

Our Onshore Well Management Practices incorporate established industry and internal standards and are designed to meet or exceed regulatory requirements. These practices focus on every activity, from community consultation about exploration to final site restoration. Our practices guide how we protect and respect people and the environment as we plan and execute our drilling program.

We play a key role in helping to meet the world's growing energy demands. Our SPIRIT Values — Safety, People, Integrity, Responsibility, Innovation and Teamwork — guide our actions to deliver energy safely and responsibly to the world. We recognize there are environmental and social impacts associated with oil and natural gas exploration, development and production. In response to questions and concerns, we are sharing our Global Onshore Well Management Practices, which apply broadly and include hydraulic fracturing treatments. Well management includes all activities throughout the entire life cycle of a well, beginning with initial site selection and ending with final decommissioning.

We commit to act consistently with our Onshore Well Management Practices at every site we operate around the globe. We encourage our co-ventures to honor these practices where ConocoPhillips is not the operating company. In some instances, regional variations (geology, surface features and seasonal climate) as well as technical and economic considerations require us to make responsible design or operational modifications from our standard practices. Robust protocols are in place to document, review and approve such modifications.

OUR PRACTICES GUIDE HOW WE PROTECT AND RESPECT PEOPLE AND THE ENVIRONMENT.



SAFEGUARD
AIR



MANAGE LAND
FOOTPRINT AND
BIODIVERSITY



PRESERVE
AND CONSERVE
WATER



PROTECT
AND RESPECT
PEOPLE

SAFEGUARD AIR



We operate in a manner that protects air quality and reduces emissions. We:

- Execute our Paris-aligned climate risk strategy, which includes a 40-50% operational GHG emissions intensity reduction target.
- Evaluate and implement techniques to capture gases emitted during well drilling and completion, if feasible.
- We follow current regulations and are committed to developing new fields with zero routine flaring of associated gas.
- Strive to implement technologies and use equipment that reduces emissions during production operations.
- Monitor emissions from our facilities with sensory observation (sight, sound, smell and in some cases instrument-based technology) to detect equipment leaks and repair/replace equipment as necessary.
- Volunteer to participate in industry and government initiatives aimed at reducing air emissions from well operations.

MANAGE LAND FOOTPRINT AND BIODIVERSITY



We apply technology and design facilities to reduce or mitigate our impact on biodiversity and work diligently to reclaim former production sites in an environmentally responsible way. We:

- Use horizontal and directional well technology depending on reservoir characteristics and strive to drill multiple wells from a single pad to minimize surface equipment, roads and other infrastructure required to develop a given area.
- Reclaim lands impacted by our operations in compliance with all regulations and contractual obligations.
- Consider stakeholder preferences for land management and seek to mitigate impacts to habitats with guidance from land management agencies.

PRESERVE AND CONSERVE WATER



We commit to protect groundwater and surface water by adhering to strict well-integrity procedures and safe water management practices at the surface. We:

- Design and construct new wells with at least two barriers to isolate and protect freshwater zones.
- Monitor system pressures during drilling and completion activities and take appropriate corrective actions, including shutting down activities, if necessary.
- Use air or freshwater-based fluids to prevent water contamination when drilling through freshwater zones.
- Design and construct well sites with containment and barriers, including spill prevention and contingency measures, to protect surface waters.
- Capture recovered fluids from well operations in above-ground tanks or engineered, lined in-ground storage and manage these fluids according to government approved methods.
- Follow stringent site-closure requirements at the end of a well's productive life, including setting cement plugs and/or mechanical barriers in the wellbore to isolate oil and natural gas from freshwater sources.

We implement risk-based water management practices to use this vital resource efficiently. We:

- Work collaboratively with government agencies to identify and permit appropriate water sources for well operations.
- Assess, measure, monitor and report our fresh water usage.
- Consider opportunities to conserve fresh water through alternative approaches to fresh water use and fund research and technologies aimed at reducing fresh water consumption.
- Explore ways to increase recycling and reuse of water associated with oil, natural gas and other industrial operations.

PROTECT AND RESPECT PEOPLE



We commit to protect the health and safety of neighboring communities and workers. We:

- Conduct frequent safety meetings and train workers to understand roles, location-specific responsibilities, specific site hazards, contingency and emergency response plans.
- Require all personnel in work zones to wear personal protective equipment and use other appropriate safety equipment.
- Train employees according to their environmental responsibilities and duties.
- Hire qualified contractors who meet or exceed our performance standards and share our commitment to improve practices.
- Instill a commitment to achieve zero injuries, illnesses and incidents.
- Ensure adherence to the 9 Life Saving Rules while workers are performing critical activities, to reduce the risk of serious incidents.
- Consider site-specific measures to manage truck traffic, dust, noise, aesthetics and other community issues associated with our operations.

We work closely with stakeholders to promote an understanding of our operations, engage and contribute positively to communities, and minimize impacts from oil and natural gas development. We:

- Value open communication to share information, understand local concerns, answer questions, and collaboratively seek solutions early in the planning process.
- Support disclosure of the chemical ingredients used in hydraulic fracturing fluids in a way that informs the public and protects proprietary industry information.
- Pursue opportunities for local training, hiring and business collaboration.
- Recognize and respect traditional values, heritage, culture and legal rights of indigenous people, consistent with the company's Human Rights Position.
- Invest in the communities in which we operate by supporting local projects and organizations through our charitable contributions program and employee volunteerism.

For more information: www.powerincooperation.com