



BUILDING ON OUR LEGACY OF SUCCESS

► 2023 COMMUNITY IMPACT REPORT



DIGGING DEEP & GIVING BACK

At Endeavor, we're committed to supporting local communities in the Midland Basin where we operate and our employees live and work. We're uniquely positioned to show up in large numbers, roll up our sleeves, and serve.

Each year, the company sponsors charitable causes and hosts service opportunities where our employees volunteer thousands of hours together in our community.



2,512

HOURS VOLUNTEERED
TOGETHER ANNUALLY



4,554

GALLONS OF TRASH
REMOVED FROM
MIDLAND TO DATE



21

ACRES OF LAND DONATED
TO MIDLAND HABITAT
FOR HUMANITY



\$132,541

IN EMPLOYEE
CHARITABLE GIFT MATCHING
FUNDS DISTRIBUTED



STRATEGIC PARTNERSHIP

The Permian Strategic Partnership (PSP) is a coalition of 27 leading Permian Basin energy companies and higher education institutions. They work in partnership with leaders across the region's communities to address current and future challenges to the responsible development of the vast oil and natural gas resources of the Permian Basin in the states of New Mexico and Texas.

Endeavor has committed to a \$10 million investment to strengthen our Permian Basin community.

\$10MM
INVESTMENT TO PSP



FEATURED PROJECTS

HOLDSWORTH CENTER

The Holdsworth Center is an education leadership development center focused on improving the quality of public schools for Texas students.

For the Permian Basin, the Holdsworth team catered their program to rural districts in both West Texas and Southeastern New Mexico and has brought the program to our districts directly, eliminating the need for them to travel out of district for leadership development.

UTPB BEHAVIORAL HEALTH PROFESSIONALS

In collaboration with the University of Texas Permian Basin and the Scharbauer Foundation, the PSP is contributing to an expansion that doubles the capacity and enrollment of the Master's-level program in behavioral health. This expansion is essential for addressing the growing demand for mental health services in Texas, as a Master's degree is required to become a provider in this field. By investing in this program, we're not only strengthening the behavioral health workforce but also ensuring better access to quality care for individuals in our community.

PRINCIPAL INCENTIVE ALLOTMENTS

This opportunity allows school districts to develop a locally-designed model of strategic compensation for school principals and will mirror the state-funded Teacher Incentive Allotment.

ENDEAVOR TO REACH THE SKY



“ We’re so grateful for Endeavor’s long-time support of High Sky Children’s Ranch and all they do through their community impact program.

- CHELSEY RODGERS
EXECUTIVE DIRECTOR AT HIGH SKY



High Sky Children's Ranch is an organization dedicated to healing abused children and promoting family wholeness since 1963. They are a staple in the Midland community and have served more than 37,000 people since they've opened their doors.

More than 200 Endeavor volunteers power washed, organized donations, assembled clothing racks and storage shelves, cleaned the gymnasium and two homes, moved boxes and furniture, detailed three vans, landscaped, painted fascia, washed windows, stained fences, and shampooed training room chairs.

MORE THAN
200+ VOLUNTEERS

CLEANED & REFRESHED
12-BUILDING CAMPUS





FEEL THE ENERGY FOR THE CITY OF MIDLAND

The City of Midland staff identified high-priority projects and put Endeavor employees to work! Across the city, volunteers planted flowers at Windlands Park, walked dogs at Midland Animal Control, painted bathrooms and cleaned stadium seats at Scharbauer Sports Complex, removed trash from Beal Park, and prepared Doug Russell Pool and Washington Family Aquatic Center pools for summer.



“ 275 of you volunteered all over our city. You’ve changed the face of Midland because of the things you’re willing to do, and I just want to say thank you for that.

– MAYOR LORI BLONG



275 EMPLOYEES

**PREPPED 2 POOLS
FOR SUMMER OPENING**

**REMOVED 550 GALLONS OF
TRASH FROM BEAL PARK**

**CLEANED 2,000 CHAIRS AT
ASTOUND BROADBAND STADIUM**

**PAINTED 8 RESTROOMS AT
MOMENTUM BANK BALLPARK**

**WALKED, BATHED, AND LOVED ON
55 ANIMALS AT MIDLAND
ANIMAL CONTROL**

**ENTERED 226 RABIES
VACCINATION DATA**

PLANTED 210 PLANTS



SUMMER OF SERVICE

Team Endeavor rolled up our sleeves and participated in many youth activities for a fun-filled summer of service with local organizations. Making a difference for Midland youth was our proudest achievement!



93

TENNIS CAMPERS

6

STEM PROJECTS



146
SEEDS PLANTED

1,500
MEALS SERVED

20
SUNSHINE BOXES
FOR WISH KIDS

ONE
EPIC FIELD DAY





BUILDING A BETTER TOMORROW

Endeavor employees contributed to the construction of two Habitat homes on Bunche Street with Midland Habitat for Humanity.

Our team lent a helping hand and engaged in a variety of tasks, including raising walls and roof trusses, installing siding, windows, and doors, caulking, laying flooring, and general cleanup. We also served in the warehouse, building



walls for future homes, and in the Habitat ReStore, Habitat's secondhand retail store.

While making an impact together, we reinforce the values of teamwork and community service that define our company culture.

Endeavor also donated 21 acres of land to Habitat for Humanity in the Permian Basin. This property is the future home to hundreds of deserving Midlanders with capacity for more than 100 houses.

250+ VOLUNTEERS

58 WALLS BUILT

**13 HOMES SUPPORTED
WITH TIME & TREASURE
SINCE 2020**

**21 ACRES OF LAND
DONATED**

“ *At Habitat, we often talk about the ‘Habitat triple crown,’ which comprises land, money, and volunteers. Endeavor is one of only two local companies that have successfully contributed to all three aspects. They generously provided us with a sizable tract of land, committed financial support year after year, and, over the past few years, brought 5-600 volunteers annually to our build site. This is a remarkable and invaluable contribution.*

- JOEY HOPKINS

EXECUTIVE DIRECTOR OF HABITAT FOR HUMANITY





BIKE MS: CACTUS & CRUDE 2023

Team Endeavor went above and beyond to raise funds and generate awareness in the fight against MS. For a final fundraising push, our Senior Leadership Team sat in the hot seat for a dunk tank fundraiser!

We also returned as the Top Fundraising Team for Bike MS: Cactus & Crude 2023!



TOP FUNDRAISING TEAM 2023

150-MILE

JOURNEY

23

CYCLISTS

10

SENIOR LEADERS DUNKED

\$530,000

RAISED OVER THE
LAST 4 YEARS





EMPLOYEE CHARITABLE
**GIFT MATCHING
PROGRAM**

In November, Endeavor officially launched the Employee Charitable Gift Matching Program. This initiative is all about empowering our incredible team to make a difference in the causes close to their hearts and broaden our impact in the communities where we live and work. For every donation our full-time employees and Board of Managers make to qualifying organizations, Endeavor will match it dollar-for-dollar, up to \$5,000 annually per employee or active board member!

“ Thank you, Endeavor, for aligning your support with the organizations that hold great significance to me. This is truly a monumental victory! Your commitment to matching my passions speaks volumes about your dedication to making a positive impact.

– STEPHEN POPE
ENDEAVOR STAFF SCHEDULING ENGINEER

\$132,451

IN EMPLOYEE CHARITABLE GIFT
MATCHING FUNDS DISTRIBUTED

56

UNIQUE ORGANIZATIONS
SUPPORTED



EMPLOYEES CHOSE TO
SUPPORT SCHOOLS, YOUTH
DEVELOPMENT, CLINICAL
RESEARCH AND SUPPORT, FOOD
INSECURITY, AND MORE!



TURKEY TROT

Over 270 members of the Endeavor family, including employees and their loved ones, laced up their running shoes for Midland's 12th Annual Turkey Trot! Their collective strides made a meaningful impact supporting Addy's Hope West Texas, an organization providing vital assistance for adoption and unplanned pregnancy. Endeavor titled the event, uniting for a cause that truly matters.

270

TURKEY TROTTERS

“ Endeavor employees have touched my heart so deeply! I am in total shock at the response and turnout for this year’s Turkey Trot. I can’t begin to thank all of your employees for their involvement!



- JAMIE POE
ADDY'S HOPE ADOPTION
AGENCY PROGRAM DIRECTOR





GIVING HOPE AND SMILES AT CHRISTMAS

Endeavor employees contribute to The Salvation Army's Angel Tree program annually at Christmastime. Our founder, Autry C. Stephens, generously matches every donation dollar-for-dollar, magnifying our impact in the community.

This year, Endeavor employees also collected teddy bears for Rays of Hope Children's Grief Centre HopeWorks Program — a 10-week support group in both the fall and spring semesters for kids. Each child chooses one bear for their comfort and another to share with a family or friend in need of support. Huge thanks to Endeavor employees for generously stocking the shelves, ensuring a warm start to Rays of Hope's 2024 programming!



234

TEDDY BEARS DONATED



\$20,000+

RAISED FOR MIDLAND FAMILIES

RECOGNIZED BY OUR COMMUNITY



OUTSTANDING PHILANTHROPIC BUSINESS 2023

Endeavor was honored by the Association of Fundraising Professionals – Permian Basin Chapter on National Philanthropy Day 2023 as the “Outstanding Philanthropic Business.”



ENDEAVOR NAMED TO 19TH ANNUAL AGGIE 100TM

Endeavor is among the top 100 companies from around the world selected for the 19th annual Aggie 100TM, which honors the fastest-growing companies owned or led by former students of Texas A&M University. Endeavor was recognized as number 19 with a compound annual revenue growth rate of 92.02%.

HART ENERGY HALL OF FAME

AUTRY C. STEPHENS NAMED TO HART ENERGY'S HALL OF FAME

Endeavor's Founder and Chairman of the Board, Autry Stephens, has been inducted into Hart Energy's inaugural Hall of Fame. Autry was one of 50 industry professionals honored with this distinction. Since 1973, Hart Energy has been the global energy industry's comprehensive source for news, data, and analysis that inform business and technology decisions.



THE WILDCATTER AWARD

The Wildcatter Award, presented by the Midland Wildcat Committee, is a prestigious recognition celebrating companies making significant contributions to the Permian Basin. Each year, the Committee selects honorees based on their active involvement and impactful contributions to the region. Endeavor was chosen for this honor in November, in recognition of Autry's lifelong dedication and contributions to the Permian Basin community.

2023 YEAR IN REVIEW



~\$397MM

IN PRODUCTION AND AD VALOREM
TAX REVENUES FOR STATE AND
LOCAL GOVERNMENT FROM EER'S
2023 BUSINESS ACTIVITIES



1,228

EMPLOYEES LOCALLY EMPLOYED
WITH 2,481 DEPENDENTS



~\$431MM

IN ROYALTIES AND WORKING
INTEREST PAYMENTS MADE TO
OWNERS IN THE MIDLAND BASIN

TOTAL CHARITABLE GIVING



\$2,





082,866



THANK YOU

Thank you to the community organizations in the Midland Basin for collaborating with us on exciting initiatives that allow our team to contribute their time, treasure, and talent. And a heartfelt thank you to our employees who roll up their sleeves to serve the communities in which we live and work!

▶ [ENDEAVORENERGYLP.COM/COMMUNITY](https://endeavorenergy.com/community)

