

PIONEER NATURAL RESOURCES COMPANY

RULES FOR CONDUCT OF ANNUAL MEETING

Annual Meeting of Stockholders

May 25, 2022

8:00 a.m.

Welcome to Pioneer Natural Resources Company's Annual Meeting of Stockholders. In the interest of a fair and orderly meeting, we will conduct the meeting in accordance with the following procedures:

1. The business of the meeting will be conducted as set forth in the Agenda.
2. The only business matters eligible to be considered at the meeting are the matters set forth in the Notice of Annual Meeting of Stockholders and the Proxy Statement, dated April 14, 2022.
3. Only stockholders of record at the close of business on the record date, March 31, 2022, (or their proxy holders) are entitled to vote (until the closing of the polls).
4. Stockholders attending the virtual meeting will be in a listen-only mode and will not be able to speak during the webcast. Eligible stockholders are permitted to submit questions relevant to the business of the meeting. Stockholder questions will be addressed after the polls are declared open.
5. Stockholder questions must be pertinent to the particular issues before the meeting. Questions or comments submitted but not related to the business of the meeting may be ruled out of order and not addressed. If we receive substantially similar questions, we will group such questions together and provide a single response to avoid repetition.
6. To allow us to answer questions from as many shareholders as possible, we will limit each shareholder to three questions, which includes questions submitted prior to the meeting and during the meeting. No more than one question may be on any single topic. Management reserves the right to not address any questions that are either repetitive, not ripe for discussion at an annual meeting of shareholders, or otherwise inappropriate to address. The Q&A session will be limited to 30 minutes.

Technical Assistance: A support line will be available on the meeting website shortly prior to and during the Annual Meeting to assist stockholders with technical difficulties they may have accessing or hearing the virtual meeting.

Thank you for your cooperation.