



2023

CORPORATE SUSTAINABILITY REPORT

Table of Contents

| | | | | | |
|--|-----------|---|-----------|----------------------------------|-----------|
| FORWARD LOOKING STATEMENT & NON-GAAP FINANCIAL MEASURES | 4 | ENVIRONMENT | 22 | PERFORMANCE METRICS | 37 |
| LETTER FROM THE CEO | 5 | Climate Strategy & Environmental Stewardship | 23 | Company | 38 |
| ABOUT GULFPORT ENERGY | 7 | Biodiversity & Land Use..... | 24 | TCFD Metrics | 44 |
| OUR APPROACH TO RESPONSIBLE REPORTING | 9 | Flared Gas | 24 | SASB Metrics | 48 |
| RESPONSIBLY SOURCED GAS | 10 | Leak Detection & Repair Program..... | 24 | AXPC Metrics | 56 |
| CORE VALUES | 11 | Scope 2 Emissions | 25 | | |
| GOVERNANCE | 12 | Water Conservation | 25 | | |
| Board Summary..... | 15 | Managing & Reducing Waste..... | 26 | | |
| Stakeholder Engagement | 15 | Spill Preventions & Response | 26 | | |
| Executive Compensation Driving ESG Performance | 17 | | | | |
| Risk Mitigation Approach | 19 | SAFETY | 27 | | |
| Business Code of Conduct & Ethics | 19 | Employee & Contractor Safety..... | 29 | | |
| Supply Chain | 20 | Driver Safety..... | 29 | | |
| Political & Trade Participation..... | 21 | Emergency Preparedness..... | 29 | | |
| Cybersecurity | 21 | | | | |
| | | WORKPLACE | 31 | | |
| | | Culture..... | 32 | | |
| | | Diversity, Equity & Inclusion | 32 | | |
| | | Board Diversity | 33 | | |
| | | Human Rights & Security..... | 33 | | |
| | | Benefits at Gulfport..... | 34 | | |
| | | Community Engagement | 35 | | |
| | | Partnering with Our Owners | 36 | | |



INTRODUCTION

01



Forward Looking Statement

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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, 2022 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 at <https://www.ir.gulfportenergy.com/all-sec-filings>). 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 tool 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 measures of performance that are 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 measure should be considered in addition to, but not instead of, the financial statements prepared in accordance with GAAP.



Letter from the CEO

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

Dear Stakeholders,

On behalf of our employees and Board of Directors, I am pleased to share with you Gulfport's 2023 Corporate Sustainability Report summarizing our ongoing efforts towards developing a strong and more sustainable company. This report is a direct reflection of Gulfport's continuous improvement culture and our commitment to responsible and transparent environmental, social and governance practices.

As a leading natural gas producer in the Utica, Gulfport is committed to emission intensity reductions throughout our operations. During 2022, the Company completed a formal gap assessment aimed at improving our company practices and policies regarding emissions management. On the positive findings of this analysis, Gulfport initiated the responsibly sourced gas certification process and partnered with MiQ, a non-profit organization dedicated to reducing methane emissions through Independently Certified Gas. An extensive independent audit was conducted assessing Gulfport's methane emissions performance to certify our natural gas production in Appalachia. **I am pleased to report that we recently completed the certification process with MiQ and received an "A" grade for our Appalachia assets. This achievement highlights Gulfport's ongoing commitment to responsibly produce and deliver independently certified gas to domestic markets.** In the SCOOP, the Company continues to focus on methane emission reductions and has instituted a program to retrofit air compressors on our well sites in order to run production equipment on air versus natural gas. During 2023, the Company is converting ~40% of the natural gas pneumatic devices to

“ WE REDUCED BOTH OUR GREENHOUSE GAS AND METHANE INTENSITIES IN 2022 ”

compressed air on our highest impact pad sites. We intend to design our future SCOOP pad sites with compressed air and plan to consider gas certification for these molecules in the future. **As a direct result of these efforts, we reported another year of reducing both our greenhouse gas and methane intensities, with our methane intensity rate improving by approximately 25%, compared to 2021 results.**

The health, safety and wellbeing of our employees, contractors and everyone surrounding our operations is of utmost importance to all of us at Gulfport. We maintain our reputation as a safe and environmentally responsible operator through continuous emphasis on our operational procedures, highlighted through our Work Safe Campaign which focuses on a combination of twelve rules derived from company policies and cultural conditions that target risk mitigation and increase safety and execution awareness. Our focus on health and safety during 2022 is demonstrated by the decrease in our full year total recordable incidents by over 40% when compared to full year 2021 results. Our board and leadership team closely monitor our safety performance and continually assess our health and safety initiatives to drive improvements to our evolving safe work practices.

Being a good, reliable community partner is central to our company culture. During 2022, Gulfport formed our Community Impact Committee consisting of employees from our Oklahoma City headquarters as well as field offices in both Oklahoma and Ohio. This committee is dedicated to seeking partnerships and volunteer opportunities prioritizing local food insecurity, youth education, environmental stewardship and military support in the areas where we live and operate. **Over the past twelve months, we have supported over 30 organizations through our time and monetary contributions and look forward to continuing to be an integral partner in our local communities.**

While we are proud of our progress, we recognize that there is more work to be done to shape our sustainable future. We remain committed to increasing value for our shareholders while being a good steward of the assets we operate, which we believe benefits our stakeholders.



JOHN REINHART
PRESIDENT, CHIEF EXECUTIVE OFFICER AND DIRECTOR



RESPONSIBLE REPORTING

02



Responsible Reporting: About Gulfport Energy

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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”.

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 223 innovative thought leaders. We have offices in Oklahoma City, Oklahoma, St. Clairsville, Ohio and Lindsay, Oklahoma.

2022 Company Statistics

262,000

NET RESERVOIR ACRES

4.0 Tcfe

YEAR-END 2022 NET PROVED RESERVES

90%

NATURAL GAS

223

EMPLOYEES

983.4
MMcfe

PER DAY DELIVERED TOTAL NET PRODUCTION

~2.9
million

SHARES OF COMMON STOCK REPURCHASED FOR ~\$250 MILLION

~\$240
million

FULL-YEAR 2022 ADJUSTED FREE CASH FLOW (NON-GAAP)



Responsible Reporting: 2022 Company Highlights

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

ENVIRONMENTAL HIGHLIGHTS

- Received an **“A” Grade MiQ Certification for all Appalachia assets** in 2023
- **Lowered methane intensity by 25%**
- **Retrofitting ~40% of SCOOP natural gas pneumatic devices** with compressed air in 2023
- **Reused or recycled 71% of our water** generated from production and flowback

SOCIAL HIGHLIGHTS

- **Increased diversity in the workplace** with 45% of new hires identifying as gender or ethnically diverse
- **Delivered training for mitigating bias** in the workforce to all employees
- **Reduced combined total recordable incident rate by 43%**
- **Partnered with organizations that support Gulfport’s key focus areas in Oklahoma and Ohio** through volunteering and monetary contributions

CORPORATE GOVERNANCE HIGHLIGHTS

- **Appointed two gender diverse Directors** resulting in **60% diversity** of Independent Directors
- **Separated Chief Executive Officer and Chair roles** in January 2023
- **Retained Lead Independent Director role**
- **Increased short-term compensation incentive ESG metrics to a 30% weighting** emphasizing responsibly sourced gas, safety, spill reduction, DEI training and succession planning

2023 Highlight

RECEIVED AN **“A” GRADE MIQ CERTIFICATION FOR ALL APPALACHIA ASSETS IN 2023**



Responsible Reporting: Our Approach to Responsible Reporting

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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



Compensation Committee

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

Each Committee Chair provides independent leadership for the purposes of many important functions delegated by our Board of Directors to such Committee.

PERFORMANCE METRICS

Our performance data [table reflects](#) our operations at year-end 2022 and includes year-over-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

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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

“ACHIEVED ‘A GRADE’ FOR APPALACHIA GAS IN ALL THREE MAJOR MIQ AREAS”

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 reducing methane emissions and intensity:

- Education, training and awareness programs to ensure employees are knowledgeable of emission types and equipment susceptible to leaks
- Reporting systems for methane emissions, leaks and emission events
- Estimation of methane emissions in accordance with current standards and regulations
- Development of a detailed leak detection and repair procedure and audio/visual/olfactory inspection procedure
- Remote telemetric monitoring and operation of systems

- Preventative maintenance program in place for certain well pads with plans to expand to others
- Automated process for wells to shut in when combustor or flare is down to avoid excess emissions
- Creation of, and engagement from, Gulfport’s Methane Emissions Reduction Team (MERT) to share ideas for methane reduction initiatives





Responsible Reporting: Core Values

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.

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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.





GOVERNANCE

03



Governance

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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 the Gulfport 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 and Compensation Committee, and along with Jeannie Powers, possesses extensive climate skills. Our independent directors are involved in the leadership structure of our Board by serving on our Audit, Nominating, Environmental, Social and Governance and Compensation Committees, comprised entirely of independent directors with an independent chair.

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

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC



TIMOTHY J. CUTT
CHAIR OF THE BOARD



JOHN REINHART
PRESIDENT, CHIEF EXECUTIVE OFFICER AND DIRECTOR



DAVID WOLF
LEAD INDEPENDENT DIRECTOR



MARY SHAFER-MALICKI
INDEPENDENT DIRECTOR



JASON MARTINEZ
INDEPENDENT DIRECTOR



JEANNIE POWERS
INDEPENDENT DIRECTOR



DAVID REGANATO
INDEPENDENT DIRECTOR

“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.**”



Governance: Board of Directors

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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 has also appointed Mr. Wolf to serve as lead 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 conference and industry events.

| DIRECTOR | BOARD POSITION | DIRECTOR SINCE | AGE | IND. | PRINCIPAL OCCUPATION |
|---------------------|---------------------------|----------------|-----|------|---|
| Timothy Cutt | Chair | 2021 | 63 | No | Chair of the Board of Gulfport Energy |
| Jason Martinez | Independent Director | 2021 | 50 | Yes | Managing Director at Pickering Energy Partners |
| Jeannie Powers | Independent Director | 2023 | 38 | Yes | Managing Director and Co-Head of Domestic Upstream at EIG |
| David Reganato | Independent Director | 2021 | 43 | Yes | Partner at Silver Point Capital |
| John Reinhart | Director | 2023 | 54 | No | President and Chief Executive Officer of Gulfport Energy |
| Mary Shafer-Malicki | Independent Director | 2023 | 62 | Yes | Director at Callon Petroleum |
| David Wolf | Lead Independent Director | 2021 | 52 | Yes | Partner at Enduring Resources |



Governance

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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 supermajority 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 75% of the shares outstanding during 2022;
- 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
- 94% attendance at 2022 Board and Committee meetings.



Governance

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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 2022:

- **Increased Short-Term Incentive ESG metrics** to a 30% weighting emphasizing responsibly sourced gas, safety, spill reduction, DEI training and succession planning.
- **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 return, vesting over a three-year performance period in 2022; 60% of all equity awards to NEOs were performance-based.
- **Provided robust disclosure of our performance metrics and targets** for both performance-based cash and equity awards.

The Company also adopted a 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 |
|---|--|
| Audit | <ul style="list-style-type: none"> • Cybersecurity • Financial Reporting • Internal Controls • Legal Compliance • Regulatory Compliance • Reserves Reporting • Risk Management |
| Compensation | <ul style="list-style-type: none"> • Compensation Policies • Executive Performance |
| Nominating, Environmental, Social and Governance | <ul style="list-style-type: none"> • Board Organization • Corporate Governance • Environmental Stewardship • Government Relations • Membership • Political Contributions • Public Health • Safety • Social Issues • Structure • Succession Planning |



Governance: Three Lines of Defense

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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

| | KEY PLAYERS | RESPONSIBLE FOR | REPORTING AND OVERSIGHT |
|---------------------------------------|--|---|---|
| 1ST LINE OF DEFENSE | <ul style="list-style-type: none"> Departments that engage in operational activities or provide support or services to another department | <ul style="list-style-type: none"> Self-identifying, measuring and effectively mitigating the risks associated with their activities Guiding the development and implementation of internal policies and procedures and ensure that activities are consistent with company goals and objectives Responsible for ensuring related controls are operating effectively at the front lines of the organization | <ul style="list-style-type: none"> 1st line of defense is primarily evaluated by the Full Board. The Company’s executive officers make reports to the Board regarding the risks within their areas of responsibility The Board holds senior management accountable for assessing and managing material risks associated with the Company’s activities |
| 2ND LINE OF DEFENSE | <ul style="list-style-type: none"> Risk management and compliance functions | <ul style="list-style-type: none"> Identifying, measuring, monitoring, current and emerging risks Developing and maintaining enterprise-wide standards for risk identification and measurement practices Modifying and developing internal controls and risk mitigations with operational management Providing effective reporting to senior management and the Board on all material current and emerging risks facing the Company | <ul style="list-style-type: none"> The Board has assigned primary oversight for the 2nd Line to the Risk Committee The Risk 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 The Risk Committee reports regularly to the Board of Directors regarding material matters discussed at meetings of the Risk Committee |
| 3RD LINE OF DEFENSE | <ul style="list-style-type: none"> Gulfport’s internal audit department | <ul style="list-style-type: none"> Performs independent testing of the effectiveness of the Company’s system of internal controls as well as the Enterprise Risk Management Framework Developing an audit program focused on the Company’s highest risk areas discovered during their independent risk assessment | <ul style="list-style-type: none"> Primary oversight of the 3rd Line is assigned to the Audit Committee, which is tasked with oversight of the Company’s audit function and financial reporting The Audit Committee oversees the evaluation of the adequacy of the Company’s internal controls and its major financial risk exposures, and the steps management has taken to monitor and control such exposures. The Audit Committee, along with all the Board Committees, regularly reports to the full Board on its risk management activities |



Governance

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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 risks.

RISK MITIGATION APPROACH

Operational and 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 any emerging risks. The ERM team also performs subject matter expert interviews across the organization to assure 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.

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, 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:

- Business Travel and Expense Policy
- Conflicts of Interest Policy
- Anti-Corruption Policy
- Gifts and Entertainment Policy
- Anti-Harassment, Anti-Discrimination and No Violence Policy
- Equal Employment Opportunity Policy
- Non-Retaliation Policy
- Antitrust Policy
- Protection of Gulfport Assets Policy
- Fleet Policy
- Substance Abuse Policy
- Weapons Policy
- Nepotism Policy
- Procurement Policy
- Insider Trading Policy
- Delegation of Authority Policy
- Human Rights Policy
- Social Media and External Communication 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.



Governance

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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.

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. Each evaluation is given a grade rating (A, B, C or F) to help ensure we partner with safe and financially secure companies. We analyze these evaluations during our Supplier Selection Process prior to awarding a contract.

Setting Expectations for Ethical Behavior

Suppliers are required to abide by our Supplier Code of Conduct, which together 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 related to reducing their carbon footprint and emissions during operations as well as general EHS programs. As always, we remain committed to investing in suppliers and technology that drive environmental stewardship, safety and efficiency.





Governance

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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.

| | |
|---|--|
| 2 BASINS IN OPERATION | 100% U.S. BASED SUPPLIERS |
| 442 SUPPLIERS THAT PROVIDED SERVICES OR GOODS | 65 SUPPLIERS EVALUATED IN 2022 |
| 102 COMPANIES WITH DIVERSE OWNERSHIP REPORTED | |

POLITICAL AND TRADE PARTICIPATION

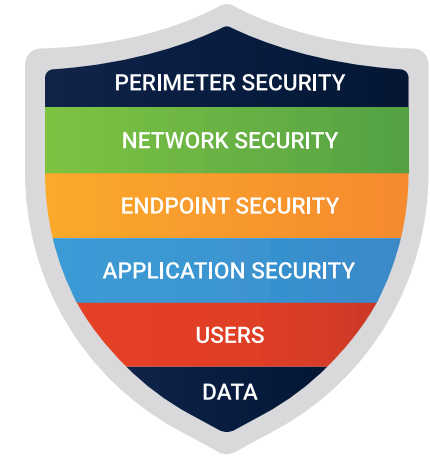
Gulfport dissolved its Political Action Committee in 2020 and makes no direct corporate political contributions. Gulfport is a member of the American Exploration & Production Council, the Ohio Oil and Gas Association and the Petroleum Alliance of Oklahoma.

CYBERSECURITY

Gulfport increasingly relies on advanced technology to optimize our business. As our reliance on technology expands, we are exposed to additional cyber-risks. This is why our ERM program identifies cybersecurity as a key risk. That risk is owned at the top of our technology organization by our Vice President and Chief Information Officer. In addition, the Audit Committee is updated on cyber-risks quarterly, and the Board of Directors is briefed annually.

Our program's foundation 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 control framework. These frameworks guide our compliance with regulations which include the new SEC cyber reporting rules.

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 we implemented additional protections



against phishing utilizing artificial intelligence to further strengthen our defense. In addition to our skilled security analysts, we partner with leading third-parties that provide 24/7 security operations monitoring, enhancing our response time. Gulfport is not aware of a material cyber breach in 2022 or 2023.

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 advanced phishing simulations and require multiple security trainings for every employee annually. We are also audited by independent third-parties for compliance with information security standards and assess vulnerabilities annually, providing additional expertise that strengthens our security posture. Our partnerships with law enforcement, the Oil and Natural Gas Information Sharing Center and third-party experts continually mature our cyber program as threats evolve.



ENVIRONMENT

04



Environment

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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:

- Certifying all Appalachian gas with an independent auditor
- Retrofitting ~40% of SCOOP natural gas pneumatic devices with compressed air
- 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
- 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 maintained and operating practices are continually improved to prevent spills and minimize the impact of our operations to the soil, air and water

“ GULFPORT’S EFFORTS DROVE A **25% REDUCTION** IN METHANE INTENSITY FROM 2021 TO 2022 ”

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. All employees are expected to act and make decisions within the guidelines of the policy to ensure our business complies with all local, state and federal environmental laws and regulations. Gulfport employees and contractors are expected to protect the environment, limit spills and discharges, manage waste responsibly and reduce emissions.

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.

The MERT’s efforts introduced an educational opportunity for Gulfport around GHG and methane reduction. Operating practices, components and engineering designs were systematically evaluated and various studies were conducted.

WORK GREEN





Environment

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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.



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:

- Elimination of 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 lifecycle 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 2022, we conducted nearly 600 leak inspections across our operations. Our team utilizes 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.



Environment

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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 fewer accidents, better road conditions and less disruption to the communities with whom we share the roads.



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 doesn’t 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.

“71% OF WATER GENERATED FROM PRODUCTION AND FLOWBACK WAS REUSED IN OUR OPERATIONS”

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 truck traffic and minimizing the potential for spills.





Environment

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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 lifecycles. 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 in Appalachia. 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. The drill cuttings are processed using solids control systems and dryers minimizing retention of liquid residue and reducing waste sent to landfills.
- 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 a well completions. As a result, drier sand and less tonnage is sent to landfills. The separated water may also be reused.

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 generally 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, and we regularly conduct spill response drills. We implement permanent containment systems under production facilities. Shutoff valves on rigs enable us to immediately stop leaks. We properly record every spill regardless of severity.

Gulfport continues reducing reportable spills. 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.





SAFETY

05



Safety: Work Safe

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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. 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.

Gulfport ENERGY 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



Safety

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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. 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 ISNetworld® 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.

DRIVER SAFETY

We take numerous steps to reduce miles driven. These efforts include eliminating the personal use of company vehicles, as well as limiting the use of company vehicles to employees whose job function require 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.

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 2022, Gulfport held trainings and exercises for our Incident Command System.





Safety

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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.



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 reported as a Company one of our best years achieving a 43% decrease in Combined Total Recordable Incident Rates in 2022 from 2021.

“PROVIDED OVER 1,500 HOURS OF EHS TRAINING IN 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 compared to 2021, 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](#).



WORKPLACE

06



Workplace: Culture & Diversity

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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 are valuable assets that 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 do their best work.

DIVERSITY, EQUITY AND INCLUSION

Diversity, equity and inclusion are paramount to our organization, our leadership team and our culture. Diversity and inclusion are also important at our Board level, **where over 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 2022, we either improved or maintained our diversity in key areas with approximately 45% of our new employees being gender or ethnically diverse.** Through outreach and recruiting, we continue to make progress in 2023.

In 2022, 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.

IN 2022, WE IMPROVED OR MAINTAINED OUR DIVERSITY IN THE FOLLOWING KEY AREAS:

42%
OF WORKFORCE
GENDER OR
ETHNICALLY DIVERSE

33%
OF MANAGERS
GENDER OR
ETHNICALLY DIVERSE

30%
OF INDIVIDUAL
CONTRIBUTORS
GENDER OR
ETHNICALLY DIVERSE

45%
OF NEW HIRES
GENDER OR
ETHNICALLY DIVERSE



Workplace: Culture & Diversity

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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.

HUMAN RIGHTS AND SECURITY

Human Rights Policy

Gulfport is committed to be 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.

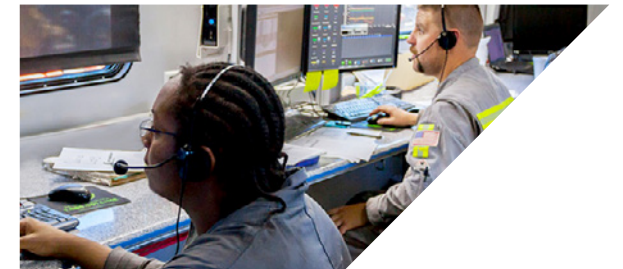
Gulfport is committed to a strong and diverse supplier network which supports the Company’s goal of making a positive contribution in the communities where it does business. We regularly assess risk within Supply Chain and expect contractors and suppliers to comply with all applicable laws and respect 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’re 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.





Workplace: Culture & Diversity

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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.

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 share 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
- Generous 401(k) employer match
- Annual profit-sharing contribution based on Company performance
- Abundant paid time off
- Parental leave for mothers and fathers
- Tuition reimbursement
- 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 Assistant 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 put focus on our employee’s 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

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

COMMUNITY ENGAGEMENT

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 as well as financial and in-kind contributions. Gulfport continues emphasizing volunteerism as an important part of our corporate culture.

\$300,000 PLEDGED TO ORGANIZATIONS THAT SUPPORT OUR KEY FOCUS AREAS IN OKLAHOMA AND OHIO FOR 2023

We center our giving efforts to support education, health and human services, environmental stewardship and our military and veterans. In 2022, Gulfport formed its Community Impact Committee consisting of employees from its headquarters and field offices in Oklahoma and Ohio. This committee is dedicated to seeking partnerships and volunteer opportunities all centered around these key focus areas.

In 2022, we completed a multi-year pledge of over \$150,000 to the Dolly Parton Imagination Library supporting multiple counties in our Ohio operating area by providing literacy support for young children in Belmont, Jefferson and Monroe Counties. Dolly Parton’s Imagination Library is dedicated to inspiring a love of reading by gifting books free of charge to children from birth to age five, through funding shared by Dolly Parton and local community partners. The program supports literacy for young children by mailing a book every month to children until their 5th birthday, at no cost to families. Our contributions funded every book for the program in Belmont County in its entirety and supplemented the program in other counties.

In the last 12 months, Gulfport has 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.

IN THE LAST 12 MONTHS, GULFPORT HAS PARTNERED WITH OVER 30 ORGANIZATIONS

COMMUNITY IMPACT FOCUS AREAS



EDUCATION



ENVIRONMENTAL STEWARDSHIP



HEALTH & HUMAN SERVICES



MILITARY & VETERANS



Workplace: Partnering with Our Owners

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

PARTNERING WITH OUR OWNERS

Gulfport values its relationship with Landowners and earnestly seeks to develop and preserve their trust. Gulfport's cultural values of transparency and service focus are the backbone of its Landowner Relations.

Transparency: Open and timely communication with Landowners is crucial.

- Gulfport utilizes technology to provide information to Landowners in a convenient and timely manner.
- Gulfport's website [Royalty Owners](#) page contains:
 - Link to historical production and revenue detail via EnergyLink
 - Links to W9, direct deposit and change of address forms
 - 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
- Gulfport's Landowner Relations team uses the latest case management software to document and track landowner questions and needs to monitor case resolution and Landowner satisfaction.



Service Focus: To ensure timely service, Gulfport provides a phone number and email address exclusively for Landowners.

- Gulfport has a dedicated team of customer service professionals who are responsible for responding to Landowner calls and emails. The Landowner Relations professional assesses each issue communicated to them from Landowners and either resolves the issue immediately or escalates it to the appropriate authority within the Company.





PERFORMANCE METRICS

07



Performance Metrics: **Company Profile**

INTRODUCTION

RESPONSIBLE
REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

**PERFORMANCE
METRICS**

COMPANY

TCFD

SASB

AXPC

| COMPANY PROFILE | 2022 | 2021 |
|--|-------------|-------------|
| Net Revenues (In thousands) | \$1,331,112 | \$808,802 |
| Gross Productive Wells | 1,498 | 1,472 |
| Net Average Daily Production (MMcfe/d) | 983 | 1,052 |
| Net Proved Reserves (Bcfe) | 4,048 | 3,898 |
| Net Production Taxes (in thousands) | \$48,145 | \$31,252 |
| Total Owner Payments (in thousands) | \$557,873 | \$246,672 |



Performance Metrics: Health & Safety

INTRODUCTION

RESPONSIBLE
REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

**PERFORMANCE
METRICS**

COMPANY

TCFD

SASB

AXPC

| HEALTH AND SAFETY | 2022 | 2021 |
|---|------|------|
| Employee Total Recordable Incident Rate (TRIR) | 0 | 0.85 |
| Employee Lost Time Incident Rate (LTIR) | 0 | 0 |
| Employee Days Away, Restricted or Transferred (DART) Rate | 0 | 0 |
| Employee Fatalities | 0 | 0 |
| Contractor TRIR | 0.81 | 1.21 |
| Contractor LTIR | 0.27 | 0.17 |
| Contractor DART Rate | 0.4 | 0.52 |
| Contractor Fatalities | 0 | 0 |
| Combined TRIR (employee and contractor) | 0.63 | 1.11 |
| Combined LTIR (employee and contractor) | 0.21 | 0.12 |
| EHSR Training Hours Per Employee (average) | 0.56 | 0.62 |



Performance Metrics: Workforce

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| WORKFORCE | 2022 | 2021 |
|---|------------|------------|
| TOTAL EMPLOYEES | 223 | 212 |
| Gender or Ethnically Diverse | 42% | 41% |
| Gender Diverse | 30% | 31% |
| Ethnically Diverse | 16% | 14% |
| TOTAL MANAGERS | 78 | 77 |
| % Managers | 35% | 36% |
| Gender or Ethnically Diverse | 33% | 31% |
| Gender Diverse | 23% | 21% |
| Ethnically Diverse | 15% | 15% |
| TOTAL INDIVIDUAL CONTRIBUTORS | 145 | 135 |
| % Individual Contributors | 65% | 64% |
| Gender or Ethnically Diverse | 46% | 39% |
| Gender Diverse | 34% | 37% |
| Ethnically Diverse | 17% | 13% |
| TOTAL BOARD OF DIRECTORS¹ | 5 | 5 |
| Gender Diverse | 0% | 0% |
| Ethnically Diverse | 40% | 40% |

FOOTNOTES

¹ 60% of current Board's Independent Directors are gender or ethnically diverse



Performance Metrics: Environment

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| ENVIRONMENT | 2022 | 2021 |
|---|---------|---------|
| Scope 1 GHG Emissions (metric tons CO ₂ e) ¹ | 290,613 | 304,795 |
| Flared Hydrocarbons (metric tons CO ₂ e) | 13,324 | 4,691 |
| Other Combustion (metric tons CO ₂ e) | 150,299 | 135,479 |
| Process Emissions (metric tons CO ₂ e) | 11,561 | 48,107 |
| Other Vented Emissions (metric tons CO ₂ e) | 106,087 | 110,788 |
| Fugitive Emissions (metric tons CO ₂ e) | 7,413 | 5,071 |
| Scope 1 Methane Emissions (metric tons CH ₄) ¹ | 4,739 | 6,456 |
| Scope 1 GHG Emissions Intensity (metric tons CO ₂ e/gross mboe produced) | 4.02 | 4.13 |
| Scope 1 Methane Emissions Intensity (metric tons CH ₄ /gross mboe produced) | 0.07 | 0.09 |
| Scope 2 GHG Emissions (metric tons CO ₂ e) ² | 753 | 690 |
| Scopes 1 & 2 Combined GHG Emissions Intensity (metric tons CO ₂ e/gross mboe produced) | 4.03 | 4.14 |
| Gross Annual Volume of Flared Gas (mcf) ³ | 0 | 0 |
| Flaring Intensity (gross annual volume of flared gas (mcf)/gross annual production (mcf)) ³ | 0 | 0 |
| Freshwater Intensity Rate (freshwater consumed (bbl)/boe produced) | 0.12 | 0.13 |
| Total Freshwater Consumed from Regions with High or Extremely High Baseline Water Stress (bbl) ⁴ | 0 | 0 |



Performance Metrics: Environment

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| ENVIRONMENT | 2022 | 2021 |
|--|-------------|-------------|
| Total Volume of Produced Water Recycled/reused (gal) | 294,027,762 | 259,415,100 |
| Water Recycling Rate (water recycled (bbl)/ total water consumed (bbl)) ⁵ | 0.57 | 0.43 |
| Hydrocarbon Spills > 1 bbl Outside of Secondary Containment (count) | 5 | 9 |
| Volume of Hydrocarbon Spills > 1 bbl Outside of Secondary Containment (bbl) | 15 | 100.9 |
| Non-produced Spills > 1 bbl Outside of Secondary Containment (count) | 35 | 40 |
| Volume of Non-produced Spills > 1 bbl Outside of Secondary Containment (bbl) | 6827.19 | 247 |
| Spill Intensity (produced liquids spilled (bbl)/ total produced liquids (mdbl)) ⁶ | 0.01 | 0.039 |

FOOTNOTES

¹Emissions calculated under EPA's Greenhouse Gas Reporting Program.

²Emissions calculated using EPA eGrid emissions factors.

³This 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 and/or well completions.

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

⁵Recycled Water includes water that was produced in the oil field and reused for Gulfport operations (whether or not it was purchased from a 3rd party). Total water includes all water sources.

⁶Volume of produced liquids spilled outside of primary containment.



Performance Metrics: TCFD

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| PILLAR | DESCRIPTION | DISCLOSURE LEVEL | DISCLOSURE LOCATION |
|---|---|------------------|---|
| Governance 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 | Governance; Accountability; Executive Compensation Driving ESG Performance; Board of Directors Role in Risk Oversight; Risk Mitigation Approach |
| Strategy 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. | Not applicable | Not applicable |
| Risk Management 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. | Partial | 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 |
| Metrics and Targets 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 | Performance Metrics; TCFD Metrics; SASB Metrics |



Performance Metrics: TCFD

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| 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 | 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. |



Performance Metrics: TCFD

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| PILLAR | TOPIC | RESPONSE |
|----------|--|--|
| Strategy | Impact on Business, Strategy and Planning | <p>Climate change legislation or regulations restricting emissions of greenhouse gases could result in increased operating costs. We have 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. We are reporting another year-over-year reduction in our GHG intensity and methane intensity. We will continue utilizing the latest tools and industry best practices to improve our environmental performance, manage climate risks and mitigate potential environmental impacts. This analysis is incorporated into our planning and decision-making.</p> <p>Air Quality 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>Water Management 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 |



Performance Metrics: TCFD

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| 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 Enterprise Risk Management (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> |



Performance Metrics: TCFD

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| PILLAR | TOPIC | RESPONSE |
|---------------------|--|--|
| Metrics and Targets | Metrics Used to Assess Climate-related Risks | 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. 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. |
| | Scope 1 and Scope 2 Emissions (2021) | Scope 1: 304,795 Metric tons CO ₂ e Scope 2: 690 Metric tons CO ₂ e |
| | Scope 1 and Scope 2 Emissions (2022) | Scope 1: 290,613 Metric tons CO ₂ e Scope 2: 753 Metric tons CO ₂ e |
| | Scope 1 Intensity (2021) | 4.13 Metric tons CO ₂ e/MBOE |
| | Scope 1 Intensity (2022) | 4.02 Metric tons CO ₂ e/MBOE |
| | Describe Targets Used | Not applicable |



Performance Metrics: SASB

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| TOPIC | CODE | ACCOUNTING METRIC | DISCLOSURE LEVEL | DISCLOSURE LOCATION |
|--------------------------|--------------|---|------------------|---|
| Greenhouse Gas Emissions | EM-EP-110a.1 | Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations | Full | Performance Metrics; SASB Metrics; TCFD Metrics Our operations are governed by local, state and federal regulations including those based on the Clean Air Act. This includes air permitting, emission standards, reporting, monitoring and recordkeeping standards. |
| | EM-EP-110a.2 | Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions | Full | Performance Metrics; SASB Metrics; TCFD Metrics |
| | EM-EP-110a.3 | Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | Partial | CEO Letter; Climate Strategy and Environmental Stewardship; Methane Emission Reduction Team |
| 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 |



Performance Metrics: SASB

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| 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 | Performance Metrics; SASB Metrics; Environment; Water Conservation Nearly all freshwaters withdrawn from regions with high or extremely high water stress was consumed. Federal and state agencies authorize and monitor Chesapeake’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 | Performance Metrics; SASB Metrics; Environment; Water Conservation 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 | SASB Metrics; Environment; FracFocus |
| | EM-EP-140a.4 | Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline | Full | SASB Metrics; Environment; Water Conservation |



Performance Metrics: SASB

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| 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 | 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 |
| | 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 | Performance Metrics; SASB Metrics We do not operate in the Arctic or in/near the shorelines referenced and therefore have no spills in these areas. |
| | EM-EP-160a.3 | Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat | Partial | Biodiversity & Land Use |
| 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 | Human Rights and Security; Indigenous Rights |
| | EM-EP-210a.3 | Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict | Full | Human Rights and Security; Indigenous Rights |
| Community Relations | EM-EP-210b.1 | Discussion of process to manage risks and opportunities associated with community rights and interests | Full | Community Engagement; Partnering with our Owners |
| | EM-EP-210b.2 | Number and duration of non-technical delays | Full | We experienced no non-technical delays in 2022. |



Performance Metrics: SASB

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| 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 | Performance Metrics; SASB Metrics; Safety; Work Safe; Employee and Contractor Safety; Performance Measurements |
| | EM-EP-320a.2 | Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle | Full | CEO Letter; Safety; Work Safe; Employee and Contractor Safety; Driver Safety; Emergency Preparedness; Performance Measurements |
| 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 | Not applicable | Not applicable |



Performance Metrics: SASB

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| 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 | Core Values; Culture; Political and Trade Participation |
| 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 | CEO Letter; Core Values; Culture; Climate Strategy and Environmental Stewardship; Political and Trade Participation |
| 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 | Governance; Accountability; Board of Directors Role in Risk Oversight; Risk Mitigation Approach |
| Activity Metrics | EM-EP-000.A | Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas | Full | Performance Metrics; Company Highlights |
| | 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 | SASB Metrics |



Performance Metrics: SASB

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| DESCRIPTION AND UNIT OF MEASURE | 2022 | 2021 |
|---|---------|---------|
| Gross Global Scope 1 GHG Emissions (Metric tons CO ₂ e/MBOE) | 290,613 | 304,795 |
| Gross Global Scope 1 GHG Intensity Rate (Metric tons CO ₂ e/MBOE) | 4.02 | 4.13 |
| Methane Emissions as a Percentage of Gross Scope 1 GHG emissions (%) | 2% | 2% |
| Percentage of Scope 1 GHG Emissions Covered Under Emissions-limiting Regulations (%) | 0% | 0% |
| Gross Scope 1 GHG Emissions from Flared Hydrocarbons (Metric tons CO ₂ e) | 13,324 | 4,691 |
| Gross Scope 1 GHG Emissions from Other Combustion (Metric tons CO ₂ e) | 150,299 | 135,479 |
| Gross Scope 1 GHG Emissions from Process Emissions (Metric tons CO ₂ e) | 11,561 | 48,107 |
| Gross Scope 1 GHG Emissions from Other Vented Emissions (Metric tons CO ₂ e) | 106,087 | 110,788 |
| Gross Scope 1 GHG Emissions from Fugitive Emissions (Metric tons CO ₂ e) | 7,413 | 5,071 |
| BIODIVERSITY IMPACTS | | |
| Number and Aggregate Volume of Hydrocarbon Spills, Volume in Arctic | 0 | 0 |
| Volume Impacting Shorelines with ESI Rankings 8-10 | 0 | 0 |
| Number of Hydrocarbon Spills | 5 | 9 |
| Volume of Hydrocarbon Released (bbls) | 15 | 101 |



Performance Metrics: SASB

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| WATER MANAGEMENT | 2022 | 2021 |
|---|-----------|-----------|
| Total Fresh Water Withdrawn (Cubic meters (m3)) | 1,306,344 | 1,603,074 |
| Total Fresh Water Consumed (Cubic meters (m3)) | 1,306,344 | 1,603,074 |
| Percentage of Each in Regions with High or Extremely High Baseline Water Stress (%) | 0% | 0% |
| Volume of Produced Water and Flow Back Generated (Cubic meters (m3)) | 1,465,087 | 1,567,752 |
| Percentage Discharged (%) | 0% | 0% |
| Percentage Injected (%) | 34% | 29% |
| Percentage Recycled (%) | 76% | 71% |
| Hydrocarbon Content in Discharged Water | 0% | 0% |
| Percentage of Hydraulically Fractured Wells for which there is Public Disclosure of all Fracturing Fluid Chemicals Used (%) | 100% | 100% |
| Percentage of Hydraulic Fracturing Sites where Ground or Surface Water Quality Deteriorated Compared to a Baseline (%) | 0% | 0% |



Performance Metrics: SASB

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| WORKFORCE HEALTH & SAFETY | 2022 | 2021 |
|---|----------------|----------------|
| Total Recordable Injury Rate (TRIR) Employees & Contractors | 0.63 | 1.11 |
| Fatality Rate Employees & Contractors | 0 | 0 |
| Near Miss Frequency Rate (NMFR) | Not applicable | Not applicable |
| Average Hours of Health, Safety and Emergency Response Training for Full-time Employees per Month | 0.56 | 0.62 |
| Average Hours of Health, Safety and Emergency Response Training for Contract Employees | Not applicable | Not applicable |
| Average Hours of Health, Safety and Emergency Response Training for Short-service Employees | Not applicable | Not applicable |
| ACTIVITY METRICS | 2022 | 2021 |
| Production of Natural Gas (MMscf/day) | 1,099 | 1,126 |
| Production of Oil (Mbbbl/day) | 20.4 | 19.8 |
| Production of Synthetic Oil | 0 | 0 |
| Production of Synthetic Gas | 0 | 0 |
| Number of Offshore Sites | 0 | 0 |
| Number of Terrestrial Sites | 331 | 312 |



Performance Metrics: **AXPC**

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

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



Performance Metrics: **AXPC**

INTRODUCTION

RESPONSIBLE REPORTING

GOVERNANCE

ENVIRONMENT

SAFETY

WORKPLACE

PERFORMANCE METRICS

COMPANY

TCFD

SASB

AXPC

| FLARING | 2022 | 2021 |
|---|----------------|----------------|
| Gross Annual Volume of Flared Gas (Mcf) | 0 | 0 |
| Percentage of Gas Flared per mcf of Gas Produced (flared mcf / produced mcf) | Not applicable | Not applicable |
| Volume of Gas Flared per Barrel of Oil Equivalent Produced | Not applicable | Not applicable |
| SPILLS | 2022 | 2021 |
| Spill Intensity (liquids spilled / total produced liquids (mdbl)) | 0.01 | 0.039 |
| WATER USE | 2022 | 2021 |
| Freshwater Intensity (bbl water consumed / gross annual production (bbl)) | 0.115 | 0.133 |
| Water Recycle Rate (recycled water (bbl) / total water consumed (bbl)) | 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? | Yes | Yes |
| SAFETY | 2022 | 2021 |
| Employee TRIR # Employee OSHA Recordable Cases x 200,000 / Annual Employee Work Hours | 0 | 0.85 |
| Contractor TRIR # Contractor OSHA Recordable Cases x 200,000 / Annual Employee Work Hours | 0.81 | 1.21 |
| Combined TRIR # Combined OSHA Recordable Cases x 200,000 / Annual Employee Work Hours | 0.63 | 1.11 |



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