability continues to have a significant role in all our activities. We strive to be a strong partner with our communities, investors, employees and industry collaborators and are continuously evaluating how we can play a more active and constructive role, so we are able to grow and create long-term value for our stakeholders.

During 2020, we began to strengthen the disclosure of our ESG policies and performance metrics. Our efforts focused on identifying ESG metrics that have a significant impact on our core business strategy and to the overall strategic objectives of our investment partner. It is our intention to further integrate these metrics into our core operations and to focus on improvement of our data collection methods to ensure consistency and comparability.

We worked in tandem with our investment partner to identify our significant sustainability issues, and the key risks and opportunities for our business. We are committed to working alongside our investors, customers and communities to make more meaningful advances in preparing our company for a sustainable future.



Thank you for your interest in our ongoing sustainability progress at Grenadier Energy Partners.

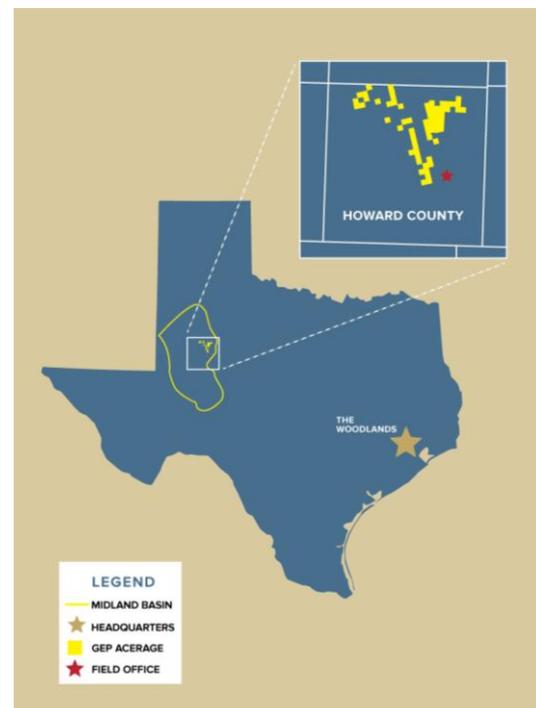
**Patrick Noyes** | Chief Executive Officer

# About Grenadier Energy Partners

Grenadier Energy Partners, LLC (“Grenadier” or “the Company”) is a privately held upstream oil and gas company focused on onshore properties in the lower 48 states based in The Woodlands, Texas. Our strategy is to grow through asset acquisitions, production, and low risk development drilling opportunities. Our focus is onshore oil and gas properties in the lower 48 states where we apply advanced technology to boost production and access hard-to-recover reserves. More specifically, we concentrate on low risk, resource plays which offer predictable and repeatable results and inherently carry a lower risk profile. Our activities are generally in plays that lend themselves to scalability for future development.

- In Howard County, Texas we built our acreage position to more than 20,000 acres and 37 producing horizontal wells within the Midland Basin. Peak production reached approximately 12,000 BOEPD in 2020. These properties were subsequently sold to Surge Energy in March, 2021.

Grenadier Energy Partners believes that integrating environmental, social and governance (ESG) considerations into our business decisions is essential to drive long-term value for all of our stakeholders; from our investors to our employees in our offices and out in the field, to our customers who rely on our services, to the communities in which we operate.



This sustainability report reflects our commitment and highlights our values and identifies the key risks and opportunities of our business. We have identified disclosure topics relevant to the oil and gas industry and tailored them as applicable to our company to focus on those that support our long-term financial performance.

# Our Sustainability Strategy

At Grenadier Energy Partners, we strongly believe that as we continue to create value for our investment partners, ESG considerations are essential in developing long-term financial performance. We also acknowledge that oil and gas remain compelling to meet the need for energy that elevates and improves the lives of people across the world. Our role in the oil and gas value chain is to be a responsible partner for our customers, our employees, our investors and for society as a whole. We focus on delivering financial returns while operating in an ethically, environmentally and socially responsible manner. We are committed to the safety of our employees, contractors, and neighbors, as well as to conducting operations with minimal environmental impact. We seek to ensure that our business practices comply fully with all applicable laws and regulations. Our company is committed to its focus on integrating sustainability across our business to propel our success and differentiate us from our competitors. We believe that management of significant sustainability issues has the potential to affect our profits, assets, liabilities and cost of capital, therefore impacting long-term value creation.

Our sustainability approach is aligned with our investment partner’s overall strategy (see Governance section below) and was driven by our assessment and identification of sustainability risks and opportunities and their impact on our overall strategic business objectives. Our relevant ESG issues are noted below and are the focus areas of this report:

Priority Issues		
Environmental	Social	Governance
Greenhouse Gas Emissions Water Management Biodiversity Impacts	Employee Diversity & Inclusion Workforce Health & Safety Security, Human Rights & Rights of Indigenous Peoples Community Relations	Business Ethics Management of the Legal & Regulatory Environment Critical Incident Risk Management

## ESG Commitment

In support of our ESG efforts, we align and engage with leading sustainability organizations which provide frameworks and guidelines that aid in advancing our sustainability impact. Our engagement with these organizations enables us to increase our ESG awareness and enhance our reporting protocols with evolving best practices.

This report follows the guidance of the [Sustainability Accounting Standards Board](#) (“SASB”) and the recommended disclosure topics for the Oil & Gas – Exploration & Production standard. The SASB standards provide a standardized, common reporting approach that yields decision-useful metrics, helps us track progress, and enables comparability for our investors and other stakeholders. In addition to the disclosures recommended by SASB for this industry, we have also chosen additional topics which we consider impactful to our business operations and may be decision-useful to our investment partner such as employee diversity and inclusion.

When evaluating our disclosures in relation to the SASB standards, users in some cases will need to normalize the data to make meaningful comparisons. As such, we have included certain activity metrics to aid users in their evaluation. Refer to our SASB Index on page 19 which highlights our responses to the suggested SASB Accounting Metrics and includes the appropriate activity metrics to assess our disclosed data in a meaningful context. The information presented in this report is as of or for the year ended December 31, 2020, unless otherwise noted.

## Governance

### Corporate Governance Oversight

Grenadier Energy Partners has partnered with EnCap Investments L.P. (“EnCap”), a leading provider of growth capital to independent energy companies. We work in tandem with EnCap to develop both our overall business strategy and improve upon the integration of relevant ESG factors into our business processes.

Our management team members are fully aligned with EnCap’s overall commitment to ESG principles and have a like-minded ESG policy and supporting policies and procedures in place. Grenadier Energy Partners reports on significant ESG issues and provides details of ongoing ESG developments during each quarterly Board meeting. This information is used by EnCap to measure our ESG activities and their impact on our overall financial performance.

### Business Ethics

Grenadier Energy Partners believes that strong governance is essential to sustainable business operations, and we strive to conduct our business according to the highest ethical and legal standards. We are committed to operating honestly, in good faith and in the best interest of our stakeholders. We advocate for an environment where our employees act with honesty and integrity, and are respectful in dealings with customers, employees and in the communities in which they operate.

We have policies governing employee conduct, including gifts and entertainment, non-discrimination, diversity and equal opportunity, whistleblowing and political contributions. We are committed to increased transparency relative to sustainability metrics and disclosures. We respond to annual questionnaires with our investment partner regarding our operational, environmental, safety and regulatory data to determine the quality of our performance and measure of continued improvement.

## Risk Management

Risk management is a fundamental part of our business, and our investment partner expects us to appropriately manage risks while also creating long-term value. Our risk management practices complement our overall governance approach and include ESG-related matters. Our risk management program includes the identification, evaluation and monitoring of financial and operational risks, as well as ESG risks and opportunities. We understand that risks to our business are evolving. Our program aims to monitor and proactively mitigate and manage those risks over time.

## Management of the Legal & Regulatory Environment

Risks of substantial costs and liabilities related to environmental compliance issues are inherent to our operations. These operations are subject to changes in public policy and by federal, state and local laws and regulations related to the production, storage, handling, emissions, transportation and discharge of materials into the environment.

The operations of our company are also affected by environmental, safety, and labor laws, as well as changes in related administrative regulations or enforcement priorities. It is possible that these laws and regulations in the future may add to the capital and operating costs of our company or may directly or indirectly affect operations. We continue to stay abreast of the legal and regulatory landscape and how these laws and regulations may impact our operations and financial condition to proactively minimize our risks and maximize our opportunities.

## Critical Incident Risk Management

We proactively prepare to respond to an emergency that may occur onsite or within our facilities. It is our expectation that our company continually monitors its facilities to confirm the structural integrity of our equipment in an effort to meet and exceed safety and environmental expectations. This plays an integral role in protecting the public, our employees and contractors and the environment through adherence to a set of safety management, analytical, operating and maintenance processes. During 2020, we had one process safety Tier 1 event. The root cause of this event was not immediately identified and is currently under investigation. We have taken appropriate action to help ensure no such events occur in the future.

Our Emergency Response Plan (“ERP”) includes procedures on how to react to such events as a blow out or fire or major spill. The ERP establishes chain of command and is a tool used for rehearsing and planning for any potential catastrophic event. We also have Spill Prevention, Control and Countermeasures (SPCC) plans for all of our production sites that provide our Operations group with all of the tools necessary to plan against, attempt to prevent, and ultimately respond to and control, any potential spills.

We are dedicated to seeking continuous improvement in all aspects of our daily activities, especially with the safety of our employees, contractors, the public and the environment. Our company has established safety policies, procedures and manuals; and workers have the ability to provide feedback on those documents, pose questions or ask for revisions. Employee engagement and participation are necessary to help improve the safety of all workers and to prepare for a response in the event of an emergency. See the [Workforce Health & Safety](#) section for additional information.

# Social

## Employee Diversity & Inclusion

Grenadier Energy Partners has a zero-tolerance policy for discrimination based on age, gender, nationality, socioeconomic background, disability, religion or sexual orientation. We are committed to providing equal opportunity in all our hiring and compensation practices. We aim to attract the most talented employees and provide an environment for them to grow and succeed.

We seek to foster an inclusive and respectful work environment. Diversity and inclusion can contribute to improved performance and Grenadier Energy Partners endeavors to encourage an environment in which diversity can flourish. We recognize that genuine value is added to an organization when thoughts are shared among individuals with varying perspectives in an effort to generate better ideas.

In order to analyze our performance relative to diversity and inclusion and to identify areas of improvement, we have focused on the following metrics in 2020:

### Gender Representation (%)

	Female	Male	Total
Equity Owners <sup>1</sup>	25%	75%	100%
All Other Employees	67%	33%	100%

### Racial / Ethnic Group Representation (%)

	Black or African American	Asian or Pacific Islander	Native American	Hispanic	White	Two or More Races & Other	Total
Equity Owners <sup>1</sup>	0%	0%	0%	0%	100%	0%	100%
All Other Employees	0%	0%	0%	0%	100%	0%	100%

<sup>1</sup>In the gender and racial/ethnic group representation tables above, the category of “equity owners” includes those employees who receive share-based compensation.

We recognize the need to continue to focus our recruiting efforts on a diverse range of candidates for future open positions.

## Workforce Health & Safety

Grenadier Energy Partners takes pride in developing and retaining the best talent and we are committed to the well-being of our employees, as well as the safety of the many vendors and suppliers with whom we do business. Given the nature of our activities and the conditions under which they are performed, we strive to have a zero-incident rate. Employee health and safety is a central pillar that supports and strengthens each project we undertake. We believe that exceeding industry performance standards and having a zero-incident rate is achievable through a culture that promotes caring for each other and continued improvement of safety management systems.

Grenadier has several policies in place that manage and mitigate workforce health and safety risks, beginning with our Employee Safety Manual. This manual includes guidelines and standard operating procedures that adhere to all the Occupational Safety and Health Administration (“OSHA”) standards and regulations that are applicable to work that we do or that is done by anyone on our locations. We promote a culture of safety and planning throughout our operations and live by the following guidelines:

- 1) There are no jobs so important that we cannot take the necessary steps and time to perform them in a safe manner.
- 2) The first priority is the safety of people, not property.
- 3) All personnel have “Stop Work Authority” at all times on any job site or company location if they deem the situation or the procedures unsafe.

Our policy is to ensure that all contractors and sub-contractor working on a Grenadier location have the same standard of safety guidelines in place as we do prior to allowing any work to commence. We encourage and promote regular safety meetings and require a Job Safety Analysis (“JSA”) be performed on all non-routine activities while also ensuring that JSAs for routine work are performed on a regular basis.

Our health and safety metrics for the year ended December 31, 2020 were as follows:

Total Recordable Incident Rate (TRIR) <sup>1</sup>	0
Near Miss Frequency Rate (NMFR) <sup>1</sup>	0
Lost Time Injury Rate (LTIR) <sup>1</sup>	0
Fatality Rate	0

<sup>1</sup>TRIR, NMFR and LTIR per 200,000 hours worked. Data includes company personnel only

## Security, Human Rights & Indigenous Peoples

Grenadier Energy Partners is committed to the safety and security of our organization and the communities in which we operate. We strive to plan, prepare, prevent, and recover from adverse security incidents that could injure, harm, disrupt, or affect our workers, sites, business or communities. Through strategic alignment with our business and operational teams, we can efficiently and swiftly identify and direct resources to preserve and safeguard our assets, both tangible and intangible. Our strong relationships with federal, state, and local first responders strengthen our commitment to keeping our communities safe.

Human rights considerations are taken into account when making business decisions and are driven by our Codes of Business Conduct and Ethics. These codes provide guidance on human rights issues such as non-discrimination, antiharassment, workplace safety and equal employment opportunities. We actively participate in the lives of the communities where we live and operate, and we also engage with our neighbors to understand the environmental and human impacts of our operations. When assessing and addressing these impacts, we consult with those who may be affected.

We strive to respect human rights and native lands, as well as honor the traditions and the cultural, social and religious beliefs of others, include those of indigenous peoples. Our assets are located in rural areas with low populations, such as farms or ranch lands and are not located near indigenous land.

## Community Relations

Grenadier Energy Partners strives to build strong community relationships and is an advocate for community engagement programs that make positive tangible contributions to improve the quality of life in the communities where we operate, and to build strong relationships with local community members. We work closely

with local landowners and other stakeholders to ensure that our operations are conducted in a manner that is satisfactory to the local community. We ensure our employees deal directly with landowners to confirm their satisfaction with our operations. We attempt to use local service providers where possible, and we pride ourselves on being part of the community where we operate. Additionally, we proactively attempt to place our locations of operations in areas with minimal impact to the communities, schools or businesses. Our company experienced zero days of site shutdowns or project delays due to landowner or community relations factors during 2020.

Though all of our assets are located in rural areas, we strive to be involved with the surrounding communities and have supported the local FFA chapter and a nearby Volunteer Fire Department. We continue to strive to be ever more involved with these communities and develop deep bonds with the locals. We pride ourselves on being part of the community where we work.

We model our commitment to building valuable community relationships through our charitable contributions and volunteer efforts. Although the year 2020 proved to be challenging with in-person volunteer efforts due to the ongoing COVID-19 pandemic, we were able to support several organizations and causes through monetary donations. These organizations include SPE-GCS, Small Steps, the Montgomery County Food Bank, HOPE (the Will Herndon Research Fund), Interfaith of the Woodlands, Habitat for Humanity (Montgomery County, Texas), His Kids International and the Vincent Fire Department in Howard County, Texas.

## Environment

### Greenhouse Gas Emissions

Grenadier Energy Partners is responsible for the development of affordable, reliable and responsibly produced energy. In doing so, we work to preserve the lands and environment in which we operate. The management of Greenhouse Gas (“GHG”) emissions from oil and gas production has emerged as a significant operational, reputational and regulatory focus area for our company. We believe that minimizing GHG emissions is a critical responsibility of upstream oil & gas companies. We strive to meet or exceed all regulatory requirements and continuously improve the emissions of our operations.

We track emissions from our drilling, completion and production activities and actively monitor a range of emissions sources – including combustion, storage, flaring, venting, fugitive emissions and gas processing. We ensure our operations and controls are designed to minimize these emissions to the extent possible and potential fugitive emissions and venting sources be considered in the design of new facilities or modifications to existing facilities. We have proactive programs in place

to find the root cause of emission instances and take immediate steps to perform corrective actions to mitigate these events.

Our Environmental Policy provides guidelines and recommended practices for all work that we perform where there may be an effect on the surrounding environment. This policy is written to establish a baseline at which all Grenadier operations will be performed such that we always consider the potential environmental effects of all choices we make from the location of a drilling, or production site, to the sourcing of frac water, to sites we choose for SWD (saltwater disposal), while working with landowners to protect livestock and local biodiversity.

## Methane Management

During production, small quantities of methane can be released to the atmosphere, which impact the environment and also create risks to our company. We are committed to ensuring we have sustainable operations and pursue a range of emissions-mitigation strategies, including:

- Expanding leak detection and repair (LDAR) programs
- Installing vapor recovery units (VRU's) on all batteries and tanks
- Installing pneumatic pumps and controllers that use instrument air
- Evaluating and implementing emissions-detection and quantification technologies
- Improving our data precision and collection

Currently, 74% of our assets use one or more of the leak detection technologies listed above. We use a combination of engineering estimates and direct measurement to quantify our methane emissions. During 2020, we enhanced the data collection of certain key performance indicators as shown below to aid in managing the risks related to methane emissions.

Estimated total annual volume Methane Emissions (metric tons CO <sub>2</sub> e)	6,066
Methane Emissions Intensity (metric tons CO <sub>2</sub> e/Mboe)	1.77
Flared Hydrocarbons (metric tons CO <sub>2</sub> e)	4,934
Flaring Intensity (MMscf gas flared/Mboe)	0.03

*Abbreviations above include carbon dioxide equivalent ("CO<sub>2</sub>e"), thousands of barrels of oil equivalent ("Mboe"), and millions of standard cubic feet of gas ("MMscf").*

## Water Management

We understand the importance of minimizing water usage and the value of implementing recycling efforts whenever possible. Freshwater is a precious resource, and we seek innovative ways to use non-potable water and to reduce the overall amount of water used in operations. We are also mindful of the effect of our operations on local communities and strive to ensure other end users have the water resources they need.

Upstream operations require significant quantities of water to effectively stimulate wellbores. Water for use in operations is sourced from groundwater, surface waters, municipal water and produced formation water (where feasible). The possibility of reduced water availability, regulations limiting usage or related cost increases, particularly in water-stressed regions, must be closely monitored. In addition, oil and gas wells produce water, which must be safely handled and ultimately recycled or disposed. We follow comprehensive procedures for safeguarding water quality and for handling produced water responsibly. We follow American Petroleum Institute (API) recommended practices on the use of layflat lines for water transfer in the oilfield with the goal of providing safe and environmentally sound transfer of fresh, alternative, and recycled produced water.

To minimize freshwater used during operations, we promote recycling efforts. Recycling helps to reduce the operating costs associated with purchasing, transporting and disposing of water. Water that cannot be reused or recycled throughout the lifecycle of our operations must be disposed in accordance with applicable regulations and industry best practices. It is our intention to focus on decreasing freshwater consumption throughout our operations and increase the amount of water recycled and reused. We have focused on the following metrics to track our progress in 2020 towards responsible water usage:

Volume of produced saltwater and flowback fluid generated (thousand cubic meters)	1,509
Percentage of produced saltwater and flowback fluid discharged	0%
Percentage of produced saltwater and flowback fluid injected	100%
Percentage of produced saltwater and flowback fluid recycled	0%

## Biodiversity Impacts

We demonstrate environmental stewardship by respecting and protecting species and habitats on all of the lands where our company produces oil and gas. As a leader in the acquisition, production and development of oil and gas properties across the United States, we have a great responsibility to preserve our areas of operation. We are committed to operate in a manner that protects species and habitats from the potential effects of our operations. None of our proved reserves are located in or near sites with protected conservation status or endangered species habitat.

Our Environmental Policy encourages working closely with landowners to choose drilling and production sites, to locate pipelines, flowlines and roads, and to work with them on any matters that may disturb or disrupt the surrounding environment or the day to day lives of the landowners and their neighbors. We strive to maintain good relationships with our landowners and work with them as much as possible. We also attempt to use as many local service providers as possible to support the communities in which we do business.

We also perform wetland studies in areas where there may be a possibility of disturbing wetlands or streams. We do this in an area located far from common practice to ensure that we are not causing any undo harm to the ecology of the lands where we are operating. Any of our sites that have livestock nearby are fenced off and livestock are protected. All of our sites have more than adequate berming around storage tanks and any hazardous chemicals that are temporarily stored on a site will always be stored within sufficient containment. Additionally, we attempt to have all of our produced water and oil gathered by pipelines instead of by truck. This reduces traffic and helps reduce noise and air pollution around our sites and protects wildlife.

We recognize that ecological impacts are closely tied to well design and integrity management. During project planning, construction, and operations, we seek to protect natural resources and to maintain biodiversity. All new projects undergo intensive assessments for the presence of natural resources that could be affected by our operations. During operations, we follow strict well integrity standards and routinely assess operating equipment to ensure compliance with recognized industry practices. Each well is required to be designed, confirmed and verified of the casing's integrity which ensures that the surface and groundwater bearing zones are protected. We employ a robust well integrity monitoring program in which we can routinely verify the mechanical integrity of producing and SWD wells. Preventing and minimizing spills throughout the lifecycle of our operations is a top priority that allows for prompt remediation in the event a spill occurs.

The number and aggregate volume of hydrocarbon spills for our company during 2020 were as follows:

Total number of hydrocarbon spills <sup>1</sup>	3
Total volume of hydrocarbon spills <sup>1</sup> (Bbls)	436
Spill volume (Bbls spilled / 1,000 Bbls produced)	0.015%

<sup>1</sup>Accounts for the number and volume of hydrocarbon spills that are > 1bbl (42 US gallons).

# About This Report

The information included in this report has been subjected to the Company's policies surrounding the disclosure of financial and non-financial data. The information included in this report is as of and for the year ended December 31, 2020. This financial information and all non-financial data included in this report was not subject to a third-party audit verification process.

## Forward-Looking Statements

Certain information included in this Sustainability Report may constitute forward-looking statements within the meaning of applicable securities laws, including, but not limited to, statements regarding the Company's plans to: incorporate environmental, social and governance metrics into its overall strategy, make additional efforts to contribute to local communities, foster programs regarding diversity and inclusion, and implement projects or initiatives to improve performance relative to environmental matters. Readers are cautioned not to place undue reliance on forward-looking statements as they are subject to a number of assumptions and known and unknown risks and uncertainties that may cause the actual results, performance or achievements of the Company to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements. The forward-looking statements contained herein are made as of the date of this document. The company assumes no obligation to update or otherwise revise these forward-looking statements, whether as a result of new information, future events, or otherwise.

# Sustainability Performance Data

Units

2020

Safety		
Fatalities Rate (Employees Only)	per total number employees + contractors	0
Workforce Total Recordable Incident Rate (TRIR) (Employees Only)	per 200,000 work hours	0
Workforce Lost Time Incident Rate (LTIR) (Employees Only)	per 200,000 work hours	0
Near Miss Frequency Rate (NMFR) (Employees Only)	per 200,000 work hours	0
Average Hours of Health, Safety and Emergency Response Training - Employees (Based on Total Employee Headcount as at Year-End 2020)	per total number employees	0
Average Hours of Health, Safety and Emergency Response Training - Contractors	per total number contractors	0

Greenhouse Gas Emissions		
Gross Global Scope 1 Emissions from Methane	metric ton CO <sub>2</sub> e	6,066
Amount of Gross Global Scope 1 Emissions from Flared Hydrocarbons	metric ton CO <sub>2</sub> e	4,934
Methane Emissions Intensity	metric ton CO <sub>2</sub> e/ MBOE	1.77
Gross Operated Production	MBOE	3,435

Water Management		
Total Fresh Water Withdrawn	thousand cubic meters	702
Volume of Produced Water and Flowback Generated	thousand cubic meters	1,509
Produced Water and Flowback Discharged	%	0%
Produced Water and Flowback Injected	%	100%
Produced Water and Flowback Recycled	%	0%
Hydrocarbon Content in Discharged Water	metric tons	0
Hydraulically Fractured Wells for Which There Is Public Disclosure of All Fracturing Fluid Chemicals Used	%	100%

Biodiversity Impacts		
Number of Hydrocarbon Spills	#	3
Aggregate Volume of Hydrocarbon Spills	barrels	436
Volume of Hydrocarbon Spills Near Shorelines With ESI Rankings 8-10	barrels	0
Volume Recovered	barrels	0
Proved Reserves in or Near Sites With Protected Conservation Status or Endangered Species Habitat	%	0
Probable Reserves in or Near Sites With Protected Conservation Status or Endangered Species Habitat	%	0%
Process Safety Event (PSE) Rates for Loss of Primary Containment (LOPC) of Greater Consequence (Tier 1)	rate	6.15

	Units	2020
<b>Human Rights and Community Relations</b>		
Proved Reserves in or Near Areas of Conflict	%	0%
Probable Reserves in or Near Areas of Conflict	%	0%
Proved Reserves in or Near Indigenous Land	%	0%
Probable Reserves in or Near Indigenous Land	%	0%
Number of Non-Technical Delays	#	0%
Duration of Non-Technical Delays	days	0

<b>Business Ethics and Transparency</b>		
Proved Reserves in Countries That Have the 20 Lowest Rankings in Transparency International's Corruption Perception Index	%	0%
Probable Reserves in Countries That Have the 20 Lowest Rankings in Transparency International's Corruption Perception Index	%	0%

<b>Diversity</b>		
<b>Gender Representation</b>		
Equity Owners- Female	%	25%
All Other Employees- Female	%	67%
Equity Owners- Male	%	75%
All Other Employees- Male	%	33%
<b>Racial/Ethnic Group Representation</b>		
Black or African American	%	0%
Asian or Pacific Islander	%	0%
Native American	%	0%
Hispanic	%	0%
White	%	100%
Two or More Races & Other	%	0%

	Units	2020
<b>Activity Metrics</b>		
Production of Oil	thousand barrels (Mbb) per day	7.93
Production of Natural Gas	million standard cubic feet (MMscf) per day	8.72
Production of Synthetic Oil	thousand barrels (Mbb) per day	0
Production of Synthetic Gas	million standard cubic feet (MMscf) per day	0
Number of Offshore Sites	#	0
Number of Terrestrial Sites	#	26

# SASB Index

## OIL & GAS EXPLORATION & PRODUCTION STANDARD

The Sustainability Accounting Standards Board (SASB) framework aims to provide a standard for companies to disclose financially-material and decision-useful ESG information to investors and other stakeholders. The index below maps our performance under each of the suggested disclosure topics for the *Oil & Gas – Exploration & Production* sustainability accounting standard according to SASB’s Sustainable Industry Classification System (SICS®), as this industry most accurately reflects our business operations. Other topics disclosed throughout this report beyond the scope of this standard are not reflected in this index.

This index maps our current disclosures to the Sustainable Accounting Standards Board (SASB) framework, which aims to provide a standard for companies to disclose financially material, decision useful ESG information for investors.

**Table 1. Sustainability Disclosure Topics & Accounting Metrics**

SASB Code	SASB Metric	Response
<b>Greenhouse Gas Emissions</b>		
EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	<i>Sustainability Performance Data</i> , Page 17
EM-EP-110a.2	Amount of gross global Scope 1 emission from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	<i>Sustainability Performance Data</i> , Page 17
EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Page 12
<b>Water Management</b>		
EM-EP-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress <sup>1</sup>	<i>Sustainability Performance Data</i> , Page 17
EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	<i>Sustainability Performance Data</i> , Page 17
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	<i>Sustainability Performance Data</i> , Page 17

## Biodiversity Impacts

EM-EP-160a.1	Description of environmental management policies and practices for active sites	Page 14
EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills	<i>Sustainability Performance Data, Page 17</i>
EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	<i>Sustainability Performance Data, Page 17</i>

## Security, Human Rights & Rights of Indigenous People

EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	<i>Sustainability Performance Data, Page 17</i>
EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	<i>Sustainability Performance Data, Page 17</i>
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Page 10

## Community Relations

EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Page 11
EM-EP-210b.2	Number and duration of non-technical delays	<i>Sustainability Performance Data, Page 17</i>

## Workforce Health & Safety

EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	<i>Sustainability Performance Data, Page <b>Error! Bookmark not defined.</b></i>
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Page 9

## Business Ethics & Transparency

EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest ranking in Transparency International's Corruption Perception Index	<i>Sustainability Performance Data, Page 17</i>
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EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Page 6
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### Management of the Legal & Regulatory Environment

EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Page 7
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### Critical Incident Risk Management

EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) <sup>2</sup>	<i>Sustainability Performance Data, Page 17</i>
EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Page 8

<sup>1</sup>Percentage of water consumed in regions with High or Extremely High Baseline Water Stress not disclosed.

<sup>2</sup> Process safety Tier 1 (LOPC) events are unplanned or uncontrolled releases resulting in consequences equivalent to those specified by API RP 754 and *International Oil & Gas Producers (IOGP) Report 456: Process Safety Recommended Practice on Key Performance Indicators*.

**Table 2. Activity Metrics**

SASB Code	Activity Metric	Response
EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	<i>Sustainability Performance Data, Page 17</i>
EM-EP-000.B	Number of offshore sites	<i>Sustainability Performance Data, Page 17</i>
EM-EP-000.C	Number of terrestrial sites	<i>Sustainability Performance Data, Page 17</i>