



**ANTERO RESOURCES CORPORATION  
DIVERSITY AND INCLUSION POLICY  
(Adopted as of April 27, 2022)**

The following Diversity and Inclusion Policy (the “*Policy*”) has been adopted by the Board of Directors (the “*Board*”) of Antero Resources Corporation (together with its subsidiaries, other than Antero Midstream and its subsidiaries, the “*Company*”).

**A. Purpose.** This Policy should be read in conjunction with the Corporate Governance Guidelines adopted by the Board (the “*Guidelines*”) and the Nominating and Governance Committee’s (the “*Committee*”) charter and reflects the Board’s commitment to valuing employee diversity and equal opportunity and to selecting ideal candidates for Board service. This Policy is in addition to, and is not intended to change or interpret, any Federal or state law or regulation, including the Delaware General Corporation Law, or the Amended and Restated Certificate of Incorporation, Amended and Restated Bylaws or Guidelines of the Company, including any amendments or modifications thereto. The Policy is subject to modification from time to time by the Board.

**B. Company Commitment to Employee Diversity.** The Company values employee diversity and equal opportunity for all and is committed to fostering a culture of inclusion by encouraging diversity and inclusivity among its workforce and prohibiting all forms of unlawful discrimination. Decisions regarding any aspect of the employment and compensation relationship shall be made without unlawful discrimination on the basis of race, color, religion, age, sex, gender, gender identity, sexual orientation, national origin, ancestry, disability, veteran status, marital status, or on any other basis protected by law, ordinance, or regulation. Any unlawful form of harassment, discrimination or retaliation directed at a Company employee, whether on these bases or others, is also strictly prohibited. This list is not meant to be exhaustive, and the Company will always strive to promote the respect and dignity of all persons.

We are committed to building a culture where diversity and inclusion are core philosophies across our operations, including in, but not limited to, our decisions around recruitment, promotion, transfer, leaves of absence, compensation, opportunities for career support and advancement, job performance and other relevant job-related criteria. We embrace an approach to hiring and advancement that considers the value of diversity. We are also committed to making opportunities for development and progress available to all employees so their talents can be fully developed to maximize our company success as well as their individual success. We also believe that creating environments that cultivate a sense of belonging requires encouraging employees to continue to educate themselves about each other’s experiences. We believe it is important that we foster education, communication and understanding about diversity, inclusion and belonging. Finally, in line with our commitments to equal employment opportunity and diversity and

inclusion, we expect recruiters operating on our behalf to provide us with a diverse pool of candidates.

**C. *Company Commitment to Board Diversity.*** The Board has identified the following qualifications, attributes, experiences and skills that are important to be represented on the Board as a whole, in consideration of the Company's current and future goals:

- Diversity. It is expected that the Committee will view diversity broadly to include diversity of backgrounds, skills and viewpoint as well as traditional diversity concepts such as race, gender, national origin, religion, or sexual orientation or identity, considering the optimal enhancement of the current mix of talent and experience on the Board;
- Relevant skills, qualifications and experience in the context of the needs of the Board;
- Independence under applicable standards;
- Business judgment;
- Service on boards of directors of other companies;
- Personal and professional integrity, including commitment to the Company's core values;
- Openness and ability to work as part of a team;
- Willingness to commit the required time to serve as a Board member;
- Industry or other specialized expertise; and
- Relevant business and financial experience.

The Board believes that diverse membership with varying perspectives and breadth of experience is an important attribute of a well-functioning Board, and that having diverse thought and opinions at all levels of an organization results in better decision-making. The Committee shall be responsible for assessing the appropriate balance of skills and characteristics required of Board members. Consistent with its charter, the Committee annually reviews and evaluates the composition, function and duties of the Board, including its committees, consistent with the Board's needs, taking into account, among other standards, the Board's composition strategy and policies for promoting progress toward greater board diversity. In connection with this review, the Committee and the Board will consider the benefits of all aspects of diversity, including but not limited to those described above, will consider whether, and if so how, to identify new candidates for Board service and when identifying potential new Board members or filling a vacancy on the Board, commits to seeking out diverse candidates to the extent possible. Each pool of candidates to be considered to fill a vacancy on the Board shall include at least one individual who would be considered diverse based on the traditional diversity concepts described above. The Committee will also review whether the Company's approach to diversity among Company leadership is functioning effectively.