



2020

Whiting Sustainability Report Metrics

Greenhouse Gas Emissions ⁽¹⁾	Unit of Measure	2020	2019	2018	SASB Metric
GHG Emissions	Metric tons CO ₂ e	1,259,176	3,146,665	2,674,144	EM-EP-110a.1
GHG Intensity	GHG Emissions (Metric tons CO ₂ e)/Gross Annual Production (MBoe)	22.74	45.04	39.63	Supplemental Disclosure
Percent of GHG Emissions Attributed to Boosting and Gathering Segment	Percentage	0%	0%	0%	Supplemental Disclosure
Methane Emissions	Metric tons CH ₄	12,986	30,370	27,958	EM-EP-110a.1
Methane Intensity	Methane Emissions (Metric tons CH ₄)/Gross Annual Production (MBoe)	0.23	0.43	0.41	Supplemental Disclosure
Percent of Methane Emissions Attributed to Boosting and Gathering Segment	Percentage	0%	0%	0%	Supplemental Disclosure
Flaring	Unit of Measure	2020	2019	2018	SASB Metric
Gross Annual Volume of Flared Gas	Mcf	7,074,008	21,344,480	17,753,994	EM-EP-110a.2
Percentage of gas flared per Mcf of gas produced	Percentage - Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Gas Production (Mcf)	6.79%	17.82%	16.08%	EM-EP-110a.2
Volume of gas flared per barrel of oil equivalent produced	Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Production (Boe)	0.13	0.31	0.24	EM-EP-110a.2

Spills	Unit of Measure	2020	2019	2018	SASB Metric
Spill Intensity	Produced Liquids Spilled (Bbl)/ Total Produced Liquids (MBbl)	0.007	0.003	0.015	EM-EP-160a.2
Water Use	Unit of Measure	2020	2019	2018	SASB Metric
Fresh Water Intensity	Fresh Water Consumed (Bbl)/ Gross Annual Production (Boe)	0.16	0.33	0.40	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?		Yes	Yes	Yes	Supplemental Disclosure
Safety	Unit of Measure	2020	2019	2018	SASB Metric
Employee TRIR	# of Employee OSHA Recordable Cases x 200,000 / Annual Employee Workhours	0.25	0.29	0.49	EM-EP-320a.1
Contractor TRIR	# of Contractor OSHA Recordable Cases x 200,000 / Annual Contractor Workhours	0.60	1.09	1.06	EM-EP-320a.1
Combined TRIR	# of Combined OSHA Recordable Cases x 200,000 / Annual Combined Workhours	0.49	0.90	0.91	EM-EP-320a.1
Employee Lost Time Incident Rate (LTIR)	# of Employee Lost Time OSHA Recordable Cases x 200,000 / Annual Employee Workhours	0	0.29	0.12	Supplemental Disclosure
Contractor LTIR	# of Contractor Lost Time OSHA Recordable Cases x 200,000 / Annual Contractor Workhours	0	0.31	0.32	Supplemental Disclosure
Combined LTIR	# of Combined Lost time OSHA Recordable Cases x 200,000 / Annual Combined Workhours	0	0.3	0.27	Supplemental Disclosure
Employee Fatalities	Total Employee Fatalities	0	0	0	Supplemental Disclosure
Security & Human Rights	Unit of Measure	2020	2019	2018	SASB Metric
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

(1) Whiting reports greenhouse gas emissions (Carbon Dioxide, Methane, and Nitrous Oxide) to the EPA in accordance with 40 CFR Part 98, Subpart W. In addition, Whiting included non-reportable emissions (basins that fall below the 25,000 MT CO₂e threshold) and vehicle fleet emissions. GHG emissions excluding non-reportable and vehicle fleet emissions were 22.29 MT CO₂e/MBOE in 2020, 44.39 MT CO₂e/MBOE in 2019 and 39.04 MT CO₂e/MBOE in 2018. Methane emissions excluding non-reportable were 0.226 MT CH₄/MBOE in 2020, 0.423 MT CH₄/MBOE in 2019 and 0.403 MT CH₄/MBOE in 2018.

Careers	Unit of Measure	2020	2019	2018	SASB Metric
Total Staff	#	402	504	736	Supplemental Disclosure
% Female Directors that make up Independent Board of Directors	#	50%	25%	17%	Supplemental Disclosure
Female and/or Minority in Total Workforce	Percentage	28%	30%	28%	Supplemental Disclosure
Female and/or Minority in Management	Percentage	26%	21%	19%	Supplemental Disclosure
Female and/or Minority in Senior Leadership	Percentage	25%	41%	24%	Supplemental Disclosure
Female and/or Minority in Executive Leadership	Percentage	22%	17%	13%	Supplemental Disclosure
Voluntary Employee Turnover	Percentage	6%	14%	9%	Supplemental Disclosure
Employees Unionized	#	0	0	0	Supplemental Disclosure

Supporting Data*	2020	2019	2018	Supporting Data*	2020	2019	2018
Gross Annual Oil Production (Bbl)	37,940,076	48,057,913	48,191,956	Recycled Water (Bbl)	0	0	0
Gross Annual Gas Production (Mcf)	104,557,766	130,848,830	115,715,789	Total Water Consumed (Bbl)	9,066,137	22,832,371	26,846,989
Gross Annual Production (Boe)	55,366,370	69,866,051	67,477,921	Employee OSHA Recordable Cases	1	2	4
Gross Annual Production (MBoe)	55,366	69,866	67,478	Contractor OSHA Recordable Cases	5	25	23
Gross Annual Production -As Reported Under Subpart W (MBoe)	55,067			Combined OSHA Recordable Cases	6	27	27
Total Produced Liquids (MBbl)	116,563	142,645	141,167	Annual Employee Workhours	811,133	1,396,676	1,634,663
Produced Liquids Spilled (Bbl)	845	489	2,055	Annual Contractor Workhours	1,655,716	4,573,219	4,325,774
Fresh Water Consumed (Bbl)	9,066,137	22,832,371	26,846,989	Annual Combined Workhours	2,466,849	5969895	5960437
				Methodology	Actuals		

*Gross refers to Gross Operated Production