

PIONEER

NATURAL RESOURCES

August 18, 2021

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017

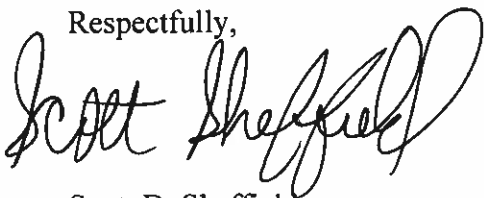
Dear Mr. Secretary-General,

I am pleased to confirm that Pioneer Natural Resources (“Pioneer”) supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture, and operations of our company, and to continue engaging in work which advances the broader development goals of the United Nations, particularly the Sustainable Development Goals. Pioneer will formalize this commitment to our stakeholders and the public in our forthcoming Sustainability Report.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company’s efforts to implement the Ten Principles. Pioneer intends for the COP to be included as part of our annual Sustainability Report. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy, within our Sustainability Report. This includes:

- A statement signed by me, Scott D. Sheffield, Pioneer’s Chief Executive Officer, expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that Pioneer has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labor, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance environment indicators were met, or other qualitative or quantitative measurements of results).

Respectfully,



Scott D. Sheffield
Chief Executive Officer