CONTENT INDICES

Value Reporting Foundation: SASB Standards

Oil and Gas — Exploration and Production, Sustainability Accounting Standard

Topic	Code	Accounting Metric	Disclosure Level	Disclosure Location
Greenhouse Gas Emissions	EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Full	Performance Metrics; 2023 Climate Report Our operations are governed by local, state and federal regulations including those based on the Clean Air Act. This includes air permitting, emission standards, reporting, monitoring and recordkeeping standards.
	EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	Full	Performance Metrics; 2023 Climate Report
	EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Full	Letter from Our CEO; 2023 Climate Report
Air Quality	EM-EP-120a.1	Air emissions of the following pollutants: (1) NO_x (excluding N2O), (2) SO_x, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Partial	Air Quality
Water Management	EM-EP-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Full	Water Management; Performance Metrics
	EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Full	Water Management; Performance Metrics We do not discharge any treated water to surface water or for land application.
	EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Full	Biodiversity & Land Stewardship; Performance Metrics
	EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	None	Baseline water sampling is discussed in Water Management. We sample water sources in our operating areas according to regulatory requirements.
Biodiversity Impacts	EM-EP-160a.1	Description of environmental management policies and practices for active sites	Full	Environmental Section and subpages; Environmental Policy
	EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	Full	Spill Prevention; Performance Metrics We do not operate in the Arctic or in / near the shorelines referenced and therefore have no spills in these areas.
	EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Partial	Biodiversity & Land Stewardship
Security, Human Rights and Rights of Indigenous Peoples	EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Full	Since we operate only onshore and in the U.S., we don't have operations in or near areas of conflict.
	EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Full	We have no active operations on Indigenous land.
	EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	Full	Human Rights

SASB Standards, continued

Topic	Code	Accounting Metric	Disclosure Level	Disclosure Location
Community Relations	EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Full	Stakeholder Engagement; Community Engagement
	EM-EP-210b.2	Number and duration of non-technical delays	None	We experienced no non-technical delays in 2023.
Workforce Health and Safety	EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Partial	Workforce Safety; Performance Metrics
	EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Full	Risk Management; Workforce Safety; Health & Well-Being
Reserves Valuation and Capital Expenditures	EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Full	2023 Climate Report
	EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	None	
	EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	None	We utilize certain renewable energy sources as part of our daily operations, including solar, to power certain site equipment. We continue to evaluate renewable energy investment as a potential forward-looking strategy for the company.
	EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	Full	2023 Climate Report
Business Ethics and Transparency	EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Full	Human Rights
	EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Full	Accountability & Compensation
Management of the Legal and Regulatory Environment	EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Full	Political & Trade Participation; 2023 Climate Report
Critical Incident Risk Management	EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	None	
	EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Full	Risk Management; Workforce Safety; 2023 Climate Report
Activity Metrics	EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Full	AXPC ESG Metrics; we don't produce synthetic oil or synthetic gas.
	EM-EP-000.B	Number of offshore sites	Full	We only perform work onshore and in the U.S.
	EM-EP-000.C	Number of terrestrial sites	Full	Performance Metrics

Ipieca, American Petroleum Institute (API) and International Association of Oil & Gas Producers (IOGP)

Sustainability Reporting Guidance for the Oil and Gas Industry

Category	Indicator	Core Reporting Elements	Disclosure Level	Disclosure Location
Governance and Business Ethics	GOV-1: Governance Approach	CI: Describe your governance architecture, including the role of the board, board committees, board diversity, executives, managers, the workforce and stakeholders	Full	Accountability & Compensation; 2023 Climate Report
		C2: Describe your code of conduct, values and principles and how they relate to sustainability	Full	Accountability & Compensation
		C3: Describe the way in which your board reviews sustainability issues, including risks and opportunities, supported by examples of their work in action	Full	Risk Management; 2023 Climate Report
		C4: Provide an overview of, or list, your corporate policies that address sustainability issues	Full	Accountability & Compensation
		C5: Set out how your board and executives monitor strategic performance and goals	Full	Letter from Our CEO; Accountability & Compensation; 2023 Climate Report
	GOV-2: Management Systems	C1: Describe the structure and scope of your management systems related to sustainability issues, including ethics and compliance (including the arrangements for non-operated joint ventures)	Partial	Accountability & Compensation; Supply Chain Management
		C2: Discuss how your system helps you assess and address impacts, risks and opportunities and develop actions to mitigate negative and foster positive consequence	Full	Community Relations; Risk Management; 2023 Climate Report
		C3: Describe your company-wide standards that set performance requirements for assets, including internal standards or external international / national standards that you follow	Full	Accountability & Compensation; Supply Chain Management
		C4: Describe how your leadership team supports your system at all levels, including how they demonstrate their commitment and how you foster a strong, positive culture throughout the organization	Full	Accountability & Compensation; Our People
	GOV-3: Preventing Corruption	C1: Describe your governance and management approach, policies, codes of conduct and internal controls, related to prevention of bribery and corruption	Full	Accountability & Compensation; Supply Chain Management
		C2: Describe your employee awareness and training programmes	Full	Accountability & Compensation
		C3: Discuss how your anti-corruption policies and due diligence procedures apply to your business partners, including suppliers and contractors	Full	Supply Chain Management
		C4: Outline your processes for reporting, review and follow-up of suspected non-compliances	Full	Accountability & Compensation; Supply Chain Management

Ipieca, API and IOGP, continued

Category	Indicator	Core Reporting Elements	Disclosure Level	Disclosure Location
Governance and Business Ethics (cont.)	GOV-4: Transparency of Payments to Host Governments	C1: Provide a general overview of your policies and programmes on revenue transparency	Full	We only operate in the U.S., paying local, state and federal taxes. Our taxes paid are listed in Community Relations and Performance Metrics.
		C2: Describe the scope of your legal and policy mandates for government revenue reporting with which you are obliged to comply.	N/A	Not applicable – see above
		C3: Describe your participation in the EITI, where relevant, or any other voluntary reporting initiatives on revenue transparency	N/A	Not applicable – see above
		C4: Disclose, or reference sources of disclosure for, your payments to host governments, where reporting is subject to governmental legal or policy mandates, or EITI requirements.	N/A	Not applicable – see above
	GOV-5: Public Advocacy and Lobbying	C1: Describe your governance approach and management processes on advocacy and lobbying	Full	Political & Trade Participation
		C2: Describe your approach to reporting political contributions, where applicable for your company	Full	Political & Trade Participation
Climate Change and Energy	CCE-1: Climate Governance and Strategy	C1: Describe your approach to governance and management of climate-related risks and opportunities, including board-level accountabilities and processes that allow related issues and impacts to be considered when making strategic business decisions.	Full	2023 Climate Report
		C2: Report the highest-level position in your company that is accountable for policy and strategy on addressing climate-related risks and opportunities.	Full	2023 Climate Report
		C3: Disclose your positions and any related policies that address climate-related risks and opportunities for society and ecosystems.	Full	2023 Climate Report
		C4: Discuss the relationship between future energy supply / demand balances and your climate policy and strategy, including how the transition risk to lower-carbon energy may influence your asset base, business performance and value	Full	2023 Climate Report
	CCE-2: Climate Risk and Opportunities	C1: Describe your general approach to managing climate-related risks and opportunities, including discussion on: · identification and evaluation of risks and opportunities · incorporation of risks and opportunities are into business · strategies and planning for existing operations and new projects · risks and opportunities related to energy transition · risk mitigation opportunities through nature based solutions; and · physical climate-related risks, such as rising sea levels or flood risk	Full	2023 Climate Report

Category	Indicator	Core Reporting Elements	Disclosure Level	Disclosure Location
Climate Change and Energy (cont.)	CCE-2: Climate Risk and Opportunities	C2: As applicable, discuss your approach to supply of lower-carbon and/or alternative energy, including descriptions of relevant operational activities, plans or projects. If relevant, include: · data on amount and type of energy supplied; and · management of any associated social or environmental impact	Full	Air Quality; 2023 Climate Report
		C3: Explain how you assess, prioritize and manage methane risks and impacts as part of your overall GHG emissions management strategy	Full	Air Quality; 2023 Climate Report
		C4: If you have quantitative GHG emission or energy-related targets, describe the: · scope of your targets — total GHG, CO_2, methane, other GHGs, energy use, and/or flaring; · type of targets (absolute or intensity); · targets already underway or planned; · approach used to measure progress towards these targets; and · baseline period and timescale, along with progress towards meeting your targets	Full	2023 Climate Report
	CCE-3: Lower-Carbon Technology	C1: Describe how you introduce and apply technologies that reduce CO_2 emissions, that relate to: · operations (Scope 1); · imported electricity and steam (Scope 2); and · as applicable, consumer use of products (Scope 3)	Full	Air Quality; 2023 Climate Report
		C2: As applicable, discuss your approach to supply of lower-carbon and/or alternative energy, including descriptions of relevant operational activities, plans or projects. If relevant, include: · data on amount and type of energy supplied; and · management of any associated social or environmental impact	Partial	2023 Climate Report

Ipieca, API and IOGP, continued

Category	Indicator	Core Reporting Elements	Disclosure Level	Disclosure Location
Climate Change and Energy (cont.)	CCE-4: Greenhouse Gas (GHG) Emissions	C1: Report your company-wide direct GHG emissions (Scope 1), using your preferred approach (operational, equity share or other) to include: · direct CO_2; · direct CH_4; and · direct other greenhouse gases	Full	Performance Metrics; 2023 Climate Report
		C2: Report your company-wide indirect GHG emissions related to imported energy (Scope 2), separate from direct emissions, using the same approach as for C1	Full	Performance Metrics; 2023 Climate Report
		C3: Report your GHG emissions, disaggregated by business activity. For example, oil and gas production, refining.	Full	Performance Metrics; AXPC ESG Metrics; Specific to our business activity, we only have upstream operations.
		C4: Report your GHG emissions intensity, company-wide and, if appropriate, disaggregated by business activity	Full	2023 Climate Report; Performance Metrics; AXPC ESG Metrics
	CCE-5: Methane Emissions	C1: Describe your approach to managing methane emissions, including: · responsibilities for management of methane-related climate issues; · risk assessment and mitigation plans; and · direct or estimated measurement and monitoring methods	Full	Air Quality; Performance Metrics; 2023 Climate Report
		C2: Discuss your performance in managing methane emissions (as reported in CCE-4) by source and activity in terms of total absolute emissions and emission intensities.	None	
	CCE-6: Energy Use	C1: Report your company's total energy use	None	
		C2: Discuss your initiatives and progress towards improving energy efficiency and consuming less energy. For example, many companies are producing energy on site and using combined heat and power (also known as cogeneration) plants to improve energy efficiency	Full	Air Quality
	CCE-7: Flared Gas	C1: Report the total quantity of hydrocarbon gas flared from your operations	Full	Climate Metrics; Air Quality; Performance Metrics
		C2: Indicate geographical locations of significant flaring	Full	Air Quality
		C3: State any commitments or targets you have set that relate to flaring, including collaboration with cross-industry initiatives	Full	Air Quality; 2023 Climate Report
		C4: Report contribution of flaring to your total GHG emissions in CO_2e	None	
		C5: Describe your current and future flare reduction activities, including long-term reduction improvements versus short-term operational fluctuations	Full	Air Quality; 2023 Climate Report

Ipieca, API and IOGP, continued

Category	Indicator	Core Reporting Elements	Disclosure Level	Disclosure Location
Environment	ENV-1: Freshwater	C1: Report the total volume of freshwater you withdraw	Full	Water Management; We consume nearly all of the fresh water we withdraw, therefore we report consumed volumes only (see C2).
		C2: Report the total volume of freshwater you consume	Full	Water Management
		C3: Provide a list and/or a percentage of your projects and operations that are in water-stressed or water-scarce areas	Full	Water Management; Performance Metrics
		C4: Report the percentage of freshwater you withdraw or consume in waterstressed or water-scarce areas, detailing how you reached that percentage	Full	Performance Metrics
		C5: Report the total reduction in freshwater withdrawn or consumed due to your water reduction measures, including water you replace or recycle / reuse within your reporting boundaries	None	
	ENV-2: Discharges to Water	C1: For upstream facilities, report the quantity of hydrocarbons (in metric tonnes) and/or annual average concentrations (in mg/l or ppm) in produced water and process wastewater that you discharge to surface water	Full	We don't discharge any treated water to surface water or for land application.
		C2: For refineries and other downstream facilities, report the quantity of hydrocarbons (in metric tonnes) and/or annual average concentrations (in mg/l or ppm) that you discharge to surface water	N/A	Not applicable
	ENV-3: Biodiversity Policy and Strategy	C1:Describe your biodiversity management approach, including policy, positions, goals, strategies, risk / impact assessments, mitigation plans and outcomes. This can include how you apply the mitigation hierarchy and international biodiversity standards in your operational planning, from early concept through to decommissioning	Full	Biodiversity & Land Stewardship
		C2: Provide examples or case studies of operating areas where you have put biodiversity management activities and adaptive management in place.	Full	Biodiversity & Land Stewardship
		C3: Set out your processes for identifying and managing activities in sensitive operating areas, such as Biodiversity Actions Plans. Include the criteria you use to determine sensitivity and any applicable metrics	Full	Biodiversity & Land Stewardship
	ENV-4: Protected and Priority Areas for Biodiversity Conservation	C1: Provide a list and/or a percentage of your projects and operations that are in or near protected areas and priority sites for biodiversity conservation	Full	Biodiversity & Land Stewardship
		C2: Describe your commitments, including avoidance and mitigation measures, that relate to projects and operations in or near protected areas and priority sites for biodiversity conservation	Full	Biodiversity & Land Stewardship
	ENV-5: Emissions to Air	C1: Report your total emissions, by category: · volatile organic compounds (VOCs); · sulphur oxides (SO_x); · nitrogen oxides (NO_x)	Full	Air Quality
		C2: Discuss how you monitor and manage the impact of your operations on local air quality, including any technologies you use, such as those that remove or treat combustion emissions in operations or fuel products.	Full	Air Quality

Ipieca, API and IOGP, continued

Category	Indicator	Core Reporting Elements	Disclosure Level	Disclosure Location
Environment (cont.)	ENV-6: Spills to the Environment	C1: Describe your strategies and risk-based approach to prevent accidental releases of hydrocarbons / other materials to the environment.	Full	Spill Prevention
		C2: Report the number and volume of hydrocarbon spills greater than 1 bbl reaching the environment.	Full	Spill Prevention
		C3: Provide case studies or examples of significant spills, as determined by the company, which may include descriptions of the following: · your response measures to address immediate and long-term effects; · any secondary effects on local communities and stakeholders; · your stakeholder engagement; · incident investigation findings, if available, including root-causes; and · actions you are taking to prevent recurrence and share lessons	None	
		C4: Describe your emergency preparedness and response programmes, plans, organizational structures and affiliations for an effective response to spills and other emergencies. Your description may include the development and checking of contingency plans, including aspects such as training, skills development, and emergency response exercises.	Full	Risk Management; Spill Prevention
	ENV-7: Materials Management	C1: Describe your approach to materials management. This may include your operational strategies to optimize design, minimize the amount of materials you use, and promote efficient use while ensuring sustainable recovery and regeneration for further beneficial use.	Full	Biodiversity & Land Stewardship; Waste Management
		C2: Describe your efforts to minimize the generation and disposal of waste, to increase reuse and recycling and to continuously improve your materials management practices	Full	Waste Management; Water Management
		C3: Report the quantities of waste that you: · generate; · dispose; and · recycle, reuse or recover. You may report hazardous and non-hazardous waste separately, or total waste, stating that this includes both hazardous and non-hazardous material.	Partial	Waste Management
	ENV-8: Decommissioning	C1: Describe your approach to planning and executing decommissioning activities for offshore and onshore assets.	Full	Biodiversity & Land Stewardship
		C2: Provide information on management of materials recovered from decommissioning activities including any applicable data on the percentage of materials reuse and recycling, achieved or planned, for significant decommissioning projects (i.e. for major facilities such as offshore production rigs, refineries or major pipelines / terminals)	Partial	Biodiversity & Land Stewardship

Ipieca, API and IOGP, continued

Category	Indicator	Core Reporting Elements	Disclosure Level	Disclosure Location
Safety, Health and Security	SHS-1: Safety, Health and Security Engagement	C1: Describe your approach to managing workforce participation in safety, health and security	Full	Workforce Safety; Health & Well-Being
		C2: Outline your overall approach to safety, health and security training for the employees and contractors that make up your workforce. Include information on whether training initiatives are extended to other parties, such as non-operated joint ventures, business partners, suppliers, security forces, public emergency response groups, consumers and local communities	Full	Workforce Safety
		C3: Discuss the coverage of your safety, health and security engagement programmes and the extent to which you include contractors	Full	Workforce Safety
	SHS-2: Workforce Health	C1: Describe your processes and programmes for identifying and addressing significant workforce health issues at the local, regional and global level, together with any results and plans.	Full	Health & Well-Being
		C2: Describe aspects of your management systems that are specific to health and any improvements you have planned or made.	Full	Workforce Safety; Health & Well-Being
		C3: Describe your proactive wellness initiatives that encourage the adoption of healthier lifestyles, including nutrition, fitness and awareness of health risk factors.	Full	Health & Well-Being
	SHS-3: Occupational Injury and Illness Incident	C1: Report your work-related injuries separately for employees and contractors, including: · total recordable injury frequency; · lost time injury frequency; · number of fatalities (excluding illness fatalities); · fatal accident rate (excluding illness fatalities); and · fatal incident rate	Full	Workforce Safety; Performance Metrics
		C2: Describe any significant incidents that occurred during your reporting year, detailing the impact and actions taken in response	Full	Environmental & Safety Management System
		C3: Describe any initiatives to improve your safety performance	Full	Workforce Safety
		C4: Describe safety incident trends and the most common causes of work-related incidents together with any initiatives you have introduced to address these causes	Full	Workforce Safety

Ipieca, API and IOGP, continued

Category	Indicator	Core Reporting Elements	Disclosure Level	Disclosure Location
Safety, Health and Security (cont.)	SHS-4: Transport Safety	C1: Describe your risk management approach to transport safety, including policies and practices required within your management systems	Full	Workforce Safety
		C2: Report the number of work-related workforce (employee or contractor) fatalities caused by transport incidents	Full	Workforce Safety
		C3: Describe your efforts to engage with external parties, including local communities and authorities, to improve transport safety, including education and training and implementation of new technology.	Partial	Community Relations
	SHS-5: Product Stewardship	C1: For petroleum consumer products, such as fuels, petrochemicals and hydrocarbon-derived polymers and lubricants, discuss your approach to product assessments, for new and existing products and how you address any findings.	N/A	Not applicable
		C2: Describe how you communicate product HSE hazards and risk controls to your customers and the general public, including information on transportation and handling of products	N/A	Not applicable
		C3: Describe your approach to health, safety and environmental management of products	N/A	Not applicable
	SHS-6: Process Safety	C1: Number of Tier 1 process safety events reported separately for each major business activity, such as refining or upstream	None	
		C2: Provide qualitative descriptions of any significant process safety events that occurred during the reporting year, including your response and lessons learned to prevent recurrence	None	
		C3: Explain how you review your assessment and management of process safety risks	None	
	SHS-7: Security Risk Management	C1: Describe your approach to security management for existing operations, projects planned or underway and new locations for business activities, including assessment of threats, vulnerabilities and risks.	Full	Risk Management; Security
		C2: Outline awareness and training processes that address security risks and threat response procedures for your workforce and how you make members of the community aware of relevant security risks	Full	Risk Management; Security
		C3: Outline your management approach to promoting resilience to cybersecurity threats or attacks.	Full	Security

Ipieca, API and IOGP, continued

Category	Indicator	Core Reporting Elements	Disclosure Level	Disclosure Location
Social	SOC-1: Human Rights Due Diligence	C1: Describe the components of your company's human rights due diligence approach and how it is applied to company processes to assess, address, monitor and communicate actual or potential human rights impacts	Full	Human Rights
		C2: Describe processes and practices to provide access to remedy mechanisms at the local level, supported by specific examples as appropriate	None	
		C3: Describe how human rights considerations are factored into early phase decision making, including project siting and planning for new projects, with joint venture partners, and likewise for decommissioning or sale of operations	None	
		C4: Outline the scope, content and tracking of human rights training programmes. You could include figures for people trained in a given year, the proportion trained against the population that may need training, and how you measure the effectiveness of training.	None	
		C5: Report qualitative measures for tracking the effectiveness of implementation and the outcomes of policies and procedures. For example, human rights considerations when evaluating investments.	None	
	SOC-2: Suppliers and Human Rights	C1: Describe your approach and processes for promoting respect for human rights by your suppliers.	Full	Human Rights
		C2: Describe how you screen and assess suppliers for social, environmental and human rights-related risks	Full	Supply Chain Management
	SOC-3: Security and Human Rights	C1: Describe your relevant policies, programmes and processes relating to security and human rights	Full	Human Rights
		C2: Describe how your security and human rights policies, programmes and processes are implemented at the country, regional or facility-specific level	Full	Our Human Rights Policy, Information Security Policy and Codes of Conduct apply to all of our operations across the U.S., including each of our field office locations.
		C3: Describe communication efforts to implement your commitments on security and human rights with host governments and authorities, contractors and subcontractors, in your supply chain and civil society	N/A	We operate in the U.S. only and more than 99% of our suppliers are U.S. based.
	SOC-4: Site-Based Labour Practices and Worker Accommodation	C1: Describe your approach to the recruitment and employment of your site-based workforce, including how you communicate your expectations to your suppliers of contract labour	Full	Accountability & Compensation; Workforce Safety; Supply Chain Management
		C2: Describe your approach to monitoring and addressing on-site working conditions, including the quality of worker accommodation	Full	Supply Chain Management
		C3: Describe your approach to engaging with contractor management and the workforce so that their recruitment, employment, working and living conditions are aligned with your company's expectations and with relevant national or international laws, standards or guidelines	Full	Accountability & Compensation; Supply Chain Management

Ipieca, API and IOGP, continued

Category	Indicator	Core Reporting Elements	Disclosure Level	Disclosure Location
Social (cont.)	SOC-5: Workforce Diversity and Inclusion	C1: Describe your policies, programmes and procedures to promote workforce diversity and inclusion, and non-discrimination	Full	Accountability & Compensation; DEI
		C2: Provide workforce composition data for gender and/or other diversity categories.	Full	Our People; DEI; Performance Metrics
		C3: Discuss workforce composition, particularly with reference to your management positions.	Full	Our People; Performance Metrics
	SOC-6: Workforce Engagement	C1: Provide examples of how you engage with your workforce, including examples of approach, frequency, coverage, communication of results and action plans.	Full	Our People
		C2: Set out your approach to handling worker concerns and issues	Full	Our People
	SOC-7: Workforce Training and Development	C1: Describe the key elements of your approach to training and development	Full	Accountability & Compensation; Workplace Safety; Our People
		C2: Illustrate how you implement training and development programmes, e.g. hours of training, training investment, number of staff trained	Full	Our People; Workplace Safety; Performance Metrics
	SOC-8: Workforce Non-Retaliation and Grievance Mechanisms	C1: Describe your policies, approach and/or mechanisms that aim to secure non-retaliation, non-discrimination and confidentiality when addressing grievances. This might extend to access to third-party independent grievance mechanisms.	Full	Accountability & Compensation
	SOC-9: Local Community Impacts and Engagement	C1: Discuss your approach to engagement with relevant stakeholders, including communities, civil society (including human rights defenders), other companies and/or governments	Full	Community Relations
		C2: Describe your policies, programmes or procedures for: · assessing and addressing local community impacts, including archaeological, historic and cultural sites, and how these considerations are embedded into early phase planning and site / route selection; · engaging with affected stakeholders and responding to their grievances and concerns; · monitoring the effectiveness of the steps you take to prevent, mitigate and resolve adverse impacts; and · public disclosure of information on your activities and management of impacts	Full	Accountability & Compensation; Biodiversity & Land Stewardship; Community Relations
		C3: Provide case studies that illustrate the effectiveness and results of your engagement with stakeholders and/or how you have managed any impact on local communities, their environmental and cultural resources	Full	Community Relations

Ipieca, API and IOGP, continued

Category	Indicator	Core Reporting Elements	Disclosure Level	Disclosure Location
Social (cont.)	SOC-10: Indigenous Peoples	C1: Describe your policies, programmes, procedures and practices used to: · identify and address your impacts on Indigenous Peoples; · train your staff on engagement and consultation with Indigenous Peoples; · engage with Indigenous Peoples to seek a formal agreement or FPIC where needed and to address their grievances, concerns and expectations; · collaborate on opportunities that create mutual benefits; and · increase Indigenous participation through employment and business opportunities	Partial	Human Rights
	SOC-11: Land Acquisition and Involuntary Resettlement	C1: Describe your policies, programmes and procedures for involuntary resettlement, including engagement processes and practices with affected communities, including any international standards you have used	Full	Our current and planned activities don't involve any involuntary settlement of people or their economic activities. Should the potential arise for relocation, Chesapeake will conduct meaningful consultation with affected peoples and their communities to promote fair and just resolutions.
		C2: Describe your policies, programmes and procedures for land acquisition, including relationship with compulsory purchase / eminent domain when in the public interest	Full	Community Relations; Human Rights
	SOC-12: Community Grievance Mechanisms	C1: Describe your community and stakeholder grievance mechanisms	Full	Accountability & Compensation; Community Relations
		C2: Describe your policies, approach and/or mechanisms for receiving, responding to and resolving external grievances, covering your efforts to manage confidentiality and avoid retaliation	Full	Accountability & Compensation; Community Relations
	SOC-13: Social Investment	C1: Describe your social investment strategies, programmes and procedures	Full	Community Relations
		C2: Report your company's total social investment expenditure	Full	Performance Metrics; Community Relations
	SOC-14: Local Procurement and Supplier Development	C1: Describe your strategies, programmes and procedures that are designed to improve the ability of local suppliers and contractors to support operations and projects, such as actions that help local suppliers meet company and international standards	Full	Supply Chain Management
	SOC-15: Local Hiring Practices	C1: Describe your strategies, programmes and procedures aimed at providing employment opportunities to residents or nationals of host countries	Full	We only operate in the U.S. and list our employment numbers in Our People and Performance Metrics, as well as our supplier figures within Supply Chain Management.

GRI Universal Standards, GRI 11: Oil and Gas Sector 2021

GRI Standard	Description	Disclosure Level	Disclosure Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Full	About This Report
	2-2 Entities included in the organization's sustainability reporting	Full	About This Report
	2-3 Reporting period, frequency and contact point	Full	About This Report; Investor Relations
	2-4 Restatements of information	Full	Performance Metrics
	2-5 External assurance	Full	About this Report; Data Verification Statement
	2-6 Activities, value chain and other business relationships	Partial	Supply Chain Management
	2-7 Employees	Full	Community Relations; Our People
	2-8 Workers who are not employees	None	
	2-9 Governance structure and composition	Full	Accountability & Compensation; 2023 Climate Report
	2-10 Nomination and selection of the highest governance body	Full	Accountability & Compensation
	2-11 Chair of the highest governance body	Full	Accountability & Compensation
	2-12 Role of the highest governance body in overseeing the management of impacts	Full	Accountability & Compensation
	2-13 Delegation of responsibility for managing impacts	Full	Accountability & Compensation; Risk Management; 2023 Climate Report
	2-14 Role of the highest governance body in sustainability reporting	Full	Our Board of Directors reviews our sustainability reporting. The Board's ESG Committee plays the largest role in engaging with reporting practices.
	2-15 Conflicts of interest	Full	Accountability & Compensation
	2-16 Communication of critical concerns	Full	Accountability & Compensation; Risk Management
	2-17 Collective knowledge of the highest governance body	Full	Accountability & Compensation
	2-18 Evaluation of the performance of the highest governance body	Full	Proxy Statement
	2-19 Remuneration policies	Full	Proxy Statement
	2-20 Process to determine remuneration	Full	Proxy Statement

GRI Universal Standards, continued

GRI Standard	Description	Disclosure Level	Disclosure Location
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	None	
	2-22 Statement on sustainable development strategy	Partial	Letter from Our CEO; Sustainability Strategy
	2-23 Policy commitments	Full	Accountability & Compensation; Environmental Policy; Human Rights Policy
	2-24 Embedding policy commitments	Full	Accountability & Compensation; Environmental Policy; Human Rights Policy
	2-25 Processes to remediate negative impacts	Full	Community Relations
	2-26 Mechanisms for seeking advice and raising concerns	Full	Community Relations
	2-27 Compliance with laws and regulations	Full	Accountability & Compensation
	2-28 Membership associations	Full	Political & Trade Participation; Air Quality
	2-29 Approach to stakeholder engagement	Full	Community Relations
	2-30 Collective bargaining agreements	Partial	Our People
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Full	About This Report
	3-2 List of material topics	Full	About This Report
	3-3 Management of material topics	Full	About This Report
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Partial	Community Relations
	201-2 Financial implications and other risks and opportunities due to climate change	Full	2023 Climate Report
	201-3 Defined benefit plan obligations and other retirement plans	Partial	Our People
	201-4 Financial assistance received from government	N/A	Not applicable
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Partial	Community Relations
	203-2 Significant indirect economic impacts	Partial	Community Relations
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Full	Supply Chain Management

GRI Universal Standards, continued

GRI Standard	Description	Disclosure Level	Disclosure Location
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Partial	Human Rights
	205-2 Communication and training about anti-corruption policies and procedures	Partial	Accountability & Compensation
	205-3 Confirmed incidents of corruption and actions taken	None	
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Full	Any material litigation or threatened litigation is noted in our annual 10-K.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Partial	Water Management; Performance Metrics
	301-2 Recycled input materials used	Partial	Water Management; Performance Metrics
	301-3 Reclaimed products and their packaging materials	N/A	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	None	
	302-2 Energy consumption outside of the organization	Partial	Performance Metrics
	302-3 Energy intensity	None	
	302-4 Reduction of energy consumption	Partial	Air Quality
	302-5 Reductions in energy requirements of products and services	None	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Partial	Water Management
	303-2 Management of water discharge-related impacts	Full	We didn't discharge any treated water to surface water or for land application in 2023.
	303-3 Water withdrawal	Partial	Water Management; Performance Metrics
	303-4 Water discharge	Full	We didn't discharge any treated water to surface water or for land application in 2023.
	303-5 Water consumption	Partial	Water Management; Performance Metrics

GRI Universal Standards, continued

GRI Standard	Description	Disclosure Level	Disclosure Location
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Partial	Biodiversity & Land Stewardship
	304-2 Significant impacts of activities, products and services on biodiversity	None	
	304-3 Habitats protected or restored	Partial	Biodiversity & Land Stewardship
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	None	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Full	Performance Metrics; 2023 Climate Report
	305-2 Energy indirect (Scope 2) GHG emissions	Full	Performance Metrics; 2023 Climate Report
	305-3 Other indirect (Scope 3) GHG emissions	Full	Performance Metrics; 2023 Climate Report
	305-4 GHG emissions intensity	Full	Performance Metrics; 2023 Climate Report
	305-5 Reduction of GHG emissions	Full	Air Quality; Performance Metrics; 2023 Climate Report
	305-6 Emissions of ozone-depleting substances (ODS)	None	
	305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	Full	Air Quality
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Partial	Waste Management
	306-2 Management of significant waste-related impacts	Partial	Waste Management
	306-3 Waste generated	Partial	Waste Management
	306-4 Waste diverted from disposal	Partial	Waste Management; Water Management
	306-5 Waste directed to disposal	None	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Full	Supply Chain Management
	308-2 Negative environmental impacts in the supply chain and actions taken	None	

GRI Universal Standards, continued

GRI Standard	Description	Disclosure Level	Disclosure Location
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Partial	Our People
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full	Health & Well-Being; Our People
	401-3 Parental leave	Partial	Our People
GRI 402: Labor / Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Full	We report any material changes to our strategy and operations in our 10-K and 10-Q disclosures.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Full	Environmental & Safety Management System; Workforce Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Full	Workforce Safety
	403-3 Occupational health services	Full	Workforce Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Partial	Workforce Safety
	403-5 Worker training on occupational health and safety	Full	Workforce Safety
	403-6 Promotion of worker health	Full	Workforce Safety; Health & Well-Being
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Full	Workforce Safety
	403-8 Workers covered by an occupational health and safety management system	Partial	Our environmental and safety management system, which includes occupational health and safety standards, complies with OSHA requirements and covers all of our employees. All contractors are expected to abide by the minimum safety requirements and expectations set forth in our Contractor Handbook and Supplier Code of Conduct.
	403-9 Work-related injuries	Partial	Workforce Safety; Performance Metrics
	403-10 Work-related ill health	None	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Partial	Workforce Safety
	404-2 Programs for upgrading employee skills and transition assistance programs	Full	Our People
	404-3 Percentage of employees receiving regular performance and career development reviews	Full	Our People
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Partial	Accountability & Compensation; DEI
	405-2 Ratio of basic salary and remuneration of women to men	None	

GRI Universal Standards, continued

GRI Standard	Description	Disclosure Level	Disclosure Location
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	None	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Full	We aren't aware of instances where freedom of association and/or collective bargaining was at risk. We further mention this in our Human Rights section.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Full	Because we only operate in the U.S. and more than 99% of our suppliers are U.S. based, we don't have operations and suppliers at significant risk for child labor incidents. This is also addressed in our Human Rights Policy within the Human Rights section.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Full	Because we only operate in the U.S. and more than 99% of our suppliers are U.S. based, we don't have operations and suppliers at significant risk for child labor incidents. This is also addressed in our Human Rights Policy within the Human Rights section.
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Full	Human Rights
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Full	We had no incidents of violations involving rights of Indigenous peoples.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Full	Community Relations
	413-2 Operations with significant actual and potential negative impacts on local communities	Partial	Community Relations
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Partial	As part of our screening process, all suppliers must commit to and abide by the social criteria outlined in our Supplier Code of Conduct.
	414-2 Negative social impacts in the supply chain and actions taken	None	
GRI 415: Public Policy 2016	415-1 Political contributions	Full	Political & Trade Participation
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Full	We had no instances of substantiated complaints concerning breaches of customer privacy and losses of customer data in 2023.

Abbreviations and Definitions

AIP: Annual Incentive Plan, our employee compensation program

AMI: Appalachian Methane Initiative, a coalition of upstream and midstream peers working to enhance methane monitoring and reduction throughout the Appalachia

AVO: Audio, visual, olfactory

AXPC: American Exploration & Production Council, trade association that represents the upstream independent producers of the oil and natural gas industry

Bbl: Barrel or barrels

Boe: Barrel of oil equivalent

Chief: Chief E&D Holdings, LP

CO$_2$: Carbon dioxide

CO$_2$e: Carbon dioxide equivalent

CSU: Colorado State University

DEI: Diversity, equity and inclusion

DOE: Department of Energy

EAP: Employee Assistance Program

EO100™: A third party that measures a company against a set of performance standards that represent leading industry practices for site-level ESG performance; certifies RSG

E&P: Exploration and production

EPA: U.S. Environmental Protection Agency

ESG: Environment(al), social and governance

EEOC: U.S. Equal Employment Opportunity Commission

EEO-1 Report: Equal employment opportunity, an annual compliance survey certain employers must fill out regarding workforce demographic data

ERP: Emergency Response Plan

FracFocus: A web-based registry that provides detail on completion process additives, chemicals and the amount of water used, as reported by oil and natural gas operators

GHG: Greenhouse gas

H.E.L.P.: Helping Energize Local Progress, Chesapeake's employee volunteer initiative

HSER: Health, Safety, Environment and Regulatory

IVMS: In-vehicle monitoring system

JSA: Job safety analysis

LDAR: Leak detection and repair

LERT: Local Emergency Response Teams

LETS: Leadership enhancement training seminar, Chesapeake's leadership professional development program

LNG: Liquified natural gas

LTIP: Long-Term Incentive Plan

LTIR: Lost time incident rate

MBTU: Million British thermal units

Mcf: One thousand cubic feet

MiQ: MiQ is a third-party that developed a universally applicable certification standard for credibly assessing the methane performance of natural gas production around the world. The standard is independent, third-party audited, quantitative, and graded across a sliding A–F scale based on three metrics: methane intensity, company practices, and methane detection technology deployment

Mt: Metric tons

Mtpa: Million tonnes per annum

Net Zero: Shorthand for "net zero emissions" or balancing the emissions you produce with removal of the same number of emissions; emissions are often defined as GHG and by Scope

NESHAP: National Emission Standards for Hazardous Air Pollutants

NIMS: National Incident Management System

NORM: Naturally occurring radioactive material

NO$_x$: Nitrogen oxide

NSPS: New Source Performance Standards

OGI: Optical Gas Imaging, most often referring to a camera type used for infrared gas detection (leak detection)

OGMP 2.0: The Oil & Gas Methane Partnership, the only comprehensive, measurement-based international methane reporting framework for the oil and gas sector

OSC: Operations Support Center, Chesapeake's 24/7 well and site monitoring team

OSHA: Occupational Safety and Health Administration

OwnerView: Chesapeake's owner relations online portal

PGC: Pennsylvania Game Commission

PM: Particulate matter

RSG: Responsibly Sourced Gas — natural gas production that is independently verified by third-party certification organizations as meeting high standards of environmental and social performance

S.A.F.E.: Stay Accident Free Every Day

SIF: Serious incident or fatality

SO$_x$: Sulfur oxide

SSE: Short-service employees

TRIR: Total Recordable Incident Rate

UIC: Underground injection control

USGS: U.S. Geological Survey

Veritas: A GTI Differentiated Gas Measurement and Verification Initiative, a collaboration between scientists, academics, environmental organizations, certification agencies and industry experts to help ensure emissions reductions are measured and communicated in a consistent, credible and transparent way

Vine: Vine Energy Inc.

VOC: Volatile organic compound

WRI: World Resources Institute

Defining Our GHG Related Metrics

Scope 1: Direct GHG emissions that occur from our operations

Scope 2: Indirect GHG emissions associated with the purchase of electricity to support our operations

Scope 3: Indirect GHG emissions from the combustion and use of natural gas we produce

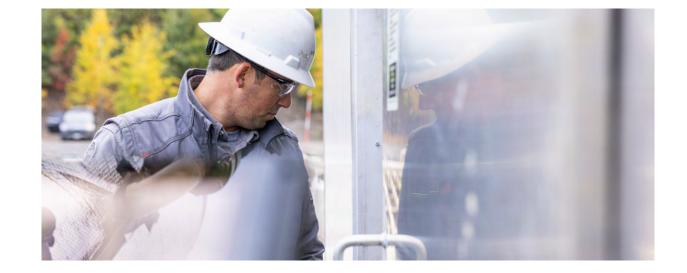**Methane emissions intensity:** The ratio of direct methane emissions to gross natural gas produced

GHG emissions intensity: The ratio of direct GHG emissions released to gross annual production

Notations

On Scope 3 emissions reporting:

As an independent, upstream company, Chesapeake has limited control over the final use and consumption of our oil and natural gas production. For enhanced transparency, we've reported our estimated indirect Scope 3 emissions on an equity basis using Category 11 of the Estimating petroleum industry value chain (Scope 3) greenhouse gas emissions reporting guidance by Ipieca/API (2016). The calculation methodology applies the EPA's emission factors for listed fuel types. The estimated emissions reported represent the indirect end use GHG emissions of the products created from our crude oil and natural gas, Chesapeake's most material Scope 3 emissions category.

Chesapeake recognizes that stakeholder demand for reporting Scope 3 indirect emissions is rapidly evolving; however, it's important to note that emissions-estimation methodologies are uncertain and subject to double counting along our value chain. Double counting may occur if entities report certain emissions as Scope 1 or Scope 2 for their organizations and then we include them in our Scope 3 total.

ESG NEWS

From regional newsletters and press releases to ESG-related write-ups, our News & Stories website section is a hub for company communications. In addition to business news, we provide updates on the employees, initiatives and programs that support the Company's success.

Communicate with the Company

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