



# 2024

## CORPORATE SUSTAINABILITY REPORT

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INTRODUCTION





# Forward Looking Statement

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This report includes “forward-looking statements” for purposes of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements are statements other than statements of historical fact. They include statements regarding Gulfport’s current expectations, management’s outlook guidance or forecasts of future events, projected cash flow and liquidity, inflation, share repurchases, its ability to enhance cash flow and financial flexibility, future production and commodity mix, plans and objectives for future operations, the ability of our employees, portfolio strength and operational leadership to create long-term value and the assumptions on which such statements are based. Gulfport believes the expectations and forecasts reflected in the forward-looking statements are reasonable, Gulfport can give no assurance they will prove to have been correct. They can be affected by inaccurate or changed assumptions or by known or unknown risks and uncertainties. Important risks, assumptions and other important factors that could cause future results to differ materially from those expressed in the forward-looking statements are described under “Risk Factors” in Item 1A of Gulfport’s annual report on Form 10-K for the year ended December 31, 2023 and any updates to those factors set forth in Gulfport’s subsequent quarterly reports on Form 10-Q or current reports on Form 8-K ([available here](#)). Gulfport undertakes no obligation to release publicly any revisions to any forward-looking statements, to report events or to report the occurrence of unanticipated events.

Gulfport’s proved reserves and adjusted proved reserves are those quantities of natural gas, oil and natural gas liquids, which, by analysis of geoscience and engineering data, can be estimated with reasonable certainty to be economically producible—from a given date forward, from known reservoirs, and under existing economic conditions, operating methods and government regulations—prior to the time at which contracts providing the right to operate expire, unless evidence indicates that renewal is reasonably certain, regardless of whether deterministic or probabilistic methods are used for the estimation.

Gulfport’s estimate of its total proved reserves is based on reports prepared by Netherland, Sewell Associates, Inc., Independent petroleum engineers and internal estimates. Factors affecting ultimate recovery include the scope of Gulfport’s ongoing drilling program, which will be directly affected by the availability of capital, drilling and production costs, availability of drilling services and equipment, drilling results, lease expirations, transportation constraints, regulatory approvals, actual drilling results, including geological and mechanical factors affecting recovery rates, and other factors. Estimates may change significantly as development of Gulfport’s natural gas, oil and natural gas liquids assets provide additional data. Gulfport’s production forecasts and expectations for future periods are dependent upon many assumptions, including estimates of production decline rates from existing wells and the undertaking and outcome of future drilling activity, which may be affected by significant commodity price declines or drilling cost increases.

Gulfport’s management uses certain non-GAAP financial measures for planning, forecasting and evaluating business and financial performance, and believes that they are useful tools to assess Gulfport’s operating results. Although these are not measures of performance calculated in accordance with generally accepted accounting principles (GAAP), management believes that these financial measures are useful to an investor in evaluating Gulfport because (i) analysts utilize these metrics when evaluating company performance and have requested this information as of a recent practicable date, (ii) these metrics are widely used to evaluate a company’s operating performance, and (iii) we want to provide updated information to investors. Investors should not view these metrics as a substitute for performance measures calculated in accordance with GAAP. In addition, because all companies do not calculate these measures identically, these measures may not be comparable to similarly titled measures of other companies. These non-GAAP measures should be considered in addition to, but not instead of, the financial statements prepared in accordance with GAAP.





# Letter from the CEO

## INTRODUCTION

On behalf of our employees and Board of Directors, I am pleased to share with you our annual Corporate Sustainability Report, emphasizing the Company's continued focus and results regarding our environmental, social and governance commitments.

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As a leading natural gas producer, Gulfport remains committed to emission intensity reductions and delivering clean, safe, affordable and reliable energy. **To better understand and respond to the transitional and physical risks posed by climate change, this past year the Company conducted its first climate-related risk assessment following the Task Force on Climate-related Financial Disclosures (TCFD) framework**, where the organization evaluated and disclosed the actual and potential impacts of climate-related risks and opportunities on our business, strategy and financial planning. The risk assessment is incorporated into our existing enterprise risk management program, which utilizes the three lines of defense model to identify, assess and manage ESG risks; including climate-related risks. This approach facilitates our efforts to identify and implement emissions reduction initiatives across our organization and further develop best management practices to drive our progress and mitigate risk. We underscore our continued commitment in proactively managing our business and using this data as a precursor in setting company wide emissions' goals in the future.

WE LOWERED OUR  
**SCOPE 1 METHANE INTENSITY BY 36%**  
OVER THE LAST 3 YEARS

Beginning in 2022, Gulfport obtained certification for a significant portion of our natural gas production under MiQ, a non-profit organization dedicated to reducing methane emissions through Independently Certified Gas. **I am pleased to report we recently completed our annual MiQ recertification for 2023 and, for the second consecutive year, we achieved an overall "A" rating for our Appalachia assets.** The Company continues to implement a retrofit program aimed at improving well-site facility designs and through 2023, the Company converted ~40% of natural gas process controllers to compressed air, or other non-gas venting devices, on our highest impact pad sites in the SCOOP. Moving forward, new well sites include zero-emission pneumatic controller designs, highlighting Gulfport's ongoing commitment regarding implementation of new processes and technologies that facilitate measured progress in our emissions intensity. As a direct result of these efforts, we achieved another year of reducing our greenhouse gas (GHG) and methane intensities, as well as our total gross Scope 1 GHG and methane emissions, and accomplished these improvements while reporting a higher level of total production when compared to 2022. **For full year 2023, the Company's greenhouse gas and methane intensity rate improved by approximately 17% and 36% respectively, when compared to 2021 levels.**

Our commitment to community starts with prioritizing the health, safety and wellbeing of everyone surrounding our operations and extends to being a positive, reliable community partner. The Company prioritizes safe and environmentally-responsible operations through continuous emphasis on optimizing operational practices and ensuring a consistent safety culture across our organization. During 2023, Gulfport's safety performance continued to improve for the third consecutive year, reporting full year total recordable

incidents approximately 53% lower when compared to full year 2021 levels.

We realize that the communities where we operate are critical to our success and the Company invests in local initiatives that enable us to deploy resources that help our communities thrive. Our employees provide their time in seeking partnerships and volunteer opportunities that prioritize food insecurity, youth education, environmental stewardship and veteran support in the areas where we live and operate. Over the past twelve months, we have supported **over 30 organizations with our time and monetary contributions and look forward to continuing to be an integral partner and foster lasting positive change in our local communities.**

While we are proud of our progress, we recognize the responsibility we have to our stakeholders, our employees, and the local communities where we operate. I am confident that our approach to developing our assets in a safe and environmentally responsible manner, combined with our disciplined execution and charitable partnerships, will enable us to deliver long-term value to our stakeholders while playing a key role in providing the energy our nation and the world requires.



**JOHN REINHART**  
PRESIDENT, CHIEF EXECUTIVE OFFICER AND DIRECTOR



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**RESPONSIBLE REPORTING**





# Responsible Reporting: About Gulfport Energy

INTRODUCTION

Gulfport is an independent natural gas-weighted exploration and production company with assets primarily located in Appalachia, targeting the Utica and Marcellus formations, and the Anadarko basin, targeting the SCOOP Woodford and Springer formations. Our corporate headquarters are in Oklahoma City, Oklahoma and shares of Gulfport’s common stock trade on the New York Stock Exchange (NYSE) under the ticker symbol “GPOR”.

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Gulfport aims to create sustainable value through the economic development of our significant resource plays. Our strategy is to develop our assets in a manner that generates sustainable cash flow, improves margins and operating efficiencies, while improving our environmental, social and governance (ESG) and safety performance. To accomplish these goals, we allocate capital to projects we believe offer the highest rate of return and deploy leading techniques and technologies in our development efforts. We believe our plan

to generate free cash flow on an annual basis will allow us to further strengthen our balance sheet, return capital to shareholders and increase our resource depth through incremental leasehold opportunities that provide optionality to our future development plans. Gulfport carries out its strategy with utmost consideration for its employees and the regions and communities in which we operate, while always prioritizing our dedication to environmental stewardship in everything we do.

We are a team of 226 individuals with offices in Oklahoma City, Oklahoma, St. Clairsville, Ohio and Lindsay, Oklahoma.



COMPANY PROFILE	2023
Net Revenues (in thousands)	\$ 1,791,702
Gross Productive Wells	1,533
Net Average Daily Production (MMcfe/d)	1,054
Net Proved Reserves (Bcfe)	4,214
Net Production Taxes (in thousands)	\$ 25,564
Total Owner Payments (in thousands)	\$ 360,929





# Responsible Reporting: Company Highlights

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## ENVIRONMENTAL HIGHLIGHTS

- Achieved overall “A” rating for Appalachia assets from MiQ for second consecutive year
- Lowered Scope 1 methane intensity by 36% over the last 3 years
- Conducted company’s first climate-risk assessment and integrated climate-related risk into Enterprise Risk Management (ERM) program
- Reused or recycled 75% of water generated from production and flowback operations
- Progressed in multi-year program to convert ~40% of natural gas process controllers with compressed air or other non-gas venting devices across our SCOOP operations to reduce future methane emissions
- Utilizing non-gas venting devices for > 60% of process controllers in Appalachia operations

## SOCIAL HIGHLIGHTS

- Increased diversity in the workplace with 43% of employees identifying as gender or ethnically diverse
- Delivered training for mitigating bias in the workforce to all employees
- Reduced combined total recordable incident rate by 17%
- Partnered with organizations that support Gulfport’s key focus areas in Oklahoma and Ohio through volunteering and monetary contributions
- Paid over \$360 million in royalties to local landowners and working interest owners
- Paid over \$34 million in production and other taxes across our asset base, helping to fund local economies

## CORPORATE GOVERNANCE HIGHLIGHTS

- Governed by a seven-member Board, which includes five independent directors
- Active Audit, Compensation and NESG Committees ensure full and proper governance
- 96% attendance for all Board and Committee meetings
- Appointed two gender diverse directors, resulting in 60% diversity of independent directors
- Separated Chief Executive Officer and Chair roles while retaining Lead Independent Director
- Increased short-term compensation incentive ESG metrics to a 30% weighting



# Responsible Reporting: Our Approach to Responsible Reporting

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Gulfport is proud to play its part in the responsible and efficient development of domestic natural gas which is critical to our country's economic success as it provides the primary fuel for efficient power generation in the United States. We strive to reduce our environmental impact, to invest in our people and communities and to prioritize our dedication to environmental stewardship in everything we do.

## ABOUT OUR DISCLOSURES

To best respond to the interests of our stakeholders, we reference several reporting standards when preparing our report content. These guidelines offer third-party recommendations for the most transparent and relevant content and allow for greater comparison among peer companies.

Our sustainability report content and performance data align with:

- [TCFD Framework](#)
- [SASB Standards - Value Reporting Foundation/ SASB Standards: Oil & Gas – Exploration & Production](#)
- [AXPC's ESG Metrics and Framework](#)

An index that maps content to disclosures is available [here](#).

## ESG OVERSIGHT



### ***Nominating, Environmental, Social and Governance Committee***

- Oversees our practices relating to health, safety and environmental protection, as well as social and governance matters.
- Monitors matters related to Board and Committee composition, Board performance and best practices in corporate governance.



### ***Audit Committee***

- Oversees the accounting and financial reporting processes and compliance with legal and regulatory requirements
- Oversees quarterly Enterprise Risk Management program including ESG and Climate Risk.



### ***Compensation Committee***

- Oversees our compensation policies and practices and their impact on risk and risk management.

Each Committee Chair provides independent leadership for many essential functions delegated by our Board of Directors to their Committee.

## PERFORMANCE METRICS

Our [performance data table](#) reflects our operations at year-end 2023 and includes a multi-year comparison providing a more thorough performance evaluation. The data table was subject to review 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.





# Responsible Reporting: Responsibly Sourced Gas

## INTRODUCTION

Responsibly sourced gas (RSG) is natural gas produced by companies that meet independently assessed and verified ESG standards. Since 2022, Gulfport’s Appalachia assets have been independently certified by MiQ—an independent non-profit organization dedicated to facilitating a rapid reduction in methane emissions from the oil and gas sector.

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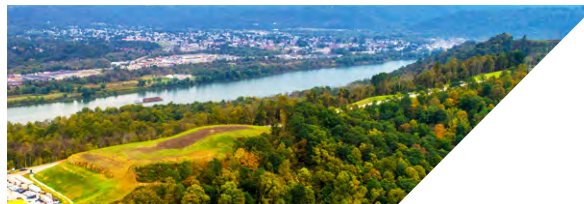
### AXPC

The MiQ standard assesses production based on how well operators deploy integrated technologies to detect, measure and reduce emissions. In addition, the MiQ standard also evaluates policies, designs and work practices to determine operators’ preparedness to prevent future methane emissions.

Gulfport’s performance was extensively evaluated for every element of the MiQ standard. This included independently auditing the Company’s methane intensity, operational designs, policies, practices and monitoring technology deployment. Through this process, we formalized many general practices into written company procedures, expanded or updated other existing procedures and programs and implemented additional methane detection and monitoring. The MiQ standard incorporates A to F grades.

***For the second consecutive year, Gulfport achieved the highest available A grade in all three major areas: calculated methane intensity, robust monitoring technology deployment (at facility- and source-levels) and company practices.***

This rigorous independent process validated Gulfport’s position as a leader in RSG, and it provided opportunities for continuous improvement reducing our methane intensity.



Examples of Gulfport efforts to reduce methane emissions and intensity:

- Engaging Gulfport’s Methane Emissions Reduction Team (MERT) to investigate and implement methane reduction initiatives
- Educating, training and raising awareness of emission types and equipment susceptible to leaks
- Developing detailed leak detection and repair programs and inspection procedures
- Utilizing remote telemetric monitoring with automated processes to detect and minimize emissions

ACHIEVED OVERALL  
**‘A’ RATING** FOR  
APPALACHIA ASSETS  
**FROM MIQ FOR SECOND  
CONSECUTIVE YEAR**







# Responsible Reporting: Core Values

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Gulfport’s core values are our guiding principles. They provide a framework for leadership, daily decisions and how we conduct our business in a socially responsible and ethical manner. Our values are more than aspirations—they define who we are.

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## INTEGRITY & RESPECT

We demonstrate a firm adherence to our core values and treat all stakeholders fairly. We are honest with others and ourselves, and we do what we say we will do. We hold one another in high regard, and value and demonstrate respect for the uniqueness of individuals and the varied perspectives and talents they provide.



## CONTINUOUS IMPROVEMENT

We accept responsibility and hold ourselves accountable for our work, our actions and our individual and collective performance. We embrace learning opportunities, new methods and technologies to continuously enhance safety and performance.



## SOCIAL RESPONSIBILITY

We are committed to meeting the highest standards of corporate citizenship by embracing diversity, championing good corporate governance practices and making a positive impact in the communities where we do business.



## COLLABORATION

We work together effectively and efficiently as a unified group to reach common goals. We are readily accessible to each other and willing to hear and consider all ideas and opinions free from reserve or pretense across all our business relationships.



## ENVIRONMENTAL STEWARDSHIP

We are dedicated to conducting our business in a way that ensures careful and responsible management of the environment in which we operate. We place the highest priority on the health and safety of our employees and stakeholders.



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**GOVERNANCE**







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## ACCOUNTABILITY

Gulfport employs a comprehensive corporate governance structure to drive accountability. **We are focused on safety, operational excellence, environmental stewardship and continuous improvement.** We have policies and procedures in place to ensure that we regularly measure and evaluate our performance.

Gulfport’s internal ESG Steering Committee develops and plans our short- and long-term ESG strategic framework and goals. More specifically, the committee is charged with:

- Setting a strategic framework regarding ESG matters
- Developing, implementing and monitoring initiatives and policies based on that strategic framework
- Overseeing communications with employees, investors and stakeholders with respect to ESG matters
- Providing efficient and timely disclosure of ESG matters to internal and external stakeholders

Work teams include subject matter experts that report to the ESG Steering Committee. The ESG Steering Committee consists of senior executives and reports quarterly to the Nomination, Environmental, Social and Governance Committee of Gulfport’s Board of Directors.



## BOARD OF DIRECTORS

We believe that our directors bring a broad range of leadership experience to the boardroom and regularly contribute to the thoughtful discussion involved in effectively overseeing the business and affairs of the Company. **Five out of seven directors are independent under NYSE listing standards and SEC rules.** We believe that our independent directors have demonstrated ESG leadership. Mary Shafer-Malicki Chairs our Nominating, Environmental, Social and Governance Committee, and along with Jeannie Powers, possesses extensive climate and DEI expertise. Our independent directors are involved in the leadership structure of our Board by serving on our Audit, Compensation and Nominating, Environmental, Social and Governance Committees, comprised entirely of independent directors with independent chairs.

Our Board is comprised of seven directors, including the Company’s Chief Executive Officer, John Reinhart and six non-employee directors, Timothy Cutt, David Wolf, Mary Shafer-Malicki, Jason Martinez, Jeannie Powers and David Reganato. **They are diverse, industry-leading experts with an average of approximately 25 years of industry leadership experience across multiple disciplines.**







# Governance: Board of Directors

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OUR NOMINATING, ENVIRONMENTAL, SOCIAL AND GOVERNANCE COMMITTEE IS **DEDICATED TO DIVERSITY**. THESE EFFORTS HAVE LED TO **60% OF OUR INDEPENDENT DIRECTORS IDENTIFYING AS GENDER OR ETHNICALLY DIVERSE.**



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## BOARD SUMMARY

The following table provides summary information about each director of Gulfport Energy.

## CHAIR

Effective January 24, 2023, the positions of Board Chair and Chief Executive Officer are held by two different individuals, and the Board Chair is a non-executive position elected by the Board. Separating the positions of Board Chair and Chief Executive Officer allows our Chief Executive Officer to focus on business development strategies as well as our day-to-day business and operations,

while permitting our Chair to lead the Board in its fundamental role of providing advice to and oversight of management. The Board Chair provides leadership to our Board of Directors and works with the Board of Directors to define its structure and activities in the fulfillment of its responsibilities.

## LEAD INDEPENDENT DIRECTOR

The Board also appointed Mr. Wolf to serve as Lead Independent Director with responsibilities typically performed by an independent Chair, including acting as Chair at meetings of the Board of Directors when the Chair is not present.

## STAKEHOLDER ENGAGEMENT

We believe effective corporate governance requires regular constructive discussions with our stakeholders, and we focus our sustainability priorities and disclosures on the issues that are most important to them. To identify these priorities, we engage internal and external stakeholders and weigh their views with respect to both Gulfport specific activities and the general business climate of our industry. In addition to these efforts, management engages with shareholders and potential shareholders through targeted outreach and participation in various conferences and industry events.

DIRECTOR	BOARD POSITION	DIRECTOR SINCE	AGE	IND.	PRINCIPAL OCCUPATION
Timothy Cutt	Chair	2021	64	No	Chair of the Board of Gulfport Energy
Jason Martinez	Independent Director	2021	51	Yes	Managing Director at Pickering Energy Partners
Jeannie Powers	Independent Director	2023	39	Yes	Managing Director and Head of Domestic Traditional Energy at EIG
David Reganato	Independent Director	2021	44	Yes	Partner at Silver Point Capital
John Reinhart	Director	2023	55	No	President and Chief Executive Officer of Gulfport Energy
Mary Shafer-Malicki	Independent Director	2023	63	Yes	Director at Ag Growth International Inc.
David Wolf	Lead Independent Director	2021	53	Yes	Partner at Enduring Resources



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## KEY STAKEHOLDERS INCLUDE:



CONTRACTORS & SUPPLIERS



EMPLOYEES



GOVERNMENT & REGULATORY AGENCIES



INDUSTRY PEERS



INVESTORS



LAND OWNERS



LOCAL COMMUNITIES



SERVICE PROVIDERS



TRADE ASSOCIATIONS

Stakeholder feedback helps shape our corporate governance practices, and has specifically resulted in:

- Bylaws amended to remove super-majority vote requirement and utilize majority vote for stockholders to amend Bylaws;
- Adoption of stock ownership guidelines for our non-employee directors and executive officers to further align the long-term financial interests of our directors and executive officers with those of our stockholders;
- Adoption of Corporate Governance Guidelines to ensure best practices and reflect the Board's commitment to monitor the effectiveness of policy and decision making at the Board and management levels;
- Separation of Chief Executive Officer and Chair roles on January 24, 2023;
- Lead Independent Director appointed;
- Advancement of Board diversity, emphasis on diversity in the Nominating, Environmental, Social and Governance Committee's charter;
- Majority voting to elect directors in uncontested elections and plurality voting to elect directors in contested elections;

- Creation of the Nominating, Environmental, Social and Governance Committee to further develop our commitment to HSE and corporate responsibility and sustainability matters and their impact on our business and operations;
- Active stockholder outreach, engaging in discussions with our stockholders at investor conferences and through direct calls and meetings with the Company's management team that represent approximately 70% of the shares outstanding during 2023;
- Active Board oversight of risk and risk management;
- Periodic Board and Committee self-assessments reviewed by an outside law firm;
- Non-employee director meetings in executive sessions at regularly scheduled Board meetings; and
- 96% attendance at 2023 Board and Committee meetings.





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## EXECUTIVE COMPENSATION DRIVING ESG PERFORMANCE

Gulfport Energy engages in discussions with our stakeholders. Through these conversations our stakeholders emphasize their expectation that our compensation programs be designed to focus our executive team on driving results that improve ESG performance, ensure the financial health of the organization, while also driving long-term stockholder value. Specifically, after carefully considering input from stakeholders, the Company took the following actions in 2023:

- **Targeted short-term incentive ESG metrics with a 30% weighting** emphasizing strategic climate risk initiatives, integration of climate risk with the company’s ERM program, safety and spill reduction.
- **Utilized performance-based and time-based equity awards** in the form of performance-based restricted stock units tied to relative total shareholder return (“TSR”) and absolute total shareholder return, vesting over a three-year performance period; 60% of all equity awards to NEOs were performance-based.
- **Adjusted performance incentive opportunities and long-term equity award targets** to closely align our executives’ financial interests with those of our stockholders and to continue to link a substantial portion of executives’ compensation to the performance of our stock and our operational performance.

• **Continued utilizing metrics in the annual incentive plan** to include financial metrics directly tied to the financial health of the Company, including production per day, capital expenses, lease operating expenses, free cash flow generation, and specific and quantifiable health, safety, environmental and social metrics.

• **Provided robust disclosure of our performance metrics and targets** for both performance-based cash and equity awards.

The Company also adopted a formal written Executive Clawback Policy in 2023.

## BOARD OF DIRECTORS ROLE IN RISK OVERSIGHT

While our management team is responsible for the day-to-day management of risks, the Board of Directors has primary responsibility for risk oversight. Boards typically exercise this oversight during regular Board meetings, but our Board of Directors also maintains constant and open dialogue with management and reviews and monitors key processes. As a result, they are better able to respond to emerging risks and to influence our strategy to address those risks.

While our Board of Directors is responsible for risk oversight at the Company, our three Committees assist the Board in fulfilling its oversight responsibilities in the areas of risk in the table to the right.

A foundation based on Integrity and Respect, Continuous Improvement, Social Responsibility, Collaboration and Environmental Stewardship provides for effective risk management. Our Board of Directors play a key role in risk management, providing oversight

of the Company’s management team, strategic initiatives and operations. The Board committees oversee corporate governance, risk management, regulatory compliance and ESG matters.

COMMITTEE	RISK AREAS OF FOCUS
<b>Audit</b>	<ul style="list-style-type: none"> <li>• Cybersecurity</li> <li>• Financial Reporting</li> <li>• Internal Controls</li> <li>• Legal Compliance</li> <li>• Regulatory Compliance</li> <li>• Reserves Reporting</li> <li>• Risk Management</li> </ul>
<b>Compensation</b>	<ul style="list-style-type: none"> <li>• Compensation Policies</li> <li>• Executive Performance</li> </ul>
<b>Nominating, Environmental, Social and Governance</b>	<ul style="list-style-type: none"> <li>• Board Organization</li> <li>• Corporate Governance</li> <li>• Environmental Stewardship</li> <li>• Government Relations</li> <li>• Membership</li> <li>• Political Contributions</li> <li>• Public Health</li> <li>• Safety</li> <li>• Social Issues</li> <li>• Structure</li> <li>• Succession Planning</li> </ul>



# Governance: Three Lines of Defense

## INTRODUCTION

We utilize the “Three Lines of Defense” model for risk management which integrates the identification, evaluation, mitigation and monitoring of risk throughout our business.

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	KEY PLAYERS	RESPONSIBLE FOR	REPORTING AND OVERSIGHT
<b>1<sup>ST</sup> LINE OF DEFENSE</b>	<ul style="list-style-type: none"> <li>Departments that engage in operational activities or provide support or services to another department</li> </ul>	<ul style="list-style-type: none"> <li>Self-identifying, measuring and effectively mitigating the risks associated with their activities</li> <li>Guiding the development and implementation of internal policies and procedures and ensure that activities are consistent with company goals and objectives</li> <li>Ensuring related controls are operating effectively at the front lines of the organization</li> </ul>	<ul style="list-style-type: none"> <li>1st line of defense is primarily evaluated by the Full Board</li> <li>The Company’s executive officers make reports to the Board regarding the risks within their areas of responsibility</li> <li>The Board holds senior management accountable for assessing and managing material risks associated with the Company’s activities</li> </ul>
<b>2<sup>ND</sup> LINE OF DEFENSE</b>	<ul style="list-style-type: none"> <li>Risk management and compliance functions</li> </ul>	<ul style="list-style-type: none"> <li>Identifying, measuring, monitoring, current and emerging risks</li> <li>Developing and maintaining enterprise-wide standards for risk identification and measurement practices</li> <li>Modifying and developing internal controls and risk mitigations with operational management</li> <li>Providing effective reporting to senior management and the Board on all material current and emerging risks facing the Company</li> </ul>	<ul style="list-style-type: none"> <li>The Board has assigned primary oversight for the 2nd Line to Risk and Compliance</li> <li>Risk and Compliance are also responsible for compliance oversight, except where responsibility for compliance with laws and regulations have been specifically assigned to a different Board Committee</li> <li>Risk and Compliance report regularly to the Board of Directors regarding material matters discussed at Risk meetings</li> </ul>
<b>3<sup>RD</sup> LINE OF DEFENSE</b>	<ul style="list-style-type: none"> <li>Gulfport’s internal audit department</li> </ul>	<ul style="list-style-type: none"> <li>Performs independent testing of the effectiveness of the Company’s system of internal controls as well as the Enterprise Risk Management Framework</li> <li>Developing an audit program focused on the Company’s highest risk areas discovered during their independent risk assessment</li> </ul>	<ul style="list-style-type: none"> <li>The Board has assigned primary oversight for the 2nd Line to the Audit Committee</li> <li>The Audit Committee is also responsible for compliance oversight, except where responsibility for compliance with laws and regulations have been specifically assigned to a different Board Committee</li> <li>The Audit Committee reports regularly to the Board of Directors regarding material matters discussed at meetings of the Audit Committee</li> </ul>



# Governance: Risk Management

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Internal Audit conducts risk assessments jointly with our Risk and Compliance groups to align our Internal Audit and Enterprise Risk Management (ERM) programs. Through ERM, internal risk committees comprised of senior management and subject matter experts across the company review and assess the Company's enterprise and ESG risks, including climate-related risks.

## RISK MITIGATION APPROACH

senior management evaluate risks as part of the Company's strategic planning and day-to-day operations. Management oversees the development and execution of specific plans to identify and mitigate risk.

### Assessing Emerging Risks

On an annual basis, all leaders within the organization participate in risk surveys to review current risk drivers and identify emerging risks.

The ERM team also performs subject matter expert interviews across the organization to ensure a comprehensive process for risk identification.

If a risk requires mitigation, we develop and execute plans to reduce the risk to an acceptable level. While risk identification and management are the focus for this process, we also consider opportunities for the organization to capitalize on as we transition to a lower carbon energy future.







# Governance: Oversight of Climate Performance

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## BOARD OVERSIGHT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES

The Nominating, Environmental, Social and Governance ("NESG") Committee is accountable for exercising oversight and evaluating programs and policies relating to ESG and climate-related matters.

## ESG STEERING COMMITTEE

The ESG Steering Committee provides management-level leadership and oversight for the company's ESG performance. The team meets regularly to:

- Ensure timely monitoring, managing and reporting of ESG matters
- Develop, plan and implement short- and long-term ESG strategic framework and goals
- Support decision-making for emissions management-related solutions
- Confirm the company's sustainability and TCFD disclosures
- Oversee communications with stakeholders with respect to ESG



The ESG Steering Committee meetings are made up of senior leaders across the company including:

- Accounting
- Environment, Health and Safety
- Financial Reporting
- Human Resources
- Investor Relations
- Legal
- Operations
- Regulatory Affairs
- Risk Management



# Governance: Climate-Related Risks

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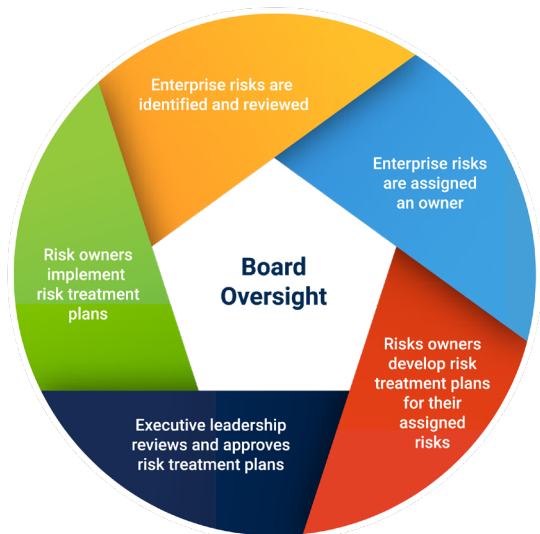
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CLIMATE RISK TIME HORIZONS		
< 2 YEARS Short-term	2 - 5 YEARS Medium-term	5+ YEARS Long-term

## MANAGEMENT'S OVERSIGHT OF CLIMATE PERFORMANCE



RISK	IMPACT	TIME HORIZON
<b>POLICY AND LEGAL</b>	Policy actions that attempt to constrain activities that contribute to the adverse effects of climate change, or policy actions that seek to promote adaptation to climate change.	Short- to medium-term
<b>TECHNOLOGY</b>	Technological improvements or innovations that support the transition to a lower-carbon, energy efficient economic system can significantly impact organizations.	Medium- to long-term
<b>MARKET</b>	Shifts in supply and demand for certain commodities, products and services as climate-related risks and opportunities are increasingly considered.	Medium- to long-term
<b>REPUTATION</b>	Changing customer or community perceptions of an organization's contribution to or detraction from the transition to a lower-carbon economy.	Short- to medium-term
<b>EXTREME WEATHER</b>	Increased severity of extreme weather events, changes in precipitation patterns and extreme variability in weather patterns, rising mean temperatures, and rising sea levels.	Short- term and ongoing



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## *Policy and Legal Risk*

Continuing political and social attention to the issue of climate change has resulted in legislative, regulatory and other initiatives to reduce greenhouse gas (GHG) emissions, such as carbon dioxide and methane, and incentivizing energy conservation or the use of alternative energy sources.

## *Mitigation Strategies*

- Collaborating with stakeholders to develop policies that meet mutually beneficial environmental goals
- Working with trade associations and other organizations to partner with governmental agencies in developing regulations
- Adopting innovative technologies to better detect emissions and prevent leaks or loss including pneumatic retrofits, aerial methane detection and a comprehensive LDAR program
- Employing air quality programs and operating practices to ensure that we comply with or exceed regulations
- Monitoring and preparing for potential SEC reporting requirements, new EPA rules and potential tax increases
- Enhancing staffing focused on environmental and air regulation and operations



## *Technology Risk*

With a shift to lower carbon resources, we face indirect competition from emerging technologies that could displace or affect the competitiveness of more traditional energy and reduce consumer demand. Certain incentives may also encourage more adoption of these technologies

We continue to study and adopt emerging technologies to increase our operational efficiencies and reduce our GHG emissions to be competitive in a lower carbon future.

## *Mitigation Strategies*

- Engineering improvements in facility designs to reduce emissions across our sites
- Improving operational efficiencies and reducing our costs while incorporating measures to reduce emissions
- Investing in and implementing technology to reduce emissions, waste and our physical footprint on drilling locations
- Utilizing fleet optimization software to reduce emissions and costs





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## Market Risk

We face competition in every aspect of our business, including buying and selling reserves and leases, obtaining goods and services needed to operate our business and marketing natural gas, oil or natural gas liquids.

The development of a federal renewable energy standard, or the development of additional or more stringent renewable energy standards at the state level or other initiatives to incentive the use of renewable energy could reduce the demand for oil and gas, adversely impacting our earnings, cash flows and financial position.

We reduce market risk through long-range planning and strategic financial analysis which allows us to prepare for and hedge against market volatility.

## Mitigation Strategies

- Conducting market sensitivity analyses quarterly during which we evaluate our operational strategy and business portfolio against market factors that could impact company performance
- Using hedging to offset downside risk and strategically protect our capital program
- Strategically partner and source goods from trusted low-risk vendors
- Certifying natural gas production with an independent auditor for RSG standards
- Integrating Investor Relations with Climate-Related initiatives
- Evolving and enhancing our Corporate Sustainability Report for greater transparency

- Identifying and evaluating opportunities to reduce GHG emissions through our established Methane Emission Reduction Team (MERT)



## Reputation Risk

Activists concerned about the potential effects of climate change have directed their attention at sources of funding for fossil-fuel energy companies, resulting in certain financial institutions, funds and other sources of capital restricting or eliminating their investment in oil and natural gas activities. This could make it more difficult to secure funding for exploration and production activities.

We are committed to transparent stakeholder engagement and forward-looking programs that work to reduce our industry's environmental impact.

## Mitigation Strategies

- Certifying natural gas production with an independent auditor for RSG standards
- Evolving and enhancing our Corporate Sustainability Report, and committing to reporting progress on our climate-related initiatives at least annually for greater transparency

- Identifying and evaluating opportunities to reduce GHG emissions through our established Methane Emission Reduction Team (MERT)
- Continuing to build upon our emissions reduction practices and partner with peers and third-party organizations like The Environmental Partnership to advance emissions reductions as an industry
- Responding to stakeholder concerns and continuing to improve our operations
- Reducing water disposal volumes and freshwater consumption through water re-use or water sharing agreements with other operators
- Selecting and designing our well sites to minimize impacts to sensitive habitats and surrounding areas
- Increasing our community outreach in areas where we operate



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## *Extreme Weather Risk*

Severe weather events, such as storms, hurricanes, droughts or floods, which may be exacerbated by climate change, could have an adverse effect on our operations and could increase our costs. Potential adverse effects could include damage to our facilities, the costs of less efficient or non-routine operating practices necessitated by weather events or increased costs for insurance coverage. If climate changes result in more intense or frequent severe weather events, the physical and disruptive effects could have a material adverse impact on our operations and assets.

Through the adoption of stringent processes to promote operational resilience and emergency preparedness and advanced technology, we are better prepared for such climate-related physical risks.

## *Mitigation Strategies*

- Established facility design standards to protect our operational equipment from extreme weather-related events
- Maintain Business Continuity and Disaster Recovery Plans
- Conduct trainings and exercises for our incident command system to be fully prepared for potential extreme weather-related events
- Implemented software to notify employees of severe weather risks in areas where we operate
- Regularly assess water-related risks associated with freshwater use, water stress, extreme weather (including operating in floodplains) and water disposal / final disposition through our operational planning





# Governance: Climate-Related Opportunities

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	OPPORTUNITY	IMPACT	ONGOING ACTIVITIES
	<b>RESOURCE EFFICIENCY</b>	Reducing operating costs due to operational efficiencies and emissions reduction programs	<ul style="list-style-type: none"> <li>Operational and facility efficiencies</li> <li>Emissions reduction programs</li> <li>Leak Detection and Repair programs</li> <li>Emerging technologies</li> </ul>
	<b>ENERGY SOURCE</b>	Shifting to lower carbon energy sources for power generation to reduce costs and emissions	<ul style="list-style-type: none"> <li>Alternative fuel capabilities</li> <li>Industry-adjacent commercial solutions</li> <li>Emerging technologies</li> </ul>
	<b>PRODUCT AND SERVICE</b>	Focusing our portfolio on lower emissions products and exploring industry-adjacent commercial services or products to maintain competitiveness	<ul style="list-style-type: none"> <li>RSG certification</li> <li>Emissions reduction programs</li> <li>Emerging technologies</li> </ul>
	<b>MARKETS</b>	Proactively positioning our portfolio to meet material domestic natural gas demand	<ul style="list-style-type: none"> <li>Trade partnerships</li> <li>Strategic portfolio positioning</li> <li>Annual RSG recertification</li> <li>Long-term buying contracts</li> </ul>
	<b>RESILIENCE</b>	Maintaining our agile operating structure and continuing to enhance our facility design to best respond to climate change	<ul style="list-style-type: none"> <li>Geographically diverse portfolio</li> <li>Operational and facility efficiencies</li> <li>Emerging technologies</li> <li>Emergency response and business continuity and disaster recovery plan</li> </ul>





# Governance: Business Code of Conduct and Ethics

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## BUSINESS CODE OF CONDUCT AND ETHICS

At Gulfport, all employees, officers and directors must abide by our Business Code of Conduct and Ethics Policy (Code). All employees receive training to ensure they understand Gulfport's Code and our expectations for business conduct and policies. In addition, all employees certify annually that they will comply with our Code and report any potential violations of our Code and policies.

Targeted training tailored to job function is provided for insider trading, antitrust, conflicts of interest, business gifts and entertainment, anti-corruption, fair competition and other areas.



The Code references policies that inform and guide employee behaviors and decisions when working on behalf of Gulfport. All policies are maintained and available to employees on our Policy Portal. These Policies include:

- Anti-Corruption Policy
- Anti-Harassment, Anti-Discrimination and No Violence Policy

- Antitrust Policy
- Business Travel and Expense Policy
- Conflicts of Interest Policy
- Delegation of Authority Policy
- Equal Employment Opportunity Policy
- Fleet Policy
- Gifts and Entertainment Policy
- Human Rights Policy
- Insider Trading Policy
- Nepotism Policy
- Non-Retaliation Policy
- Procurement Policy
- Protection of Gulfport Assets Policy
- Social Media and External Communication Policy
- Substance Abuse-Free Workplace Policy
- Weapons Policy

We expect our employees and contractors to report any unethical or illegal activities in addition to anything that violates our Business Code of Conduct and Ethics, Supplier Code of Conduct and related policies. An anonymous Ethics and Integrity Helpline, operated by a third-party, is available and publicized to ensure anonymous reports may be submitted confidentially.

Gulfport also maintains a Non-Retaliation Policy to ensure that individuals may raise issues in good faith without fear of retaliation.

All reports of Company Code violations and unethical business conduct are systematically logged, investigated as appropriate and findings requiring attention are escalated to the appropriate members of the management team and the Board's Audit Committee, as necessary.





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## SUPPLY CHAIN

Gulfport is dedicated to maintaining an ethical, safe and experienced supply base. High-quality suppliers are critical partners as we work to deliver responsible corporate performance.



### *Supplier Qualification Process Reviews*

The Supply Chain department works closely with our operations, environmental, health and safety (EHS), legal and risk groups to protect the Company by managing the risks associated with supplier relationships. We utilize a third-party verification process to evaluate suppliers' safety, environmental and financial performance. We also confirm adequate insurance is in place. We analyze these evaluations during our Supplier Selection Process prior to awarding a contract.

### *Setting Expectations for Ethical Behavior*

Suppliers must abide by our Supplier Code of Conduct, which, with Gulfport's Business Code of Conduct and Ethics, provides the foundation for fair, ethical and lawful partnerships. Our Supplier Code of Conduct sets the expectation that all suppliers share our commitment to employee safety, ethics in the workplace and to conduct operations in an environmentally responsible manner by:

- Complying with our Supplier Code of Conduct, the law and other applicable company policies
- Treating all individuals, including company employees and partners, in an honest and fair manner
- Disclosing activities, financial interests or relationships that may be or may appear to be a conflict of interest and obtain prior written approval
- Safeguarding and properly using company proprietary and confidential information, personal information and other company assets and resources, as well as those of the Company's partners
- Reporting suspected unethical or illegal behavior to Gulfport's Human Resources Department, Legal Department or Ethics and Integrity Helpline
- Raising questions or good faith concerns about possible violations of laws, the Supplier Code of Conduct or any other applicable Company policies

## SUPPLIERS AND ESG

Gulfport's focus on ESG efforts extends not only to us but also our suppliers. We require suppliers to share their efforts to reduce their carbon footprint and emissions during operations and general EHS programs. As always, we remain committed to investing in suppliers and technology that drive environmental stewardship, safety and efficiency.

Gulfport has implemented an enterprise-wide procurement policy and provided training for employees to increase the organization's knowledge and awareness of the appropriate procurement channels for goods and services.

**400+ SUPPLIERS**

Provided Goods and Services

**74 SUPPLIERS**

Evaluated in 2023

**82 SUPPLIERS**

With Diverse Ownership Reported

## POLITICAL AND TRADE PARTICIPATION

Gulfport dissolved its Political Action Committee in 2020 and makes no direct corporate political contributions. Gulfport is a member of the American Exploration & Production Council, the Ohio Oil and Gas Association and the Petroleum Alliance of Oklahoma.



# Governance: Cybersecurity

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## CYBERSECURITY

Gulfport increasingly relies on digital technology to optimize our business. As our reliance on technology expands, we are exposed to additional cyber-risks, which we focus on assessing, identifying and managing. These risks include, but are not limited to, financial risks, operational risks, safety concerns, employee and owner personal information and violation of data privacy or security laws.

### *Managing Material Risks & Integrated Overall Risk Management*

We take an integrated approach to assessing and identifying cybersecurity risks and threats. At the corporate level, cybersecurity is identified as a key risk within our Enterprise Risk Management (ERM) program. Our management of cyber risk is based on the National Institute of Standards and Technology’s (NIST) cybersecurity framework. While the NIST cybersecurity framework is our foundation, we combine that with the Center for Internet Security’s (CIS) control framework.

We utilize a defense-in-depth approach, layering security starting with cloud-based tools through our perimeter all the way to the client and server end points with End Point Detection and Response solutions. We continue to invest and align advances in technology to strengthen our security posture. This year, for example, we implemented tools that provide additional visibility into lateral movement, enhancements for multi-factor authentication, and patching of servers. Cyber risks and incidents are categorized by severity, evaluated for materiality, responded to based on defined incident response

playbooks and then remediated accordingly. We perform organized tabletop exercises to test these practices and identify areas where opportunities for improvement exist.

We acknowledge that—even with advanced security tools—we are only as strong as the people that use our technology. That is why we design phishing simulations and require multiple security training courses for every employee annually. Our partnerships with law enforcement, the Oil and Natural Gas Information Sharing Center and our third-party partners continually mature our cyber program as threats evolve.

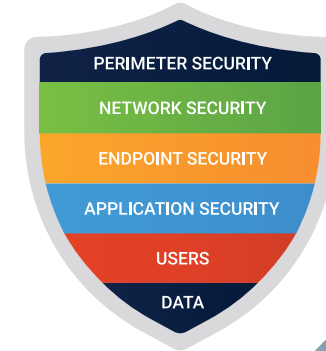
### *Engaging Third Parties on Risk Management*

Recognizing the complexity and evolving nature of cybersecurity risk, we leverage strategic external partnerships to assess and mitigate cybersecurity threats. For example, in addition to our security analysts, we partner with third parties that provide 24/7 security operations monitoring, enhancing our response time.

We are also audited by third parties for compliance with information security standards and to assess vulnerabilities annually, providing additional expertise that strengthens our security posture.

### *Managing Third Party Risk*

We also recognize the risks associated with the use of vendors, service providers and other third parties that provide information system services to us, process information on our behalf or have access to our information systems, and we have processes in place to oversee and manage these risks. We maintain ongoing monitoring to ensure compliance with our cybersecurity standards. There were no material cyber breach incidents in 2023 or 2024.





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## CLIMATE STRATEGY AND ENVIRONMENTAL STEWARDSHIP

Environmental stewardship serves as the foundation for our climate risk strategy. We are dedicated to delivering clean, safe, affordable and reliable energy while making every effort to reduce our impact on the environment. Gulfport minimizes our environmental impact by:

- Conducting annual recertification of all Appalachian gas with an independent auditor
- Retrofitting natural gas pneumatic devices with compressed air or other non-gas venting devices
- Designing all future pad sites with compressed air pneumatic devices
- Employing air quality programs and operating practices to ensure that we comply with or exceed regulations
- Investing in and implementing technology to reduce emissions, waste and our physical footprint on drilling locations
- Selecting and designing our well sites to minimize impacts to sensitive habitats and surrounding areas
- Returning to existing locations for new development, creating opportunities to utilize existing facilities and minimizing surface disturbances
- Reducing water disposal volumes and freshwater consumption through water re-use or water sharing agreements with other operators
- Testing spill prevention and response programs to confirm equipment is properly maintained

Gulfport also developed an Environmental Policy supporting its commitment to operational excellence, compliance and environmental awareness. Gulfport’s Environmental Policy fosters environmental awareness and serves as a guide for employee behavior.

## METHANE EMISSION REDUCTION TEAM

Gulfport’s Methane Emission Reduction Team (MERT) was established as a formalized task force to identify and evaluate opportunities to reduce GHG emissions, particularly methane. The MERT is a multi-disciplinary team consisting of Gulfport’s operations, facilities and EHS groups.

Through these efforts, Gulfport has continually reduced emissions and promoted initiatives such as certifying all Appalachian gas. The MERT will continue exploring opportunities to continuously improve environmental stewardship and methane emissions.

## WORK GREEN

Work Green is a behavioral based program designed to expand and improve Gulfport’s environmental culture and commitment. The three Work Green focus areas are air, land and water. Training, communication and volunteer opportunities are tailored around these three concepts and focus our efforts to protect the environment, natural resources and ecosystems near Gulfport operations and surrounding communities.

## WORK GREEN







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## THE ENVIRONMENTAL PARTNERSHIP

Gulfport is a long-standing member of The Environmental Partnership. The organization is comprised of stakeholders in the oil and natural gas industry who are committed to continuous environmental improvement. The Environmental Partnership’s primary focus is on reducing methane emissions and volatile organic compounds. Since joining, Gulfport has implemented programs advocated by the partnership, including:

- Eliminating routine high pressure flaring of associated gas
- Increasing leak detection and repair
- Replacing, removing or retrofitting high-bleed pneumatic controllers
- Monitoring manual liquids unloading

We continue to improve monitoring and engineering practices to reduce emissions, waste and potential environmental impacts through facility location and design.

## BIODIVERSITY AND LAND USE

Gulfport strategically develops acreage using a variety of techniques to identify, assess and manage potential risks. Environmental assessments are conducted for each development project to determine any potential impacts to the environment, including endangered species and their habitats, natural waterways and sources, sensitive plant life and historical landmarks. We utilize multi-well pad

sites to minimize our overall physical footprint. These concepts are carried throughout the life-cycle of a facility, and when appropriate, facilities are plugged, abandoned and reclaimed to their natural state.

## FLARED GAS

We aim to minimize flaring, not only to reduce our emissions, but to minimize the volumes of natural gas we produce and are unable to sell. We do not operate wells without access to gas-gathering lines, allowing us to minimize routine flaring in our operations. Gulfport ensures that there is adequate pipeline takeaway to move the natural gas we produce to the market through third-party gas gatherers. In the event of a planned or unplanned pipeline disruption, our operations teams and third-party gatherers minimize the impact of curtailments by diverting gas to other portions of the gathering system. If we expect an extended delay moving gas to the market, we have the option to shut in the wells.

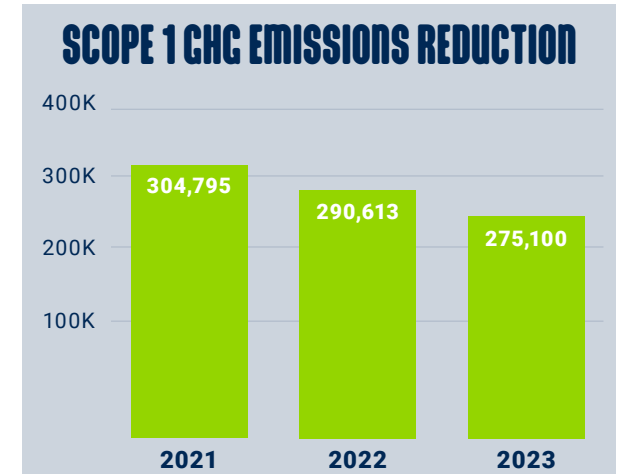
## LEAK DETECTION AND REPAIR PROGRAM

Gulfport is dedicated to minimizing methane and other emissions throughout our operations. **In 2023, we conducted over 400 leak inspections across our operations.** Our team utilizes aerial surveys and optical gas imaging cameras to inspect all equipment and associated piping and fittings to detect and repair leaks that might otherwise go undetected. Gulfport also implements

methane mitigation technologies and practices including pneumatic device replacements, lock-down thief hatches and automatic tank gauges to improve leak detection and mitigation efforts.

## VEHICLE EMISSION

Gulfport strives to reduce our truck traffic by focusing on vehicle and journey management, including maintenance and thoughtfully planned driving routes. We also utilize pipeline systems for transporting produced water, eliminating related traffic and reducing fuel consumption. By reducing the number of miles driven, there are reduced emissions, fewer accidents, better road conditions and less disruption to the communities with whom we share the roads.







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## SCOPE 2 EMISSIONS

We calculate our Scope 2 indirect emissions for all of Gulfport's offices. These indirect emissions are totaled using EPA's latest Emissions & Generation Resource Integrated Database subregion emission factors and the default heating value for natural gas. [View our metrics here.](#)

## WATER CONSERVATION

Gulfport works to responsibly manage and measure our water, both in sourcing and usage. 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. We work closely with federal, state and local agencies to evaluate and permit our freshwater usage.

Prior to starting any water withdrawal, we assess the water source to determine a reasonable rate that can be extracted without harming the existing uses supported by the water source, and we obtain approval from appropriate regulatory bodies as applicable. We also track seasonal conditions to establish a baseline for water availability from permitted surface water sources.

Regulatory agencies in Ohio issue permits for water withdrawal based on the availability and quality of local supplies. We have procedures in place to maintain compliance with water permitting and reporting requirements. We record the volume pumped and pump time for all active water withdrawals and compare this to the permitted limits daily to confirm that the water pumped does not exceed the allowable pump rate and

daily volume. Additionally, automated alerts are established through the U.S. Geological Survey website to notify us of changing stream conditions. If stream flows drop below allowable levels, then water withdrawal activities are immediately suspended.

In addition to water sourcing conservation, we conduct baseline water sampling of nearby surface water sources and water wells surrounding every new pad we construct. This baseline provides us with a reference to appropriately manage any potential water quality issues that arise from our operations. These reports are made available to the landowner of the water source or well.

Gulfport understands the value of protecting water resources. We strive to reduce our freshwater consumption by reusing or recycling produced water across our areas of operation.



In Ohio, we have developed a produced water sharing program with other operators in the Appalachian basin. Through this program, we enter into mutual sharing agreements with local exploration and production companies and utilize their recycled water in our operations. This efficient reuse benefits local operators providing them with disposal alternatives, reducing emissions, reducing truck traffic and minimizing the potential for spills.

## MANAGING AND REDUCING WASTE

Gulfport takes a comprehensive approach to waste management. Our waste management program includes management practices to ensure proper handling of materials throughout our operational life-cycles. These practices offer consistency in how we manage and reduce the waste produced and disposed of during our operations. Gulfport strives to reduce residual waste from exploration and production processes whenever possible. Examples of waste reduction in drilling and completions operations include:

- **Closed loop systems:** Drilling operations utilize a closed loop system for managing residual waste. The closed loop system is used for the air / mist drilled and fluid sections. In each section, all water, brine and oil are processed on location and reused in the drilling process. In Appalachia, drill cuttings are processed using solids control systems and dryers minimizing retention of liquid residue and reducing waste sent to landfills. In Oklahoma, the processed material is taken by a third-party vendor who separates hydrocarbon liquids for re-use, and the processed cuttings are used as road base materials for county roads or backfill.
- **Sand X System:** Completions operations utilize the Sand X System to efficiently separate water from sand, significantly reducing the amount of water remaining in the sand following well completions. As a result, drier sand and less tonnage is sent to landfills. The separated water may also be reused.



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## NORM / TENORM

Naturally occurring radioactive material (NORM) exists in plants, soil, rocks and underground deposits of oil and natural gas. NORM may build up in pipelines and other equipment. Human activity can also cause waste to be categorized as technologically enhanced NORM (TENORM).

The level of NORM / TENORM is analyzed through a dose rate survey or lab analytical samples of radionuclide concentration. Gulfport and our contractors utilize these results to determine the most appropriate means of transport, treatment or disposal. Gulfport's practices help ensure careful management of fluids associated with operations. Gulfport is committed to timely reporting environmental issues to applicable regulatory groups.



## FRACFOCUS

FracFocus is the national hydraulic fracturing chemical registry managed by the Ground Water Protection Council whose members are state government officials. This site was created to provide the public with access to detailed information about chemicals used in hydraulic fracturing. Gulfport submits FracFocus reports on every site we operate to provide relevant information detailing chemicals and products utilized on our locations.



## SPILL PREVENTION AND RESPONSE

Spill prevention controls and response plans are utilized throughout our operations. Prevention includes utilizing the right equipment, implementing impervious containment systems around storage tanks, regularly inspecting and maintaining equipment and ensuring procedures are followed

when transferring fluids. Gulfport also installs fluid-level sensors in our production and processing equipment to alert employees if tank levels change indicating a potential leak. We properly record every spill regardless of severity. Our operations teams have created and comply with policies and procedures related to the assessment and remediation of spills. We are committed to compliance with applicable state and federal agency oversight and regulations. Our reduction in spills has been driven by the hard work and dedication of our teams to prepare for, prevent and learn from prior incidents.



A photograph of three industrial workers in safety gear (hard hats, safety glasses, and high-visibility jackets) working at a facility. One worker is on a yellow ladder, another is in the foreground looking at a blue valve, and a third is on the right. The background shows blue industrial structures and a logo with the letters 'IGW'.

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SAFETY





# Safety: Work Safe

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Without exception, safety is the number one priority for all Gulfport employees and contractors. Gulfport provides comprehensive safety training to all employees and contractors and is fully committed to a safe working environment. We utilize and apply performance metrics to drive and improve safe operations. Gulfport has designed and instituted emergency response and business continuity plans to address incidents involving operational disruptions, pandemics and natural disasters. These measures include prompt notification procedures enabling Gulfport personnel to quickly evaluate and mitigate risks. Gulfport is also an active participant in industry peer-round tables and a member of trade organizations that focus on improving workforce safety through education and collaboration. Limiting safety incidents is included as part of our incentive compensation programs to ensure we train and hold our employees accountable for operating safely.

## WORK SAFE

Gulfport's Work Safe Program is behaviorally based and focuses on twelve rules derived from Company policies (critical tasks) and cultural conditions linked to serious safety incidents in our industry. Critical Task Rules require specific operating procedures to mitigate hazardous work site conditions and complete work safely. Cultural Condition Rules are defined as work site conditions or human behaviors that have been linked to the root cause of most incidents. Employees and contractors are expected to apply and follow the requirements that coincide with the twelve rules. We continue educating employees and contractors on this program through safety meetings and training programs. Our goal is to not only improve our safety performance but to proactively prevent incidents before they occur.



# WORK SAFE



**Work Authorization**  
Plan Your Work, Work Your Plan

- Confined spaces
- Hot work
- Permits to work
- Bypass safety controls



**Energy Isolation**  
Ask/Check/Verify

- Lockout/Tagout



**Working at Heights**

- Fall protection
- 100% tie-off



**Job Safety Analysis**

- Identify job steps
- Identify/mitigate risk
- Manage change



**Driving**

- Journey management
- Seatbelts
- No texting



**Stop Work Authority**  
You See It, You Own It

- Hazard observations
- Communicate



**Focus**

- Avoid complacency
- Fit for duty
- Time-out for safety



**Tools**

- Right tool for the job
- Maintain tools
- Utilize safeguards



**Hand Safety**

- PPE
- Hand placement



**Slips, Trips & Falls**

- Housekeeping
- Watch your step



**Maintain Equipment**

- Inspection
- Regular maintenance
- Repair



**Line of Fire**

- Obey buffer zones
- Heads up
- Spotter use



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Stop Work is one of the Work Safe Program’s critical tasks. Our Chief Executive Officer, John Reinhart, signed and communicated a Stop Work Authority and Obligation letter to the Company’s employees and our contractors. This letter outlines Gulfport’s commitment to health, safety and the environment and provides the expectation and support to all Gulfport employees and contract partners to stop work when conditions warrant. Every person on a Gulfport work site has the authority—and obligation—to stop any work that may cause an unsafe condition, create personal risk or harm the environment.



## EMPLOYEE & CONTRACTOR SAFETY

Gulfport provides comprehensive training and expects everyone to take personal responsibility for creating a safe working environment. ***In 2023, Gulfport provided over 2,500 hours of EHS training.*** It is our pledge to utilize and apply appropriate measures to achieve and maintain a leading position in safe operations.

At Gulfport, we view contractors as partners. All new contractors are thoroughly screened and must be approved by our EHS, risk and legal departments.

We expect our contractors to provide high-quality services, ensure their employees are trained and have EHS programs that meet or exceed all regulatory laws and standards. Gulfport utilizes ISNetwork® to assist in screening, online training verification and communicating new requirements or expectations.

Gulfport holds regularly scheduled employee and contractor meetings throughout the year. These meetings focus on EHS performance, operational changes, incident findings, hazard observations, stop work authority and regulatory compliance efforts. We also recognize individuals in these meetings that have reported and mitigated a significant workplace hazard or utilized their Authority to Stop Work during a job task due to a potential concern. For their dedication to safety, we award these individuals with a gift and showcase their story in our company quarterly newsletter.

Gulfport routinely conducts field inspections to ensure compliance with regulations and EHS programs. Findings of non-compliance are tracked, reported and remediated to address corrections or recommendations for improvement.

## DRIVER SAFETY

We take numerous steps to reduce miles driven. These efforts include eliminating the personal use of company vehicles and limiting the use of company vehicles to employees whose job function requires them. An Operator Control Room was established at our Ohio office to improve operational efficiency and reduce road travel

required to monitor and operate well pad locations.

Training and technology are utilized to provide our employees with the education necessary to share the road with our stakeholders safely.

All company drivers are trained in Smith System® driving to reinforce safe driving skills with the goal of reducing accidents and enhancing fuel efficiency. Telematics reports help us identify employees who need additional education and corrective action based on their driving habits. They are also utilized to incentivize safe driving habits and reward safety focused drivers.





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## EMERGENCY PREPAREDNESS

In conjunction with our preventative measures, Gulfport designed and instituted Emergency Response and Business Continuity Plans for responding to incidents involving operational disruptions or natural disasters swiftly and appropriately. In 2023, Gulfport conducted trainings and table-top exercises for our Incident Command System. Table-top exercises allow us to seek feedback and evaluate our strengths and areas for improvement. This training helps Gulfport protect the people and environment in the communities where we operate.



Emergency preparedness measures include notification procedures enabling Gulfport personnel to quickly evaluate and institute appropriate mitigation strategies. These include notifying appropriate state and federal regulatory bodies, affected landowners and other stakeholders. After evaluation and notification, Gulfport is committed to working with regulatory bodies and affected parties.

We also have a Business Recovery Plan that serves as a planning guide in the event of a natural disaster or other emergencies that have the potential to disrupt our critical business processes and operations.

**DECREASED** COMBINED TOTAL RECORDABLE **INCIDENT RATES BY 17% IN 2023**



## PERFORMANCE MEASUREMENTS

At Gulfport, we measure EHS performance using a range of leading and lagging indicators. This data helps us assess our EHS and contractor programs and determine methods to continuously improve workplace safety and incident prevention. **We recorded a 17% decrease in Combined Total Recordable Incident Rates in 2023 from 2022.**

This improvement was driven by increased focus on our Work Safe behavioral program, short-service employees and hazard assessment processes. Our Lost Time Incident Rate remained zero in 2023, and Preventable Motor Vehicle Accidents remained flat. Overall, safety performance across Gulfport steadily improved year-over-year. We are committed to continuous improvement throughout our EHS programs. [View our metrics here.](#)



A worker in a red hard hat and blue uniform is cleaning a large metal coil with a brush. The background shows another worker in a blue uniform and red hard hat working on a similar coil. The scene is set in a steel mill with large metal coils and a red and white striped barrier.

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WORKPLACE



# Workplace: Culture & Diversity

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## CULTURE

At Gulfport, we recognize that the quality of our assets, including every employee in our workforce, leads directly to our success. We value and respect our passionate, driven and innovative employees. We recognize that our employees' skills, diverse backgrounds and unique perspectives make us stronger as a team. We also ensure that our workplace is safe, respectful, inclusive and professional. To that end, we have adopted human resources policies clearly setting Gulfport's expectations around discrimination, harassment, sexual harassment and promoting equal employment opportunities for all employees and applicants. Every employee and manager receives training on topics such as discrimination, sexual harassment, the Americans with Disabilities Act and equal employment opportunity. Gulfport requires nothing less than full consideration and respect of all colleagues, and we embrace and celebrate our differences.

Gulfport's leadership team continuously evaluates and monitors Gulfport's culture. Our core values help communicate the goals for how we conduct ourselves and work together as a team. We solicit feedback from employees representing every area of the organization to ensure that our actions are consistent with the expectations we set and to understand how we can better align our actions with our core values. Our core values not only define how we work together, but also help focus our daily efforts, improve everyone's work experience and support our organizational success. We continue our efforts to provide a fair and respectful work environment where all employees can be their best, feel valued and perform at a high level.

## DIVERSITY, EQUITY AND INCLUSION

Diversity, equity and inclusion are important to our organization, our leadership team and our culture. Diversity and inclusion are also important at our Board level, **where 60% of our independent directors identify as gender or ethnically diverse.** We continue to make efforts to attract and recruit diverse candidates, evaluate pay equity and offer our employees and managers development training and resources and ongoing training on our workplace policies. We also encourage all employees to provide feedback and ideas on how Gulfport can continuously improve, and we ask all our employees to sign a commitment indicating that they will speak up if they observe or become aware of any actions that are inconsistent with our core values, our Business Code of Conduct and Ethics, or other Company policies. We are also committed to supporting veterans through our recruiting and hiring efforts as well as supporting several causes that assist veterans and active-duty military.

As an affirmative action employer, we are driven to locate qualified diversity candidates and provide metrics on our diversity. **In 2023, all employees participated in training that touched upon our Code, policies and topics related to diversity and inclusion. We understand that a workplace environment that embraces diversity and is inclusive of different ideas and perspectives is a healthy environment and one that provides the best solutions to complex challenges.** [Learn more here.](#)

## BOARD DIVERSITY

Our Nominating, Environmental, Social and Governance Committee is dedicated to diversity and adopted a [Board Diversity Policy](#). The policy requires that the Committee include diverse candidates in all director searches, taking into account diversity of gender, race, ethnicity, background, age, thought and tenure on our Board (in connection with the consideration of the renomination of an existing director), including by affirmatively instructing any search firm retained to assist the Committee in identifying director candidates to include diverse candidates from traditional and non-traditional candidate groups. These efforts have led to 60% of our independent directors identifying as gender or ethnically diverse.







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## HUMAN RIGHTS AND SECURITY

### *Human Rights Policy*

Gulfport is committed to being a positive force in its communities, and the Company remains committed to upholding the highest standards of human rights, clearly defined in our human rights policy.

Gulfport respects fundamental human rights and views them as an integral part of corporate ethics and social responsibility. The Company adheres to the highest ethical conduct as outlined in Gulfport’s Business Code of Conduct and Ethics and Supplier Code of Conduct.

Gulfport applies fair labor practices throughout its operations and adheres to all applicable workplace, employment, privacy and human rights standards.

Consistent with the United Nations Guiding Principles on Business and Human Rights, Gulfport recognizes the responsibility of governments to protect and fulfill human rights. As an operating rights owner, it is the Company’s obligation to respect human rights and comply with all applicable laws. When a federal law conflicts with a state or local law, the federal law will supersede the other law or laws.

Gulfport provides a diverse and inclusive workplace for all employees and job candidates, and it does not tolerate unlawful discrimination or workplace harassment in any form.

Gulfport is committed to a strong and diverse supplier network which supports the Company’s goal of making a positive contribution in the communities where it does business. We regularly assess risks within Supply Chain and

expect contractors and suppliers to comply with all applicable laws and respect the Company’s voluntary commitments, the Supplier Code, our Code and EHS policies.



### *Indigenous Rights*

We recognize that indigenous peoples have unique rights and needs that we respect and uphold throughout our valued partnerships. Our Human Rights Policy applies equally to our treatment of Native Americans and indigenous peoples with whom we partner as we produce U.S.-based oil and natural gas. We are committed to a mutually beneficial relationship focused on economic development, community investment and cultural preservation. We develop these relationships through early engagement with tribal representatives and participate in transparent business interactions while following all applicable laws and policies.

### *Security*

Gulfport sites are regularly assessed and monitored for the protection of our people, the community and our landowners and assets. Our security partners, many of whom are off-duty law enforcement officers, have established relationships with local

first responders, as well as state and federal officials, and they help keep Gulfport sites and the communities where we operate safe.

All site personnel (whether employed by Gulfport or a third-party) 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, including buildings, vehicles and operational sites consistent with applicable state, local or federal laws. Any employee or partner not following these policies, violating the law or otherwise threatening the safety of our operations, will be removed. By complying with all applicable laws and demanding the same of our third-party partners, Gulfport mitigates many material risks related to security threats, terrorism, company attacks and other types of conflicts.





# Workplace: Benefits at Gulfport

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## BENEFITS AT GULFPORT

At Gulfport, we believe our people are our most valuable asset. We are committed to investing in their growth and development, both personally and professionally. We offer a variety of opportunities for learning, mentoring, and career advancement. We also provide a supportive and inclusive work environment, where everyone can thrive and contribute to our shared vision and goals. We put our people first because we know that they are the key to our success.

Gulfport's core management and technical teams are comprised of proven oil and gas professionals with experience and expertise in multiple regions including numerous conventional and unconventional shale resource plays across North America. An entrepreneurial spirit resonates from the executive management team throughout the organization.



## Total Rewards Benefits Program

We compensate our employees through competitive pay, benefits and personal and professional development programs. Together, these represent our total rewards program, including:

- Medical, dental and vision coverage
- Flexible spending account
- Bundled services for certain medical procedures
- Life and accidental death & dismemberment insurance coverage
- Competitive 6% 401(k) employer match
- Comprehensive paid time off plan
- Paid-parental leave for mothers and fathers
- Tuition reimbursement
- Hybrid remote work environment
- Fitness reimbursement
- Pet insurance preferred pricing
- ID theft protection

## Work Life Balance

Gulfport employees wear many hats – our employees are parents, volunteers, caregivers and more. As a result, Gulfport provides flexibility, tools and resources to support these many roles and responsibilities.

Our corporate office enjoys a hybrid, remote work environment that allows flexibility where our employees work. Monday, Tuesday and Wednesdays are in the office, and many enjoy remote work on Thursday and on half-day Fridays. Our employees have the autonomy to work with their leaders to flex their schedules to better balance the demands of their personal needs and schedules.

## Mental Health

We recognize the importance of mental health and its impact on our overall wellbeing and productivity. Gulfport offers its employees stress management training and outreach programs, including an Employee Assistance Program, which is a confidential resource for life's challenges, such as maintaining a healthy lifestyle to financial and legal information.

## Career and Professional Development

We focus on our employees' careers and professional development, and we strive to set the bar high for the Oil and Gas industry and ourselves. We provide our employees with access to professional development resources, web-based trainings and an electronic learning platform with courses, e-books and webinars to further develop professionally and promote overall job satisfaction.



# Workplace: Community Engagement

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Gulfport strives to positively impact and improve the communities where we live and operate. We uphold our corporate responsibility and put our core values in action forming partnerships that give back to our operating areas and enhance lives in our communities. Gulfport recognizes that its operations can create a significant economic and social impact. Where the Company operates, it actively engages with civil society, federal and local communities. Gulfport supports programs that make a lasting and positive impact on education, health and community development. Gulfport is proud to support campaigns for nonprofit agencies in Oklahoma and Ohio through volunteer efforts and financial and in-kind contributions. Gulfport continues to emphasize volunteerism as an important part of our corporate culture.

***We center our giving efforts to support education, health and human services, environmental stewardship and our military and veterans.***

Gulfport's Community Impact Committee is dedicated to seeking partnerships and volunteer opportunities centered around these key focus areas and is led by employees in each of our three offices.

**GULFPORT PARTNERED WITH OVER 30 ORGANIZATIONS WITH MISSIONS CENTERED AROUND OUR KEY FOCUS AREAS.**

In 2023, Gulfport partnered with over 30 organizations with missions centered around our key focus areas. Through monetary contributions and volunteering efforts, we have supported organizations dedicated to protecting and sustaining the environment, supplying life-sustaining formula and food for babies and toddlers in times of crisis, enhancing the lives of adults with developmental disabilities and supporting veterans and youth through community programs.

## COMMUNITY IMPACT FOCUS AREAS

### EDUCATION



Gulfport is proud to donate to the Future Farmers of America (FFA) in both our St. Clairsville and Lindsay field offices. By investing in the FFA, we are helping to provide valuable educational opportunities and resources to young individuals passionate about agriculture.

We believe in the power of community and are proud to support an organization that fosters growth, leadership, and innovation in the agricultural sector.

### HEALTH & HUMAN SERVICES



Gulfport partners with Infant Crisis Services (ICS), a non-profit organization dedicated to supplying life-sustaining formula and food as well as diapers and clothing for babies and toddlers in times of crisis.

We support ICS through monetary sponsorships, and volunteering time processing food, formula and diapers for those in need.

### ENVIRONMENTAL STEWARDSHIP



Our employees volunteered in 2023 with RIVERSPORT River Protectors, an organization dedicated to removing trash from the Oklahoma River and identifying and working to bring about the cultural shift that will eliminate the problem.

The team of volunteers were able to collect almost 30 large sacks of trash from this initiative.

### MILITARY & VETERANS



We made a monetary contribution to Warriors for Freedom, a nonprofit organization helping prevent veteran suicide through community programs.

Employees and veterans from this organization also volunteered their time, packing meals at the Regional Food Bank of Oklahoma.



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**REGIONAL FOOD BANK OF OKLAHOMA**  
Oklahoma City Corporate

Through monetary support and volunteering, Gulfport donated and delivered over 47,650 meals to the Regional Food Bank



**WINGS OF OKLAHOMA**  
Oklahoma City Corporate

Employees volunteered their time at the Wings' Fall Festival and Pumpkin Patch and awarded a monetary donation supporting this wonderful community



**GRADY COUNTY FIRE DEPARTMENT**  
Oklahoma Field Office

Gulfport donated a Ford F-250 truck to the Grady County Fire Department



**FOOD PANTRY OF ST. CLAIRSVILLE**  
Ohio Field Office

Employees volunteered time and provided monetary support to the Food Pantry of St. Clairsville





# Workplace: Partnering with Our Owners

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## PARTNERING WITH OUR OWNERS

At Gulfport, we highly value our relationships with landowners and are committed to building and maintaining their trust. Our approach to Landowner Relations is grounded in our core values of collaboration and integrity and respect.

### **Collaboration: Empowering Landowners through Technology**

- Gulfport leverages technology to keep Landowners informed and provide access to essential information.
- Gulfport’s website Owner Relations page contains:
  - Link to manage Joint Interest Billings, historical production and revenue detail via EnergyLink
  - Links to important forms, such as W9s
  - Links related to ownership interest changes
  - Explanation of check stub information
  - Explanation of royalty interest, payment and deduction calculations
  - Answers to many frequently asked questions
- In 2024, Gulfport provided Landowners access to an online portal to make address updates and enroll in ACH for royalty payments.
- Gulfport’s Landowner Relations team uses the latest software to document and track landowner inquiries, ensuring effective resolution and maintaining satisfaction.

### **Integrity and Respect: Prioritizing Landowner Needs**

- Gulfport values the time and needs of its landowners, providing a dedicated phone number and email address for their exclusive use.
- The Landowner Relations team consists of skilled customer service professionals who promptly respond to landowner inquiries. Each issue is assessed and either resolved immediately or escalated to the appropriate department within the company for further action.







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PERFORMANCE METRICS



# Performance Metrics: Company Profile

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COMPANY PROFILE	2023	2022	2021
Net Revenues (In thousands)	<b>\$ 1,791,702</b>	\$1,331,112	\$808,802
Gross Productive Wells	<b>1,533</b>	1,498	1,472
Net Average Daily Production (MMcfe/d)	<b>1,054</b>	983	1,052
Net Proved Reserves (Bcfe)	<b>4,214</b>	4,048	3,898
Net Production Taxes (in thousands)	<b>\$ 25,564</b>	\$48,145	\$31,252
Total Owner Payments (in thousands)	<b>\$ 360,929</b>	\$557,873	\$246,672





# Performance Metrics: Workforce

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<b>WORKFORCE</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>TOTAL EMPLOYEES</b>	<b>226</b>	223	212
Gender or Ethnically Diverse	<b>43%</b>	42%	41%
Gender Diverse	<b>32%</b>	30%	31%
Ethnically Diverse	<b>16%</b>	16%	14%
<b>TOTAL MANAGERS</b>	<b>74</b>	78	77
% Managers	<b>33%</b>	35%	36%
Gender or Ethnically Diverse	<b>36%</b>	33%	31%
Gender Diverse	<b>30%</b>	23%	21%
Ethnically Diverse	<b>14%</b>	15%	15%
<b>TOTAL INDIVIDUAL CONTRIBUTORS</b>	<b>152</b>	145	135
% Individual Contributors	<b>67%</b>	65%	64%
Gender or Ethnically Diverse	<b>46%</b>	46%	46%
Gender Diverse	<b>33%</b>	34%	37%
Ethnically Diverse	<b>18%</b>	17%	13%
<b>TOTAL BOARD OF DIRECTORS<sup>1</sup></b>	<b>7</b>	5	5
Gender Diverse	<b>29%</b>	0%	0%
Ethnically Diverse	<b>14%</b>	40%	40%

**FOOTNOTES**

<sup>1</sup> 60% of current Board's Independent Directors are gender or ethnically diverse

Annually, as required by law, we report on the diversity of our workforce as defined by the U.S. Equal Employment Opportunity Commission (EEOC)



# Performance Metrics: Health & Safety

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<b>HEALTH AND SAFETY</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Employee Total Recordable Incident Rate (TRIR)	<b>0.92</b>	0	0.85
Employee Lost Time Incident Rate (LTIR)	<b>0</b>	0	0
Employee Days Away, Restricted or Transferred (DART) Rate	<b>0.92</b>	0	0
Employee Fatalities	<b>0</b>	0	0
Contractor TRIR	<b>0.36</b>	0.81	1.21
Contractor LTIR	<b>0</b>	0.27	0.17
Contractor DART Rate	<b>0</b>	0.4	0.52
Contractor Fatalities	<b>0</b>	0	0
Combined TRIR (employee and contractor)	<b>0.52</b>	0.63	1.11
Combined LTIR (employee and contractor)	<b>0</b>	0.21	0.12
EHSR Training Hours provided per Employee per month (average)	<b>0.93</b>	1.19	0.62



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ENVIRONMENT	2023	2022	2021
Scope 1 GHG Emissions (metric tons CO <sub>2</sub> e) <sup>1</sup>	<b>275,100</b>	290,613	304,795
Flared Combusted Gas (metric tons CO <sub>2</sub> e)	<b>11,289</b>	13,324	4,691
Other Combustion (metric tons CO <sub>2</sub> e)	<b>131,243</b>	150,299	135,479
Process Emissions (metric tons CO <sub>2</sub> e)	<b>23,878</b>	11,560	48,107
Other Vented Emissions (metric tons CO <sub>2</sub> e)	<b>103,111</b>	108,016	111,446
Fugitive Emissions (metric tons CO <sub>2</sub> e)	<b>5,580</b>	7,413	5,071
Scope 1 Methane Emissions (metric tons CH <sub>4</sub> ) <sup>1</sup>	<b>4,453</b>	4,739	6,456
Scope 1 GHG Emissions Intensity (metric tons CO <sub>2</sub> e/gross mboe produced)	<b>3.43</b>	4.02	4.13
Scope 1 Methane Emissions Intensity (metric tons CH <sub>4</sub> /gross mboe produced)	<b>0.06</b>	0.07	0.09
Scope 2 GHG Emissions (metric tons CO <sub>2</sub> e) <sup>2</sup>	<b>1,188</b>	753	690
Scopes 1 & 2 Combined GHG Emissions Intensity (metric tons CO <sub>2</sub> e/gross mboe produced)	<b>3.45</b>	4.03	4.14
Gross Annual Volume of Flared Gas (mcf) <sup>3</sup>	<b>0</b>	0	0
Flaring Intensity (gross annual volume of flared gas (mcf)/gross annual production (mcf)) <sup>3</sup>	<b>0</b>	0	0

## FOOTNOTES

<sup>1</sup> Emissions calculated under EPA's Greenhouse Gas Reporting Program

<sup>2</sup> Emissions calculated using EPA eGrid emissions factors.

<sup>3</sup> This metric applies to the flaring of wellhead gas from the primary separator at operated assets. It does not include combustion of low-pressure gas volumes from crude oil/condensate and produced water storage vessels or other low-pressure separators for the purpose of controlling emissions. It does not include flaring from drilling or well completions.





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ENVIRONMENT	2023	2022	2021
Freshwater Intensity Rate (freshwater consumed (bbl)/boe produced)	<b>0.21</b>	0.12	0.13
Total Freshwater Consumed from Regions with High or Extremely High Baseline Water Stress (bbl) <sup>4</sup>	<b>0</b>	0	0
Total Volume of Produced Water Recycled/Reused (gal)	<b>286,235,112</b>	294,027,762	259,415,100
Water Recycling Rate (water recycled (bbl)/ total water consumed (bbl)) <sup>5</sup>	<b>0.17</b>	0.57	0.43
Hydrocarbon Spills > 1 bbl Outside of Secondary Containment (count)	<b>2</b>	5	9
Volume of Hydrocarbon Spills > 1 bbl Outside of Secondary Containment (bbl)	<b>3</b>	15	101
Non-produced Spills > 1 bbl Outside of Secondary Containment (count)	<b>6</b>	35	40
Volume of Non-produced Spills > 1 bbl Outside of Secondary Containment (bbl)	<b>33</b>	6,827	247
Spill Intensity (produced liquids spilled (bbl)/ total produced liquids (mdbl)) <sup>6</sup>	<b>0.017</b>	0.010	0.039

**FOOTNOTES**

<sup>4</sup>Volumes reported are based on World Resource Institute's Aqueduct Water Risk Atlas annual water stress criteria.

<sup>5</sup>Recycled Water includes water that was produced and reused for Gulfport operations (whether or not it was purchased from a third party). Total water includes all water sources.

<sup>6</sup>Volume of produced liquids spilled outside of primary containment.



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PILLAR	DESCRIPTION	DISCLOSURE LEVEL	DISCLOSURE LOCATION
<b>Governance</b> Disclose the organization’s governance around climate- related risks and opportunities.	a) Describe the Board’s oversight of climate-related risks and opportunities. b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Full	<a href="#">Governance; Accountability; Executive Compensation Driving ESG Performance; Board of Directors Role in Risk Oversight; Risk Mitigation Approach</a>
<b>Strategy</b> Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. b) Describe the impact of climate-related risks and opportunities on the organization’s business, strategy and financial planning. c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Partial	<a href="#">Climate Strategy and Environmental Stewardship; Risk Mitigation Approach; Climate-related Risk</a>
<b>Risk Management</b> Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization’s processes for identifying and assessing climate-related risks. b) Describe the organization’s processes for managing climate-related risks. c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	Full	<a href="#">Governance; Accountability; Executive Compensation Driving ESG Performance; Board of Directors Role in Risk Oversight; Risk Mitigation Approach; Environment; Climate Strategy and Environmental Stewardship; Methane Emission Reduction Team</a>
<b>Metrics and Targets</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process. b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Partial	<a href="#">Performance Metrics; TCFD Metrics; SASB Metrics</a>



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PILLAR	TOPIC	RESPONSE
Governance	Board Oversight of Climate-related Risks and Opportunities	The Nominating, Environmental, Social and Governance (“NESG”) Committee of Gulfport’s Board is accountable for exercising oversight and evaluating programs and policies relating to ESG and climate-related matters. The Committee considers key social, political, regulatory and environmental trends and assesses potential impacts on Gulfport. Gulfport’s full Board receives updates on any significant environmental or safety incidents, current ESG metrics.
	Management’s Role in Assessing and Managing Climate-related Risks	Management of our daily ESG efforts is led by Gulfport’s internal ESG Steering Committee, made up of the senior leadership team who are responsible for developing and planning Gulfport’s short- and long-term ESG strategic framework and goals. The ESG Steering Committee also oversees communications with employees, investors and stakeholders with respect to ESG matters. The Steering Committee reports to the Board’s NESG Committee at every regularly scheduled Board meeting.
Strategy	Short, Medium, and Long-term Climate-related Risks	<p>Gulfport’s Enterprise Risk Management System (ERM) program helps the company identify, prioritize and mitigate risks to its business strategy, including ESG and climate-related risks. The ERM program is one of multiple systems and processes in place to identify, understand and prevent or minimize incidents with the potential for significant environmental or social impacts. Gulfport analyzes risks over a range of time horizons.</p> <p>The company details policy and legal, market, reputation, technology, and extreme weather as short, medium and long-term climate-related risks. Gulfport also describes these risk’s impact on business, strategy, and planning.</p>





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PILLAR	TOPIC	RESPONSE
Strategy	Impact on Business, Strategy and Planning	<p>Add Continuing political and social attention to the issue of climate change has resulted in legislative, regulatory and other initiatives to reduce greenhouse gas (GHG) emissions, such as carbon dioxide and methane, and incentivizing energy conservation or the use of alternative energy sources.</p> <p>With a shift to lower carbon resources, we face indirect competition from emerging technologies that could displace or affect the competitiveness of more traditional energy and reduce consumer demand. Certain incentives may also encourage more adoption of these technologies. We continue to study and adopt emerging technologies to increase our operational efficiencies and reduce our GHG emissions to be competitive in a lower carbon future.</p> <p>We face competition in every aspect of our business, including buying and selling reserves and leases, obtaining goods and services needed to operate our business and marketing natural gas, oil or NGL. The development of a federal renewable energy standard, or the development of additional or more stringent renewable energy standards at the state level or other initiatives to incentivize the use of renewable energy could reduce the demand for oil and gas, adversely impacting our earnings, cash flows and financial position. We reduce market risk through long-range planning and strategic financial analysis which allows us to prepare for and hedge against market volatility.</p> <p>Activists concerned about the potential effects of climate change have directed their attention at sources of funding for fossil-fuel energy companies, resulting in certain financial institutions, funds and other sources of capital restricting or eliminating their investment in oil and natural gas activities. This could make it more difficult to secure funding for exploration and production activities. We are committed to transparent stakeholder engagement and forward-looking programs that work to reduce our industry's environmental impact. We have also implemented numerous strategies to mitigate these risks, including working with The Environmental Partnership and creating an internal Methane Emission Reduction Team (MERT). The MERT assesses our emission profile, recommends new policies, procedures and technologies and undertakes gap assessments in our emissions management. This analysis is incorporated into our planning and decision-making.</p> <p>Severe weather events, such as storms, hurricanes, droughts, or floods, which may be exacerbated by climate change, could have an adverse effect on our operations and could increase our costs. Potential adverse effects could include damage to our facilities, the costs of less efficient or non-routine operating practices necessitated by weather events or increased costs for insurance coverage. If climate changes result in more intense or frequent severe weather events, the physical and disruptive effects could have a material adverse impact on our operations and assets.</p> <p>Through the adoption of stringent processes to promote operational resilience and emergency preparedness and advanced technology, we are better prepared for such climate-related physical risks.</p>



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PILLAR	TOPIC	RESPONSE
Strategy	Impact on Business, Strategy and Planning	<p>Gulfport continually works to reduce all emissions at our sites. We received a "Grade A" gas certification following an independent audit of our Appalachian operations. We also have zero-flaring in our operations. Our Ohio assets are equipped almost solely with air pneumatics, and we have been retrofitting natural gas pneumatics with air in our Oklahoma asset. In addition, we developed a procedure for liquids unloading and developed a training for operators in order to reduce emissions from that source.</p> <p>Gulfport works to responsibly manage and measure our water, both in sourcing and usage. 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. We work closely with federal, state and local agencies to evaluate and permit our freshwater usage.</p> <p>Gulfport systematically tracks and reports spills. Our facilities are equipped with early warning alarms that notify our field staff prior to spills occurring. When a spill occurs, we remediate, conduct a root-cause investigation and take corrective action.</p>
	Resilience of Strategy Using 2-degree or Lower Scenarios	Not applicable



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PILLAR	TOPIC	RESPONSE
Risk Management	Process to Assess Climate-related Risks	<p>Gulfport is committed to assessing both physical and transitional climate-related risks as part of our Enterprise Risk Management (ERM) program. This program embeds mitigations of climate-related risks into our strategic planning process, including efforts to ensure the highest possible data quality of our emissions inventories and progress towards achieving our goals.</p> <p>Our ERM Program regularly assesses enterprise risks, including climate-related risks, and presents its findings to senior management. Efforts to quantify and mitigate climate-related risks are developed, prioritized and communicated to the organization. Climate-related goals are managed by the ESG Steering Committee, which reports to the Board's NESG Committee quarterly. Through a combination of our internal ERM efforts and regular engagement with stakeholders, we assess the probability and predicted impact of risks to our business, including climate-related risks, and seek to understand and address material risks to Gulfport and stakeholders.</p>
	Process to Manage Climate-related Risks	<p>The NESG Committee of the Board is accountable for exercising oversight and evaluating programs and policies relating to ESG and climate-related matters. The Committee reviews ESG risks and exposures. These include climate-related risks, management's actions to reduce those risks, ESG communications, trends and stakeholder concerns. Gulfport's Board also receives timely updates on any significant environmental or safety incidents.</p> <p>The ESG Steering Committee is responsible for implementing, executing and assessing ESG efforts across the organization. Their recommendations guide Gulfport's operations and business strategies, and they increase the company's awareness of ESG matters throughout the organization. The ESG Steering Committee reports to the Board's NESG Committee.</p>
	Integration of Risk Process into Overall Risk Management	<p>The NESG Committee's Charter includes exercising oversight and evaluating programs and policies relating to ESG matters. Similarly, the company's internal ESG Steering Committee, which reports quarterly to the Board's NESG Committee, is focused on integrating ESG and climate-related considerations into our ERM (ERM) program.</p> <p>Gulfport's ERM program ensures that we focus on potentially material risks, including climate-related risks. We regularly review the likelihood, impact and mitigation strategies for these risks, and we provide regular updates to the company's Board and Audit Committee.</p> <p>We work to ensure our compensation program, including Short Term Incentives, are aligned with our climate-risk mitigation efforts and spill reduction goals.</p> <p>Gulfport implemented climate-related risk assessment and integrated climate risk with our ERM program. Continuing political and social attention to the issue of climate change has resulted in legislative, regulatory and other initiatives to reduce greenhouse gas (GHG) emissions, such as carbon dioxide and methane, and incentivizing energy conservation or the use of alternative energy sources.</p>





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PILLAR	TOPIC	RESPONSE
Metrics and Targets	Metrics Used to Assess Climate-related Risks	<p>Gulfport tracks Scope 1 and Scope 2 GHG emissions, and the characterization of those emissions to assess opportunities for improvement and risk. We track multiple additional metrics related GHG emissions, air quality, water reuse/recycling and spills in our Corporate Sustainability Report and in the SASB, TCFD, and AXPC tables.</p> <p>Gulfport's Compensation Committee recommended, and the Board approved, our Short-Term Incentive Plan (STIP) to include environmental metrics based on spills reportable to a government agency and air stewardship.</p>
	Scope 1 and Scope 2 Emissions (2021)	<p>Scope 1: 304,795 Metric tons CO<sub>2</sub>e</p> <p>Scope 2: 690 Metric tons CO<sub>2</sub>e</p>
	Scope 1 and Scope 2 Emissions (2022)	<p>Scope 1: 290,613 Metric tons CO<sub>2</sub>e</p> <p>Scope 2: 753 Metric tons CO<sub>2</sub>e</p>
	Scope 1 and Scope 2 Emissions (2023)	<p>Scope 1: 275,100 Metric tons CO<sub>2</sub>e</p> <p>Scope 2: 1,188 Metric tons CO<sub>2</sub>e</p>
	Scope 1 Intensity (2021)	4.13 Metric tons CO <sub>2</sub> e/MBOE
	Scope 1 Intensity (2022)	4.02 Metric tons CO <sub>2</sub> e/MBOE
	Scope 1 Intensity (2023)	3.43 Metric tons CO <sub>2</sub> e/MBOE
	Describe Targets Used	Not applicable



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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	<a href="#">Performance Metrics; SASB Metrics; TCFD Metrics</a> 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 record keeping 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	<a href="#">Performance Metrics; SASB Metrics; TCFD Metrics</a>
	EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions reduction targets, and an analysis of performance against those targets	Partial	<a href="#">CEO Letter; Climate Strategy and Environmental Stewardship; Methane Emission Reduction Team</a>
Air Quality	EM-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2 O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Not applicable	Not applicable



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TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE LEVEL	DISCLOSURE LOCATION
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	<a href="#">Performance Metrics; SASB Metrics; Environment; Water Conservation</a>  Nearly all freshwaters withdrawn from regions with high or extremely high water stress was consumed. Federal and state agencies authorize and monitor Gulfport's surface and groundwater appropriation and beneficial uses.
	EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Full	<a href="#">Performance Metrics; SASB Metrics; Environment; Water Conservation</a>  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	<a href="#">SASB Metrics; Environment; FracFocus</a>
	EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Full	<a href="#">SASB Metrics; Environment; Water Conservation</a>





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TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE LEVEL	DISCLOSURE LOCATION
Biodiversity Impacts	EM-EP-160a.1	Description of environmental management policies and practices for active sites	Full	<a href="#">Core Values; Environment; Work Green; Environmental Partnership; Biodiversity and Land Use; Flared Gas; Lead Detection and Repair Program; Vehicle Emission; Scope 2 Emissions; Water Conservation; Managing and Reducing Waste; NORM / TENORM; FracFocus; Spill Prevention and Response</a>
	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	<a href="#">Performance Metrics; SASB Metrics</a>  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	<a href="#">Biodiversity &amp; Land Use</a>
Security, Human Rights & 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 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	<a href="#">Human Rights and Security; Indigenous Rights</a>
	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	<a href="#">Human Rights and Security; Indigenous Rights</a>
Community Relations	EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Full	<a href="#">Community Engagement; Partnering with our Owners</a>
	EM-EP-210b.2	Number and duration of non-technical delays	Full	We experienced no non-technical delays in 2023.



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TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE LEVEL	DISCLOSURE LOCATION
Workforce Health & 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	<a href="#">Performance Metrics; SASB Metrics; Safety; Work Safe; Employee and Contractor Safety; Performance Measurements</a>
	EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production life-cycle	Full	<a href="#">CEO Letter; Safety; Work Safe; Employee and Contractor Safety; Driver Safety; Emergency Preparedness; Performance Measurements</a>
Reserves Valuation & Capital Expenditures	EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Not applicable	Not applicable
	EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	Not applicable	Not applicable
	EM-EP-420a.3	Amount invested in renewable energy; revenue generated by renewable energy sales	Not applicable	We utilize 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	<a href="#">Climate Strategy and Environmental Stewardship; Climate-related Risk</a>



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TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE LEVEL	DISCLOSURE LOCATION
Business Ethics & 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	Since we operate only onshore and, in the U.S., we do have reserves in countries as described by this standard
	EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Full	<a href="#">Core Values; Culture; Political and Trade Participation</a>
Management of the Legal & 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	<a href="#">CEO Letter; Core Values; Culture; Climate Strategy and Environmental Stewardship; Political and Trade Participation</a>
Critical Incident Risk Management	EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Not applicable	Not applicable
	EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Full	<a href="#">Governance; Accountability; Board of Directors Role in Risk Oversight; Risk Mitigation Approach</a>
Activity Metrics	EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Full	<a href="#">Performance Metrics; Company Highlights</a>
	EM-EP-000.B	Number of offshore sites	Full	Zero locations; we only perform work onshore and, in the U.S.
	EM-EP-000.C	Number of terrestrial sites	Full	<a href="#">SASB Metrics</a>



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DESCRIPTION AND UNIT OF MEASURE	2023	2022	2021
Gross Global Scope 1 GHG Emissions (Metric tons CO <sub>2</sub> e/MBOE)	<b>275,100</b>	290,613	304,795
Gross Global Scope 1 GHG Intensity Rate (Metric tons CO <sub>2</sub> e/MBOE)	<b>3.43</b>	4.02	4.13
Methane Emissions as a Percentage of Gross Scope 1 GHG Emissions (%)	<b>40%</b>	41%	53%
Gross Scope 1 GHG Emissions From Flared Combusted Gas (Metric tons CO <sub>2</sub> e)	<b>11,289</b>	13,324	4,691
Gross Scope 1 GHG Emissions From Other Combustion (Metric tons CO <sub>2</sub> e)	<b>131,243</b>	150,299	135,479
Gross Scope 1 GHG Emissions From Process Emissions (Metric tons CO <sub>2</sub> e)	<b>23,878</b>	11,560	48,107
Gross Scope 1 GHG Emissions From Other Vented Emissions (Metric tons CO <sub>2</sub> e)	<b>103,111</b>	108,016	111,446
Gross Scope 1 GHG Emissions From Fugitive Emissions (Metric tons CO <sub>2</sub> e)	<b>5,580</b>	7,413	5,071
BIODIVERSITY IMPACTS			
Number and Aggregate Volume of Hydrocarbon Spills, Volume in Arctic	<b>0</b>	0	0
Volume Impacting Shorelines with ESI rankings 8-10	<b>0</b>	0	0
Number of Hydrocarbon Spills	<b>2</b>	5	9
Volume of Hydrocarbon Released (bbls)	<b>3</b>	15	101





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WATER MANAGEMENT	2023	2022	2021
Total Fresh Water Withdrawn (Cubic meters (m <sub>3</sub> ))	<b>2,647,402</b>	1,306,344	1,603,074
Total Fresh Water Consumed (Cubic meters (m <sub>3</sub> ))	<b>2,647,402</b>	1,306,344	1,603,074
Percentage of Each in Regions with High or Extremely High Baseline Water Stress (%)	<b>0%</b>	0%	0%
Volume of Produced Water and Flow Back Generated (Cubic meters (m <sub>3</sub> ))	<b>1,446,766</b>	1,465,087	1,567,752
Percentage Discharged (%)	<b>0%</b>	0%	0%
Percentage Injected (%)	<b>25%</b>	34%	29%
Percentage Recycled (%)	<b>75%</b>	76%	71%
Hydrocarbon Content in Discharged Water	<b>0%</b>	0%	0%
Percentage of Hydraulically Fractured Wells for Which There is Public Disclosure of All Fracturing Fluid Chemicals Used (%)	<b>100%</b>	100%	100%
Percentage of Hydraulic Fracturing Sites Where Ground or Surface Water Quality Deteriorated Compared to a Baseline (%)	<b>0%</b>	0%	0%



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<b>WORKFORCE HEALTH &amp; SAFETY</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Total Recordable Injury Rate (TRIR) Employees & Contractors	<b>0.52</b>	0.63	1.11
Fatality Rate Employees & Contractors	<b>0</b>	0	0
Near Miss Frequency Rate (NMFR)	<b>Not applicable</b>	Not applicable	Not applicable
Average Hours of Health, Safety and Emergency Response Training Provided for Full-time Employees per Month	<b>0.93</b>	1.19	0.62
Average Hours of Health, Safety and Emergency Response Training for Contract Employees	<b>Not applicable</b>	Not applicable	Not applicable
Average Hours of Health, Safety and Emergency Response Training for Short-service Employees	<b>Not applicable</b>	Not applicable	Not applicable
<b>ACTIVITY METRICS</b>			
Production of Natural Gas (MMcf/day)	<b>1,288</b>	1,099	1,126
Production of Oil (Mbbbl/day)	<b>5</b>	5	6
Production of Synthetic Oil	<b>0</b>	0	0
Production of Synthetic Gas	<b>0</b>	0	0
Number of Offshore Sites	<b>0</b>	0	0
Number of Terrestrial Sites	<b>325</b>	331	312



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GHG EMISSIONS (SUBPART W APPLICABLE FACILITIES ONLY)	2023	2022	2021
GHG Emissions (metric tons CO <sub>2</sub> e)	<b>261,372</b>	278,860	288,904
GHG Emissions Intensity GHG Emissions (metric tons CO <sub>2</sub> e)/Gross Annual Production-As Reported Under Subpart W (mBoe)	<b>3.30</b>	3.91	3.97
Percent of GHG Emissions Attributed to Boosting and Gathering Segment	<b>Not applicable</b>	Not applicable	Not applicable
Methane Emissions (metric tons CH <sub>4</sub> )	<b>4,163</b>	4,457	5,961
Methane Emissions Intensity Methane Emissions (metric tons CH <sub>4</sub> )/Gross Annual Production-As Reported Under Subpart W (mBoe)	<b>0.05</b>	0.06	0.08
Percent of Methane Emissions Attributed to Boosting and Gathering Segment	<b>Not applicable</b>	Not applicable	Not applicable
GHG EMISSIONS (ALL US ONSHORE FACILITIES)			
GHG Emissions (Metric tons CO <sub>2</sub> e)	<b>273,741</b>	289,634	302,397
GHG Emissions Intensity GHG Emissions (Metric tons CO <sub>2</sub> e)/Gross Annual Production	<b>3.41</b>	4.01	4.09
Percent of GHG Emissions Attributed to Boosting and Gathering Segment	<b>Not applicable</b>	Not applicable	Not applicable
Methane Emissions (Metric tons CH <sub>4</sub> )	<b>4,453</b>	4,739	6,456
Methane Emissions Intensity Methane Emissions (Metric tons CH <sub>4</sub> )/Gross Annual Production	<b>0.06</b>	0.07	0.09
Percent of Methane Emissions Attributed to Boosting and Gathering Segment	<b>Not applicable</b>	Not applicable	Not applicable



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- ENVIRONMENT
- SAFETY
- WORKPLACE
- PERFORMANCE METRICS
- COMPANY
- TCFD
- SASB
- AXPC**

FLARING	2023	2022	2021
Gross Annual Volume of Flared Gas (Mcf)	<b>0</b>	0	0
Percentage of Gas Flared per Mcf of Gas Produced (flared mcf / produced mcf)	<b>0</b>	0	0
Volume of Gas Flared per Barrel of Oil Equivalent Produced	<b>0</b>	0	0
SPILLS			
Spill Intensity (liquids spilled / total produced liquids (mdbl))	<b>0.017</b>	0.010	0.039
WATER USE			
Freshwater Intensity (water consumed bbl / gross annual production bbl)	<b>0.208</b>	0.115	0.133
Water Recycle Rate (recycled water bbl / total water consumed bbl)	<b>0.173</b>	0.569	0.425
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?	<b>Yes</b>	Yes	Yes
SAFETY			
Employee TRIR # Employee OSHA Recordable Cases x 200,000 / Annual Employee Work Hours	<b>0.92</b>	0.00	0.85
Contractor TRIR # Contractor OSHA Recordable Cases x 200,000 / Annual Employee Work Hours	<b>0.36</b>	0.81	1.21
Combined TRIR # Combined OSHA Recordable Cases x 200,000 / Annual Employee Work Hours	<b>0.52</b>	0.63	1.11





[www.gulfportenergy.com](http://www.gulfportenergy.com)

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