



KEY PERFORMANCE DATA

All metrics and disclosures included in this data table cover Whiting's upstream E&P operations for the calendar year that ended on December 31, 2021. The metrics have been calculated using the best available data at the time of publication. Metrics are subject to change as we continuously seek to improve our data management practices, data sources, and calculation methodologies.

| ENVIRONMENT METRICS | UNIT OF MEASURE | 2019 | 2020 | 2021 | REPORTING FRAMEWORK |
|---|--|------------|-----------|-----------|-------------------------|
| Greenhouse Gas Emissions (GHG) ⁽¹⁾ | | | | | |
| Scope 1 emissions as reported under Subpart W for US operations | Metric tons CO ₂ e | 3,038,279 | 1,243,718 | 919,899 | EM-EP-110a.1 |
| By constituent | | | | | |
| Carbon Dioxide (CO ₂) | Metric tons CO ₂ e | 2,303,507 | 932,968 | 697,135 | EM-EP-110a.1 |
| Methane (CH ₄) | Metric tons CO ₂ e | 733,420 | 310,153 | 222,282 | EM-EP-110a.1 |
| Other (N ₂ O) | Metric tons CO ₂ e | 1,353 | 597 | 482 | EM-EP-110a.1 |
| By Source (CO ₂ e) | | | | | |
| (1) flared hydrocarbons | Metric tons CO ₂ e | 2,202,020 | 741,177 | 549,939 | EM-EP-110a.2 |
| (2) other combustion | Metric tons CO ₂ e | 365,670 | 256,158 | 160,509 | EM-EP-110a.2 |
| (3) process emissions | Metric tons CO ₂ e | 49 | 0 | 0 | EM-EP-110a.2 |
| (4) other vented emissions | Metric tons CO ₂ e | 463,666 | 239,913 | 203,396 | EM-EP-110a.2 |
| (5) fugitive emissions | Metric tons CO ₂ e | 6,875 | 6,470 | 6,055 | EM-EP-110a.2 |
| Scope 1 emissions intensity ⁽²⁾ | Scope 1 GHG Emissions (Metric tons CO ₂ e)/Gross Annual Production (MBoe) | 43.71 | 22.59 | 19.29 | Supplemental Disclosure |
| Percent of GHG Emissions Attributed to Boosting and Gathering Segment | Percentage | 0% | 0% | 0% | Supplemental Disclosure |
| Methane emissions as reported under Subpart W for US operations | Metric tons CH ₄ | 29,337 | 12,406 | 8,891 | EM-EP-110a.1 |
| Methane emissions intensity ⁽²⁾ | Methane Emissions (Metric tons CH ₄)/Gross Annual Production (MBoe) | 0.42 | 0.23 | 0.19 | Supplemental Disclosure |
| Percent of Methane Emissions Attributed to Boosting and Gathering Segment | Percentage | 0% | 0% | 0% | Supplemental Disclosure |
| Flaring | | | | | |
| Gross Annual Volume of Flared Gas | Mcf | 21,354,286 | 7,177,332 | 5,558,259 | Supplemental Disclosure |
| Percentage of gas flared per Mcf of gas produced | Percentage—Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Gas Production (Mcf) | 16.32% | 6.86% | 5.63% | Supplemental Disclosure |
| Volume of gas flared per barrel of oil equivalent produced | Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Production (Boe) | 0.31 | 0.13 | 0.11 | Supplemental Disclosure |
| Water Management | | | | | |
| Fresh Water Intensity | Fresh Water Consumed (Bbl)/Gross Annual Production (Boe) | 0.33 | 0.16 | 0.24 | EM-EP-140a.1 |
| Water Recycle Rate | Recycled Water (Bbl)/Total Water Consumed (Bbl) | 0% | 0% | 0% | EM-EP-140a.2 |
| Does your company use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Monetizer, or other comparable tool or methodology to determine the water stressed areas in your portfolio? | | N | N | Y | Supplemental Disclosure |

| ENVIRONMENT METRICS | UNIT OF MEASURE | 2019 | 2020 | 2021 | REPORTING FRAMEWORK |
|---|--|-------|-------|-------|-------------------------|
| Biodiversity Impacts | | | | | |
| Spill Intensity (Spills Outside of Primary Containment) | Produced Liquids Spilled (Bbl)/Total Produced Liquids (MBbl) | 0.014 | 0.019 | 0.027 | Supplemental Disclosure |
| Spill Intensity (Spills Outside of Secondary Containment) | Produced Liquids Spilled (Bbl)/Total Produced Liquids (MBbl) | 0.003 | 0.007 | 0.020 | Supplemental Disclosure |

| SOCIAL METRICS | UNIT OF MEASURE | 2019 | 2020 | 2021 | REPORTING FRAMEWORK |
|--|---|------|------|------|-------------------------|
| Health & Safety | | | | | |
| Employee Total Recordable Incident Rate (TRIR) | # of Employee OSHA Recordable Cases x 200,000 / Annual Employee Workhours | 0.29 | 0.25 | 0.57 | EM-EP-320a.1 |
| Contractor TRIR | # of Contractor OSHA Recordable Cases x 200,000 / Annual Contractor Workhours | 1.09 | 0.60 | 1.09 | EM-EP-320a.1 |
| Combined TRIR | # of Combined OSHA Recordable Cases x 200,000 / Annual Combined Workhours | 0.90 | 0.49 | 0.98 | EM-EP-320a.1 |
| Employee Days Away, Restricted or Transferred (DART) | # of OSHA Recordable Injuries and Illnesses that resulted in Days Away;Restricted;Transferred x 200,000 / Employee Hours Worked | 0.29 | 0.00 | 0.00 | Supplemental Disclosure |
| Contractor DART | # of OSHA Recordable Injuries and Illnesses that resulted in Days Away;Restricted;Transferred x 200,000 / Contractor Hours Worked | 0.44 | 0.00 | 0.31 | Supplemental Disclosure |
| Combined DART | # of OSHA Recordable Injuries and Illnesses that resulted in Days Away;Restricted;Transferred x 200,000 / Combined Hours Worked | 0.40 | 0.00 | 0.24 | Supplemental Disclosure |
| Employee Fatalities | Total Employee Fatalities | 0 | 0 | 0 | Supplemental Disclosure |

| | | | | | |
|---|------------|-----|-----|-----|-------------------------|
| Workforce | | | | | |
| Employees | # | 504 | 401 | 355 | Supplemental Disclosure |
| Women and/or Minority ⁽³⁾ in Total Workforce | Percentage | 30% | 27% | 29% | Supplemental Disclosure |
| Women and/or Minority in Management | Percentage | 27% | 26% | 22% | Supplemental Disclosure |
| Women and/or Minority in Senior Leadership | Percentage | 31% | 25% | 28% | Supplemental Disclosure |
| Women and/or Minority in Executive Leadership | Percentage | 17% | 25% | 22% | Supplemental Disclosure |
| Employees by Age Group | | | | | |
| Under 30 | Percentage | 13% | 10% | 7% | Supplemental Disclosure |
| 30-50 | Percentage | 69% | 72% | 71% | Supplemental Disclosure |

| SOCIAL METRICS | UNIT OF MEASURE | 2019 | 2020 | 2021 | REPORTING FRAMEWORK |
|-----------------------------|-----------------|------|------|------|-------------------------|
| Over 50 | Percentage | 18% | 19% | 22% | Supplemental Disclosure |
| Voluntary Employee Turnover | Percentage | 14% | 6% | 6% | Supplemental Disclosure |
| Employees Unionized | # | 0 | 0 | 0 | Supplemental Disclosure |

Community Engagement

| | | | | |
|-----------------------------------|------|--------|--------|--------|
| Social Investments ⁽⁴⁾ | \$MM | \$.966 | \$.047 | \$.408 |
|-----------------------------------|------|--------|--------|--------|

Security & Human Rights

| | | | | | |
|---|------------|-------|-------|-------|--------------|
| Percentage of (1) proved and (2) probable reserves in or near areas of conflict | Percentage | 0.00% | 0.00% | 0.00% | EM-EP-210a.1 |
|---|------------|-------|-------|-------|--------------|

| GOVERNANCE METRICS | UNIT OF MEASURE | 2019 | 2020 | 2021 | REPORTING FRAMEWORK |
|--|-----------------|------|------|------|-------------------------|
| Independent Board Members | # | 8 | 6 | 6 | Supplemental Disclosure |
| Independent Board Members | Percentage | 89% | 86% | 86% | Supplemental Disclosure |
| Women Board Members | # | 2 | 3 | 3 | Supplemental Disclosure |
| Women Board Members (% of independent) | Percentage | 25% | 50% | 50% | Supplemental Disclosure |

| SUPPORTING DATA | 2019 | 2020 | 2021 |
|--|-------------|-------------|------------|
| Gross Annual Oil Production (Bbl) | 48,068,888 | 37,949,916 | 32,107,625 |
| Gross Annual Gas Production (Mcf) | 130,860,912 | 104,558,719 | 98,701,480 |
| Gross Annual Production (Boe) | 69,879,040 | 55,376,369 | 48,557,872 |
| Gross Annual Production (MBoe) | 69,879 | 55,376 | 48,558 |
| Gross Annual Production—As Reported Under Subpart W (MBoe) | 69,504 | 55,045 | 47,697 |
| Total Produced Liquids (MBbl) | 143,955 | 116,599 | 105,247 |
| Produced Liquids Spilled (Bbl) | 1,959 | 2,238 | 2,806 |
| Produced Liquids Spilled (Bbl) Outside Secondary Containment | 496 | 851 | 2,065 |
| Fresh Water Consumed (Bbl) | 22,832,371 | 9,066,134 | 11,758,305 |
| Recycled Water (Bbl) | 0 | 0 | 0 |
| Total Water Consumed (Bbl) | 22,832,371 | 9,066,134 | 11,758,305 |
| Employee OSHA Recordable Cases | 2 | 1 | 2 |
| Contractor OSHA Recordable Cases | 25 | 5 | 14 |
| Combined OSHA Recordable Cases | 27 | 6 | 16 |
| Annual Employee Workhours | 1,396,676 | 811,133 | 705,704 |
| Annual Contractor Workhours | 4,573,201 | 1,655,716 | 2,559,778 |
| Annual Combined Workhours | 5,969,877 | 2,466,849 | 3,265,482 |

¹ GHG data provided is for all reportable emissions under EPA's Greenhouse Gas Reporting Program (GHGRP) for Whiting operated onshore petroleum and natural gas production facilities. We calculate reported emissions using EPA fuel emissions and Global Warming Potential (GWP) factors.

² Emission intensities are calculated using gross annual production as reported under the EPA GHGRP.

³ Racial and/or ethnic minority.

⁴ Charitable and philanthropic donations.