



2020

SUSTAINABILITY REPORT

Committed to **Value**

President & CEO's Letter



Dear Stakeholders,

2020 brought extreme challenges to our industry and the world. The global COVID-19 pandemic resulted in personal loss and spurred an economic recession. We are grateful to all front line workers, including the women and men in the oil and gas sector, that provided essential services throughout this pandemic. Whiting responded quickly to safeguard our workforce and to preserve long-term asset value. Office employees effectively transitioned to remote work. During this time they maintained strong performance. As the pandemic abated, our multi-disciplined COVID Committee established return-to-work procedures that effectively mitigated any employee-to-employee COVID transmission in the office in 2020 and year-to-date 2021.

ESG is an evolving journey. Stakeholder engagement reveals a desire for better transparency across the industry and commitments to continually reduce emissions this decade. Whiting is taking proactive steps to position the company for ESG success. We are improving processes and documentation in support of full Scope 1 and 2 emissions reporting, strengthening internal and supply chain ESG policies, evaluating on-site methane monitoring and incorporating ESG metrics into compensation programs. These steps will provide a meaningful baseline to establish transparent and measurable performance targets.

In this, our fourth annual sustainability report, you will see tangible improvement in greenhouse gas and methane intensity, safety, spills and water usage. Our reported GHG and methane figures include emissions reported to the Environmental Protection Agency (EPA) under the Mandatory Reporting Rule (40 CFR Part 98) plus basin emissions and fleet emissions that fall outside this EPA reporting requirement. While not a full Scope 1 accounting, it is our goal to honor more transparency while we complete the aforementioned Scope 1 and Scope 2 analysis. There is also a new metrics summary complementing this report that contains data aligned with the American Exploration & Production Council (AXPC) ESG template and SASB standards.

We are committed to be a good steward of the precious hydrocarbon resources that have fueled positive economic expansion over the last one hundred years; and that will be required to enable the energy evolution in this century. I'm proud of the company's continued progress in ESG and honored to share this year's report.

Lynn A. Peterson

COVID RESPONSE

06 PROTECTING OUR PEOPLE

Zero work related transmission in 2020 and year-to-date 2021



ENVIRONMENTAL

11 GREENHOUSE GAS INTENSITY

50% decrease in Greenhouse Gas Intensity compared to 2019

11 METHANE INTENSITY

47% decrease in Methane Intensity compared to 2019

14 FLEET VEHICLE CO₂ EMISSIONS

41% decrease in total tons of CO₂ emissions compared to 2019

18 GAS CAPTURE

11% improvement in gas capture from 2019 to 2020

20 WATER REDUCTION

52% reduction in completions operations water intensity from 2019 to 2020



SOCIAL & GOVERNANCE

29 EMPLOYEE & CONTRACTOR SAFETY

Decreased full year 2020 TRIR by 45%, compared to full year 2019

37 DIVERSITY & INCLUSION

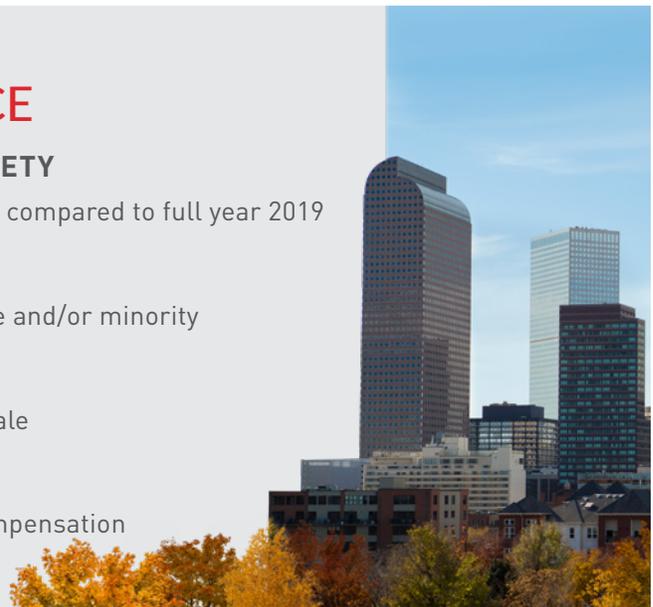
52% of corporate managers are female and/or minority

42 BOARD DIVERSITY

50% of Independent Directors are female

43 COMPENSATION

ESG performance tied to executive compensation



WHITING BY THE NUMBERS*

TOTAL ACREAGE

618,708

NET ACRES

TOTAL PRODUCTION

98,609

BOEPD

TOTAL PROVED
RESERVES

260

MMBOE

G&A PER BOE

\$3.15

TOTAL NUMBER OF
EMPLOYEES

402

* As of 12/31/2020

About Whiting

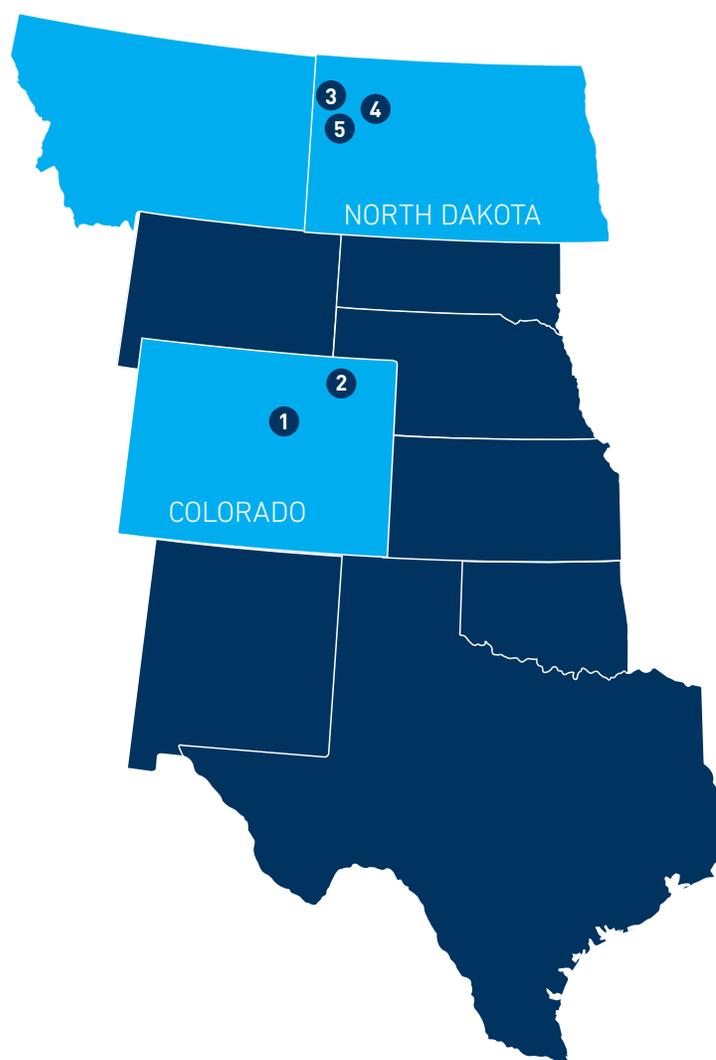
Whiting Petroleum Corporation is an independent energy company focused on the exploration and production of crude oil and natural gas in the United States. Our assets, dedicated professionals, commitment to environmental stewardship and value-focused business execution position Whiting for success.

Colorado Offices

- 1 Corporate Office
- 2 Redtail Office¹

North Dakota Offices

- 3 Williston Office
- 4 Robinson Lake Office
- 5 Watford City Office



(1) Whiting divested its Redtail assets in 2021.

Our Values

Creating a sustainable company has always been a foundation of Whiting's vision. Our values were carefully crafted through thoughtful engagement with employees from various departments and offices. This resulted in the six values below that now form the foundation for how we work, interact, manage and lead with all internal and external stakeholders.

Each quarter, employees nominate colleagues who best represent one of Whiting's six core values, and the Values Committee reviews all nominations and selects a winner for each value. In 2020, nearly 200 values nominations were received.



HIGHEST INTEGRITY

Exhibiting the highest ethical standards



EFFECTIVE COMMUNICATION

Exchanging information in a purposeful and productive way



ENGAGED LEADERSHIP

Leading, serving and inspiring others



MEANINGFUL STEWARDSHIP

Preserving our environment and enriching our communities



BUSINESS EXCELLENCE

Achieving operational excellence



SAFETY ALWAYS

Protecting people, property and communities

OUR REPORTING APPROACH

Whiting began integrating sustainability planning and reporting in 2017 with our initial disclosure of sustainability issues on our website. In 2018, we contracted with a third-party to develop a more robust program. We first compiled a list of 300+ ESG issues, informed by relevant non-financial reporting frameworks, including the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB). We also cross-checked the issues identified against the key oil and gas priorities disclosed by major institutional investors and Non-Governmental Organizations (NGOs). We bucketed the issues based on commonality and then narrowed the issues list to 24 ESG topics that are most important to achieve lasting stakeholder success for Whiting.

Scope of Reporting

This sustainability report covers calendar year 2020 for the principal assets operated by Whiting and our wholly owned subsidiaries, including our North Dakota and Montana Williston Basin assets and Colorado DJ Basin operations, unless specified otherwise.

Reported metrics take into consideration SASB and the American Exploration and Production Council (AXPC) disclosure standards.

Our annual report, U.S. Securities and Exchange Commission Form 10-K filing and proxy statement provide detail of our financials, production by commodity and incremental governance information. <http://whiting.com/investor-relations>.

Assurance

Information in this report has been subject to internal review, and we believe it to be correct at the time of reporting. We did not have a third-party assess the report.



COVID-19 RESPONSE

The COVID-19 pandemic had an undoubtedly significant impact on our world, our industry, and our people. Early in 2020 as COVID-19 was in the period of transition from a challenge on the distant horizon into a very real and present crisis, Whiting made proactive efforts to ensure we were able to properly protect our people and safeguard the successful continuation of critical operations.

A multi-disciplined Whiting “COVID Committee” began immediately with weekly virtual gatherings and continues to gather regularly. Committee representation consisted of environmental, health and safety, human resources, communications, office services, field operations and executive leadership. The committee discusses the various safety measures at our disposal, monitors Federal, State, and local guidance/requirements, debates all appropriate actions and alternatives, plans the implementation of health protection actions, prepares regular communications/updates for personnel, oversees execution of the measures put in place, and tracks adherence to the safety measures following their rollout. This committee bears great responsibility and has earned immense credit for what has become a very successful effort to safeguard our employee and contractor health through the pandemic.

Protecting Our People

Whiting’s first corporate experience with remote work was highly successful, despite the relatively abrupt transition to fully remote status for all office employees. Our transition back to in-office work (an option extended to personnel commencing near the close of 2020) has also been a safe and successful effort. To implement both the transition out of the office and then back in, with our personnel’s safety in mind, a number of efforts were made.

- **Self-Health Screening Application**—The Whiting Environmental, Health and Safety department created an app for daily health screening. This easy to use application required a morning self-evaluation modeled after the Center for Disease Control (CDC) guidelines requiring under one minute to complete. Connected to the app was a tracking tool that reported possible health issues to the COVID Committee. This allowed Whiting Human Resources to follow up confidentially with any employees and contractors who were reporting possible symptoms. In the event of a potential health-risk, personnel could then be guided towards appropriate safety mitigations such as isolation efforts (if necessary), as well as allowing Human Resources to conduct any necessary contact tracing and notification. Thanks to the proactive in-house work to generate the app, and the follow up processes associated with it, we did not document a single work-related COVID transmission in 2020 and year-to-date in 2021.
- **Optional office access**—An office location can make work easier, whether it is access to a quiet space, higher computing power, or printing equipment. Therefore, in the fall of 2020, the office was made available to personnel. Access to Whiting offices was monitored, to ensure all Federal, State, County and City guidance was adhered to while giving people who wanted to work from a Whiting office the option to do so. Due to the technical preparations made prior to the pandemic, relatively few employees or contractors ultimately needed access to a Whiting office, but the few that did were able to use Whiting offices safely and in accordance with all related guidelines.
- **Safety supplies**—For employees who chose to return to some degree of in-office work in 2020, they were greeted with a “welcome back to a safe office” package. Every desk in the Whiting’s Denver office contained guidelines, sanitizer, masks, and a tool allowing for the opening of doors and pushing of elevator buttons without skin

contact. Whiting took a number of other appropriate precautions across its office facilities, including sanitizing stations, cleaning supply access areas, increased air circulation rates, air filtration system modifications, and enhanced surface cleaning methods.

- **Exposure flow chart**—The Whiting COVID Committee built and adhered to a flowchart covering each exposure scenario. As employees reported or inquired about possible exposures or illnesses, the Company was able to take consistent action to protect the individual and other personnel. Depending of the severity of the situation, the outcomes for any path on the flow chart ranged from mildly precautionary “isolate and self-monitor for a few days while working remotely” to the

immediate-action oriented “immediately leave any work location, self-isolate, HR notification of close work contacts who will also be instructed to leave Whiting locations immediately, and an enhanced sanitization of the air and surfaces in the relevant facilities”.

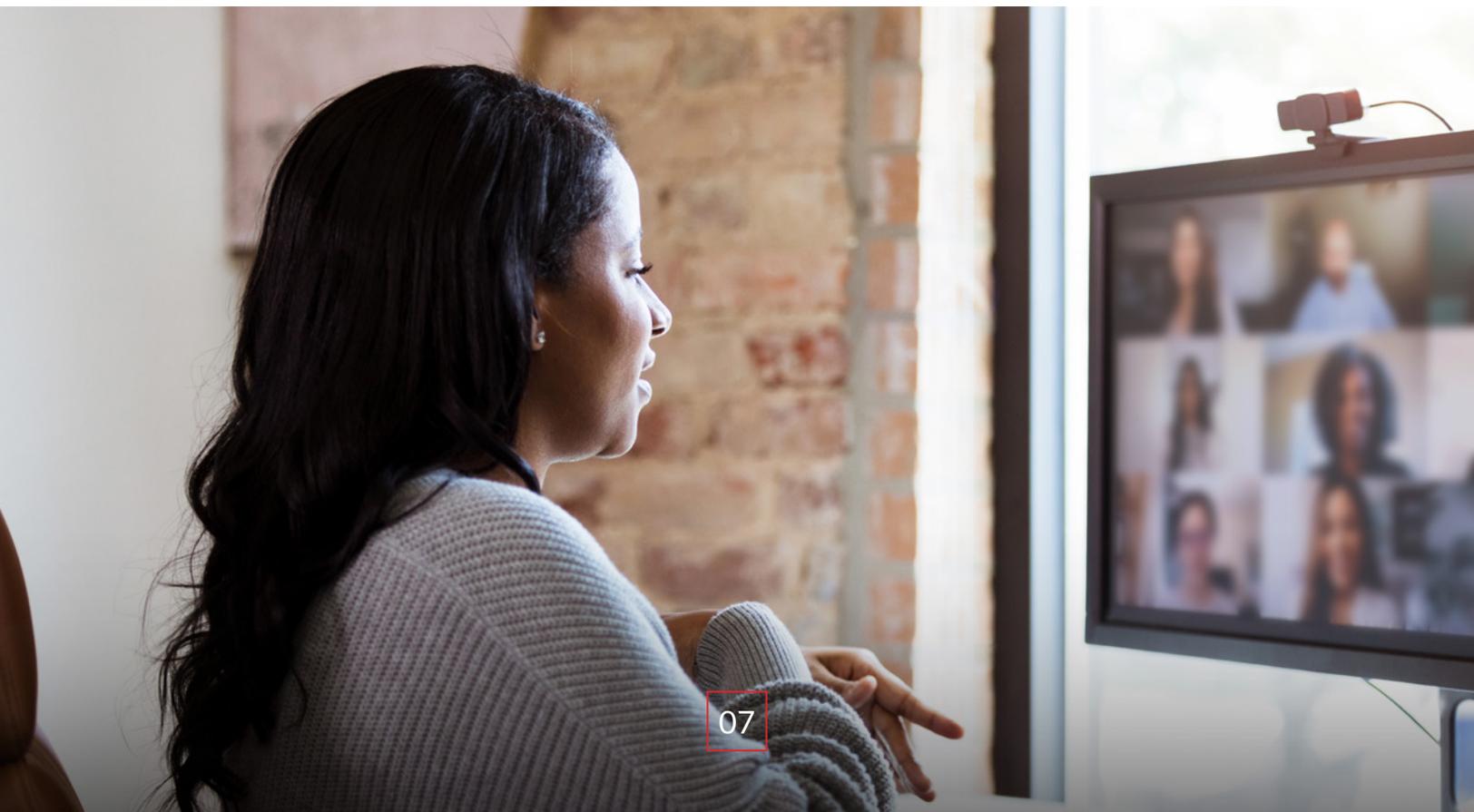
- **Enhanced leave options**—In order to encourage employees to be highly proactive in protecting their fellow office mates, Whiting rolled out an additional leave policy that exceeded the required Families First Coronavirus Response Act required paid leave rights. Employees were able to select a Coronavirus-related paid leave for up to 80 hours, allowing for any COVID leave related needs to be met without consuming their sick or vacation time banks.

Successful Continuation of Critical Operations

As the possibility of a remote working environment began to surface, our IT department launched preparatory efforts to ensure that we were technologically equipped to succeed. Examples of the upfront work to support personnel included:

- Ramping up laptop computer access for those that were not previously equipped
- Sending departments home to work remotely for trial periods to vet the strength of our systems
- Providing access to monitors, cameras, docking stations, and other necessary accessories
- Providing ergonomic home office setup guidance
- Installing a tertiary failover VPN solution for additional redundancy
- Providing remote meeting instructions for first time users
- Providing research regarding how to be productive and healthy from a home office

The end result was the ability to fully deploy all office personnel to their home office locations with only a week's notice, and for those employees and contractors to be immediately successful regardless of their work locations.



ENVIRONMENT BY THE NUMBERS



GREENHOUSE GAS INTENSITY

50% decrease in Greenhouse Gas CO₂e Intensity
from 2019 to 2020.



METHANE INTENSITY

47% decrease in Methane Intensity
from 2019 to 2020.



FLEET EMISSIONS

A 41% decrease in vehicle fleet tons of CO₂
emissions from 2019 to 2020 with a 58% decrease
since the start of the fleet program in 2017.



WATER REDUCTION

52% reduction in completions operations water
intensity from 2019 to 2020.



GAS CAPTURE

11% year-over-year improvement in gas capture.



Environment

Whiting is committed to protecting the environment as we safely and responsibly develop our resources. This commitment is a key aspect of the Whiting Value of Meaningful Stewardship. At all levels within our company, we consider how our operations affect the environment and how to reduce our impact.

We dedicate significant staff and resources to ensure compliance with environmental laws and regulations. Whiting is always looking for ways to improve our environmental performance metrics.



Industry Leadership

Whiting is dedicated to learning, sharing and operating responsibly. We engage with a number of organizations and participate in developing industry standards through peer group and agency cooperative efforts. Below is a list of some of the organizations.



AXPC

American Exploration & Production Council



NDPC

North Dakota Petroleum Council



TEP

The Environmental Partnership

Whiting is proud to be an active member in The Environmental Partnership. The Environmental Partnership is made up of U.S. oil and natural gas companies committed to improving the industry's environmental performance by sharing information on best practices. Learn more about The Environmental Partnership by visiting their website: theenvironmentalpartnership.org

In addition, Whiting was instrumental in forming an air quality working group through the NDPC with the purpose of developing air quality best practices in the Bakken. This peer working group will support the North Dakota Department of Environmental Quality (DEQ) in rule making and policy development to further strengthen trust between industry, regulator, and the public.



Air Quality

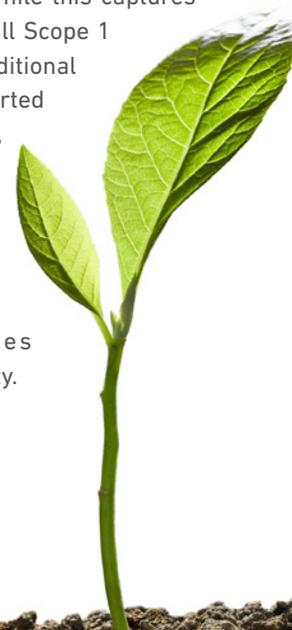
Whiting estimates air emissions from our operations by using state and federal emission estimation methodologies along with manufacturer-provided or EPA-required emissions factors.

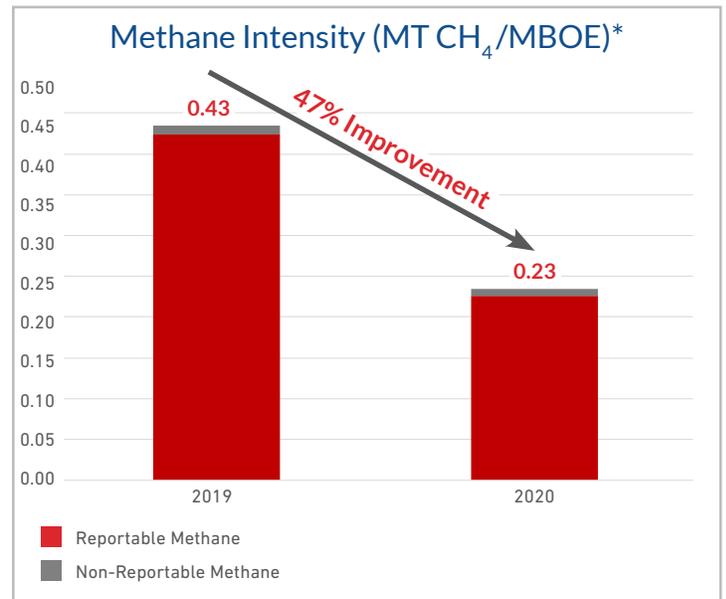
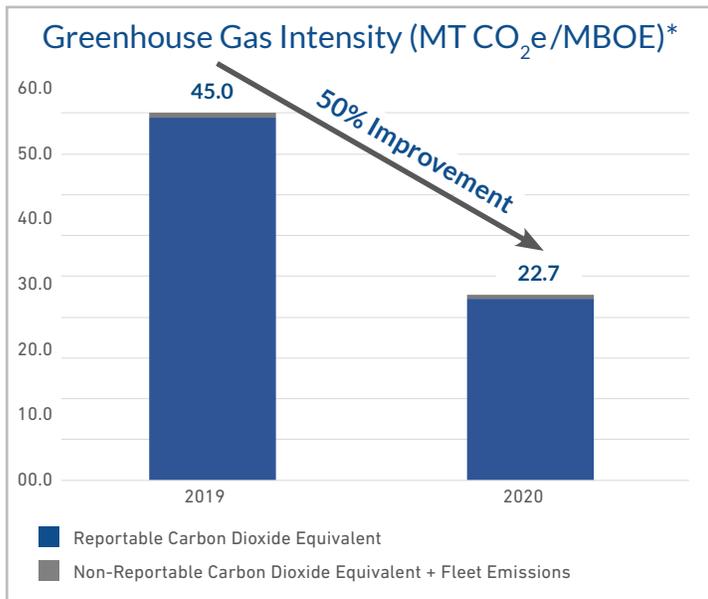
Whiting is committed to achieving full compliance with the federal Clean Air Act and companion state laws that regulate emissions of various air pollutants from industrial sources through permitting programs that require emission controls and reductions and that utilize monitoring and reporting requirements to demonstrate compliance. For example, the EPA has issued New Source Performance Standards (NSPS) and National Emission Standards for Hazardous Air Pollutants (NESHAPs) to set appropriate standards on the emissions of key pollutants such as volatile organic compounds (VOCs), nitrous oxide (NO_x) and carbon monoxide (CO), as well as hazardous air pollutants (HAPs) such as benzene. Among other things, these standards require the application of reduced emission completion techniques (green completions) associated with the completion of newly drilled and fractured wells in

addition to existing wells that are refractured. The rules also establish emissions minimization requirements for storage tanks, compressors, dehydrators and other production equipment. In complying with these requirements, Whiting significantly reduces the potential emissions from its operations.

Greenhouse Gas Emissions

Whiting's reported Greenhouse Gas Emissions (GHG) and Methane emissions start with EPA's Mandatory Greenhouse Gas Reporting Rule (40 CFR Part 98). While this captures a majority of our emissions, it is not a full Scope 1 figure. In this report, we have included additional emission sources not required to be reported under EPA's Mandatory Reporting Rule, including basins that do not meet the 25,000 MT CO₂e threshold and vehicle fleet emissions. The first chart is a summary of Whiting's carbon dioxide equivalent (CO₂e) emission intensity, while the second chart summarizes Whiting's Methane (CH₄) emission intensity.





*Please refer to methodology footnote in Key Metrics Template



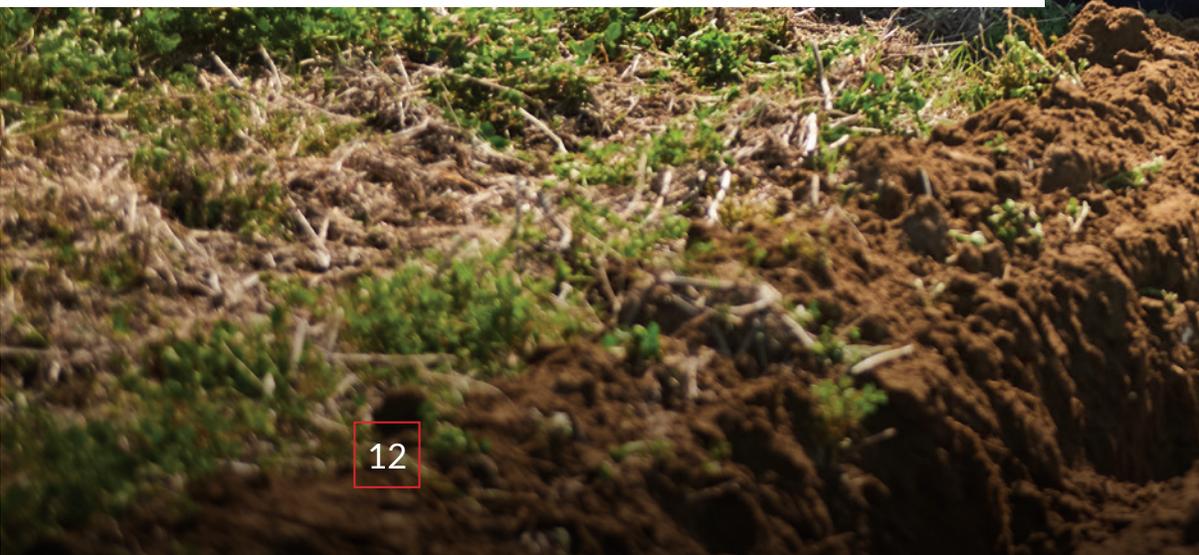
Whiting's CO₂e intensity and Methane intensity improved year-over-year by 50% and 47%, respectively. This improvement is driven predominantly by better planning and coordination with midstream gatherers and improved data collection to more accurately estimate GHG emissions.

Whiting is in the process of moving to a full Scope 1 & 2 GHG emission inventory. This method will capture operational emissions from all of our assets and activities. Scope 1 GHG emissions are defined by the EPA as direct GHG emissions that occur from sources that are controlled or owned by an organization. Scope 2 GHG emissions are defined by the EPA as the indirect GHG emissions associated with the purchase of electricity, steam, or cooling required to support an organization's activities. Whiting plans to share more about Scope 1 & 2 emissions inventory in calendar year 2022.

Methane Leak Detection Study

Whiting participated in an aerial leak surveillance study that used Bridger Photonics LiDAR technology (Light Detection and Ranging) to detect and quantify methane leaks. The study successfully identified methane leaks that were not easily detected with an optical gas imaging (OGI) camera, which is currently the EPA standard for detecting leaks. Whiting plans additional studies in 2021.

Whiting continues to evaluate other technologies to minimize methane leaks, including satellites, aircraft, drones, and fence-line monitoring.







Whiting believes continuous GHG emission reductions must be a cultural focus of the organization. Gas capture performance is now a corporate goal that influences each employee's bonus, similar to safety, production and financial measures. Whiting has put tremendous support behind the following active programs that are focused on further reducing our emissions.

1) Vehicle Fleet Management

Whiting's Vehicle Fleet Management is an integral part of our commitment to environmental stewardship and safe operations. Whiting utilizes Pedigree Technologies GPS Fleet Management System, which has been fully operational since 2017 for all fleet vehicles in North Dakota, Montana, Colorado, Texas and Arkansas. The Pedigree system allows for greater visibility and transparency into the driving habits of our employees. Whiting also utilizes DriverCare, a fleet driver safety and risk management application.

Our Vehicle Fleet management program promotes safe driving, fuel efficient driving practices and lower idle time. This data allows us to see areas for improvement and to customize training for each company driver. This combined with other optimization helped Whiting decrease vehicle CO₂ emissions by 41% in 2020.

More details are included in the table below.

METRIC	2019	2020	% CHANGE
Total Metric Tons of CO ₂ emissions	7,032	4,123	-41%

2) Leak Detection and Repair (LDAR) Program

Whiting is committed to minimizing methane and other hydrocarbon leaks across our operations. We conduct a variety of leak inspections that meet or exceed the scope and frequency of applicable federal or state regulatory standards. As part of these efforts, our field operators are trained to complete undocumented audio, visual, and olfactory (AVO) inspections during regular site visits to ensure potential leaks are quickly identified and addressed.

A dedicated internal inspection team in the Williston Basin, field operators in the DJ Basin and our environmental staff in other operating areas are trained annually on equipment, techniques, Standard Operating Procedures (SOPs) and best practices to conduct and document AVO and optical

gas imaging (i.e., forward-looking infrared (FLIR) camera technology) inspections. Leak inspections are performed on equipment and associated piping and fittings at subject facilities per the table below. Whiting strives to respond expeditiously to repair any leak discovered. Following repair efforts, our protocol requires re-inspection to ensure the repairs were successful."

For many facilities, this is more frequent than what is required by applicable state and federal leak detection requirements.

In 2020, Whiting conducted over 13,500 inspections incorporating FLIR camera and AVO techniques. Of these inspections, 45% were voluntary, and over 1 million components were inspected for issues at 895 facilities. Inspection findings were reviewed quarterly, and emissions reduction measures were implemented or refined with the knowledge gained from the inspections. We consider this review essential to our continuous improvement process, which is expanded upon below.



Documented LDAR and AVO Frequency by Region

	DJ Basin		Williston Basin	
	AVO	FLIR	AVO	FLIR
Inspected By	Field Operators	Field Operators	Field Operators	Inspection Team
Frequency	Weekly to Monthly	Monthly to Annually	Monthly	Monthly to Quarterly

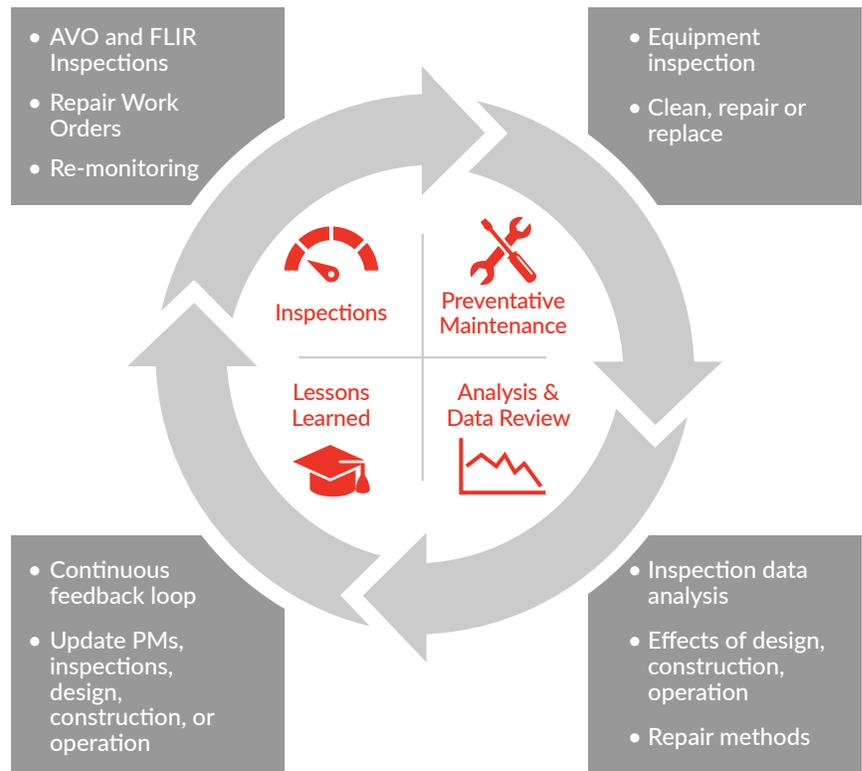


3) Predictive Analysis Program

Whiting collects information during inspection and repair activities. This information is reviewed as part of our Predictive Analysis Program (PAP) in the Williston and DJ Basins. We consider inspection results, repair trends, preventative maintenance activities, operational conditions, environmental factors and facility and equipment attributes during cross-functional team reviews. Where we identify recurrent issues in this review, we implement corrective actions as necessary. Through our evaluation, we are continually working to identify areas of focus where our efforts can drive improvement.

Whiting's programs in LDAR and PAP have resulted in a reduction of the number of leaks discovered and in enhancements to our repair and maintenance practices. The PAP program helped us incorporate better equipment and component designs that resulted in an overall reduction in emissions.

Our Approach to Reducing Equipment Leaks:





4) Preventative Maintenance

Whiting has developed a robust program to track and trend maintenance concerns to resolution. This allows Whiting to target recurring maintenance issues and enhance equipment reliability. Whiting has leveraged manufacturer recommendations, industry best practices and input from other sources, including our inspection programs and regulatory requirements to develop and influence our Preventive Maintenance (PM) programs. Our PM plans target equipment critical to storage tank emissions management in addition to other operational equipment. By properly maintaining equipment, Whiting prevents emission releases. Whiting continues to evaluate these PM plans for improvement opportunities. Over the course of our inspection program, we have experienced significant improvement in the performance of our locations, as demonstrated by several key metrics from our Williston basin operations:

- 38% decrease in total number of issues discovered during inspections
- 54% increase in the length of time between when a previous issue was repaired and when a new issues arises on a respective tank battery

5) Natural Gas Driven Pneumatic Pumps

Pneumatic pumps, powered by pressurized natural gas, are a significant source of methane and VOC emissions. In 2020, Whiting completed a multi-year program with the goal of removing all natural-gas-driven pneumatic pumps.

Whiting is working on plans to reduce gas pneumatics in other areas, including elimination of gas pneumatics in new facility design.

6) Low-Emitting Pneumatic Controllers

Whiting has implemented a policy to require that any equipment either purchased, replaced or modified must be fitted with a low-bleed natural gas, no-bleed natural gas, compressed air or equivalent pneumatic controller. Whiting has eliminated high-bleed pneumatic controllers from its operations except where a high-bleed controller is required for safety or operational conditions.

7) Investment in Gas Gathering and Processing

Whiting has made significant investments in natural gas gathering and processing infrastructure to maximize resource recovery. Whiting works to capture and market natural gas resources wherever feasible. Over the last several years, Whiting has constructed multiple gas gathering systems, pipeline loops, and gas plants in areas that lacked critical infrastructure.

This in combination with better midstream planning has helped Whiting improve gas capture by 11% since 2019.

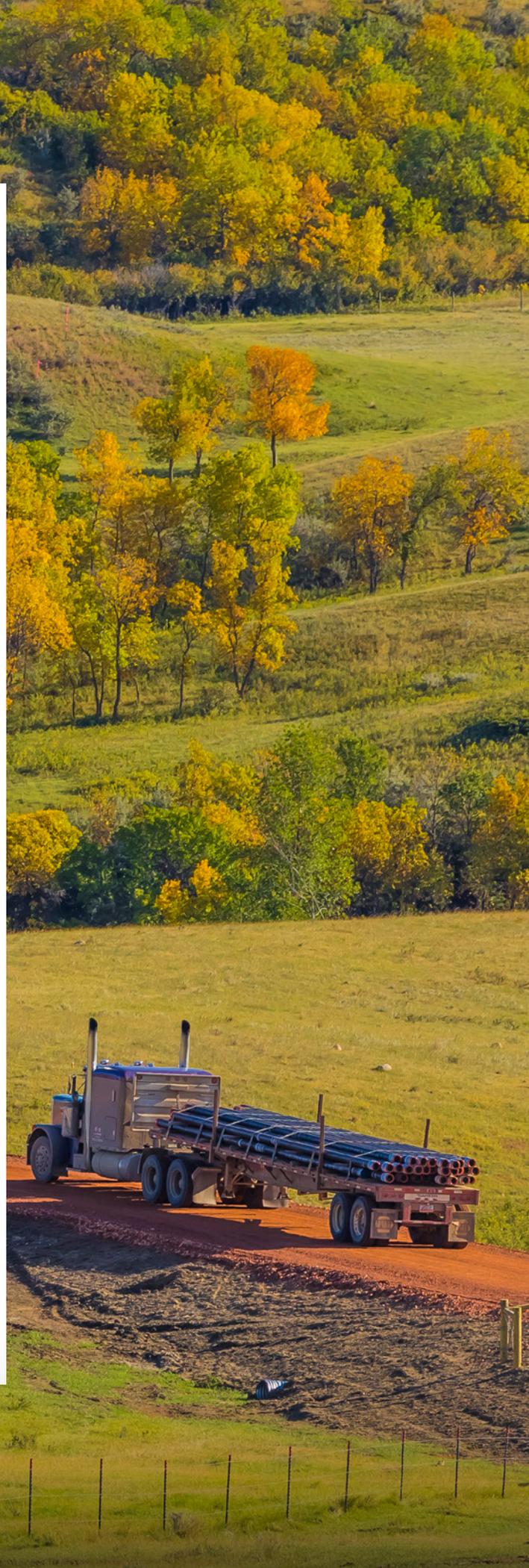
8) Reduced Emissions Completions

Whiting uses surface control systems to minimize emissions and venting of natural gas during drilling and workover operations. The use of these techniques has reduced Whiting's carbon footprint, air emissions and flaring during completions and workovers.

9) Facility Environmental Inspections

Whiting conducts annual comprehensive facility environmental inspections. These inspections assess compliance with Spill Prevention Control and Countermeasure (SPCC), waste management, and air quality related requirements and use integrated work order generation to notify maintenance personnel of items that need to be addressed. These inspections are designed to minimize or eliminate potential hydrocarbon releases and reduce environmental impacts.

Periodic stormwater inspections are also conducted at regulated facilities to prevent liquid leaks and sediment discharge caused by stormwater runoff. Through these inspections, Whiting can prevent failures and make proactive repairs of equipment. This practice also realizes an increased retention of land mass and protection of the environment surrounding our operations.



Water Management

Whiting understands and respects water as a limited natural resource and is committed to responsible water use. We recognize that our water use affects neighboring communities, governments, businesses and industries. We remain dedicated to using water responsibly and effectively while developing energy resources.

Responsible Water Use

Whiting aspires to minimize water consumption by striving to use only the necessary volume of freshwater to achieve our objectives and by obtaining fresh water from responsibly sourced nearby water resources whenever feasible. Whiting seeks to:

- increase water use efficiency,
- evaluate water sources that have less impact on the environment and communities, and
- investigate the viability of water recycling or alternative use technologies.

In North Dakota, Whiting's primary operating area, all utilized fresh water sources are verified to be

appropriately permitted through the state water commission for commercial use. Additionally, Whiting uses the World Resources Institute's (WRI) water scarcity evaluation tool, Aqueduct, to screen each water source to ensure we can minimize to the extent possible impacts to the local water stress levels. Currently, all of Whiting's freshwater sources in our core areas of operation are ranked in the low risk category according to the Aqueduct tool. To ensure optimal proximity, Whiting has mapped every fresh water source in North Dakota and Montana against our operation locations to determine the closest sources for responsible use. Whiting strives to use pipelines to transport water whenever possible to minimize trucking and its associated air emissions and road impacts.



Water Use Intensity

For the exploration and production industry, water use is intricately related to the production of oil and gas. To realize new production, water is required during completions activities, so the more completions that are on the schedule, the more water can be expected to be used. This is why water intensity is an important metric to measure how effectively we use fresh water to complete and produce new wells. Starting with this report, Whiting has aligned with the AXPC approach to tracking water intensity as fresh water consumed (bbls) per total gross annual production (BOE). The decrease in water use intensity observed between 2018 and 2019 in the table below is a result of “Right-Sizing” our completions, which Whiting continued to refine in 2019, requiring less water per completion activity. While Whiting’s drilling and completion activity was far below normal levels, which resulted in much less overall water use, the water intensity trend was still shown to be decreasing in 2020.

Water Intensity for Whiting Assets in Freshwater Consumed (BBLs) per Total Gross Annual Production (BOE)

YEAR	WATER INTENSITY (BBLs/BOE)
2018	0.40
2019	0.33
2020	0.16

Produced Water Management

As is industry standard in Whiting’s operational areas, produced water, as well as flowback water from hydraulic fracturing operations, is typically disposed of via deep well injection. Produced water is injected into porous geologic formations through wells that are permitted and regulated for produced water injection. We leverage Whiting-owned and third-party injection wells for our disposal needs. Injection rates and pressures are closely monitored in an effort to ensure there are not adverse effects from the injection process. In rare occasions, produced water is of a high enough quality to be discharged for beneficial use. All disposal and discharge methods must follow applicable rules and regulations.

Whiting maintains a program that requires routine audits of all Whiting’s waste vendors, including produced water injection facilities, to ensure compliance with applicable laws and regulations.

Protecting Water Sources

Whiting is committed to responsible resource development and protecting all sources of water in the areas within which we operate. Whiting’s commitment to the protection of water sources is reflected in the following two active programs.

1) Spill Prevention and Response

For 2020, Whiting met or exceeded company goals with actual release metrics of 0.012 BBL per 1,000 BBL produced for hydrocarbons and 0.023 BBL per 1,000 BBL produced water generated.

In 2020, Whiting enhanced produced water trucking and disposal operations using GPS data and automatic truck dispatching. By leveraging GPS data, Whiting remotely monitors the movement of produced water from oil and gas locations to audited facilities. Whiting mapped all audited facilities to oil and gas locations and began automatic truck dispatching to:

- Reduce travel distance and CO₂ emissions
- Reduce truck loads by optimizing load size
- Verify Whiting disposes of produced water in audited facilities

Whiting tracks and trends spills to find patterns in the types and causes of releases. Through these evaluations, we identify common causal factors such as reoccurring leaks from similar component or common manufacturers that allow Whiting to implement more proactive approaches to spill prevention through improved facility design, equipment maintenance and selection, and training.

Whiting Hydrocarbon and Produced Water Release Metrics

Year	Hydrocarbons Metric	Produced Water Metric
2018	0.018	0.027
2019	0.010	0.016
2020	0.012	0.023

*Units in barrels released/1,000 barrels produced

Whiting has developed and maintains a robust Oil Spill Contingency Plan and SPCC Program that provides personnel with the tools necessary to efficiently and effectively prevent releases and respond to them if they occur. Strategically located spill response trailers throughout our drilling and production areas offer quick response times to Whiting assets. Whiting also prepares for potential incidents through rigorous emergency response training and an Incident Command System.

Whiting is a founding member of the Sakakawea Area Spill Response, LLC (SASR), which is a company composed of 17 oil, gas and pipeline operators in the upper Missouri River and Lake

Sakakawea region of North Dakota. SASR members have agreed to share resources by collectively purchasing and maintaining equipment to facilitate a quick and comprehensive response to an open water spill. The goal is to minimize impacts to the area and protect local residents and the environment.

2) Baseline Groundwater Sampling Program

Whiting evaluates and monitors pre and post drilling groundwater quality through its Baseline Groundwater Sampling Program. Prior to the well conductor being set, available water sources (e.g., stock wells, drinking water wells and surface water features) within a half-mile radius are sampled to assess the baseline groundwater quality. Following hydraulic fracturing, additional samples are collected from the same water sources to evaluate if groundwater quality was affected by completion activities. Baseline groundwater sampling is required by law in Colorado and is regulated by the Colorado Oil and Gas Conservation Commission. In states that don't require baseline groundwater sampling, such as North Dakota, Whiting voluntarily implements our Baseline Groundwater Sampling Program. In 2020, Whiting drilled a total of 32 wells in North Dakota and identified five drilling locations with a potable water source(s) within a half-mile radius of a new oil and gas well. Five water sources, along with two post-completion water sources, were sampled as part of our voluntary baseline groundwater sampling program in North Dakota. No impacts due to drilling activities were identified. In Colorado, no new wells were drilled in 2020, and one water source was sampled to comply with baseline groundwater monitoring regulations for wells drilled during previous years. No impacts due to drilling activities were identified.



Waste Management

Whiting has developed an effective waste management program to minimize our impact on the environment and to limit the risk and liability of handling and disposing waste. Our corporate Waste Management and Minimization Plan and third-party audits of disposal locations is designed to ensure that waste generated at our locations is properly stored, transported and disposed of or treated. Whiting continuously seeks new ways to improve management of waste disposal and to reduce waste generation.

Waste Facility Audit Program

Whiting's Waste Facility Audit Program is designed to ensure the third-party waste disposal and treatment facilities we utilize meet our standards. Starting in 2020, this program went through a series of updates including a recalibration of the scoring, a modification of re-audit scheduling timeframes, and beneficial updates to the audit checklist used to screen each waste vendor. Whiting audits each waste vendor for the following standards:

- Compliance with applicable state and federal permits, laws and regulations,
- Implementation of Environmental, Health and Safety programs,
- Possession of adequate liability insurance,
- Maintenance of facility structural integrity,
- Responsible operation and recordkeeping, and
- Adequate overall housekeeping.

These audits are designed to ensure all waste generated from our drilling, completion and operational activities is disposed of or treated responsibly.

Drilling Management

Whiting's drilling operations are conducted with industry standard practices and utilize drilling fluids designed to minimize environmental impacts and optimize well control. For a majority of our drilling program, we employ water-based drilling mud systems, and recycle produced water

rather than use fresh water. Drilling fluids from the water-based mud system operations are separated from the drill cuttings for reuse in the drilling process.

Whiting is committed to responsible drilling residuals management and reduction. Every drilling rig contracted by Whiting uses a closed loop system, which eliminates the need for open pits to store drilling residuals. Our policy is to ensure that waste generated from drilling activities is disposed of or treated at facilities that are compliant with applicable laws, regulations and Whiting standards.

Technologically Enhanced Naturally Occurring Radioactive Material (TENORM) Management

During oil and gas production operations, technologically enhanced naturally occurring radioactive materials (TENORM) may be brought to the surface with produced fluids where, over time, they can accumulate in surface and subsurface equipment. Whiting is committed to responsibly managing the hazards and risks associated with TENORM. Our Certified Industrial Hygienist and select radiation contractors support TENORM-related activities involving risk of exposure to employees and contractors. Whiting has evaluated TENORM exposure risks and identified health and safety controls to reduce the potential for TENORM exposure. Whiting also provides employees with TENORM awareness and TENORM surveyor training classes.

In 2020, Whiting began consolidating the storage of TENORM impacted materials to better manage these materials as well as prevent the contamination of the environment. The use of centralized storage locations helped to ensure TENORM materials were stored properly while simultaneously creating greater transparency into the volume of TENORM materials being generated. This visibility has helped Whiting make proactive decisions to reduce TENORM materials such as instituting a decontamination process that has been proven to effectively remove TENORM scale from piping, fittings, and other oilfield equipment. This process effectively returns useful components or scrape-grade steel, avoiding the need to dispose of these materials as radioactive waste.



Recycling and Waste Minimization

Whiting's recycling program continues to grow on a company-wide basis. Our offices continually look for opportunities to contract with local vendors to recycle waste such as scrap metal or reuse materials like production equipment.

Pipe and Rods

Whiting uses and maintains calibrated radiation detection equipment in each production office to test pipe and rods for TENORM. Pipe and rods without elevated TENORM are reused or recycled. In 2020, Whiting reused, provided to other industries for use or recycled an additional 2,889 tons of pipe and 1,247 tons of rods rather than disposing in a landfill.

Other Metal Material

In 2020, Whiting continued voluntarily removing tanks from service when needed to clean, inspect and retrofit them with improved emissions control features and other repairs. When necessary, Whiting removes legacy tanks from existing battery locations, inspects each tank to prevent environmental issues and retrofits them to enhance environmental performance prior to deploying these tanks on new well sites. Whiting did not purchase a new tank during 2020, but instead cleaned, inspected and enhanced 59 legacy tanks during the period. Cleaned tanks that cannot be reused are often recycled. Including other parts, valves and fittings, Whiting recycled 427 tons of metal through this program rather than disposing in a landfill.

Concrete

Whiting began recycling concrete used as foundations for equipment and facilities. Licensed Contractors transported and then crushed the concrete. The metal used to reinforce the concrete is also recycled. The crushed concrete becomes aggregate that is used as the foundation for roads and other surfaces. In 2020, Whiting recycled 210 tons of concrete.

Hydraulic Fracturing and Chemicals Management

Hydraulic fracturing has become a key element of oil and natural gas development within the United States. Today, it is part of the process of drilling and completing most onshore oil and natural gas wells. This well-stimulation method is a process that has been used since the 1940's to coax oil and gas out of tight shale formations more than a mile underground. Currently, more than 90% of all crude oil and natural gas wells drilled in the U.S. employ hydraulic fracturing. Although the injection process for each well typically lasts only two to three days, the well may produce for 20 years or more.

Hydraulic fracturing involves pumping a mixture of mostly water and sand, and a small amount of additives, under high pressure into the reservoir to create fractures, or cracks, in the rock formation. This increases the production rate and ultimate recovery of oil and natural gas from a well. In combination with horizontal drilling, hydraulic fracturing makes it possible to develop shale plays that were previously uneconomic. In keeping with our commitment to environmental stewardship, we take steps to minimize the potential impacts from hydraulic fracturing by ensuring well integrity, conserving water, reducing air emissions from flaring and other sources, and managing waste responsibly.

Whiting believes trust and transparency is essential to the continued progress of energy development. In furtherance of this belief, Whiting is dedicated to disclosing the chemicals used in our completion fluids. We provide a Hydraulic Fracturing Fluid Product Component Information Disclosure Report for each of our wells. Nearly 1,900 of these reports may be found on the FracFocus website. In addition to the operator and the fluid content, each report identifies the API number, job start and end dates, state, county and well name.

During hydraulic fracturing operations, Whiting partners with frac service companies who use Tier 4 engines on their pumping equipment. These Tier 4 engines have reduced engine emissions as compared to the previous Tier 1 & 2 generations.



Land Impact and Remediation

Whiting is committed to sustainable land use in our operations. We engage with governmental agencies and landowners early to formulate development plans that minimize impacts to the land and sensitive environmental areas. Where possible, Whiting implements development through multi-well pads, which allows for significantly reduced surface disturbances and environmental impact. At the end of the completion phase, the well pad is generally reduced in size as the space allocated for temporary drilling and completions equipment is removed. Thereafter, the area is ecologically and aesthetically reclaimed.

After the producing life of a well pad ends and the existing well(s) on a pad are plugged, processing equipment is removed (recycled, reused or properly disposed of in accordance with our waste minimization practices), and the site is reclaimed to its original condition, including reestablishment of native vegetation.

Reclamation activities in the upstream oil and gas industry address and eliminate or minimize the impacts caused by the following:

- Wells
- Surface Facilities
- Access Roads
- Flowlines
- Gathering pipeline

Prior to any earth work activities being conducted to build pads, topsoil salvage and reclamation plans are prepared in conjunction with soil samples collected by a soil scientist. The data collected includes:

- Detailed description of soils at various depths
- Topsoil depths throughout the planned pad location
- Laboratory analysis of agronomic soil properties
- Inspection for presence of undesirable weedy species

The resulting data is utilized to develop a reclamation plan that includes:

- Summary of the chemical and physical soil properties to identify barriers to reclamation success
- Recommended seed mix based upon existing vegetation and soil properties
- Recommended soil amendments (e.g., nitrogen, phosphorus, etc.) and application rates during reclamation
- Depth of viable topsoil throughout pad to properly salvage and preserve for interim and final reclamation.

Using this information, Whiting is able to implement a successful topsoil salvage and reclamation program to reduce our footprint and positively impact the environment.

In 2020, Whiting partnered with SolSpec on a project to develop and validate a suite of automated analytics in order to evaluate remote reclamation assessment technology. SolSpec's Project included model development, model validation, model automation, and cost effectiveness analysis. SolSpec utilized 100 Whiting locations in the Bakken oil field in North Dakota from which aerial and field data were collected to evaluate the different stages of reclamation to prove the concept that aerial imaging programs are a viable tool to inspect and prioritize reclamation success.



Biodiversity

Whiting understands that being a responsible operator includes taking proactive steps to protect biodiversity. Whiting has developed an informational program consisting of brochures that communicate the importance of awareness of the flora and fauna in the areas in which we operate and their inter-relationship with the natural world and the web of life. Informational brochures, complete with identification pictures, are distributed annually to personnel, contractors and field offices to help workers at Whiting locations identify threatened or endangered species. This guidance on how to avoid sensitive areas is vital to ensuring minimal disturbance to the wildlife around our operations. Links to Colorado Wildlife, North Dakota Wildlife and North Dakota Wetlands brochures can be found on the next page.

Colorado Wildlife Brochure

The Colorado Endangered & Threatened Species Protection Guide identifies both state specific listed and federally listed species. The brochure details how to avoid species conflicts and offers suggestions to Whiting employees, contractors and the public on what they can do to protect the wildlife and environment in which we operate and live. Species of interest in areas where Whiting operations are present includes the Plains Sharp-Tailed Grouse, Piping Plover and the Black-Footed Ferret.

North Dakota Wildlife Brochure

The North Dakota Endangered & Threatened Species Protection Guide identifies federally listed species which, by default, are incorporated for protection by the State of North Dakota under North Dakota law; North Dakota does not have a separate, state-specific listing of threatened and endangered species. The brochure details how to avoid species conflicts and offers suggestions to Whiting employees, contractors and the public on what they can do to protect the wildlife and environment in which we operate and live. Species of interest in areas where Whiting operations are present includes the Dakota Skipper, Sprague's Pipit and the Western Prairie Fringed Orchid.

North Dakota Wetlands Brochure

Whiting's Guide to the North Dakota Wetlands presents an overview of the unique Prairie Pothole region of North Dakota. The guide identifies the type of wetlands that can be found in North Dakota and indicators of wetlands based on soil types, hydrology and indicator plants that have evolved to withstand extended periods of saturated conditions and occasional dry conditions. This guide further explains why wetlands are important in providing habitat to unique wildlife habitat, flood control, groundwater recharge and recreational opportunities.

Biodiversity Programs

Whiting pursues activities to benefit biodiversity conservation beyond required mitigation measures. In 2020, Whiting once again supported the Bird Conservancy of the Rockies. Whiting participated in the Bird Conservancy of the Rockies Grasslands Roadmap Summit to help develop direction for initiatives across North America to develop a unified Grasslands Conservation Roadmap. This roadmap included government, NGO's, industry, landowners, and academia to help protect our grasslands by collaborating across all sectors and countries and by developing key milestones for grassland conservation.



SOCIAL BY THE NUMBERS

0

SERIOUS INJURIES

Zero serious injuries or fatal incidents among Whiting employees.



TRIR

45% reduction in TRIR in 2020.



DART

Zero days away or restricted duty incidents



DIVERSITY AT WHITING

50% of new hires at Whiting's Corporate Office in 2020 were female or minority.



Social

At Whiting, protecting the health and safety of our employees, contractors and communities is paramount in sustaining a culture that values caring for others, quality of work, productivity and company pride. Our health and safety programs are designed to guide employees in the recognition of hazards and the assessment of those risks inherent to our industry. Through health and safety training, we prepare our employees to use industry best practices and standards to mitigate risk in a manner that protects themselves, co-workers, the public and property.

Safety Management System

Whiting's Health and Safety Management System includes programs that address:

- Risk assessment, hazard recognition and mitigation
- Emergency response preparedness
- Incident investigation practices designed to identify cause
- Control of hazardous energies
- Fire risk and protective measures
- Selection and use of personal protective equipment
- Electrical safety
- Working in confined space and communication of hazards
- Recurring hands-on and classroom training to ensure proficiency
- Comprehensive health and safety audits to assess the effectiveness of Whiting's Health and Safety Management Systems and compliance with applicable agency regulations and industry consensus standards
- Contractor safety management
- Workover on-boarding process and how they write, audit, and communicate Well Service Recommended Procedure (WSRP) and Operations Excellence Team's (OET) activities



Employee and Contractor Safety Metrics

Safety is the foundational value within Whiting's core values. We believe safe operations is a prerequisite to sustainable business success. Whiting has taken material steps to advance the Company's safety culture. Some of the steps in 2020 included: quarterly safety summits, life-saving rules, contractor onboarding, safety stand-downs, increased field visits by Whiting Operational leadership and executives, and targeted quarterly updates and reviews with key contractors. Full-year 2020 TRIR and DART results were significantly better compared to 2019. As our focus on shared values and our safety management system matured, Whiting saw marked improvement in employee and contractor metrics. As previously mentioned, our combined TRIR decreased by 45% and we suffered ZERO days away or restricted duty incidents.

Performance Summary

	Whiting		Contractors		Combined	
	TRIR	DART	TRIR	DART	TRIR	DART
2017	0.22	0.22	1.27	0.64	0.96	0.51
2018	0.49	0.24	1.06	0.46	0.91	0.40
2019	0.29	0.29	1.09	0.47	0.90	0.36
2020	0.25	0.00	0.60	0.00	0.49	0.00

TRIR: Total Recordable Incident Rate.

DART: Days Away, Restricted, and/or Transferred rate.

Whiting continued hosting Quarterly Safety Summits to bring together Whiting leadership, employees and contract partners to showcase both successes and learning opportunities. The Quarterly Safety Summits have resulted in deeper bonding, greater understanding of each other's safety culture and processes, and more collaborative ways to address the industry's most common safety challenges. Additionally, we expanded Safety Summits to cover supply chain issues and develop trainings that educate vendors on Whiting's newly implemented supply chain policies.



Contractor Safety Management

Whiting has established a robust and proactive contractor safety management program. Elements of this program include but are not limited to:

- Safety Stand Down meetings with Whiting representatives.
- RigUp On Demand Network and Services Marketplace to assist with the vetting and management of sole proprietor and low-risk, low spend contract partners.
- Commitment to Stop Work Authority without fear of retribution.
- Clear communication of Whiting's Key Expectations and Responsibilities for Contractors and Subcontractors.
- Field level Contractor Safety Reviews and site inspections by operations and health and safety personnel.
- Continued partnership with ISNetworld, an online contractor and supplier management platform that evaluates contractor safety performance, health and safety programs and regulatory requirements.
- Streamlined Contractor Safety and One-call orientation program.

Whiting expects all vendors providing services on oil and gas locations to meet regulations and Whiting specific safety and environmental minimum standards. Whiting periodically audits vendors to assess safety culture. In 2020, health and safety performance criteria were a key factor in awarding our spend on services provided on oil and gas locations.

STEPS TAKEN TO STRENGTHEN WHITING'S HEALTH AND SAFETY CULTURE



LIFE SAVING RULES

Focus of Life Saving Rules in each office and operational area for all employees and contractors



EMERGENCY TRAINING

Emergency response training and drills in all major field offices



QUARTERLY SAFETY SUMMITS

Continuation of Quarterly Safety Summits led by Whiting executive leadership. Contractors are invited to the quarterly meetings



PARTNER SURVEYS

Partner surveys to assess awareness on Whiting's safety culture and adjust communication accordingly to increase understanding



EXECUTIVE-LEVEL REVIEWS

Weekly executive-level reviews for Whiting and contractor incidents. Contractor involvement (when applicable) facilitates open and honest reporting and reinforces Whiting's expectation of and dedication to our core value of Safety Always



EHS DASHBOARD

Development of EHS dashboard to review key metrics, corrective actions, incident types, Life Saving Rules, and training progress

Continued focus was placed on Whiting's Life Saving Rules (LSRs) in 2020, which are based on the International Association of Oil and Gas Producers' consensus safety standards. These LSRs have been integrated into Quarterly Safety Summits as well as the Health and Safety Management System to establish support for employees and contractors, to promote standardization and accountability with the goal of continuous improvement, and to provide opportunities of shared learning.





LIFE-SAVING RULE

Bypassing Safety Controls

Obtain authorization before overriding or disabling safety controls



- I understand and use safety-critical equipment and procedures which apply to my task.
- I obtain authorization before:
 - Disabling or overriding safety equipment
 - Deviating from procedures
 - Crossing a barrier

Confined Space

Obtain authorization before entering a confined space



- I confirm energy sources are isolated.
- I confirm the atmosphere has been tested and is monitored.
- I check and use my breathing apparatus when required.
- I confirm there is an attendant standing by.
- I confirm a rescue plan is in place.
- I obtain authorization to enter.

Driving

Follow safe driving rules



- I always wear a seatbelt.
- I do not exceed the speed limit, and reduce my speed for road conditions.
- I do not text or email while driving.
- I am fit, rested and fully alert while driving.
- I will conduct a 360 degree walk-around before departing.

Energy Isolation

Verify isolation and zero energy before work begins



- I have identified all energy sources.
- I confirm that hazardous energy sources have been isolated, locked, and tagged.
- I have checked there is zero energy and tested for residual or stored energy.

Hot Work

Control flammables and ignition sources



- I identify and control ignition sources.
- Before starting any hot work:
 - I confirm flammable material has been removed or isolated.
 - I obtain authorization.
- Before starting hot work in a hazardous area, I confirm:
 - A gas test has been completed.
 - Gas will be monitored continually.

Line of Fire

Keep yourself and others out of the line of fire



- I position myself to avoid:
 - Moving objects
 - Vehicles
 - Pressure releases
 - Dropped objects
- I establish and obey barriers and exclusion zones.
- I take action to secure loose objects and report potential dropped objects.

Safe Mechanical Lifting

Plan lifting operation and control the area



- I confirm that the lifting equipment and load have been inspected and are fit for purpose.
- I only operate equipment that I am qualified to use.
- I establish and obey barriers and exclusion zones.
- I never walk under a suspended load.

Work Authorization

Work with a valid permit when required



- I have confirmed if a permit is required.
- I am authorized to perform the work.
- I understand the permit.
- I have confirmed that hazards are controlled and it is safe to start.
- I stop and reassess if conditions change.

Working at Height

Protect yourself against a fall when working at height



- I inspect my fall protection equipment before use.
- I secure tools and work materials to prevent dropped objects.
- I tie off 100% to approved anchor points while outside a protected area.

Community Safety Engagement

Whiting and its employees are involved in many activities that promote public awareness and safety within their local communities. Whiting employees take part in several community outreach and agency sponsored "Community Right to Know" programs. Examples include:

- Annual Superfund Amendments and Reauthorization Act (SARA) Reporting.
- Volunteering at local fire departments:
 - Fire Departments where Whiting employees volunteer include the Stanley Fire Department, Watford City Fire Department, Culbertson Fire Department, South Heart Fire Department, Dickinson Fire Department, Wiggins Rural Fire Protection District and Ryder Makoti Fire Department.
- Annual State Emergency Response Commissions (SERC) training for SARA Title III Tier Two Reports.
- Participation in quarterly Local Emergency Planning Committees (LEPC) Meetings.

- Invitations to LEPCs and Emergency Responders to participate in our Incident Command System drills.
- Subject matter expert presentations to public forums and safety conferences.
- Facility tours for the public and state university students.

Communication of Safety Data Sheets

We communicate our health and safety performance expectations with our employees, contractors and the public to ensure that our decision-making process incorporates significant safety topics. An important aspect of this communications process is easy access to Safety Data Sheets for Whiting Products. These Safety Data Sheets provide workers the necessary information to identify the hazards of the product, how to safely handle and work with the product, and what to do in the event of an emergency involving the product.

Safety Data Sheets can be downloaded at whiting.com/sustainability/health-safety.

Oil and Gas Awareness Support

Organizations and activities Whiting employees are actively involved with to promote oil and gas awareness include:

SASR (Lake Sakakawea Area Spill Response, North Dakota (ND)	Hazardous Materials Conference	US Forest Service	National and Regional STEPS Network
Neutral Grounds Safety Consortium	North Dakota Industrial Commission	North Dakota Petroleum Council	National Institute of Occupational Safety and Health
Bakken Basin Consortium	Colorado Oil and Gas Commission	811 Call Before You Dig	Occupational Safety and Health Administration
Department of Emergency Services' Hazardous Materials Conference	Weld County, CO. LEPC	North Dakota State Fire Conference	
	Bureau of Land Management	North Dakota Safety Council Conference and Expo	

Emergency Response Preparedness

Whiting's environmental, health and safety practices, design standards and preventative maintenance programs are developed to prevent events that may cause harm to the public, the environment and our employees. Although prevention is key, Whiting recognizes that emergency situations may occur and that we must be prepared to respond safely, quickly and effectively. Our response objectives demonstrate Whiting's ability to:

- Exercise "command and control" of the response;
- Minimize impact to people, property and the environment; and
- Achieve continuous improvement of our response capabilities through after-action reviews.

Whiting's Emergency Response Plan has an established Incident Command Structure (ICS), based on Homeland Security's National Incident Management System. It provides guidance for our employees to respond during an emergency event. To ensure emergency preparedness, Whiting employees receive annual ICS roles and responsibilities training and participate in regional ICS drills annually to evaluate the overall effectiveness of our response capabilities. For drills and actual events, Whiting uses specialized software to manage documents and evaluate our response.



Diversity and Inclusion

At Whiting, we believe our people are our greatest asset. We recognize the advantages of a company culture that embraces diversity, constructive debate, differing viewpoints, continuous learning, servant leadership and an engaged workforce. We encourage open and transparent communication among our teams and strive to set the highest ethical standards.

Our commitment to diversity and inclusion goes beyond our compliance with all applicable equal employment opportunity laws. At Whiting, we prohibit unlawful discrimination or unlawful harassment against applicants or employees. Our policy is to recruit, hire, promote and perform personnel actions without regard to race, color, religion, sex, national origin, age, disability, genetic information, or any other applicable status protected by federal, state or local law.

We make reasonable accommodations for qualified individuals with known disabilities and employees whose work requirements interfere with a religious belief, unless doing so would result in an undue hardship to Whiting or a direct threat. Employees needing such accommodation are instructed to work with Human Resources.

We seek to handle every employee concern, of any nature, with appropriate respect. If an employee has a work-related problem or concern, they are encouraged to follow these resolution steps:

- Discuss the issue with their supervisor in a timely manner, usually within three to five working days. This allows for both time for reflection upon the issue, while also beginning the process of addressing any issues rapidly.
- If a resolution is not reached with the supervisor or if

the issue is with the supervisor, discuss the situation with their department manager in a timely manner, usually within five to seven working days.

- If the problem is not resolved to an employee's satisfaction at that level, they are encouraged to communicate the problem directly to the Human Resources Department, the V.P. of their department and/or another member of senior management.
- Should further resolution be required, the CEO will make the final determination.

Any employee who witnesses violations of our guidelines is instructed to report the incident to Whiting's Ethics Hotline, the Human Resources department or General Counsel. Whiting will investigate all reports and take corrective action as necessary.

Whiting has an Ethics Hotline for the purpose of allowing all employees an avenue for confidential, anonymous submission of concerns. If for any reason an employee is uncomfortable using the direct face to face procedures outlined above, this hotline provides a method of reporting concerns through a confidential and anonymous third-party system. The Ethics Hotline may be accessed by calling 1-866-691-1972.

Retaliation against any individual who makes a report or participates in an investigation is prohibited. Any employee who feels he or she has been retaliated against for making a report or participating in an investigation is encouraged to immediately notify Whiting's Human Resources department or General Counsel. Whiting will investigate all reports and take corrective action.



Employee and Board Diversity

Whiting's leadership team is mindful of ways to increase the diversity of our workforce. At the end of 2020, Whiting had 402 employees across our operating areas. We strive to maintain a workforce that is diverse across a number of fronts, and our corporate office in Denver remains in line with industry trends for gender representation. In fact, 50% of new hires at Whiting's Corporate Office in 2020 were female or minority. We also have a diverse board. According to third party research, we are among the 2.3% of companies in the Russell 3000 that, as of March 31, 2021, has achieved gender parity on its board of directors.

Cultivating internal talent is a priority for Whiting. We further the diversity cause by making an effort to ensure that the diverse talent pool we have hired can see a long and successful career path ahead of them within Whiting. If a current employee is interested in a different position within the company, we encourage them to contact their supervisor and submit a request to Human Resources. Whiting reserves the right to hire anyone for any position, including internal or external candidates. Candidates identified both internally and externally are assessed based on performance, relevant business knowledge, job fit and skillset.

	Count	Percentage
Individual Contributor	284	71%
Corporate	101	25%
Female and/or Minority	49	40%
Caucasian Male	52	51%
Field	183	46%
Female and/or Minority	34	19%
Caucasian Male	149	81%
Manager	118	29%
Corporate	56	14%
Female and/or Minority	29	52%
Caucasian Male	27	48%
Field	62	53%
Female and/or Minority	2	3%
Caucasian Male	60	97%
Females and/or Minorities in Corporate Office	78	50%
Whiting Headcount Grand Total	402	100%

Percentage of employees in major age brackets:

30 Yrs or Less	31-40	41-50	51-60	61-64	65+
13.9%	44.8%	25.1%	12.2%	3.0%	1.0%





Employee Benefits and Policy

2020 required a significant increase in workplace flexibility in order to balance the protection of company productivity while safeguarding employee health. Employees and contractors are trusted to manage their time regardless of work location, and the concept was fully tested in March of 2020 when all Whiting office locations went to remote work status due to COVID-19.

Throughout 2020, we allowed for flexible work hours around a core mid-day work block. This is of value to many individual employee situations, most especially to parents of young children who have a greater need for flexibility in general. This pre-existing philosophy proved extremely helpful amidst the uncertain and rapidly changing nature of childcare and school strategies in 2020 and 2021.

Whiting allows for any employee to request that their manager consider approving a part time schedule for the employee. This again could be of value to many individual employee situations, most especially to employees with dependent care commitments that span several hours of the day. Where an employee would historically have felt pressure to choose between caring for a dependent or furthering their career, they can now accomplish both simultaneously.

Whiting offers employees outstanding paid leave for use in common situations including:

- **Paid vacation leave**—Each employee is trusted to manage, report, and track their fully paid vacation leave, with no specified upper limit to the number of days they may use. Employees are encouraged to consider the impact to the team when requesting vacation leave, and to balance that impact with our need to refresh and recharge.
- **Paid sick leave**—Each employee can accrue up to a maximum total of 480 hours of fully paid sick leave. This time is available for situations such as elderly care, care for self when sick, care for dependents when sick, bereavement, health appointments, and other emergencies.
- **Parental (maternity/paternity) leave equivalent**—Employees have access to 12 weeks of fully paid leave through a combination of Whiting-sponsored short term disability, family medical leave, sick leave and vacation leave.

Whiting also offers several other paid and unpaid job-protected leaves including:

- In accordance with the Family and Medical Leave Act of 1993, job-protected leave for childbirth and related care, adoption or foster care, dependent care through a serious health condition, self-care due to a serious health condition, and military obligations.
- Many unique leave situations are facilitated by Whiting including paid jury duty leave, voting leave, holiday time off, military leave, domestic abuse leave, and any required Coronavirus associated leave. In 2020 employees were able to use up to 80 hours of Coronavirus-related paid leave, allowing quarantining and other needs to be met without consuming sick time or vacation.





Training and Development

Whiting is committed to the personal and professional development of its employees, with the belief that a greater level of knowledge, skill and ability is of personal benefit to the employee and fosters a more creative, innovative, efficient and therefore competitive company. We empower our employees to develop the skills they need to perform their current jobs while developing the capabilities necessary for future opportunities.

In 2020, Whiting modified its approach to personal development, seeking to balance a cost-management-focused philosophy while remaining highly supportive of personal development in a COVID-19 restricted environment. We continue to encourage the support and sponsorship of critical knowledge and skill collection, as well as relevant certification maintenance. Organizations were granted a training and development budget, and individual employees were guided to work with their managers to ensure a plan that maintained and grew critical skills was established.

Employee Engagement

Effective Communication is a core value at Whiting. Sharing information with our employees and seeking feedback about our business, culture and opportunities for improvement drives growth. In 2020, we utilized performance reviews, and virtual town halls and small group meetings with the CEO to directly engage with our employees. We also utilized the company intranet and safety meetings in the field to share information and connect with employees in a timely and meaningful manner.

Whiting will continue to survey its employees in an effort to seek outstanding engagement. We understand that employee engagement can change rapidly in reaction to both our internal and external environments at a given time, and that we must be vigilant and dynamic in our approach.

Local Investment

Whiting makes every effort to competitively bid high-volume and frequently purchased goods and services while consolidating awarded goods and services over a period (e.g., quarterly, semi-annually). This practice helps support small, local suppliers and contractors by providing scheduling and financial certainty. These commitments can also help local suppliers with employee retention and business planning. Whiting hires locally from reputable small businesses, with employees who live in the communities near our operations. In 2019, we began collecting vendor demographic information to help quantify the impact we have on the communities in which we operate.

All statistics are from 2020 and self-reported by the vendors when registering with Whiting:

- Community Engagement and Support: 80% of the vendors we work with have primary offices or are headquartered in the states in which we operate
- Community Economic and Job Growth: 44% of our vendors were established in the last 10 years
- Support of Diverse Businesses: 41% of our vendors self-identified as a diverse business
- Small Business Support in the Communities in which We Operate: .
 - 59% of our vendors have less than 50 employees
 - 71% of our vendors reported as having less than 100 employees
 - 68% of our vendors have less than \$10 Million in revenue per year

This local engagement has helped Whiting maintain strong relationships with our employees, suppliers and communities that have become an essential part of why and how we do business.

Community Stewardship

At Whiting, community engagement is integral to our identity as a company and individuals. We want to enhance the quality of life in our communities, making each one a healthy, safe and eminently livable place.

Our 2020 Approach

Throughout the year we assess the effectiveness of our social investment approach. This process allows us to collaborate, identify best practices and align our social investment with the areas of greatest community need. We accomplish this by:

- Policy commitment to consult with our local communities and local leadership to understand community needs. This includes, but is not limited to, discussions with; county commissioners, mayors, fire chiefs, police chiefs and school superintendents. These consultations are conducted at the beginning of each year, prior to any philanthropy planning, to ensure alignment.
- Communicating openly and including our partners in the design and implementation of the engagement process.
- Seeking solutions that create mutually beneficial business and engagement approaches and build long-term value for both the company and our community partners.
- Following through on our commitments.

At Whiting, we strive to strategically invest in the communities where we live and work. We know our employees and their gifts make communities stronger. Whiting's community investments support education, mental health, social services and disaster relief.

Whiting's Mental Health Campaign

As of May 2021, approximately 25% of adults in North Dakota reported symptoms of anxiety and/or depression. In May of 2021, Children's Hospital Colorado declared a 'State of Emergency' for youth mental health. And as recently as October, a coalition of the nation's leading experts in pediatric health issued an urgent warning declaring a national youth mental health emergency. After multiple conversations with local leadership in our operating areas, it was made clear that mental health is of serious concern.

In an effort to help, educate, and fight mental health stigma, Whiting launched a mental health campaign encouraging individuals to take care of their mental health like they do their physical health. Radio ads were aired in North Dakota directing listeners to a website, created by Whiting, called **Waves of Hope** that provides helpful tips to improve and strengthen day-to-day health. This website provides a mental health check-in tool, mental health resources, and links to local organizations, telehealth options and more.

Additionally, Whiting made donations to the McKenzie County Health System and the Colorado Children's Hospital in support of mental health resources.



Volunteering

Employees got creative with how they could volunteer due to many COVID-19 restrictions. Virtual volunteer opportunities were presented to employees in order for Whiting to stay active and engaged with our communities during this unprecedented time. We encourage and recognize employee volunteerism in several ways:

1. Each employee receives 16 hours of paid time annually to volunteer during business hours at the non-profit of their choice, either at events hosted by their office or by the partner organization.
2. Community relations representatives work to create volunteer opportunities for employees or connect them with volunteer opportunities hosted by Whiting's community partners.
3. Employees leverage our internal communications platform to find volunteer opportunities, sign up to volunteer and share local opportunities by posting event details.

Beyond volunteering for accredited non-profits, Whiting employees are also encouraged to support their local communities through involvement in their municipalities, school systems and sports programs.



Food Bank Donations

The charitable food system is vital for food access for vulnerable people in nearly every community in the United States. Food banks are extremely important in addressing community nutritional needs. Due to the effects of COVID-19, more than 42 million Americans may experience food insecurity, including a potential 13 million children. Whiting has been involved with many different food banks over the years and with many of these vulnerable communities being impacted by COVID-19 the hardest, we knew we needed to do our part. Whiting donated \$30,000 to three different food banks in our operating areas: Food Bank of the Rockies, Weld County Food Bank and Great Plains Food Bank. These funds helped provide much needed food and hope.

A Precious Child

Whiting has partnered with A Precious Child (APC), who assists children and families facing difficult life challenges such as abuse and neglect, crisis situations and poverty. APC works with more than 500 agency partners throughout the following eight Denver Metro counties: Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas, Jefferson and Weld. APC and its agency partners identify children and families in the most need of services and provide to them basic human needs and assistance navigating community resources.

Whiting supports APC annually through both volunteer time and participating in its corporate "Fill A Backpack" challenge. In 2020, Whiting employees collected 1,287 school supplies and provided 318 filled backpacks for APC.



Governance

Corporate Governance

The highest level of Sustainability oversight resides with Whiting's Board of Directors. Whiting's Board of Directors has an Audit Committee, a Nominating and Governance Committee, a Compensation and Human Resources Committee, and an ESG Committee. The ESG Committee assists the Board in fulfilling its oversight responsibilities relating to Whiting's programs, policies and practices pertaining to environmental, safety, sustainability and social responsibility issues and impacts.

Committee charters and a list of our current Board members can be found on our website. For more on our Corporate Governance Principles, please visit: [whiting.com/corporate-governance/governance-principles](https://www.whiting.com/corporate-governance/governance-principles).

Legal and Regulatory Compliance

The oil and gas industry is subject to a complex regulatory framework, and Whiting has developed systems and programs designed to ensure compliance with all regulations. Our Regulatory Group provides guidance, training, oversight, enforcement and reporting.

For additional discussion on these regulations, please review our [2020 Form 10-K filing](#).

Ethics, Anti-corruption and Anti-bribery

Whiting is committed to demonstrating adherence to our corporate core values, the first of which is Highest Integrity; exhibiting the highest ethical standards. Unethical activity, corruption, and bribery are counter to our corporate culture and values, and are also contrary to the business conduct and behaviors expected of employees as described in the Code of Business Conduct and Ethics. Such behaviors are therefore not tolerated by Whiting.

- **Ethics**—The Whiting Code of Business Conduct and Ethics describes the business conduct and behaviors we expect of our employees, officers and directors. Any individual or company working on behalf of Whiting or our subsidiaries is expected to follow similar principles. Failure to comply with the Code of Business Conduct and Ethics and related policies, or applicable laws, may result in disciplinary action, up to and including termination. Employees know that they have not only a responsibility to behave ethically, but also a responsibility to report any potentially unethical behavior.
- **Anti-corruption and anti-bribery**—Corruption and bribery are prohibited at Whiting. All employees are to conduct themselves in their third-party interactions, whether public or private sector, with integrity and transparency. Employees know that they have not only a responsibility to behave in a fair and transparent manner, but also a responsibility to report any potentially corrupt or bribery-related behavior.

Our annual review and acknowledgement of the Code of Business Conduct and Ethics reinforces the responsibility of all employees of Whiting to act with honesty and integrity in all matters, and to report any suspected misconduct, unethical behavior or illegal activity through a manager, HR, the General Counsel or through our Hotline. Day-to-day observance of this Code creates an attractive, healthy working environment for all employees that is consistent with Whiting's core values and further builds on positive relationships with customers, suppliers and the public at large.

The Hotline serves as a 24-hour resource which is externally hosted and managed by a third party. Therefore, all employees and external stakeholders may report any alleged violations anonymously. All communications to the Hotline are tracked and investigated by an internal team made up of the Human Resources and Audit organizations, and when



needed the relevant personnel from Accounting, Legal and other departments are included. All formal complaints that come through other channels to the investigation team are handled in similar fashion.

To learn more about our Corporate Code of Conduct, please visit: <http://whiting.com/corporate-governance/code-of-conduct>

Ethics Hotline Number: 1-866-691-1972

Executive Remuneration

The Compensation and Human Resources Committee of the Board of Directors periodically reviews and reports to the Board at large with respect to executive compensation and benefits. The Compensation and Human Resources Committee reviews and approves the philosophy, goals and objectives relative to the CEO's compensation, determines and approves the compensation of the other executive officers, and administers our incentive compensation plans.

The primary objectives of our program are to facilitate pay for performance, encourage creation of long-term stockholder value and compensate our employees competitively. The Compensation and Human Resources Committee periodically evaluates market-based practices in executive compensation programs to ensure it continues to provide balanced incentives, while managing compensation risks appropriately in the context of our business objectives.

Whiting's environmental, health and safety (EH&S) performance is a key indicator of company performance. Understanding this, Whiting has tied a portion of executive compensation to EH&S performance metrics.



Risk Identification and Management Processes

A critical component of a sustainable business is its ability to identify and manage risk. We apply a number of key processes in our company that help to identify and mitigate risks in potential, new and existing operations. Our Board of Directors reviews and evaluates existing risk assessment processes, management's assessment of major risks, and risk mitigation options. These assessments, and the periodic review thereof, help Whiting achieve operational excellence, properly evaluate investment opportunities, and plan intelligently for our future. While these processes are focused on our operated assets, we also review potential risks in Whiting's non-operated assets.

For a discussion of the risks identified by Whiting, please review our most recent Form 10-K filing [here](#).

Operational Risk Management

We believe that strong risk management and corporate culture are conducive to Whiting's growth and longevity. Whiting uses effective management systems to help identify enterprise, business unit and operational risks. This enables our employees to mitigate issues, leverage opportunities, drive continuous improvement, and promote sustainability.

Whiting began the integration of ISO 31000 risk management framework into existing operations and projects to identify and effectively manage its environmental risks and potential impacts through the mitigation hierarchy.

As part of ongoing efforts to manage operational risk, Whiting reviewed and strengthened the environmental, safety, and infrastructure integrity requirements in the 2019 Asset Integrity Management (AIM) program. AIM focuses on enhancing the safety and reliability of our production infrastructure throughout its lifecycle. The AIM program encompassed the development of multiple processes to evaluate and reduce process risks during facility design, construction, operation, maintenance, and equipment decommissioning.

To further enhance our risk-based thinking and decision making, we have implemented a Management of Change (MOC)



Practice. The MOC program's objective is to ensure that changes to the process and/or equipment do not negatively impact the process safety and operational objectives.

Cybersecurity

The cybersecurity landscape is both complex and constantly evolving. Limiting cybersecurity risk exposure to bad actors is critical to maintain a secure and well-run IT environment. Whiting manages these risks with a multi-pronged approach in a cycle of continuous improvement covering the five National Institute of Standards and Technology functions of identification, protection, detection, responding, and recovery.

Whiting performed an organizational risk assessment to identify the company's most critical assets. In concert with regularly scheduled cybersecurity audits by third-party experts, Whiting is well positioned with mitigation strategies that match the level of organizational risk. New technologies are reviewed regularly and deployed where they provide the best value.

A multi-layered approach is used to best protect Whiting from cyber-related risks. Layered anti-malware solutions, monthly user cybersecurity training, security education emails, timely systems patching, multifactor authentication, and the philosophy of least privilege all contribute to the protection of Whiting's business processes.

Bad actors operate around the clock, so it is important that IT security is also constantly on alert. Whiting has implemented a 24x7 security operations center, automated malware updates, and centralized solutions monitoring the IT environment for unexpected systems behavior.

Whiting is positioned to effectively respond to attacks and unexpected disaster situations. Company systems are protected with multiple datacenters, cloud technologies, and off-site backups. This combination is designed to ensure systems can be quickly brought back online and any business process interruptions are minimally impactful to the organization.

Climate Risk

Whiting recognizes the increasing public concern around greenhouse gases and other air emissions and global climate change. With this concern and focus comes the potential for new regulations. Oil and natural gas will continue to play an important role in meeting the country's long-term energy demands despite increasing diversity of energy sources. Understanding our critical role in supplying affordable, reliable and efficient energy, we are committed to sustainable and responsible development of our oil and gas resources. This commitment includes understanding and mitigating climate change risk. To that end, Whiting's Board of Directors evaluates climate risk issues on a regular basis.

For additional details on climate risk, please review our [2020 Form 10-K filing](#).

Supply Chain Sustainability

An integrated and collaborative approach with supply chain vendors is good for sustainability and corporate value. Whiting has developed strong procurement policies that create savings, reduce supplier risk and advance stewardship. In 2020, we implemented a formal Vendor Monitoring Policy consisting of key benchmarks, vendor risk management, technology summaries and more. This new policy can be viewed [here](#). We request vendors to acknowledge new policies to define minimum expectations related to labor and human rights and conflicts of interest/anti-corruption.

Our policy requires that all vendors providing services on oil and gas locations meet regulations and Whiting specific safety and environmental minimum standards. We maintain Master Service Agreements (MSAs) designed to have vendors adhere to regulations and Whiting specific safety and environmental standards. Select MSAs also include specific compressor and generator Environmental Addendums to address air emissions. Between our MSAs and procurement policies, we are elevating Whiting's partner selection standards and improving safety, human rights and the environment. Whiting performs routine audits to ensure compliance, which is covered in more detail in the Social section of this report.

Human Rights

Whiting supports the principles described in the United Nations' Universal Declaration on Human Rights, which aligns with our core values, our corporate philosophy and our code of conduct. We strive to foster an ever-improving culture, with emphasis on health and safety, environmental sustainability, the health and welfare of our employees and partners, and the wellbeing of the communities in which we operate. A copy of Whiting's Human Rights policy can be found [here](#).





Whiting Metrics Template

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







Questions or Comments?

We'd love to hear from you. Contact Kevin Kelly, Whiting's VP of Business Development and ESG or Emily Caldwell, Corporate Communications and ESG.

Kevin.Kelly@whiting.com | Emily.Caldwell@whiting.com

Whiting.com