
A photograph of a woman with long black braids and glasses, wearing a purple top, smiling in an office. Another woman with long brown hair is partially visible in the foreground on the left, wearing a green top. The background shows office cubicles and a window.

SOCIAL

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Our People

Our employees are Chesapeake’s greatest asset, and their passion, work ethic and skills are the driving force behind the company’s success. With trust and respect as core values, our company culture puts employees at the center — investing in career development, appreciating their unique perspectives and encouraging a healthy work-life balance.

Our workplace culture is built on collaboration as we work to break down silos and promote teamwork to reach our performance goals. We also value every voice by respecting and celebrating our differences and the diverse perspectives that fuel innovation.

Workforce At-a-Glance

~1,000

employees

70%

corporate

30%

field

39%

workforce diversity

29%

female

15%

ethnic minorities

41

average age

9

years of tenure

5%

voluntary turnover

15%

internal promotion rate

More than 95% of employees are local to the areas where we operate and all are U.S. based.

As of Dec. 31, 2023

Employee Survey Drives Continued Improvement

At an all-employee town hall in Nov. 2023, our CEO shared the results of an employee engagement survey, in which 74% of our workforce participated. The company received high scores in companywide communication, job performance feedback, collaboration and inclusivity, and feeling supported in work-life balance and flexibility. Employees indicated the company could improve on increasing avenues for feedback (primarily around career development), workplace diversity demographics and understanding cross department priorities.

In response to the survey, our Human Resources team identified a series of action items to address those categories with the lowest scores. For example, we’re initiating a “reverse feedback” review annually during which individual contributors can provide feedback to their leadership.

95%

of surveyed employees agreed with the statement,

“We treat each other with dignity and respect.”



People Focused. Performance Driven.

The company’s compensation program is designed to attract, retain and competitively pay top talent while aligning with company performance.

Our performance management program makes each employee responsible for Chesapeake’s success as employees set individual annual goals that support the company’s business objectives. Those employees who meet or exceed their goals can receive a higher bonus payout.

Environmental and safety metrics play a prominent role in determining employee compensation. We increased this commitment by adjusting our annual incentive plan to require the company to meet certain sustainability and safety metrics before employees are eligible for “above target” payouts, regardless of performance in other areas of the business.

This pay-for-performance program, coupled with an industry-defined salary structure, creates greater transparency among employees about how their performance impacts their total compensation. Not only does this instill a sense of fairness across the organization, we’re also able to accurately reward our top performers.

Chesapeake invests in programs and activities, such as pay studies, that are focused on ensuring equitable execution of all pay practices to safeguard against any adverse impact toward all protected classes.

Total Rewards Benefits Program

We compensate our employees through competitive pay, benefits and personal and professional development programs. Taken together, they represent our industry-leading Total Rewards program, which includes:

- Generous 401(k) employer match
- Abundant paid time off, including 12 company-paid holidays each year and a personal well-being day (exceeding legal requirements)
- Medical, dental, vision, prescription drug, health savings account, flexible spending and short- and long-term disability coverage
- Dedicated professional development program
- Parental leave for mothers and fathers
- On-site childcare (Oklahoma City)
- Adoption assistance
- Tuition reimbursement
- Military differential pay
- Quarterly profit-sharing contribution to 401(k) regardless of employee contribution

Hybrid Workplace and Schedule Flexibility

We believe that workplace flexibility helps to optimize professional success and gives our employees added time and energy for life’s responsibilities. Our “Work for Your Day” initiative empowers employees to choose their work locations (working remotely or in the office) based on their department needs, workloads and schedule. Departments also schedule collaboration time so teams can gather in the office to reinforce our workplace culture and build team relationships.

Recognizing that no week is the same professionally or personally, employees have autonomy to flex their schedule in partnership with their department and team needs. Additionally, in Oklahoma City, our team enjoys half day Fridays (8 a.m. to noon).

Respective to open and transparent communications with our team, we recognize our employees’ legal right to freedom of association and collective bargaining.

Leadership Development

Supporting our employees’ personal growth begins by equipping the leaders who manage them. Employee development is a skill in and of itself, and we offer extensive training to help our leaders learn actionable coaching and feedback skills. We view this effort as foundational, which is why we require leaders to include specific actions around developing talent and building strong teams as part of their annual personal goals.

Professional Development

We offer several professional development opportunities for employees interested in pursuing additional education or enhancing their expertise:

- 100% reimbursement for professional certification tests
- Tuition reimbursement up to the IRS maximum of \$5,250 per year, per employee
- Professional development training for all employees emphasizing teamwork, leadership and career growth
- Petro-technical training supporting specialized courses across the engineering, geology and land disciplines
- eLearning platform with access to more than 20,000 web-based electives designed to build business acumen and technical skills
- Technical courses for non-technical employees designed to increase industry knowledge

Annually, we survey our workforce on their professional development needs to inform and enhance our training program. We also survey certain disciplines (engineering and geology) annually to better guide our Technical Training Committees.



In 2023, we invested more than \$116,000 to support 31 employees who continued their college or graduate school education.

Training Program Snapshot

We initiate many of the below development opportunities to address topics noted in our provided annual all-employee learning survey. This is not an exhaustive list of all development opportunities but represents a snapshot of the in-person training.

Training Type	Course / Program	Description
Leadership	Leadership Enhancement Training Series	Nomination-based, 18-month leadership development facilitated by a third party
	CHK University	Nomination-based, 5-day leadership development seminar provides participants with business and financial acumen, decision-making skills and leadership soft skills training
	Leader Bootcamp	Provides new leaders with the necessary information and tools they need to be successful in a first-time leadership role
	OU / OSU executive development seminar	Equips participants with the necessary tools and strategies to be an effective leader
Professional	Subject matter expert courses	Courses taught by internal experts that focus on subjects related to our business (e.g. basic accounting fundamentals, understanding 10-K reports, corporate communications 101)
	Cross-departmental lunch and learns	Courses over lunch to better understand a day-in-the-life of various departments across Chesapeake
	Core competency development series	Four sessions guide participants through our Core Competencies and provide tips and tricks to increase competency levels
	OSU summer training series	Six training sessions to address requests from our annual learning survey (hosted by Oklahoma State University)
	Department-specific requests	Any department specific requests are sent to the Talent Development team for review, scheduling and contracting
Technical	Various courses and seminars	Any topics that surface from the Engineering Learning Survey and the Geoscience Learning Survey are brought to the Engineering Technical Training Committee and the Geoscience Technical Training Committee for review, scheduling and contracting

Diversity, Equity and Inclusion

Building a diverse workforce and an equitable and inclusive work culture is another important tenet to Chesapeake's success. Our DEI vision is to cultivate an environment where everyone can feel included, accepted and empowered to thrive with an innovative mindset.

Diversity At-a-Glance

29%

women
in workforce

15%

ethnic minorities
in workforce

22%

women in
leadership positions

6%

ethnic minorities in
leadership positions

As of Dec. 31, 2023



Executives and DEI Council members meet for a working session.

Leadership Committed to DEI

Our Board and executive leadership team are committed to cultivating a workplace where employees feel safe to discuss their differences, respected for their diverse perspectives and supported by our DEI efforts. These senior leaders are accountable to our DEI commitments with support from our DEI Advisory Board and Council.

Our DEI efforts are led by our DEI Council, which is comprised of diverse employees from across the organization and chaired by our COO. Our DEI Council is committed to executing our strategy and representing the voices of our employees.

Advancing Our Efforts

While we've historically valued diversity within our workforce, we seek to do more to advance DEI both within our culture and outside our organization. We pledge to be transparent and intentional in our progress regarding the below focus areas:

Recruiting and Retention	Benefits	Pay and Performance	Programs and Support	Education and Events
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In 2023, we made progress in several of these areas, working to advance our DEI strategy and commitments. We:

- Piloted and adopted anti-bias software in our hiring processes
- Removed gendered language from our job descriptions
- Re-defined the goals of our DEI Advisory Board, Council and support network
- Published workforce demographics quarterly for greater transparency among our workforce
- Developed and distributed an all-employee survey, which included measuring DEI behaviors
- Implemented a diverse culture-focused calendar of events and communication activities to ensure all employees feel included and celebrated

Annually, as required by law, we report on the diversity of our workforce as defined by the U.S. Equal Employment Opportunity Commission (EEOC). For added transparency, we publicly disclose our most recent [Consolidated EEO-1 Report](#).

Supporting DEI Outside of Our Organization

Through supply chain management and our community investment activities, we can support DEI progress.

Our Supplier Diversity Program works beyond our workforce to increase the number of diverse suppliers hired by Chesapeake and to encourage the availability of a healthy and diverse supplier base to support our business. This effort confirms our DEI commitment by providing opportunities for Historically Underutilized Businesses (HUB) to compete and secure opportunities with Chesapeake.

Although definitions vary, we identify diverse suppliers as businesses at least 51% owned, managed and controlled by people with disabilities, minorities, women, veterans or LGBTQ+ individuals.

Through this program, we have the ability to measure the number of diverse suppliers included in bids and hired by the company. We also added a requirement to our application requiring all vendors to have their own zero-tolerance anti-harassment policy in place to be considered for approval and hiring.

In our local communities, we seek to build meaningful partnerships focused on strengthening and celebrating diversity within our operating areas. We do this in many ways, including through financial donations, in-kind gifts and employee volunteer efforts.

Human Rights

We believe all humans deserve respect and dignity and have the right to live free of social and political abuse and discrimination of all kinds. While governments play a significant role in protecting and policing human rights, corporations can also help safeguard the most vulnerable. As a U.S. company that adheres to federal laws with respect to human rights, we believe one of our best opportunities to encourage positive change is through our suppliers. By adopting a Human Rights Policy and incorporating it into our [Supplier Code of Conduct](#), we can use our purchasing power for good.

Chesapeake supports the right for every person to have access to sufficient, safe, acceptable, physically accessible and affordable water for personal and domestic use. Water is a necessary component of our daily lives — sustaining healthy livelihoods and maintaining people’s dignity.

Human Rights Policy

Our [Human Rights Policy](#) clearly defines the high standards we have for our operations and our supply chain materials produced globally. The policy follows the guidance and intentions of the UN’s Universal Declaration of Human Rights, upholds the UN’s Guiding Principles on Business and Human Rights, and provides common language and action steps to protect these rights. Our Code of Business Conduct also defines the responsibilities that all Chesapeake employees share in protecting human rights and reporting violations through our ethics helpline.

We apply our Human Rights Policy consistently across our operations, holding all suppliers to the same thorough criteria. We include our human rights standards as part of our supplier qualification program and any supplier that violates our Code or Human Rights Policy may be removed as an approved supplier.

Our Board’s ESG Committee has ultimate oversight over the management of our Human Rights Policy. All relevant reports of unethical business conduct — including any perceived violations or investigations into human rights abuses — are shared with the Audit Committee and, if appropriate, the ESG Committee.

In 2023, we had no reports of human rights violations through our ethics helpline.

Layers of Human Rights Protection



Indigenous Rights

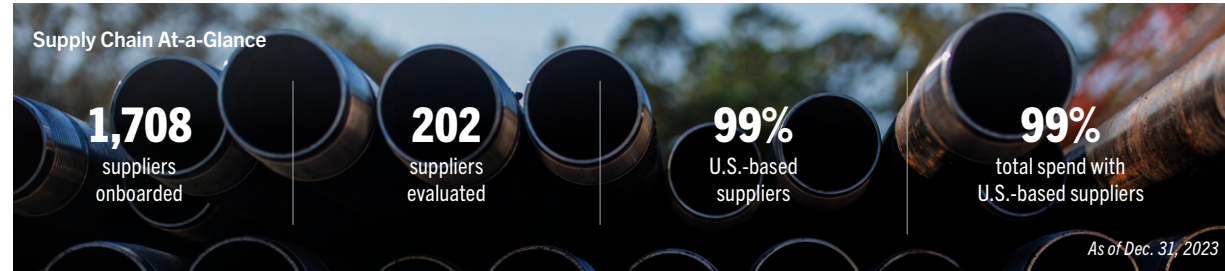
Our Human Rights Policy applies to our treatment of Indigenous peoples. We recognize that Indigenous peoples have unique rights and needs, and we respect their traditional culture and values.

While we don’t have any active operations on tribal lands, we recognize the potential for future partnerships if our asset base expands to certain locations across the country. Should this occur, we’re committed to mutually beneficial relationships focused on economic development, community investment and cultural preservation. We’ll develop these relationships through early engagement with tribal representatives, transparent business interactions and by following applicable laws and policies.



Supply Chain Management

High-quality suppliers are our critical partners in maintaining safe and healthy operations. We recognize the risks inherent with working with third parties and manage these risks through strong governance, high standards and consistent performance evaluation.



We utilize a robust supplier qualification, sourcing, contracting and performance-management process to ensure our suppliers are delivering safe, efficient and high-quality products or services. Before entering a relationship with a supplier, we evaluate the company’s safety and environmental record and financial performance.

Failure to adhere to Chesapeake’s safety standards is the main cause for severing a supplier relationship.

Supplier Qualification Process	
Step 1 Supplier Request Form	Supplier must be sponsored by a Chesapeake representative.
Step 2 Registration and Screening	Suppliers register and complete the supplier profile questionnaire. The Supplier Code of Conduct is introduced.
Step 3 Performance Evaluation	The Chesapeake Supplier Quality team conducts a supplier performance evaluation reviewing categories such as environmental performance, financial health and social (health, safety and workplace).
Step 4 Contracting and Enablement	A contract is signed, the Supplier Code of Conduct compliance is confirmed and insurance is verified.
Step 5 Approval	Supplier is approved to begin work with Chesapeake.

Upholding Our Supplier Code of Conduct

Our Supplier Code mandates that all suppliers share Chesapeake’s commitment to providing a safe and ethical workplace and to conducting operations in an environmentally and socially responsible manner. Suppliers agree to our [Supplier Code](#), including our Human Rights Policy, during their qualification process and, if found out of compliance, Chesapeake may remove the supplier from the company’s approved list.

Our Supplier Code prohibits:

- Child labor
- Forced labor
- Discrimination in the workplace
- Harassment and abusive behavior
- Violence and weapons in the workplace
- Drug and alcohol use and influence in the workplace
- Bribery or anti-corruption activities
- Insider trading
- Conflicts of interest

All potential Supplier Code violations or other supplier-related concerns can be reported confidentially and anonymously (in any language) through the [Chesapeake Ethics and Integrity Helpline](#) for investigation.

Similarly, our employees (particularly those in purchasing / supply chain management), participate in annual acknowledgment of the requirements to our Code, which includes information specific to anti-bribery, anti-trust and foreign policy legalities. It also notes our human rights policy and our gifts disclosure. Certain Supply Chain team members also have certifications that provide further education on managing an ethical supply chain.

Supplier Engagement and Performance Management

We regularly engage our suppliers through in-person meetings, performance reviews and targeted communications to support our commitment to an ethical supply chain and build the capacity of local and diverse suppliers. Our engagement activities include:

- Identifying risks and opportunities along the supply chain
- Standardizing performance measurements
- Communicating our safety and sustainability initiatives to help ensure alignment with our standards
- Tracking performance and noting continuous improvement opportunities
- Sharing best practices and lessons learned
- Introducing new technologies for piloting or adoption

At least annually, we meet with our suppliers in the field via town hall meetings to discuss lessons learned, safety and environmental performance measurements and reiterate the Supplier Code and any key changes.

Our Supply Chain team monitors the performance of active suppliers using a risk-based approach. Suppliers with higher risk profiles are re-evaluated more frequently, allowing for a faster response should a supplier violate our Supplier Code or not meet our established performance standards. Our suppliers must meet applicable environmental regulations and requirements, at a minimum.

Certain suppliers also participate in Chesapeake’s Supplier Performance Management Program, a scorecard system evaluating each company’s operational, financial and HSER performance. Through this program, suppliers are encouraged to provide feedback to Chesapeake during business review meetings to collaborate and improve our collective performance.

Community Relations

We recognize the opportunity we’ve been given — to be a good neighbor and an operator on someone’s land — and we approach this role with an emphasis on safety, stewardship and partnership. We commit to responsible operations, respectful and mutually beneficial relationships and strengthening the communities where we do business.



Engaging with Our Communities: We honor our core values with our relationships in the community.

Core Value	Our Commitments	Our Actions
Integrity and Trust	Be truthful in our communications, ethical in our actions and do what we say we’re going to do	Regular in-person meetings in the areas where we operate to encourage two-way communications and active listening by our company
Respect	Protect our community and environmental resources and honor others’ opinions, thoughts and ideas	Dedicated contact center as a central hub for community reporting of grievances; also offers opportunity for owner questions (in addition to online owner portal)
Transparency and Open Communication	Provide transparent updates on operational strategies, progress and community involvement	Quarterly e-newsletters and dedicated meetings to communicate operational plans, opportunities to report concerns, plus philanthropic activities
Commercial Focus	Be stewards of others’ resources and employ innovative ideas and technology	OwnerView technology offers a proprietary system for logging stakeholder interactions and grievances, allowing for tracking and trend analysis
Change Leadership	Pursue continuous improvement and elevate problems with recommended solutions	Monthly internal meetings with those departments that interact regularly with community stakeholders; discussion topics include community feedback, mitigation programs, charitable and community involvement and communications channels

Investing in Our Communities

Delivering on our business strategies provides a financial benefit to our shareholders and economic support to our communities. Our operations foster community development through job creation, capital investment, tax revenue and owner payments.

In the last 10 years (2014 – 2023), we have paid more than \$2.4 billion in taxes. These funds help facilitate infrastructure projects, education and safety services.

2023 Local Economic Impact



(1) Funds from natural gas operations, a percentage of which is allocated to municipalities where we do business. The funds paid by Chesapeake are included in the 2023 taxes incurred.

Road Safety, Traffic and Maintenance

Our operations often require the use of public roadways for transporting equipment, water and other aspects of our value chain. Recognizing that this can cause additional road wear, we invest in upgrades and maintenance for improved road safety.

To further minimize impact, we develop operational plans to avoid community disruptions, including timing our routes to avoid school traffic. We also use escort vehicles and offer flaggers in places with hazards or other safety limitations. And, where possible, we utilize temporary lay-flat lines (hoses) to transfer fresh water without truck traffic.

Most importantly, we proactively train our drivers and require continued training each year. Road signage near our operational routes offers contact information should the community need to report a concern.



Partnering with Our Owners

Operating on someone’s land is a responsibility Chesapeake takes seriously. We work to build long-term relationships with our mineral and surface owners through transparent communication and easy accessibility.

Critical to this commitment is active listening and two-way communication. Multiple groups across Chesapeake (including Land, Corporate Communications, Field Service Operations and HSER) work together to address questions and concerns of our royalty and surface owners.

In addition to these teams of employees, we offer our Owner Relations department as a central information hub for owners. Owners may call or email this group about topics such as lease agreements, payments and production. It’s our goal to meet the owner’s needs efficiently, often with one phone call or email. In 2023, Chesapeake had more than 35,000 interactions with owners via phone calls and emails. Of the total inquiries received, 94% were resolved during the initial engagement.

Owner Relations Engagement Process

1. Outreach to Owner Relations group
2. Owner Relations attempts to resolve without transfer
3. If needed, Owner Relations transfers to a specialized employee
4. Matter is resolved and documented for future reference
5. Relevant lessons learned are reported

Engaging with Our Louisiana and Pennsylvania Neighbors



In addition to regular engagements, Chesapeake hosts a series of community wide in-person meetings in areas where we operate, with the goal of transparently communicating company operations and offering direct access to company leadership

Marcellus Community Outreach

President’s Award Nominee for Community and Culture

The Marcellus community relations team continued its wide-reaching stakeholder engagement initiative that included giving back to the communities where we operate. Program elements include:

- Interdisciplinary teams that meet monthly to discuss issues that could potentially impact stakeholders
- An annual stakeholder meeting with leadership, including our CEO and COO
- Quarterly newsletter sent to all interested stakeholders
- The adoption of OwnerView software, which helps with timely response and resolution for owner outreach

Haynesville Lunch and Learn Outreach Program

President’s Award Winner for Community and Culture

In 2023, our field and Land teams continued our commitment to regular “lunch and learns” with those neighboring our operations. These events serve to increase dialogue and seek stakeholder feedback in DeSoto, Caddo, Red River and Sabine Parishes.

For each lunch, the team invited approximately 50 local elected officials, landowners and first responders to lunches sourced from local restaurants and caterers. Chesapeake presented a 15-minute slide deck highlighting our operations and financial results, and community giving efforts. After the presentations, we opened the events up for attendee Q&A.

Due to positive feedback, we’re committed to continuing these outreach sessions in 2024.



Reporting Concerns

Should a community member or owner have a concern, they have several feedback mechanisms, including:

- Calling or emailing our [Owner Relations](#) team
- Interacting with our field employees
- Participating in our in-person community meetings

When our employees are contacted regarding a concern or any other type of engagement, we track the interaction through our OwnerView system. This system allows us to document the nature of the communications, assign specialized employees for response and monitor the timeliness of our communications. We are also developing a process for studying these engagements to observe trends and report lessons learned to improve our processes.

Key Issues by Asset

	Community Concern	Chesapeake Action
Marcellus Shale	Noise (related to compression use)	Continuing to implement standard protocol for compression operations that includes various mitigation options including enclosing the engine, adding interior acoustic insulation and building a surrounding sound wall
	Royalty owner questions	Continuing to evaluate and adopt new technologies and other methods of communication to further improve owner engagement
Haynesville Shale	Noise	Established a task force focused on each pad site to anticipate and mitigate noise and go beyond regulatory requirements; partnered with service providers to adopt noise-reducing equipment; committed to being proactive and engaging with local leaders on these issues
	Road wear and dust	Utilizing a cement rock layer to strengthen the roads and resolve dust issues
	Proper closure of operating sites (contractors leaving gates open)	Conducts contractor training and communication to help ensure the proper closure of gates so operating sites remain secure; training has significantly improved this issue but progress is still needed



Cooperative Partnership with State Agency Protects Pennsylvania Game Lands

President's Award Winner for Environmental Impact

Through an acquisition, we gained operations on state game lands. The Pennsylvania Game Commission (PGC) owns and manages more than 1.5 million acres of state game lands with the primary purpose of these lands being wildlife habitat management and recreational uses.

To help ensure a smooth transition and establish open communications, Chesapeake team members led a multi-discipline effort to educate the PGC on all aspects of our business. This included establishing monthly calls and biannual meetings with PGC representatives.

Operating on game lands comes with unique requests and challenges. Our Marcellus team developed a "State Game Lands Playbook" — in consultation with the PGC — specific to these operations. This playbook is a guide for how we operate on game lands and is shared with anyone that performs work on behalf of Chesapeake on PGC property.

On state game lands, Chesapeake's goal is prudent acreage development with a focus on wildlife conservation and hunter and hiker safety.

As part of our partnership, we comply with PGC-requested blackout dates typically enacted for hunting (eliminating rig moves) and installed additional speed limit signs and conducted road updates to improve safety on certain roads used by our operations. We also take water samples at streams and wetlands during multiple points of operational activity and provide water monitoring reports to the agency. If we disturb an area, we restore the land and reseed with native wildflower seed mixes and other wildlife-benefiting seed mixes.

Our relationship also includes participating in PGC's annual brochure and providing information to hunters, hikers and tourists about our operations. In 2023, we also partnered with PGC team members to reclaim a borrow pit on game land — an activity that consisted of a three-day volunteer event during which Chesapeake employees worked side-by-side with PGC employees to restore the land to its native environment.







Philanthropy

Being a responsible operator means helping our neighbors in need. We partner with our communities by investing in projects and programs that align with local needs and business priorities. We accomplish this through charitable donations, in-kind resources and employee volunteerism.



In 2023, we donated \$4 million to nonprofit partners across our four charitable giving areas.

Examples of Our Charitable Gifts

STEM Education 	Environment 	Emergency & Disaster Response 	Community Development 
<p>Chesapeake partnered with the Edmond Public Schools Foundation (Oklahoma) to provide a grant for Botley Coding Robots.</p> <p>This grant provided every elementary school in Edmond’s district with five coding robots and accessories for their computer science classrooms, impacting 12,500 elementary students. The coding robots offer students a hands-on learning experience and promote problem-solving skills, creativity, collaboration and inclusivity.</p>	<p>We continued our partnership with the Nature Conservancy (Oklahoma), donating through the organization’s Partners in Conservation program.</p> <p>Our funds support the group’s mission to protect the state’s landscapes and biodiversity (12 preserves and more than 100,000 acres).</p>	<p>After severe storms impacted northwest Louisiana (causing power outages), Chesapeake employees delivered pallets of water to the eight cooling centers throughout Caddo Parish and provided a cooling trailer in North Caddo Parish at the Earl Williamson Park.</p> <p>Additionally, the team worked with a company vendor to help Holy Angels Residential Living Facility clear debris from its main areas to ensure safety for residents and continued operations for the facility.</p>	<p>Chesapeake is a corporate sponsor for Child Hunger Outreach Partners (CHOP), whose mission is to create an entire generation that doesn’t know hunger. In the Marcellus area, there are nearly 3,900 food insecure children.</p> <p>Our donation covered food and operational expenses for the organization’s food service programs. Our Sayre Field Office also participated in monthly volunteer activities with CHOP. Nearly 70 Marcellus employees volunteered more than 270 hours packing over 15,000 bags of food. This food was distributed to children every Friday (during school) to help ensure they had food for the weekends.</p>

Chesapeake Donates Garden to Nonprofit for Community Use

Chesapeake’s 2.5-acre, 65-bed garden, part of our corporate campus, is getting new life through a partnership with a local nonprofit organization.

The company gifted the Lynn Institute a five-year renewable lease to restore the garden to its natural beauty and use as a space for the community. The Lynn Institute, a nonprofit committed to serving under-resourced neighborhoods, is transforming the garden into a hub for community involvement, focusing on family centered events, health and nutrition initiatives, cooking classes and gardening workshops.

The space also will host specialized programs to enhance the community’s well-being. One current initiative is a collaboration with the Oklahoma County Juvenile Bureau to have teenagers from the program get their service hours by working at the garden, fostering a sense of purpose around giving back to the community.

In addition to the garden space, Chesapeake is providing security, water, electricity and maintenance. The partnership earned Chesapeake the Lynn Institute’s 2023 Community Champion Award.



A United Way Partner

In tandem with our charitable giving program, we host annual companywide fundraising campaigns to benefit local United Way chapters. Through a variety of employee-driven activities and events, our corporate campus and field offices raise awareness and collect donations for the organization and its beneficiaries.

Chesapeake and our employees raised nearly \$900,000 for local United Way chapters across three states in 2023. From participating in special events to donating through payroll deduction, employees gave generously to support our neighbors in need.



Employee Volunteerism

Through our H.E.L.P. (Helping Energize Local Progress) Initiative, we actively seek volunteer opportunities that create a sustainable impact in the areas where we live. Employees may use eight hours of company time per year to volunteer at the nonprofit of their choice.

Supporting Our Communities During National Volunteer Month

<p>Wings (Oklahoma City)</p>	<p>Wings' goal is to enhance the lives of adults with developmental disabilities in hope that every day, their members are growing toward greater independence and realizing their full potential.</p> <p>Impact: OKC employees (including many from our executive team) took a tour of the Wings facility and then helped in the garden weeding flower beds, shaping hedges, and planting spring flowers to prep for the organization's outdoor summer events.</p>	
<p>Faith and Fostering (Louisiana)</p>	<p>Faith and Fostering works to provide foster care to homeless young adults through community and connections to live a life of hope and purpose.</p> <p>Impact: Haynesville employees helped move donated furniture into the apartments where young adults are developing individualized independent living plans and transitioning into independent adulthood.</p>	
<p>Regional Food Bank (Oklahoma City)</p>	<p>Founded in 1980, the Regional Food Bank distributes food through a network of more than 1,300 community-based partner agencies and schools in 53 counties in central and western Oklahoma.</p> <p>Impact: Over 70 OKC team members donated more than 180 hours of their time organizing food, packing up meals, and chopping fresh veggies.</p>	
<p>Bradford County Conservation District (Pennsylvania)</p>	<p>In celebration of Earth Day, the Bradford County Conservation District hosts an annual event focusing on natural resources, the environment and conservation.</p> <p>Impact: Marcellus employees staffed a booth to distribute 200 white oak seedlings to community participants.</p>	
<p>Wyoming County Envirothon (Pennsylvania)</p>	<p>The Envirothon is an environmental and natural resource conservation problem-solving, teambuilding and leadership experience for high school students.</p> <p>Impact: Marcellus employees provided event support and scored the tests that were part of the event curriculum. Approximately 125 local students participated.</p>	