

Content Index

General Disclosures

GRI STANDARD	DISCLOSURE	REPORT SECTION/DIRECT ANSWER
GRI 101: Foundation 2016		
Organizational Profile		
GRI 102: General Disclosures 2016	102-1 Name of the organization	Parsley Energy, Inc.
	102-2 Activities, brands, products, and services	Parsley Energy Corporate Website - About
	102-3 Location of headquarters	Form 10-K, Page 1
	102-4 Location of operations	Where We Operate
	102-5 Ownership and legal form	Form 10-K, Item 1, page 6
	102-6 Markets served	Form 10-K, Item 1, page 6
	102-7 Scale of the organization	Form 10-K, Item 1, page 6
	102-8 Information on employees and other workers	Workforce Programs - Talent Management - Workforce Diversity; Form 10-K, Item 1, page 19
	102-11 Precautionary Principle or approach	Corporate Code of Business Conduct and Ethics
102-13 Membership of associations	Parsley Inaugural Corporate Responsibility Report, page 13	
Strategy		
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	Leadership Message
	102-15 Key impacts, risks, and opportunities	Form 10-K, Item 1A., pages 19-45
Ethics and Integrity		
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behavior	Governance; Corporate Code of Business Conduct and Ethics
	102-17 Mechanisms for advice and concerns about ethics	Governance; Corporate Code of Business Conduct and Ethics
Governance		
GRI 102: General Disclosures 2016	102-18 Governance structure	Governance
	102-19 Delegating authority	Governance
	102-20 Executive-level responsibility for economic, environmental, and social topics	Governance
	102-22 Composition of the highest governance body and its committees	Parsley Energy Corporate Website - Governance; About - Leadership
	102-23 Chair of the highest governance body	Parsley Energy Corporate Website - About - Leadership

GRI STANDARD	DISCLOSURE	REPORT SECTION/DIRECT ANSWER
GRI 102: General Disclosures 2016	102-24 Nominating and selecting the highest governance body	Governance; Corporate Code of Business Conduct and Ethics
	102-25 Conflicts of interest	Corporate Governance Guidelines
	102-26 Role of highest governance body in setting purpose, values, and strategy	Governance
	102-27 Collective knowledge of highest governance body	Governance
	102-28 Evaluating the highest governance body's performance	Governance
	102-29 Identifying and managing economic, environmental, and social impacts	Governance
	102-30 Effectiveness of risk management processes	Governance
	102-31 Review of economic, environmental, and social topics	Governance
	102-32 Highest governance body's role in sustainability reporting	Our NESG Committee is required to approve the Corporate Responsibility report, as well as our President and Chief Executive Officer to ensure all material topics are covered.
	102-33 Communicating critical concerns	Corporate Governance Guidelines
Stakeholder Engagement		
GRI 102: General Disclosures 2016	102-40 List of stakeholder groups	Parsley Inaugural Corporate Responsibility Report, page 13
	102-41 Collective bargaining agreements	We do not have any employees in collective bargaining agreements.
	102-43 Approach to stakeholder engagement	Parsley Inaugural Corporate Responsibility Report, page 13
	102-44 Key topics and concerns raised	Parsley Inaugural Corporate Responsibility Report, page 13
Reporting Practice		
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	Form 10-K, Note 2., page F-8
	102-46 Defining report content and topic boundaries	Parsley Inaugural Corporate Responsibility Report, page 13
	102-47 List of material topics	About This Report; Parsley Inaugural Corporate Responsibility Report, page 13
	102-48 Restatements of information	We have no restatements of information.
	102-49 Changes in reporting	In this year's report, we reference key indicators from the SASB Standard, Oil & Gas - Exploration & Production
	102-50 Reporting period	About this Report
	102-51 Date of most recent report	About this Report
	102-52 Reporting cycle	About this Report
	102-53 Contact point for questions regarding the report	About this Report
	102-54 Claims of reporting in accordance with the GRI Standards	About this Report
	102-55 GRI content index	GRI Content Index
	102-56 External assurance	No data in this report have been externally assured.

Topic Specific Disclosures

STANDARD	DISCLOSURE	REPORT SECTION/DIRECT ANSWER
Material Topics		
GRI 200 Economic Standard Series		
Economic Performance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	2019 Annual Report , page 6 Boundary: Internal - Parsley Operations
	103-2 The management approach and its components	Annual Report , pages 1–5
	103-3 Evaluation of the management approach	Annual Report , pages 1–5
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Local Communities - Corporate Giving and Volunteerism; Parsley Energy generated \$1.96 billion in revenues in 2019. (Form 10-K, Item 6, pg. 60)
	201-2 Financial implications and other risks and opportunities due to climate change	Environmental Stewardship - Climate Change
SASB Oil & Gas		
Reserves Valuation & Capital Expenditures	EM-EP-420a.4 Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	Environmental Stewardship - Climate Change
Indirect Economic Impacts		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Community Impact - Indirect Economic Impacts Boundary: external - communities where we operate.
	103-2 The management approach and its components	Community Impact - Indirect Economic Impacts
	103-3 Evaluation of the management approach	Community Impact - Indirect Economic Impacts
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Community Impact - Indirect Economic Impacts; Environmental Stewardship - Emissions - Transportation; Environmental Stewardship - Water
	203-2 Significant indirect economic impacts	Community Impact - Indirect Economic Impacts; ESG Data Download
GRI 300 Environmental Standards Series		
Water		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Environmental Stewardship - Water Boundary: internal - field operations; external - communities where we operate.
	103-2 The management approach and its components	Environmental Stewardship - Water
	103-3 Evaluation of the management approach	Environmental Stewardship - Water
GRI 303: Water & Effluents 2018	303-3 Water withdrawal	ESG Data Download
	303-4 Water discharge	ESG Data Download
	303-5 Water consumption	ESG Data Download

STANDARD	DISCLOSURE	REPORT SECTION/DIRECT ANSWER
SASB Oil & Gas		
Water Management	EM-EP-140a.1 (1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	ESG Data Download
	EM-EP-140a.2 Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	ESG Data Download
	EM-EP-140a.3 Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	ESG Data Download
Biodiversity & Land Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Environmental Stewardship - Land Management Boundary: internal - field operations; external - communities where we operate.
	103-2 The management approach and its components	Environmental Stewardship - Land Management
	103-3 Evaluation of the management approach	Environmental Stewardship - Land Management
SASB Oil & Gas		
Biodiversity Impacts	EM-EP-160a.1 Description of environmental management policies and practices for active sites	Environmental Stewardship - Land Management
	EM-EP-140a.2 Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	We do not have any proven or probable reserves in or near sites with protected conservation status or endangered species habitat.
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Environmental Stewardship - Emissions Boundary: internal - field operations.
	103-2 The management approach and its components	Environmental Stewardship - Emissions
	103-3 Evaluation of the management approach	Environmental Stewardship - Emissions
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESG Data Download
	305-4 GHG emissions intensity	ESG Data Download
	Indicator: Gas flared as a percent of total gas production	ESG Data Download
	Indicator: Flaring Intensity	ESG Data Download
SASB Oil & Gas		
Greenhouse Gas Emissions	EM-EP-110a.1 Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	ESG Data Download
	EM-EP-110a.2 Amount of gross global Scope 1 emissions from (1) flared hydrocarbons (2) other combustion (3) process emissions (4) other vented emissions and (5) fugitive emissions	ESG Data Download
Spills		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Environmental Stewardship - Spills Boundary: internal - field operations; external - communities where we operate.
	103-2 The management approach and its components	Environmental Stewardship - Spills
	103-3 Evaluation of the management approach	Environmental Stewardship - Spills

STANDARD	DISCLOSURE	REPORT SECTION/DIRECT ANSWER
GRI 306: Effluents and Waste 2016	306-3: Number of spills	Environmental Stewardship - Spills; ESG Data Download
	Indicator: Total fluid spill rate	Environmental Stewardship - Spills; ESG Data Download
	Indicator: Amount of spills	Environmental Stewardship - Spills; ESG Data Download
SASB Oil & Gas		
Critical Incident Risk Management	EM-EP-540a.1 Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	ESG Data Download
Environmental Stewardship		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Environmental Stewardship
	103-2 The management approach and its components	Environmental Stewardship
	103-3 Evaluation of the management approach	Environmental Stewardship
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	We have not identified any non-compliance with environmental laws and/or regulations.
GRI 400 Social Standards Series		
Workforce Programs		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Workforce Programs - Talent Management Boundary: internal - all operations.
	103-2 The management approach and its components	Workforce Programs
	103-3 Evaluation of the management approach	Workforce Programs
GRI 401: Employment 2016	401-1 New Hires and Employee Turnover	ESG Data Download
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workforce Programs - Talent Management - Benefits
Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Workforce Programs - Occupational Health and Safety Boundary: internal - all operations; external - operations with contractors.
	103-2 The management approach and its components	Workforce Programs - Occupational Health and Safety
	103-3 Evaluation of the management approach	Workforce Programs - Occupational Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Workforce Programs - Occupational Health and Safety - Safety Management
	403-2 Hazard identification, risk assessment, and incident investigation	Workforce Programs - Occupational Health and Safety - Safety Management
	403-4 Worker participation, consultation, and communication on occupational health and safety	Workforce Programs - Occupational Health and Safety - Safety Management
	403-5 Worker training on occupational health and safety	Workforce Programs - Occupational Health and Safety - Safety Training
	403-9 Work-related injuries	Workforce Programs - Occupational Health and Safety - Safety Performance; ESG Data Download

STANDARD	DISCLOSURE	REPORT SECTION/DIRECT ANSWER
SASB Oil & Gas		
Workforce Health & Safety	EM-EP-320a.1 (1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Workforce Programs - Occupational Health and Safety - Safety Performance; ESG Data Download
	EM-EP-320a.2 Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Workforce Programs - Occupational Health and Safety - Safety Management
Training and Development		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Workforce Programs - Training and Development Boundary: internal - all operations.
	103-2 The management approach and its components	Workforce Programs - Talent Management - Training and Development
	103-3 Evaluation of the management approach	Workforce Programs - Talent Management - Training and Development
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Workforce Programs - Talent Management - Training and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Workforce Programs - Talent Management - Performance Management
Local Communities		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Society - Community Impact Boundary: external - communities where we operate.
	103-2 The management approach and its components	Society - Community Impact
	103-3 Evaluation of the management approach	Community Impact - Corporate Giving and Volunteerism; Community Partnerships
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Impact - Corporate Giving and Volunteerism; Community Partnerships
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Impact - Indirect Economic Impacts
	Indicator: Total philanthropic contributions per FTE	Community Impact - Indirect Economic Impacts; ESG Data Download
SASB Oil & Gas		
Community Relations	EM-EP-210b.1 Discussion of process to manage risks and opportunities associated with community rights and interests	Society - Community Impact
	EM-EP-210b.2 Number and duration of non-technical delays	ESG Data Download
SASB Oil & Gas		
Security, Human Rights & Rights of Indigenous Peoples	EM-EP-210b.1 Discussion of process to manage risks and opportunities associated with community rights and interests	Society - Community Impact