



Continental's culture represents nearly 50 years of hard work and perseverance, starting when 21-year-old Harold Hamm set out in 1967 to create an oilfield service business with a single water tank truck. Today, we are a leading exploration and production Company, ranked as a Top 10 independent oil producer in the U.S. Lower 48. We operate in the premier oil plays in North America, focusing primarily on the Bakken and the South Central Oklahoma Oil Province, or SCOOP, two plays where we are the largest leaseholder, and among the largest producers. Our team shares a vision of American energy independence and changing the world.

This report is a guide to how we are responsibly implementing our vision.



# OUR OPERATIONS



CONTINENTAL IS COMMITTED TO CONDUCTING OUR BUSINESS IN A SOCIALLY RESPONSIBLE WAY, BENEFITTING OUR STAKEHOLDERS, THE COMMUNITIES WHERE WE WORK AND LIVE, AND SOCIETY AS A WHOLE. TO DO THIS, WE FOCUS ON ENSURING OUR OPERATIONS AND BUSINESS PRACTICES REFLECT OUR CULTURE AND CORE VALUES.

# CULTURE

Continental fosters a collaborative culture that encourages open communication and teamwork, promotes professional growth and requires ethical behavior in every aspect of our business. Our employees are explorers, innovators, visionaries and mentors. Our teams challenge one another to execute, lead and strive toward enhancing shareholder value in an ethical and responsible way. We live our culture through our CORE Values.

# CORE VALUES

Our CORE Values are rooted in our culture. They are who we are. We do what we say we will do. In 2012, we embarked on a Company-wide initiative to capture and define the values that form the bedrock of the culture that allowed Continental to grow from one man with a tank truck to the Company it is today, and memorialize the values guiding our activities as a leading independent producer of American energy. The challenge was to capture the can-do attitude, independent vision and agility that makes Continental so successful, and combine them with the historical principles upon which Continental was built and are important to the successful activities of a much larger organization. Our CORE Values listed on the next page reflect the ideal blend of those essential to preserving Continental's heritage and guiding the Company into the future.

# SAFETY

We take care of ourselves and others, and we endeavor to be good stewards of our health, our assets, the environment and the interests of our stakeholders.

# HONESTY

We are fair, genuine and sincere in our intentions and actions, treating everyone with respect; without it we fail.

# INTEGRITY

We are committed to the highest ideals, quality, standards and sound business practices; we do what we say.

# FIERCE COMPETITION

We have the courage to challenge conventional thinking, and we strive to achieve exceptional execution and results with a can-do attitude, independent vision and agility.

# TEAMWORK

We believe leadership, unconventional thinking, planning, decisions and actions are betterwhen done together; we have each other's back.

Through this report you will gain an understanding of how we at Continental live our CORE Values.

As America's Oil Champion, these CORE Values are at the center of our leadership, and we are changing the world by contributing directly to energy security in the United States. The following six pillars identify how we focus on living each of our CORE Values every day.

# THE SIX PILLARS OF OUR COMMITMENT HOW WE VIEW CORPORATE RESPONSIBILITY

Stewardship is at the heart of how we view corporate responsibility and accountability. As the recipient of societal benefits and as a company charged with the noble mission of responsibly developing a vital energy resource for our country, it is important we operate in a manner worthy of the trust our stakeholders have placed in us. We believe socially responsible companies work each day to earn the trust and confidence of the communities in which they operate. Because we take great pride in preserving our reputation as a respected corporate citizen, we renew each day our commitment to support not only our employees, but also the individuals and communities where we live and work.

Six focus areas are the pillars of our commitment to corporate responsibility, and they reflect the same principles that empowered us to grow from a grassroots startup into an NYSE-traded, Top 10 independent oil producer in the U.S. Lower 48:

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CLR'S COMMITMENT TO GOOD GOVERNANCE

CLR'S COMMITMENT TO EMPLOYEE HEALTH AND WELLBEING

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CLR'S COMMITMENT TO COMMUNITY: CONTINENTAL CARES

CLR'S COMMITMENT TO SAFETY

CLR'S COMMITMENT TO THE ENVIRONMENT

CLR'S COMMITMENT TO ENERGY SECURITY old N

CONTINENTAL IS COMMITTED TO THE HIGHEST IDEALS, QUALITY, STANDARDS

AND SOUND BUSINESS PRACTICES; WE DO WHAT WE SAY. GOOD GOVERNANCE

IS AN ESSENTIAL PART OF OUR DNA AND PERMEATES THROUGH OUR ENTIRE

ORGANIZATION FROM TOP TO BOTTOM. OUR FOCUS ON GOVERNANCE IS AN

EXTENSION OF OUR CORE VALUE OF INTEGRITY. THE GOAL OF OUR APPROACH

TO GOVERNANCE IS SIMPLE — TO ENSURE INTEGRITY, ETHICS AND THE BEST

INTERESTS OF OUR SHAREHOLDERS AND COMMUNITY DIRECT EVERYTHING WE DO.

At Continental, our Board of Directors is essential to successful implementation of our Governance principles. While we are a controlled Company, and thus exempt from certain independence requirements under New York Stock Exchange ("NYSE") rules, our commitment to best practices to protect all shareholder interests led us to voluntarily establish a Board comprised of individuals of the highest character and skill with the independence and experience necessary to set the policies fundamental to our CORE Values. As a result, each of our directors, other than Mr. Hamm, satisfies the Securities and Exchange Commission ("SEC") and NYSE independence rules and standards applicable to their service. We have also voluntarily established a fully independent Compensation Committee.

Our Board of Directors has adopted Corporate Governance Guidelines designed to select prospective board members based on their diversity of skills and experience, in light of the following criteria:

- Commitment and background to represent shareholder interests;
- · Moral character and integrity;
- · Ability to apply sound business judgment;
- Independence and freedom from conflicts of interest;
- Ability to devote time necessary to understand Continental and carry out the duties of a director, including attendance at meetings and consultation on Company matters;
- Ability to function as a team member and communicate effectively;
- Professional and personal accomplishments;
- · Understanding of strategic issues;
- Ability to understand financial matters and read financial statements;
- · Oil and gas exploration and energy experience; and
- Experience with risk assessment.



In order to ensure our directors stay abreast of developments and trends in the area of governance, we provide training on at least one aspect of governance and compliance at each regularly scheduled quarterly board meeting. We believe this kind of ongoing training is vital to assisting our directors to make informed and appropriate decisions with respect to governance matters and keeping Continental in step with best practices.

An example of the dynamic process is illustrated by the effort that resulted in our revised Code of Business Conduct and Ethics (the "Code"), which has been in effect since September 1, 2014. The current Code is the culmination of a process spanning over the past few years with Continental taking a fresh look at all significant policies, benchmarking those policies, revising and updating existing policies and implementing new policies necessary to ensure each of our underlying policies reflect current thinking regarding best practices in each relevant area. When the work on the supporting policies was complete, we followed the same approach in revising and updating our Code. In addition to revising the content of the Code, we spent considerable effort improving its look and feel, so that it is a more inviting, user-friendly document.

Another key focus is to make sure our governance processes, policies and principles take a life beyond the paper. To do this, we ask each employee to live our CORE Values knowing rules cannot replace character. Every member of the Continental team is required to complete in-depth compliance training on a regular basis. We also require, as part of the annual performance review process, that each employee explain how they incorporate Continental's CORE Values into their day-to-day job responsibilities. We believe incorporating Continental's CORE Values as part of the review and compensation process helps demonstrate to our employees the importance of living our values on a daily basis. Each year we also require all employees to certify they have read and understood our policies and Code and are in compliance with these policies and Code. We also encourage a speak-up culture to report any improper conduct or behavior by any employee or third-party contractor, service provider or vendor in violation of our policies and Code.

As you can see, at Continental we believe good governance starts with a commitment to integrity and is possible only when that commitment becomes part of an organization's culture. Living our values is good governance – it is Continental.

WE BELIEVE IN OUR EMPLOYEES, OUR WORK AND OUR POTENTIAL TO CHANGE THE WORLD. GIVING BACK TO THE COMMUNITIES IN WHICH WE OPERATE IS INHERENT IN THAT BELIEF. WE FOCUS OUR PHILANTHROPIC GIVING IN THREE STRATEGIC AREAS — EDUCATION, HEALTH AND INDUSTRY ADVOCACY.

### EDUCATION

Continental supports organizations that enhance and create initiatives for learning. Current areas of interest include programs that improve and develop effective curriculum with an emphasis on science, technology, engineering, math (STEM) and reading.

**FUNDING THE FUTURE:** Continental Resources is passionate about investing in the education of our future workforce and community leaders. Through the Funding the Future grant program, teachers within 10 miles of a Continental operating location can apply for a \$5,000 grant to go toward any reading or science, technology, engineering and mathematics initiative. In 2014, 22 grants were awarded to schools

across Oklahoma, North Dakota, South Dakota and Montana.

HIGH SCHOOL ROBOTICS: Since 2013, Continental Resources has been a sponsor of Chickasha, Oklahoma High School's FIRST robotics team, the "Cockadoodle Dominators." This year, the "Cockadoodle Dominators" qualified to compete at the FIRST World Championship for team robotics, receiving awards for safety and outstanding sportsmanship. FIRST (For the Inspiration and Recognition of Science and Technology) is a non-profit organization that sponsors national robotics competitions and seeks to inspire students to become leaders in science and technology.

UNIVERSITY OF NORTH DAKOTA: Continental Resources and

CEO Harold Hamm partnered with the University of North Dakota to establish the

university's first school of geology and geological engineering. With the goal of producing

future generations of petroleum geologists and engineers who can contribute to building a better world through professional service and research, Continental and Mr. Hamm made separate parallel donations of \$5 million, for a combined \$10 million donation, which supports a virtual core library, endowed chairs, student scholarships and graduate assistantships.

### HEALTH

Continental cares about the health and wellness of our communities, and partners with organizations on a mission to find cures and fight devastating diseases.

**HEALTHCORPS:** HealthCorps is dedicated to giving young people and educators practical tools for fitness, nutrition and mental resilience needed to transform their lives through

healthy behavioral change. As the sponsor of Oklahoma's first HealthCorps

program, Continental has provided staff and resources to teach students how to embrace healthier lifestyles and is scaling the organization's efforts nationwide.

### LEUKEMIA AND LYMPHOMA SOCIETY: In 2014,

Continental and Senior Vice President, General Counsel, Chief Risk

Officer & Secretary, Eric Eissenstat, partnered to raise funds to find a

cure for blood cancer through the Leukemia and Lymphoma Society

("LLS") Man of the Year campaign. Eric was named the Oklahoma

chapter's Man of the Year after raising a record-breaking \$173,898 –

more than half of the chapter's 2014 total fundraising efforts and three

times the previous record, and placing Continental's efforts in the Top 10

Man of the Year fundraising for LLS nationally in 2014.

# INDUSTRY ADVOCACY

Industry advocacy means sustaining and supporting the engine that drives our economy. Continental partners with peers to educate the public about the oil and gas industry. Through support of the North Dakota Petroleum Council, Oklahoma Independent Petroleum Association, Domestic Energy Producers Alliance and other advocacy groups, Continental aims to ensure the continuation of America's Energy Renaissance and all of its benefits, including the creation of millions of jobs, billions in gross domestic product and tax revenue, and increased national security.

### COMMUNITY INVOLVEMENT

At Continental, building a strong Company goes hand in hand with building a strong community. Continental cares about forging lasting relationships with the communities in which we operate. Through employee volunteer opportunities and giving, Continental promotes a culture of caring and corporate responsibility.

Continental encourages our team members to be leaders in the

Company and in our communities. Our employees serve on

numerous local non-profit boards. Continental also supports team member

participation in initiatives such as Leadership Oklahoma, Leadership North Dakota

and Leadership Oklahoma City, which are designed to train the next generation of leadership

for non-profits and charities. Our team's civic involvement enriches our communities and

provides fulfilling service opportunities for our employees.

**UNITED WAY:** For nearly 20 years, Continental Resources has participated in a major giving campaign with United Way. During the 2014 campaign, Continental employees raised over \$300,000 through pledges and fundraising events.

COATS FOR KIDS: In November 2014, Continental partnered with Operation Warm to provide over 4,500 coats to children in the Oklahoma City School District. Continental employees sorted and distributed coats to schools across the city.

EMPLOYEE VOLUNTEERISM: Continental provides numerous opportunities for employees to participate in events that serve our communities. In 2014, among other activities, Continental employees raced for a cure with Susan G. Komen Foundation, stuffed backpacks with school supplies for the Boys and Girls Club of Oklahoma City, picked up trash along the roadways of North Dakota, and built houses with Habitat for Humanity for those affected by the 2013 Moore, Oklahoma tornado.



THE PROMOTION OF HEALTH AND WELLBEING REMAINS

A TOP PRIORITY FOR CONTINENTAL, BOTH WITHIN THE

COMPANY AND ALSO IN THE COMMUNITIES WHERE WE

LIVE AND WORK. CONTINENTAL HAS BEEN ACKNOWLEDGED

AS AN AMERICAN HEART ASSOCIATION FIT-FRIENDLY WORKSITE,

AS WELL AS A CERTIFIED OKLAHOMA HEALTHY BUSINESS. CONTINENTAL TAKES

PROACTIVE MEASURES TO EQUIP EMPLOYEES AND THEIR FAMILIES WITH THE SKILLS

AND RESOURCES TO ACHIEVE HEALTHY AND ACTIVE LIFESTYLES. CONTINENTAL HAS

ALSO FORMED A WELLNESS TASKFORCE COMPRISED OF TEAM MEMBERS COMMITTED

TO IMPROVING THE QUALITY OF LIFE AND OVERALL WELLNESS OF OUR EMPLOYEES.

TORNADO SHELTER ASSISTANCE PROGRAM: Continental Resources established a program to ensure all employees and their families have access to tornado shelters during severe weather. Additionally, the Company provides shelters at all southern field offices and requires all southern rig locations to have a shelter available.

**LUNCH AND LEARNS:** Educational seminars are presented on a variety of wellness-related subjects, including diabetes treatment and prevention, stress management and heart health.

WEIGHT WATCHERS: Continental hosts on-site weight-management meetings and offers discounted enrollment.

**SELF-DEFENSE COURSES:** This program is offered to raise situational awareness and provide tips on personal security and self-defense.

**FITNESS CLASSES:** A variety of group fitness classes are offered each week at our corporate headquarters. These cardio and strength-training programs are designed to challenge employees to improve their overall fitness levels.

**FITNESS CENTER ACCESS:** Continental offers complimentary fitness center access at its headquarters for all employees. Additionally, field office wellness initiatives include access to fitness equipment. All employees enjoy a discounted membership at select local fitness facilities.



American

Learn and Live

Heart



RACE SPONSORSHIP AND REGISTRATION: Continental sponsors and offers registration for a variety of races to help our employees achieve their fitness goals, as well as raise awareness and funds for important causes, including the Oklahoma City Memorial Marathon, Susan G. Komen Race for the Cure, Oklahoma Run to Defeat Diabetes and American Heart Walk.

**PEDOMETERS:** Fitness monitoring devices were offered to all employees to assist them in tracking their steps and overall activity.

**FITNESS COMPETITIONS:** Continental offers a variety of corporate fitness challenges. In 2013, 419 employees participated to log a total of 69,447 miles in the Walkin' to the Bakken step competition. Additionally, the annual "Oilympics" provides a team-based competition testing cardio endurance, strength and balance.

PREVENTATIVE WELLNESS SCREENINGS: Employees and spouses are eligible for preventative wellness screenings. In 2014, 93% of our employees participated in health checks, including on-site mobile mammography screenings and on-site vascular screenings with Stroke Prevention Plus. In 2015, all preventative care service costs will be covered for those on the Company's health plan.

**ONLINE RESOURCES:** Nutritional and exercise analysis software has been made available to all employees to educate and assist in achieving wellness goals.

**WELLNESS STAFF:** Certified fitness trainers are on staff to help employees identify and accomplish their individual fitness objectives.

**HAROLD HAMM DIABETES CENTER:** Small Steps, Big Changes: This preventative diabetes program is offered to the public as well as our employees to empower participants to live healthier lives through nutritional planning and exercise education.

TOBACCO-FREE FACILITY: Continental Resources is a tobacco-free facility. Smoking is not allowed on the premises, and the Company has partnered with the Oklahoma Tobacco Helpline to educate employees on the health consequences of tobacco usage and provide additional motivation for cessation.





**SAFER DRIVING PROGRAM:** Employees participate in a safer driving training program to protect themselves and others on the road.

EMPLOYEE ASSISTANCE PROGRAM: Continental's Employee Assistance Program is offered free of charge to all employees, and addresses a complex body of issues affecting mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders. The program provides confidential counseling for personal issues, planning for life events and simply managing daily life. This program is also available to employees' dependents.

### CONTINENTAL RESOURCES' SELF-FUNDED HEALTH INSURANCE

**PLAN:** Continental Resources' health insurance plan is self-funded and utilizes cost containment features that allow for increased savings opportunities. With the rising cost of health care, these savings are passed on to Continental employees and their families.



CONTINENTAL'S COMMITMENT TO SAFETY MEANS WE TAKE CARE OF OURSELVES AND OTHERS, FOCUSING ON BEING GOOD STEWARDS OF OUR ASSETS, THE ENVIRONMENT AND THE INTERESTS OF OUR STAKEHOLDERS. THE HEALTH AND WELFARE OF OUR EMPLOYEES AND CONTRACTORS IS OUR FIRST PRIORITY AS WE START WORK EACH DAY. THEIR FOCUS, SKILLS AND WORK ETHIC ARE ESSENTIAL TO CONTINENTAL REALIZING ITS STRATEGIC GROWTH GOALS IN A MANNER CONSISTENT WITH OUR VALUES AS A COMPANY. OUR GOAL IS FOR EACH EMPLOYEE AND CONTRACTOR TO RETURN HOME SAFELY AT THE END OF THE DAY. EXCELLENCE IN SAFETY PERFORMANCE IS GOOD BUSINESS AND GOES HAND-IN-HAND WITH STRONG OPERATIONAL PERFORMANCE.

Safety is an ongoing challenge for our growing Company, as we now have nearly 1,200 employees in our offices and the field, as well as thousands of independent contractors who work with our team to explore, drill and complete wells, and deliver crude oil and natural gas to market. To build a safety-focused culture, every employee and contractor must share the responsibility of working safely.

The essential elements of our safety culture are embodied in a Health, Safety, and Environmental (HSE) Management System that is built upon the principles of continuous improvement. By taking this approach, we can build upon the experiences and lessons from the past, and use them to improve and adjust our expectations for the future. Core elements of our management system include training, constant tracking and evaluation of safety performance and risk management.

To assure constant improvement in safety, we rely on a culture of teamwork and respect. This encourages employees and contractors to recognize potential safety issues, act upon opportunities for improvement, and proactively identify, assess and reduce risks.

Every employee and contractor is empowered to stop work on a site to discuss safe operating practices or to manage a threat to safe working conditions. Being committed to safety excellence means having the courage to stop work and not compromise safety just to get the job done. Our employees and contractors understand their

roles as leaders in managing safety and their accountability for assuring safe operations. Each time an employee

or contractor exercises "Stop Work Authority," he or she demonstrates both an understanding of the importance of assuming personal responsibility when an unsafe situation exists and confidence Continental will support his or her decision.

Operating safely starts with taking time to think through and plan our work, ensuring we are in compliance with internal and external requirements, as well as working to meet our safety-related goals. For example, new contractors are pre-screened to assure they understand and meet regulatory and legal requirements and HSE performance requirements.

In our industry and areas of operation, effective safety and emergency preparedness programs are critical. Whether this involves sub-zero temperatures and blowing snow in a North Dakota winter or sudden thunderstorms during an Oklahoma summer, we must be ready to assure safe working conditions as we build roads and well sites, drill and complete wells, and transport oil and natural gas to market. As a result, we focus on business continuity planning to address adverse weather or other possible major business interruption events. For example, safety concerns arising in connection with changes in weather or conditions at Continental facilities are mitigated through use of a Company-wide employee emergency notification system that allows employees to receive timely communications advising them of a condition's existence and providing information regarding how best to respond. In addition, we conduct drills and table top exercises to rehearse the proper response to events such as tornadoes or spills.

Continental's safety program involves continual training and health and safety reviews to assure the implementation of best safety practices both in our offices and in the field. Our contractors' commitment must match Continental's, and our agreements with our contractors require their commitment to operate safely through their employees and comply with all laws and regulations. Other examples of Continental's commitment to safety include standardized safety training and safety stand-downs, which are pre-scheduled events when all work stops, including work being conducted by contractors in the field, to review specific safety challenges and discuss how we can improve safety performance. In June of 2014, we held Companywide Safety Stand-Downs that involved hundreds of both our employees and independent contractors in collaboration with the U.S. Occupational Safety and Health Administration ("OSHA") and the National Service, Transmission, Exploration & Production Safety ("STEPS") Network

to review oil and gas industry incident trends and discuss local safety improvements.

Driver training for the office and the field is another key emphasis of our safety program. Vehicle safety is a huge opportunity, given the vast distances over which our operations take place and the daily travel involved. Along with getting employees and contractors safely to and from well sites in distant locations, there is also a large amount of truck traffic involved in the process of moving rigs and other equipment, delivering fresh water to sites without pipe systems, and transporting oil and produced water from well sites.

Driver safety training extends beyond those who drive Continental and contractor trucks to include employee team members at our headquarters and field offices. Our safety program helps support an accountant in her daily commute to the office as well as a drilling supervisor on the northern plains. As part of our driver safety initiative, each employee who drives a Company vehicle as part of his or her job responsibilities is required to complete a full day of live, in-person instruction in a vehicle to better educate them regarding safe driving techniques and practices. Employees not required to drive as part of their jobs were offered a web-based training program to learn the same techniques and practices.

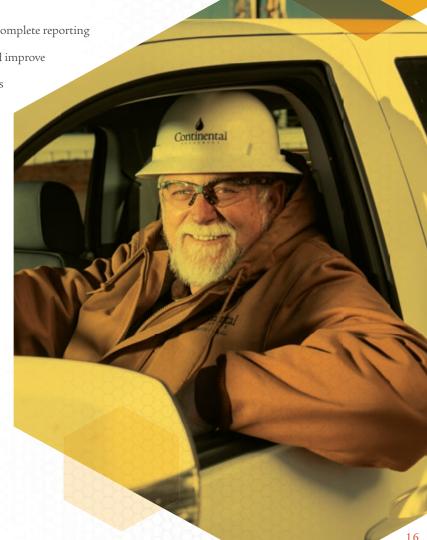
Another key element to our safety program is timely and complete reporting

of safety incidents and near-misses to help us measure and improve

our safety performance. The Company meticulously tracks

all key statistics, including Total Recordable Injury
Rates (OSHA "TRIR") and Days Away, Restricted &
Transferred ("DART") Injury Rates, for CLR and our
contractors. We are happy to report that even with
the tremendous multi-year growth in production and
employees, these safety metrics have continued to
improve over the past three years. In 2014, the TRIR¹
was successfully reduced by 6% since 2013 and DART
was improved by 8% since 2013. Our goal is to maintain
these positive trends, and ultimately move to the top
quartile of our peer group.

<sup>1</sup>Combined (rate of Total OSHA Recordable Injuries normalized per 100 workers / Year)



Finally, a critical part of Continental's safety program and overall HSE effort is emergency preparedness.

The Company has developed a corporate emergency response plan, and is training an internal emergency management team in an incident command system to support emergencies from our corporate emergency command center. General emergency response and role specific training is followed by drills and table top exercises which involve potential work-related scenarios. During 2014 we conducted training and a major drill in North Dakota to test preparedness capabilities on properties located north of Lake Sakakawea.

Promoting continuous improvement means we are a learning organization, openly communicating and sharing our HSE success, and proactively addressing opportunities when we find them.

The essence of our HSE program is to ensure CLR's compliance with applicable health, safety and environmental laws and regulations, and to conduct operations in a manner to promote an injury-free workplace. By building on the foundation of our uncompromising HSE culture and shared passion for continuously improving performance, we are focused on achieving our vision of HSE excellence.



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OPERATING EXCELLENCE IS A CRITICAL COMPONENT OF OUR COMMITMENT
TO PROTECT THE ENVIRONMENT, AND WE ARE CONTINUOUSLY WORKING TO
MINIMIZE OUR ENVIRONMENTAL FOOTPRINT — WHETHER IN THE FORM OF
WATER RECYCLING, AIR EMISSIONS REDUCTIONS, OR LAND USE EFFICIENCIES.
EXCELLENCE IN ENVIRONMENTAL STEWARDSHIP INVOLVES ALL EMPLOYEES AND
CONTRACTORS, AND WE BELIEVE ENVIRONMENTAL STEWARDSHIP CONTRIBUTES
DIRECTLY TO OUR LONG-TERM SUCCESS AND MAXIMIZING SHAREHOLDER VALUE.
WE ACTIVELY WORK TO IDENTIFY AND MANAGE ENVIRONMENTAL RISKS
RELATED TO OUR OPERATIONS, MONITORING PERFORMANCE TO ASSURE

### AIR

The rapid growth of crude oil production in the Bakken field in North Dakota has been impressive – from 36,150 barrels a day in January 2008 to 1.1 million barrels a day in January 2015, an increase of 30X. Given the lack of established natural gas transportation infrastructure, this growth led to significant increases in the flaring of natural gas produced in association with crude oil production.

CONFORMITY WITH ENVIRONMENTAL PROTECTION INITIATIVES.

Continental established internal gas capture targets and has taken numerous actions to be a leader in gas capture from our operated well sites in the Bakken. Our ultimate goal is to capture as close to 100 percent of our flared gas as possible. Where flaring cannot be avoided in some remote areas without access to gas gathering systems, Continental has installed destruction-engineered flare systems that destroy a minimum of 98% of volatile organic compounds ("VOCs").

In 2014 we continued to make notable progress in our gas capture initiative, delivering approximately 87% of our produced gas in North Dakota to market, a percentage which far surpassed both the gas capture performance of our peers and industry targets set forth by the North Dakota Industrial Commission ("NDIC"). This was an improvement over our performance three years ago, during which we captured 81% of produced gas.

IN THE NORTH DAKOTA BAKKEN, THE INDUSTRY CAPTURES AN AVERAGE 72% OF PRODUCED NATURAL GAS, COMPARED TO 87% FOR CLR.

The progress in our gas capture performance is a notable accomplishment given the significant increase in our natural gas production in the Bakken, including in remote exploratory areas with less developed infrastructure. As noted previously, Continental's gas capture performance in the North Dakota Bakken is significantly better than our industry peers operating in the play. According to data published by the NDIC, the industry on average captured only 72% of produced natural gas volumes as of late 2014. Since Continental is one of the largest producers in the North Dakota Bakken field, we believe the percentage of natural gas captured by the industry as a whole would be far less than 72% if Continental's results were excluded from the NDIC's data. Continental is a founding member of the NDIC's Flaring Reduction Task Force and is actively working with the NDIC and other task force members to increase gas capture throughout the state. In fact, the Gas Capture Plans (i.e., the new permit approval prerequisite requiring an operator to explain thoroughly to the NDIC its plan to ensure a proposed well is timely connected to a gas sales line) mandated by NDIC regulation in 2014 are more than just a nod to Continental's exemplary gas capture program – they are modeled after the very same gas capture plans

Continental voluntarily prepared for each of its wells.

WE DELIVERED
APPROXIMATELY
90% OF PRODUCED
NATURAL GAS TO

MARKET FROM OUR

IN MONTANA,

We are experiencing similar or better results in our other key operating areas outside of North Dakota. In Montana, we delivered approximately 90% of produced natural gas to market from our operated well sites in 2014. Finally, gas capture percentages in our operated SCOOP and Northwest Cana properties in Oklahoma are over 99%, as a result of the availability of established gas transportation infrastructure in the state and Continental's commitment to capturing as much gas as possible.

Future improvements in Continental's gas capture percentages are dependent upon a variety of external factors, including investment by third parties in the development of gas-gathering systems, state regulations, and the ability of pipeline companies to obtain easements from landowners for construction of pipeline gathering systems.

In April 2015, the American Lung Association gave North Dakota an "A" grade for its air quality. We believe this is due in large part to industry efforts led by Continental. In addition to our efforts in the area of gas capture, Continental has also worked diligently to reduce air emissions at its operated well sites by reviewing and implementing changes required by federal regulations and introducing new procedural and equipment controls. We have reduced the level of greenhouse gases per barrel of oil equivalent of production, and we anticipate further reductions as we apply new technologies.

Environmental Protection Agency ("EPA") rules require the use of reduced emission completions or "green completions" on all hydraulically fractured completed gas wells after January 1, 2015, in order to achieve a 95% reduction in the emission of VOCs. In November 2014, the EPA also issued proposed rules imposing similar requirements on all hydraulically fracture completed crude oil wells. Both the new and proposed requirements address emissions from compressors, controllers, dehydrators, storage tanks and other well site production equipment. Continental has not only achieved compliance with these EPA requirements, but, in the Bakken, Continental began completing all of its crude oil wells using green completions long before EPA began requiring green completions for hydraulically fractured crude oil wells.

### TRANSPARENCY

Continental has worked to educate the public and demonstrate our well completion methods are transparent and environmentally sound. Continental voluntarily participates in FracFocus, a national, publicly accessible Internet-based registry developed by the Ground Water Protection Council and the Interstate Oil and Gas Compact Commission. The registry, located at www.fracfocus.org, provides our industry with an avenue to disclose voluntarily additives used in the hydraulic fracturing process. Continental through its vendors currently discloses the additives used in the hydraulic fracturing process on all wells we operate, other than additives considered a trade secret by our vendors.

## REDUCED FOOTPRINT ON THE LANDSCAPE

Continental's concern for the environment is further demonstrated in how we have pioneered the use of ecologically advantageous drilling technology, starting with the introduction in North Dakota of multiwell drilling pads, known as ECO-pads®, in 2008 to reduce the amount of land needed for our operations. Large drilling pads can reduce land use by as much as 90% when 12 or more

a typical four-well pad will reclaim 70% of its original surface size,

or a surface use reduction of over four acres compared to four single-well pads. Additionally, Continental is utilizing extended laterals in our horizontal wells where possible. Not only does this practice enhance economics on a per well basis, it also reduces materials used and overall surface use. For example, on average a 3-mile Bakken lateral reduces surface use by as much as 50% versus a 2-mile Bakken lateral. In our Southern Region, a 2-mile SCOOP Woodford



lateral versus a 1-mile SCOOP Woodford lateral reduces surface use by as much as 33%, and a 1.5-mile SCOOP Springer lateral versus a 1-mile SCOOP Springer lateral reduces surface use by as much as 33%.

In certain areas where we have extensive pad drilling, the Company is also investing in fresh water delivery and produced water gathering systems. These multi-million-dollar investments reduce truck traffic on roads, enhance the conservation of fresh water, and streamline produced water transportation. A recently approved project involved 13 miles of gathering lines to initially serve 67 operated wells. A second approved system entails 150 miles of gathering lines to eventually serve as many as 600 gross wells covering 500 square miles of North Dakota.

# WATER CONSERVATION AND WATER SUPPLY PROTECTION

In terms of protecting fresh water supplies, the U.S. oil and gas industry has made significant advances in recent decades in well construction standards and efforts to prevent underground leaks from wells. Multiple layers of cement and steel encase the wellbore of a modern well, protecting fresh water supplies and the well site location from harm.

Without water, we cannot produce oil or natural gas. Population growth and industrial use exert increased pressure on our limited water resources. This growth also requires that we continue to produce increasing amounts of energy. As a result, Continental is developing and implementing conservation technologies to reduce the amount of water needed to produce crude oil and natural gas. Continental is also a leader in the development and deployment of several new technologies to recycle and reuse produced water, which has naturally occurring high levels of salt and other impurities.

In the Southern Region, Continental has two water recycling facilities in operation. The Company estimates each year these facilities will reduce the amount of water otherwise used by Continental by 5 million barrels, or 50% of total water used in the area. Continental has also implemented the practice of treating and reusing the flowback water from the hydraulic fracturing process. In 2014 Continental estimates this practice resulted in the collection of over 500,000 barrels of water for reuse in the completion of future wells.

Continental's water conservation efforts are ensuring the sustainability of our operations; more importantly, our efforts are protecting the communities in which we operate, contributing to their ability to meet their water-related needs in the future.

### WILDLIFE PROTECTION

Continental has worked closely with state and federal authorities to preserve rare species, such as the Lesser Prairie-Chicken ("LEPC") in the southern Great Plains. Continental was not only a leader in developing the Oil and Gas Candidate Conservation Agreement with Assurances ("CCAA") for the LEPC – a U.S. Fish and Wildlife Service-approved species conservation plan requiring participating oil and gas companies to implement numerous voluntary conservation measures designed to ensure the long-term viability of the LEPC – but our Company was also the first to enroll in the CCAA. Finally, Continental and the energy industry in general continue to develop remedial measures to mitigate pollution from former and ongoing operations, such as requirements to close pits and plug abandoned wells.





DUE TO OUR NATION'S ENTREPRENEURIAL SPIRIT, TECHNICAL
INNOVATIONS AND INDIVIDUAL PROPERTY RIGHTS, THE UNITED STATES
HAS BEEN BLESSED WITH ABUNDANT ENERGY RESOURCES AND THE
OPPORTUNITY TO PRODUCE THOSE RESOURCES FOR THE GOOD OF OUR
NATION AND PEOPLE ALL OVER THE WORLD.

Access to affordable, reliable energy supplies is fundamental to lifting people out of poverty, raising health standards, alleviating hunger, and eradicating diseases globally that were extinguished in the United States in the last 75 years. The results in recent years have been astounding — the prospect in the next decade of U.S. energy independence is the direct result of the American Energy Renaissance. Fifteen years ago, we were running out of natural gas — now we have a 200-year supply and we are able to increasingly use natural gas to generate electricity and reduce emissions.

Fifteen years ago, we were also contemplating "peak oil" and were concerned about declining world oil supplies. Now the United States is on the cusp of again reigning as the world's leading oil producer,

with reduced dependence on unstable and even hostile foreign regimes for its crude oil. In 2006, U.S. net imports of oil and other petroleum liquids were 60% of what we consumed. As of first quarter 2015, net imports fell to 24% and continue to decline.

Energy independence is within sight. As we attain that goal, Continental is committed to leadership in the U.S. oil and natural gas industry and being responsible every day to live up to our CORE Values as a Company — safety, honesty, integrity, fierce competition and teamwork. Along with stewardship of the assets entrusted to us, our goal is to operate in such a way that, every day, we return home proud of what we have accomplished together for our stakeholders and our country.

U.S. Net Imports of Oil and Other Petroleum Liquids as a Percent of Consumption

