

Data Download

ENVIRONMENT				
Emissions & Flaring ¹	2016	2017	2018	2019
Total Direct (Scope 1) GHG Emissions (mtCO ₂ e)	295,621	424,207	640,932	720,687
mtCO ₂	229,318	342,218	548,439	640,483
mtCH ₄	2,638	3,255	3,666	3,172
mtN ₂ O	1.2	2.1	2.8	3.0
Percentage of Scope 1 emissions from methane	22.3%	19.2%	14.3%	11.0%
CO ₂ Emissions Intensity (mtCO ₂ e/MBOE)	14.28	13.55	13.55	11.61
Methane Emissions Intensity (mtCO ₂ e/MBOE)	3.186	2.599	1.938	1.278
Scope 1 Emissions (mtCO ₂ e) from:				
Flared Hydrocarbons	101,554	53,914	184,841	240,984
Other Combustion	136,214	294,776	381,842	423,102
Process Emissions	337	930	1,185	1,300
Other Vented Emissions	47,261	62,940	59,114	41,587
Fugitive Emissions	10,256	11,647	13,949	13,714
Flaring Intensity (MCF/MBOE) ²	57.25	20.34	4.774	4.783
Gas Flared as a Percentage of Total Gas Production ²	3.04%	1.15%	2.64%	2.78%
Water	2016	2017	2018	2019
Freshwater on Pipe ³			100%	100%
Produced Water on Pipe			90%	94%
Total Freshwater Withdrawal (MCM) ⁴				11,596
Total Freshwater Consumption (MCM) ^{4, 5}				12,438

¹The emissions data is reported in alignment with IPCC 4th Assessment guidelines.

²This data reflects the total amount of gas flared by Parsley for the years indicated, including flared gas from completions/flowback, well testing, tank emissions, as well as third-party gas shut-ins, curtailments, and operational events. Our flared emissions increased from 2017 to 2019 for two primary reasons:

- Gas purchasers throughout the Permian Basin at times curtailed producers' natural gas production as a result of takeaway infrastructure constraints caused by
 - Increased supply and lack of capacity at gas plants;
 - Gas purchasers' unplanned operational interruptions; and
 - Planned maintenance shutdowns.
- At times, Parsley flared gas from several facilities in the Delaware Basin that were undergoing equipment upgrades and planned maintenance to further reduce emissions.

³Freshwater used for drilling and hydraulic fracturing operations.

⁴Parsley freshwater data is only available from 2019 onward.

⁵Freshwater consumption data coverage limited to hydraulically fractured wells operated by Parsley.

Water	2016	2017	2018	2019
Truck Trips Avoided				
Water Truck Trips Avoided ⁶			690,000	815,000
Oil Truck Trips Avoided ⁷				220,884
Volume of Produced Water and Flowback discharged (MCM)				
Injected ⁸				16,560
Recycled			16	0
Hydrocarbon content in discharged water (ppm) ⁹				<50
Hydraulically Fractured Wells with Public Disclosure of Fracturing Chemicals Used (%)	95%	91%	95%	99%

Spills	2016	2017	2018	2019
Number of Spills ¹⁰	247	413	421	395
Volume of Spills (Bbl) ¹⁰	12,772	28,061	25,379	18,146
Total Fluid Spill Rate (Total Bbl Fluid Spilled/MBbls Produced) ¹⁰	0.199	0.239	0.123	0.076
Volume of Oil Spills (Bbl)	1,673	3,957	4,035	1,960
Oil Spill Recovery Rate	77.8%	75.0%	64.0%	63.3%
Process Safety Event for Loss of Primary Containment of greater consequence (Tier 1) ¹¹				0.68

WORKFORCE

Total Employees by Gender and Age Group (%):	Male	Female	21-30	31-40	41-50	51-60	61-64	65+
Total	76%	24%	23%	42%	19%	12%	3%	1%
Management ¹²	76%	24%	7%	49%	22%	17%	4%	1%
Non-Management	76%	24%	28%	40%	18%	10%	3%	1%

Total Employees by Ethnicity (%)	White	Hispanic/Latino	Not Specified	Asian	Black/African American	Two or more races	Native American/Alaska Native
Total	68%	15%	10%	2%	2%	2%	1%
Management ¹²	82%	7%	6%	1%	0%	4%	0%
Non-Management	63%	18%	11%	3%	3%	1%	1%

Total Employees by Employment Contract by Gender and Region (#) ¹³	Male	Female	West Texas	Austin
Permanent	377	119	225	271
Full-Time	377	119	225	271

⁶The number of Water Truck Trips Avoided is estimated by dividing the amount of produced water transported by pipe by 120 Bbls (assuming one truck trip transports 120 Bbls).

⁷The number of truck trips avoided in 2019 through the use of oil pipeline infrastructure. This number is estimated by dividing the amount of oil transported by pipe by 180 Bbls (assuming one truck trip transports 180 Bbls).

⁸The vast majority of produced water is injected into Parsley-owned disposal wells, with the remaining portion sent to third party contractors. While Parsley believes that the produced water delivered to third parties is injected into third party disposal wells, Parsley does not have visibility into the disposal methods used by third party contractors.

⁹While hydrocarbon content of discharged water varies, Parsley's standard is to remain below 50ppm.

¹⁰Data includes both produced water and oil spills. Parsley records all spills that leave the primary container (well, flowline, gathering line, truck or facility piping, vessels, tanks, etc.) regardless of volume and whether the spill is reportable to a regulatory agency. Produced water spills constituted approximately 86.9%, 85.9%, 84.1%, and 89.2% of the total volume of spills in 2016, 2017, 2018, and 2019 respectively.

¹¹Parsley process safety event data is only available from 2019 onward.

¹²Management is defined as any employee that manages one or more other employees.

¹³Parsley does not have any temporary or part-time employees.

Employee Hires		2017		2018		2019	
	#	%	#	%	#	%	
Total	188	41%	133	25%	80	16%	
21-30	70	37%	50	38%	28	35%	
31-40	65	35%	43	32%	30	38%	
41-50	24	13%	24	18%	14	18%	
51-60	21	11%	12	9%	5	6%	
61-64	8	4%	3	2%	1	1%	
65+	0	0%	1	1%	2	3%	
Male	137	73%	116	87%	60	75%	
Female	51	27%	17	13%	20	25%	
West Texas	81	43%	68	51%	50	62%	
Austin	107	57%	65	49%	30	38%	
Employee Turnover		2017		2018		2019	
	#	%	#	%	#	%	
Total	27	6%	66	13%	111	22% ¹⁴	
21-30	6	22%	14	21%	26	23%	
31-40	8	30%	20	30%	40	36%	
41-50	6	22%	12	18%	15	14%	
51-60	6	22%	14	21%	19	17%	
61-64	1	4%	4	6%	8	7%	
65+	0	0%	2	3%	3	3%	
Male	17	63%	52	79%	80	72%	
Female	10	37%	14	21%	31	28%	
West Texas	17	63%	41	62%	44	40%	
Austin	10	37%	25	38%	67	60%	
Occupational Health & Safety		2017		2018		2019 ¹⁵	
Employees	#	Rate	#	Rate	#	Rate	
Lost Time Incident Rate ¹⁶	2	0.47	0	0.0	2	0.37	
Total Recordable Incident Rate ¹⁷	2	0.47	2	0.36	2	0.37	
Contractors	#	Rate	#	Rate	#	Rate	
Lost Time Incident Rate ¹⁶	13	0.82	11	0.45	3	0.15	
Total Recordable Incident Rate ¹⁷	20	1.22	32	1.3	18	0.92	

¹⁴Approximately 6% of the employee turnover in 2019 was the result of a reduction in force.

¹⁵The most common types of employee injuries in 2019 were from pinch points, struck by/line of fire incidents, and slips, trips and falls.

¹⁶Lost Time Incident Rate (LTIR): Total number of lost time cases multiplied by 200,000 divided by the total hours worked during the year covered.

¹⁷Total Recordable Incident Rate (TRIR): Total number of recordable cases multiplied by 200,000 divided by the total hours worked during the year covered.

Occupational Health & Safety		2017		2018		2019 ¹⁵	
Employees & Contractors (Combined)		#	Rate	#	Rate	#	Rate
Lost Time Incident Rate ¹⁶		15	0.75	11	0.37	5	0.20
Total Recordable Incident Rate ¹⁷		22	1.03	34	1.13	20	0.80
Road Safety						2018	2019
Preventable Vehicle Accidents						14	4
Preventable Vehicle Accident Rate ¹⁸						2.43	0.68
Miles Driven						5.7 million	5.8 million
SOCIETY							
Communities		2017		2018		2019	
Total Philanthropic Contributions (per FTE)		\$1,554		\$1,946		\$2,096	
Number of Non-Technical Delays		0		0		0	
Duration of Non-Technical Delays		0		0		0	
Indirect Economic Impacts						2018	2019
State & Local Taxes Paid						\$138,605,914	\$172,374,103
State & Local Royalties Paid						\$18,235,546	\$23,900,440
GOVERNANCE							
Board Diversity						2018	2019
Male						89%	89%
Female						11%	11%
Under 30						0%	0%
30-50						33%	33%
50+						67%	67%
White						78%	78%
Indian/South Asian						11%	11%
Middle-Eastern/North African						11%	11%
Asian						0%	0%
Black/African American						0%	0%
Hispanic/Latino						0%	0%
Native American/Alaskan Native						0%	0%
Native Hawaiian/Other Pacific Islander						0%	0%
Two or more races						0%	0%
Corporate Code of Business Conduct and Ethics						2018	2019
Percentage of employees who acknowledge and sign-off on Code of Conduct						100%	100%

¹⁸This rate is derived by multiplying the number of preventable vehicle accidents by 1,000,000 miles and dividing by the mileage driven for the applicable period of time.