

Performance by Year ¹

METRIC	Net Equity Total ^{2,3}					GRI	IPECA	SASB
	2018	2019	2020	2021	2022 ⁴			

CLIMATE

Net Equity GHG Emissions (thousand tonnes CO ₂ e)	n/a	n/a	16,700	18,300	18,347		CCE-4	
Net Equity GHG Intensity (kg CO ₂ e/BOE) ⁵	n/a	n/a	40.8	32.9	28.9	305-4	CCE-4	
Target Related Net Equity Intensity (kg CO ₂ e/BOE) ⁶	n/a	n/a	40.2	32.4	28.5	305-4	CCE-4	

Operated Total ⁷

CLIMATE AND AIR EMISSIONS

GHG Intensity

Total GHG Intensity (kg CO ₂ e/BOE)	34.9	36.5	34.3	26.9	23.3	305-4	CCE-4	
Target Related GHG Intensity (kg CO ₂ e/BOE) ⁶	34.4	35.9	33.8	26.6	22.9	305-4	CCE-4	

GHGs (thousand tonnes)

CO ₂ from Operations	18,000	17,700	13,800	15,900	13,228	305-1	CCE-4	
CO ₂ from Imported Electricity (Scope 2)	1,100	1,000	700	1,000	1,060	305-2	CCE-4	
Methane (CO ₂ e)	1,600	1,700	1,600	1,800	1,704	305-1	CCE-4	
Nitrous Oxide (CO ₂ e)	100	100	100	20	21	305-1	CCE-4	
Total GHGs	20,800	20,500	16,200	18,720	16,014		CCE-4	
CO ₂ e Per Dollars of Revenue (tonnes/\$thousand) ⁸	0.57	0.63	0.86	0.41	0.20	305-4		
Potential CO ₂ e from Proved Reserves (million tonnes)	2,173	2,190	1,875	2,525	2,699			EM-EP 420a.2

Scope 1 Emissions by Source Category (thousand tonnes CO₂e) ⁹

Flaring	n/a	2,300	1,300	1,900	1,560	305-1	CCE-4	
Combustion	n/a	15,200	12,300	13,800	11,536	305-1	CCE-4	
Process Venting	n/a	1,500	1,500	1,500	1,407	305-1	CCE-4	EM-EP 110a.2
Fugitive Venting	n/a	200	200	220	168	305-1	CCE-4	EM-EP 110a.3
Other ¹⁰	n/a	300	200	300	282	305-1	CCE-4	
Total Scope 1 Emissions	19,700	19,500	15,500	17,720	14,954	305-1	CCE-4	EM-EP 110a.1
Percent of Scope 1 Emissions Covered by Regulation	41%	40%	40%	38%	43%			EM-EP 110a.1

Methane

Methane Intensity (kg CO ₂ e/BOE) ¹¹	2.7	3.0	3.4	2.6	2.5		CCE-5	
Methane Emitted as Percent of Natural Gas Production	0.21%	0.24%	0.28%	0.23%	0.29%		CCE-5	EM-EP 110a.1
Methane Emitted as Percent of Total Hydrocarbon Production	0.08%	0.08%	0.10%	0.07%	0.07%		CCE-5	EM-EP 110a.1
Percent of Scope 1 Emissions from Methane	8%	9%	10%	10%	11%		CCE-5	

Flaring

Routine Flaring Volume (million cubic feet) ¹²	n/a	n/a	n/a	1,030	111	305-1	CCE-7	
Total Flaring Volume (million cubic feet) ¹³	21,200	24,600	14,500	20,500	17,858	305-1	CCE-7	EM-EP 110a.2
Flaring Intensity (Total Flaring Volume as Percent of Gas Produced)	1.79%	2.60%	1.97%	1.81%	2.39%			
Flaring Intensity (Total Flaring Volume MMSCF/Total Production MMBOE)	35.5	43.8	30.8	29.5	25.9			

Other Air Emissions (tonnes)

Volatile Organic Compounds (VOCs)	69,200	69,900	60,800	96,400	98,508	305-7	ENV-5	EM-EP 120a.1
Nitrogen Oxides (NOx)	36,100	36,100	28,200	42,000	48,528	305-7	ENV-5	EM-EP 120a.1
Sulfur Oxides (SOx)	4,900	4,700	2,700	2,900	2,701	305-7	ENV-5	EM-EP 120a.1
Particulate Matter (PM)	1,300	1,400	1,100	1,700	1,508	305-7	ENV-5	EM-EP 120a.1

Energy Use (trillion BTUs)

Combustion Energy	228	217	179	211	199			
Imported Electricity	5	4	4	6	8			
Total Energy	233	222	183	217	206	302-1	CCE-6	
Energy Intensity (trillion BTUs/MMBOE)	0.39	0.40	0.39	0.32	0.30	302-3	CCE-6	

ENVIRONMENT

Water

Fresh Water Withdrawn (million cubic meters)	18.3	14.4	10.6	9.7	9.2	303-3	ENV-1	EM-EP 140a.1
Fresh Water Consumed (million cubic meters) ¹⁴	15.7	12.1	8.5	7.5	7.3	303-5	ENV-1	EM-EP 140a.1
Fresh Water Withdrawn in Regions with High Baseline Water Stress ¹⁵	7%	8%	5%	17%	6.3%	303-3	ENV-1	EM-EP 140a.1
Fresh Water Consumed in Regions with High Baseline Water Stress ¹⁶	6%	8%	2%	20%	2.4%	303-5	ENV-1	EM-EP 140a.1
Non-Fresh Water Withdrawn (million cubic meters) ¹⁷	49.2	51.3	48.7	55.3	52.6	303-3	ENV-1	
Total Produced Water Recycled or Reused (million cubic meters) ¹⁸	78.9	82.3	63.8	80.0	74.0		ENV-1	EM-EP 140a.2
Municipal Wastewater Reused (million cubic meters)	n/a	n/a	n/a	1.3	1.8		ENV-1	
Produced Water Recycled or Reused	67%	66%	67%	48%	49%		ENV-1	EM-EP 140a.2
Produced Water Injected or Disposed	17%	22%	16%	42%	41%	303-4	ENV-2	EM-EP 140a.2
Produced Water Discharged Offshore	15%	12%	17%	10%	10%	303-4	ENV-2	EM-EP 140a.2
Hydrocarbons in Overboard Discharges (tonnes)	185	145	124	147	129		ENV-2	EM-EP 140a.2

Water Intensity

Unconventional Fresh Water Consumption (barrels/BOE EUR) ¹⁹	0.28	0.22	0.23	0.08	0.06		ENV-1	
Conventional Fresh Water Consumption (barrels/BOE) ²⁰	0.04	0.05	0.05	0.03	0.03		ENV-1	

Biodiversity ²¹

Operated Area Overlapping With IUCN Protected Areas ²²	n/a	0.25%	0.24%	0.03%	0.04%	304-1	ENV-4	
Number of IUCN Protected Areas Near Operated Assets ²²	n/a	7	7	8	10	304-1	ENV-4	
Habitat Areas Protected or Restored by ConocoPhillips (thousand acres) ²³	n/a	316	275	550	409	304-3	ENV-4	
Habitat Areas Protected or Restored by Supported Partnerships (thousand acres) ²⁴	n/a	5,900	12,000	13,400	20,400	304-3	ENV-4	
Number of Operated Assets with IUCN Red List Species ²⁵	n/a	15	13	12	12	304-4	ENV-4	

Liquid Hydrocarbon Spills to the Environment ²⁶

Number of Spills > 100 Barrels	5	2	1	4	2	306-3	ENV-6	EM-EP 160a.2
Spills > 100 Barrels (barrels)	900	1,100	100	734	299	306-3	ENV-6	EM-EP 160a.2
Number of Spills > 1 Barrel	94	89	83	178	99	306-3	ENV-6	EM-EP 160a.2

Spills > 1 Barrel (barrels)	1,500	1,800	600	2,194	861	306-3	ENV-6	EM-EP 160a.2
Volume Recovered from Spills > 1 Barrel (barrels)	800	1,200	400	1,410	496		ENV-6	EM-EP 160a.2
Liquid Hydrocarbon Spills in the Arctic ²⁷								
Number of Arctic Spills > 1 Barrel	3	1	1	3	1			EM-EP 160a.2
Arctic Spills > 1 Barrel (barrels)	5	2	2	5	5			EM-EP 160a.2
Volume Recovered From Arctic Spills > 1 Barrel (barrels)	5	2	2	5	5			EM-EP 160a.2
Wastes (tonnes) ^{28, 29}								
Hazardous Wastes	18,800	21,900	28,200	23,000	78,600	306-3	ENV-7	
Non-Hazardous Wastes	224,600	279,000	159,400	213,200	322,489	306-3	ENV-7	
Recycled Wastes	120,200	130,400	107,500	191,700	265,508	306-4	ENV-7	
Total Waste Generated	363,600	431,300	295,100	427,900	666,596	306-3	ENV-7	
Waste Disposed	243,400	300,900	187,600	236,200	401,088	306-3	ENV-7	

SAFETY

Safety (rate per 200,000 hours worked)³⁰

Workforce Fatalities	0	1	0	0	0	403-9	SHS-3	EM-EP 320a.1
Workforce Total Recordable Rate	0.17	0.15	0.12	0.15	0.14	403-9		EM-EP 320a.1
Workforce Total Recordable Rate (including COVID-19)	n/a	n/a	0.21	0.52	0.28	403-9		EM-EP 320a.1
Workforce Lost Workday Rate	0.05	0.03	0.04	0.04	0.04			
Workforce Lost Workday Rate (including COVID-19)	n/a	n/a	0.13	0.41	0.18			
Employee Total Recordable Rate	0.06	0.05	0.09	0.14	0.12	403-9-a-iii	SHS-3	
Employee Total Recordable Rate (including COVID-19)	n/a	n/a	0.20	0.33	0.43	403-9-a-iii	SHS-3	
Employee Lost Workday Rate	0.03	0.03	0.02	0.05	0.06		SHS-3	
Employee Lost Workday Rate (including COVID-19)	n/a	n/a	0.13	0.24	0.36		SHS-3	
Contractor Total Recordable Rate	0.20	0.18	0.13	0.16	0.14	403-9-b-iii	SHS-3	
Contractor Total Recordable Rate (including COVID-19)	n/a	n/a	0.21	0.57	0.25	403-9-b-iii	SHS-3	
Contractor Lost Workday Rate	0.06	0.03	0.04	0.04	0.04		SHS-3	
Contractor Lost Workday Rate (including COVID-19)	n/a	n/a	0.12	0.46	0.14		SHS-3	

Process Safety (rate per 200,000 hours worked by operations)

Tier 1 Process Safety Event Rate ³¹	0.04	0.03	0.03	0.09	0.05		SHS-6	EM-EP 540a.1
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SOCIAL

Economic Contribution

Payments to Vendors and Suppliers (\$ billion) ³²	8.4	9.4	7.3	7.9	10.9			
Shareholder Dividends (\$ billion)	1.4	1.5	1.8	2.4	5.7			
Capital Investments (\$ billion)	6.8	6.6	4.7	5.3	10.2			
Cash Contributions (\$ million)	33.7	43.9	31.3	33.6	33.9		SOC-13	

Global Workforce

Employees at Year-End ³³	10,800	10,400	9,700	9,900	9,500	2-7-a	SOC-5	
Part-Time Employees	1.7%	1.4%	1.0%	0.9%	0.7%	2-7-b	SOC-5	
Employees - Women	26%	26%	27%	26%	27%	405-1-b-i	SOC-5	
All Leadership - Women	22%	24%	23%	25%	26%	2-7-a	SOC-5	
Top Leadership - Women	19%	20%	19%	22%	25%	2-7-a	SOC-5	
Junior Leadership - Women	23%	25%	24%	25%	26%	2-7-a	SOC-5	
Professional - Women	28%	28%	29%	29%	30%	2-7-a	SOC-5	
Petrotechnical - Women	20%	20%	20%	20%	21%	2-7-a	SOC-5	
Non-U.S. Employees	49%	45%	41%	39%	34%		SOC-5	
All Non-U.S. Leadership	52%	47%	44%	41%	35%		SOC-5	
Non-U.S. Top Leadership	34%	31%	25%	24%	23%		SOC-5	
Non-U.S. Junior Leadership	57%	50%	49%	44%	37%		SOC-5	
Avg. Years of Service	11.3	11.4	11.9	11.3	10.9		SOC-5	
Avg. Years of Experience	16.8	17.5	17.9	17.5	17.5		SOC-5	
Employees by Age Group							SOC-5	
Under 30	9%	8%	8%	8%	8%	405-1-b-ii	SOC-5	
30 - 50	60%	60%	60%	62%	62%	405-1-b-ii	SOC-5	
51+	31%	31%	33%	30%	31%	405-1-b-ii	SOC-5	

U.S. Workforce Demographics³⁴

Employees - POC ³⁵	24%	24%	25%	28%	30%	405-1-b-iii	SOC-5	
All Leadership - POC	18%	19%	19%	21%	23%	405-1-b-iii	SOC-5	
Top Leadership - POC	11%	13%	13%	15%	18%	405-1-b-iii	SOC-5	
Junior Leadership - POC	20%	21%	22%	23%	25%	405-1-b-iii	SOC-5	
Professional - POC	23%	24%	24%	26%	28%	405-1-b-iii	SOC-5	
Employees covered by a collective bargaining agreement	5%	4%	4%	4%	4%	2-30-a	SOC-5	
Veterans	n/a	6%	6%	6%	6%	405-1-b-iii	SOC-5	
Employees with disabilities	n/a	n/a	5%	5%	5%	405-1-b-iii	SOC-5	
U.S. Employees by race/ethnicity and gender								
White Women		20.9%	21.2%	20.0%	19.9%	405-1-b-iii	SOC-5	
White Men	54.9%	54.6%	54.0%	51.8%	49.9%	405-1-b-iii	SOC-5	
Hispanic Women	2.6%	2.5%	2.6%	3.0%	3.6%	405-1-b-iii	SOC-5	
Hispanic Men	7.3%	7.9%	7.8%	11.7%	12.0%	405-1-b-iii	SOC-5	
Asian Women	1.9%	2.0%	2.0%	1.9%	2.1%	405-1-b-iii	SOC-5	
Asian Men	4.8%	4.7%	4.7%	4.2%	4.3%	405-1-b-iii	SOC-5	
Black/African American Women	1.9%	1.8%	1.8%	1.7%	1.7%	405-1-b-iii	SOC-5	
Black/African American Men	2.2%	2.2%	2.3%	2.2%	2.5%	405-1-b-iii	SOC-5	
American Indian or Alaska Native Women	1.0%	1.0%	0.9%	0.9%	1.0%	405-1-b-iii	SOC-5	
American Indian or Alaska Native Men	1.7%	1.6%	1.6%	1.3%	1.4%	405-1-b-iii	SOC-5	
Native Hawaiian or Pacific Islander Women	0.1%	0.1%	0.1%	0.1%	0.1%	405-1-b-iii	SOC-5	
Native Hawaiian or Pacific Islander Men	0.1%	0.1%	0.2%	0.1%	0.1%	405-1-b-iii	SOC-5	
Two+ races Women	0.1%	0.2%	0.3%	0.4%	0.5%	405-1-b-iii	SOC-5	
Two+ races Men	0.2%	0.3%	0.5%	0.5%	0.9%	405-1-b-iii	SOC-5	

Hiring (Global unless identified as U.S.)

University Hires	11%	12%	25%	10%	8%	401-1	SOC-15	
Diversity Hiring - Women	25%	24%	29%	23%	29%	401-1	SOC-15	
U.S. Hiring								
Diversity hiring - U.S. POC	26%	29%	28%	35%	41%	401-1	SOC-15	
U.S. Hiring by race/ethnicity								
White	74.1%	69.7%	71.7%	63.1%	59.2%	401-1	SOC-15	
Hispanic	14.8%	14.8%	10.4%	21.9%	21.2%	401-1	SOC-15	
Asian	4.4%	7.8%	8.0%	5.3%	6.8%	401-1	SOC-15	
Black/African American	3.3%	3.9%	6.0%	5.0%	7.4%	401-1	SOC-15	
American Indian or Alaska Native	1.9%	0.8%	2.0%	0.8%	2.2%	401-1	SOC-15	

Native Hawaiian or Pacific Islander	0.4%	0.4%	0.4%	0.3%	0.5%	401-1	SOC-15
Two+ races	0.7%	2.3%	1.6%	2.1%	2.4%	401-1	SOC-15
Undisclosed	0.4%	0.2%	0.0%	1.6%	0.5%	401-1	SOC-15
External hire acceptance rate							SOC-15
University hire acceptance (U.S.)	78%	84%	85%	81%	70%	401-1	SOC-15
Interns acceptance (U.S.)	87%	68%	74%	76%	68%	401-1	SOC-15
Conversions from Interns to Hires	75%	73%	91%	82%	77%	401-1	SOC-15
Interns - U.S. Minorities	33%	32%	36%	38%	40%	401-1	SOC-15

Attrition rate

Total Attrition Rate	8.3%	11.2%	5.3%	14.5%	13.1%	401-1	SOC-6
Voluntary Attrition	4.2%	4.1%	3.0%	5.0%	5.6%	401-1	SOC-6
Voluntary Attrition - Women	4.3%	3.8%	2.8%	5.3%	5.0%	401-1	SOC-6
Voluntary Attrition - Men	4.2%	4.1%	3.1%	4.9%	5.9%	401-1	SOC-6
Voluntary Attrition - U.S. POC	5.1%	3.4%	2.9%	4.8%	5.7%	401-1	SOC-6
U.S. Voluntary Attrition by race/ethnicity							
White	5.2%	4.9%	3.7%	6.8%	6.7%	401-1	SOC-6
Hispanic	5.9%	3.3%	2.2%	5.2%	4.7%	401-1	SOC-6
Asian	5.1%	3.8%	4.1%	2.9%	6.7%	401-1	SOC-6
Black/African American	3.4%	3.5%	4.2%	4.0%	6.9%	401-1	SOC-6
American Indian or Alaska Native	4.5%	4.1%	1.4%	7.8%	6.5%	401-1	SOC-6
Native Hawaiian or Pacific Islander	8.8%	0.0%	0.0%	6.7%	0.0%	401-1	SOC-6
Two+ races	0.0%	0.0%	0.0%	7.3%	7.3%	401-1	SOC-6
Voluntary attrition less than 5 years of tenure	4.8%	4.3%	2.5%	8.4%	7.6%	401-1	SOC-6

Training, Development and Promotions

Training of Petrotechnical employees (Hours of training/empl.)	22.9	28.5	27.1	21.5	23.1	404-2	SOC-7
DEI Training courses completed by employees	n/a	n/a	1,872	1,281	1,402	404-2	SOC-7
Average spent on training per employee (in dollars)	\$1,181	\$1,277	\$948	\$889	\$1,071		SOC-7
Promoted - Women	33%	31%	32%	33%	34%		SOC-7
Promoted - U.S. POC	25%	27%	24%	26%	30%		SOC-7
U.S. Promoted							
White	75.3%	72.8%	76.5%	74.2%	69.9%		SOC-7
Hispanic	12.0%	12.4%	9.6%	10.7%	16.2%		SOC-7
Asian	5.8%	7.6%	5.7%	5.6%	5.4%		SOC-7
Black/African American	3.3%	4.3%	4.1%	5.2%	4.1%		SOC-7
American Indian or Alaska Native	2.8%	2.0%	2.8%	2.1%	2.8%		SOC-7
Native Hawaiian or Pacific Islander	0.5%	0.2%	0.4%	0.6%	0.1%		SOC-7
Two+ races	0.7%	0.7%	0.9%	1.3%	1.5%		SOC-7
Undisclosed	0.0%	0.0%	0.0%	0.2%	0.0%		SOC-7
Promoted to Top Leadership - Women	23%	9%	22%	31%	34%		SOC-7
Promoted to Top Leadership - U.S. POC	7%	24%	6%	21%	28%		SOC-7

GOVERNANCE

Board ³⁶

Independent Members	91%	91%	92%	80%	86%		
Women	36%	36%	31%	27%	29%	405-1-a-i	

EXPLORATION AND PRODUCTION

Average Daily Net Production ³⁷

Crude Oil (MBD)	653	705	568	829	898		EM-EP 000.A
NGL (MBD)	102	115	105	142	252		EM-EP 000.A
Bitumen (MBD)	66	60	55	69	66		EM-EP 000.A
Natural Gas (MMCFD)	2,774	2,805	2,394	3,162	3,130		EM-EP 000.A
Total (MBOED)	1,283	1,348	1,127	1,567	1,738		EM-EP 000.A

Total Operated Production (MMBOE) ³⁸

	597	561	471	694	688		
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Total Proved Reserves at Year-End (million BOE)

	5,263	5,262	4,459	6,101	6,599		
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Proved Reserves in Low Transparency Countries ³⁹

	4.3%	4.4%	5.1%	3.6%	3.8%		EM-EP 510a.1
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NOTES

¹ Due to rounding, some total numbers may not equal the sum of the subcomponents.

² Based on the "equity share approach" as defined in "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (WRI)."

³ Baseline net equity emissions intensity data was estimated from the Long-Range Planning process and may be found within the Emissions Reduction Targets and Performance section of the Sustainability Report on www.conocophillips.com.

⁴ Updated in 2022, GHG metrics are reported to the nearest whole number in each unit, except intensity or other metrics expressed as ratios.

⁵ The denominator uses net production values reported in ConocoPhillips Annual Report, which represent the company's equity share of total production.

⁶ 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 50% to 60% by 2030, from a 2016 baseline.

⁷ 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.

⁸ Scope 1 and Scope 2 emissions divided by sales and other operating revenues. Source: ConocoPhillips Annual Report

⁹ Includes CO₂ from operations, methane (CO₂ equivalent), Nitrous Oxide (CO₂ equivalent).

¹⁰ Includes marine and aviation support operations.

¹¹ Methane intensity target excludes emissions from exploration and transportation services (i.e. Polar Tankers and Global Aviation), which are not directly related to oil and gas production.

¹² 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.

¹³ Total flaring volume represents total hydrocarbon content flared.

¹⁴ Calculated as total fresh water withdrawn minus total fresh water discharged in 2022.

¹⁵ Based on World Resources Institute Aqueduct Risk Atlas water stress mapping layer as of December 31, 2022 and calculated as the percentage of total fresh water withdrawn.

¹⁶ Based on World Resources Institute Aqueduct Risk Atlas water stress mapping layer as of December 31, 2022 and calculated as the percentage of total fresh water consumed.

¹⁷ Includes water withdrawn from saline/brackish groundwater aquifers and seawater.

¹⁸ Includes produced water recycled for production (e.g. steam generation) or completions (e.g. hydraulic fracturing) and produced water reused for enhanced oil recovery.

¹⁹ Calculated using Enverus data for the average volume of fresh water (BBL) divided by the average estimated ultimate recovery (EUR) as of April 5, 2023. Intensity value may change as EUR data are updated.

²⁰ Calculated using the average volume of fresh water (BBL) divided by the average annual production (BOE).

²¹ Began reporting biodiversity metrics in 2019.

²² Operated lease area overlapping with IUCN I-VI protected areas based on World Database on Protected Areas accessed on December 31, 2022.

²³ Cumulative acreage includes impact avoidance, grassland and wetland restoration, habitat conservation, biodiversity offsets and voluntary conservation areas.

²⁴ Cumulative acreage from collaboration with conservation partners to conserve, protect, restore, improve, or benefit habitats over the past two decades.

²⁵ Operated assets with species observed or known to occur based on IUCN Red List of Threatened Species mapping tool accessed on December 31, 2022.

²⁶ The term "environment" refers to the natural environment, including soil, surface water, groundwater, and ice-affected surfaces.

- ²⁷ No spills in this section were deemed as to the environment, per local regulatory requirements.
- ²⁸ Regulatory definitions for hazardous and non-hazardous waste vary between countries and jurisdictions. Data is based on country and jurisdictional definitions.
- ²⁹ The variance in waste volumes is due primarily to increased well production and an improved methodology to determine waste quantities and the allocation of hazardous and recycled waste in the Canadian Business Unit.
- ³⁰ Rates are shown including and excluding COVID-19 work-related illnesses experienced in 2020, 2021, and 2022 as defined by OSHA.
- ³¹ Rate of process safety events of greater consequence as defined by API 752 and IOGP 456 Standards.
- ³² Payments to vendors and suppliers is an estimate based on Production and Operating Expenses and Capital Program.
- ³³ Employee headcount based on active employees as of December 31, 2022.
- ³⁴ U.S. workforce demographics account only for self-reported data.
- ³⁵ POC: People of Color (includes ethnic/racial groups defined per the U.S. Census).
- ³⁶ As of December 31, 2022.
- ³⁷ Production data is average daily net production from continuing operations.
- ³⁸ Data is normalized using barrels of oil equivalent (BOE) from production operations, including gas plant liquid production of ethane, propane, butane and condensate and 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.
- ³⁹ 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.