Chord Energy

Sustainability Report | 2023

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About This Report

Sustainability Approach

Chord Energy is committed to sustainable operations and transparent ESG reporting — both of which are reflected in this publication of our second annual Sustainability Report. This report presents both quantitative and qualitative metrics, outlining Chord's ESG policies, programs, guidelines, and commitments. The information enclosed in this report has been guided by frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD), the Sustainability Accounting Standards Board's (SASB) Extractives & Minerals Processing Sector: Oil & Gas – Exploration & Production Standard, the Global Reporting Initiative (GRI) Standard for Oil & Gas, and the American Exploration and Production Council (AXPC) ESG Metrics Framework. The preparation and publication of this report was overseen and endorsed by our executive team and Board of Directors.

In this report, Chord Energy, or "Chord," is at times referred to in the first person as "we," "our," or "the Company." Our U.S. Securities and Exchange Commission (SEC) Form 10-K and proxy statement provide additional financial and operational information, and can be accessed at the following link: https://ir.chordenergy.com/sec-filings. While this report describes potential future events and matters that may be significant, and with respect to which we may use the words "material" or "materiality," the potential significance of these events and matters should not be read as equating to "materiality" as the concept is used in connection with the Company's required disclosures made in response to SEC and exchange rules and regulations.

Reporting Period and Boundaries

Unless otherwise noted, the reporting period for this report is January 1, 2023 – December 31, 2023. In 2024, Chord Energy completed the acquisition of Enerplus. This report includes information for Chord Energy only pre-combination with Enerplus, and for 2023 performance unless otherwise stated.

Contact

Chord Energy is committed to transparency and authentic engagement with stakeholders to advance our ESG performance and reporting. For any inquiries or feedback concerning our ESG infrastructure and performance, please reach out to:

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Materiality Assessment

At Chord Energy, we are committed to the transparent reporting of our ESG performance. To uphold this commitment, we conducted a comprehensive ESG materiality assessment with an independent consulting firm in the second half of 2022. This comprehensive process identified the issues of highest priority for Chord and our key stakeholders. Material topics identified include workforce health and safety, greenhouse gas (GHG) emissions, flare management, spill prevention and management, talent recruitment and attraction, corporate governance, ethics and integrity. We discuss emerging issues routinely as part of enterprise risk management (ERM) and in quarterly meetings with the Safety and Sustainability Committee. It is our intention to occasionally perform a full refresh of the materiality assessment to help ensure priorities take into consideration evolving stakeholder input and sustainability frameworks.

For further information on the materiality assessment process and results, please refer to our 2022 Sustainability Report.

Letter from the CEO & Safety and Sustainability Committee Chair

Dear Stakeholders,

At Chord, our mission is to responsibly produce hydrocarbons while exercising capital discipline, operating efficiently, improving continuously, and providing a fun and rewarding environment for our employees - all while delivering compelling returns for our shareholders. In 2023, our team of dedicated employees excelled, enabling Chord to return more capital to shareholders than its large-cap peer group while improving methane emissions and safety performance by 44% and 36%, respectively. Chord's combination with Enerplus in 2024 provides further opportunity for increased scale and financial strength through a premier Williston Basin footprint with a best-in-class balance sheet.

At Chord, we know oil and natural gas will remain essential in meeting the world's energy needs. With vast petroleum reserves, a strong legal system, and a comprehensive regulatory framework for oil and gas development, the U.S. is well positioned to continue supplying affordable and reliable energy. We believe that investing in countries and companies with strong sustainability records is key to maintaining energy access and reducing GHG emissions. At Chord, we are dedicated to reducing our scope 1 GHG and methane emissions. Since 2019, we have lowered our operated Scope 1 GHG emissions intensity by 57% and methane emissions intensity by 70%.

We expect our stakeholders, and society at large, will remain focused on emissions reductions, as well as the reliable delivery of critical energy sources. At Chord Energy we are committed to doing our part. We have voluntarily committed to the World Bank's Zero Routine Flaring initiative and have replaced or retrofitted nearly 7,000 pneumatic devices, which will eliminate over 230,000 metric tons of carbon dioxide equivalent methane emissions annually, equivalent to 50,000 passenger vehicles. While Chord has continued to make year-over-year improvements in flaring, we are not yet where we strive to be. To accelerate gas capture improvement, the Company has established a team of experts in 2024 to help deliver repeatable gas capture performance in the high ninety percentile.

A commitment to sustainable business operations starts at the top and requires proper governance. The Safety and Sustainability Committee (SSC) of the Board of Directors works with other Board committees and executive leadership, including the Vice President of Sustainability, to pursue continuous improvement in our environmental, social and governance (ESG) performance. In addition, the Compensation and Human Resources Committee plays a vital role in aligning executive

Since 2019

57%

Decrease in operated Scope 1 GHG intensity since 2019

70%

Decrease in operated Scope 1 methane emissions intensity since 2019

In 2023

Joined

World Bank's Zero Routine Flaring Initiative

Reduced

CO_2e Equivalent to **50,000 cars** by replacing or retrofitting nearly 7,000 pneumatic devices

compensation with the long-term interests of our shareholders. To that end, and with the input of both committees above, the Board has included quantitative metrics related to safety and environmental performance, and a strategic priority related to improving ESG process and performance, as part of the Company's short-term incentive program.

Chord's 2023 Sustainability Report further elaborates on the above referenced performance metrics and initiatives and many more. Our goal with this report is to deliver transparent and authentic information. The Safety and Sustainability Committee of the Board of Directors oversaw the development of this report. The contents of this report were also guided by various leading frameworks, including the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosure (TCFD).

In summary, we remain committed to meeting the world's growing energy needs while continuing efforts to improve our ESG stewardship and build upon our ESG efforts to date as we shape an even stronger future for Chord, the communities we serve, and our shareholders. We would also like to express our gratitude and appreciation to the Chord Energy team, as we believe that their combined efforts have favorably positioned the organization for success while advancing our ESG ambitions and priorities.

Thank you for your interest in Chord Energy. As always, we welcome your feedback and are grateful for your continued support and trust.

Sincerely,

Daniel E. Brown

President, Chief Executive Officer, and Member of the Board of Directors

Samantha F. Holroyd

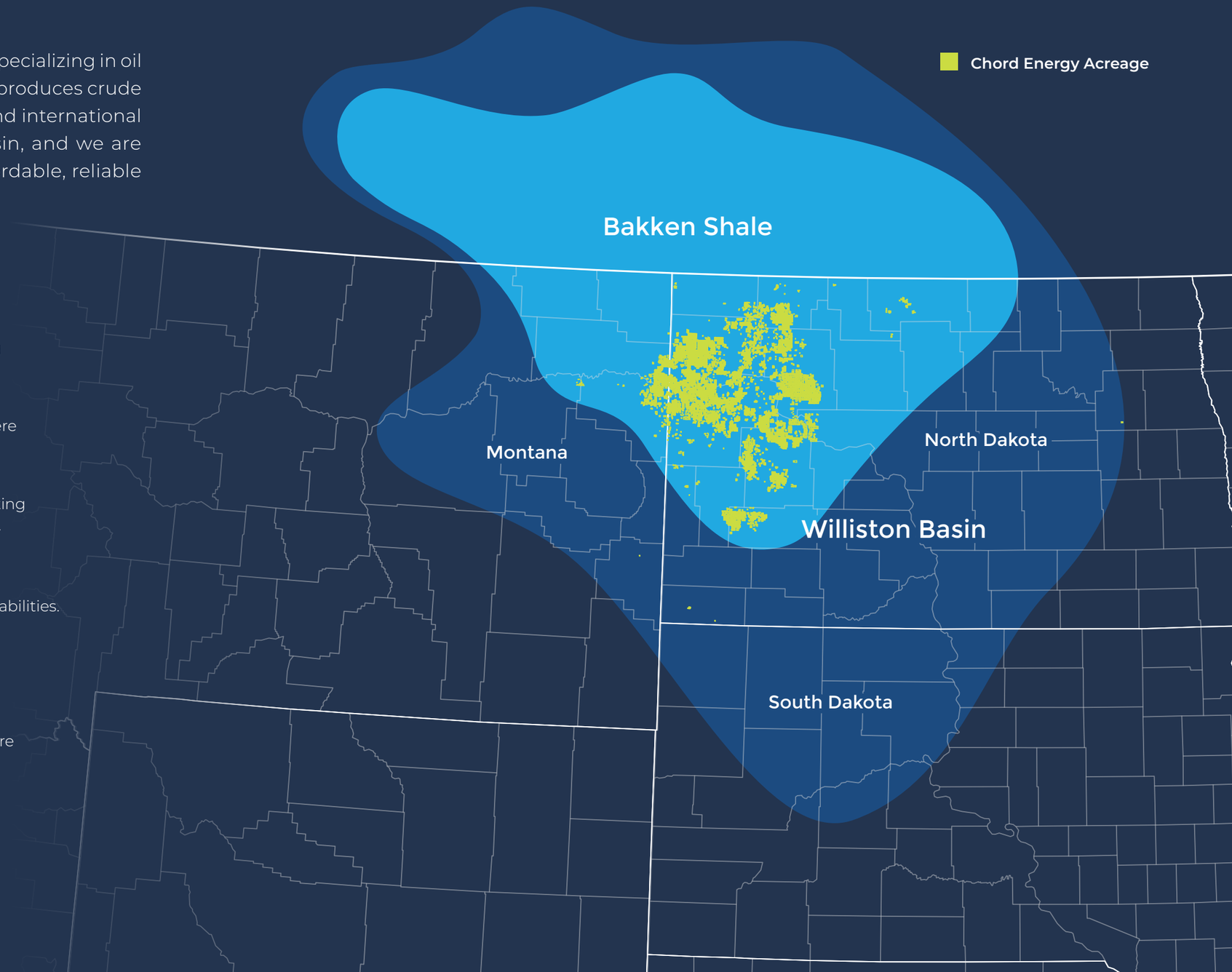
Chair, Safety and Sustainability Committee of the Board of Directors

Things we are working on in 2024

- Established committee to deliver repeatable gas capture in the high ninety percentile
- Working with peers and contractors to enhance safety performance and best practices
- Strengthening and documenting Scope 1 & 2 GHG emissions processes and controls in preparation for attestation in 2025
- Integrating Enerplus data and reporting

Company Overview

Chord Energy is an independent American energy company specializing in oil and gas production. Chord acquires, develops, explores and produces crude oil, natural gas, and natural gas liquids to satisfy domestic and international demand. Our operations are focused in the Williston Basin, and we are committed to sustainable, responsible operations, and affordable, reliable energy production.



Business Strategy

We exercise capital discipline and generate significant returns by focusing on the following strategic priorities:

TOP TALENT
Attract and retain top talent by fostering a positive work environment where every voice is valued, and employees are given opportunities for growth.

MAXIMIZE RETURNS
We increase profitability by optimizing capital allocation, efficiently executing our development program, and continuously evaluating our performance.

FINANCIAL STRENGTH
Our management team maintains a solid risk management process to preserve our strong balance sheet and protect our cash generation capabilities.

DISCIPLINED GROWTH
We strengthen and expand inventory life through value-added M&A and a relentless focus on enhanced economics.

RESPONSIBLE STEWARDSHIP
We are committed to our established ESG initiatives, and maintain a culture of continuous improvement.

Mission

Responsibly produce hydrocarbons while exercising capital discipline, operating efficiently, improving continuously, and providing a fun and rewarding environment for our employees.

Vision

Lead the oil and gas industry to meet the ever-growing demand for energy.
Create opportunities and value for our employees, communities, and shareholders.

Values

Chord's success in fulfilling our mission and vision as leaders in the oil and gas industry relies on every team member living our values in harmony. These values have been established by Chord employees for the benefit of themselves, the company, and our communities. When we live our values, we are a safer, more sustainable, and more profitable organization.

CARE

The way we operate every day as a company and as individuals demonstrates who we are to the world. From the biggest decisions to the smallest actions, we choose to do what's right for each other, the company, and our communities. We are motivated and passionate about what we do, and we embrace the choices that make the world better for our stakeholders.

UNITY

We are one company, moving forward toward our common vision by the powerful cohesion of team member strengths and contributions. We embrace the diversity of perspectives, expertise, and experience that each of us has to offer, without endlessly striving to achieve consensus on every decision. Our team interactions are rooted in trust and conducted with transparency.

COURAGE

Challenging the status quo, facing our shortcomings, and engaging in honest, open debate promotes safety and enables continuous improvement, which forges the path to innovation and value creation. We are courageous in facing challenges and embracing opportunities, without being reckless or cavalier.

OWNERSHIP

To deliver on our mission, every team member must think like a business owner, recognizing that we all play a role in strengthening the company's efficiency and profitability. Each individual's performance impacts the organization and our ability to reach our goals. We remain committed to excellence by taking pride in our work every day and taking responsibility when we fall short.

RESILIENCE

As we strive to meet the demand for energy safely and responsibly, we will face challenges. While challenges may be unavoidable, we'll be prepared with a plan and will meet them head-on with the benefit of our proven experience and willingness to learn and adat. Our ability to adapt and our commitment to continuous improvement will position the company for continued success.

2023 Operational and Financial Highlights

Average Production Volumes

173,425 BOEPD

Lease Operating Expenses (LOE)

$10.41 per BOE

E&P and Other CAPEX

$922.3 MM

Net Proved Reserves[1]

636.2 MMBoe

TIL'D Operated Wells

94 Gross (69 Net)

% of TILs With 3-Mile Laterals

50%

2023 Shareholder Return Highlights

Base Plus Variable Cash Dividend for Year Ended December 31, 2023

$11.88 per Share

Total Returned to Shareholders in 2023 Through Dividends for Year Ended December 31, 2023

~$500 MM

Common Stock Purchased

$240.9 MM

[1] Estimated as of December 31, 2023, with a Standardized Measure of $11.5 billion and PV-10 of $8.5 billion.

ESG Performance Summary

Environmental

Scope 1 Intensity

9%

Decrease in operated Scope 1 GHG emissions intensity in 2023 vs 2022

Methane

44%

Decrease in operated Scope 1 methane emissions intensity in 2023 vs 2022

Spill Intensity

0.012

Per gross annual produced liquids, which is top quartile

Biodiversity

<1%

Of Proved or Probable reserves in or near protected habitat sites of identified endangered species

Social

Safety Performance

36%

Reduction in Total Recordable Incident Rate (TRIR) in 2023 vs 2022

Turnover Rate

7%

Voluntary turnover rate in 2023

Training and Development

100%

Of employees provided access to LinkedIn Learning and other development tools

Social Investment

~$1MM

Donated to charitable organizations serving education, the environment, mental health, food pantries, and first responders in 2023

Governance

Experience

90%

Of board members have prior E&P experience

Diversity

45%

Of Board of Directors are women

Engagement

250+

Face-to-face interactions with shareholders in 2023

Committee Chairs

100%

Of our standing committees in 2023 were chaired by Women who serve on the Board

FIGURE 1 Sources of Energy to Meet U.S. Energy Consumption in 2023 and 2050 (Reference Case)[2]

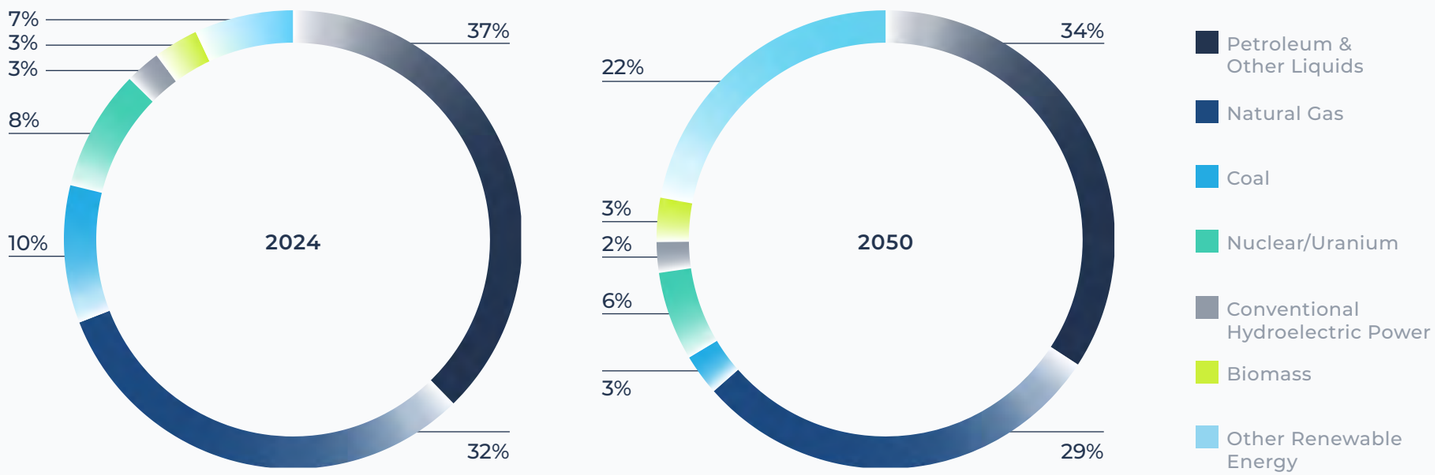
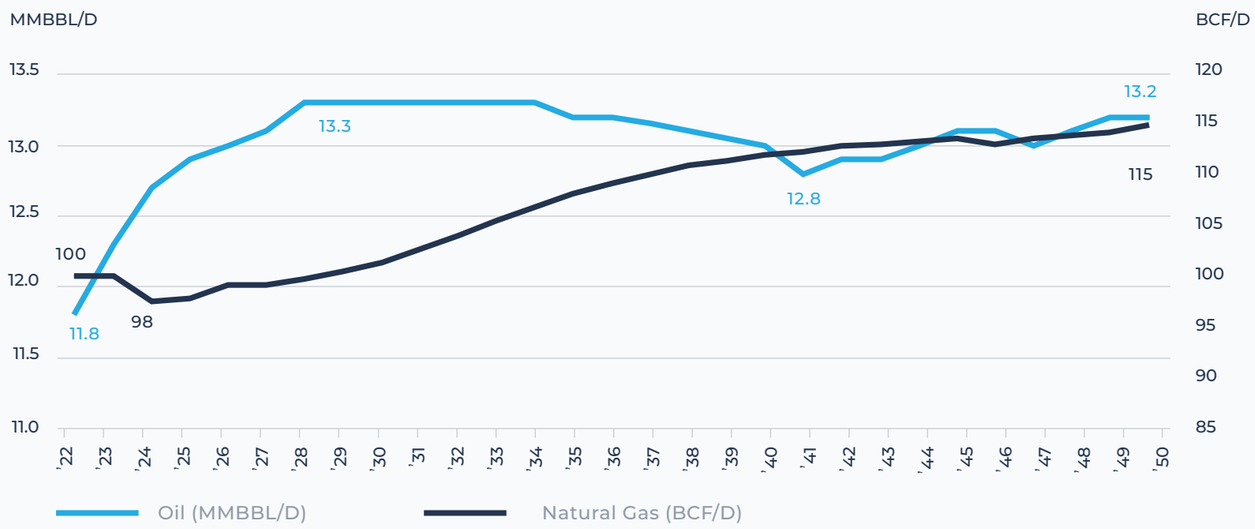


FIGURE 2 U.S. Oil and Natural Gas Production Forecast (Reference Case)[2]



U.S. Oil and Gas: Delivering Reliable Energy, Reducing Emissions

To enhance stakeholder engagement, we focus on dialogue about the best use of our capital and intellectual resources to achieve consistent and competitive returns. Our core business is the development and production of oil and gas. According to the U.S. Energy Information Administration Annual Energy Outlook[2] (EIA AEO 2023), oil and natural gas are expected to remain significant parts of the U.S. energy mix [Figure 1]. This is despite the increasing electrification of the transportation sector and the growing use of renewables in power generation. U.S. oil and natural gas production is projected to remain near or above current levels for many years, to meet both domestic and international demands [Figure 2].

[2] "Annual Energy Outlook 2023", U.S. Energy Information Administration (EIA), 16 March 2023, https://www.eia.gov/outlooks/aeo/

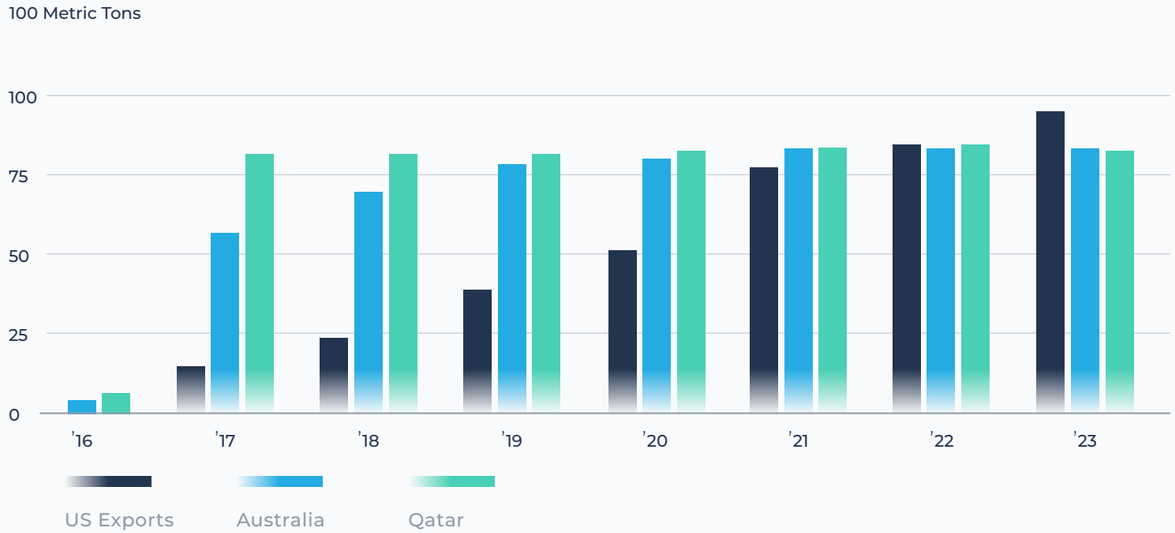
With vast petroleum reserves, a strong legal system, and a comprehensive regulatory framework for oil and gas development, the U.S. is well-equipped to continue supplying affordable and reliable energy, which is vital for global quality of life and economic growth. In 2023, the U.S. expanded its influence in the global energy market through increased liquefied natural gas (LNG) exports[3,4], as shown in Figures 3 and 4. This trend supports projections for sustained long-term natural gas demand. Amid ongoing global political instability, energy security remains a top priority for lawmakers in the U.S. and the E.U.

[3] https://www.bloomberg.com/news/articles/2024-01-09/white-house-assembles-climate-advisers-on-lng-export-approvals?srnd=premium

[4] https://www.eia.gov/todayinenergy/detail.php?id=61683#:~:text=Similar%20to%202022%2C%20Europe%20(including,(0.9%20Bcf%2Fd)

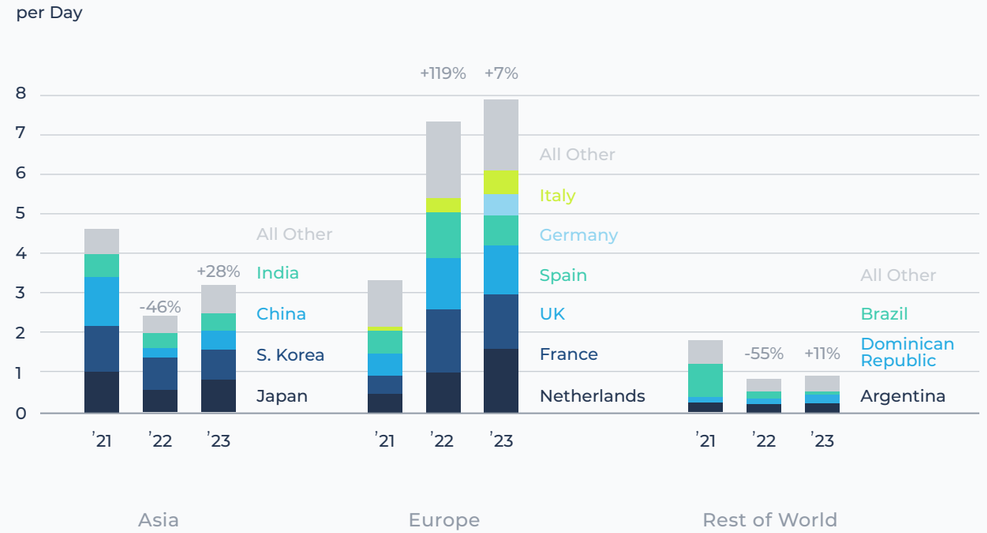
FIGURE 3 New World Rankings for LNG Exporters

U.S. surpasses Australia, Qatar as production surged



Source: Bloomberg

FIGURE 4 Annual U.S. Liquefied Natural Gas Exports by Destination (2021–2023)



Source: eia

FIGURE 5

ESG performance of Top 10 Oil Producing Nations

COUNTRY	ENERGY PRODUCTION IN MMBOE/D	ENVIRONMENTAL PERFORMANCE QUARTILE	HUMAN FREEDOM INDEX QUARTILE
USA	26.3	1st	1st
RUSSIA	21.8	3rd	4th
SAUDI ARABIA	11.3	3rd	4th
CANADA	7.5	2nd	1st
CHINA	7.4	4th	4th
IRAN	7.3	4th	4th
IRAQ	4.2	4th	4th
UAE	4.0	1st	4th
NORWAY	3.6	1st	1st
BRAZIL	3.3	2nd	2nd

1st Quartile 2nd Quartile 3rd Quartile 4th Quartile

Not all energy is created equally. Developing conventional energy projects requires significant resources to extract subsurface reserves. Among the ten largest producing countries, the United States stands out as the leader in protecting the environment, minimizing corruption, and upholding human rights [5] [Figure 5].

We believe that investing in countries with strong sustainability records is crucial for maintaining energy access and reducing GHG emissions. The U.S. upstream industry is safely and sustainably delivering the energy the world needs, while also leading in the reduction of Green House Gas (GHG) emissions[6]. We believe that the U.S. federal government and U.S. allies should strongly support continued development of top-quality U.S. oil and gas resources to help meet the current and future energy demands of the world.

At Chord, we are committed to providing reliable, safe, and affordable oil and gas while continuously seeking to improve environmental performance and minimizing adverse impacts. We are dedicated to reducing our Scope 1 GHG and methane emissions. Since 2019, we have lowered our operated Scope 1 GHG emissions intensity by 57% and methane emissions intensity by 70%. For further details, see our Methane Management Overview in the Environmental section of this report.

[5] International Energy Statistics, total oil (petroleum and other liquids) production 2021; CATO Institute Human Freedom Index 2021; 2022 Yale Environmental Performance Index

[6] https://axpc.org/wp-content/uploads/2020/09/2020-AXPC-Energy-Security-Fact-Sheet.pdf

Climate-Related Risks

Climate-Related Risk Management

In this section, we disclose climate-related risk information, reported in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework. The TCFD, established in 2015, developed voluntary guidelines for companies to report climate-related risks, categorized into physical risks (impacts of climate change) and transitional risks (challenges in shifting to a lower-carbon economy).

The TCFD recommendations are structured around four pillars: Governance, Strategy, Risk Management, and Metrics and Targets. We are seeing increased integration of these recommendations within new climate and sustainability reporting frameworks worldwide. For example, in March 2024, the U.S. Securities and Exchange Commission (SEC) finalized rules on climate-related risk disclosures, built upon key aspects of the TCFD framework. Leading institutional investors also encourage U.S. publicly traded companies to disclose under the TCFD framework. In June 2023, the International Sustainability Standards Board (ISSB) published its inaugural International Financial Reporting Standards (IFRS) S1 and S2, which incorporate TCFD recommendations. Beginning in 2024, the IFRS foundation took over monitoring companies' progress reporting against these standards.

On the following pages is Chord's disclosure, including information recommended by the four TCFD pillars. Currently, our responses are more qualitative as we navigate transitioning to a more quantitative approach in assessing and presenting climate-related risks and opportunities within our overall business strategy.

Governance

The Board of Directors has primary oversight for risk management, including climate-related risks. They receive quarterly updates on Enterprise Risk Management (ERM), which include climate-related risks and opportunities. To enhance oversight, the Board also has four standing committees which integrate climate-related elements into their oversight responsibilities:

SAFETY AND SUSTAINABILITY COMMITTEE	Monitors the Company's policies, controls, and systems for ESG matters, broader ESG trends including climate change, economic policy, natural resources policy, environmental, and health and safety matters, and industry or community regulations and policies that affect our ability to conduct business safely and responsibly and influence our required compliance and evolution of activities.
AUDIT AND RESERVES COMMITTEE	Reviews controls and compliance for financial reporting, including new and pending climate disclosure rules.
COMPENSATION AND HUMAN RESOURCES COMMITTEE	Oversight of Scorecard and Metrics covering management incentives including climate-related goals/target/metrics.
NOMINATING AND GOVERNANCE COMMITTEE	Helps identify experiences of current and future Board members that will help the Board manage climate-related risks, as well as overseeing training and development for Board members.

For more details on each committee, please see **Page 47** of this report and each committee's charter on our website.

The Board has designated the Vice President of Sustainability to lead our ESG reporting and manage the evaluation of climate-related risks, opportunities, and the implementation of ESG-related goals. Quarterly progress on these goals is reported to the Executive Leadership Team and the Safety and Sustainability Committee. The Vice President of Sustainability and the Environmental and Sustainability Team collaborate closely with other departments to share knowledge on emissions reduction practices, climate-related regulations, and emerging risks. Together, they develop and implement climate risk tools, processes, and procedures across Chord Energy.

Strategy

The transition to a lower-carbon economy and the effects of climate change can impact oil and gas operations and financial performance. The tables opposite highlight some of the transitional and physical risks relevant to the oil and gas sector, and outline ongoing opportunities identified by Chord Energy.

We are actively integrating climate-related risks and opportunities into our overall business strategy. Factors such as new GHG emissions regulations and the growing demand for renewable energy are evaluated within our ERM program. Additionally, Chord Energy is conducting a climate-related scenario analysis to assess the resilience of our business strategy. This analysis will consider key risks and opportunities, including shifts in fossil fuel demand, new GHG regulations, and the potential financial and strategic impacts of a lower-carbon economy.

The transition to a lower-carbon economy and the effects of climate change can impact oil and gas operations and financial performance

TRANSITIONAL RISKS

MARKET	The demand for and price of oil and natural gas could be affected by the availability of alternative energy sources, changes in end-consumer preferences, the application of fuel conservation measures, and governmental mandates for renewable energy usage.
TECHNOLOGY	Implementing lower emissions technology within Chord's operations may increase capital and operating expenses. Additionally, the reliability and effectiveness of new technologies are not yet fully established.
POLICY AND LEGAL	Potential taxation of GHG emissions, increased regulatory requirements for emissions reporting, participation in cap-and-trade or similar markets, and evolving federal policies that expedite the transition to a lower-carbon economy may affect operating costs and the supply-demand balance for oil and natural gas.
REPUTATIONAL	Shifts in consumer preferences and negative sentiment toward the oil and gas sector could affect Chord's access to capital. Moreover, initiatives aimed at continuous improvement, such as GHG emissions reduction efforts, might face greenwashing allegations if claimed to be misleading.

PHYSICAL RISKS

ACUTE	The potential for more frequent and severe storms, droughts, floods, and other extreme weather events may affect Chord's operations.
CHRONIC	Long-term changes in temperature and precipitation patterns and variability in weather patterns could affect Chord's operations and planning.

OPPORTUNITIES

- Enhancing operational efficiency and maximizing oil and gas extraction from our reserves.
- Implementing a large-scale, repeatable drilling program to boost resource extraction, including a cutting-edge 3-mile lateral drilling initiative for improved capital efficiency, with the potential to develop 4-mile laterals.
- Pursuing innovative water reuse projects to reduce water consumption.
- Optimizing well-spacing design to improve recovery rates and overall returns.
- Expanding acreage and leveraging synergies from acquired assets for greater efficiency and output.

Risk Management

At Chord Energy, our ERM program spans the entire organization, from the Board and senior management to operations-level employees. This program focuses on identifying, evaluating, and mitigating a wide range of risks, including climate-related risks. The Board receives quarterly updates on changes to identified risk categories, and we regularly conduct audits to test related controls.

Our ERM process involves subject matter experts who identify potential risks, measure their impact, and develop strategies to mitigate them. We assess risks based on their likelihood of occurrence and potential impact on company metrics and reputation. These measures include changes to EBITDA, injury severity, spill volume, media coverage, and potential fines. We also analyze future regulatory requirements, to include those which are climate-related.

To ensure informed decision-making, we incorporate a variety of pricing scenarios into our long-term investment and development plans, considering variables such as government energy transition policies. These assessments are integrated into our overall ERM process, managed by senior leaders and overseen by the Board of Directors and the Safety and Sustainability Committee.

Performance Metrics and Targets

Chord Energy monitors climate-related metrics across key areas, including emissions, water use, energy consumption, land management, and waste management. Detailed information on these metrics can be found in the Environmental section of this report. Select ESG performance targets are integrated into our annual short-term incentive plans, aligning employee compensation with our sustainability goals.

We calculate GHG emissions following the EPA Mandatory Reporting Rules and disclose both Scope 1 and Scope 2 GHG emissions. For comprehensive details on our emissions data, methodologies, and intensity ratios relative to production and revenue, refer to the Environmental section, specifically Pages 20 through 23.

Environmental

Delivering Reliable Energy with Responsible Practices

Chord Energy is dedicated to minimizing adverse environmental impact. We aim to reduce methane and Scope 1 emissions, eliminate routine flaring, strive for judicious freshwater use, deliver effective waste management, and execute robust spill prevention programs.

Scope 1 Intensity

9%

Decrease in operated Scope 1 GHG emissions intensity in 2023 vs 2022

Methane Reduction

44%

Decrease in operated Scope 1 methane emissions intensity in 2023 vs 2022

Spill Intensity

0.012

Per gross annual produced liquids, which is top quartile

Biodiversity

<1%

Of Proved or Probable reserves in or near protected habitat sites or identified endangered species

Environmental Oversight

The Chord Energy Board of Directors oversees our environmental programs through the Safety and Sustainability Committee. This committee collaborates with other Board committees and senior leadership, including the Vice President of Sustainability.

All employees, including executives, participate in an annual incentive plan based on quantitative and qualitative metrics related to the Company's priorities, such as safety, spills, and emissions. To drive continuous improvement in our strategic priorities, we tie sustainability-related performance metrics to employee compensation. These metrics are integrated into our annual short-term incentive scorecard.

Environmental Management System

Our environmental management system addresses carbon management, air and water quality, spill prevention, biodiversity, land use, and waste management. To ensure continuous improvement, we use various approaches to measure the impact of these systems. These include audits of newly acquired assets, externally supported audits of compliance programs, participation and benchmarking with peer groups such as American Exploration and Production Council (AXPC) and The Environmental Partnership, and weekly leadership reviews of performance. Additionally, our HSE training program is reviewed and updated annually to meet regulatory requirements and Chord goals, with tailored training offered to all employees based on their roles and responsibilities.

To drive continuous improvement in our strategic priorities, we tie sustainability-related performance metrics to employee compensation

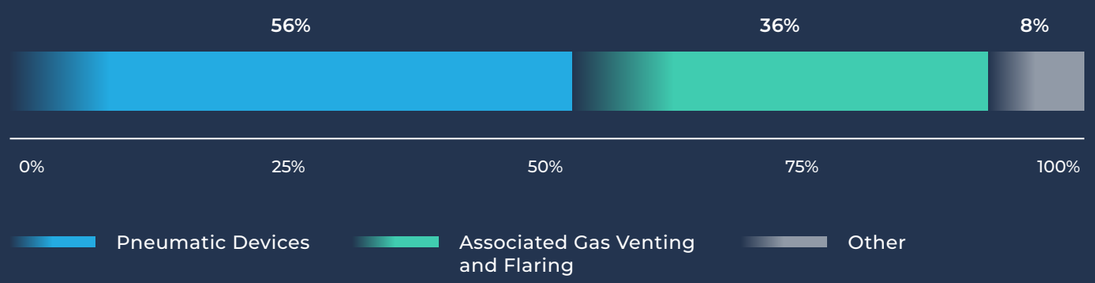
Methane Management

Chord Energy monitors and reports operated Scope 1 GHG and methane emissions per the EPA's Mandatory Greenhouse Gas Reporting Rule (40 CFR Part 98). GHG emissions data can be found in the Appendix of this report. Data is presented in absolute terms, on a carbon dioxide equivalent basis, (CO_2e), and in terms of intensity levels relative to Chord's operated production.

We remain focused on the reduction of methane emissions due to its potential impact as a potent GHG, exceeding the global warming potential of other GHG emissions. Our program involves a dedicated, cross-functional team, with members from our operations, environmental, planning, sustainability, facilities, and marketing departments, all focused on GHG emissions reduction. In 2023, we achieved a 44% reduction in operated Scope 1 methane emissions intensity vs. 2022.

As highlighted in [Figure 1], the primary sources of Chord's operated methane emissions are gas-driven pneumatics and flaring.

FIGURE 1 2023 Scope 1 Methane Reported Emissions (%Total)



In 2023, the Company saw a reduction in these two emissions sources through the following efforts:

Pneumatic Replacement or Retrofit Project

- Chord replaced or retrofitted nearly 7,000 pneumatic devices, which will eliminate more than 230,000 Metric Tons of Carbon Dioxide Equivalent ($MTCO_2e$) of methane emissions annually, equivalent to 50,000 passenger vehicles[1].
- The completion of all 7,000 retrofits by YE 2023 resulted in a 67% improvement in methane intensity by Dec 2023 compared to 2022.

Improved Gas Capture

- We achieved 17% reduction in flaring intensity compared to 2022 through staggered development planning to help avoid gathering system constraints.
- The Company implemented continuous improvements in operational and equipment performance, and better flare reliability and combustion efficiency.

FIGURE 2 Improvement Trend in Methane Intensity

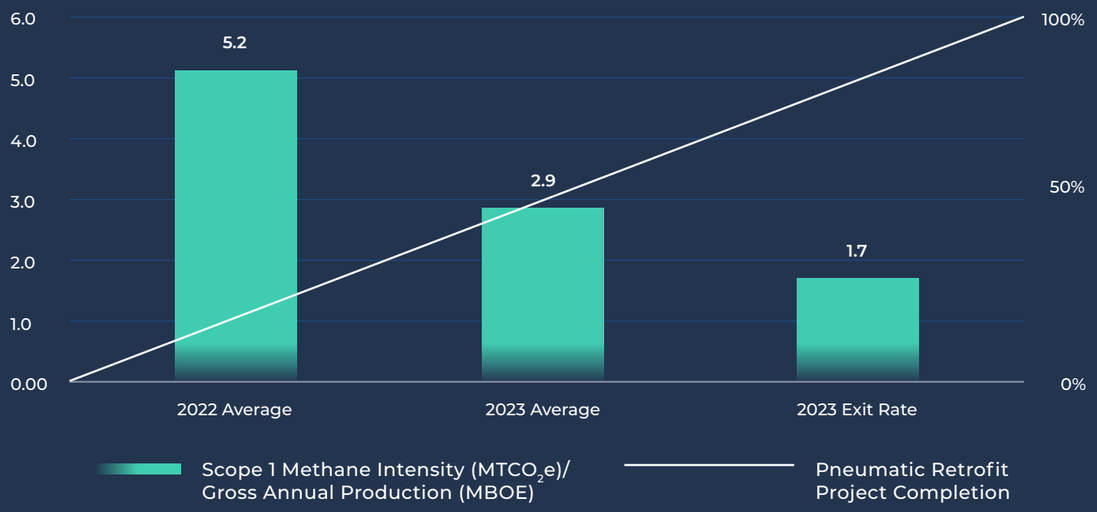
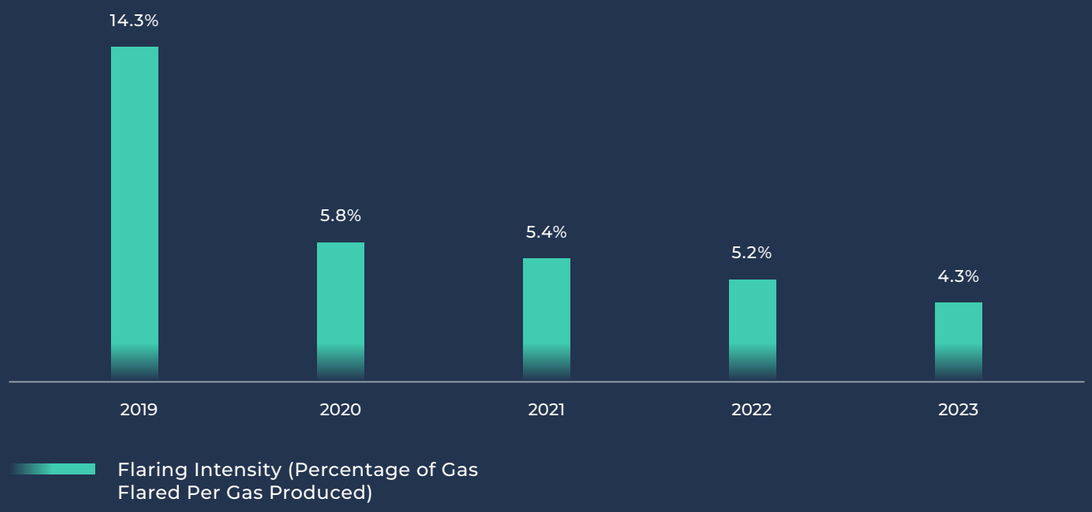


FIGURE 3 Improvement Trend in Flaring Intensity



[1] Greenhouse Gas Emissions from a Typical Passenger Vehicle | US EPA

Continuous Improvement:

While Chord has continued to make year-over-year improvements in flaring, we are not yet where we strive to be. To accelerate gas capture improvement, the Company established a small team of experts in 2024 to advance our gas capture performance through better data analytics, added infrastructure planning / investment, and technology trials. This steering group is focused on aspects of gas capture that are within an operator's control, including new well facility designs with Vapor Recovery Units (VRUs), and staged equipment to address possible sour gas risk. On existing wells, teams collaborate with lease operators to enhance operational knowledge around flaring events, so we can fine-tune best practices to minimize unplanned or unexpected flaring incidents. These efforts are expected to help deliver repeatable gas capture performance in the high ninety percentile, excluding force majeure (FM) events from midstream gatherers. Chord works closely with our midstream providers to avoid FM-related flaring, and we are testing mobile on-site use equipment to help better address temporary outages.

Gas Capture Steering Group

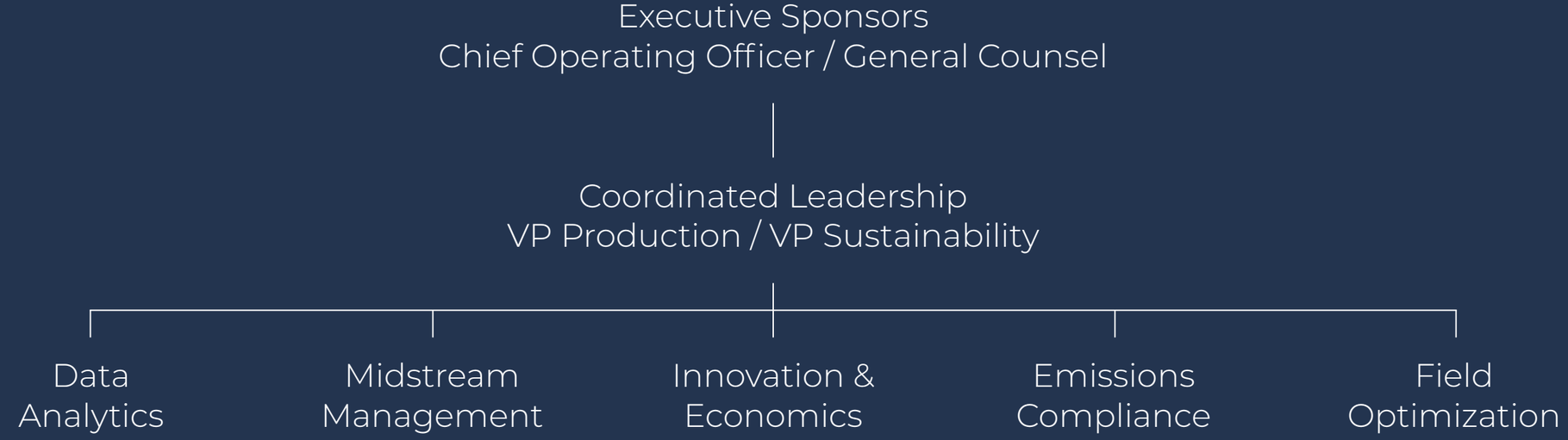


FIGURE 4 Total Gross Scope 1 GHG Emissions and Intensity

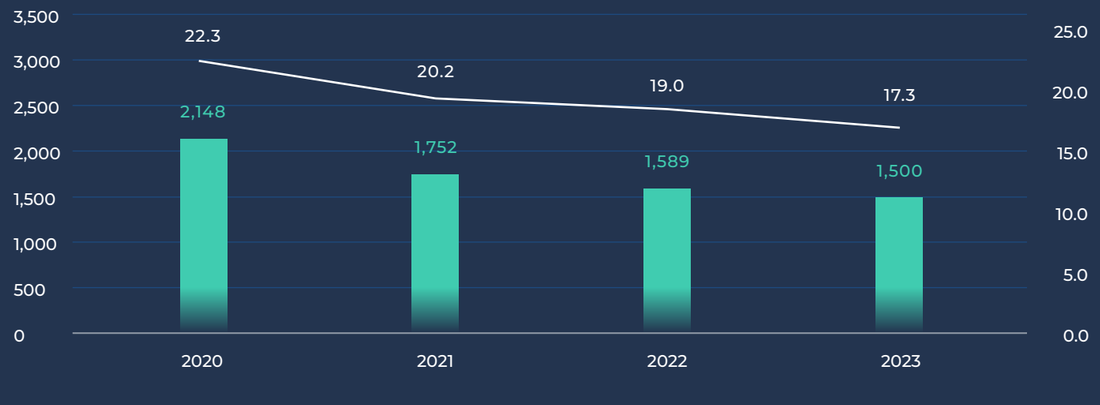
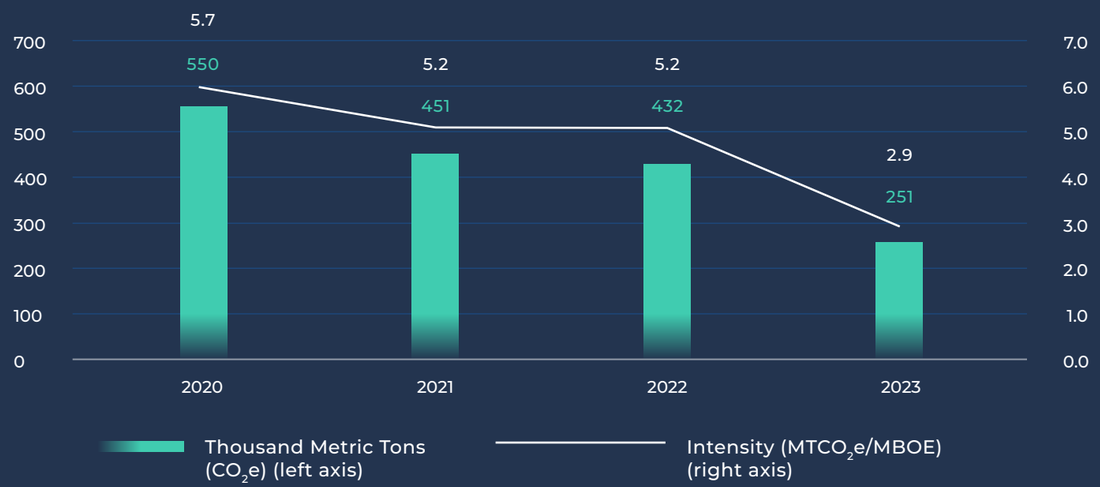


FIGURE 5 Total Gross Scope 1 Methane Emissions and Intensity



Through these ongoing efforts, the Company has reduced operated Scope 1 GHG emissions intensity by 22% and reduced operated Scope 1 methane emissions intensity by 49% between 2020 and 2023, as shown in the following charts.

Leak Detection and Repair (LDAR) Program

Quickly detecting and repairing process leaks is critical to our efforts to reduce operated Scope 1 GHG emissions. Chord Energy conducts a variety of leak inspections that meet or exceed the scope and frequency of applicable federal or state regulatory standards, and we strive to respond expeditiously to repair any leak. Our compliance technicians utilize advanced optical gas imaging (OGI) cameras within their routine monitoring and maintenance programs. Chord has tested a variety of new GHG emissions detection tools, which are briefly described in more detail to the right. Chord currently believes a layered approach to detection is likely to deliver the most accurate and timely detection. We will continue to assess evolving technologies and approaches through actual trials, peer-sharing collaborations, and publicly available data initiatives.

- Continuous Detection Technologies: In 2023, we assessed various Continuous Emissions Monitoring System (CEMS) technologies by piloting different systems at several operating locations.
- Methane Emission Detection: We implemented an aerial surveillance program that utilizes aircraft and methane detection technologies, such as LiDAR and spectrometry, to remotely detect and quantify methane emissions across North Dakota and Montana assets.
- Satellite-based Detection: We continue to assess the use of both private and public satellite-based detection.
- Robust LDAR: In 2023, approximately 7,000 inspections were completed, 87% of which were voluntary – i.e., in addition to regulatory requirements.

Biodiversity

In the vast grasslands where Chord operates, we have committed to minimizing land disturbance and mitigating impacts throughout the oil and gas production lifecycle. As a responsible operator, we seek to take proactive steps to protect biodiversity and the environment.

We evaluate potential adverse environmental impacts of our operations on all leases in accordance with regulations, and engage in land reclamation activities post-operation. Before any project, Chord conducts environmental surveys to assess the presence of endangered species, including native plants. These assessments identify sensitive areas and habitats of threatened species, guiding our strategy to avoid, minimize, or mitigate negative environmental impacts.

Land Impact

Chord minimizes land impact by collaborating with governmental agencies and landowners early in planning. Our risk models identify sensitive areas, allowing us to adjust activities to avoid negative impacts. We use multi-well pads to reduce our footprint, minimize infrastructure needs, and lower environmental disturbances from traffic. We engage with Indigenous communities through archaeological surveys and consultations to respect cultural sites.

We are committed to reclaiming land impacted by our operations. In 2023, Chord reclaimed 25 wells, focusing on restoring native vegetation, water quality, and wildlife habitats, aiming to leave the land in as good or better condition than before.

In North Dakota, we operate in an area that has been identified as a Dakota Skipper butterfly habitat, which is listed as threatened under the Endangered Species Act. In planning for construction and operation of our facilities, we work with multiple agencies to either protect or safely relocate Dakota Skipper habitats when feasible, or we relocate the planned facility location in a manner that suits the local environment. If other species are identified as endangered, we follow a similar approach to safely protect the area they live in or relocate operations so they are not disturbed.

Water Management

Chord has integrated water-related concerns into our broader ERM framework. We utilize tools like the World Resource Institute's (WRI) Water Risk Atlas to identify water stress levels in different regions. In 2023, none of our water withdrawals came from areas with high or extremely high water stress.

Before commencing operations, we assess groundwater levels and quality at our locations. We install protective casing and cement around wells beyond the water table to mitigate the risk of any possible contamination or fluid leakage into groundwater sources.

Chord strives to reduce fresh water use through multiple efforts. Where practical, we reuse produced water to limit freshwater use, and we continue to expand water reuse across all our operations, not just frac operations. In 2023, we reused approximately 700,000 barrels of produced water.

In 2023, none of our water withdrawals came from areas with high or extremely high water stress

Spill Prevention and Management

Chord aims to prevent spills through regular maintenance, inspections, leak detection systems, spill response planning, and secondary containment. Routine maintenance and advanced inspections ensure equipment integrity.

Detailed spill response plans and regular training drills ensure preparedness, while secondary containment systems offer additional protection against accidental releases. We have a robust system to regularly test and proactively examine our flowlines for possible weak points. We also monitor and analyze spills to detect trends and identify root causes. In 2023, we achieved top quartile spill performance for our core assets in North Dakota and Montana when benchmarked against industry peers, with a spill intensity outside of primary containment of 0.012 barrels per thousand barrels produced.

For emergency spill response training, Chord has a Spill Prevention, Control, and Countermeasure (SPCC) plan which outlines procedures, methods, and equipment for all our facilities. Our plans cover operational procedures, inspection requirements, and annual training, including mock drills and coordination with local responders. Emergency contact and escalation procedures are also included in these plans to support a response in the event of a spill.

Chord aims to prevent spills through regular maintenance, inspections, leak detection systems, spill response planning, and secondary containment

Responsible Waste Management

Chord takes a proactive approach to reducing waste through a comprehensive waste management and minimization program. Both employees and contractors are responsible for managing and reducing waste. Although our hazardous waste generation is minimal, our program provides clear guidance on hazardous waste handling and disposal practices and associated risks.

In 2023, Chord disposed of 10 metric tons of hazardous waste due to special post-merger consolidation projects, with no hazardous waste generated through normal operations.

Our waste management program is designed to ensure waste is properly stored, transported, and either disposed of or treated in compliance with regulatory standards. Supported by third-party audits, we seek to ensure adherence to best practices and regulatory requirements. Employees and contractors receive job-specific training and quarterly reminders, equipping them with the knowledge and skills for effective waste management.

Chord Energy's recycling program continues to expand company-wide, with highlights including:

- Contracting with local vendors to recycle scrap metal and lead-acid batteries.
- Reusing materials, like production equipment, where practicable.
- Collaborating with rod and tubing inspection companies to decontaminate and reuse items, where feasible.
- Cleaning and repurposing tanks within the business, and recycling them as scrap metal when reuse is not possible.

In 2023, as part of our continuous improvement efforts, Chord implemented routine inspections at Chord-owned and -leased yards to determine whether waste containers were in good condition and properly labeled, and if the appropriate storage and handling requirements were being implemented. Chord advised and collaborated with internal teams to identify and reclassify certain chemicals originally slated for waste disposal to instead be used elsewhere in our operations or returned to our chemical vendors.

Social

Energizing Communities, People, and Our Industry

Chord Energy fuels global energy needs while driving economic growth and community enrichment. We prioritize people, emphasizing health, safety, and empowerment for our workforce and communities. Our innovative culture promotes shared value through care, unity, and ownership, making Chord Energy a rewarding workplace and a leading corporate partner in our operating areas.

Safety Performance

36%

Year-over-year reduction in Total Recordable Incident Rate (TRIR)

Training and Development

100%

Of employees provided access to LinkedIn Learning and other development tools

Employee Turnover Rate

7%

Voluntary turnover rate in 2023

Social Investment

$1MM

Donated to charitable organizations serving education, the environment, mental health, food pantries, and first responders in 2023

Prioritizing Health and Safety

Given our strong commitment to health and safety, we've established robust oversight for our initiatives. The Board and its Safety and Sustainability Committee receive quarterly updates on health and safety performance, including reviews of significant incidents and regulatory compliance.

The health and safety function reports directly to the Chief Operating Officer, with oversight from the CEO on strategy and performance. Significant incidents are promptly reported to executive leadership and the Board.

We included safety performance targets within our 2023 annual performance-based bonus incentive program, specifically targeting Total Recordable Incident Rate performance for employees and contractors, with a pre-assigned weighting on the scorecard. This approach helps align safety objectives with our company's broader goals and priorities, as outlined in our 2024 Proxy Statement. These metrics, combined with other financial, environmental, and operational targets, factor into award payouts for all employees, motivating everyone in the Company to always keep safety top of mind.

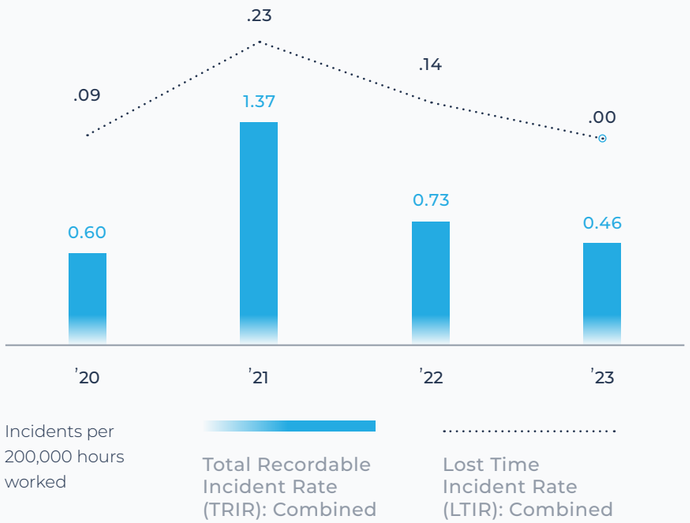
The Board and its Safety and Sustainability Committee receive quarterly updates on health and safety performance, including reviews of significant incidents and regulatory compliance

Safety Performance

36%

Year-over-year reduction in Total Recordable Incident Rate (TRIR)

TOTAL INCIDENT RATE



36% Reduction in TRIR

from 2022 to 2023

Safety Performance

We monitor and track safety performance using several metrics, recognizing that no one metric is a perfect measurement technique. Total Recordable Incident Rate (TRIR) intends to measure incidents that require medical treatment beyond first aid. Lost Time Incident Rate (LTIR) intends to stratify safety events that also result in lost workdays for the impacted individual. And Serious Injury and Fatality (SIF) rate measures incidents that resulted or could have resulted in a fatality or life-altering injury or illness. In 2023, we achieved a 36% reduction in combined employee and contractor TRIR, zero lost time incidents, and zero SIFs. We are committed to continuous improvement and fostering a safe work environment.

We also track Preventable Vehicle Incident Rate (PVIR) for company vehicles to measure driving safety. All personnel with company vehicles undergo Safe Driver Training and participate in North Dakota's Vision Zero initiative, which is a North Dakota government-sponsored collaboration to eliminate traffic fatalities. We require our drivers to follow Chord Energy's driving policies and use GPS-based monitoring on vehicles to measure and improve safety performance. Training covers 12 safe driving topics every three years, delivered through accredited in-person or online programs. Since 2020, we have reduced PVIR by 33%.

Chord's favorable performance in TRIR, LTIR, and SIF stems from proactive risk management that utilizes root cause analysis to learn from events, data metrics to track pre-job hazard hunts, and routine training and dialogue with employees and contractors about safety.

- HiPo events provide valuable learning opportunities, encouraging timely reporting, investigation, and root cause analysis.
- Incident management software tracks hazard IDs and unsafe conditions and behaviors, which are reported weekly to operational groups.
- Frequent hazard hunts actively identify and mitigate risks at field sites.
- Personnel are trained in safety practices through orientations, contractor onboarding, safety meetings, Values-Based Safety Leadership (VBSL) training, and Life Saving Rules (LSRs) sessions.

In 2023, Chord and its contractors captured over 20,000 leading indicator data points.

A Structured Approach to HSE Management

Chord Energy has established a comprehensive HSE Management System to address health and safety risks and embed our safety culture into operations. This framework helps employees understand our policies and their role in maintaining a safe workplace, with stop-work authority at all levels. The management system has been designed to meet OSHA 18001 and ISO 45001 standards. The certification of this management system by external agencies is targeted for 2025 and beyond.

Life Saving Rules (LSRs) are integrated into our Health and Safety Management System, training activities, and contractor programs to standardize practices and improve safety. The operations team, with support from Health & Safety, has regular meetings with employees, contractors, third parties, and vendor partners to review LSRs and their role in completing work tasks safely.

Chord Energy has established a comprehensive HSE Management System to address health and safety risks and embed our safety culture into operations

Cultivating a Safe Workplace: Training and Emergency Preparedness

At Chord Energy, we believe ongoing training is vital for maintaining our safety and operational standards. We continuously enhance our safety training programs by:

- Conducting tailored instructor-led training courses based on job-specific needs.
- Collaborating with external partners such as the North Dakota Safety Council, TrainND, One Basin One Way (OBOW), and others to develop effective HSE courses.
- Providing awareness-level training on safety programs, with standardized training materials across field and corporate locations.
- Offering computer-based training accessible to field and office staff through an online learning management system (LMS).
- Conducting Federal Emergency Management Agency (FEMA) Incident Command System (ICS) 100-, 200-, and 300-level training for incident command team members, supplemented by annual tabletop drills to maintain readiness.

Furthermore, we believe our safety culture has benefited from Values-Based Safety Leadership (VBSL) training sessions, now extended to our contractor partners. VBSL focuses on creating a safe workplace and promoting a safety-centered culture aligned with our company's core values.

Strengthening Supplier Relationships for Operational Success

Suppliers and contractors are integral to our operational success. Chord's Procurement group oversees our supply chain management program, including a robust vetting process of new suppliers.

This involves evaluating technical capabilities, service complexity, environmental, and safety records. For operations with a higher risk factor (equipment and/or labor), we perform additional due diligence of supplier candidates' operations, policies, and procedures, and site visits to track compliance with best practices and standards.

All suppliers are required to adhere to our Master Service Agreements (MSAs), which mandate compliance with Equal Employment Opportunity (EEO) laws, safety, and environmental standards. Suppliers must also adhere to our Human Rights policy, which includes ethical standards on discrimination, harassment, forced labor, freedoms of association, and health & safety. Chord Energy also incorporates specific compressor and generator Environmental Addendums into select MSAs to align with our emissions expectations.

Contractors partner with us to fill a variety of roles within our operations, and we work with the local community and Indigenous communities for contractor opportunities. Contractors are required to meet or exceed federal, state, and local requirements, along with the company's safety protocols. Our approach includes:

VETTING	Contractors register with ISN for evaluation and EHS training review.
ONBOARDING	Programs integrate new contractors into the company's safety expectations.
ENGAGEMENT	Field visits and interviews ensure active contractor participation in safety programs.
AUDITING	Management system audits and field-level audits monitor safety standards annually. In 2024, our goal is to complete 30 management system audits and 30 field-level audits.
HAZARD HUNTS	Focus on identifying and documenting potential hazards to raise awareness and improve safety performance.
ROUNDTABLE MEETINGS	Regular forums discuss safety topics like Stop Work Responsibility, Hazard Identification, Job Safety Analyses (JSA), or other topics with employees and contractors.
SAFETY SUMMITS	Annual gatherings of company leadership, employees, and contractors to showcase safety successes and address challenges collaboratively.

Industry Collaboration

Chord Energy actively engages in various safety alliances and conferences to stay informed and share best practices. Our affiliations include:

OSA ONSHORE SAFETY ALLIANCE™	**Onshore Safety Alliance (OSA)**	A coalition focused on reducing injuries and fatalities in U.S. onshore oil and gas operations.
Sakakawea Area Spill Response	**Sakakawea Area Spill Response (SASR)**	Supporting rapid spill response efforts in the region's waterways with specialized equipment.
ONE BASIN NDPC One Way!	**One Basin One Way (OBOW)**	Advisory role in a standardized safety orientation program for the Bakken's contractor workforce.
NDSC NORTH DAKOTA SAFETY COUNCIL A private non-profit.	**North Dakota Safety Conference (NDSC)**	Regular participation in safety training and advocacy events hosted by the North Dakota Safety Council.
VISION ZERO Zero fatalities. Zero excuses.	**Vision Zero Network**	Collaborative campaign working towards eliminating traffic fatalities and severe injuries while promoting safe, healthy, and equitable mobility.

Driving Progress Through a Culture of Continuous Improvement

Our mission at Chord Energy is to responsibly produce hydrocarbons while exercising capital discipline, operating efficiently, improving continuously, and providing a fun and rewarding environment for our employees. We believe that cultivating an engaging and rewarding environment for our employees is central to our success.

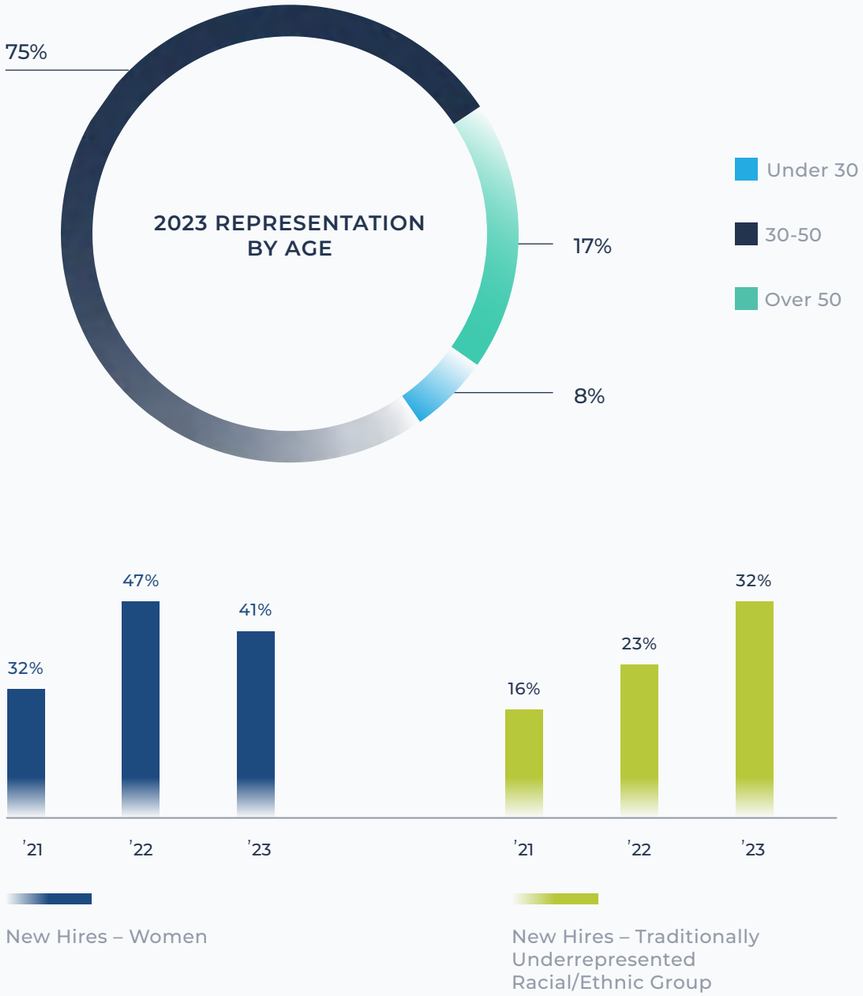
We prioritize diversity of thought, constructive debate, and engaged leadership, aiming to attract, develop, and retain a highly effective and engaged workforce.

The Compensation and Human Resources Committee of our Board actively oversees the development and implementation of our human capital management practices. This includes recruitment, talent management, and Diversity, Equity, and Inclusion (DE&I) initiatives. To maintain a diverse and inclusive workforce, we maintain a robust compliance program, requiring annual employee certification to our Code of Business Conduct and Ethics Policy. Our Vice President of Human Resources is responsible for overseeing all human capital management programs.

We prioritize diversity of thought, constructive debate, and engaged leadership, aiming to attract, develop, and retain a highly effective and engaged workforce

EMPLOYEE DIVERSITY

Data as of 12/31/2023



Building a Resilient Future Through Diverse Perspectives

At Chord Energy, we value diversity as a driver of success. We believe that a diverse workforce enriches our company with unique perspectives and ideas, and helps to ensure every employee is valued and heard. We embrace constructive debate and continuous learning, promoting open communication and transparency.

As an equal opportunity employer, we evaluate qualified applicants without regard to race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, protected veteran status, disability status, or any other legally protected characteristic. Chord's Code of Business Conduct and Ethics is applicable to all directors, officers, and employees, and includes our commitment to anti-discrimination expectations and guidelines.

We actively seek to support diversity through a merit-based talent identification process, using a variety of sourcing channels to attract candidates from different backgrounds, including job boards, recruitment agencies, and networking events within our surrounding communities. To attract a diverse pool of candidates, we partnered with Circa, a leading talent acquisition and workforce management firm, to post job roles on diverse job boards including those used by women, people of color, individuals with disabilities, and veterans. In addition, we also partnered with OneGoal, an organization that actively pursues equity for high school students through postsecondary advising and support, to arrange internship opportunities.

Chord Energy is dedicated to fostering diversity within our workforce by cultivating a strong talent pipeline across all levels of the organization. In 2023, we achieved notable representation among our new hires, with 41% women and 32% individuals from traditionally underrepresented racial or ethnic backgrounds.

We believe that a diverse workforce enriches our company with unique perspectives and ideas, and helps to ensure every employee is valued and heard

Women of Chord

In 2023, we also launched our 'Women of Chord' network, an employee resource group committed to building a supportive community that facilitates personal and career growth, champions diversity and inclusion, and inspires future generations. By promoting knowledge-sharing and advocacy, this group strives to create a more inclusive industry.

DEVELOPMENT

- Book club sessions
- Classes and external speakers
- Rotational leadership panel

NETWORKING

- Lunch and learns
- Coffee breaks
- Lunches
- Happy hour
- Small group sessions

OUTREACH

- STEM education for girls
- Volunteering opportunities
- Community outreach
- Conference attendance: WGLC

Career Development at Chord

We invest in the strengths of our dynamic, skilled workforce by providing dedicated personal and professional development initiatives. Our talented employees possess a broad set of skills, and we empower them to succeed in their roles and beyond. To achieve this, we prioritize the following initiatives:

ONGOING LEARNING AND DEVELOPMENT:

- Equipping employees to deepen specialized skills and grow subject-matter expertise through comprehensive learning and development programs covering personal and professional competencies, safety, and technology training.
- Focusing on leadership development through 360 feedback reviews and personalized coaching to support all stages of the leadership journey.
- Leveraging Gallup 'StrengthsFinder' assessments at all levels of the organization and across teams to help employees identify what makes them exceptional.
- Launched new learning and development initiatives in 2023, including the rollout of LinkedIn Learning for all employees and hosting on-site training courses facilitated by Franklin Covey.

ENGAGING WORK ENVIRONMENT:

- Holding regular town hall meetings after quarterly earnings calls to facilitate idea sharing and gather valuable feedback.
- Delivering an annual company-wide survey to capture insights on employee engagement and satisfaction, and to cultivate an environment for active listening and continuous improvement.
- Monthly birthday lunches between Chord's executives and employees celebrating a birthday in the given month foster smaller group sessions for employees to share ideas, express concerns, and get to know different corporate leaders.

COMPETITIVE COMPENSATION AND BENEFITS PROGRAMS:

- Designed to align individual and company goals to ensure business objectives are achieved while staying true to our core values.
- Aiming to attract and retain top talent, with a competitive compensation and benefits package that will motivate, inspire, and support our workforce while driving commitment to our collective success. Key features include:
  - Attractive salaries and incentive plans, including equity at all levels of the organization
  - Comprehensive healthcare coverage
  - Income protection and disability coverage
  - 401(k) retirement plan with matching contributions
  - Flexible work arrangements allowing eligible employees to work from home for two days each work week
  - 5-6 weeks of Paid Time Off (PTO) per year
  - Support for continued development and education through our Tuition Reimbursement Program
  - Support for well-being and mental health through our Employee Assistance Program, and 'Waves of Hope' campaign in North Dakota

Powering Progress: Partnering with Our Communities

Chord Energy strives to make a positive impact in the communities where we operate. We invest resources to support local nonprofits, facilitate employee volunteer opportunities, and engage with community stakeholders to address concerns effectively. Our approach emphasizes proactive collaboration with local leaders, first responders, and tribal nations, with relationships built on mutual respect and trust.

We assess our social investment approach throughout the year, collaborating with local leaders, including school leaders, hospital administrators, police and fire chiefs, and city / county representatives, to identify areas of greatest need. By engaging openly with community partners and aligning our efforts with local priorities, we strive to create lasting value for both our company and the communities we serve.

In 2023, Chord Energy contributed ~$1 million to charitable organizations across North Dakota, Montana, and Texas. Our initiatives include sponsoring technical training programs in our local communities, engineering scholarships, environmental and wildlife rehabilitation programs, Habitat for Humanity projects, mental health programs, and educational programs like OneGoal and Junior Achievement. We also collaborate with national and local organizations focused on categories such as education, the environment, mental health, food pantries, and first responders.

We invest resources to support local nonprofits, facilitate employee volunteer opportunities, and engage with community stakeholders to address concerns effectively

We direct our philanthropy to national and local organizations focused on the following categories:

EDUCATION
Advancing higher education opportunities in Texas, North Dakota, and Montana, and providing support services to high school and college students who are the first in their family to seek higher education

ENVIRONMENT
Habitat preservation and tree planting

COMMUNITY NEED
Supporting local community food banks, shelter organizations, and first responders

MENTAL HEALTH
Improving mental health awareness and access to basic services

Select Chord Charity Recipients:

Impacting Our Community

Chord Energy actively promotes and supports employee volunteerism and philanthropy as core parts of our community engagement efforts. We encourage employees to make a difference by:

1. Providing each employee with 18 hours of paid time annually for volunteering during business hours at their preferred nonprofit.
2. Creating volunteer opportunities and connecting employees with local volunteer events through our social investment team.
3. Providing each employee access to the Employee Matching Gift Program, where corporate match donations are made on behalf of an employee's charitable contribution to a qualifying non-profit organization.
4. Using our internal communications platform to share volunteer opportunities and facilitate sign-ups.
5. Providing an annual Day of Caring where all employees unite to contribute to local community initiatives. Examples include hosting 20 OneGoal students in our Houston office to introduce them to energy careers, volunteering at Houston Food Bank, and building care packages for first responders, residents at nursing homes, and patients in the children's hospital in North Dakota.

This commitment to volunteerism reflects our dedication to encouraging positive change and making a meaningful impact in the areas where we live and work.

Working with MHA Nation

Chord Energy is deeply committed to respectful and collaborative engagement with the Mandan, Hidatsa, and Arikara Nation (MHA Nation). Our approach is guided by principles of transparency, respect, and compliance with applicable laws and regulations. We seek to engage early and sincerely with indigenous communities to build trust and obtain their support for our projects and operations on their traditional lands. This includes respecting legal and constitutional rights, complying with relevant laws, and promoting economic opportunities and inclusion through partnerships with the Tribal Employment Rights Office (TERO) and other MHA Nation programs.

In addition to economic support, we prioritize cultural heritage preservation and stakeholder input on potential risks that may impact Indigenous communities. We aim to increase awareness and education among our leaders, employees, and contractors about the history and culture of Indigenous peoples, recognizing their deep connections to natural resources. Our Indigenous Relations Policy embodies Chord Energy's shared responsibility to conduct business in alignment with our principles.

Each year, company employees enthusiastically participate in the MHA Nation Ice Warrior Plunge, an annual charity event where individuals jump into the icy waters of Lake Sakakawea to raise money for the American Indian Cancer Foundation. This event showcases our dedication to supporting important causes that directly benefit our community's health and well-being.

Chord Energy actively participates in local job fairs and networking events with the MHA Nation. In 2023, we hosted a job fair for local high school students, offering information about job opportunities in the oil and gas industry. We also conducted mock interviews to provide students with practical experience in the job application process. Additionally, Chord Energy supported the Recruitment and Retention of American Indians into Nursing (RAIN) "Home Away from Home" program, which creates pathways for American Indian students at the University of North Dakota (UND) College of Nursing and Professional Development. RAIN offers a supportive environment for many American Indian first-generation college students.

Governance

Leading with Integrity

Through our corporate governance principles and ESG strategy, we seek to prioritize accountability, shareholder interests, and trust through transparent and authentic reporting.

Experience

90%

Of board members have prior E&P experience

Diversity

45%

Of Board of Directors are women

Engagement

250+

Face-to-face interactions with shareholders in 2023

Committee Chairs

100%

Of our standing committees in 2023 were chaired by women who serve on the Board

Board Oversight

The Board oversees the development of the Company's strategy, which articulates business objectives and provides direction to senior management. At the start of each year, senior management presents the annual business plan to the Board, followed by periodic reviews throughout the year.

The Board holds senior management accountable for implementing the Company's strategy, while seeking to maintain an effective risk management framework and system of internal controls. Annually, the Board conducts an offsite strategy meeting to delve into goals, timelines, and execution plans.

As described further in Chord's proxy statement for our 2024 Annual Meeting of Shareholders, regular updates are provided to the entire Board through quarterly committee reports, and in 2023 and 2024 a mid-year strategic review of the business was completed with executive leadership and the Board. From time to time, managers and outside advisors provide additional updates. Our four standing committees enhance oversight and have publicly available charters on our website:

- Audit and Reserves Committee
- Compensation and Human Resources Committee
- Safety and Sustainability Committee
- Nominating and Governance Committee

The Board holds senior management accountable for implementing the Company's strategy

Management Oversight

The Vice President of Sustainability currently oversees ESG matters, reports to the Chief Administrative Officer (CAO), and presents quarterly updates to the Safety and Sustainability Committee of the Board. Our Board provides important oversight of our operational performance, helping to align it with our commitment to sustainability through the policies we create and the actions we take. Chord's corporate governance framework is detailed in our Bylaws, Corporate Governance Guidelines, and Board committee charters, accessible on our website at chordenergy.com.

"As an energy company, we have an added responsibility to protect our environment while delivering the energy the world needs. Our Board provides important oversight of our operational performance, helping to align it with our commitment to sustainability through the policies we create and the actions we take."

Samantha Holroyd
Safety and Sustainability Committee Chair

Sustainability Oversight at all Levels

BOARD OF DIRECTORS	The Board oversees the development and implementation of the Company's strategy and risk management structure.
SAFETY AND SUSTAINABILITY COMMITTEE	This committee oversees safety and sustainability strategy, policies, and disclosures, which support worker and community health, environmental protection and compliance, and social responsibility.
EXECUTIVE MANAGEMENT & CEO	The executive management team is responsible for providing strategic direction, allocating resources, monitoring performance, and integrating sustainability into Chord's operations.
VICE PRESIDENT OF SUSTAINABILITY	Our Vice President of Sustainability reports to our CAO, and is responsible for developing strategies and goals to enhance Chord's sustainability performance. This position works closely with an internal ESG steering group to implement sustainability efforts.
ESG STEERING GROUP	The ESG steering group is a cross-functional team inclusive of operations, marketing, planning, environmental, regulatory, external affairs, and legal. This group is tasked with implementing strategies, monitoring performance, and identifying new tech and processes to support continuous improvement.
DIRECTOR OF SUSTAINABILITY	Our Director of Sustainability reports to our VP of Sustainability and leads in operationalizing the Company's sustainability commitments, managing sustainability data and reporting processes, and engaging stakeholders.

Board Engagement

During 2023, the Company's Board and committee meetings were as follows:

15 meetings

The Board

10 meetings

Compensation Committee

4 meetings

Safety and Sustainability Committee

5 meetings

Audit and Reserves Committee

5 meetings

Nominating and Governance Committee

Director attendance for Board and committee meetings

Averaged 99%

Of the total number of meetings of the Board and committees on which the Director served.

100%

Of the directors attended the Chord 2023 annual meeting of shareholders.

As set forth in the Company's Corporate Governance Guidelines, all directors are expected to attend each annual meeting of shareholders.

Board Composition

Our directors are diverse, industry-leading experts with an average of approximately 30 years of industry leadership experience across multiple disciplines. Each of our directors must be elected annually by a majority vote.

In 2024, Chord Energy completed the purchase transaction of Enerplus, which resulted in a change to the Chord Energy board members. Directors Brooks, Brown, Cunningham, Holroyd, McCarthy, Taylor, and Woung-Chapman served on the Board during 2023. Directors Dundas, Foulkes, Polzin, and Sheets joined the Board in May 2024 upon closing of the Company's transaction with Enerplus.

2024 Board Member Skills Matrix

The following skills matrix reflects the current 2024 Board Members. It identifies the diversity of expertise, experience, and characteristics that the Board believes contribute to an effective and well-functioning board. A dot indicates that a director possesses special expertise in the indicated skill or experience.

SKILLS & EXPERIENCE	BROOKS	BROWN	CUNNINGHAM	DUNDAS	FOULKES	HOLROYD	MCCARTHY	POLZIN	SHEETS	TAYLOR	WOUNG-CHAPMAN
CURRENT OR PAST PUBLIC COMPANY C-SUITE	●	●	●	●	●				●		●
E&P OPERATIONS	●	●	●	●	●	●	●	●	●		●
CAPITAL ALLOCATION/INVESTMENT	●	●	●	●	●	●	●	●	●		●
FINANCIAL REPORTING & ACCOUNTING	●		●			●	●		●	●	
ENVIRONMENTAL, HEALTH & SAFETY MANAGEMENT	●	●	●	●	●			●			●
INFORMATION TECHNOLOGY			●							●	
BUSINESS DEVELOPMENT/M&A	●	●		●	●	●	●	●	●	●	●
COMPENSATION & HUMAN RESOURCES	●	●			●		●			●	●
RISK MANAGEMENT/SUSTAINABILITY	●	●	●	●	●	●		●	●	●	
CORPORATE GOVERNANCE	●	●		●	●	●	●	●	●	●	●
LEGAL & REGULATORY	●		●								●

Board Member Skills Matrix Cont.

DEMOGRAPHIC BACKGROUND	BROOKS	BROWN	CUNNINGHAM	DUNDAS	FOULKES	HOLROYD	MCCARTHY	POLZIN	SHEETS	TAYLOR	WOUNG-CHAPMAN
TENURE	Nov 2020	April 2021	July 2022	May 2024	May 2024	Nov 2020	July 2022	May 2024	May 2024	July 2022	Nov 2021
AGE	65	48	68	57	67	55	65	62	66	68	59
GENDER	M	M	F	M	F	F	M	M	M	F	F

Executive Compensation

The Board designs Chord's executive compensation program to align executive interests with shareholders. Board members are driven by a disciplined, returns-focused strategy. Leadership performance is incentivized by performance-based pay. In 2023, quantitative sustainability metrics such as safety (Total Recordable Incident Rate), gas capture, and spill intensity were integrated into our cash incentive program to enhance transparency and drive progress toward achieving ESG goals. Performance against these metrics, combined with financial and operational indicators, determines award payouts. Further details can be found in our 2024 Proxy Statement. Quantitative sustainability metrics are again featured in our cash incentive program for 2024.

Stakeholder Outreach

In 2023, we invited shareholders representing

Over 50%

of shares outstanding to meet with us regarding compensation and ESG matters and other topics of interest to shareholders.

Shareholders representing

Over 25%

of shares outstanding participated in discussions with the Company's executive management and provided valuable feedback.

WHAT WE HEARD	Interest remains in Chord's gas capture performance, including the steps we are taking to improve performance and the cost of these initiatives. From a governance perspective, investors continue to evaluate our executive compensation program relative to performance and long-term value creation, and they are supportive of its structure.
WHAT WE DID	We continue to progress on gas capture and GHG intensity reductions. Executive pay continues to be aligned with value creation as well as absolute and relative performance.
WHERE WE ARE GOING	We are targeting additional shareholder engagement in 2024. Requesting feedback and insights remains a key part of our investor meetings. See **page 22** on continuous improvement plans around gas capture.

Risk Management

Senior management advises the Board of risks associated with the Company's strategy and operations, and steps taken to maintain an effective risk management framework and system of internal controls. Details summarizing oversight of Risk Management at Chord can be found in our 2024 Proxy Statement.

With Board oversight, management has formalized an Enterprise Risk Management (ERM) program to better ensure organizational reliability and resilience against disruptions. As part of the program, the VP of Sustainability reviews ERM metrics and changes in strategic trends quarterly with senior leadership.

Climate-related Risks

The Board receives quarterly ERM updates, including climate-related risks and opportunities. Elements of climate-related risk are integrated into the responsibilities of the Board's standing committees for enhanced oversight.

SAFETY AND SUSTAINABILITY COMMITTEE	Monitors the Company's management of safety and environmental policies, including flaring, emissions, and water usage. Assesses procedures for identifying and managing key environmental risks.
AUDIT AND RESERVES COMMITTEE	Oversees the Company's compliance with financial reporting and disclosure obligations, including with respect to pending climate disclosure rules.
COMPENSATION AND HUMAN RESOURCES COMMITTEE	Incorporates climate-related goals, as well as safety and human capital-related goals, in management incentives.
NOMINATING AND GOVERNANCE COMMITTEE	Helps identify experiences of current and future Board members that can support the Board in managing climate-related risks.

Risks are managed within our current operational framework. Ongoing mitigation strategies specifically target the highest-rated topics identified in our most recent ESG materiality assessment, including workforce health and safety, greenhouse gas (GHG) emissions, spill prevention and management, talent recruitment, flaring management, and corporate governance. This sustainability report provides detailed insights into how these priorities are actively being managed and addressed by Chord Energy.

Acting with Integrity. Communicating Transparently.

We believe maintaining compliance with ethical policies strengthens stakeholder relationships and reflects our commitment to follow our values. To guide our actions and decisions, the Company has implemented rigorous Corporate Governance Guidelines and Code of Business Conduct and Ethics, which applies to all directors, officers, and employees. These policies are key components of our governance framework, alongside our bylaws and committee charters.

The Code covers anti-bribery, corruption, discrimination, and whistleblower protections, and policies are reviewed and updated on an ongoing basis. The principles in our Code underpin our decisions, ensuring they align with our values, promote inclusivity and sustainability, and maintain our trusted reputation. They also reinforce our expectation that employees are responsible for acting with integrity and reporting misconduct. As part of our compliance program, new employees are trained on the Code during the onboarding process. Current employees, directors, and officers complete mandatory certification of the Code each year. The Company's Compliance Officer reports regularly to the Nominating and Governance Committee.

The principles in our Code underpin our decisions, ensuring they align with our values, promote inclusivity and sustainability, and maintain our trusted reputation

Transparency and Reporting

We offer a variety of resources employees can leverage if they have concerns. Chord has an externally managed 24-hour hotline which enables confidential reporting and is overseen by the Compliance Officer. In addition, employees are encouraged to raise concerns with their managers, Human Resources, or our general counsel. Violations, and reasonable suspicions of violations, of the Company's Financial Code of Ethics are required to be reported directly to the Audit and Reserves Committee Chair. Reports of violations and any related investigations are treated confidentially. Employees will not be penalized for good faith reporting or for cooperating with any Company investigation.

Respecting Others

Chord Energy seeks to uphold human dignity and supports principles outlined in the Universal Declaration of Human Rights through our Human Rights Policy, which applies to all employees, contractors, and locations. Our directors provide oversight for this policy. When choosing business partners, we seek alignment with those who share our respect for human rights. This policy is communicated to employees, suppliers, and third parties with whom Chord does business. Employees may report concerns to supervisors, Human Resources, legal departments, or our confidential hotline, which is also available to third parties and members of the public and is posted on our website. Potential incidents are monitored throughout the investigation process, and we are committed to minimizing or remedying any potential negative impacts caused.

Chord has operations on the Fort Berthold Indian Reservation (FBIR), which is home to the Mandan, Hidatsa, and Arikara Nation (MHA Nation). We engage collaboratively with the MHA Nation and other indigenous people, and conduct our operations in a transparent and respectful manner. Please see our Indigenous Relations Policy for more information.

Anti-Bribery and Corruption (ABAC)

Chord Energy is committed to preventing corruption and anticompetitive practices, and to complying with applicable laws and regulations. Our Code prohibits any direct or indirect payments or gifts from the Company's funds or assets to government representatives, labor unions, or customers/ suppliers for improper purposes. This prohibition is intended to prevent direct or indirect payments through third parties and employees that may be bribes, defined as, and inclusive of, kickbacks, improper payments, or anything that is intended to influence the actions of the recipients. Please refer to our Code of Business Conduct and Ethics for more details.

Chord Energy is committed to preventing corruption and anticompetitive practices, and to complying with applicable laws and regulations

Active Engagement in Industry Associations

Chord Energy engages directly with state, federal, and Indigenous leaders on public policy and regulatory matters. We do not maintain a political action committee (PAC) for political donations. Oversight of External Affairs and Social Investment and Communications functions falls under our Vice President of Sustainability, who, along with our executives and Board, conducts annual reviews of our trade association affiliations and community engagement programs.

In addition, Chord Energy is actively involved in industry associations like the American Exploration and Production Council (AXPC) and The Environmental Partnership. Our CEO serves on the AXPC board, and we participate in initiatives like The Environmental Partnership to enhance environmental performance in the oil and gas industry. We are also engaged in associations such as the North Dakota Petroleum Council, Western Energy Alliance, Montana Petroleum Association, Independent Petroleum Association of America, and US Oil & Gas Association, which provide critical insights into regulatory changes, industry trends, and community concerns in our operating states. This involvement helps us stay informed about regulatory changes, industry trends, and community concerns so we can address these changes effectively.

Chord believes that participation in trade and business associations is important to ensure that we have a voice in regulatory developments in the areas in which we operate. However, Chord has differed, and reserves the right to differ, from the positions adopted by these trade and business associations when those positions do not represent our views or help advance our corporate strategy on any given issue. We do not control these associations, and our ability to influence the positions they take may be limited and not fully reflective of our approach to ESG or other topics. Where policy positions of business or trade associations are not consistent with our views or corporate priorities, we may choose to engage on the issue to provide our own perspective, or distance ourselves, either for a period of time or permanently.

INDUSTRY GROUP	CHORD STAKEHOLDER
AXPC	President and CEO serves on the board. Multiple functional leads from Sustainability, Environment, Health and Safety, and External Affairs participate in committee meetings.
NORTH DAKOTA PETROLEUM COUNCIL (NDPC)	Chief Operating Officer serves on the board. Functional leads from Environment, Regulatory, and External Affairs participate in and chair working groups.
MONTANA PETROLEUM ASSOCIATION (MPA)	Sustainability leadership serves on the board.
WESTERN ENERGY ALLIANCE (WEA)	Functional leads from Environment and External Affairs serve in various capacities.
THE ENVIRONMENTAL PARTNERSHIP (TEP)	Functional leads from the Environment team participate in working sessions.
INDEPENDENT PETROLEUM ASSOCIATION OF AMERICA	Sustainability leadership serves on the board.
US OIL & GAS ASSOCIATION	Sustainability leadership serves on the board.

Responsible Cybersecurity Oversight

The Board has primary oversight of risks associated with cybersecurity threats, and delegates such oversight, including review of cybersecurity, data protection, and compliance policies, to the Audit and Reserves Committee.

The Board recognizes the importance of assessing, identifying, and managing material cybersecurity risks and is dedicated to maintaining trust among our suppliers, customers, and shareholders

The Managing Director of Information Technology provides cybersecurity updates to the Audit and Reserves Committee on at least a semi-annual basis, or as requested or deemed necessary.

The Board recognizes the importance of assessing, identifying, and managing material cybersecurity risks, and is dedicated to maintaining trust among our suppliers, customers, and shareholders. Chord utilizes a combination of automated tools, manual processes, and third-party assessments to protect against, identify, assess, and address potential cybersecurity threats. The Company continuously monitors its systems for vulnerabilities and regularly performs vulnerability scans and audits. In the event of any breach or cybersecurity incident, Chord maintains a cross-functional incident response plan, and we conduct periodic incident response tabletop exercises and planned incident response drills with various members of our management team to continuously refine and update our incident response processes.

The Company maintains a formal information security training program for Company employees and contractors, which includes training on matters such as phishing and email security best practices.

All Company employees and contractors are required to participate in information security training at least quarterly. We are committed to generating awareness of cybersecurity threats and promoting a culture of responsibility through our various training throughout the year, as well as an annual cybersecurity awareness month with additional programming.

The Company has not experienced a material information security breach in the last three years. The Company's last annual security audit revealed no material issues. Chord has a Cybersecurity Council that reports directly to our Chief Financial Officer, and meets monthly to proactively review current cyber threats as well as our potential exposure. The Cybersecurity Council engages regularly with external and internal auditors, the Cybersecurity and Infrastructure Security Agency (CISA), the American Exploration and Production Council (AXPC) CIO forum, and the FBI (InfraGard) to stay informed on cybersecurity risk management.

Data & Disclosures

Performance Data by Year

Metrics and disclosures included in this data table cover Chord Energy's E&P operations for the calendar year that ended on December 31, 2023, and prior reporting periods. The data presented here is proforma Whiting Petroleum and Oasis Petroleum. The metrics have been calculated using the best available data at the time of publication. Metrics are subject to change as we continuously seek to improve our data management practices, data sources, and calculation methodologies.

METRIC	UNITS	2021	2022	2023
COMPANY				
COMPANY OVERVIEW				
Number of Employees	Number	601	526	486
FINANCIAL OVERVIEW				
Revenue	$ Thousands	1,579,926	3,646,794	3,896,641
OPERATIONAL OVERVIEW				
Gross Annual Production	MBOE	86,595	83,594	86,666
Gross Annual Oil Production	BBL	55,321,060	53,245,356	56,627,225
Gross Annual Gas Production	MCF	187,644,209	182,091,635	180,233,606
Proved Reserves (1P)	MMBOE	577	656	636
Gross Total Produced Liquids	MBBL	168,805	160,009	156,112
ENVIRONMENTAL				
GHG EMISSIONS[1] (SCOPE 1)[2]				
Scope 1 Emissions: Gross Total	Metric Tons CO_2e	1,751,519	1,588,769	1,500,209
Scope 1 Emissions: Carbon Dioxide (CO_2)	Metric Tons CO_2e	1,299,505	1,155,478	1,248,062
Scope 1 Emissions: Methane (CH_4)	Metric Tons CO_2e	451,252	432,495	251,324
Scope 1 Emissions: Nitrous Oxide (N_2O)	Metric Tons CO_2e	763	796	823
Scope 1 Emissions: from (1) flared hydrocarbons	Metric Tons CO_2e	1,146,987	855,146	703,653
Scope 1 Emissions: from (2) other combustion	Metric Tons CO_2e	186,540	297,678	330,116
Scope 1 Emissions: from (3) process emissions	Metric Tons CO_2e	138,359	154,003	318,538
Scope 1 Emissions: from (4) other vented emissions	Metric Tons CO_2e	273,365	273,810	142,868
Scope 1 Emissions: from (5) fugitive emissions	Metric Tons CO_2e	6,266	8,132	5,033
Scope 1 Emissions: Methane (CH_4)	Metric Tons CH_4	18,050	17,300	10,053
Scope 1 Emissions: Percentage Methane (CH_4)	Percentage (%)	25.8%	27.2%	16.8%
Scope 1 Emissions: Percentage covered under emissions-limiting regulations	Percentage (%)	0.0%	0.0%	0.0%
Scope 1 Intensity per Revenue	Metric Tons CO_2e / $ Thousands	1.11	0.44	0.39
Scope 1 Intensity per Gross Annual Production	Metric Tons CO_2e / Gross Annual Production (MBOE)	20.23	19.01	17.31
Carbon Dioxide (CO_2) Intensity	Metric Tons CO_2 / Gross Annual Production (MBOE)	15.01	13.82	14.40
Methane (CH_4) Intensity	Metric Tons CO_2e / Gross Annual Production (MBOE)	5.21	5.17	2.90

Performance Data by Year

(Continued)

METRIC	UNITS	2021	2022	2023
ENVIRONMENTAL (CONTINUED)				
GHG EMISSIONS (SCOPE 2)[3]				
Scope 2 Emissions: Gross Total	Metric Tons CO_2e	250,163	260,222	282,658
Scope 2 Intensity per Revenue	Metric Tons CO_2e / $ Thousands	0.16	0.07	0.07
Scope 2 Intensity per Gross Annual Production	Metric Tons CO_2e / Gross Annual Production (MBOE)	2.89	3.11	3.26
GHG EMISSIONS (SCOPE 1 & 2)				
Scope 1 and Scope 2 Intensity per Revenue	Metric Tons CO_2e / $ Thousands	1.27	0.51	0.46
Scope 1 and Scope 2 Intensity per Gross Annual Production	Metric Tons CO_2e / Gross Annual Production (MBOE)	23.12	22.12	20.57
FLARING[4]				
Gross Annual Volume of Flared Gas (MCF)	MCF	10,190,233	9,553,938	7,832,362
Percentage of gas flared per MCF of gas produced	Gross Annual Volume of Flared Gas (MCF) / Gross Annual Gas Production (MCF)	5.4%	5.2%	4.3%
Volume of gas flared per barrel of oil equivalent produced	Gross Annual Volume of Flared Gas (MCF) / Gross Annual Production (BOE)	0.12	0.11	0.09
ENERGY USE				
Electricity Used[11]	Thousand Kilowatt Hours	549,900	572,011	621,329
ENVIRONMENTAL IMPACT[13]				
Number of Hydrocarbon Spills to the Environment	Number	55	59	5
Volume of Hydrocarbon Spills to the Environment	BBL	254	332	4
Volume of Hydrocarbon Spills in Arctic	BBL	0	0	0
Volume of Hydrocarbon Spills impacting shorelines with ESI rankings 8-10	BBL	0	0	0
Volume of Hydrocarbon Spills Recovered from the Environment	BBL	225	297	1
Produced Liquid Spilled Outside of Primary Containment	BBL	3,145	4,118	1,677
Produced Liquid Spilled Outside of Secondary Containment	BBL	2,072	855	45
Spill Intensity (Primary Containment) per Gross Annual Produced Liquids	Produced Liquids Spilled (BBL) / Gross Total Produced Liquids (MBBL)	0.019	0.026	0.012
Spill Intensity (Secondary Containment) per Gross Annual Produced Liquids	Produced Liquids Spilled (BBL) / Gross Total Produced Liquids (MBBL)	0.012	0.005	0.000
Percent of probable reserves in or near sites with protected conservation status or endangered species habitat[5]	Percentage (%)	0.00%	0.00%	0.00%

Performance Data by Year

(Continued)

METRIC	UNITS	2021	2022	2023
ENVIRONMENTAL (CONTINUED)				
ENVIRONMENTAL IMPACT (CONTINUED)				
Percent of proved reserves in or near sites with protected conservation status or endangered species habitat	Percentage (%)	0.08%	0.09%	0.08%
Incidents of air quality noncompliance	Number	-	4	5
MATERIALS & WASTE				
Non-Hazardous Waste	Thousand Metric Tons	-	16.8	0.0
Hazardous Waste	Thousand Metric Tons	-	0.0	0.0
Total Waste Recycled	Thousand Metric Tons	-	16.6	0.0
Hazardous Waste Recycled	Thousand Metric Tons	-	0.0	0.0
WATER USE				
Total Fresh Water Withdrawn	Thousand Cubic Meters (m^3)	3,694	5,444	8,819
Total Fresh Water Consumed	Thousand Cubic Meters (m^3)	3,694	5,444	8,819
Volume of Produced Water and Flowback Generated	Thousand Cubic Meters (m^3)	17,935	16,690	15,818
Percent Fresh Water Withdrawn from Areas with High Baseline Water Stress	Percentage (%)	0%	0%	0%
Percent Fresh Water Consumed from Areas with High Baseline Water Stress	Percentage (%)	0%	0%	0%
Volume of produced water and flowback generated: Percentage Discharged	Percentage (%)	10%	11%	0%
Volume of produced water and flowback generated: Percentage Injected	Percentage (%)	90%	88%	100%
Volume of produced water and flowback generated: Percentage Recycled	Percentage (%)	0%	1%	1%
Hydrocarbon Content in Discharged Water	Metric Tons	3.56	3.79	0.00
Percent of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage (%)	100%	100%	100%
Percent of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Percentage (%)	0%	0%	0%
Water Recycling Rate	Recycled Water (BBL) / Total Water Consumed (BBL)	2%	2%	1%
Freshwater Intensity per Gross Annual Production[6]	Fresh Water Consumed (BBL) / Gross Annual Production (BOE)	0.268	0.410	0.640

Performance Data by Year

(Continued)

METRIC	UNITS	2021	2022	2023
SOCIAL				
HEALTH & SAFETY				
Total Recordable Incident Rate (TRIR): Employee	Number	0.93	0.37	0.00
Total Recordable Incident Rate (TRIR): Contractor	Number	1.55	0.84	0.55
Total Recordable Incident Rate (TRIR): Combined	Number	1.37	0.73	0.46
Days Away, Restricted or Transferred (DART): Employee	Number	0.31	0.19	0.00
Days Away, Restricted or Transferred (DART): Contractor	Number	0.39	0.12	0.08
Days Away, Restricted or Transferred (DART): Combined	Number	0.36	0.14	0.07
Lost Time Injury Rate (LTIR): Employee	Number	0.16	0.19	0.00
Lost Time Injury Rate (LTIR): Contractor	Number	0.26	0.12	0.00
Lost Time Injury Rate (LTIR): Combined	Number	0.23	0.14	0.00
Near Miss Frequency Rate (NMFR): Employee	Number	3.27	2.05	6.02
Near Miss Frequency Rate (NMFR): Contractor	Number	4.13	6.36	4.42
Near Miss Frequency Rate (NMFR): Combined	Number	3.88	5.31	4.69
OSHA Recordable Cases: Employee	Number	6	2	0
OSHA Recordable Cases: Contractor	Number	24	14	13
OSHA Recordable Cases: Combined	Number	30	16	13
# Fatalities: Employee	Number	0	0	0
# Fatalities: Contractor	Number	0	1	0
# Fatalities: Combined	Number	0	1	0
Fatality Rate: Contractor	Number	0.00	0.00	0.00
Fatality Rate: Employee	Number	0.00	0.00	0.00
Fatality Rate: Combined	Number	0.00	0.00	0.00
Preventable Vehicle Incident Rate (PVIR): Employee	Number	1.57	1.35	1.85
Average hours of health, safety, and emergency response training: Full-Time Employees	Hours	–	–	14
Average hours of health, safety, and emergency response training: Office Employees	Hours	–	–	2
Average hours of health, safety, and emergency response training: Field Employees	Hours	–	–	24

Performance Data by Year

(Continued)

METRIC	UNITS	2021	2022	2023
SOCIAL (CONTINUED)				
HUMAN CAPITAL MANAGEMENT				
Employee Turnover[12]	Percentage (%)	27%	20%	27%
Voluntary Turnover of Employees	Percentage (%)	11%	8%	7%
Involuntary Turnover of Employees	Percentage (%)	16%	12%	21%
DIVERSITY[7,8]				
Women % of Executive/Senior Leadership	Percentage (%)	17%	23%	36%
Women % of Management	Percentage (%)	20%	19%	30%
Women % of Total Workforce	Percentage (%)	26%	29%	27%
Women % of Other Employees	Percentage (%)	12%	14%	21%
Women % of New Hires	Percentage (%)	32%	47%	41%
Minority % of Executive/Senior Leadership	Percentage (%)	6%	8%	9%
Minority % of Management	Percentage (%)	9%	12%	15%
Minority % of Total Workforce	Percentage (%)	12%	13%	18%
Minority % of Other Employees	Percentage (%)	5%	6%	11%
Minority % of New Hires	Percentage (%)	16%	23%	32%
% of Employees Age Under 30	Percentage (%)	8%	6%	8%
% of Employees Age 30–50	Percentage (%)	73%	75%	75%
% of Employees Age Over 50	Percentage (%)	19%	19%	17%
HUMAN & INDIGENOUS RIGHTS				
Percent of probable reserves in or near areas of conflict[9]	Percentage (%)	0%	0%	0%
Percent of proved reserves in or near areas of conflict[5,9]	Percentage (%)	0%	0%	0%
Percent of probable reserves in or near indigenous land[9]	Percentage (%)	0%	0%	0%
Percent of proved reserves in or near indigenous land[5,9]	Percentage (%)	14%	15%	15%
Percent of Unionized Employees	Percentage (%)	0%	0%	0%
COMMUNITY INVESTMENTS				
Social Investments[10]	$ Thousands	614	918	866

Performance Data by Year

(Continued)

METRIC	UNITS	2021	2022	2023
GOVERNANCE				
BOARD OVERSIGHT				
Average Board Tenure	Years	1	1	2
% Independent Directors	Percentage (%)	87%	80%	80%
% of Independent Women Directors	Percentage (%)	46%	63%	63%
% of Minority Independent Directors	Percentage (%)	8%	13%	13%
ETHICS				
Percent of probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage (%)	0%	0%	0%
Percent of proved reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage (%)	0%	0%	0%
POLITICAL CONTRIBUTIONS				
Political Contributions	$ Thousands	0	0	0

1 GHG data provided is for all reportable emissions under EPA's Greenhouse Gas Reporting Program (GHGRP) for Chord Energy operated onshore petroleum and natural gas production facilities. We calculate reported emissions using EPA fuel emissions and Global Warming Potential (GWP) factors.

2 Scope 1 GHG emissions are defined by the EPA as direct GHG emissions that occur from sources that are controlled or owned by an organization. Chord Energy references 2019 as a baseline for gross operated Scope 1 GHG emissions, which in 2019 was 5,097,398 Metric Tons CO_2e as reported to EPA in accordance with GHG Mandatory Reporting Rule. In 2019 gross operated Scope 1 methane emissions was 49,200 Metric Tons CH4.

3 Scope 2 GHG emissions are defined by the EPA as the indirect GHG emissions associated with the purchase of electricity, steam, or cooling required to support an organization's activities. We calculate reported emissions using 2021 EPA fuel and electricity emissions factors. The 2022 Scope 2 GHG emissions have been amended for accuracy.

4 Flaring volumes and intensity rate calculations include all natural gas produced at facilities operated by Chord Energy E&P and the flared volumes associated with the production of oil and natural gas. For TILs completed in 2023, and for the producing period of 2023, the flaring intensity performance of this subset of wells was 4.8%, or in terms of gas capture, performance was 95.2%.

5 Probable reserves are not disclosed.

6 In defining freshwater intensity, Chord Energy is aligned with the AXPC definition of fresh water consumed (bbls) per total gross annual production (BOE).

7 As defined by the U.S. Equal Employment Opportunity Commission.

8 Racial and/or ethnic minority.

9 100% of Chord Energy proved reserves are located in the United States. Chord Energy does not disclose probable reserves.

10 Charitable and philanthropic donations.

11 Electricity Used in 2022 amended for accuracy.

12 Employee Turnover in 2022 amended for accuracy.

13 For 2023, spills data excludes non-core assets or those divested during the year.

Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)

The TCFD framework provides recommendations for voluntary climate-related financial disclosures that are intended to be used as a tool for investors and other stakeholders to assess risks and opportunities associated with climate change. The index table below provides references to Chord's voluntary disclosure based on the four TCFD themes.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE

TCFD FRAMEWORK CORE ELEMENTS

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.	Governance, Page 15
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 businesses, 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.	Strategy, Page 16
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.	Risk Management, Page 17
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.	Performance Metrics and Targets, Page 17

Sustainability Accounting Standards Board (SASB) Oil and Gas

Exploration and Production Sustainability Accounting Standard (Version 2018–10)

The SASB table aims to provide a consolidated overview of Chord Energy's reporting against the SASB Oil & Gas – Exploration & Production Standard (version 2018-10). Metrics and disclosures included in this table cover Chord Energy's upstream E&P operations for the calendar year that ended on December 31, 2023.

SASB TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	METRIC
GREENHOUSE GAS EMISSIONS	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Metric tons CO_2e, Percentage (%)	EM-EP-110a.1	Scope 1 Emissions: 1,500,209 Percentage of Methane: 16.8% Percentage Covered Under Emission-Limiting Regulations: 0%
	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	Metric tons CO_2e	EM-EP-110a.2	(1) Scope 1 Emissions from Flared Hydrocarbons: 703,653 (2) Scope 1 Emissions from other combustion: 330,116 (3) Scope 1 Emissions from process emissions: 318,538 (4) Scope 1 Emissions from other vented emissions: 142,868 (5) Scope 1 Emissions from fugitive emissions: 5,033
	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	N/A	EM-EP-110a.3	Refer to the section Methane Management
AIR QUALITY	Air emissions of the following pollutants: (1) NOX (excluding N_2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Metric tons (t)	EM-EP-120a.1	Not Disclosed
WATER MANAGEMENT	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), Percentage (%)	EM-EP-140a.1	(1) Fresh Water Withdrawn: 8,819 Thousand Cubic Meters (2) Fresh Water Consumed: 8,819 Thousand Cubic Meters (3) Percentage in High Stress Regions: 0%
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Thousand cubic meters (m^3), Percentage (%), Metric tons (t)	EM-EP-140a.2	Volume of Produced Water: 15,818 Thousand Cubic Meters (1) Percentage Discharged: 0% (2) Percentage Injected: 100% (3) Percentage Recycled: 0.7%
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage (%)	EM-EP-140a.3	100%
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Percentage (%)	EM-EP-140a.4	0%

Sustainability Accounting Standards Board (SASB) Oil and Gas

Exploration and Production Sustainability Accounting Standard (Version 2018–10) (Continued)

SASB TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	METRIC
BIODIVERSITY IMPACTS	Description of environmental management policies and practices for active sites	N/A	EM-EP-160a.1	Refer to the section Environmental Oversight
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered (Spills data excludes non-core assets or those divested during the year).	Number, Barrels (bbls)	EM-EP-160a.2	Number of Hydrocarbon Spills: 5 Volume of Hydrocarbon Spills: 4 bbls Volume in Arctic: 0 bbls Volume Impacting Shorelines with ESI Rankings: 0 bbls Volume Recovered: 1 bbl
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Percentage (%)	EM-EP-160a.3	(1) Percentage of Proved Reserves: 0.08% (2) Percentage of Probable Reserves: 0.00%
SECURITY, HUMAN RIGHTS, & RIGHTS OF INDIGENOUS PEOPLES	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage (%)	EM-EP-210a.1	(1) Percentage of Proved Reserves: 0% (2) Percentage of Probable Reserves: 0%
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Percentage (%)	EM-EP-210a.2	(1) Percentage of Proved Reserves: 15% (2) Percentage of Probable Reserves: 0%
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	N/A	EM-EP-210a.3	Refer to our Human Rights Policy
COMMUNITY RELATIONS	Discussion of process to manage risks and opportunities associated with community rights and interests	N/A	EM-EP-210b.1	Not Disclosed
	Number and duration of non-technical delays	Number, Days	EM-EP-210b.2	Not Disclosed

Sustainability Accounting Standards Board (SASB) Oil and Gas

Exploration and Production Sustainability Accounting Standard (Version 2018–10) (Continued)

SASB TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	METRIC
WORKFORCE HEALTH & SAFETY	(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	Rate, Hours (h)	EM-EP-320a.1	(1) Total Recordable Incident Rate (TRIR): 0.46 (a) Employee TRIR: 0.00 (b) Contractor TRIR: 0.55 (2) Fatality Rate: 0.00 (a) Employee Fatality Rate: 0 .00 (b) Contractor Fatality Rate: 0.00 (3) Near Miss Frequency Rate (NMFR): 4.69 (a) Employee NMFR: 6.02 (b) Contractor NMFR: 4.42 (4) Average HSE Training Hours: 14 (a) Employee Average HSE Training Hours: 14 (b) Contractor Average HSE Training Hours: N/A
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	N/A	EM-EP-320a.2	Refer to the section Health and Safety
RESERVES VALUATION & CAPITAL EXPENDITURES	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Million barrels (MMbbls), Million standard cubic feet (MMscf)	EM-EP-420a.1	Not Disclosed
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	Metric tons (t) CO_2e	EM-EP-420a.2	Not Disclosed
	Amount invested in renewable energy, revenue generated by renewable energy sales	Reporting	EM-EP-420a.3	0
	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	N/A	EM-EP-420a.4	Not Disclosed

Sustainability Accounting Standards Board (SASB) Oil and Gas

Exploration and Production Sustainability Accounting Standard (Version 2018–10) (Continued)

SASB TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	METRIC
BUSINESS ETHICS & TRANSPARENCY	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage (%)	EM-EP-510a.1	(1) Percentage of Proved Reserves: 0% (2) Percentage of Probable Reserves: 0%
	Description of the management system for prevention of corruption and bribery throughout the value chain	N/A	EM-EP-510a.2	Not Disclosed
MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	N/A	EM-EP-530a.1	Not Disclosed
CRITICAL INCIDENT RISK MANAGEMENT	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Rate	EM-EP-540a.1	Not Disclosed
	Description of management systems used to identify and mitigate catastrophic and tail-end risks	N/A	EM-EP-540a.2	Refer to the section Risk Management
ACTIVITY METRICS	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Thousand barrels per day (Mbbl/day); Million standard cubic feet per day (MMscf/day)	EM-EP-000.A	Production of: (1) Oil (Mbbl/day): 155 (2) Natural Gas (MMscf/day): 494 (3) Synthetic Oil (Mbbl/day): 0 (4) Synthetic Gas (MMscf/day): 0
	Number of offshore sites	Number	EM-EP-000.B	0
	Number of terrestrial sites	Number	EM-EP-000.C	0

Global Reporting Initiative (GRI) Standard for Oil and Gas

The GRI index aims to provide a consolidated overview of Chord Energy's reporting against the GRI Standard for Oil and Gas. Disclosures included in this table cover Chord Energy's upstream E&P operations for the calendar year that ended on December 31, 2023.

CODE	STANDARD TYPE	GRI STANDARD	DISCLOSURE	LOCATION
GRI 2-1	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-1 Organizational details	Company Overview 2024 Proxy Statement
GRI 2-3	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-3 Reporting period, frequency and contact point	About This Report
GRI 2-7	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-7 Employees	Performance Data
GRI 2-9	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-9 Governance structure and composition	Board of Directors 2024 Proxy Statement
GRI 2-10	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-10 Nomination and selection of the highest governance body	Board of Directors 2024 Proxy Statement
GRI 2-11	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-11 Chair of the highest governance body	Board of Directors 2024 Proxy Statement
GRI 2-12	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors Climate Related Risk Management
GRI 2-14	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-14 Role of the highest governance body in sustainability reporting	Board of Directors Climate Related Risk Management
GRI 2-15	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-15 Conflicts of interest	Corporate Code of Business Conduct and Ethics
GRI 2-16	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-16 Communication of critical concerns	Reporting Mechanisms
GRI 2-17	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-17 Collective knowledge of the highest governance body	Board of Directors 2024 Proxy Statement
GRI 2-26	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-26 Mechanisms for seeking advice and raising concerns	Reporting Mechanisms
GRI 2-28	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-28 Membership associations	Trade Associations
GRI 2-29	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-29 Approach to stakeholder engagement	Stakeholder Outreach
GRI 3-1	Universal Standards	GRI 3: Material Topics 2021	GRI 3-1 Process to determine material topics	Sustainability Report 2022 Materiality Assessment
GRI 3-2	Universal Standards	GRI 3: Material Topics 2021	GRI 3-2 List of material topics	Sustainability Report 2022 Materiality Assessment
GRI 3-3	Universal Standards	GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	Sustainability Report 2022 Materiality Assessment
GRI 11-1	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-1 GHG emissions	Methane Management
GRI 11-4	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-4 Biodiversity	Biodiversity
GRI 11-6	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-6 Water and effluents	Water Management
GRI 11-9	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-9 Occupational health and safety	Health and Safety
GRI 11-10	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-10 Employment practices	Our People
GRI 11-11	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-11 Non-discrimination and equal opportunity	Corporate Code of Business Conduct and Ethics

Global Reporting Initiative (GRI) Standard for Oil and Gas

(Continued)

CODE	STANDARD TYPE	GRI STANDARD	DISCLOSURE	LOCATION
GRI 11-18	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-18 Conflict and security	Human and Indigenous Rights Human Rights Policy
GRI 303-1	Topic Standards	GRI 303: Water and Effluents 2018	GRI 303-1 Interactions with water as a shared resource	Water Management
GRI 303-3	Topic Standards	GRI 303: Water and Effluents 2018	GRI 303-3 Water withdrawal	Water Management
GRI 303-5	Topic Standards	GRI 303: Water and Effluents 2018	GRI 303-5 Water consumption	Water Management
GRI 304-1	Topic Standards	GRI 304: Biodiversity 2016	GRI 304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Protecting Biodiversity
GRI 305-1	Topic Standards	GRI 305: Emissions 2016	GRI 305-1 Direct (Scope 1) GHG emissions	Methane Management
GRI 305-2	Topic Standards	GRI 305: Emissions 2016	GRI 305-2 Energy indirect (Scope 2) GHG emissions	Methane Management
GRI 305-4	Topic Standards	GRI 305: Emissions 2016	GRI 305-4 GHG emissions intensity	Methane Management
GRI 306-3	Topic Standards	GRI 306: Waste 2020	GRI 306-3 Waste generated	Waste Management
GRI 306-4	Topic Standards	GRI 306: Waste 2020	GRI 306-4 Waste diverted from disposal	Waste Management
GRI 401-1	Topic Standards	GRI 401: Employment 2016	GRI 401-1 New employee hires and employee turnover	Our People
GRI 403-1	Topic Standards	GRI 403: Occupational Health and Safety 2018	GRI 403-1 Occupational health and safety management system	Health and Safety
GRI 403-2	Topic Standards	GRI 403: Occupational Health and Safety 2018	GRI 403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety
GRI 403-4	Topic Standards	GRI 403: Occupational Health and Safety 2018	GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety
GRI 403-5	Topic Standards	GRI 403: Occupational Health and Safety 2018	GRI 403-5 Worker training on occupational health and safety	Health and Safety
GRI 403-9	Topic Standards	GRI 403: Occupational and Safety 2018	GRI 403-9 Work-related injuries	Health and Safety
GRI 403-10	Topic Standards	GRI 403: Occupational Health and Safety 2018	GRI 403-10 Work-related ill health	Health and Safety
GRI 405-1	Topic Standards	GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1 Diversity of governance bodies and employees	Performance Data Year

American Exploration and Production Council (AXPC) ESG Metrics Framework

To provide investors and the public with transparency and consistency for key upstream ESG indicators, AXPC provides the AXPC ESG Metrics Framework and Template. The framework centers around five key metrics groupings that AXPC members believe are essential to capture in promoting more consistent reporting across its member companies. Metrics and disclosures included in this index cover Chord Energy upstream E&P operations for the calendar year that ended on December 31, 2023.

	2023
GREENHOUSE GAS EMISSIONS	
Scope 1 GHG Emissions (Metrics tons CO_2e)	1,500,209
Scope 1 GHG Intensity: Scope 1 GHG Emissions (Metric tons CO_2e)/Gross Annual Production as Reported Under Subpart W (MBoe)	17.34
Percent of Scope 1 GHG Emissions Attributed to Boosting and Gathering Segment	0%
Scope 2 GHG Emissions (Metrics tons CO_2e)	282,658
Scopes 1 & 2 Combined GHG Intensity: (Scope 1 GHG Emissions (Metric tons CO_2e) + Scope 2 GHG Emissions (Metric tons CO_2e)/Gross Annual Production as Reported Under Subpart W (MBoe)	20.61
Scope 1 Methane Emissions (Metric tons CH_4)	10,053
Scope 1 Methane Intensity: Scope 1 Methane Emissions (Metric tons CH_4)/Gross Annual Production – As Reported Under Subpart W (MBoe)	0.12
Percent of Scope 1 Methane Emissions Attributed to Boosting and Gathering Segment	0%
FLARING	
Gross Annual Volume of Flared Gas (Mcf)	7,832,362
Percentage of gas flared per Mcf of gas produced Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Gas Production (Mcf)	4.35%
Volume of gas flared per barrel of oil equivalent produced Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Production (Boe)	0.090
SPILL	
Spill Intensity Produced Liquids Spilled (Bbl)/Total Produced Liquids (MBbl)	0.000
WATER USE	
Fresh Water Intensity Fresh Water Consumed (Bbl)/Gross Annual Production (Boe)	0.640
Water Recycle Rate: Recycled Water (Bbl)/Total Water Consumed (Bbl)	1.2%
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

	2023
SAFETY	
Employee TRIR # of Employee OSHA Recordable Cases x 200,000 / Annual Employee Workhours	–
Contractor TRIR # of Contractor OSHA Recordable Cases x 200,000 / Annual Contractor Workhours	0.55
Combined TRIR # of Combined OSHA Recordable Cases x 200,000 / Annual Combined Workhours	0.46
SUPPORTING DATA	
Gross Annual Oil Production (Bbl)	56,627,225
Gross Annual Gas Production (Mcf)	180,233,606
Gross Annual Production (Boe)	86,666,159
Gross Annual Production (MBoe)	86,666
Gross Annual Production – As Reported Under Subpart W (MBoe)	86,506
Total Produced Liquids (MBbl)	156,112
Produced Liquids Spilled (Bbl)	45
Fresh Water Consumed (Bbl)	55,464,061
Recycled Water (Bbl)	696,131
Total Water Consumed (Bbl)	56,160,192
Employee OSHA Recordable Cases	–
Contractor OSHA Recordable Cases	13
Combined OSHA Recordable Cases	13
Annual Employee Workhours	963,288
Annual Contractor Workhours	4,747,027
Methodology	**Actuals**
Annual Combined Workhours	5,710,315

Form last updated January 2024

Forward-Looking Statements

Certain statements in this report and oral statements made in connection therewith are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. All statements, other than statements of historical facts, included in this report that address activities, events, or developments that we expect, believe, or anticipate will or may occur in the future, are forward-looking statements. In particular, this report contains forward-looking statements pertaining to, but not limited to, information regarding the Company’s expectations with respect to our current and future operations, performance and business strategy, and the Company’s practices, programs, policies, initiatives, plans, goals, targets, and commitments to monitor and report progress thereon, including those with respect to ESG matters including, among others, those related to reporting according to certain frameworks, GHG emissions reduction and air quality, flare management, water management, spill prevention and management, biodiversity and land use, waste management, health and safety, contractor management, diversity, equity and inclusion, community engagement and social investment, risk management, cybersecurity, and management of our supply chain. Words such as “could,” “would,” “should,” “may,” “believe,” “estimate,” “expect,” “continue,” “potential,” “future,” “strategy,” “goal,” “plan,” and similar expressions that are predictions of or indicate future events and trends may be used to identify forward-looking statements in this report, although not all forward-looking statements contain such identifying words.

The actual conduct of our activities, including the development, implementation, progress towards, or continuation of any practices, programs, policies, initiatives, plans, goals, or targets discussed or forecasted in this report may differ materially in the future. Although the Company believes the expectations reflected in our forward-looking statements are reasonable and are based on reasonable assumptions, no assurance can be given that such assumptions are accurate or that any of such expectations will be achieved (in full or at all) or will prove to have been correct. Therefore, the reader should not place undue reliance on these forward-looking statements. Moreover, many of the assumptions, standards, methodologies, metrics, and measurements used in preparing this report continue to evolve and are based on assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees.

These forward-looking statements rely on a number of assumptions concerning future events and are subject to certain risks, uncertainties, and assumptions, many of which are outside of the Company’s control. Such risks and uncertainties include, but are not limited to, public health crises such as pandemics (including COVID-19), epidemics or outbreaks of infectious diseases, natural disasters and adverse weather conditions, terrorist attacks or cyber-attacks, substantial or extended declines in commodity prices for crude oil, natural gas and natural gas liquids, the ability to attract and retain key personnel, risks related to the Company’s public statements with respect to such matters that may be subject to heightened scrutiny from public and governmental authorities related to the risk of potential “greenwashing”, i.e., misleading information or false claims overstating potential ESG and sustainability-related benefits, which could lead to increased litigation risk from private parties and governmental authorities or regulatory bodies related to the Company’s ESG and sustainability-related efforts, and other factors. These and other applicable risks, uncertainties, and assumptions are described more fully in the Company’s filings with the Securities and Exchange Commission (“SEC”), including its most recent Annual Report on Form 10-K, and any subsequently filed Quarterly Reports on Form 10-Q and Current Reports on Form 8-K. As a result of these factors, actual results may differ materially from those indicated or implied by such forward-looking statements.

While this report describes potential future events and matters that may be significant, and with respect to which we may even use the word “material” or “materiality”, the potential significance of these events and matters should not be read as equating to “materiality” as the concept is used in connection with the Company’s required disclosures made in response to SEC and exchange rules and regulations.

Moreover, while we have provided information on several ESG topics, including goals and ambitions, there are inherent uncertainties in providing such information, due to the complexity and novelty of many methodologies established for collecting, measuring, and analyzing ESG-related data. While we anticipate continuing to monitor and report on certain ESG-related information, we cannot guarantee that such data will be consistent year-to-year, as methodologies and expectations continue to evolve. Furthermore, there are sources of uncertainty and limitations that exist that are beyond our control and could impact the Company’s plans and timelines, including the reliance on technological and regulatory advancements and market participants’ behaviors and preferences.

Our forward-looking statements speak only as of the date made, and the Company undertakes no obligation, other than as required by applicable law, to update or revise our forward-looking statements, whether as a result of new information, subsequent events, anticipated or unanticipated circumstances, or otherwise. New factors emerge from time to time, and it is not possible for us to predict all such factors. The ESG metrics included in this report have not been independently audited or prepared in accordance with GAAP, unless indicated otherwise. Some of the data provided in this report may be estimated or reliant on estimated information, which is inherently imprecise. While we endeavor to note throughout this report where such estimates are made, we cannot guarantee that estimates are identified as such in every instance. Furthermore, unless explicitly noted in each instance where it occurs, the relevant sustainability or ESG-related data provided in this report has not been audited or subject to any third-party assurance process. In some cases, the information is prepared, or based on information prepared, by third-party vendors and consultants and is not independently verified by the Company. The Company makes no representation or warranty as to third-party information. Unless otherwise provided, the information contained in this report is expressly not incorporated by reference into any filing of the Company made with the SEC, or any other filing, report, application, or statement made by the Company to any federal, state, tribal, or local governmental authority.

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