



SAFETY

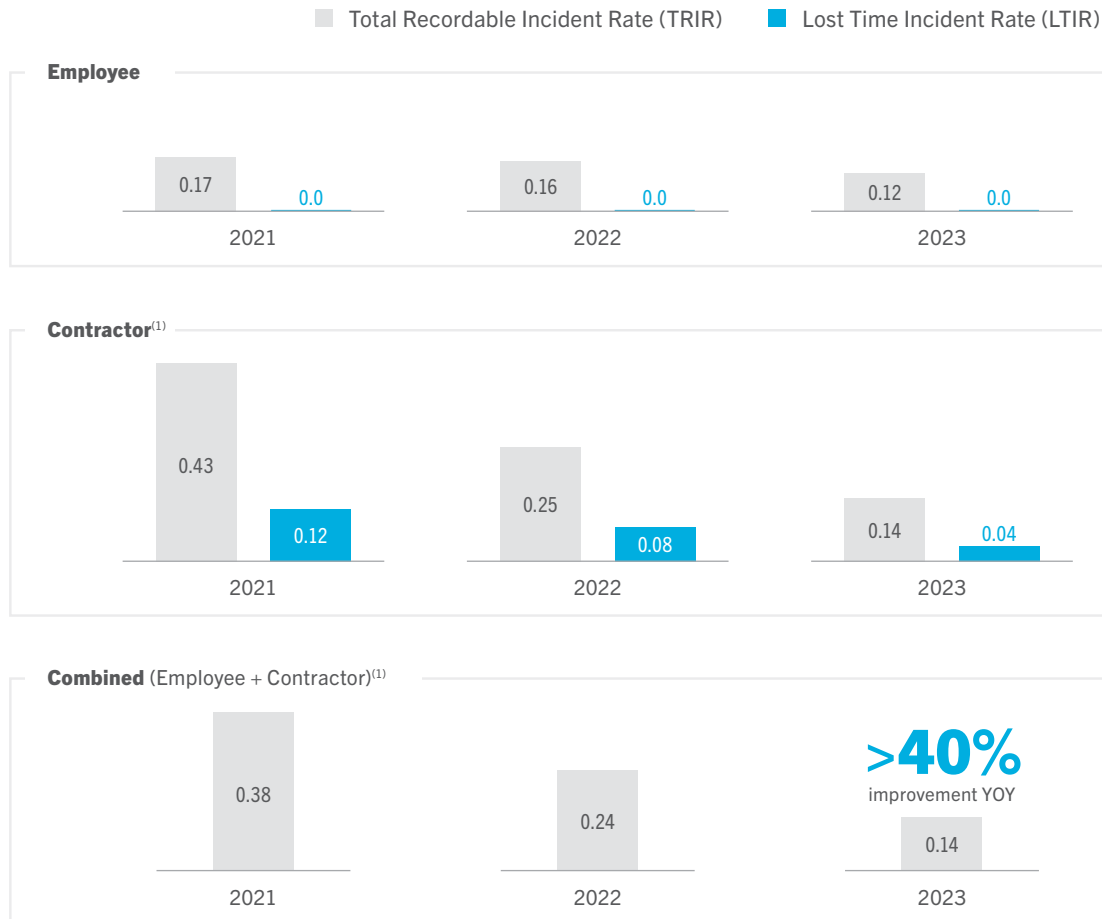


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Workforce Safety

It's our goal that every employee and contractor operates safely and returns home safe from work each day. We establish and implement strict safety standards and thoughtfully follow our [Safe and Compliant Operations Policy](#), prioritizing the well-being of our employees, partners and neighbors.

Our safety culture is championed by our Board and executive leadership, owned by every employee and contractor, and managed by our HSER team. We also tie our safety performance (both employee and contractor) to the company's compensation program for added accountability.



An Industry-Leading Safety Year

In 2023 we improved our year-over-year combined TRIR by 42%, ending the year with a combined TRIR of 0.14. We attribute our strong 2023 safety performance to program consistency, congruent service providers and employee ownership. Several teams celebrated milestones further exemplifying their commitment to our safety culture.

| Five Years with Zero Recordable Injuries | 8-Year Safety Milestone | Nearly 10 Years, No Recordables <i>President's Award Nominee for Safety</i> |
|--|---|--|
| In Dec. 2023, Chesapeake's Marcellus team achieved five years with an employee TRIR of zero. Marcellus employees gathered to celebrate their dedication to safety and set a goal of another year of zero TRIR. | The 45-person team at Compass Manufacturing celebrated eight years without a recordable incident with a cookout at its Oklahoma City location. Compass is an affiliate of Chesapeake, formed in 2007 to supply natural gas compression packages and production equipment. | Precision Drilling Rig 569 celebrated nearly 10 years without a recordable injury or lost time incident. The rig has worked with Chief (now Chesapeake) for eight years. With a shared commitment to high standards of safety, the service company and its rig team members achieved this phenomenal safety performance. |

Local Students Tour Haynesville Operations for 'Real World' Training

In addition to providing training opportunities to our employees, we also support local students interested in learning about our industry. For example, our Haynesville team invited 12 students from Northwest Louisiana Technical Community College to tour our field operations. These students, enrolled in the school's oil and gas-related programs, saw firsthand how the skills they are learning in the classroom can be applied in our industry.

“
Seeing the level of safety awareness and teamwork demonstrated by Chesapeake employees and contractors was great 'real world' learning experience for our students working toward their future careers, said Randell Caskey, Instructor for Industrial Maintenance at the community college.
 ”



(1) Calculation methodology for this metric was revised in 2023 to better reflect accepted industry practice. Historical years shown here have been recalculated utilizing the new methodology interpretation to allow for consistent comparison.

Studying Safety for Continuous Improvement

Despite a strong safety performance, 2023 was not a year without safety challenges and lessons to be learned. Through our environmental and safety management system, we identify potential risks our employees may encounter and mitigate them through planning, prevention and processes.

| | Measuring | Monitoring | Compliance |
|--------------------|--|--|---|
| Leading Indicators | <ul style="list-style-type: none"> Serious Incident or Fatality (SIF) potential and mitigated review Stop Work Authority instances Good Catch program Lessons Learned emails | <ul style="list-style-type: none"> On-site HSER personnel Safety meetings Tours | <ul style="list-style-type: none"> Management review Corrective actions |
| Lagging Indicators | <ul style="list-style-type: none"> TRIR and LTIR monthly review Days since last recordable SIF actual review | <ul style="list-style-type: none"> Trainings Contractor management program | <ul style="list-style-type: none"> Internal audits |



Safety Focus Areas and Introducing SIF

Working to ensure that everyone goes home safely each day requires ownership from every individual working at a Chesapeake location. Based on our analysis of our 2023 safety performance, we identified the below safety focus areas for 2024.

- Reducing strikes / contact with a release of stored energy
- Reducing injuries caused by a falling object or load moving
- Increasing field verification of critical controls
- Learning from SIF potential events
- Extending SIF training to all field employees

In 2023, Chesapeake adopted SIF indicators into our safety program. By measuring and studying those events that could be life-altering, we can drive impactful improvement through targeted training and the implementation of critical controls.

Our HSER team kicked off its SIF training program in 2023, starting with our executive leaders, and followed by a series of workshops with the next level of field leaders. By being well-equipped to help identify exposures and reduce SIFs, these field leaders are now taking what they learned and facilitating the same workshops with their own teams in 2024.

Since adopting SIF, the company is pinpointing where company resources should be allocated to prevent fatal, life-altering or life-threatening injuries or illnesses. As part of integrating SIF, HSER team members analyzed three years of safety data to determine where the company has the highest exposure rates. This analysis, as confirmed by a cross-functional working group and third-party consultant, guided the company's 2024 safety focus areas.



“ It is important for us as leaders to own this process (SIF training) to ensure everyone is of the same understanding in expectations and duties of our teams. These leaders and I go beyond being mere participants; we are now the driving force behind a transformative program. In our role as trainers, we bear the crucial responsibility of educating our approximately 300-member field staff on comprehending and minimizing exposure points. ”

Jimmy Anderson, Haynesville Senior Drilling Superintendent who was trained on SIF and now trains his local team members.

Our S.A.F.E. Strategy

Creating an incident-free work environment starts with setting clear expectations among employees, contractors and suppliers regarding our safety standards. This includes empowering and equipping individuals with the skills necessary to promote safety in their areas of work.

We reinforce our commitment to a safe work environment through our Stay Accident Free Every Day (S.A.F.E.) strategy. S.A.F.E. programs encourage ownership, accountability and mindfulness among our workforce.



Stop Work Authority

Every employee and contractor has the right, responsibility and authority to stop any task that's believed to be unsafe or noncompliant. This pledge empowers Chesapeake and contract employees to speak up (without repercussion) to protect the health and safety of others, the environment and our communities.

S: See unsafe or noncompliant behavior or process

T: Tell someone immediately

O: Order any unsafe behavior to cease

P: Postpone operations until the behavior or process is compliant and safe to proceed



Job Safety Analysis

Chesapeake routinely performs a JSA to document potential hazards associated with a given project. If a safety hazard is identified, we require a mitigation plan. JSA documents are maintained daily on location with the most current conditions and operational plan. Employees and company representatives must review the JSA before beginning a job, in addition to attending a safety meeting.



In 2023, our HSER teams focused on improving JSAs with our contractors. We hosted roundtable meetings with our partners in the field, educating them about the importance of JSAs as proactive prevention of hidden hazards in the workplace. We also reiterated the components of a quality JSA (tasks, hazards and control measures) and that communication is key.



Industrial Hygiene

Through our industrial hygiene initiative, we conduct exposure assessments to identify chemical, physical and biological stressors that may impact employee health while on a job site. These evaluations, which align with OSHA standards, have helped us identify the below stressors that have potential to be at certain sites. After identifying exposure hazards, we develop situational plans and training exercises to best protect our employees.

- Respirable crystalline silica
- Diesel particulate matter
- Respirable dust
- Inorganic acids
- Hydrocarbons
- Hydrogen sulfide
- Noise



On-Site Safety Personnel

For significant operations, Chesapeake HSER representatives are on-site 24/7 until the operation is complete.



Testimonials

Our employee testimonials program reinforces a strong safety culture that requires personal commitment. Through this program, individuals who have suffered significant work-related injuries testify to the personal, financial and physical aftereffects of their accidents. Presenters visit field offices and attend employee-contractor meetings (in-person or virtually) to emphasize personal safety.



Good Catch

Through our Good Catch program, employees and contractors submit outstanding HSER performance or instances when Stop Work Authority was used to address a concern. Submissions are captured through an app and logged into a central system where data is pulled for trend analysis. Each month, our executive leadership recognizes employees who best reflect our safety culture and share lessons learned.



Lessons Learned

To maintain a safe work environment, we must remain diligent to keep safety top of mind, every day. To reinforce this, we created Lessons Learned — regular emails sent to field staff and contractors that provide a guided conversation around specific safety-related topics, often from root cause analysis following an incident or near miss incident.



Emergency Response

Our ERP provides employees with the framework and action steps critical for responding to an incident. As part of our robust ERP, Chesapeake uses the National Incident Management System (NIMS), a nationwide incident response template, to work cooperatively with local, state and federal agencies in an emergency, regardless of location.

Field employees are trained in NIMS and specialized teams of employees — Local Emergency Response Teams (LERT) — assume command and control of an incident safely and efficiently. Also, members of our Emergency Preparedness and Response group and Operations teams interact regularly with local responders for maximum preparation and coordination in an emergency.



Drug and Alcohol Testing

At least quarterly, we conduct random drug and alcohol checks in each of our operating areas to help ensure employees and contractors are showing up fit for work. These comprehensive checks test everyone on location including day and night crews on drilling rigs, completions and workover operations. Should an individual test positive, we have a zero-tolerance policy and remove the employee or contractor from the site immediately.



Comprehensive Training Program

Every year our HSER team plans targeted training based on safety performance analysis, job functions and location specifics. Our training program includes a mix of in-person and virtual training, with greater emphasis on in-person instruction and includes all employees.

In 2023, we averaged eight hours of virtual HSER training per employee, in addition to our in-person training.

Chesapeake's training philosophy values contractor training in the same manner as employees. We design contractor training to align as much as possible with employee training, which encourages synchronized knowledge sharing that is critical to decreasing cumulative incidents.

Improving Contractor Safety

Maintaining a safe work environment and supporting safe behaviors is a commitment that our employees and contractors own together. We hold each other accountable for keeping our sites, workforce and communities safe. To further ensure accountability, we tied contractor safety to our employee compensation metrics.

From the start of a relationship with Chesapeake, contractors must pass a qualification process including an evaluation of each potential contractor's safety and environmental record. We use an online contractor management platform during the hiring process and for ongoing monitoring, which reviews and verifies contractor regulatory, environmental and safety-related requirements and documentation. Before approval, the prospective contractor must also agree to abide by Chesapeake's [Supplier Code of Conduct](#).

Our Contractors agree to:



- Honor our core values
- Observe our Code and all HSER laws, regulations, rules and permit requirements
- Report and take immediate steps to correct all accidents, injuries, unsafe or unhealthy work conditions
- Provide a safe and healthy workplace for all employees
- Prohibit harassment, violence, weapons or drug or alcohol use on-site
- Report concerns to Chesapeake through any number of outlets, including our anonymous website

Once approved, Chesapeake contractors complete both an industry orientation course and a Chesapeake-specific safety orientation before they arrive at a company location. The orientation sets clear safety expectations in accordance with industry-standard safety guidelines and establishes minimum requirements for HSER practices.

Each year we review and revise this orientation to verify methodologies, comply with new regulations and identify improvements. We also regularly review our contractor safety handbook, which outlines the basic safety and environmental requirements that personnel must follow when working on our locations.

To further emphasize our commitment to safety, we host safety meetings, during which our Operations staff tailor safety discussions to the operational areas where contractors are working. We also conduct contractor assessments in the field. These assessments, coordinated with our HSER Audit team, confirm that our contractors are reporting their safety performance accurately. If a contractor's safety program doesn't meet our minimum standards, they receive disciplinary action that could include terminating their work with Chesapeake.

Recognizing Rig of the Quarter

Each quarter, Chesapeake's HSER team recognizes the important role contractors play in Chesapeake's performance by honoring contractors who exceed company standards with the 'Rig of the Quarter' award.

The selected rig crew receives a specially designed flag that flies on their rig until the next honoree is announced. Quarterly winners are selected by our HSE Workover team, which grades each rig against a scorecard of safety and environmental criteria. These criteria include participation in the company's Good Catch program, behavioral-based safety performance and engagement / reports within the company's HSE performance management software.



Supporting Short Service Employees

We also recognize the importance of supporting short service employees (SSE), or employees with less than six months of experience, in their initial on-the-job training and performance. Both of our field teams host mentoring programs that pair SSEs with more tenured employees. During this mentorship, SSEs receive supervision while performing daily field activities and directed training.

At our Sayre, Pennsylvania, field office, we host a training facility with a comprehensive equipment setup that enables new employees to learn about Chesapeake's facility design, operational standards and processes from well to pipeline. The facility contains equipment an employee is likely to encounter in the field and each piece is labeled and accessible in a controlled environment.

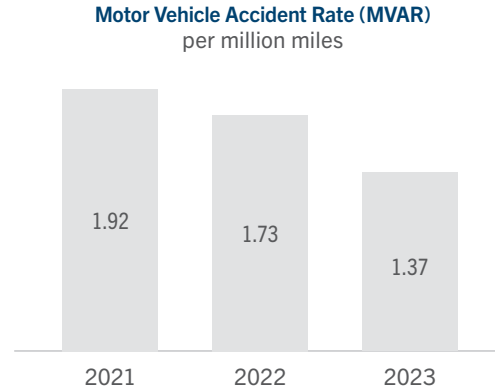


Driver Safety

Most of our fleet drivers spend time daily behind the wheel of a motor vehicle. We work to improve motor vehicle safety through driver education and driver monitoring.

Chesapeake fleet drivers participate in the SMITH Driving System Program, which offers hands-on training similar to driver's education and defensive driving curriculum. After the training, employees begin to acquire consistent habits that help prevent accidents.

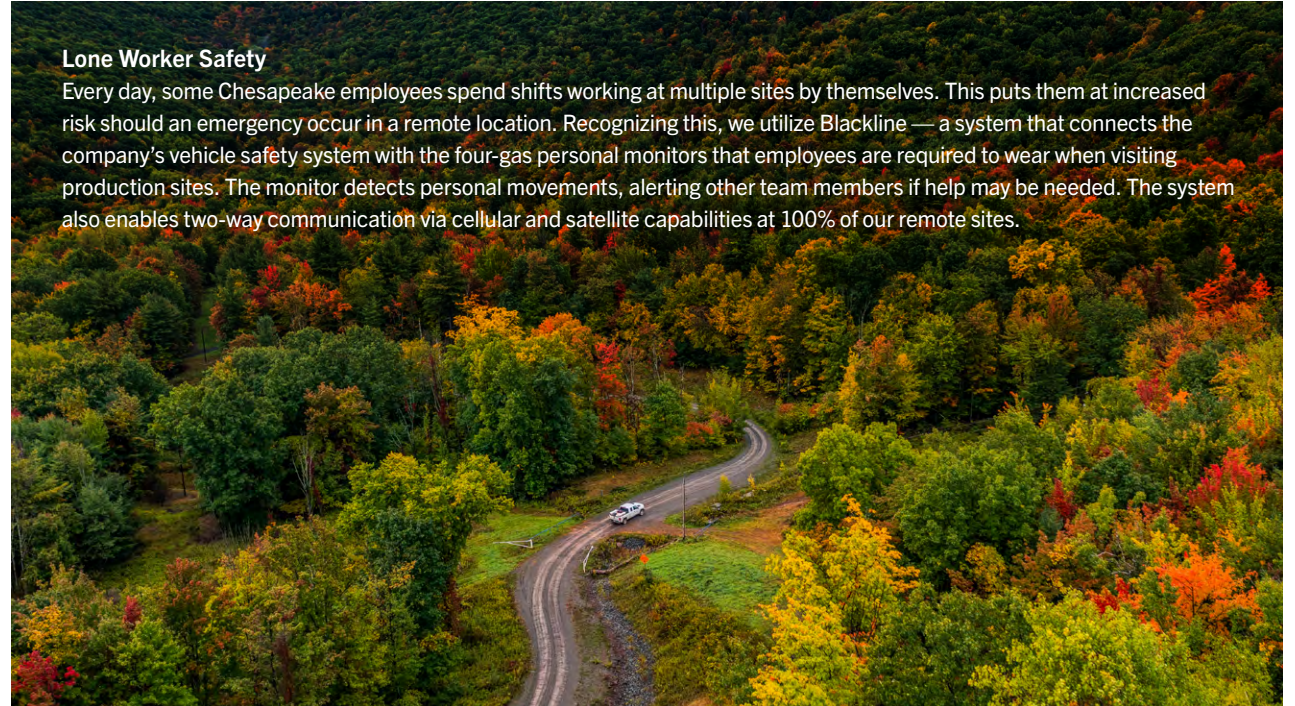
Each Chesapeake vehicle includes an in-vehicle monitoring system to identify employee driving habits and address safety concerns. Supervisors are provided with regular reports on driver safety an opportunity to review employee performance.



In 2022, 90% of our preventable accidents took place at or near parked locations and occurred at low speeds. As a result, in 2023, we reapplied focus to these types of incidents by challenging all Chesapeake employees to participate in at least one of our driver safety training courses. At the end of the year, we had trained at least 98% of our workforce in driver safety resulting in a MVAR of 1.37, a 21% year-over-year improvement.

Lone Worker Safety

Every day, some Chesapeake employees spend shifts working at multiple sites by themselves. This puts them at increased risk should an emergency occur in a remote location. Recognizing this, we utilize Blackline — a system that connects the company's vehicle safety system with the four-gas personal monitors that employees are required to wear when visiting production sites. The monitor detects personal movements, alerting other team members if help may be needed. The system also enables two-way communication via cellular and satellite capabilities at 100% of our remote sites.



Partnering for a Safe Industry

Chesapeake partners with several industry trade organizations to share key safety learnings with our peers. While we may compete in the marketplace, we're united in keeping our employees, partners and neighbors safe. Chesapeake is involved in safety-related committees and/or membership with:

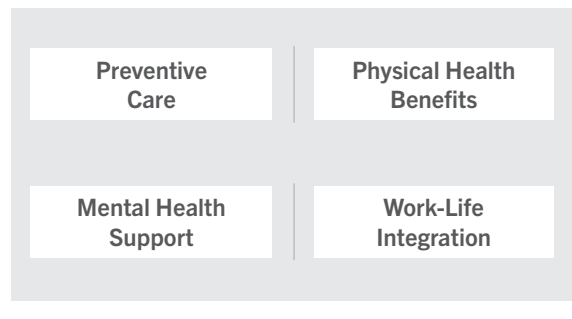
- American Exploration and Production Council
- American Society of Safety Professionals
- ISN User Group
- National Safety Council
- Onshore Safety Alliance



Health & Well-Being

Supporting the well-being of our employees is essential to our safety culture. We champion healthy lifestyles and offer resources encouraging our employees to put their health first.

Comprehensive Health & Well-Being Program



Competitive Health Benefits

We offer competitive medical and dental benefits to employees and their eligible dependents who enroll. These benefits include a health savings account or flexible spending account and a Teladoc membership, allowing employees to connect in minutes with a board-certified physician.



Recognizing Mental Health Needs

Our Employee Assistance Program (EAP) is a foundational component of our benefits package, supporting our employees' emotional and mental wellness.

All employees have access to our EAP from the first day of employment, regardless of their health insurance plan. Employees and their dependents each receive eight free, confidential counseling sessions per year. Our EAP also provides referrals to help employees and their families cope with different life stages and challenges, such as prenatal planning, child or elder care, financial guidance and resources and legal support. It also provides access to self-care library for help with sleep, meditation and stress-relief and an eLearning platform to build strategies to help improve well-being.

Chesapeake offers programs and policies to promote job satisfaction and help employees manage stress. These training initiatives provide employees with the tools, techniques and skills to navigate emotions with confidence and positive results.

We also offer employees a personal well-being day every year. We encourage employees to use this additional floating holiday to pause, relax and recharge whenever it is needed most during the year.

Work-Life Integration

We believe that workplace flexibility helps optimize professional success and gives our employees added time and energy for life's responsibilities. Our "Work for Your Day" policy, as described more in the [Social section](#), empowers employees to choose their work locations based on their department needs, workloads and schedule.

Departments schedule regular collaboration days in the office to support our workplace culture and grow team relationships. Employees also have autonomy to flex their schedule as needed and, in Oklahoma City, our team enjoys half day Fridays (8 a.m. to noon).

Supporting Families

Through our inclusive benefits, Chesapeake focuses on supporting our working parents and employees who want to expand their families.

- **Parental Leave:** We offer up to four weeks of paid parental leave for all employees. This is in addition to the short-term disability benefit available to birth mothers.
- **Adoption Assistance:** The company covers \$20,000 in qualified adoption expenses and offers paternity leave to adoptive parents.
- **On-Site Childcare:** On our corporate campus, Chesapeake offers one of the only employer-sponsored childcare facilities in the state. With more than 63,000 square feet of inspired early childhood learning and development, the building is just steps away from our employees' offices.
- **Dependent Care Flexible Spending Account:** Employees may contribute tax-free to a flexible spending account for expenses related to caring for children under the age of 13 and/or disabled dependents of any age.
- **Child Care / Elder Care Referral:** EAP offers a free, confidential referral service to research and advise on child and elder care.

In 2023, 46 male employees and 17 female employees took paid parental leave, with 100% of these employees returning to work full-time after leave. Expectant employees also have the option of taking short-term disability after the birth of a child to extend their maternity leave if they choose.

Chesapeake Named a Top 100 Best Adoption-Friendly Workplace, Ranked First in Energy Industry

In November 2023, the Dave Thomas Foundation for Adoption included Chesapeake as one of its [100 Best Adoption-Friendly Workplaces](#). In addition to being on the list, Chesapeake ranked first in the energy and utilities industry. This prestigious list recognizes organizations with the most robust adoption benefits programs and celebrates those companies that make adoption and foster care a supported option for all working parents.

“My wife and I have adopted twice, and the adoption assistance benefit was very impactful and something we are extremely grateful for.”

Ryan McDougal, Project Manager – Haynesville

