



2022

REPORTING YEAR

CHESAPEAKE ENERGY

Sustainability Report

CHESAPEAKE
ENERGY

Forward-Looking Statements

Certain information within this report contains “forward-looking” statements related to Chesapeake Energy Corporation (the “Company”) within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended (the “Exchange Act”) and Section 27A of the Securities Act of 1933 and include statements based on management’s current assumptions and expectations, including statements regarding the Company’s (sustainability vision, sustainability performance, strategies, targets, goals, commitments and programs). Forward-looking statements reflect the Company’s current expectations and projections about future events at the time, and thus involve uncertainty and risk. The words “believe,” “expect,” “anticipate,” “will,” “could,” “would,” “should,” “may,” “plan,” “estimate,” “intend,” “predict,” “potential,” “continue,” and the negatives of these words and other similar expressions generally identify forward-looking statements.

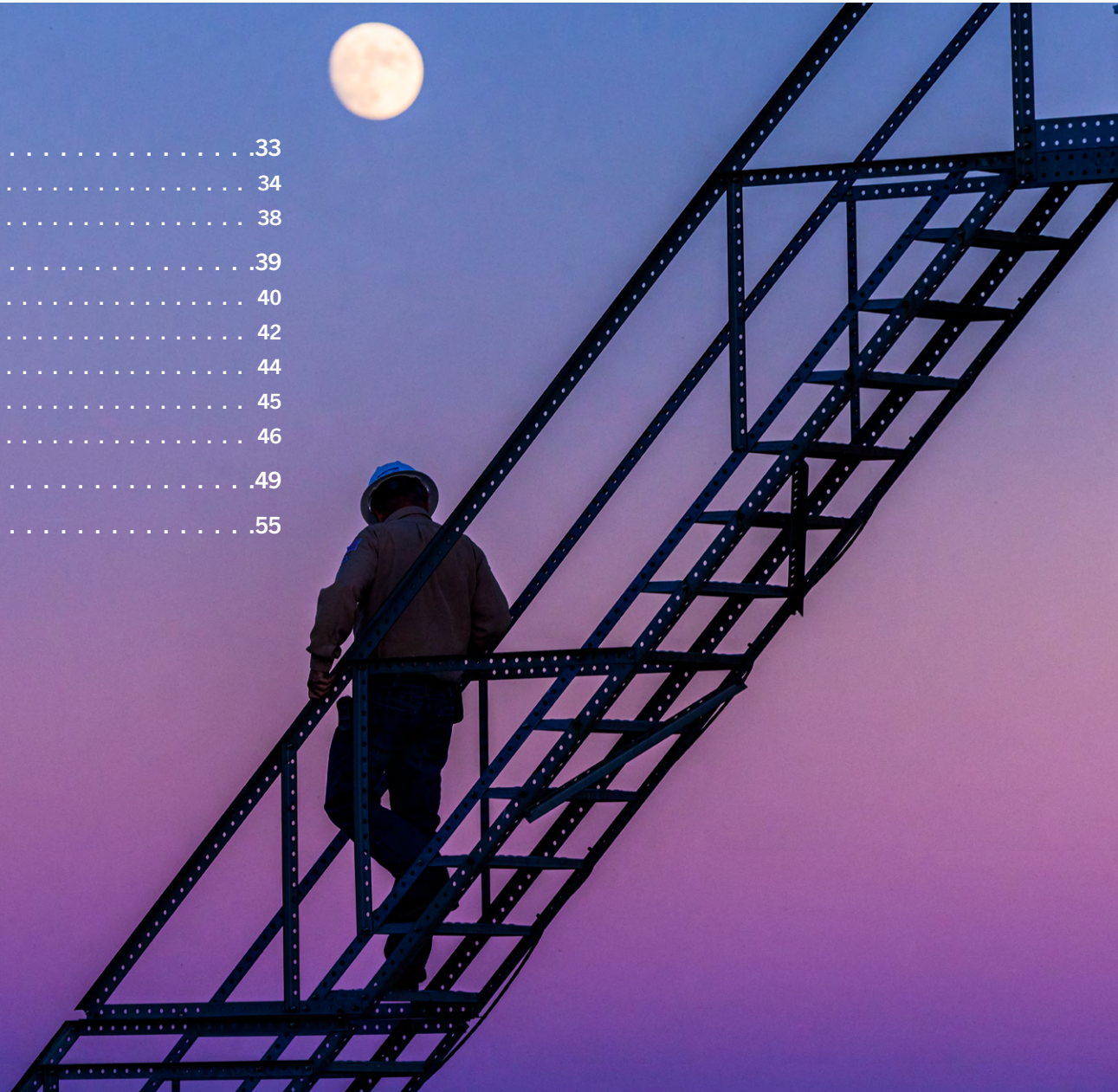
It is possible that the Company’s future performance may differ from expectations due to a variety of factors including, but not limited to the following: the Company’s ability to achieve the strategic plans, goals, targets and commitments set forth in this Website and unexpected delays, difficulties, and expenses in executing against such plans, goals, targets and commitments, the volatility in commodity prices for crude oil and natural gas, the presence or recoverability of estimated reserves, particularly during extended periods of low prices for crude oil and natural gas during the COVID-19 pandemic; the ability to replace reserves; environmental risks, drilling and operating risks, including the potential liability for remedial actions or assessments under existing or future environmental regulations and litigation; exploration and development risks; competition, government regulation or other actions; public health crises, such as pandemics (including COVID-19) and epidemics, and any related government policies and actions; the potential disruption or interruption of the Company’s operations due to war, accidents, political events, civil unrest, severe weather, cyber threats, terrorist acts, or other natural or human causes beyond the Company’s control; and the Company’s ability to identify and mitigate the risks and hazards inherent in operating in the global energy industry, and the other risk factors discussed in the Company’s Annual Report on Form 10-K for the year ended December 31, 2022 and any subsequently filed Annual Report on Form 10-K, Quarterly Reports on Form 10-Q or the Company’s other filings with the Securities and Exchange Commission.

It is not possible to foresee or identify all such factors. Any forward-looking statements in this Website are based on certain assumptions and analyses made by the Company in light of its experience and perception of historical trends, current conditions, expected future developments, and other factors it believes are appropriate in the circumstances. Forward-looking statements are not a guarantee of future performance and actual results or developments may differ materially from expectations. While the Company continually reviews trends and uncertainties affecting the Company’s results or operations and financial condition, the Company does not assume any obligation to update or supplement any particular forward-looking statements contained in this Website. Furthermore, while future events discussed in this Website may be significant, any significance should not be read as necessarily rising to the level of materiality of certain disclosures included in our SEC filings. In addition, many of the disclosures and performance metrics used and referred to in the plans, goals, targets and commitments set forth in this Website continue to evolve and are based on management expectations and assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. The standards and performance metrics used, and the expectations and assumptions they are based on, have not unless otherwise expressly specified, been verified by any third party. In addition, while we seek to align these disclosures with the recommendations of various third-party frameworks, such as the Task Force on Climate-Related Financial Disclosures (“TCFD”), we cannot guarantee strict adherence to these framework recommendations. Additionally, our disclosures based on these frameworks may change due to revisions in framework requirements, availability of information, changes in our business or applicable governmental policy, or other factors, some of which may be beyond our control.

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Letter to Our Stakeholders

Today more than ever, we need to move from a world of energy shortage to one of energy surplus. We have an opportunity to help meet this need with our world-class natural gas assets, leading capital and operating efficiency and high standards for environmental practices — delivering a truly sustainable business to our shareholders. Every member of the Chesapeake team takes seriously the responsibility and opportunity to improve access to basic human needs and reduce our environmental impact for Americans and people around the world.

The year 2022 demonstrated the importance of a secure energy supply. While Russia's unjust invasion of Ukraine brought energy security to the forefront, this topic has always loomed behind conversations related to climate change and energy transition. We must ensure the market has adequate energy supplies to support human progress and to meet consumer needs at the lowest carbon and environmental footprint possible.

Some believe that energy can only be affordable and reliable, or lower carbon, but not both. At Chesapeake, we fundamentally reject this viewpoint, and more importantly, we are proving it's possible every day. In 2021, we announced our goal to achieve net zero (Scope 1) GHG emissions by 2035. After meeting our initial short-term goals, we set even lower interim targets this year and included Scope 2 emissions. Our efforts are driven by our four sustainability fundamentals:

Our Sustainability Fundamentals

- + Deliver energy to sustain economic progress and welfare
- + Minimize emissions from operations
- + Invest in low carbon solutions with adjacent technologies
- + Maintain transparent disclosures with measurable progress

Putting our fundamentals to work is most clearly realized through our efforts to independently certify our production as responsibly sourced gas (RSG). Last year we were the first operator to certify two major shale basins while integrating two new acquisitions into our RSG portfolio within a single year.

While a positive RSG rating may ultimately allow gas suppliers to charge a premium, that's not the primary driver for Chesapeake. Instead, we believe RSG is an important step to minimizing our environmental footprint and further reducing emissions.

As another benefit, this certification provides a verified approach to tracking Chesapeake's commitment to reduce methane intensity across our natural gas assets. We have made significant progress toward lowering our emissions through operating over 2,000 methane monitoring devices, retrofitting approximately 19,000 pneumatic devices, and conducting aerial Gas Mapping LiDAR scans to detect emissions across all assets. These efforts have driven a more than 50% improvement in our methane emissions intensity, relative to production.

From my perspective, U.S. operators produce the lowest carbon natural gas molecule in the world and we are committed to continued progress. With our peers, we formed the Appalachian Methane Initiative (AMI) — a coalition committed to enhancing methane monitoring and facilitating methane emissions reductions throughout the Appalachia Basin. This initiative allows us to work together to deliver scale, and share costs and learnings to improve emissions reduction efforts.

As an individual company, we continue to allocate capital to meaningful emission abatement projects and invest in low-carbon solutions adjacent to our industry. Through carbon capture and sequestration (CCS) and our geothermal partnerships, we leverage our existing expertise with minimal upfront capital. Our dedicated internal team, the New Energy Ventures (NEV) group, leads these relationships and lends our subsurface operational expertise to improve results.

Related to better processes, we are proud of the continued progress we have made in other areas of our sustainability performance. While there are too many to highlight in a single letter, specific mentions include our work with stakeholder engagement, particularly following our acquisition of Chief assets in the Marcellus, and improving both our employee and contractor safety performance.

You'll find these highlights and other measurable progress detailed throughout our sustainability report. We continue to increase our disclosures and diligence around publishing year-over-year data for trend analysis, and we welcome meaningful dialogue about our performance.

None of the accomplishments you'll read in this report would be possible without our greatest asset: our employees. The entire Chesapeake team is energized by being part of a global energy solution. As export capacity grows materially, we are on the path to Be LNG Ready and primed to serve international markets. We understand that what we do matters to the world — providing a critical lifeline to the quality of life that millions of people enjoy and deserve.



Thank you for being our partner as we drive future prosperity, both through low-carbon energy production and in the communities where we operate.

Domenic J. "Nick" Dell'Osso, Jr.

President, Chief Executive Officer and Director
June 2023

SUSTAINABILITY APPROACH

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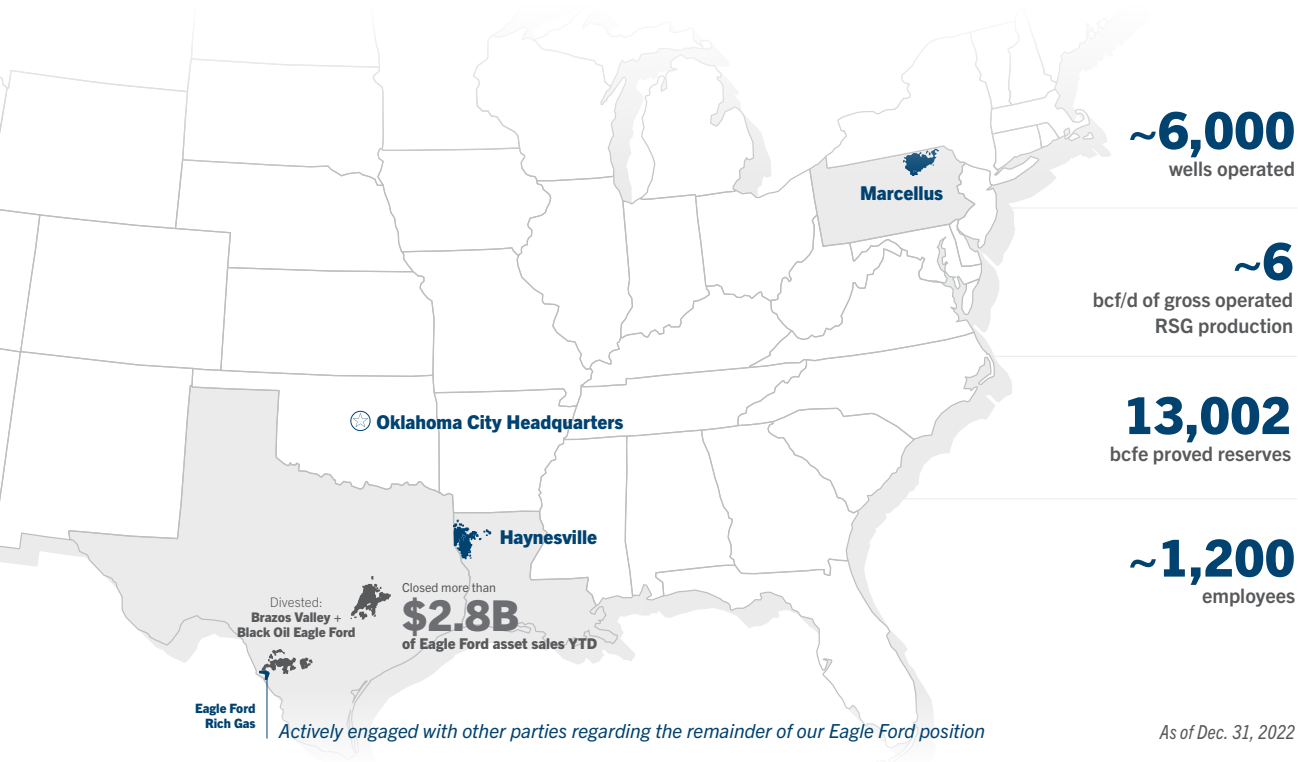
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About This Report

Headquartered in Oklahoma City, Chesapeake Energy Corporation is powered by dedicated and innovative employees focused on responsibly developing leading positions in top U.S. natural gas plays. With a goal to achieve net zero GHG emissions (Scope 1 and Scope 2) by 2035, Chesapeake is committed to safely answering the call for affordable, reliable, lower carbon energy.



Comprehensive Disclosure

To best respond to growing and diverse stakeholder interest, we reference several standards and disclosure frameworks when preparing our sustainability report content. An index that maps content to disclosures is [available here](#).

- Global Reporting Initiative (GRI) Sustainability Reporting Standards
- IPIECA's Oil and Gas Industry Guidance on Voluntary Sustainability Reporting
- Value Reporting Foundation/SASB Standards: Oil and Gas – Exploration and Production
- AXPC's ESG Metrics and Framework

Verified Performance Metrics

Chesapeake's performance data table reflects year-end 2022 operations and includes year-over-year comparison. The data has been verified by our Internal Audit team and is believed to be correct at the time of reporting. For certain reporting elements, later changes in categorization could affect data and will be updated for accuracy on our website.

Our 2022 Scope 1 and Scope 2 GHG emissions, GHG intensity, methane intensity, Employee Total Recordable Incident Rate (TRIR), Contractor TRIR, Combined TRIR (employee + contractor) and net spill intensity data were reviewed and validated by a [third-party organization](#). In addition, our core natural gas assets are all certified as responsibly sourced gas (RSG), offering another layer of data assurance as part of the independent certification process.

Performance Targets

Regarding our performance targets, Chesapeake is committed to lowering the carbon intensity of our operations and meeting the near- and long-term pledges adopted by our Board of Directors. We recognize the dynamic nature of the E&P sector and will enhance our pledges, corresponding with any change in our asset mix, emergence of new emissions monitoring and quantification technology, and stakeholder priorities. We are also committed to continued integration of any future acquisition activity.

A&D Activity and Its Reporting Impact

In 2022 and early 2023, we executed significant A&D activity.

Acquisitions	Transaction Closure Date	2022 Sustainability Data Reporting Impact
Vine Energy (Haynesville) – 123,000 acres	November 1, 2021	100% included
Chief E&D Holdings (Marcellus) – 113,000 acres	March 9, 2022	100% included from time of ownership (except for emissions which are wholly included)
Divestitures		
Powder River Basin asset	March 25, 2022	Included in performance data through closure date; excluded from 2022 GHG emissions because the close took place before year-end 2022
Brazos Valley asset	March 20, 2023	100% included
Black Oil Eagle Ford asset	April 28, 2023	100% included

ESG Materiality Assessment

In addition to our disclosure gap analysis, we perform an ESG materiality assessment to help prioritize the reporting topics of most significance to our stakeholders. The results of this process not only determine what is included in our reporting, but also content placement.

It's important to note that the term "materiality" has different definitions depending on the circumstance. We define ESG materiality, in alignment with IPIECA's reporting guidance, as those issues that "in the view of management or stakeholders, affects a company's performance significantly and informs external opinion."⁽¹⁾ Our ESG materiality assessment and its results are not intended to comply with the concept of materiality associated with U.S. Securities and Exchange Commission required disclosures. Our [Annual Report](#) and other [financial filings report](#) on material risks as defined by regulatory requirements.

2022 ESG Issues of Importance

	Environmental	Social	Governance
CURRENT FOCUS AREAS	<ul style="list-style-type: none"> • Climate change • GHG emissions • Spill prevention and management • Water management 	<ul style="list-style-type: none"> • Community relations • Contractor management • DEI • Owner relations • Workforce health and safety 	<ul style="list-style-type: none"> • Board governance and executive compensation • Cybersecurity • Operational changes (A&D)
EMERGING FOCUS AREAS	<ul style="list-style-type: none"> • Conventional air quality • Biodiversity and land impacts • Waste 	<ul style="list-style-type: none"> • Emergency response • Human rights and labor rights • Indigenous peoples • Local hiring • Workforce training and development 	<ul style="list-style-type: none"> • Economic impacts • Ethics and anti-corruption • Public policy • Regulatory / compliance • Security



Identify

Develop ESG issues list and gather stakeholder input

Analyze

Score and categorize results

Check

Validate the process, confirm topic coverage and audit via our ESG Council

Disclose

Include in annual reporting and/or on company website

Monitor

Continuously monitor the ESG landscape for key and emerging issues

Archived Reports

Prior sustainability reports are available on our [website](#).



(1) IPIECA. "Sustainability Reporting Guidance for the Oil and Gas Industry," March 2020, pg. 1.11.

Sustainability Strategy

Energy is critical to modern life and nearly 775 million people worldwide lack access to electricity and other forms of energy — a number that increased in 2022 according to the International Energy Agency. Chesapeake is proud to be part of the energy security solution, providing affordable, reliable, lower carbon energy, domestically and abroad. As part of operating responsibly and serving as good community partners, it is our goal to reduce our environmental footprint with a holistic approach to sustainable performance and increase our social impact in our communities.

Our Core Values

Our [core values](#) are the lens through which we evaluate every decision.

- Integrity and trust
- Respect
- Transparency and open communication
- Commercial focus
- Change leadership

Sustainability Fundamentals

In our drive for sustainability leadership, four pillars help to direct our success.

- Deliver low carbon energy to sustain economic progress and welfare
- Minimize emissions from operations
- Invest in low-carbon solutions with adjacent technologies
- Transparent disclosures with measurable progress

Transparency and Accountability

The programs, policies and metrics we have in place enable our stakeholders to hold us accountable.

- Our responsibly sourced gas (RSG) certification programs
- Sustainability goal setting, including achieving net zero GHG emissions by [2035](#)
- Tying executive and employee [compensation](#) to ESG targets
- Transparency with our policies and performance

Delivering affordable, reliable, lower carbon energy is the purpose that unites our employees and drives our operations.

Our Commitment to Net Zero

Chesapeake embraces a lower carbon energy future, proudly playing a role in helping to meet the ambitions of the Paris Agreement while responding to the need for energy security.

Consistent with this, Chesapeake set a net-zero goal (Scope 1 and Scope 2) for GHG emissions by 2035.

To date, Chesapeake remains on track within the modeled emissions reductions trajectory pathways as determined by the Intergovernmental Panel on Climate Change (IPCC) and has reduced its methane and carbon dioxide intensity by 50% since 2020 in its gas basins.

Throughout this journey, we will continue to proactively monitor, reduce and report our emissions, evaluate and engage with low carbon technology opportunities and partner with stakeholders.


We value and respect our stakeholders and will continue to work together to produce the affordable, reliable and lower carbon energy that the world needs.




Our strategy for ACHIEVING NET ZERO

A key focus in our commitment to sustainability leadership is achieving net zero Scope 1 and Scope 2 GHG emissions intensity by 2035, inclusive of future acquisitions.

We will continue to allocate capital and dedicate resources to meaningful, economic emissions abatement and revenue-creating projects.




Advanced Emissions Assessment
Better understand our emissions profile and adopt consistent industry methodology



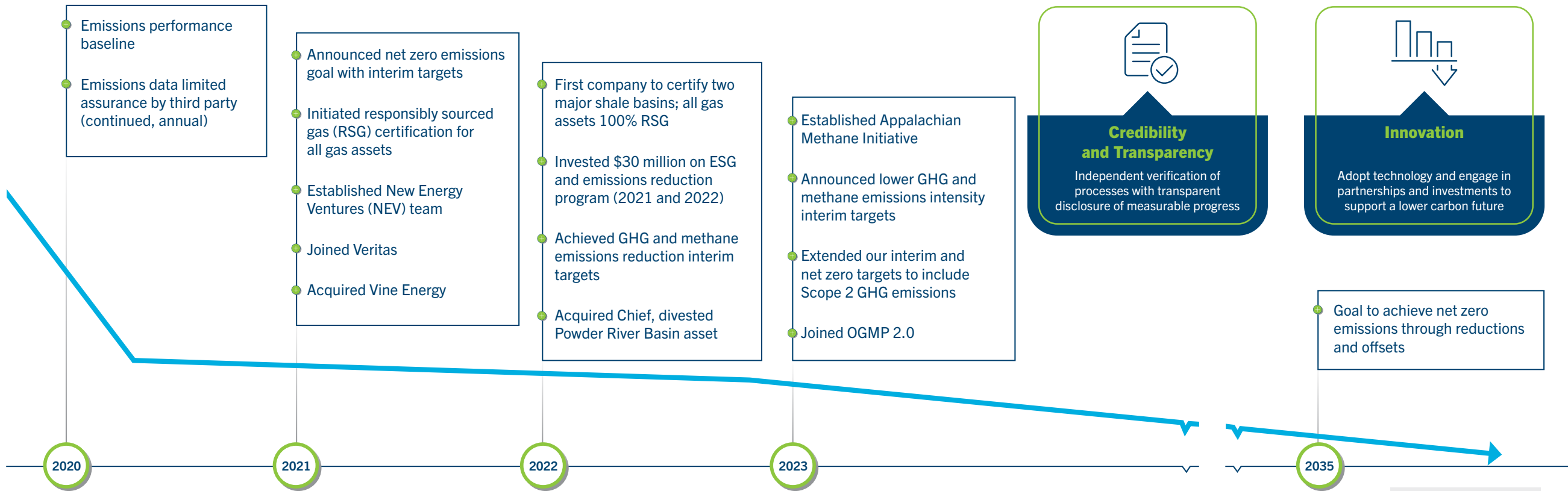
Tangible Reductions
Utilize technology, best practices and energy efficient operations to reduce emissions



Credibility and Transparency
Independent verification of processes with transparent disclosure of measurable progress



Innovation
Adopt technology and engage in partnerships and investments to support a lower carbon future



[Learn More](#) 

(1) Scope 1 and Scope 2 GHG intensity (metric tons CO₂e / gross mboe produced), Methane intensity (volume methane emissions / volume gross natural gas produced)

2022 Sustainability Highlights

Lowered

our interim targets for 2025

\$30mm

invested in voluntary ESG initiatives from 2021 – 2022

4.0⁽¹⁾

Scope 1 and Scope 2 GHG intensity

0.05%⁽¹⁾

Scope 1 and Scope 2 methane intensity

>50%

improvement in both GHG and methane intensity, since 2020 in our core assets⁽²⁾

100%

certified RSG across two basins

~6 bcf /d

gross operated RSG production

TRIR & LTIR

improved across employees, contractors and combined

Hired first

Chief Sustainability Officer

Launched dedicated stakeholder engagement teams

Introduced remote work opportunities and schedule flexibility

\$2.3B

cash returned to shareholders via dividends and share repurchases

LNG ready

initiated partnership with Momentum Midstream

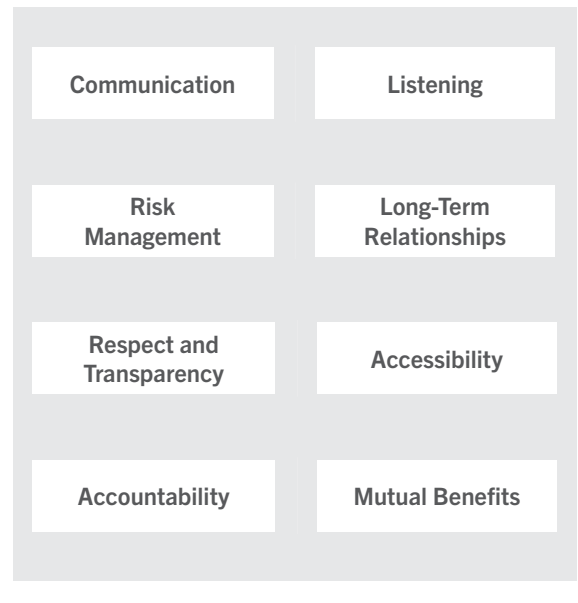
Chesapeake is committed to safely answering the call for affordable, reliable, lower carbon energy.

(1) Scope 1 and Scope 2 GHG intensity (metric tons CO₂e / gross mboe produced), Methane intensity (volume methane emissions / volume gross natural gas produced).
(2) Improvement is from our 2020 assets (total portfolio) when compared to our 2022 core assets (Haynesville and Marcellus).

Stakeholder Engagement

At Chesapeake, we recognize the breadth, depth and diversity of our stakeholders and understand that their partnership is critical to mutually beneficial and balanced outcomes. Our core value of respect is central to how we engage with our stakeholders. Through regular interaction, we listen, educate and deepen those relationships that matter most to our operational and corporate performance.

Stakeholder Engagement Goals



Stakeholder Type	Engagement	Frequency	2022 Topics of Interest
Business Partners	Certifications, NEV group partnerships and special meetings	Daily	Emissions reducing technology, RSG certifications, industry-adjacent opportunities, data management
Contractors and Suppliers	On-site and safety meetings and trainings, supplier outreach, ethics helpline	Daily	Operational and financial performance, workforce training and development, on-site safety
Community and Owners	Owner Relations and local team interactions and in-person meetings, emergency responder trainings, quarterly newsletters, philanthropic giving and volunteerism, ethics helpline	Daily	<i>Marcellus-specific:</i> Noise, royalty owner questions (often related to JV partnerships) <i>Haynesville-specific:</i> Noise, road wear and dust, on-site gate closures <i>Both:</i> Ongoing operations and schedules, maintenance and reclamation repairs, community engagement
Education	High school events, college internships, research participation	Monthly	Industry introduction, recruiting and internships, emissions reducing technology research
Employees	Town hall and other leadership meetings, HR business partner interactions, trainings, performance management and professional development opportunities, intranet and ethics helpline	Daily	Financial and operational performance, A&D activity, workforce training and development, ESG performance (tied to compensation), LNG
Government and Regulatory	Meetings, fundraisers, agency interactions, Political Action Committee (PAC) activities, lobbying activities	Regularly	Climate and emissions, community engagement, production growth and LNG
Industry Peers	Industry forums and meetings, committee and board memberships	Weekly	Community engagement, climate and emissions, environmental impact, workforce health and safety, climate and environmental disclosures
Investors	Board and Investor Relations team contact, conference participation, quarterly earnings, annual meeting of shareholders	Daily	Financial and operational performance, A&D activity, DEI, LNG, climate, safety performance
Media	Press releases, social media, self-published materials, leadership interviews, Media team contact	Weekly	Financial and operational performance, A&D activity, LNG, climate
Special Interest Groups	Trade memberships and meetings, committee and board memberships, ESG ratings and reviews	Weekly	Climate and environmental disclosures, governance oversight and risk, DEI, sustainability performance

List is not all inclusive or in priority order; many of these engagement activities are discussed more in-depth in their respective sections



GOVERNANCE

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Accountability & Compensation

Rooted in our [core values](#) and industry-best management practices, our strong governance programs provide clear guidelines to define ethical behavior at every level. This commitment to rigorous corporate governance drives accountability, starting with our [Board of Directors](#).

Board of Directors Qualifications and Experience

Chesapeake's Board is composed of experienced business and technical leaders who provide high-level oversight of company activities. Accountable to our shareholders, our directors share different viewpoints and backgrounds, contributing to better dialogue and decision-making, and generating more successful outcomes.

	Wichterich	Dell'Osso	Duncan	Duster	Emerson	Gallagher	Steck
Operational/ Management Leadership	X	X	X	X	X	X	X
Current and/or Former Public Company CEO or Board Chair	X	X	X	X		X	X
Strategic Planning/ Risk Management	X	X	X	X	X	X	X
Exploration and Production Industry	X	X	X	X	X	X	X
Environment/Sustainability and Safety Management		X	X		X	X	
International	X		X	X	X		X
Technology, Engineering and Geoscience			X	X		X	X
Financial Oversight and Accounting	X	X	X	X		X	X
Government/Legal				X	X		



Chesapeake will continue its keen focus on measuring and reducing emissions to meet low carbon energy demand.

Sarah A. Emerson

Board Director and Environmental and Social Governance Committee Chair

Board Committees

Our Board has four standing committees, each with a charter that articulates the committee's respective purpose and responsibilities.

Audit

Compensation

Nominating and Corporate Governance

ESG

Diverse directors hold critical leadership positions as chairs of our ESG Committee and Audit Committee.



Engaging with Our Board

The Board takes the feedback of our stakeholders seriously. Our Director Access Line (866-291-3401) allows our shareholders and other interested parties to leave messages for individual directors or our entire Board. Shareholders may also [email](#) or send written communications. All forms of contact are promptly reviewed and forwarded to the appropriate contact at the Board level or within the company.

Independence
5 directors are independent

Director Distinctions
3 all Audit Committee members qualify as financial experts

Age
53 average age

Gender Diversity
14% of director nominees self-identify as women

Ethnic Diversity
14% of director nominees self-identify as racially diverse

Gender and Ethnic Diversity
29% of director nominees self-identify as gender and racially/ethnically diverse

Sustainability Oversight

The Board’s ESG Committee is dedicated to sustainability oversight and advising the Board-at-large on emerging ESG issues. This committee provides leadership and strategic counsel on all aspects of the company’s ESG-related performance, including employee health and safety, social governance, climate-related risks and opportunities, environmental performance and stakeholder engagement.

Board ESG Committee:

- Meets at least four times per year to discuss environmental, health and safety, and social matters
- Experienced 100% attendance at 2022 meetings
- Chaired by an independent Board member
- Reports quarterly to the Board on sustainability issues, including climate

Supporting the Board’s sustainability oversight are two employee committees responsible for the execution of ESG programs and procedures. Led by our Chief Sustainability Officer, these committees meet at least quarterly with subcommittees / working groups.



Usha Turner
Vice President –
Chief Sustainability Officer

In 2022, Chesapeake hired a Chief Sustainability Officer to its senior management team. Usha Turner leads the company’s sustainability strategy and reporting, government affairs, communications and community relations and reports directly to the CEO. She is also the liaison with the Board’s ESG Committee, reporting regularly on ESG progress and performance.



Tying Compensation to Performance and ESG

Our executive and employee compensation program not only attracts and retains top talent but is uncompromising in its performance demands.

Program highlights include:

- **Long-Term Incentive Program (LTIP):**
 - Paid entirely in equity
 - 75% of executive award value is linked to total shareholder returns
- **Annual Incentive Program (AIP):**
 - Aligns payout with the value drivers and discipline our shareholders value including environmental and safety excellence, delivering free cash flow, lowering per unit operating costs, enhancing capital efficiency and reducing base production declines
 - Of the total amounts payable under the 2022 AIP, 20% were based on the attainment of certain companywide strategic leadership goals
 - Failure to meet environmental and safety performance thresholds caps the AIP payout at target for all other metrics regardless of results.

Setting and Upholding High Standards of Conduct

Each Chesapeake director, officer and employee, regardless of position, must abide by [Chesapeake’s Code of Business Conduct \(Code\)](#), which is structured around our [core values](#). All new employees learn about the Code during their onboarding process.

Each year employees must acknowledge their understanding of the Code and related policies and the high standards expected of them. We encourage and expect employees to report conduct that may be unethical, illegal or in violation of the Code, and offer our [Ethics and Integrity Helpline](#), an anonymous, third-party hotline and website, for confidential reporting.

Our Non-Retaliation Policy encourages employees to know their rights (and duty) to raise genuine concerns. Chesapeake does not retaliate against anyone who raises issues in good faith, cooperates with an investigation of a concern, or refuses to carry out an instruction that would violate laws or our Code or our core values. Confidentiality is maintained to the fullest extent possible. Retaliation, or threats of retaliation, against employees or business partners will result in disciplinary action, up to and including termination.

All reports of unethical business conduct are investigated and reported to levels of management and, as appropriate, the Board’s Audit Committee. Corrective actions are taken when necessary.



Brian Steck, Board Director and Compensation Committee Chair, discusses Chesapeake’s executive compensation approach which is designed to align both pay and performance, and the interests of our management team and shareholders. [Watch here.](#)



Risk Management

Understanding and Managing Our Risks

Through our Enterprise Risk Management program and internal operational audits, Chesapeake takes a comprehensive approach to identifying, assessing and managing sustainability-related risks.



We use the Three Lines of Defense as our framework for risk management, helping ensure employees play a role in risk identification and mitigation.

1st Line of Defense	2nd Line of Defense	3rd Line of Defense
Owns and Manages Risk <i>(Operational and Service Groups)</i>	Oversees Risks, Controls and Compliance <i>(Internal Controls)</i>	Provides Independent Assurance <i>(Internal Audit)</i>
Encourages the department and business unit level to identify and control risks at the front lines of the organization	Provides impartial enterprise risk and compliance analyses	Uses a standardized, objective process to identify risk-based audits of department and business unit controls and processes
Internal risk owners (senior managers and subject matter experts) regularly review and assess company risks		Reports directly to the Board Audit Committee
An annual risk survey asks employees throughout the organization to review existing risk drivers and identify emerging risks		

Risk Measurement Characteristics

On a quarterly basis, members of our Internal Audit and Internal Controls teams and risk owners review all identified enterprise-level risks according to our risk-measurement characteristics:

- **Impact:** The expected effects of a risk on an organization
- **Likelihood:** The potential for a risk to occur in various scenarios
- **Velocity:** The speed at which a risk could impact an organization

Enterprise risks are also regularly evaluated by our executive team and Board with quarterly ERM updates provided to the Board Audit Committee. The Board ESG committee reviews many aspects including ESG-related risks. This comprehensive reporting allows Board committees to analyze the company’s material risks and direct business strategies accordingly.

We integrate climate-related risks into our ERM process, helping to ensure an effective and cohesive review of the issue and its physical and transitional risks. To learn more, read our [climate-related risk analysis](#).

Risk Mitigation and Business Continuity

If it’s determined that a risk requires mitigation, management develops and executes specific plans to reduce the risk to an acceptable level. Mitigation options include adopting or enhancing corporate policies and procedures, contingency plans or technological solutions.

Our business continuity and disaster recovery programs are examples of Chesapeake’s enterprise-level, risk-mitigation controls. Through these programs, a cross-functional task force assesses the business impacts of certain risks and develops response and recovery plans to reduce potential interruptions.

Protecting employees and maintaining operations during sustained incidents (such as natural disasters, pandemics and other disruptive events) is the primary goal of our business continuity program. As part of this planning, we partner with emergency responders, governmental agencies and other key stakeholders to ensure our preparedness and tailor plans to each of our operating areas.

Ready and Responsive in Emergencies

Should a risk escalate into an emergency, our Emergency Response Plan (ERP) provides employees with the framework and action steps critical for responding to an incident in a safe, rapid and efficient manner. Our priorities are protecting people and the environment, minimizing impact and limiting operational losses, in tandem with regulatory compliance.

Our ERP is built on:

- Well-trained personnel responding in a tiered approach based on incident level
- Tactical response plans specific to each operating area
- Engaged partnerships with local responders and professional emergency response contractors
- Scalable, flexible and adaptable operational capabilities
- A unified Incident Command

As part of our robust ERP, Chesapeake utilizes the National Incident Management System (NIMS), a nationwide incident response template, to work cooperatively with local, state and federal agencies in the event of an emergency, regardless of location. NIMS also allows for the integration of facilities, equipment, personnel and communications to create common processes for planning and managing resources, all of which expedites the emergency response.

Field employees are trained in NIMS level 100 and 200 to provide a clear understanding of their responsibilities in an emergency. We also develop and prepare specialized teams of employees — Local Emergency Response Teams (LERT) — to assume command and control of an incident safely and efficiently. All of our operational areas have LERT teams made up of highly trained Health, Safety, Environment and Regulatory (HSER), Security and Operations employees who are ready to respond in the event of an emergency.

Chesapeake hosts LERT trainings (simulated emergencies) at least twice a year in each of our business units. In 2022, 97 attendees participated in 13 exercises.

Partnering with First Responders



Through our First Responder Outreach program, members of our Emergency Preparedness and Response group and Operations teams interact regularly with local responders to understand department capabilities and establish partnerships.



We also offer information sessions covering drilling, completions and production site equipment, potential hazards and key industry terminology to provide valuable safety awareness for fire responders.



Many of our operational sites are served by rural, often volunteer, fire departments. Given their limited resources, we donate financially to meet local department needs and enhance community safety.

Security & Cybersecurity

Protecting our people and securing our assets are the goals of our security and cybersecurity programs. We monitor our on-site locations and IT infrastructure and network systems consistently for safety and security across our assets.

Our on-site security personnel include Chesapeake employees as well as third-party partners, many of whom are off-duty law enforcement officers. These security team members have established relationships with local first responders, as well as state and federal officials, for a joint approach to keeping Chesapeake sites and surrounding communities safe. All employees and contract security personnel are bound by our [Code](#) and compliance to our [Human Rights Policy](#).

Site personnel (whether employees or contractors) must abide by our policies governing health, environment, safety and human rights. These policies and procedures prohibit the possession or use of weapons, drugs or alcohol on company property and other undesirable or illegal workplace behaviors including money laundering and the financing of terrorism. Any employee or partner not following these policies, or otherwise threatening the safety of our operations, will be removed.

Our areas of operations are regulated by U.S. law, mitigating material risks related to security threats, terrorism or armed conflict, and company attacks.

Managing Cybersecurity Risks

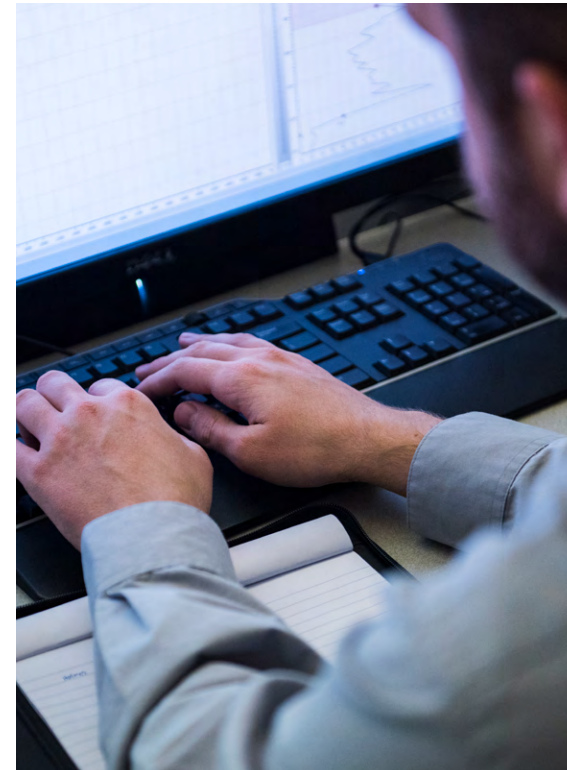
Information technology touches all aspects of our operations and cybersecurity risks continue to evolve. We understand these risks and are proactive about the security of our assets and the welfare of our employees. Through a comprehensive protection and defense strategy, we continue to improve upon an extensive framework of controls to detect, identify and protect against potential cyberattacks.

Chesapeake strategically partners with industry leaders in cybersecurity technology as well as federal and private cybersecurity sector organizations to maintain readiness and resilience across our information systems. We have had no major cybersecurity breach or system compromises in the last three years.

Should an incident occur, our Cybersecurity team has response and recovery plans closely aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework to best protect the data and programs critical to our business. We audit a portion of our information security program every year, using a third-party organization to review our cybersecurity posture from an external perspective.

Cybersecurity Protection Layers

Network and Application Security	Data Protection	Risk and Compliance
Protecting company networks and applications from attack and inappropriate access	Preventing data breaches and ransomware attacks through security layers and threat hunting	Managed as an enterprise risk, accountable to top company leadership
Identity and Access Management	Incident Response and Business Recovery	Cybersecurity Awareness
Protecting the attributes of individual digital identities	Cohesive planning to respond quickly and minimize impact	Training employees and contractors to help prevent cyber events



Increasing Cybersecurity Awareness

As we continue to study and plan for evolving cyber risks, Chesapeake equips our first line of defense — our employees — with up-to-date information. Through targeted communications, annual trainings and cyber exercises, we work to raise cybersecurity awareness among our employees and partners, reminding them of the critical role they play in protecting our digital assets.

While employees are often at the front lines of our cybersecurity protection, accountability reaches to the top of our organization. Our Cybersecurity team provides regular updates to senior leadership and our Board's Audit Committee about cyber threats, potential vulnerabilities and the proactive security programs in place to protect our operations.

Political & Trade Participation

Chesapeake engages in the political process in several ways, including through selective trade associations and an employee political action committee (PAC). We do not contribute corporate funds to political campaigns.

Political Process Engagement

- ✓ Employee PAC
- ✓ Trade association membership
- ✓ State political consultants

Chesapeake’s participation in government affairs and the political process strictly adheres to high ethical standards and the company’s [core values](#) of respect, integrity and trust. All activities comply with applicable laws and regulations, promote Chesapeake’s business strategies and are made without regard for the personal political preferences of employees, officers and directors.

Our Government Affairs team engages on matters of public policy to help advance the company’s business goals and interests. The team reports directly to our Chief Sustainability Officer, who reports to the company’s CEO. The Nominating and Corporate Governance Committee of the Board has oversight of Chesapeake’s political activity.



PAC Activity

Chesapeake sponsors a PAC that allows eligible employees to voluntarily contribute to promote candidates for public office who support our industry. The PAC Board is committed to educating, energizing and empowering our participating employees to become informed voters and actively participate in our political system at all levels of government.

PAC expenditures totaled \$111,500 for the calendar year ending Dec. 31, 2022. Chesapeake does not make corporate contributions to candidates, political campaign committees or Super PACs.

PAC contributions and expenditures are disclosed in filings as required by law and can be accessed through the following organizations:

- Federal Election Commission
- Oklahoma Ethics Commission
- Texas Ethics Commission
- Pennsylvania Department of State
- Louisiana Ethics Administration

Chesapeake will never require, pressure or coerce any employee or business partner to make personal political contributions, including to a company-sponsored PAC. We also will never take retaliatory action against or compensate anyone, directly or indirectly, for making any political contributions. Chesapeake property, facilities, time and funds may not be used for personal political activities.

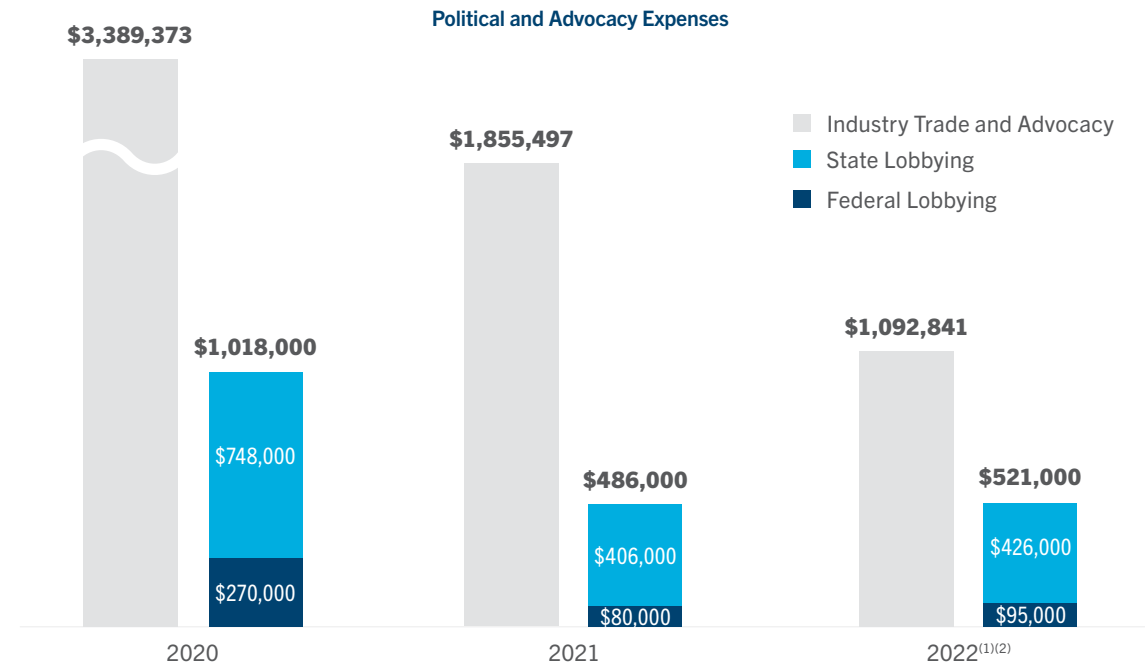
Lobbying and Trade Group Participation

Chesapeake strictly adheres to all federal and state lobbying disclosure laws and we file publicly-available quarterly reports that describe issues lobbied and the amount spent on lobbying activity.

To facilitate our bi-partisan lobbying efforts, we partner with external lobbying services. Our engagement is U.S. only and focused on advocating for balanced energy policy that is science based, equitable across sectors, and helps to deliver affordable and reliable energy.

We are also members of and actively participate in selective federal, state and local trade associations, chambers of commerce and advocacy groups. Some of these groups participate in the political process through educational initiatives and engage in lobbying on important legislative and regulatory decisions that impact Chesapeake.

We do not belong to or financially support non-energy focused tax-exempt organizations such as the American Legislative Exchange Council (ALEC) and the National Conference of State Legislatures (NCSL) that routinely write and endorse model legislation for use in various state legislatures.



(1) National and state trade associations and chambers (contributions of \$15,000+): American Exploration and Production Council (AXPC), Bossier Chamber, Canton Area Chamber of Commerce, Central Bradford County Chamber DeSoto Parish Chamber, Greater Oklahoma City Chamber, Greater Shreveport Chamber, GTI Energy, Greater Valley Chamber of Commerce, Independent Petroleum Association of America (IPAA), Louisiana Association of Business and Industry (LABI), Louisiana Mid-Continent Oil and Gas Association (LMOGA), Louisiana Oil and Gas Association (LOGA), Marcellus Shale Coalition (MSC), National Association of Manufacturers (NAM), OK Business Roundtable, PAR of Louisiana, The Petroleum Alliance of Oklahoma, Pennsylvania Chamber of Business and Industry, Pennsylvania Legislative Sportsmen, Petroleum Association of Wyoming (PAW), State Chamber of Oklahoma, Texas Oil and Gas Association (TXOGA), Texas Geothermal Energy Alliance, Texas Taxpayers and Research Association (TTARA), Texas Independent Producers and Royalty Owners Association (TIPRO), Western Energy Alliance (WEA), Women’s Energy Network Oklahoma, Wyoming Business Alliance, Wyoming County Chamber of Commerce

(2) 90% of 2022 lobbying expenses were external

ENVIRONMENT

Environmental & Safety Management System	20	Waste Management	25	Air Quality	30
<i>Identifying Risks and Near Miss Incidents</i>	20	<i>Reducing Waste</i>	25	<i>Complying with Regulatory Requirements</i>	30
<i>Learning from Incidents</i>	21	<i>Hazardous Waste</i>	25	<i>Our Approach</i>	30
Biodiversity & Land Stewardship	21	<i>NORM Waste</i>	25	<i>Monitoring and Maintenance</i>	31
<i>Our Approach</i>	21	<i>Business Waste</i>	25	<i>Partnering for Environmental Progress</i>	32
<i>Site Assessment</i>	22	Spill Prevention	26		
<i>Species and Habitat Conservation</i>	23	<i>Spill Prevention Programs</i>	27		
<i>Decommissioning and Site Restoration</i>	23	<i>Spill Response</i>	27		
<i>Environmental Protection During Key Operational Stages</i>	24	Water Management	28		
		<i>Water Management Process</i>	28		
		<i>Produced Water</i>	29		
		<i>Water Recycling</i>	29		
		<i>Water Sampling</i>	29		

Environmental & Safety Management System

Chesapeake is committed to respecting the natural resources in our operations, reducing our environmental footprint and complying with all applicable laws and regulations. Our core values underpin our approach to the management system and environmental stewardship is foundational to who we are and how we operate, as detailed in our [Environmental Policy](#).

The company's management system is designed to identify and address risk within our day-to-day operations while maintaining a level of consistency across our operating areas. We embrace a culture centered around continuous improvement using a structure process to evaluate and improve our business.

2022 Environmental Performance

4.0 mt CO₂e / gross mboe

Scope 1 and Scope 2 GHG emissions intensity

0.05%⁽¹⁾

Scope 1 and Scope 2 methane intensity

0.22 bbl / gross boe

Freshwater intensity rate

0.053 bbl / bbl total water consumed

Water recycling rate

0.004 bbl / mdbl total produced liquids

Net spill intensity

As of Dec. 31, 2022

(1) (volume methane emissions / volume gross natural gas produced)

Our environmental and safety management system provides the planning and accountability needed to proactively identify and manage compliance risk across the company's operations.

Plan	Do	Check	Act
<ul style="list-style-type: none"> Risk assessment and planning Operational site design 	<ul style="list-style-type: none"> Safe operating controls and compliance Emergency response readiness Contractor management 	<ul style="list-style-type: none"> Incident management Monitoring, measurement and evaluation 	<ul style="list-style-type: none"> Leadership accountability and management Weekly incident and impact review
Safety of All · Protection of Natural Resources · Operational Excellence · Commitment of Company Resources · Support of Industry Regulation · Continuous Improvement			

Identifying Risks and Near Miss Incidents

Preventing incidents before they occur is the ultimate goal of our HSER program. Incident prevention starts by identifying potential safety or environmental risks and then developing proactive solutions to offset hazards and keep our sites safe.

We identify and recognize risks in several ways, most notably through our Good Catch initiative, on-site inspections and audits, and data trend analysis. Our audit program is hybrid (combining desktop analysis with at least two field audits each year) and managed by our HSER Compliance Assurance team.

We also track near miss incidents, analyzing them to apply key learnings across our operations. We define a near miss incident as an unplanned event that did not result in an injury, illness or damage, but had the potential to do so.

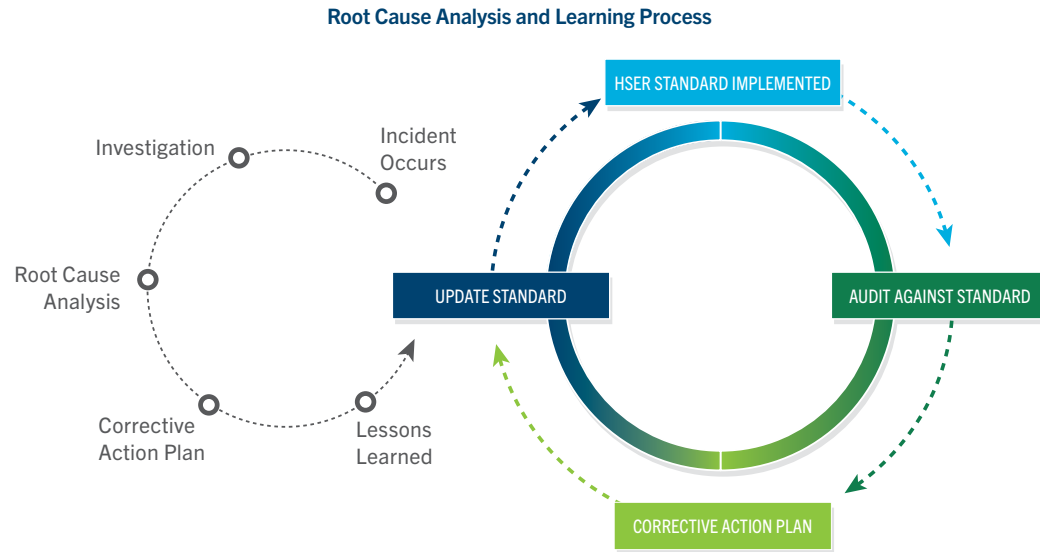
We are committed to learning and improving from incidents, no matter the size or impact. Each week, Operational and HSER leaders review incidents to understand the root cause and implement corrective actions that strengthen the management system and lead to a stronger business and improved HSE performance.



We calculate a near miss frequency rate (NMFR) according to the formula provided by the SASB Oil and Gas Standard. In 2022, our employee NMFR was 0.64 and our combined (employee and contractor) NMFR was 0.40.

Learning from Incidents

Should an incident occur, we have a commitment to learn from it and, where appropriate, improve our processes. We utilize a root cause investigation system to standardize our reporting and analysis, including determining the source of an incident and discerning where and what improvements are needed.



Even with these best practices in place, we remain committed to continuous improvement. Chesapeake sites are typically inspected at least once per year by local regulatory agencies, resulting in hundreds of inspections of our operational activities. As a result of these inspections, in 2022, Chesapeake was issued 82 violations — six administrative (paperwork-related) and 76 non-administrative (defined as any fluid or gas release to the surface, waters or air or noncompliant biodiversity impacts).⁽¹⁾ We paid less than \$15,000 in fines, nearly all of which were in the Powder River Basin — an asset that we have since divested.

We are committed to learning and improving from incidents, no matter their size or impact. Each week, Operational and HSER leaders review company incidents, including violation notices, to ensure corrective actions are taken and to identify opportunities for continuous improvement.

Biodiversity & Land Stewardship

Recognizing the critical role biodiversity — species, habitats and ecosystems — plays in sustainability, we work to minimize our surface and ecosystem impacts. We account for [stewardship and biodiversity protection](#) at every stage of our operations, from site assessment to well closure. We refrain from operating in protected areas whenever feasible and work to identify risks and mitigation plans to limit degradation and disturbance of ecosystems and habitats.

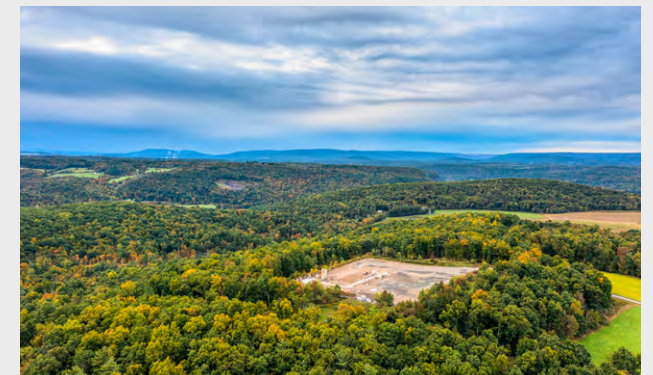
Our Approach to Biodiversity and Land Stewardship Protection

Avoid	Minimize	Mitigate
<p>Before starting construction, we conduct a comprehensive site assessment of the proposed location, from its geography and topography to the potential existence of sensitive wildlife habitat, cultural resources, residences and other public-occupied sites.</p> <p>We prioritize the selection of the least sensitive project location and design the project to avoid impacts to receptors, when possible.</p>	<p>We work closely with stakeholder groups to coordinate site planning, obtain necessary permits and protect any areas or species of concern.</p> <p>Our focus is to mitigate and minimize our environmental impact by reducing our project or pad site footprint, re-routing access roads or adjusting the timing of construction activities.</p>	<p>We will replace, enhance, restore or provide substitute resources for impacts that remain after avoidance and minimization measures have been applied.</p>

More Production, Less Impact: Benefits of Multi-Well Pad Sites

Multi-well pad sites are central to our operational strategy, improving efficiencies while limiting environmental and biodiversity impacts.

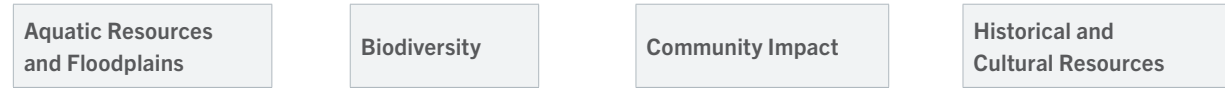
- Less surface disturbance
- Reduced truck traffic
- Reduced truck emissions
- Decreased waste generation
- Reduced spill likelihood



(1) For our core operating areas, 38 violations were related to Marcellus operations and 17 violations were related to Haynesville operations

Site Assessment

Our site assessment process includes both a desktop and field review to identify the presence or absence of sensitive receptors.



We strive to go above and beyond compliance requirements. This means flagging any limits of disturbance (LOD) within the proposed physical LOD of our operations, plus a minimum of 100 feet beyond the LOD.

Site Assessment Procedures

Desktop Review	Field Review	Calibration
<ul style="list-style-type: none"> Determine asset location and set LOD Assess current and historical aerial photography, USGS topographic maps and National Wetland Inventory maps to flag potential issues Identify any federal and state-listed threatened, endangered or sensitive species, and specific migratory birds and habitats Determine 100-year floodplain boundaries and any cultural or historical properties in the area Forward findings for a field review 	<ul style="list-style-type: none"> Pinpoint potential environmental or cultural habitats via a field visit Locate sensitive receptors within the asset area Share results with corporate team 	<ul style="list-style-type: none"> Collaborate with team on findings and determine if the construction site could impact the ecosystem or culturally-sensitive surroundings Obtain environmental permits, if required before beginning construction Redesign, move or adjust construction timing to ensure the surrounding environment will be protected Track assessment results in a comprehensive database

If an environmentally sensitive receptor or cultural resource is identified within the proposed LOD, we avoid or minimize impacts by relocating site activity or developing a plan to protect the resource. If the project cannot be relocated, we employ qualified third-party consulting firms to conduct further studies and field delineations. This information will be used to develop site-specific construction plans outside of jurisdictional areas, sensitive habitats and drainage areas, where possible. All features identified close to the project area will be fenced or flagged to ensure they are not inadvertently impacted during construction activities.

In some cases, our field teams may encounter a sensitive item or biodiversity concern during operations that was not identified during our assessment. Called a “chance find,” we are committed to protecting these sensitive receptors by stopping work until our team is able to evaluate and recommend a path forward. This approach — formalized in our Site Assessment Procedure — is described during our job safety analysis (JSA), employee and contractor huddle meetings prior to starting site activity.

Species and Habitat Conservation

We do not operate within national parks or federally designated wetlands, unless permitted, and are committed to the conservation of wildlife and intentional protection of threatened species.

Operating Area ⁽¹⁾	Endangered	Threatened	Proposed
Haynesville Shale (Louisiana)	<ul style="list-style-type: none"> Red-cockaded woodpecker Northern long eared bat 	<ul style="list-style-type: none"> Louisiana pinesnake Geocarpon minimum 	<ul style="list-style-type: none"> Tricolored bat Alligator snapping turtle Texas heelsplitter mussel Monarch butterfly
Marcellus Shale (Pennsylvania)	<ul style="list-style-type: none"> Northern long eared bat Rayed bean mussel Northeastern bulrush 	<ul style="list-style-type: none"> Longsolid mussel 	<ul style="list-style-type: none"> Tricolored bat Monarch butterfly

Less than 1% (0.11%) of our production is within areas of sensitive habitat. Our definition of sensitive habitat aligns with U.S. Fish and Wildlife Service’s designation of critical habitat for threatened and endangered species.



Recognizing that our operational activity can impact birds, bats and their habitats, we developed an Avian and Bat Protection Plan to supplement our compliance with key wildlife laws. These clear and consistent procedures are meant to proactively minimize impacts and address concerns.

(1) Due to the divestiture of the majority of our Eagle Ford assets in early 2023 (and our announcement of our intention to sell the remaining acreage), we did not include Eagle Ford in our analysis. When identifying the species status categories, we used definitions in alignment with the U.S. Fish & Wildlife Service.



Avoid

Avoiding Impact through Strategic Planning

Whenever possible, we seek to avoid impact from the onset of our operations, including thoughtful spatial placement of well pads and facilities and timing of construction. Regarding jurisdictional wetlands, we utilize desktop and field analyses during the planning phase. If avoidance can't be achieved, we obtain the required permits and offset the disturbance.



Minimize

Protecting Bird Nesting Areas

We adhere to seasonal timing stipulations to avoid impacts to sensitive species and migratory birds. During nesting season, surveys are conducted to determine if there are active nests in construction areas. If active nests are found, we avoid disturbance of the area until all fledglings have left the nest.



Mitigate

Restoring Salamander Species

Chesapeake funds research to evaluate the status of the hellbender population (the largest salamander species and Pennsylvania's state amphibian) and to develop conservation measures to restore the species to a healthy, self-sustaining state. Even though our operations are not impacting salamander habitats, this approach and partnership shows how we respond regarding mitigation activities. [Read more.](#)

Decommissioning and Site Restoration

After completing site operations, we work to restore the site to its approximate original topographic condition, planting native seed mixes and vegetation to further promote the biodiversity of the area. In addition to meeting all regulatory plugging and restoration requirements, we partner with site owners to accommodate their preferences for their land. We continue site monitoring until we have secured both landowner and regulatory approval of our restoration efforts.

Each state regulates this process differently and Chesapeake follows applicable rules when managing inactive wells. Many regulations require a series of cement plugs placed inside the wellbore, across any hydrocarbon-bearing formations and freshwater aquifers. Testing is also often required to confirm there is no escape of hydrocarbon-containing materials.

At a facility's end-of-life, we work to reuse or recycle as much of the equipment as possible. Any equipment that is eligible for reuse is inspected thoroughly before being placed back in our inventory. All surface equipment is NORM-tested prior to removal and disposal. Any equipment not eligible for reuse is sold for scrap materials or disposed of according to regulatory requirements. We calculate and track costs associated with plugging and abandoning a well, restoration activities and permit closures.



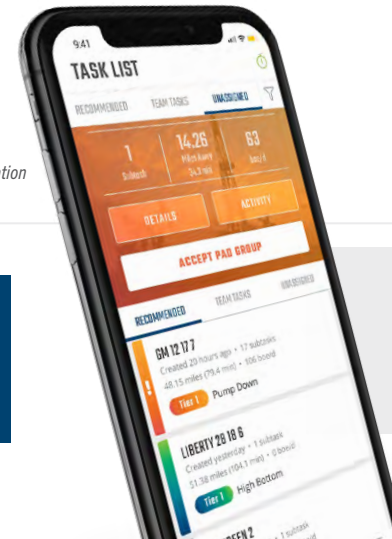
In our Marcellus operations, regulatory agencies review and approve plugging procedures, conduct routine inspections of our operations during the process, have technical requirements that we follow, and inspect the well prior to the final capping activity to help ensure no gas is present.

Environmental Protection During Key Operational Stages

Each stage of operations presents different risks to the land, species and water surrounding our sites. In compliance with regulatory requirements, we have extensive protection measures and technology that promote and maintain the safety and security of our sites. Should an incident occur, we follow our comprehensive emergency response plan led by operational and safety experts.

Operational Stage	Drilling	Completions	Production	Pipeline Integrity
Protection Measures	<p>Multiple layers of protective steel casing, surrounded by cement, are installed to protect freshwater aquifers and other natural resources during the drilling stage. We engineer our wellbore design to prevent the migration of produced fluids and hydrocarbons.</p> <p>In collaboration with regulatory agencies, we meet or exceed guidelines for wellbore construction.</p>	<p>We employ the use of hydraulic fracturing technology for all wells and are committed to industry best practices in well integrity and chemical use.</p> <p>We also proactively minimize or replace the chemicals used in our hydraulic fracturing process. Chesapeake engineers evaluate the necessity of each chemical additive and determine if a more environmentally-friendly option could be used.</p> <p>Since 2011, Chesapeake has not used diesel / BTEX in any concentration within our hydraulic fracturing chemistries. We also prioritize using dry friction reducers — non-hazardous products that eliminate the need for larger transports of chemical on location.</p>	<p>We have dedicated spill prevention programs focused on the most common causes of spills. These programs are integrity management, secondary containment, regular maintenance and monitoring.</p> <p>Specific to emissions, we facilitate a comprehensive leak detection and repair (LDAR) program and conduct both continuous on-site monitoring and aerial detection monitoring. These programs are in addition to our regular maintenance.</p>	<p>We have an active Pipeline Integrity Management program, which follows industry best practices for preventive maintenance of pipelines. We use chemical treatment, cathodic protection, coupon monitoring, and mechanical pigging to mitigate possible releases.</p> <p>Damage from excavation-related activities is a leading cause of pipeline incidents. To prevent these incidents, we encourage the public to call 811 to have pipelines and other utilities marked before digging. We also educate about easements.</p>
Monitoring	<p>Each well is monitored by both the on-site Drilling team and our Operations Support Center based in Oklahoma City. These teams work 24/7 in tandem to monitor data and alerts.</p>	<p>Through a series of on-site sensors, our supervisory control and data acquisition (SCADA) system monitors:</p> <ul style="list-style-type: none"> • Pressure in wells and surface vessels • Liquid levels in tanks • Open/closed valve positions • Well downtime 		<p>We monitor pipeline integrity using internal corrosion coupon monitoring, water analysis and cathodic protection surveys. This operational data, prior failure history, and periodic non-destructive evaluation serves as a basis for our risk-based inspection program. We proactively inspect and rehabilitate pipelines above and beyond regulatory requirements via in-line inspections and ultrasonic testing.</p>

WellTender Application



In 2023, we're investing approximately \$5 million to upgrade five disposal sites in our Haynesville operations, replacing carbon steel lines with stainless and upgrading tanks to fiberglass. These improved materials will help prevent future leaks.

Our proprietary WellTender mobile application also uses this site-sensor data and acts as a dispatch system, automatically alerting lease operators to issues.

Waste Management

Our operations inherently generate waste, 99% of which is non-hazardous. We work to minimize this waste through reuse or recycling, and responsibly dispose of remaining materials.

Each operating area has a waste management plan that lists waste generated, waste characterization, on-site management requirements and best practices, and approved waste disposal vendors. Each plan is reviewed and updated at least annually to address changes to state regulations, operations and vendor capacity. Chesapeake also conducts due diligence on each vendor and landfill.

Reducing Waste

Our Waste and Operations teams implement innovative reduction and recycling solutions such as:

- Treating and reusing produced water
- Implementing closed loop drilling systems decreases liquid waste (and entrained solid waste) by recycling drilling fluids
- Drilling programs with longer lateral lengths reduces surface disturbance and cuttings
- Implementing an enterprise-wide battery recycling program
- Offering an office supply exchange and recycling program on our corporate campus

Hazardous Waste

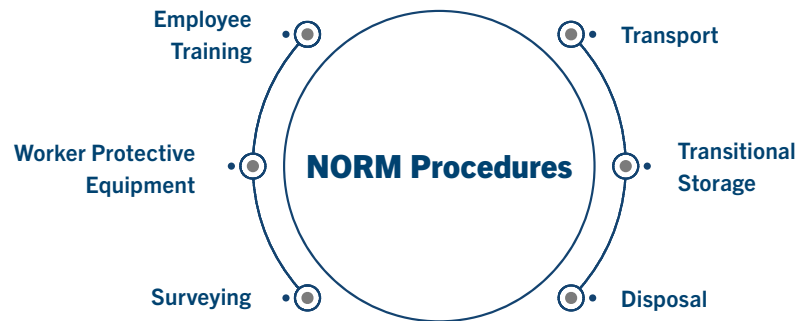
Under the EPA's Resource Conservation and Recovery Act (RCRA), facilities determine their regulated generator status based on monthly rates of hazardous waste generation. Under normal operations, all active Chesapeake facilities are classified as Very Small Quantity Generators and generation rates are monitored to verify this status. Less than 1% of Chesapeake's generated waste meets the RCRA hazardous criteria.

NORM Waste

Subsurface sediments can contain naturally occurring radioactive material (NORM) which transfers onto drill pipe and production equipment during operations. The disposal of NORM-impacted waste is highly specialized, requiring proper handling, removal and transport procedures.

Our HSER and Operations teams partner to measure the level of NORM on all locations using specialized radiation survey equipment. This data is then used to implement appropriate safe work practices, including the use of specially licensed and trained professionals for handling and disposal. Chesapeake also follows OSHA's As Low As Reasonably Achievable (ALARA) radiation protection standard to minimize exposure.

All Chesapeake locations that generate, process or dispose of produced water are surveyed regularly to properly identify and manage accumulations of NORM.



Business Waste

Our office locations produce a limited amount of waste, primarily paper, plastic, electronic and battery. We recycle these materials by partnering with entities that specialize in their disposal. For example, we collect batteries on our corporate campus and in our field locations before sending them to a national collection firm for recycling and recovery of usable materials.

Our electronic waste recycling vendor repurposes reusable IT equipment and parts, recycling any non-usable assets. This process also includes comprehensive data destruction and protection of company assets while preparing the equipment for additional use. Our vendor maintains certifications related to IT asset disposition and recycling, including R2⁽¹⁾, ISO 9001⁽²⁾, ISO 14001⁽³⁾ and OHSAS 18001⁽⁴⁾.

We also initiated a composting program at our corporate restaurant. In 2022, we diverted more than 11 tons of waste from landfills.



On our corporate campus, we host targeted recycling drives to encourage sustainable practices among our employees. From paper shredding and recycling events to e-waste collections, we offer opportunities for employees to be more environmentally responsible at work and at home. In 2022, we recycled nearly 497,000 pounds of paper in Oklahoma City.



(1) R2 is the leading global standard for electronics reuse and recycling. The R2 standard establishes best practices for data security, environmental protection, worker safety and transparency.

(2) ISO 9001 is the globally recognized standard for a quality management system.

(3) ISO 14001 is globally recognized as a standard for Envi systems, ensuring environmental impacts are analyzed and minimized.

(4) OHSAS 18001 is a management system standard specifically focused on identifying and mitigating hazards to worker health and safety.

Spill Prevention

Protecting our employees, communities and the environment is foundational to our core value of respect. We honor this value by working to prevent spills every day through operational best management practices, trained and experienced employees and facility design.

We also incentivize spill prevention behavior by including a net spill intensity in our compensation program — driving accountability across all employee levels. We calculate our net spill intensity by taking the ratio of liquids spilled outside of secondary containment (and not recovered) to total liquids produced, allowing for a more accurate year-over-year comparison.

In 2022, we handled more than 136 million barrels of liquids, including fresh water, produced water and oil, and contained more than 99.99% of these liquids.

Beyond our enterprise-wide compensation program, we measure spills by count, total barrels and percentage recovered for regulatory reporting and internal analysis for continuous improvement.

Hydrocarbon Spills⁽¹⁾

>1 bbl outside of secondary containment; includes crude oil/condensate, drilling muds, fuel, hydraulic oil and refined oil

Eagle Ford	# of Spills	Total barrels	% Recovered
2022	54	2,131	96%
2021	37	855	40%
2020	47	396	49%
Haynesville			
2022	5	42	100%
2021	2	140	99%
2020	1	2	100%
Marcellus			
2022	1	1	100%
2021	0	0	N/A
2020	4	32	100%

In 2022, our net spill intensity was 0.004. We reduced this rate by more than 50% YOY in part due to aggressive spill reporting, response and recovery processes in our Eagle Ford asset.

Non-Hydrocarbon Spills⁽¹⁾

>1 bbl outside of secondary containment; includes produced water, acid, glycol and chemicals used in hydraulic fracturing and/or production

Eagle Ford	# of Spills	Total barrels	% Recovered
2022	33	643	75%
2021	20	331	76%
2020	40	334	46%
Haynesville			
2022	36	551	95%
2021	11	736	98%
2020	4	53	79%
Marcellus			
2022	7	344	100%
2021	6	174	96%
2020	3	21	94%



(1) These breakout numbers reflect data from our three operating areas as of the report publication date. Certain divested assets, such as the Powder River Basin, are not included in these charts.

Spill Prevention Programs

Employees from our HSER and operations teams collect and analyze spill data, identify spill causes and collaborate to implement operational design improvements to prevent spills. Our prevention efforts focus on several primary spill causes, including human error when transferring liquids, weather, corrosion and equipment failure. To safeguard our operations, we implement a number of proactive prevention programs.

Integrity Management	<p>Over time, environmental conditions and produced water can corrode steel equipment, particularly tanks, valves, pipes and gathering lines. Our company-design standard requires new steel storage tanks to be internally coated to resist corrosion and built according to API standards.</p> <p>We typically use sacrificial anodes to protect our metal equipment or structures from corroding. These anodes work by oxidizing more quickly than the metal it protects and are consumed completely before the other metal reacts with the electrolytes. Chesapeake also utilizes cathodic protection, which operates similarly to sacrificial anodes, to protect buried equipment including flow lines and pipelines.</p> <p>In addition to internal protection, steel tanks are externally coated with a protective primer and paint layer and placed on gravel rings or other elevated bases to limit corrosion from standing rain or surface water. Ultrasonic testing helps to measure wall loss on equipment so it can be repaired or retired when appropriate.</p> <p>In certain areas with more corrosive fluids, we utilize non-metallic piping and fiberglass tanks (instead of carbon steel) for durability.</p>
Secondary Containment	<p>On all Chesapeake constructed facilities, impervious (secondary) containment is required around storage tanks to capture any fluid that could escape primary containment. Secondary containment consists of steel walls layered with a polyurea coating or other acceptable materials designed to last the lifetime of the facility.</p>
Regular Maintenance	<p>Early detection of corrosion is key to mitigating risk. Our operational staff receives training on how to identify corrosion as part of their routine field equipment inspections and maintenance. Production lines, vessels and tanks are regularly monitored through a corrosion chemical management program.</p>
Continuous Monitoring	<p>Our tank fluid-level sensors alert employees if tank levels change unexpectedly, indicating the potential for a leak. If an instance should occur, we either repair the corroded area or replace the equipment. As an additional precaution, our Operations team conducts reviews of near miss incidents to identify causal factors and any necessary mitigations.</p>

Spill Response

If a spill occurs, we're prepared to respond efficiently with a comprehensive, cross-functional team of operational experts.

Operations	Emergency Response	Environmental
<ul style="list-style-type: none"> • Secures site • Determines resources needed • Initiates containment measures to control the spill 	<ul style="list-style-type: none"> • Initiates emergency response plan tailored to the severity level • Establishes an incident command system • Engages with outside responders as needed 	<ul style="list-style-type: none"> • Notifies the appropriate parties, including regulatory agencies and landowners • Develops a spill delineation plan • Implements a remediation plan • Requests regulatory closure



In the Marcellus, we use double-walled fiberglass tanks for produced water storage. Unlike steel, fiberglass is naturally impervious to corrosion and the double-wall design eliminates the need for secondary containment. The Appalachia area receives significant precipitation that can gather in secondary containment and cause external corrosion or wear if not properly monitored. We install a water monitor in the interstitial area between the walls to further ensure tank integrity.

Water Management

We are committed to high standards of water stewardship and conservation, efficiently recycling, reusing and disposing of water in a manner sensitive to local environmental, economic and regulatory concerns. We recognize and respect the importance of water to our communities, and partner with stakeholders to protect water resources. Read more about our commitment to water stewardship [here](#).

Water Consumption⁽¹⁾⁽²⁾

	Total fresh water consumed (bbl)	Total recycled (non-fresh) water consumed (bbl)	Total water consumed (bbl)	Freshwater intensity rate (bbl/gross boe)
Eagle Ford				
2022	21,735,904	240	21,736,144	0.41
2021	3,952,365	0	3,952,365	0.68
2020	30,114,275	0	30,114,275	0.36
Haynesville				
2022	44,849,652	63,124	44,912,776	0.31
2021	37,772,932	3,378	37,776,310	0.28
2020	7,401,730	0	7,401,730	0.14
Marcellus				
2022	31,328,060	5,559,322	36,887,382	0.12
2021	22,784,174	3,736,461	26,520,635	0.11
2020	19,754,287	2,819,177	22,573,464	0.10

In 2022, we used ~105 million barrels of water at a water efficiency rate of 0.23 bbl/gross boe. This rate is higher compared to previous years due to an increase in completions activity in the Haynesville, following our acquisition of Vine assets.

Water Management Process

Chesapeake manages water in accordance with state and federal requirements in our three basins of operation. Whenever possible, we use non-potable water sources for our drilling and completions needs, sourcing from private landowners, municipalities, regional water districts and river authorities.

Demand

Chesapeake determines the completions design and water amounts needed to meet production forecasts (specific to each individual site).

Sourcing

Based on demand, sources of fresh water vs. non-fresh water are assessed and permitted accordingly.

Logistics

Water is metered and transported via pipeline or truck; water may move directly to operations or to a staging area prior to operational use.

Reporting

Water volumes are entered into internal databases and reported to the local and state entities per individual requirements.

End of Life

Produced water is either disposed, recycled or reused based on market capabilities and conditions.

Evaluating Water Stress

We monitor drought level indications as published and updated quarterly by the U.S. Geological Survey (USGS) and through the [World Resources Institute \(WRI\)'s Aqueduct Water Risk Atlas](#).

In 2022, we did not source fresh water from any region classified as high or extremely high water-stress areas according to the WRI water risk assessment tool. Consistently, our Marcellus and Haynesville assets are not considered to be water-stressed areas.

(1) These breakout numbers reflect data from our three operating areas as of the report publication date. Certain divested assets, such as the Powder River Basin, are not included in these charts.

(2) In accordance with the USGS, fresh water is defined as water that has less than or equal to 1,000 mg/l total dissolved solids. We source fresh water from surface water and private groundwater partners in accordance with permitting and lease agreements. We utilize AXP's water consumption definition.

Produced Water

We follow all state and federal rules, adopt best practices regarding wastewater disposal, and consider recycling or reuse according to the capabilities and conditions of each business unit. We don't directly discharge treated produced water to surface water.

2022 Produced Water Production / Final Disposition⁽¹⁾

	Volume of produced water generated (bbl)	Amount of produced water injected (bbl, %)		Amount of produced water recycled (bbl, %)	
Eagle Ford	13,399,246	13,387,961	99.9%	240	0%
Haynesville	17,751,068	17,676,908	99.6%	63,124	0%
Marcellus	3,506,505	0	0%	5,559,322	159% ⁽²⁾

When injection is necessary for disposal, we carefully select and monitor our disposal contractors to help ensure their practices meet our robust internal standards for well-siting and the safe injection and disposal of produced water. We also adhere to all state and federal laws regarding underground injection control (UIC) well disposal.

Seismicity and its correlation in certain locations to injection wells is the topic of several ongoing scientific studies and Chesapeake participates in industry organizations that help to analyze and monitor this issue.

FracFocus

We disclose the ingredients contained within completion fluids to state regulatory agencies and to the public on fracfocus.org. Since 2011, we have reported 100% of our well completions to 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.

When reporting to FracFocus, Chesapeake utilizes information supplied to us by our vendors in the form of Safety Data Sheets. We encourage our additive suppliers to be as transparent as possible reporting both the actual additives used in their hydraulic fracturing operations and, separately, the individual chemistries contained in the additives.

Water Recycling

Chesapeake was one of the first of our peers to have a dedicated water recycling program and we continue to evolve our broader water recycling efforts. In line with the American Exploration and Production Council (AXPC), we define water recycling as water produced in the field and reused by field (drilling and completions) operations.

Our Marcellus operations team is aiming to deliver on our commitment to recycle 100% of our produced water in Pennsylvania. Previously, we stored water or transferred it to another state for disposal. Today, we reuse our produced water for completions activities — helping to remove the need for disposal and reducing local fresh water usage.

We have also developed a produced water sharing program with other operators in the Marcellus basin. This allows us to accept produced water for use in our completions jobs from local E&P companies. This efficient reuse benefits the local operators as we provide them with alternatives to disposal — and significantly reducing water hauling truck traffic.

Water Sampling

Chesapeake's robust approach to groundwater protection includes pre- and/or post-drill water quality sampling as appropriate. We comply with state regulations and lease obligations that require sampling, and we conduct risk-based sampling to further safeguard ground and surface water during operations which includes:

- **Collection:** Independent, third-party consultants collect landowner water samples near our production sites, which are then analyzed by a state or nationally accredited laboratory.
- **Testing:** We test water supplies for a pre-defined set of parameters, including general water quality indicators, biological parameters, metals, dissolved gases and petroleum constituents.
- **Communication:** Landowners receive an analytical data package that includes fact sheets, links to appropriate state environmental agency websites and the EPA Water Systems Council WellCare Hotline.
- **Data Retention:** Sampling results are stored in our extensive water quality database to help aid in decision-making on where and when to sample in the future.



In 2022, Chesapeake recycled more than 5.6 million barrels of produced water, including 100% of our produced water in the Marcellus Shale.

⁽¹⁾ These breakout numbers reflect data from our three operating areas as of the report publication date. Certain divested assets, such as the Powder River Basin, are not included in these charts.

⁽²⁾ This percentage includes water recycled from other local E&P companies.

Air Quality

Chesapeake’s operations can produce emissions from both venting and combustion of fuels used. As a result, our emissions profile is a mix of GHGs and conventional air pollutants.

Complying with Regulatory Requirements

Chesapeake’s robust air quality program has regulatory compliance at its foundation. We utilize an electronic compliance management system that allows task tracking, report generation and emissions calculations to facilitate compliance with state and federal requirements, as well as integration with maintenance tasks and inspections with field employees.

Regulations are specific to the sources and pollutants emitted. At the federal level, the National Emission Standards for Hazardous Air Pollutants (NESHAP) and the New Source Performance Standards (NSPS) are EPA rules and regulations that govern our operations. Each state has its own regulations, many of which require emissions inventories that account for a number of pollutants released into the atmosphere.

2022 Emissions Inventory

	Volatile Organic Compound (VOC)	Nitrogen Oxide (NO _x)	Sulfur Oxide (SO _x)	Particulate Matter 2.5 (PM)
	metric tons	metric tons	metric tons	metric tons
Corporate Headquarters (OKC)	0.35	5.88	0.13	0.09
Marcellus	372	1,416	4	78
Haynesville	160	1,197	375	37

To help ensure awareness of oil tank venting and flaring emissions compliance, we conduct annual on-site training — meeting with operators in the field and walking them through facilities to identify emissions sources and maintain operational and recordkeeping emissions requirements.



We monitor and assess the magnitude of these emissions, which are reported to the EPA and state regulatory agencies. Chesapeake manages compliance through our comprehensive air quality management program, which also works to reduce site emissions and pollutants through voluntary initiatives.

An Integrated Approach to Managing and Reducing Air Emissions

Compliance	Monitoring and Maintenance	Engineering Design and Innovation	Emissions Reporting and Verification
Abide by all applicable state and federal environmental requirements	Use leak detection monitoring techniques for comprehensive emissions identification, repair and prevention	Increase efficiency and reduce emissions through capital investment, technology adoption and innovative facility design	Work with third-party organizations to develop and implement an increasingly integrated and holistic emissions monitoring, verification and reconciliation program (in addition to EPA and state validation programs)

Started in 2022, our carbon accounting modernization project is working to enhance processes and functionality to our already robust method for calculating annual GHG emissions per the EPA GHG Reporting Program. This project will be a continued evolution for how we evaluate and report our emissions, including offering **more accurate and frequent GHG emissions data.**

Monitoring for Emissions

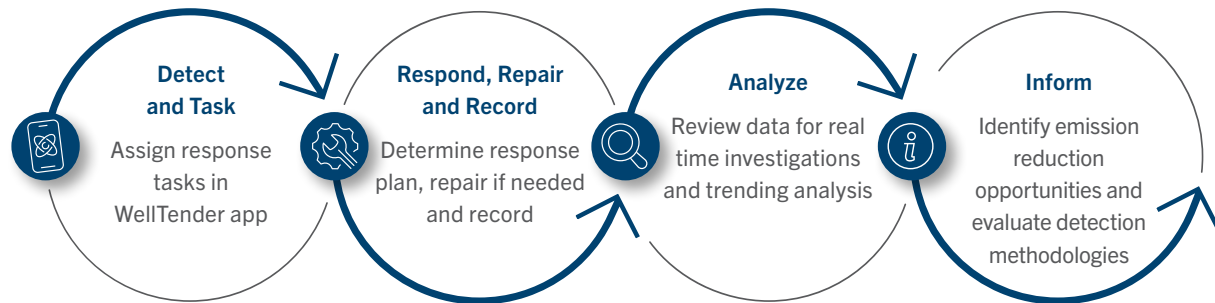
Chesapeake utilizes a variety of on-site and remote continuous detection and emissions monitoring technologies which provide consistent surveillance of our operations. While many of these programs focus on detecting and reducing GHG emissions, they have residual effects in reducing other emissions or pollutants within the same operations.

Emissions Detection Methods

Fixed Monitoring	Aerial and Satellite Flyovers	OGI Inspections	Audio, Visual, Olfactory (AVO) Inspections
<ul style="list-style-type: none"> Continuous methane detection, 2,000+ devices React quickly to stop emissions: aim to locate source of emission within 24 hours 	<ul style="list-style-type: none"> Biannual flyover of all facilities with additional flyovers as part of AMI Ongoing satellite monitoring 	<ul style="list-style-type: none"> Quarterly (Marcellus) and at least annual inspections (Haynesville — semi-annual for applicable EPA regulated facilities) Nearly 4,000 inspections conducted in 2022 with 17 certified inspectors and 17 OGI cameras. 	<ul style="list-style-type: none"> Weekly (Marcellus) Monthly (Haynesville)

Emissions Management Program

All emission detection methods follow this same protocol



Directing and Managing Maintenance



Chesapeake has deployed more than 2,000 stand-alone real-time methane detection devices across our operations. When these monitors detect a potential leak, we respond within 24 hours. A lease operator performs an on-site visit, identifies the leak and usually repairs it on the spot. If the leak can't be identified or repaired by a lease operator, we bring in a technician with an Optical Gas Imaging (OGI) camera for leak detection and repair.



OGI cameras allow field technicians to visualize leaks that may not be detected by unaided senses and help pinpoint the leak source to direct specific maintenance activities. Most of our certified OGI inspectors have lease operator experience or other suitable training, giving them the knowledge and authority to repair certain leaks immediately.



We initiate and manage maintenance activities through our Enterprise Asset Management software application. This program allows for the centralized management of equipment and asset data and offers a standardized work order system. Creating such consistency across our operating areas increases accountability for maintenance activities and provides data for trend analysis and preventive improvements to our sites.

Partnering for Environmental Progress

We partner with peers and NGOs, including academic organizations, to improve Chesapeake and the industry's environmental performance. Many of these groups focus on reducing emissions as a primary goal and, through collaboration and knowledge sharing, enable the industry to advance solutions and technology more efficiently. Our partnerships include:

- **AMI:** A coalition of upstream and midstream peers working to enhance methane monitoring throughout the Appalachia Basin and facilitating additional methane emissions reductions in the region; [Read more](#).
- **Colorado State University (CSU):** CSU's Methane Emissions Technology Evaluation Center (METEC) researchers create conditions similar to what oil and natural gas producers face at their production sites, then intentionally create controlled methane leaks and test methane sensing technologies to determine effectiveness.
- **Department of Energy (DOE):** Grants to address and reconcile variations in methane emission estimates, working toward more accurate methane emissions inventories for improved goal setting and mitigation strategies (1 grant in the Haynesville Shale and 1 in the Marcellus Shale).
- **DOE Geothermal Technologies Office:** Grant to fund a consortium of experts (CHK is a participant) to develop a roadmap addressing technology and knowledge gaps in geothermal energy.
- **EO100™:** A set of performance standards that represent leading industry practices for site-level ESG performance; our partner for RSG certification.
- **IES TrustWell (Project Canary):** A set of performance standards across four key categories for site-level environmental performance; our partner for RSG certification for Vine-acquired acreage.
- **MiQ Standard:** An independent framework that grades an operator on methane emissions management; our partner for RSG certification.
- **The Environment Partnership:** An industry collaboration; members agree to six environmental performance programs to further reduce emissions of methane and VOCs.
- **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.



Alternative Fuels

Operating on alternative fuels to diesel reduces emissions and provides cost savings for the company. Across our operational areas, we evaluate a number of alternative fuel source capabilities, including compressed natural gas for engines and natural gas for dual fuel drilling and completions operations.

In 2022, ~25% of our wells drilled and 65% of wells completed used diesel-alternative fuels. As a result, we reduced our use of diesel fuel for drilling and completions by approximately 9.4 million gallons, preventing ~26,500 mt CO₂e in potential combustion emissions.

No Routine Flaring

Eliminating routine flaring, the flaring of natural gas from the primary separator during normal operations, is a key step to achieving our goal of net zero GHG emissions by 2035. We have no routine flaring in our Haynesville and Marcellus operations and maintain our commitment to not flare in these assets.

Within our Eagle Ford operations, we made significant progress in reducing the need to flare by finding innovative solutions for associated gas and venting volumes, adopting pilot projects and enhancing design and development of our operations.

Smart Design Prevents and Reduces Emissions

From the start of a new site, or when retrofitting an older facility, we adopt design features and new technology that enable us to voluntarily reduce emissions.

- Automatic tank gauging
- Solar and wind-powered equipment
- Electric distribution systems
- Elimination of high bleed pneumatic devices
- Pneumatic controller emissions reduction
- Remote facility monitoring and shut down
- Vapor recovery
- Internally coated pipe



SAFETY

ARIAT
ADVANCED
WEAR



Workforce Safety

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Workforce Safety

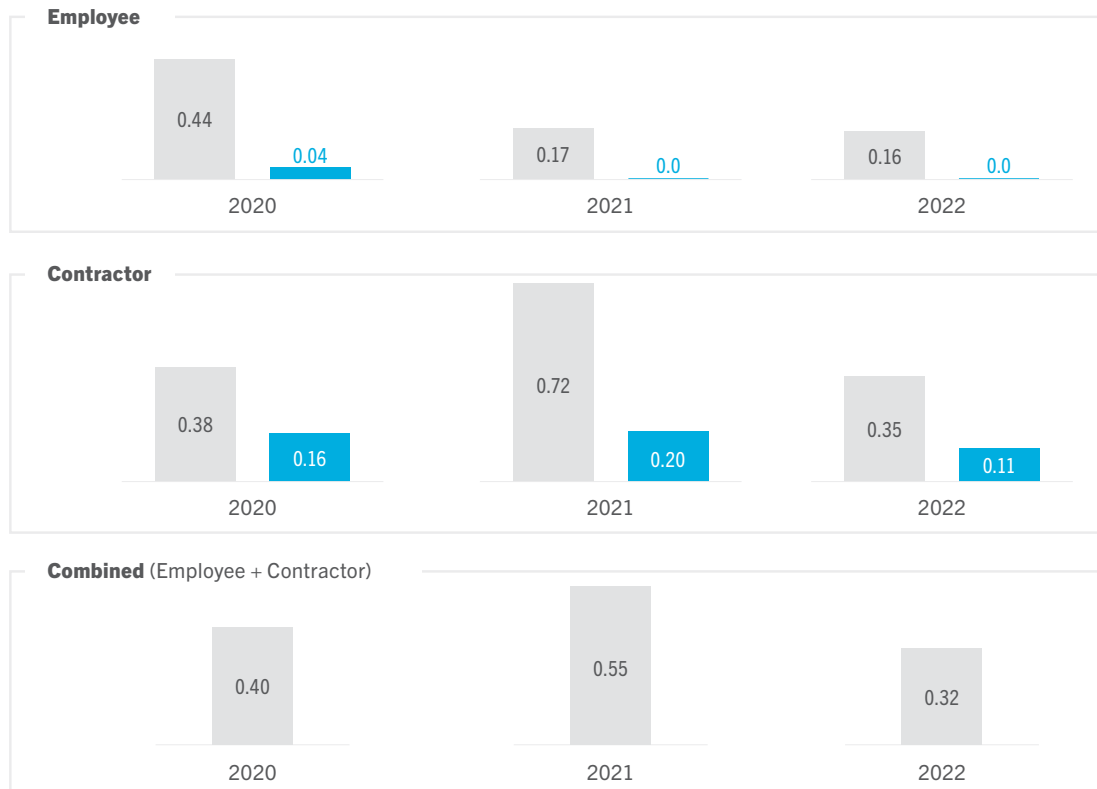
At Chesapeake safety is a mindset that is fundamental to delivering affordable, reliable, lower carbon energy. We establish and implement strict safety standards and thoughtfully follow our [Safe and Compliant Operations Policy](#), prioritizing the well-being of our employees, partners and neighbors.

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

Ensuring that everyone goes home safely each day requires ownership from every individual working at a Chesapeake location. Through our [environmental and safety management system](#), we identify potential risks our employees may encounter and mitigate them through planning, prevention and processes.

Safety Performance

■ Total Recordable Incident Rate (TRIR) ■ Lost Time Incident Rate (LTIR)



Recognizing Our Workforce for HSE Excellence



In 2022, Chesapeake's HSER team introduced a new recognition program, Rig of the Quarter, to honor contractor performance that goes beyond company standards. HSE Workover team members grade each rig against a scorecard of safety and environmental criteria and honor a different crew each quarter. [Read more.](#)



Each year, Chesapeake hosts an annual awards program during which the organization celebrates how our safety and environmental commitments are demonstrated across our operating areas. Best practices and lessons learned are shared and senior leaders recognize the highest-performing teams. [Read more.](#)



In early 2023, our Marcellus operations celebrated four years of no employee recordable incidents. This milestone honors the dedication of our Marcellus team and reiterates the importance of our comprehensive S.A.F.E. program. [Read more.](#)

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.

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

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 Emergency Response Plan (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 level 100 and 200 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.

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 2022, we averaged 14 hours of HSER training per employee.

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 the synchronized knowledge sharing and understanding that is critical to decreasing our cumulative incidents.



Matt Garner
Vice President – HSER

“ It is our expectation that every employee and contractor returns home safe from work every day. Chesapeake’s Safe and Compliant Operations Policy applies to everyone on our worksites, establishing a culture that aims for zero injuries and zero 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 ensure accountability, in 2022 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.

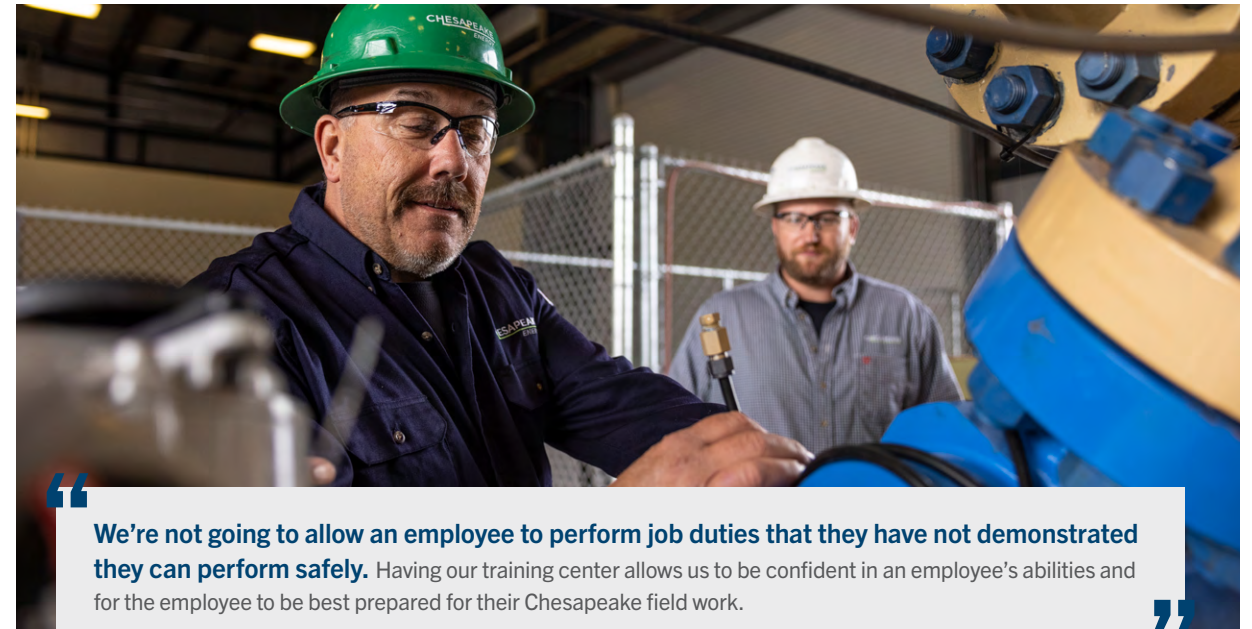
Each year we review and revise this orientation to verify methodologies, comply with new regulations and identify improvements. We also regularly review our contractor safety handbook, which outlines the basic safety and environmental requirements that personnel must follow when working on our locations.

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.

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. This initiative is especially important because of the extensive employee turnover in the service industry.

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. Each SSE is also assigned a mentor who helps them navigate the indoor training program and daily field duties.



We're not going to allow an employee to perform job duties that they have not demonstrated they can perform safely. Having our training center allows us to be confident in an employee's abilities and for the employee to be best prepared for their Chesapeake field work.

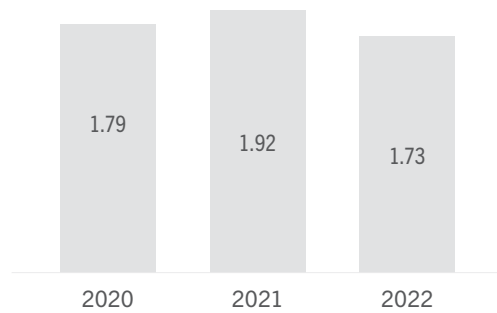
Josh Lawrence

Chesapeake Manager – Operations, Marcellus

Driver Safety

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

Motor Vehicle Accident Rate
per million miles



Of our 2022 preventable accidents, 90% took place at or near parked locations (not public roadways) and occurred at low speeds. We have reapplied focus to these types of incidents by encouraging all Chesapeake employees to attend at least one of our driver safety training courses by the end of 2023. It's our goal to train at least 90% of our workforce in driver safety.

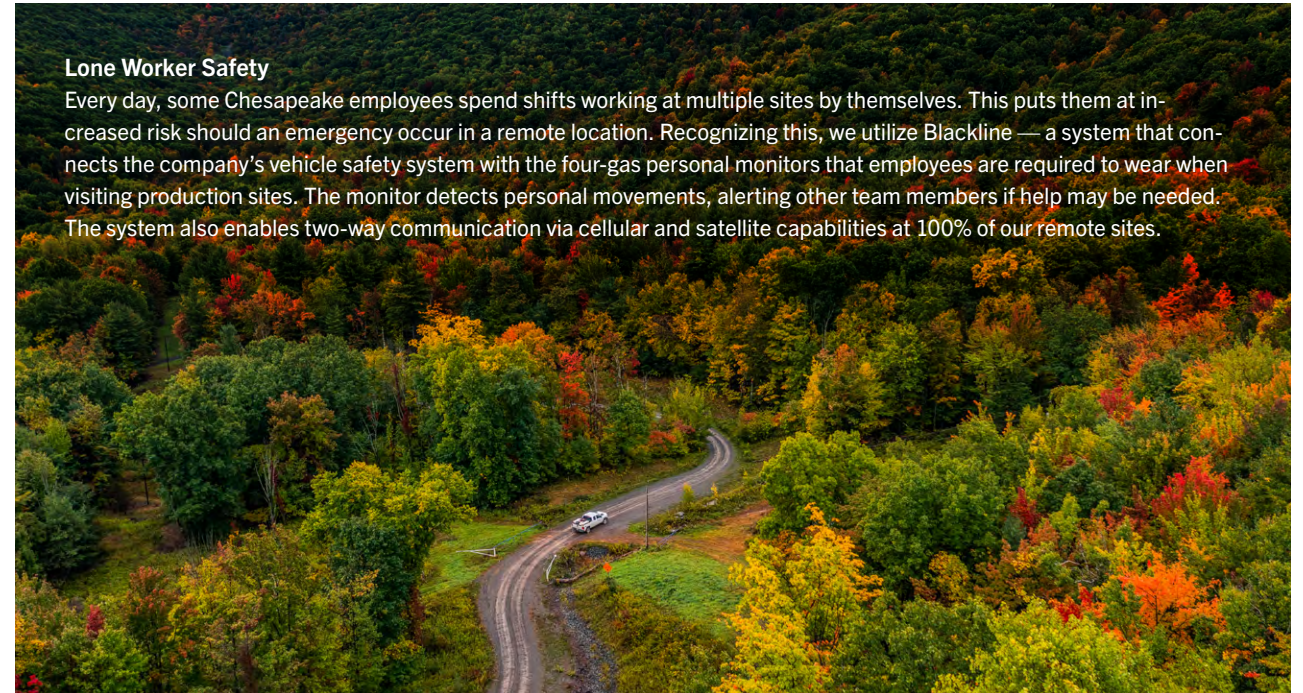
Chesapeake fleet drivers participate in four online and classroom courses, including the SMITH Driving System Program, which offers hands-on training similar to driver's education and defensive driving curriculum. After the training, employees begin to acquire consistent habits that help prevent accidents.

Each Chesapeake vehicle includes an in-vehicle monitoring system (IVMS) to identify employee driving habits and address safety concerns. Supervisors are provided with reports monthly as an opportunity to review employees' driving performance.



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:

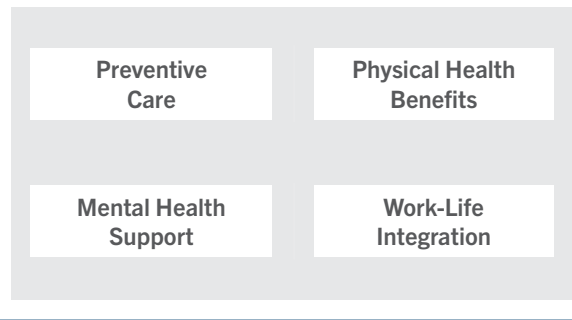
- American Exploration and Production Council
- American Society of Safety Professionals
- ISN User Group
- National Safety Council



Health & Well-Being

Supporting the individual 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



Supporting Employee Health

Across the company, employees are offered preventive programs and are incentivized to complete an annual screening for common health-related issues. In 2022, 62% of our workforce completed a health check and received a reduced insurance rate as a result.

To further support employee health, our corporate campus provides a fitness center that offers physical therapy, personal training, nutritional counseling and group classes focused on physical fitness, stress relief and relaxation. Employees outside of Oklahoma City can schedule phone meetings with the fitness staff or nutritionist and enjoy virtual workout videos.

We also offer dedicated ergonomics resources, including an online ergonomics training module and a workstation posture evaluation tool. We encourage employees to maintain healthy posture and avoid injuries associated with muscle overuse and repetitive tasks.

Competitive Health Benefits

As outlined in our [benefits brochure](#), 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.

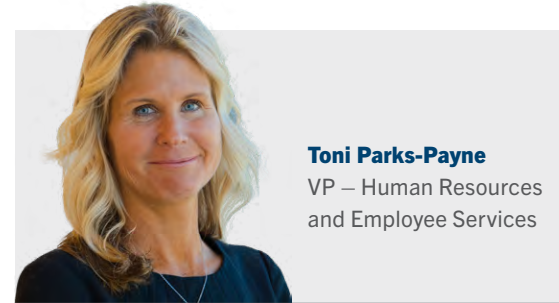
Recognizing Mental Health Needs

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 members of their households each receive six free, confidential counseling sessions per issue, 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. In 2022, our EAP provided approximately 350 services to Chesapeake employees and their families.

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 manage emotions with confidence and positive results.

In 2022, on World Mental Health Day (Oct. 10), Chesapeake announced a new benefit: Well-Being Day. Each employee now receives an additional floating personal holiday to be taken at any time during the year to give employees extra time to pause, relax and recharge.



Toni Parks-Payne
VP – Human Resources
and Employee Services

“We want to make it clear that mental health is just as important as physical health and safety at Chesapeake.”

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 empowers employees to choose their work locations based on their department needs, workloads and schedule. [Read more.](#)

Departments do 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. [Read more.](#)
- **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. [Read more.](#)



- **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.

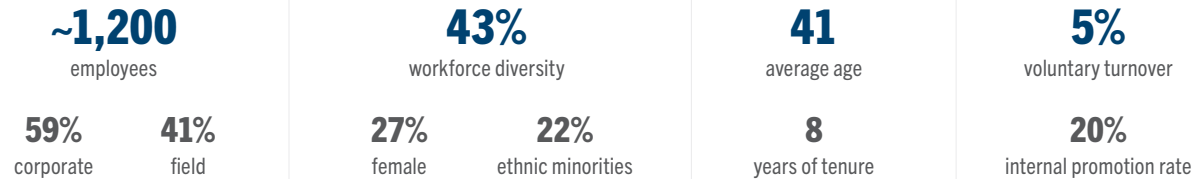
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Our People

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, caring about quality of life and appreciating their unique perspectives.

Workforce At-a-Glance



As of Dec. 31, 2022

Inherent to the talented team at Chesapeake is a culture built on collaboration. We are encouraged to break down silos and promote teamwork to reach our performance goals. Our culture also values every voice by respecting and celebrating our differences and the diverse perspectives that fuel innovation. [Learn more](#) about our commitment to DEI.

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 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.

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
- 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

In 2022, 68 male employees and 15 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.



Hybrid Workplace and Schedule Flexibility

We encourage honest dialogue among our employees and are responsive to their concerns. As a result of direct employee feedback, we introduced “Work for Your Day.” This initiative empowers employees to choose their work locations (working remotely or in the office) based on their department needs, workloads and schedule. Departments are encouraged to schedule collaboration time so teams can gather in the office to reinforce our workplace culture and build team relationships. We believe that workplace flexibility helps to optimize professional success and gives our employees added time and energy for life’s responsibilities.

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

From our training programs to our career advisory initiatives, our goal is to help Chesapeake employees reach their full potential while driving company success.

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 breakdown silos and increase industry knowledge

We regularly survey our workforce on their professional development training needs to inform and enhance our annual programs. We also offer ad hoc surveys with certain disciplines (engineering and geology) to better guide our Technical Training Committees. After each training program, we ask employees to provide an evaluation so we can optimize our courses and determine if additional training is needed.



In 2022, we invested more than \$118,000 to support 30 employees who continued their college or graduate school education.

Diversity, Equity and Inclusion

Building a diverse workforce and an equitable and inclusive work culture is another important tenet to Chesapeake’s success. We view DEI as a key business objective that aligns with our [core values](#) and underlies how we operate as an organization.

Diversity At-a-Glance



As of Dec. 31, 2022

Our DEI vision is to create a culture of trust and fairness that leads the industry and makes us an employer of choice. With a vision this bold, we must lay a firm foundation to build upon as we grow. This starts by defining DEI within our organization so we can encourage accountability and alignment.



DIVERSITY

Diversity: Recognizing true disparities

Diversity reaches wide, honoring differences, demographics and backgrounds. While all diverse perspectives matter, true diversity recognizes disparities experienced by traditionally marginalized groups.



EQUITY

Equity: Rebalancing access to opportunities, free of barriers and systemic exclusion

Equity considers the needs and experiences of the individual (vs. equality, which assumes everyone is the same). It’s a belief that certain people or groups of people have been systematically excluded and deserve to be seen and included.



INCLUSION

Inclusion: Creating a culture of voice, value and equal opportunities

Inclusion works to ensure that all have equal access to opportunities and feel empowered to contribute to company success. It’s the difference between being invited to a meeting vs. feeling like a valued participant and member in the meeting.

DEI as an Extension of Our Values

Our values support the integration of each component of DEI into our everyday business and culture.

Core Value	DEI Application
Integrity and Trust	<ul style="list-style-type: none"> • Employees trust that decisions are made fairly • People feel safe expressing themselves
Respect	<ul style="list-style-type: none"> • Zero-tolerance for discrimination and harassment • People feel heard, regardless of differing styles or ideas • Seek out and learn from people unlike ourselves
Transparency and Open Communication	<ul style="list-style-type: none"> • Clear strategy and direction • Published data and measures • Clarity on internal processes
Commercial Focus	<ul style="list-style-type: none"> • Appreciate the values of our neighbors in our operating areas • Take risks that advance our culture and business — be bold
Change Leadership	<ul style="list-style-type: none"> • Participate in and encourage learning activities • Perpetual improvement and reflection • Seek to understand others, even if it is uncomfortable or unknown



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.



Chesapeake was the first company in the oil and natural gas industry to sign the CEO Action for Diversity and Inclusion™ pledge. This pledge brings together the business community to promote, advance and outline specific actions around increasing DEI in the workforce.

Our DEI efforts are led by our DEI Advisory Board and Council, chaired by Josh Viets, EVP and COO. Comprised of diverse senior leaders from across the organization, the Advisory Board, in partnership with a dedicated human resource professional, is tasked with setting DEI strategy to achieve and sustain our vision. Our DEI Council is committed to executing our strategy and representing the voice of our employees.

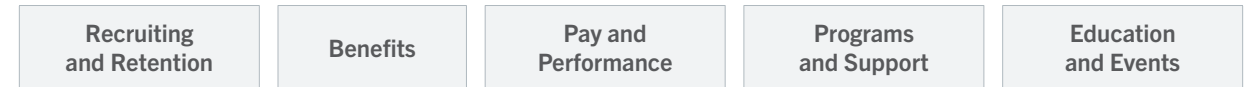


“**We know that inclusive workplaces are more innovative and often outperform competitors. But more important than the business case are our employees’ experiences. We want to continue to foster a workplace culture where every employee feels valued and knows their voice will be heard.**”

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 of our organization. We pledge to be transparent and intentional in our progress and in the way we measure success in this critical area.

Key Impact Areas



In 2022, we made progress in several of these areas, working to advance our DEI strategy and commitments. We:

- Identified a new executive sponsor for our DEI efforts
- Re-established our DEI Advisory Board, Council and support network
- Initiated senior level leadership coaching on building DEI into daily work, decisions and interactions
- Developed an annual training program for all employees, including special events to raise DEI awareness among employees
- Launched an annual compliance training for all new hires and existing employees
- Utilized internal demographics, measures and external survey results to develop data-driven DEI objectives
- Built a dedicated intranet section to encourage transparent communications around DEI initiatives

As we look ahead to 2023, we are focused on enhancing our diverse recruiting efforts, conducting an employee survey and continuing to mature our benchmarking efforts for accurate measurement and goal setting.

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. 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 — enabling us to set future goals and evaluate our progress. 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. It honors the freedoms outlined in 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.

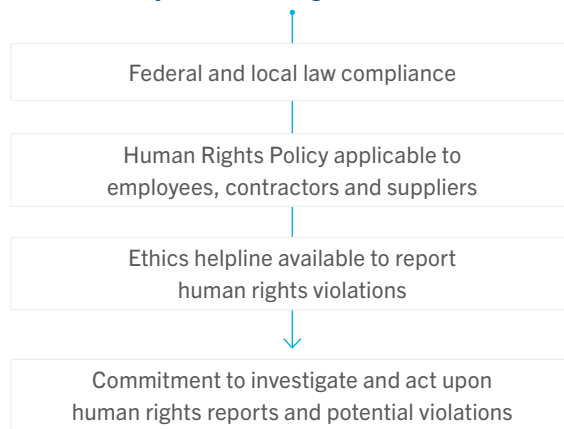
Our Board’s ESG Committee has ultimate oversight over the management of our Human Rights Policy. All relevant reports of unethical business conduct — including any perceived violations or investigations into human rights abuses — are shared with the Audit Committee and, if appropriate, the ESG Committee. In 2022, we had no reports of human rights violations through our ethics helpline.

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.

Layers of Human Rights Protection



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.

Supply Chain At-a-Glance

2,830

suppliers

99%

U.S. based

263

suppliers evaluated

91%

total spend with
U.S.-based suppliers

As of Dec. 31, 2022



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.

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 will 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.

Performance Management

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.

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.

Supplier Diversity Program

Our Supplier Diversity Program works to increase the number and availability of diverse and effective suppliers hired by Chesapeake 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. We are currently tracking our supplier population according to self-reported diversity identifiers to set a baseline for progress.

In 2022, spending with those identified as diverse suppliers made up 21% of our total spend.

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.

Community Engagement and Investment

Supporting relationships and economic growth in the communities where we operate

Owner Relations

Partnering with our mineral and surface owners

Philanthropy

Strengthening our communities through charitable giving and volunteering



In 2022, Chesapeake hosted a series of in-person meetings in the areas where we operate with a goal of transparently communicating company operations, sharing our commitment to the community and offering direct access to the company. These gatherings featured presentations by company leaders, interactions with local staff and opportunities for stakeholders to ask questions or communicate concerns. Invitations were sent to royalty and mineral owners, neighbors, elected and regulatory officials, local business representatives and media. Following this program's success, we will continue hosting in-person sessions in 2023.

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 (2012 – 2022), we have paid more than \$2.25 billion in taxes. These funds help facilitate infrastructure projects, education and safety services.

2022 Taxes and Payments

\$323mm
taxes incurred

\$1.2B
royalty payments

~\$17mm
PA impact fees⁽¹⁾

(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 2022 taxes incurred.

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 Health, Safety, Environment and Regulatory) 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.

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**

Owners may also interact through our online owners’ portal which provides direct access to revenue statements, daily operational activity and production numbers.

Reporting Concerns

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

- Calling or emailing our [Owner Relations](#)
- 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 Owner View 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.

Pennsylvania Royalty Owners Update

Following class-action lawsuits brought on behalf of local oil and gas lessors for royalty-related claims, Chesapeake and our affiliates reached comprehensive settlements with the Office of the Pennsylvania Attorney General. Because the dispute and subsequent settlements are complicated, Chesapeake created a [website](#) where Pennsylvania lessors can access the most up-to-date information. Pennsylvania owners were also permitted to make a one-time election to determine how their royalties will be paid in the future.

Key Issues by Asset

	Community Concern	Chesapeake Action
Marcellus Shale	Compression use (often related to noise)	Developed 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 (often related to JV partnerships)	Partnered with local legislators to introduce an Act (SB 806) that further clarifies definitions for owner payments and encourages consistency across the industry
Haynesville Shale	Noise	Established a task force focused on each pad site to anticipate and mitigate noise and go beyond regulatory requirements; 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



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
- Employee Volunteerism

In 2022, we donated \$5 million to nonprofit partners.

At the end of 2022, we donated two 15-passenger vans to Positive Tomorrows

— Oklahoma’s only elementary school and social services agency for children and families facing homelessness. Since its beginning in 1989, Positive Tomorrows has relied on donations to pay for the school’s daily operations. The donated vehicles, which were retired from Chesapeake’s fleet, will help provide student transportation to and from school and extracurricular activities. [Read more.](#)



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.

In 2022, Chesapeake and our employees raised \$900,000 for local United Way chapters across four states. From participating in special events to donating through payroll deduction, employees gave generously to support our neighbors in need. [Read more.](#)



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.

<p>Encouraging students to pursue STEM</p>	<p>Chesapeake hosted 52 middle school students on our corporate campus for an “Hour of Code” event to introduce these students to computer science, technology and coding careers. Read more.</p>	
<p>Honoring veterans in the Marcellus</p>	<p>When The Wall that Heals, a mobile replica of the Vietnam Veterans Memorial, came to Sayre, Pennsylvania, (a Chesapeake field of office location) 21 employees helped with wall set up, security and visitor transportation. Read more.</p>	
<p>Responding to the Uvalde tragedy</p>	<p>Chesapeake employees provided meals for first responders, organized a fundraiser and hosted a blood drive (among other activities) — volunteering more than 250 hours after the tragic school shooting. Read more.</p>	
<p>Sharing rodeo life with Special Kids Rodeo</p>	<p>In addition to sponsoring the LCRA Special Kids Rodeo, Chesapeake sent a group of Mansfield employees to volunteer at the fun-filled day for North Louisiana children with mental and physical exceptionalities. Employees facilitated rodeo-themed games and the children also enjoyed meeting some of the state’s best rodeo athletes.</p>	



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Performance Metrics

Company Profile	2022	2021	2020
Operated wells	~6,000	~5,700	~5,200
Proved reserves (bcfe) ⁽¹⁾	13,002	9,573	4,809
Taxes incurred (state and federal) ⁽²⁾	\$323 million	\$211 million	\$195 million

Health and Safety	2022	2021	2020
Employee Total Recordable Incident Rate (TRIR)	0.16	0.17	0.44
Employee Lost Time Incident Rate (LTIR)	0.00	0.00	0.04
Employee Days Away, Restricted or Transferred (DART) rate	0.05	0.00	0.12
Employee fatalities	0	0	0
Contractor TRIR	0.35	0.72	0.38
Contractor LTIR	0.11	0.20	0.16
Contractor DART rate	0.15	0.35	0.17
Contractor fatalities	0	1	3
Combined TRIR (employee and contractor)	0.32	0.55	0.40
Motor vehicle accident rate	1.73	1.92	1.79

Workforce	2022	2021	2020
Employee headcount ⁽³⁾	~1,200	~1,300	~1,300
Women in workforce	27%	25%	29%
Board of Directors	14%	14%	25%
In leadership (supervisor level and above)	19%	18%	22%
Individual contributors	28%	27%	30%
Ethnic minorities in workforce	22%	21%	21%
Board of Directors	14%	14%	13%
In leadership (supervisor level and above)	10%	10%	10%
Individual contributors	25%	24%	23%

Communities	2022	2021	2020
Charitable giving (financial and in-kind) ⁽⁴⁾	~\$5 million	\$874,136	\$899,399
Owner Relations team interactions (phone calls and emails)	~61,300	~44,500	~48,500

(1) To align with the 10-K filing and to better represent the current production profile of the company the units for this metric have changed from mmboe to bcfe.

(2) For the 2022 reported value and forward taxes incurred will be reported on a net basis.

(3) To align with the 10-K filing the employee headcount has been rounded.

(4) For the 2022 reported value and forward charitable giving will reflect financial contributions only.

Performance Metrics continued

Environment	2022	2021	2020
Scope 1 Greenhouse gas emissions (million metric tons CO ₂ e) ⁽¹⁾	1.68	1.83	1.86
Carbon dioxide (million metric tons)	1.15	1.09	0.94
Methane (million metric tons CO ₂ e)	0.54	0.74	0.91
Methane (% of Scope 1)	32%	40%	49%
Nitrous oxide (million metric tons CO ₂ e)	0.001	0.001	0.001
Scope 1 Greenhouse gas emissions intensity (metric tons CO ₂ e / gross mboe produced) ⁽¹⁾	3.8	4.5	6.0
Scope 1 Methane emissions intensity (volume methane emissions / volume gross natural gas produced) ⁽¹⁾	0.05%	0.07%	0.13%
Scope 1 Greenhouse gas emission sources (metric tons CO ₂ e) ⁽¹⁾	1,684,687	1,827,307	1,855,982
Flared hydrocarbons (metric tons CO ₂ e)	9,836	24,327	57,992
Other combustion (metric tons CO ₂ e)	1,122,325	1,050,328	902,773
Process emissions (metric tons CO ₂ e)	0	20,323	71
Other vented emissions (metric tons CO ₂ e)	484,199	696,120	861,062
Fugitive emissions (metric tons CO ₂ e)	41,770	32,334	34,084
Scope 2 Greenhouse gas emissions (million metric tons CO ₂ e) ⁽²⁾	0.053	0.057	0.063
Scope 1 and Scope 2 Greenhouse gas emissions intensity (metric tons CO ₂ e / gross mboe produced)	4.0	4.6	—
Scope 3 Greenhouse gas emissions (million metric tons CO ₂ e) ⁽³⁾	82	59	57
Gross annual volume of flared gas (mcf) ⁽¹⁾	116,204	293,595	711,934
Flaring intensity (gross annual volume of flared gas (mcf) / gross annual production (mcf)) ⁽¹⁾	<0.01%	0.01%	0.05%
Flaring intensity (gross annual volume of flared gas (mcf) / gross annual production (boe)) ⁽¹⁾	<0.001	0.001	0.002

Environment	2022	2021	2020
Total water consumed (bbls)	105,081,543	68,713,106	61,692,814
Water efficiency rate (water used (bbl) / gross boe produced)	0.23	0.17	0.19
Freshwater intensity rate (fresh water consumed (bbl) / gross boe produced)	0.22	0.16	0.19
Total volume of produced water recycled / reused (bbl)	5,623,532	3,741,527	2,852,345
Water recycling rate (water recycled (bbl) / total water consumed (bbl)) ⁽⁴⁾	0.054	0.055	0.046
Total fresh water withdrawn from regions with high or extremely high baseline water stress (bbl) ⁽⁵⁾	0	0	1,570,177
Hydrocarbon spills greater than 1 bbl outside of secondary containment (number of spills)	64	45	67
Hydrocarbon spills greater than 1 bbl outside of secondary containment (total barrels)	2,187	1,258	548
Hydrocarbon spills greater than 1 bbl outside of secondary containment (percent recovered)	96%	57%	54%
Non-hydrocarbon spills greater than 1 bbl outside of secondary containment (number of spills)	83	54	63
Non-hydrocarbon spills greater than 1 bbl outside of secondary containment (total barrels)	1,754	1,681	508
Non-hydrocarbon spills greater than 1 bbl outside of secondary containment (percent recovered)	82%	92%	54%
Spill intensity (produced liquids spilled (bbl) / total produced liquids (mdbl))	0.049	0.031	0.008

Data and information included in this report were subject to internal review and are believed to be correct at the time of reporting. Data reflects year-end calculations and may include divested assets until divestitures' closing dates. For certain reporting elements, later changes in categorization could affect data after publication.

(1) Emissions estimate developed under the EPA's Greenhouse Gas Reporting Program (operated onshore production, Brazos Valley sand mine and gathering and boosting facilities).

(2) Chesapeake calculates its reported emissions using EPA eGRID subregion emissions factors.

(3) Chesapeake reports 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 developed by IPIECA / API (2016). The calculation methodology applies the EPA's emission factors for listed fuel types; representing indirect end use greenhouse gas emissions of the products created from our crude oil and natural gas.

(4) Calculation methodology revised for 2022 reporting to better reflect actual performance. Historical years shown here have been recalculated consistent with the new methodology to allow for consistent comparison.

(5) Volumes reported are based on World Resource Institute's Aqueduct Water Risk Atlas annual water stress criteria.

American Exploration and Production Council (AXPC) ESG Metrics

Greenhouse Gas Emissions	2022	2021	2020
Scope 1 GHG emissions (metric tons CO ₂ e)	1,671,917	1,823,433	1,855,982
Scope 1 GHG intensity (GHG emissions (metric tons CO ₂ e) / gross annual production as reported under Subpart W of EPA's GHG Reporting Program (mboe))	3.8	4.5	6.0
Percent of Scope 1 GHG emissions attributed to boosting and gathering segment	0.41%	0.33%	1.25%
Scope 2 GHG emissions (metric tons CO ₂ e) ⁽¹⁾	52,957	56,920	–
Scope 1 and Scope 2 combined GHG intensity (Scope 1 GHG emissions (metric tons CO ₂ e) + Scope 2 GHG emissions (metric tons CO ₂ e) / gross annual production as reported under Subpart W of EPA's GHG Reporting Program (mboe))	4.0	4.6	–
Scope 1 methane emissions (metric tons CH ₄)	21,498	29,539	36,461
Scope 1 methane intensity (methane emissions (metric tons CH ₄) / gross annual production as reported under Subpart W of EPA's GHG Reporting Program (mboe))	0.05	0.07	0.12
Percent of Scope 1 methane emissions attributed to boosting and gathering segment	0.77%	0.33%	0.51%
Flaring	2022	2021	2020
Gross annual volume of flared gas (mcf) ⁽²⁾	116,204	293,595	711,934
Percentage of gas flared per mcf of gas produced (gross annual volume of flared gas (mcf) / gross annual gas production (mcf)) ⁽²⁾	<0.01%	0.01%	0.05%
Volume of gas flared per barrel of oil equivalent produced (gross annual volume of flared gas (mcf) / gross annual production (boe)) ⁽²⁾	<0.001	0.001	0.002
Spills	2022	2021	2020
Spill intensity (produced liquids spilled (bbl) / total produced liquids (mdbl))	0.049	0.031	0.008
Water Use	2022	2021	2020
Freshwater intensity (fresh water consumed (bbl) / gross annual production (boe))	0.22	0.16	0.19
Water recycle rate (water recycled (bbl) / total water consumed (bbl))	0.054	0.055	0.046
Does your company use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Monetizer, or other comparable tool or methodology to determine the water-stressed areas in your portfolio?	WRI Aqueduct Water Risk Atlas	WRI Aqueduct Water Risk Atlas	WRI Aqueduct Water Risk Atlas

(1) Chesapeake calculates its reported emissions using EPA eGRID subregion emissions factors.

(2) Emissions estimate developed under the EPA's Greenhouse Gas Reporting Program (operated onshore production, Brazos Valley sand mine and gathering and boosting facilities).

American Exploration and Production Council (AXPC) ESG Metrics continued

Safety	2022	2021	2020
Employee TRIR (# of employee OSHA recordable cases x 200,000 / annual employee workhours)	0.16	0.17	0.44
Contractor TRIR (# of contractor OSHA recordable cases x 200,000 / annual contractor workhours)	0.35	0.72	0.38
Combined TRIR (# of combined OSHA recordable cases x 200,000 / annual combined workhours)	0.32	0.55	0.40

Supporting Data	2022	2021	2020
Gross annual oil production (bbl)	33,939,034	44,222,274	64,000,576
Gross annual gas production (mcf)	2,523,394,286	2,176,835,712	1,527,120,659
Gross annual production (boe)	454,504,748	407,028,226	318,520,686
Gross annual production (mboe)	454,505	407,028	318,521
Gross annual production – as reported under Subpart W of EPA's GHG Reporting Program (mboe)	440,357	406,788	309,070
Total produced liquids (mbbl)	70,219	84,817	107,642
Produced liquids spilled (bbl)	3,461	2,630	912
Freshwater consumed (bbl)	99,458,011	64,971,579	58,840,469
Recycled water (bbl)	5,623,532	3,741,527	2,852,345
Total water consumed (bbl)	105,081,543	68,713,106	61,692,814
Employee OSHA recordable cases	3	3	11
Contractor OSHA recordable cases	36	29	22
Combined OSHA recordable cases	39	32	33
Annual employee workhours	3,731,607	3,469,674	4,997,926
Annual contractor workhours	20,533,378	8,085,068	11,478,181
Annual combined workhours	24,264,985	11,554,742	16,476,107

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Spirit Environmental Verification Statement

Chesapeake Energy 2022 GHG Emissions and Select ESG Metrics

Spirit Environmental, LLC (“Spirit”) was engaged by Chesapeake Energy (“CHK”) to carefully review and provide limited assurance on their Scope 1 and Scope 2 greenhouse gas (“GHG”) emissions calculations and reported values along with selected Environmental, Social, and Governance (“ESG”) metrics for calendar year 2022. The GHG findings and assurance provided relate to the direct GHG emissions and production values from Chesapeake Energy’s oil and natural gas operations and the Burleson Sand Mine as reported to the United States Environmental Protection Agency (“US EPA”) and the indirect purchased electricity emissions for all operations. ESG metrics assured are identified in the tables below. GHG and ESG metrics are disclosed at a minimum in the relevant sections of CHK’s ESG Annual Proxy form, ESG Report and on the external sustainability microsite. CHK’s organizational boundary was defined using the operational control model and consist of domestic United States operations.

GHG Reporting Protocols and ESG Standards Reviewed

- EPA’s Mandatory Reporting Rule (Title 40 Code of Federal Regulations [“40 CFR”] 98 Subpart W and C)
- The GHG Protocol Scope 2 Guidance, An amendment to the GHG Protocol Corporate Standard
- SASB Oil & Gas – Exploration & Production Sustainability Accounting Standard, version 2018-10
- SASB Oil & Gas – Midstream Sustainability Accounting Standard, version 2018-10
- IPIECA Sustainability Reporting Guidance for the Oil and Gas Industry, 4th edition
- Custom CHK ESG reporting methodologies (Net Spill Intensity)

Reported GHG Emissions and Select ESG Metrics for 2022

Chesapeake Energy

Parameter	Value	Units
Scope 1 Reported GHG Emissions	1.68	Million Metric tons CO ₂ e
Scope 1 GHG Intensity (GHG emissions / gross annual production)	3.8	Metric tons CO ₂ e / thousand barrels of oil equivalent
Scope 2 GHG Emissions	.057	Million Metric tons CO ₂ e
Scope 1 Methane Intensity (volume of methane emissions/ volume of gross natural gas production)	0.05	%
Total Recordable Incident Rate (“TRIR”): Employee, Contractor, Combined	0.16, 0.35, 0.32	Rate (Incidents *200,000 hrs / hrs)
Net Spill Intensity (Volume of Produced Liquid Spills ≥1 barrel [“bbl”] outside of secondary containment minus Recovered Volume per total Volume of Produced Liquids)	0.004	Rate (bbls / thousand bbls)

Verification Approach and Methodology

2022 reported Scope 1 data was reviewed for compliance with the above standards both in terms of meeting globally accepted GHG reporting principles (Relevance, Completeness, Consistency, Transparency, and Accuracy) and being technically correct for re-reporting to the relevant agencies, namely the US EPA under Subpart W and Subpart C. Aggregated Scope 2 GHG data was reviewed according to the same principles and the GHG Protocol guidance using the Emissions & Generation Resource Integrated Database (“eGRID”), developed by the EPA, subregion factors as a location-based inventory. The materiality threshold for GHG findings was established at a 1% deviance from the reported total value, and individual sources were furthermore compared against the emissions source totals. Voluntary ESG metrics were reviewed for technical accuracy and process integrity in accordance with those processes defined by CHK; individual components were compared against the requirements of the identified standards. The verification was conducted by Spirit staff according to technical expertise, familiarity with the referenced standards, and in alignment with ISO 14064 Part 3: Specification with guidance for the validation and verification of greenhouse gas statements. The review followed best practices for auditing and assurance, and consisted of the following process:

- Review of applicable data provided by CHK staff including GHG monitoring plans, Assets and Compliance Tracking System (“ACTS”) database queries, emission summary spreadsheets, Subpart W and C reporting workbooks, emission source specific workbooks, process summary documents, and other supplemental supporting data (incident data, employee manhours, spill logs, etc.);
- Interviews with key personnel to verify outstanding questions and data collection methodologies;
- Re-creation of calculations from source data using EPA specific templates and validation of inputs and outputs in calculation workbooks;
- Draft findings table development, classification of findings as Potential Non-Compliant Gaps or Administrative/Process Improvements, and assignment of potential corrective actions;
- To the best of our knowledge, CHK carefully reviewed these findings to determine whether any were material in nature and if any had already been addressed. After those determinations were provided, Spirit reviewed the responses, identified any outstanding issues, and worked with CHK to sufficiently validate and be able to accept each value.
- On 5/25/2023, Spirit reviewed the CHK 2023 Proxy statement and validated the TRIR and Net Spill Intensity metrics as reported.
- On 5/30/2023, Spirit reviewed a PDF of that values to be posted on the sustainability microsite and validated the assured GHG values provided in the above table and prepared this limited assurance letter confirming Chesapeake Energy’s 2022 reporting data against the standards listed above.

Assurance Opinion

Based on Spirit’s professional opinion, and after careful review, nothing has come to our attention that would cause us to believe that the total Scope 1 GHG Emissions, Scope 1 GHG Intensity, Scope 2 GHG Emissions, Methane Intensity, TRIR, or Net Spill Intensity Rate as reported are not materially correct or have not been prepared in conformance with the reporting criteria. Spirit provided potential corrective actions to CHK to enhance the process in future years and explore greater alignment with the relevant standards for ESG metrics but found no reason to believe that reported values would not be acceptable for reporting as defined.



Conor Merrigan
Program Manager, Sustainability

SPIRIT ENVIRONMENTAL
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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 ; TCFD Climate Analysis 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 ; TCFD Climate Analysis
	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 ; TCFD Climate Analysis
Air Quality	EM-EP-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM ₁₀)	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 do not 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 2022.
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	TCFD Climate Analysis
	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	TCFD Climate Analysis
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 ; TCFD Climate Analysis
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 ; TCFD Climate Analysis
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 do not 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	C1: Describe your governance architecture, including the role of the board, board committees, board diversity, executives, managers, the workforce and stakeholders	Full	Accountability & Compensation ; TCFD Climate Analysis
		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 ; TCFD Climate Analysis
		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 ; TCFD Climate Analysis
	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 ; TCFD Climate Analysis
		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	TCFD Climate Analysis
		C2: Report the highest-level position in your company that is accountable for policy and strategy on addressing climate-related risks and opportunities.	Full	TCFD Climate Analysis
		C3: Disclose your positions and any related policies that address climate-related risks and opportunities for society and ecosystems.	Full	TCFD Climate Analysis
		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	TCFD Climate Analysis
	CCE-2: Climate Risk and Opportunities	C1: Describe your general approach to managing climate-related risks and opportunities, including discussion on: <ul style="list-style-type: none"> · 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 	Partial	TCFD Climate Analysis

IPIECA, API and IOGP, continued

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: <ul style="list-style-type: none"> · data on amount and type of energy supplied; and · management of any associated social or environmental impact 	Full	Air Quality ; TCFD Climate Analysis
		C3: Explain how you assess, prioritize and manage methane risks and impacts as part of your overall GHG emissions management strategy	Full	Air Quality ; TCFD Climate Analysis
		C4: If you have quantitative GHG emission or energy-related targets, describe the: <ul style="list-style-type: none"> · scope of your targets — total GHG, CO₂, 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	TCFD Climate Analysis
	CCE-3: Lower-Carbon Technology	C1: Describe how you introduce and apply technologies that reduce CO ₂ emissions, that relate to: <ul style="list-style-type: none"> · operations (Scope 1); · imported electricity and steam (Scope 2); and · as applicable, consumer use of products (Scope 3) 	Full	Air Quality ; TCFD Climate Analysis
		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: <ul style="list-style-type: none"> · data on amount and type of energy supplied; and · management of any associated social or environmental impact 	Partial	TCFD Climate Analysis

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 ; TCFD Climate Analysis
		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 ; TCFD Climate Analysis
		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	TCFD Climate Analysis ; Performance Metrics ; AXPC ESG Metrics
CCE-5: Methane Emissions	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 ; TCFD Climate Analysis
		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	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	CCE-7: Flared Gas	C1: Report the total quantity of hydrocarbon gas flared from your operations	Full	Routine flaring totals reported in 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 ; TCFD Climate Analysis
		C4: Report contribution of flaring to your total GHG emissions in CO ₂ e	None	
		C5: Describe your current and future flare reduction activities, including long-term reduction improvements versus short-term operational fluctuations	Full	Air Quality ; TCFD Climate Analysis

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 freshwater 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	
Environment	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 do not 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	
Environment	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
Environment	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
Environment	ENV-5: Emissions to Air	C1: Report your total emissions, by category: <ul style="list-style-type: none"> · 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: <ul style="list-style-type: none"> · 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	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: <ul style="list-style-type: none"> · generate; · dispose; and · recycle, reuse or recover. <p>You may report hazardous and non-hazardous waste separately, or total waste, stating that this includes both hazardous and non-hazardous material.</p>	Partial	Waste Management
ENV-8: Decommissioning	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: <ul style="list-style-type: none"> · total recordable injury frequency; · lost time injury frequency; · number of fatalities (excluding illness fatalities); · fatal accident rate (excluding illness fatalities); and · fatal incident rate 	C1: Report your work-related injuries separately for employees and contractors, including:	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			Partial	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.	None	
	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	
		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	
		C3: Describe your approach to health, safety and environmental management of products	N/A	
	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 & Cybersecurity	
	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 & Cybersecurity	
	C3: Outline your management approach to promoting resilience to cybersecurity threats or attacks.	Full	Security & Cybersecurity	

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 ; Careers
		C2: Set out your approach to handling worker concerns and issues	Full	Careers
	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: <ul style="list-style-type: none"> · 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	<p>C1: Describe your policies, programmes, procedures and practices used to:</p> <ul style="list-style-type: none"> · 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	DEI
	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 do not involve any involuntary settlement of people or of 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
	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
	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 ; Spirit Environmental 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 ; TCFD Climate Analysis
	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 ; TCFD Climate Analysis
	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	TCFD Climate Analysis
	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	Not applicable
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 did not discharge any treated water to surface water or for land application in 2022.
	303-3 Water withdrawal	Partial	Water Management ; Performance Metrics
	303-4 Water discharge	Full	We did not discharge any treated water to surface water or for land application in 2022.
	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; TCFD Climate Analysis
	305-2 Energy indirect (Scope 2) GHG emissions	Full	Performance Metrics; TCFD Climate Analysis
	305-3 Other indirect (Scope 3) GHG emissions	Full	Performance Metrics; TCFD Climate Analysis
	305-4 GHG emissions intensity	Full	Performance Metrics; TCFD Climate Analysis
	305-5 Reduction of GHG emissions	Full	Air Quality; Performance Metrics; TCFD Climate Analysis
	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	None	
	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 are not 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 supplies are U.S. based, we do not 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 supplies are U.S. based, we do not 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 2022.