

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)



## ENVIRONMENTAL



### Reducing Flaring and Associated Emissions

- 38% decrease in flaring intensity, resulting in a 9,300 tonnes/year reduction in CO<sub>2</sub>e onsite emissions (2020 vs. 2019)

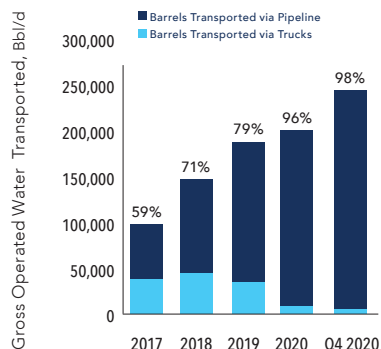
### Growing Usage of Recycled Water

- Doubled the percentage of recycled water used in fracture stimulation operations from 2018 to 2020
- Used over 680 million gallons of recycled produced water in our operations by YE 2020

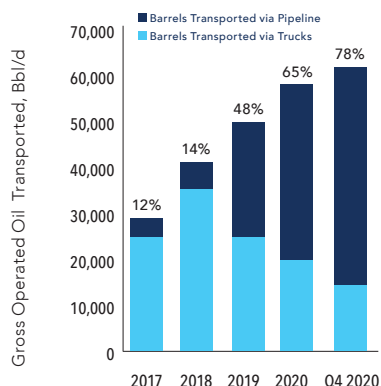
### Increasing Transportation on Pipeline

- 98% of operated produced water and 78% of operated produced oil transported on pipe in Q4 2020
- Estimated 8.5 million water truck miles and 1.1 million oil truck miles avoided in 2020<sup>(1)</sup>

### Operated Produced Water on Pipe



### Operated Produced Oil on Pipe



## SOCIAL

### Proactive Safety Culture

Zero lost time incidents during more than 2.1 million employee man-hours from 2017 to 2020

### Human Capital Investment

Approximately 15,000 hours of employee continuing education in 2020, equating to approximately 55 hours per employee

### Actively Supporting Military Veterans



- Congressional Medal of Honor Foundation
- Michael E. Thornton Foundation

### Leadership Development Program

Six-month leadership course designed to enhance tactical leadership capabilities



## GOVERNANCE

### Diverse and Independent Board Composition

- Lead independent director
- 9 of 10 independent directors
- Female membership since 1988<sup>(2)</sup>

### Engaged Board of Directors with Majority Voting Standard

- No "overboarding"

### Shareholder Advisory Committee for Board Nominations



## COMMUNITY

### Supporting Communities and Charities Where We Live, Work and Operate.



Matador employees and families participating in the 2019 Giving Day at the North Texas Food Bank. In 2020, Matador donated a company record amount of food to the NTFB, contact-free.



Hundreds of toys were donated to the Eddy, NM and Lea, NM County Sheriff's Offices and Courthouses in 2019 and 2020.



(1) Assumes that each truck transporting one load of oil or water travels ~15 miles per load. One load contains approximately 130 barrels of water or 190 barrels of oil.  
(2) Dating to inception of predecessor company, Matador Petroleum Corporation.