# Performance by Year

## NET EQUITY TOTAL[1]

| METRIC | 2017 | 2018 | 2019 | 2020 | 2021 | GRI | IPIECA | SASB |
|---|---|---|---|---|---|---|---|---|
| **Climate** | | | | | | | | |
| **Net Equity Emissions** | | | | | | | | |
| Net Equity Greenhouse Gas Emissions (thousand tonnes) | n/a | n/a | n/a | 16,700 | 18,300 | | CCE-4 | |
| Net Equity GHG Intensity (kg $CO_2e$/BOE)[2] | n/a | n/a | n/a | 40.8 | 32.9 | 305-4 | CCE-4 | |
| Target Related Net Equity Intensity (kg $CO_2e$/BOE)[3] | n/a | n/a | n/a | 40.2 | 32.4 | 305-4 | CCE-4 | |

## OPERATED TOTAL[4]

| | | | | | | GRI | IPIECA | SASB |
|---|---|---|---|---|---|---|---|---|
| **Climate** | | | | | | | | |
| **GHG Intensity** | | | | | | | | |
| Total Greenhouse Gas Intensity (kg $CO_2e$/BOE) | 35.1 | 34.9 | 36.5 | 34.3 | 26.9 | 305-4 | CCE-4 | |
| Target Related GHG Intensity (kg/$CO_2e$/BOE)[3] | 34.6 | 34.4 | 35.9 | 33.8 | 26.6 | 305-4 | CCE-4 | |
| **Greenhouse Gases (thousand tonnes)** | | | | | | | | |
| $CO_2$ from Operations | 17,700 | 18,000 | 17,700 | 13,800 | 15,900 | 305-1 | CCE-4 | |
| $CO_2$ from Imported Electricity (Scope 2) | 1,200 | 1,100 | 1,000 | 700 | 1,000 | 305-2 | CCE-4 | |
| Methane ($CO_2$ equivalent) | 1,900 | 1,600 | 1,700 | 1,600 | 1,800 | 305-1 | CCE-4 | |
| Nitrous Oxide ($CO_2$ equivalent) | 100 | 100 | 100 | 100 | 20 | 305-1 | CCE-4 | |
| **Total Greenhouse Gases** | 20,900 | 20,800 | 20,500 | 16,200 | 18,720 | | CCE-4 | |
| $CO_2e$ Per Dollars of Revenue (tonnes/$M)[5] | 0.72 | 0.57 | 0.63 | 0.86 | 0.41 | 305-4 | | |
| Potential $CO_2e$ From Proved Reserves (million tonnes) | 2,079 | 2,173 | 2,190 | 1,875 | 2,525 | | | EM-EP 420a.2 |
| **Scope 1 Emissions (thousand tonnes $CO_2e$)[6]** | | | | | | | | |
| Flaring | n/a | n/a | 2,300 | 1,300 | 1,900 | 305-1 | CCE-4 | |
| Combustion | n/a | n/a | 15,200 | 12,300 | 13,800 | 305-1 | CCE-4 | |
| Process Venting | n/a | n/a | 1,500 | 1,500 | 1,500 | 305-1 | CCE-4 | EM-EP 110a.2 |
| Fugitive Venting | n/a | n/a | 200 | 200 | 220 | 305-1 | CCE-4 | EM-EP 110a.3 |
| Other[7] | n/a | n/a | 300 | 200 | 300 | 305-1 | CCE-4 | |
| **Total Scope 1 Emissions** | 19,700 | 19,700 | 19,500 | 15,500 | 17,720 | 305-1 | CCE-4 | EM-EP 110a.1 |
| Percent of Scope 1 Emissions Covered by Regulation | 41% | 41% | 40% | 40% | 38% | | | EM-EP 110a.1 |
| **Methane** | | | | | | | | |
| Methane Intensity (kg $CO_2e$/BOE) | 3.2 | 2.7 | 3.0 | 3.4 | 2.6 | | CCE-5 | |
| Methane Emitted as Percent of Natural Gas Production | 0.23% | 0.21% | 0.24% | 0.28% | 0.23% | | CCE-5 | EM-EP 110a.1 |
| Methane Emitted as Percent of Total Hydrocarbon Production | 0.09% | 0.08% | 0.08% | 0.10% | 0.07% | | CCE-5 | EM-EP 110a.1 |
| Percent of Scope 1 Emissions From Methane | 10% | 8% | 9% | 10% | 10% | | CCE-5 | |
| **Flaring** | | | | | | | | |
| Routine Flaring Volume (million cubic feet)[8] | n/a | n/a | n/a | n/a | 1,030 | 305-1 | CCE-7 | |
| Total Flaring Volume (million cubic feet)[8] | 17,500 | 21,200 | 24,600 | 14,500 | 20,500 | 305-1 | CCE-7 | EM-EP 110a.2 |
| Flaring Intensity (Total Flaring Volume as Percent of Gas Produced) | 1.37% | 1.79% | 2.60% | 1.97% | 1.81% | | | |
| Flaring Intensity (Total Flaring Volume MMSCF/Total Production MMBOE) | 29.4 | 35.5 | 43.8 | 30.8 | 29.5 | | | |

## OPERATED TOTAL[4] *continued*

| METRIC | 2017 | 2018 | 2019 | 2020 | 2021 | GRI | IPIECA | SASB |
|---|---|---|---|---|---|---|---|---|
| **Climate** | | | | | | | | |
| **Other Air Emissions (tonnes)** | | | | | | | | |
| Volatile Organic Compounds (VOC) | 62,700 | 69,200 | 69,900 | 60,800 | 96,400 | 305-7 | ENV-5 | EM-EP 120a.1 |
| Nitrogen Oxides (NOx) | 33,900 | 36,100 | 36,100 | 28,200 | 42,000 | 305-7 | ENV-5 | EM-EP 120a.1 |
| Sulfur Oxides (SOx) | 4,200 | 4,900 | 4,700 | 2,700 | 2,900 | 305-7 | ENV-5 | EM-EP 120a.1 |
| Particulate Matter (PM) | 1,200 | 1,300 | 1,400 | 1,100 | 1,700 | 305-7 | ENV-5 | EM-EP 120a.1 |
| **Energy Use (trillion BTUs)** | | | | | | | | |
| Combustion Energy | 224 | 228 | 217 | 179 | 211 | | | |
| Imported Electricity | 5 | 5 | 4 | 4 | 6 | | | |
| **Total Energy** | 229 | 233 | 222 | 183 | 217 | 302-1 | CCE-6 | |
| Energy Intensity (trillion BTUs/MMBOE) | 0.39 | 0.39 | 0.40 | 0.39 | 0.32 | 302-3 | CCE-6 | |
| **Other Environmental** | | | | | | | | |
| **Water (million cubic meters)** | | | | | | | | |
| Fresh Water Withdrawn | 14.5 | 18.3 | 14.4 | 10.6 | 9.7 | 303-3 | ENV-1 | EM-EP 140a.1 |
| Fresh Water Consumed[9] | 11.4 | 15.7 | 12.1 | 8.5 | 7.5 | 303-5 | ENV-1 | EM-EP 140a.1 |
| Fresh Water Withdrawn in Regions with High Baseline Water Stress[10] | 6% | 7% | 8% | 5% | 17% | 303-3 | ENV-1 | EM-EP 140a.1 |
| Fresh Water Consumed in Regions with High Baseline Water Stress[11] | n/a | 6% | 8% | 2% | 20% | 303-5 | ENV-1 | EM-EP 140a.1 |
| Non-Fresh Water Withdrawn[12] | 47.1 | 49.2 | 51.3 | 48.7 | 55.3 | 303-3 | ENV-1 | |
| Total Produced Water Recycled or Reused[13] | 81.1 | 78.9 | 82.3 | 63.8 | 80.0 | | ENV-1 | EM-EP 140a.2 |
| Municipal Wastewater Reused | n/a | n/a | n/a | n/a | 1.3 | | ENV-1 | |
| Percent of Produced Water Recycled or Reused | 69% | 67% | 66% | 67% | 48% | | ENV-1 | EM-EP 140a.2 |
| Percent of Produced Water Injected or Disposed | 16% | 17% | 22% | 16% | 42% | 303-4 | ENV-2 | EM-EP 140a.2 |
| Percent of Produced Water Discharged Offshore | 15% | 15% | 12% | 17% | 10% | 303-4 | ENV-2 | EM-EP 140a.2 |
| Hydrocarbons in Overboard Discharges (tonnes) | 217 | 185 | 145 | 124 | 147 | | ENV-2 | EM-EP 140a.2 |
| **Water Intensity (barrels per BOE)** | | | | | | | | |
| Unconventional Fresh Water Consumption[14] | 0.28 | 0.28 | 0.22 | 0.23 | 0.08 | | ENV-1 | |
| Conventional Fresh Water Consumption[15] | 0.06 | 0.04 | 0.05 | 0.05 | 0.03 | | ENV-1 | |
| **Biodiversity** | | | | | | | | |
| Percent of Operated Area Overlapping With IUCN Protected Areas[16] | n/a | n/a | 0.25% | 0.24% | 0.03% | 304-1 | ENV-4 | |
| Number of IUCN Protected Areas Near Operated Assets[16] | n/a | n/a | 7 | 7 | 8 | 304-1 | ENV-4 | |
| Habitat Areas Protected or Restored by ConocoPhillips (acres)[17] | n/a | n/a | 316,000 | 275,000 | 550,000 | 304-3 | ENV-4 | |
| Habitat Areas Protected or Restored by Supported Partnerships (acres)[17] | n/a | n/a | 5,900,000 | 12,000,000 | 13,400,000 | 304-3 | ENV-4 | |
| Number of Operated Assets with IUCN Red List Species[18] | n/a | n/a | 15 | 13 | 12 | 304-4 | ENV-4 | |
| **Liquid Hydrocarbon Spills to the Environment** | | | | | | | | |
| Spills >100 Barrels | 2 | 5 | 2 | 1 | 4 | 306-3 | ENV-6 | EM-EP 160a.2 |
| Volume of Spills >100 Barrels (barrels) | 600 | 900 | 1,100 | 100 | 734 | 306-3 | ENV-6 | EM-EP 160a.2 |
| Spills >1 Barrel | 76 | 94 | 89 | 83 | 178 | 306-3 | ENV-6 | EM-EP 160a.2 |
| Volume of Spills >1 Barrel (barrels) | 1,500 | 1,500 | 1,800 | 600 | 2,194 | 306-3 | ENV-6 | EM-EP 160a.2 |
| Volume Recovered from Spills >1 Barrel (barrels) | 400 | 800 | 1,200 | 400 | 1,410 | | ENV-6 | EM-EP 160a.2 |
| Arctic Spills >1 Barrel (barrels)[19] | 2 | 3 | 1 | 1 | 3 | | | EM-EP 160a.2 |
| Volume of Arctic Spills >1 Barrel (barrels) | 5 | 5 | 2 | 2 | 5 | | | EM-EP 160a.2 |
| Volume Recovered From Arctic Spills >1 Barrel (barrels) | 5 | 5 | 2 | 2 | 5 | | | EM-EP 160a.2 |

## OPERATED TOTAL[4] *continued*

| METRIC | 2017 | 2018 | 2019 | 2020 | 2021 | GRI | IPIECA | SASB |
|---|---|---|---|---|---|---|---|---|
| **Other Environmental** *continued* | | | | | | | | |
| **Process Safety (rate per 200,000 hours worked by operations)** | | | | | | | | |
| Tier 1 Process Safety Event Rate[20] | 0.02 | 0.04 | 0.03 | 0.03 | 0.09 | | SHS-6 | EM-EP 540a.1 |
| **Wastes (tonnes)** | | | | | | | | |
| Hazardous Wastes | 15,000 | 18,800 | 21,900 | 28,200 | 23,000 | 306-3 | ENV-7 | |
| Non-Hazardous Wastes | 199,900 | 224,600 | 279,000 | 159,400 | 213,200 | 306-3 | ENV-7 | |
| Recycled Wastes | 103,500 | 120,200 | 130,400 | 107,500 | 191,700 | 306-4 | ENV-7 | |
| **Total Waste Generated** | 318,400 | 363,600 | 431,300 | 295,100 | 427,900 | 306-3 | ENV-7 | |
| Waste Disposed | 214,900 | 243,400 | 300,900 | 187,600 | 236,200 | 306-3 | ENV-7 | |
| **Social** | | | | | | | | |
| **Economic Contribution** | | | | | | | | |
| Payments to Vendors and Suppliers ($ billion)[21] | 7.4 | 8.4 | 9.4 | 7.3 | 7.9 | | | |
| Shareholder Dividends ($ billion) | 1.3 | 1.4 | 1.5 | 1.8 | 2.4 | | | |
| Capital Investments ($ billion) | 4.6 | 6.8 | 6.6 | 4.7 | 5.3 | | | |
| Charitable Investments ($ million) | 36.7 | 33.7 | 43.9 | 31.3 | 33.6 | | SOC-13 | |
| **Safety (rate per 200,000 hours worked)[22]** | | | | | | | | |
| Workforce Fatalities | 0 | 0 | 1 | 0 | 0 | 403-9 | SHS-3 | EM-EP 320a.1 |
| Workforce Total Recordable Rate | 0.17 | 0.17 | 0.15 | 0.12 | 0.15 | 403-9 | | EM-EP 320a.1 |
| Workforce Total Recordable Rate (including COVID-19) | n/a | n/a | n/a | 0.21 | 0.52 | 403-9 | | EM-EP 320a.1 |
| Workforce Lost Workday Rate | 0.04 | 0.05 | 0.03 | 0.04 | 0.04 | | | |
| Workforce Lost Workday Rate (including COVID-19) | n/a | n/a | n/a | 0.13 | 0.41 | | | |
| Employee Total Recordable Rate | 0.07 | 0.06 | 0.05 | 0.09 | 0.14 | 403-9-a-iii | SHS-3 | |
| Employee Total Recordable Rate (including COVID-19) | n/a | n/a | n/a | 0.20 | 0.33 | 403-9-a-iii | SHS-3 | |
| Employee Lost Workday Rate | 0.02 | 0.03 | 0.03 | 0.02 | 0.05 | | SHS-3 | |
| Employee Lost Workday Rate (including COVID-19) | n/a | n/a | n/a | 0.13 | 0.24 | | SHS-3 | |
| Contractor Total Recordable Rate | 0.22 | 0.20 | 0.18 | 0.13 | 0.16 | 403-9-b-iii | SHS-3 | |
| Contractor Total Recordable Rate (including COVID-19) | n/a | n/a | n/a | 0.21 | 0.57 | 403-9-b-iii | SHS-3 | |
| Contractor Lost Workday Rate | 0.06 | 0.06 | 0.03 | 0.04 | 0.04 | | SHS-3 | |
| Contractor Lost Workday Rate (including COVID-19) | n/a | n/a | n/a | 0.12 | 0.46 | | SHS-3 | |
| **Global Workforce[23]** | | | | | | | | |
| Employees at Year-End[24] | 11,400 | 10,800 | 10,400 | 9,700 | 9,900 | 2-7-a | SOC-5 | |
| Part-Time Employees | 1.5% | 1.7% | 1.4% | 1.0% | 0.9% | 2-7-b | SOC-5 | |
| Employees – Women | 26% | 26% | 26% | 27% | 26% | 405-1-b-i | SOC-5 | |
| All Leadership – Women | 21% | 22% | 24% | 23% | 25% | 2-7-a | SOC-5 | |
| Top Leadership – Women | 17% | 19% | 20% | 19% | 22% | 2-7-a | SOC-5 | |
| Junior Leadership – Women | 22% | 23% | 25% | 24% | 25% | 2-7-a | SOC-5 | |
| Professional – Women | 27% | 28% | 28% | 29% | 29% | 2-7-a | SOC-5 | |
| Petrotechnical – Women | 19% | 20% | 20% | 20% | 20% | 2-7-a | SOC-5 | |
| Non-U.S. Employees | 48% | 49% | 45% | 41% | 39% | | SOC-5 | |
| All Non-U.S. Leadership | 49% | 52% | 47% | 44% | 41% | | SOC-5 | |
| Non-U.S. Top Leadership | 30% | 34% | 31% | 25% | 24% | | SOC-5 | |
| Non-U.S. Junior Leadership | 53% | 57% | 50% | 49% | 44% | | SOC-5 | |
| Avg. Years of Service | 11.1 | 11.3 | 11.4 | 11.9 | 11.3 | | SOC-5 | |
| Avg. Years of Experience | 16.5 | 16.8 | 17.5 | 17.9 | 17.5 | | SOC-5 | |
| Employees by Age Group | | | | | | | SOC-5 | |
| Under 30 | 10% | 9% | 8% | 8% | 8% | 405-1-b-ii | SOC-5 | |
| 30–50 | 59% | 60% | 60% | 60% | 62% | 405-1-b-ii | SOC-5 | |
| 51+ | 31% | 31% | 31% | 33% | 30% | 405-1-b-ii | SOC-5 | |

## OPERATED TOTAL[4] *continued*

| METRIC | 2017 | 2018 | 2019 | 2020 | 2021 | GRI | IPIECA | SASB |
|---|---|---|---|---|---|---|---|---|
| **Social** *continued* | | | | | | | | |
| **U.S. Workforce Demographics[25]** | | | | | | | | |
| Employees – POC[26] | 23% | 24% | 24% | 25% | 28% | 405-1-b-iii | SOC-5 | |
| All Leadership – POC | 17% | 18% | 19% | 19% | 21% | 405-1-b-iii | SOC-5 | |
| Top Leadership – POC | 10% | 11% | 13% | 13% | 15% | 405-1-b-iii | SOC-5 | |
| Junior Leadership – POC | 19% | 20% | 21% | 22% | 23% | 405-1-b-iii | SOC-5 | |
| Professional – POC | 23% | 23% | 24% | 24% | 26% | 405-1-b-iii | SOC-5 | |
| Employees covered by a collective bargaining agreement | 4% | 5% | 4% | 4% | 4% | 2-30-a | SOC-5 | |
| Veterans | n/a | n/a | 6% | 6% | 6% | 405-1-b-iii | SOC-5 | |
| Employees with disabilities | n/a | n/a | n/a | 5% | 5% | 405-1-b-iii | SOC-5 | |
| U.S. Employees by race/ethnicity and gender | | | | | | | | |
| White Women | 21.4% | 21.4% | 20.9% | 21.2% | 20.0% | 405-1-b-iii | SOC-5 | |
| White Men | 55.1% | 54.9% | 54.6% | 54.0% | 51.8% | 405-1-b-iii | SOC-5 | |
| Hispanic Women | 2.7% | 2.6% | 2.5% | 2.6% | 3.0% | 405-1-b-iii | SOC-5 | |
| Hispanic Men | 7.0% | 7.3% | 7.9% | 7.8% | 11.7% | 405-1-b-iii | SOC-5 | |
| Asian Women | 2.0% | 1.9% | 2.0% | 2.0% | 1.9% | 405-1-b-iii | SOC-5 | |
| Asian Men | 4.5% | 4.6% | 4.7% | 4.7% | 4.2% | 405-1-b-iii | SOC-5 | |
| Black/African American Women | 1.9% | 1.9% | 1.8% | 1.8% | 1.6% | 405-1-b-iii | SOC-5 | |
| Black/African American Men | 2.2% | 2.2% | 2.2% | 2.3% | 2.2% | 405-1-b-iii | SOC-5 | |
| American Indian or Alaskan Women | 1.1% | 1.0% | 1.0% | 0.9% | 0.9% | 405-1-b-iii | SOC-5 | |
| American Indian or Alaskan Men | 1.6% | 1.7% | 1.6% | 1.6% | 1.3% | 405-1-b-iii | SOC-5 | |
| Pacific Islander Women | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% | 405-1-b-iii | SOC-5 | |
| Pacific Islander Men | 0.1% | 0.1% | 0.1% | 0.2% | 0.1% | 405-1-b-iii | SOC-5 | |
| Two+ races Women | 0.1% | 0.1% | 0.2% | 0.3% | 0.4% | 405-1-b-iii | SOC-5 | |
| Two+ races Men | 0.2% | 0.2% | 0.3% | 0.5% | 0.5% | 405-1-b-iii | SOC-5 | |
| **Hiring (Global unless identified as U.S.)** | | | | | | | | |
| University hires | 18% | 11% | 12% | 25% | 10% | 401-1 | SOC-15 | |
| Diversity hiring – Women | 28% | 25% | 24% | 29% | 23% | 401-1 | SOC-15 | |
| U.S. Hiring | | | | | | | | |
| Diversity hiring – U.S. POC | 29% | 26% | 29% | 28% | 35% | 401-1 | SOC-15 | |
| U.S. Hiring by race/ethnicity | | | | | | | | |
| White | 69.9% | 74.1% | 69.7% | 71.7% | 63.1% | 401-1 | SOC-15 | |
| Hispanic | 15.1% | 14.8% | 14.8% | 10.4% | 21.9% | 401-1 | SOC-15 | |
| Asian | 6.8% | 4.4% | 7.8% | 8.0% | 5.3% | 401-1 | SOC-15 | |
| Black/African American | 6.2% | 3.3% | 3.9% | 6.0% | 5.0% | 401-1 | SOC-15 | |
| American Indian or Alaskan | 1.4% | 1.9% | 0.8% | 2.0% | 0.8% | 401-1 | SOC-15 | |
| Pacific Islander | 0.0% | 0.4% | 0.4% | 0.4% | 0.3% | 401-1 | SOC-15 | |
| Two+ races | 0.7% | 0.7% | 2.3% | 1.6% | 2.1% | 401-1 | SOC-15 | |
| Undisclosed | 0.0% | 0.4% | 0.2% | 0.0% | 1.6% | 401-1 | SOC-15 | |
| External hire acceptance rate | | | | | | | SOC-15 | |
| University hire acceptance (U.S.) | 87% | 78% | 84% | 85% | 81% | 401-1 | SOC-15 | |
| Interns acceptance (U.S.) | 87% | 87% | 68% | 74% | 76% | 401-1 | SOC-15 | |
| Conversions from Interns to Hires | 47% | 75% | 73% | 91% | 82% | 401-1 | SOC-15 | |
| Interns – U.S. Minorities | 27% | 33% | 32% | 36% | 38% | 401-1 | SOC-15 | |

## OPERATED TOTAL[4] *continued*

| METRIC | 2017 | 2018 | 2019 | 2020 | 2021 | GRI | IPIECA | SASB |
|---|---|---|---|---|---|---|---|---|
| **Social** *continued* | | | | | | | | |
| **Attrition rate** | | | | | | | | |
| Total Attrition Rate | 17.4% | 8.3% | 11.2% | 5.3% | 14.5% | 401-1 | SOC-6 | |
| Voluntary Attrition | 4.1% | 4.2% | 4.1% | 3.0% | 5.0% | 401-1 | SOC-6 | |
| Voluntary Attrition – Women | 4.0% | 4.3% | 3.8% | 2.8% | 5.3% | 401-1 | SOC-6 | |
| Voluntary Attrition – Men | 4.1% | 4.2% | 4.1% | 3.1% | 4.9% | 401-1 | SOC-6 | |
| Voluntary Attrition – U.S. POC | 4.1% | 5.1% | 3.4% | 2.9% | 4.8% | 401-1 | SOC-6 | |
| U.S. Voluntary Attrition by race/ethnicity | | | | | | | | |
| White | 5.2% | 5.2% | 4.9% | 3.7% | 6.8% | 401-1 | SOC-6 | |
| Hispanic | 2.8% | 5.9% | 3.3% | 2.2% | 5.2% | 401-1 | SOC-6 | |
| Asian | 5.6% | 5.1% | 3.8% | 4.1% | 2.9% | 401-1 | SOC-6 | |
| Black/African American | 4.8% | 3.4% | 3.5% | 4.2% | 4.0% | 401-1 | SOC-6 | |
| American Indian or Alaskan | 4.9% | 4.5% | 4.1% | 1.4% | 7.8% | 401-1 | SOC-6 | |
| Pacific Islander | 0.0% | 8.8% | 0.0% | 0.0% | 6.7% | 401-1 | SOC-6 | |
| Two+ races | 5.6% | 0.0% | 0.0% | 0.0% | 7.3% | 401-1 | SOC-6 | |
| Voluntary attrition less than 5 years of tenure | 5.2% | 4.8% | 4.3% | 2.5% | 8.4% | 401-1 | SOC-6 | |
| **Training, Development and Promotions** | | | | | | | | |
| Training of Petrotechnical employees (Hours of training/ empl.) | 20.3 | 22.9 | 28.5 | 27.1 | 21.5 | 404-2 | SOC-7 | |
| D&I Training courses completed by employees | n/a | n/a | n/a | 1,872 | 1,281 | 404-2 | SOC-7 | |
| Average spent on training per employee (in dollars) | $1,172 | $1,181 | $1,277 | $948 | $889 | | SOC-7 | |
| Promoted – Women | 31% | 33% | 31% | 32% | 33% | | SOC-7 | |
| Promoted – U.S. POC | 28% | 25% | 27% | 24% | 26% | | SOC-7 | |
| U.S. Promoted | | | | | | | | |
| White | 72.0% | 75.3% | 72.8% | 76.5% | 74.2% | | SOC-7 | |
| Hispanic | 12.9% | 12.0% | 12.4% | 9.6% | 10.7% | | SOC-7 | |
| Asian | 7.2% | 5.8% | 7.6% | 5.7% | 5.6% | | SOC-7 | |
| Black/African American | 4.4% | 3.3% | 4.3% | 4.1% | 5.2% | | SOC-7 | |
| American Indian or Alaskan | 2.4% | 2.6% | 2.0% | 2.8% | 2.1% | | SOC-7 | |
| Pacific Islander | 0.2% | 0.5% | 0.2% | 0.4% | 0.6% | | SOC-7 | |
| Two+ races | 0.8% | 0.7% | 0.7% | 0.9% | 1.3% | | SOC-7 | |
| Undisclosed | 0.0% | 0.0% | 0.0% | 0.0% | 0.2% | | SOC-7 | |
| Promoted to Top Leadership – Women | 18% | 23% | 9% | 22% | 31% | | SOC-7 | |
| Promoted to Top Leadership – U.S. POC | 12% | 7% | 24% | 6% | 21% | | SOC-7 | |
| **Governance** | | | | | | | | |
| **Board**[27] | | | | | | | | |
| Independent Members | 90% | 91% | 91% | 92% | 80% | | | |
| Women | 40% | 36% | 36% | 31% | 27% | 405-1-a-i | | |
| **Exploration and Production** | | | | | | | | |
| **Average Daily Net Production**[28] | | | | | | | | |
| Crude Oil (MBD) | 599 | 653 | 705 | 568 | 829 | | | EM-EP 000.A |
| NGL (MBD) | 111 | 102 | 115 | 105 | 142 | | | EM-EP 000.A |
| Bitumen (MBD) | 122 | 66 | 60 | 55 | 69 | | | EM-EP 000.A |
| Natural Gas (MMCFD) | 3,270 | 2,774 | 2,805 | 2,394 | 3,162 | | | EM-EP 000.A |
| Total (MBOED) | 1,377 | 1,283 | 1,348 | 1,127 | 1,567 | | | EM-EP 000.A |
| **Total Operated Production (MMBOE)**[29] | 595 | 597 | 561 | 471 | 694 | | | |
| **Total Proved Reserves at Year-End (billion BOE)** | 5 | 5 | 5 | 5 | 6 | | | |
| **Percent of Proved Reserves in Corrupt Countries**[30] | 4.6% | 4.3% | 4.4% | 5.1% | 3.6% | | | EM-EP 510a.1 |

## Notes

[1] ConocoPhillips equity share of emissions from operated and non-operated assets based on the company's financial interest.

[2] Using net production values reported in ConocoPhillips 2021 Annual Report, which represent the company's equity share of total production.

[3] GHG intensity target excludes emissions from exploration and transportation services (i.e. Polar Tankers and Global Aviation), which are not directly related to oil or gas production. This may give rise to small differences between the intensity we report for our GHG target purposes and our total greenhouse gas intensity. The company set a medium-term target to reduce our gross operated and net equity operational GHG emissions intensity by 40% to 50% by 2030, from a 2016 baseline.

[4] Data is based on assets where we have operational control. Environmental data is represented as 100% ownership interest regardless of actual share owned by ConocoPhillips with acquisitions and divestitures aligned with financial reporting. To provide the most current and accurate data available, we have updated previously reported data for prior years as needed.

[5] Scope 1 and Scope 2 emissions divided by sales and other operating revenues.

[6] Includes $CO_2$ from operations, methane ($CO_2$ equivalent), Nitrous Oxide ($CO_2$ equivalent).

[7] Includes marine and aviation support operations.

[8] In 2020, we endorsed the World Bank Zero Routine Flaring by 2030 initiative. Routine flaring is defined as flaring that occurs during the normal production of oil in the absence of sufficient facilities to utilize the gas onsite, dispatch it to a market, or reinject it. Total flaring volume represents total hydrocarbons to flare including produced gas, upsets, tank vapors, etc. routed to flares.

[9] Calculated as total fresh water withdrawn minus total fresh water discharged in 2021.

[10] Based on World Resources Institute Aqueduct Risk Atlas water stress mapping layer as of December 31, 2021 and calculated as the percentage of total fresh water withdrawn.

[11] Based on World Resources Institute Aqueduct Risk Atlas water stress mapping layer as of December 31, 2021 and calculated as the percentage of total fresh water consumed.

[12] Includes water withdrawn from saline/brackish groundwater aquifers and seawater.

[13] Includes produced water recycled for production (e.g. steam generation) or completions (e.g. hydraulic fracturing) and produced water reused for enhanced oil recovery.

[14] Calculated using Enverus data for the average volume of fresh water (BBL) divided by the average estimated ultimate recovery (EUR, BOE) as of April 6, 2022. Intensity value may change as EUR data are updated.

[15] Calculated using the average volume of fresh water (BBL) divided by the average annual production (BOE).

[16] Operated lease area overlapping with IUCN I-VI protected areas based on World Database on Protected Areas accessed on December 31, 2021.

[17] Cumulative acreage includes impact avoidance, grassland and wetland restoration, habitat conservation, biodiversity offsets and voluntary conservation areas.

[18] Operated assets with species observed or known to occur based on IUCN Red List of Threatened Species mapping tool accessed on December 31, 2021.

[19] All but one of the Arctic releases over five years were to gravel pads.

[20] Rate of process safety events of greater consequence as defined by API 752 and IOGP 456 Standards.

[21] Payments to vendors and suppliers is an estimate based on Production and Operating Expenses and Capital Program.

[22] Rates are shown including and excluding COVID-19 work-related illnesses experienced in 2021, as defined by OSHA.

[23] Data may not equal 100% due to rounding.

[24] Employee headcount based on active employees as of December 31, 2021.

[25] U.S. workforce demographics account only for self-reported data.

[26] POC: People of Color (includes ethnic/racial groups defined per the U.S. Census).

[27] As of December 31, 2021.

[28] Production data is average daily net production from continuing operations.

[29] Data is normalized using barrels of oil equivalent (BOE) from production operations, including gas plant liquid production of ethane, propane, butane and condensate and LNG production from third-party gas not accounted for in production operations. For gas production, 6,000 standard cubic feet of gas is assumed to equal one BOE.

[30] In the 20 lowest-ranked countries per Transparency International's Corruption Perception Index.

## Units Of Measure

MBD Thousands of Barrels per Day.

MBOED Thousands of Barrels of Oil Equivalent per Day.

MMCFD Millions of Cubic Feet per Day. Represents quantities available for sale and excludes gas equivalent of natural gas liquids.

MMBTU Millions of British Thermal Units.