



CORPORATE SUSTAINABILITY REPORT



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Gulfport
ENERGY

INTRODUCTION



Forward Looking Statement

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This report includes “forward-looking statements” for purposes of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements are statements other than statements of historical fact. They include statements regarding Gulfport’s current expectations, management’s outlook guidance or forecasts of future events, projected cash flow and liquidity, inflation, share repurchases, its ability to enhance cash flow and financial flexibility, future production and commodity mix, plans and objectives for future operations, the ability of our employees, portfolio strength and operational leadership to create long-term value and the assumptions on which such statements are based. Gulfport believes the expectations and forecasts reflected in the forward-looking statements are reasonable, Gulfport can give no assurance they will prove to have been correct. They can be affected by inaccurate or changed assumptions or by known or unknown risks and uncertainties. Important risks, assumptions and other important factors that could cause future results to differ materially from those expressed in the forward-looking statements are described under “Risk Factors” in Item 1A of Gulfport’s annual report on Form 10-K for the year ended December 31, 2024 and any updates to those factors set forth in Gulfport’s subsequent quarterly reports on Form 10-Q or current reports on Form 8-K (available here). Gulfport undertakes no obligation to release publicly any revisions to any forward-looking statements, to report events or to report the occurrence of unanticipated events.

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

Gulfport’s estimate of its total proved reserves are internally generated and audited by Netherland, Sewell Associates, Inc., Independent petroleum engineers. Factors affecting ultimate recovery include the scope of Gulfport’s ongoing drilling program, which will be directly affected by the availability of capital, drilling and production costs, availability of drilling services and equipment, drilling results, lease expirations, transportation

Constraints, regulatory approvals, actual drilling results, including geological and mechanical factors affecting recovery rates, and other factors. Estimates may change significantly as development of Gulfport’s natural gas, oil and natural gas liquids assets provide additional data. Gulfport’s production forecasts and expectations for future periods are dependent upon many assumptions, including estimates of production decline rates from existing wells and the undertaking and outcome of future drilling activity, which may be affected by significant commodity price declines or drilling cost increases.

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



Letter From The CEO

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To the Gulfport Energy Stakeholders:

I am pleased to share our annual Corporate Sustainability Report, which showcases another year of exceptional performance and underscores our unwavering commitment to environmental, social and governance leadership.

As we reflect on 2024, the year was defined by execution, operational excellence and strong financial results for Gulfport Energy. ***The Company delivered on all fronts, highlighted by our high-quality resource base, ongoing improvements in operational efficiencies and record-setting performance in both methane emission intensity and safety.*** Furthermore, Gulfport's accomplishments were realized by the investment community with our stock price appreciating over 38% during 2024, outperforming the S&P 500 which rose by approximately 25% and Gulfport's 2024 compensation peer group average of approximately 10%. These results are a testament to our employees' commitment to operational excellence, value creation for our shareholders and consistent, reliable performance.

Gulfport continued to make meaningful strides reducing our environmental footprint and for the third consecutive year, Gulfport earned MiQ certification for a significant portion of our natural gas production. ***The Company received an overall 'A' grade for its Appalachia assets, highlighting our commitment to lowering methane emissions through Independently Certified Gas.*** Building on these achievements, we have gone beyond standard regulatory requirements by proactively applying key learnings from our Appalachia operations, including our comprehensive leak

detection program, the elimination of natural gas-driven pneumatic devices and the use of advanced methane detection and monitoring technologies, to our Mid-Continent assets. As a direct result of these efforts, we delivered another year of measurable progress, including an approximately 20% year-over-year improvement in methane intensity and continued reduction in absolute methane emissions. ***Furthermore, since 2022, we have reduced our Scope 1 greenhouse gas emissions intensity by 12% and methane emissions intensity by 33%.*** These reductions demonstrate Gulfport's commitment to minimizing environmental impacts across our assets and the continued focus on delivering clean, safe and reliable energy.

At Gulfport, safety is more than a priority, it is core to our business, and we are committed to prioritizing the health, safety and wellbeing of everyone surrounding our operations. ***In 2024, we recorded the Company's strongest year of safety to date, realizing a 44% reduction in combined workforce recordable incidents, exceeding our companywide safety goal and as of September 2025, celebrating two years without an employee OSHA recordable injury.*** These milestones reflect the strength of our safety culture across our organization and firm dedication to maintaining our reputation as a safe and environmentally responsible operator.

We realize that sustainability goes beyond environmental initiatives, and we are committed to building partnerships and investing in the communities we serve and operate to foster lasting, positive change in our local communities. ***Our employees actively engage in volunteer efforts and seek partnerships centered around Gulfport's***

four key focus areas: education, health and human services, environmental stewardship and support for our military personnel and veterans. In 2024, we directed investments towards these priorities, supporting initiatives that promote environmental protection, providing crisis relief for infants and toddlers, enriching the lives of adults with developmental disabilities and delivering vital services to veterans and youth. Through ongoing collaboration, investment and service, Gulfport is proud to empower the communities we call home and position them to thrive for years to come.

Looking ahead, we remain committed to building on our track record of operational excellence, disciplined execution, value creation for our shareholders and sustainability progress. Thank you to our stakeholders for the continued trust and support as we work toward a more sustainable energy future.



JOHN REINHART
PRESIDENT, CHIEF EXECUTIVE
OFFICER AND DIRECTOR

A vibrant landscape featuring a field of yellow wildflowers and large, reddish-brown rocks in the foreground. The background shows rolling hills under a bright blue sky filled with fluffy white clouds. A large white number '02' is centered in the upper half of the image.

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RESPONSIBLE REPORTING



About Gulfport Energy

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

Gulfport aims to create sustainable value through the economic development of our significant resource plays. Our strategy is to develop our assets in a manner that generates sustainable cash flow, improves margins and operating efficiencies, while improving our environmental, social and governance (ESG) and safety performance. To accomplish these goals, we allocate capital to projects we believe offer the highest rate of return and deploy leading techniques and technologies in our development efforts. We believe our plan to generate free cash flow on an annual basis will allow us to maintain our strong balance sheet, return capital to shareholders and increase our resource depth through incremental leasehold opportunities that provide optionality to our future development plans. Gulfport carries out its strategy with utmost consideration for its employees and the regions and communities in which we operate, while always prioritizing our dedication to environmental stewardship in everything we do.

We are a team of 235 individuals with offices in Oklahoma City, Oklahoma, St. Clairsville, Ohio and Lindsay, Oklahoma.

COMPANY PROFILE

2024

Net Revenues (in thousands)

\$958,131

Gross Productive Wells

1,554

Net Average Daily Production (MMcfe/d)

1,054

Net Proved Reserves (Bcfe)

3,969

Net Production Taxes (in thousands)

\$29,737

Total Owner Payments (in thousands)

\$235,787



Company Highlights

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ENVIRONMENTAL HIGHLIGHTS

- Certified Appalachia assets with MiQ receiving an overall 'A' grade for third consecutive year
- Applied key learnings from Appalachia operations to Mid-Continent assets
- Lowered Scope 1 methane intensity by 20% year-over-year and 33% since 2022
- Converted ~60% of natural gas process controllers across our SCOOP operations to compressed air or other non-gas venting solutions through a multi-year program, furthering our emissions reduction efforts
- Utilized non-gas venting devices for > 65% of process controllers in Appalachia operations
- Completed over 2,900 hours of Health, Safety and Environmental training

SOCIAL HIGHLIGHTS

- Reduced combined total recordable incident rate by 44%, exceeding Company wide targets and recording the strongest annual safety performance to date
- Consistent with our core values, strived to create an environment that prioritized attracting and recruiting highly qualified candidates with varied backgrounds and experiences
- Paid over \$235 million in royalties to local landowners and working interest owners
- Paid approximately \$30 million in production and other taxes across our asset base, helping to fund local economies
- Collaborated with community organizations in Oklahoma and Ohio to advance Gulfport's strategic priorities through volunteer efforts and financial support

CORPORATE GOVERNANCE HIGHLIGHTS

- Governed by a seven-member Board, which includes six independent directors
- Ensured full and proper governance with active Audit, Compensation and NESG Committees
- Current Board has 40% of our directors identifying as gender or ethnically diverse
- Maintained separation of Chief Executive Officer and Chair roles while retaining Lead Independent Director
- Continued short-term compensation incentive ESG metrics with a 30% weighting



Our Approach to Responsible Reporting

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

ABOUT OUR DISCLOSURES

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

Our sustainability report content and performance data align with:

- [TCFD Framework](#)
- [SASB Standards - Value Reporting Foundation/ SASB Standards: Oil & Gas – Exploration & Production](#)

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

ESG OVERSIGHT

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



Nominating, Environmental, Social and Governance Committee

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



Audit Committee

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



Compensation Committee

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

PERFORMANCE METRICS

Our [performance data table](#) reflects our operations at year-end 2024 and includes a multi-year comparison providing a more thorough performance evaluation. The data table was subject to review by our Internal Audit team and is believed to be correct at the time of reporting. For certain reporting elements, later changes in categorization could affect data and will be updated for accuracy on our website.





Responsibly Sourced Gas

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

For the third consecutive year, Gulfport Appalachia assets achieved MiQ's highest available grade.

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

Gulfport's performance was extensively evaluated for every element of the MiQ standard. This included independently auditing the Company's methane intensity, operational designs, policies, practices and monitoring technology deployment. Through this process, we formalized many general practices into written company procedures, expanded or updated other existing procedures and programs and implemented additional methane detection and monitoring. Through the MiQ certification, we continue to evaluate our company practices and procedures and look for ways to enhance and improve our operations and emissions management.

Building on these achievements, we have proactively applied key learnings from our Appalachia operations to our Mid-Continent assets, including our comprehensive leak detection program, elimination of natural gas-driven pneumatic devices and advanced methane detection and monitoring technologies.

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

Examples of Gulfport efforts to reduce methane emissions and intensity:

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

“ACHIEVED OVERALL
'A' GRADE FOR APPALACHIA
ASSETS **FROM MIQ FOR
THIRD CONSECUTIVE YEAR**”





Core Values

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

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INTEGRITY & RESPECT

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



CONTINUOUS IMPROVEMENT

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



SOCIAL RESPONSIBILITY

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



COLLABORATION

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



ENVIRONMENTAL STEWARDSHIP

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



A large-scale photograph of an oil drilling operation in a vast, green, rolling landscape. In the center, a tall drilling rig stands prominently. The foreground is filled with lush green grass. In the background, a line of wind turbines is visible on the horizon under a dramatic, sunset-colored sky with scattered clouds. A large, white, semi-transparent number '03' is overlaid on the center of the image, partially obscuring the rig and the sky.

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GOVERNANCE



Accountability

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

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

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

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



BOARD OF DIRECTORS

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

Our Board is comprised of seven directors, including the Company's Chief Executive Officer, John Reinhart and six non-employee directors, Timothy Cutt, David Wolf, Mary Shafer-Malicki, Jason Martinez, Jeannie Powers and David Reganato.

They are industry-leading experts with an average of approximately 25 years of industry leadership experience across multiple disciplines.





Board of Directors

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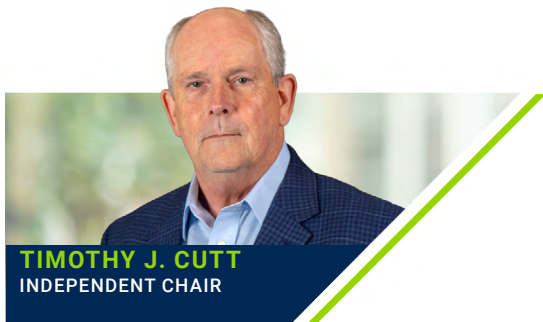
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“OUR NOMINATING, ENVIRONMENTAL, SOCIAL AND GOVERNANCE COMMITTEE IS **DEDICATED TO DIVERSITY**. THESE EFFORTS HAVE LED TO **40% OF OUR DIRECTORS IDENTIFYING AS GENDER OR ETHNICALLY DIVERSE.**”



Board Summary

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

CHAIR

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

oversight of management. The Board Chair provides leadership to our Board of Directors and works with the Board of Directors to define its structure and activities in the fulfillment of its responsibilities.

LEAD INDEPENDENT DIRECTOR

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



DIRECTOR	BOARD POSITION	DIRECTOR SINCE	AGE	IND.	PRINCIPAL OCCUPATION
Timothy Cutt	Independent Chair	2021	65	Yes	Board Chair of Gulfport Energy
Jason Martinez	Independent Director	2021	52	Yes	Managing Director at Pickering Energy Partners
Jeannie Powers	Independent Director	2023	40	Yes	Head of Business Development at BPX Energy
David Reganato	Independent Director	2021	45	Yes	Partner at Silver Point Capital
John Reinhart	Director	2023	56	No	President and Chief Executive Officer of Gulfport Energy
Mary Shafer-Malicki	Independent Director	2023	64	Yes	Director at Ag Growth International Inc.
David Wolf	Lead Independent Director	2021	54	Yes	Partner at Enduring Resources



Summary of Director Qualifications and Experience

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The chart below identifies the balance of skills and qualifications each director nominee brings to the Board. The fact that a particular skill or qualification is not designated does not mean the director nominee does not possess that particular attribute. We believe the combination of the skills and qualifications shown below demonstrates how our Board is well positioned to provide strategic advice and effective oversight to our management.

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DIRECTOR	EXPERIENCE AND SKILLS RELEVANT TO THE SUCCESSFUL OVERSIGHT OF OUR STRATEGY							EXPERIENCE AND SKILLS RELEVANT TO EFFECTIVE OVERSIGHT OF RISK		
	BUSINESS STRATEGY	ENERGY EXPERIENCE	OPERATIONS	M&A STRATEGY EXPERIENCE AND SKILLS	BANKING/ FINANCE EXPERIENCE	EHS	SUSTAINABILITY/ESG	SENIOR LEADERSHIP	FINANCE, ACCOUNTING, OR FINANCIAL	REGULATORY, LEGAL, OR RISK
Timothy Cutt	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
David Wolf	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Jason Martinez	✓	✓		✓	✓			✓	✓	
Jeannie Powers	✓	✓	✓	✓	✓	✓	✓	✓	✓	
David Reganato	✓	✓		✓	✓			✓	✓	✓
John Reinhart	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mary Shafer-Malicki	✓	✓	✓	✓		✓	✓	✓	✓	✓
Total	100%	100%	71%	100%	86%	71%	71%	100%	100%	71%



Key Stakeholders

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KEY STAKEHOLDERS INCLUDE:



CONTRACTORS
& SUPPLIERS



EMPLOYEES



GOVERNMENT
& REGULATORY
AGENCIES



INDUSTRY
PEERS



INVESTORS



LAND
OWNERS



LOCAL
COMMUNITIES



SERVICE
PROVIDERS



TRADE
ASSOCIATIONS

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

GOVERNANCE STRUCTURE & BOARD LEADERSHIP

- Separation of Chief Executive Officer and Chair roles;
- Lead Independent Director appointed;
- Non-employee director meetings in executive sessions at regularly scheduled Board meetings;
- 99% attendance at 2024 Board and Committee meetings;

BOARD OVERSIGHT & EFFECTIVENESS

- Active Board oversight of risk and risk management;
- Periodic Board and Committee self-assessments reviewed by an outside law firm;
- Adoption of Corporate Governance Guidelines to ensure best practices and reflect the Board's commitment to monitor the effectiveness of policy and decision making at the Board and management levels;

COMMITTEES & DIVERSITY

- Creation of the Nominating, Environmental, Social and Governance Committee to further develop our commitment to HSE and corporate responsibility and sustainability matters and their impact on our business and operations;
- Advancement of Board diversity, emphasis on diversity in the Nominating, Environmental, Social and Governance Committee's charter;

STOCKHOLDER RIGHTS & ENGAGEMENT

- Bylaws amended to remove super-majority vote requirement and utilize majority vote for stockholders to amend Bylaws;
- Majority voting to elect directors in uncontested elections and plurality voting to elect directors in contested elections;
- Active stockholder outreach, engaging in discussions with our stockholders at investor conferences and through direct calls and meetings with the Company's management team that represent approximately 60% of the shares outstanding during 2024;

EXECUTIVE ACCOUNTABILITY & ALIGNMENT

- Adoption of stock ownership guidelines for our non-employee directors and executive officers to further align the long-term financial interests of our directors and executive officers with those of our stockholders; and
- The Company maintains a formal written Executive Clawback Policy subject to annual review.



Board Of Directors Role in Risk Oversight

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STAKEHOLDER ENGAGEMENT

Textbox 236, TextboxWe believe effective corporate governance requires regular constructive discussions with our stakeholders, and we focus our sustainability priorities and disclosures on the issues that are most important to them. To identify these priorities, we engage internal and external stakeholders and weigh their views with respect to both Gulfport specific activities and the general business climate of our industry. In addition to these efforts, management engages with shareholders and potential shareholders through targeted outreach and participation in various conferences and industry events.

EXECUTIVE COMPENSATION DRIVING ESG PERFORMANCE

Gulfport Energy engages in discussions with our stakeholders. Through these conversations our stakeholders emphasize their expectation that our compensation programs be designed to focus our executive team on driving results that improve ESG performance, ensure the financial health of the organization, while also driving long-term stockholder value. Specifically, after carefully considering input from stakeholders, the Company took the following actions in 2024:

- **Utilized performance-based and time-based equity awards** in the form of performance-based restricted stock units tied to relative total shareholder return ("TSR") and absolute total shareholder return, vesting over a three-year performance period; 60% of all equity awards to NEOs were performance-based.
- **Adjusted performance incentive opportunities and long-term equity award targets** to closely align our executives' financial interests with those of our stockholders and to continue to link a large portion

of executives' compensation to the performance of our stock and our operational performance.

- **Continued utilizing metrics in the annual incentive plan** to include measures directly tied to the financial health of the Company, including production per day, capital expenses, lease operating expenses, free cash flow generation and specific and quantifiable health, safety environmental and social metrics.
- **Provided robust disclosure of our performance metrics and targets** for both performance-based cash and equity awards. The Company also adopted a formal written Executive Clawback Policy in 2023.

BOARD OF DIRECTORS ROLE IN RISK OVERSIGHT

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

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

A foundation based on Integrity and Respect, Continuous Improvement, Social Responsibility, Collaboration and Environmental Stewardship provides for effective risk management. Our Board of Directors play a key role in risk management, providing oversight of the Company's management team, strategic initiatives and operations. The Board committees oversee corporate governance, risk management, regulatory compliance and ESG matters.

COMMITTEE	RISK AREAS OF FOCUS
Audit	• Cybersecurity • Financial Reporting • Internal Controls • Legal Compliance • Regulatory Compliance • Reserves Reporting • Risk Management
Compensation	• Compensation Policies • Executive Performance
Nominating, Environmental, Social and Governance	• Board Organization • Climate • Corporate Governance • Environment • Government Relations • Membership • Political Contributions • Public Health • Safety • Structure • Succession Planning



Three Lines of Defense

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

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	KEY PLAYERS	RESPONSIBLE FOR	REPORTING AND OVERSIGHT
1 ST LINE OF DEFENSE	• Departments that engage in operational activities or provide support or services to another department	• Self-identifying, measuring and effectively mitigating the risks associated with their activities • Guiding the development and implementation of internal policies and procedures and ensure that activities are consistent with company goals and objectives • Ensuring related controls are operating effectively at the front lines of the organization	• 1st line of defense is primarily evaluated by the Full Board • The Company’s executive officers make reports to the Board regarding the risks within their areas of responsibility • The Board holds senior management accountable for assessing and managing material risks associated with the Company’s activities
2 ND LINE OF DEFENSE	• Risk management and compliance functions	• Identifying, measuring, monitoring, current and emerging risks • Developing and maintaining enterprise-wide standards for risk identification and measurement practices • Modifying and developing internal controls and risk mitigations with operational management • Providing effective reporting to senior management and the Board on all material current and emerging risks facing the Company	• The Board has assigned primary oversight for the 2nd Line to Risk and Compliance • Risk and Compliance are also responsible for compliance oversight, except where responsibility for compliance with laws and regulations have been specifically assigned to a different Board Committee • Risk and Compliance report regularly to the Board of Directors regarding material matters discussed at Risk meetings
3 RD LINE OF DEFENSE	• Gulfport’s internal audit department	• Performs independent testing of the effectiveness of the Company’s system of internal controls as well as the Enterprise Risk Management Framework • Developing an audit program focused on the Company’s highest risk areas discovered during their independent risk assessment	• The Board has assigned primary oversight for the 3rd Line to the Audit Committee • The Audit Committee is also responsible for compliance oversight, except where responsibility for compliance with laws and regulations have been specifically assigned to a different Board Committee • The Audit Committee reports regularly to the Board of Directors regarding material matters discussed at meetings of the Audit Committee



Risk Management

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

RISK MITIGATION APPROACH

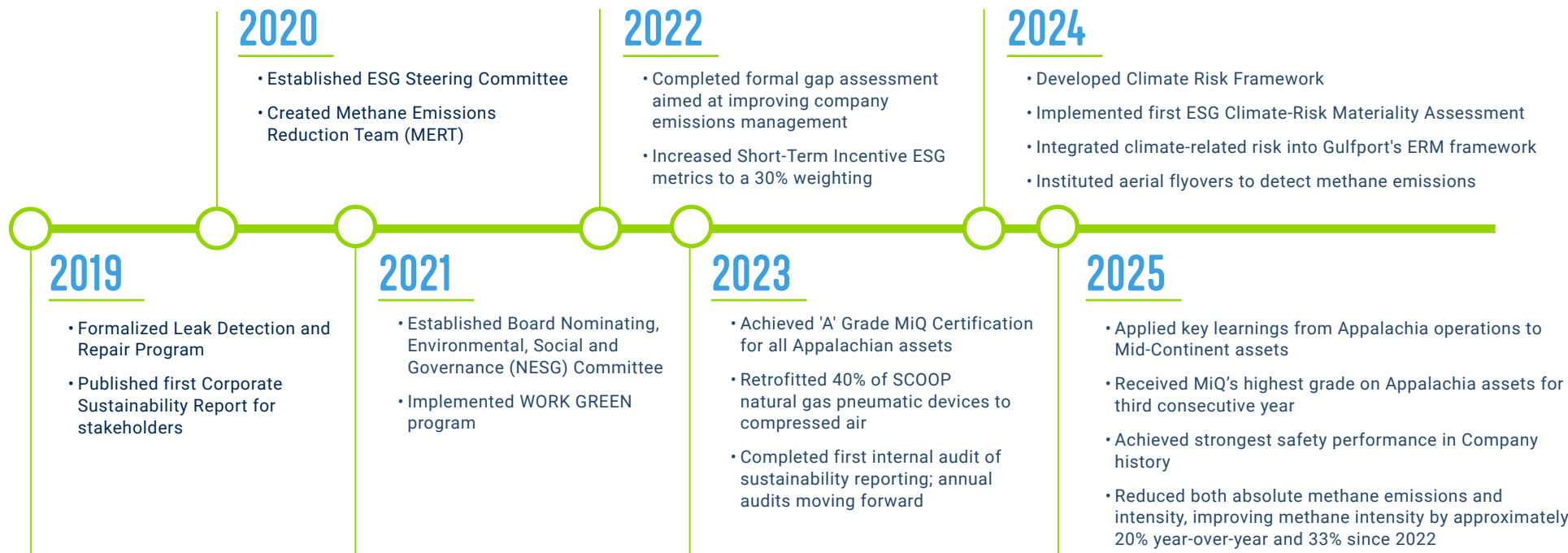
Senior management evaluate risks as part of the Company's strategic planning and day-to-day operations. Management oversees the development and execution of specific plans to identify and mitigate risk.

Assessing Emerging Risks

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

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

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





Oversight of Climate Performance

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MANAGEMENT'S OVERSIGHT OF CLIMATE PERFORMANCE



BOARD OVERSIGHT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES

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

ESG STEERING COMMITTEE

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

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

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

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



Climate-Related Risks

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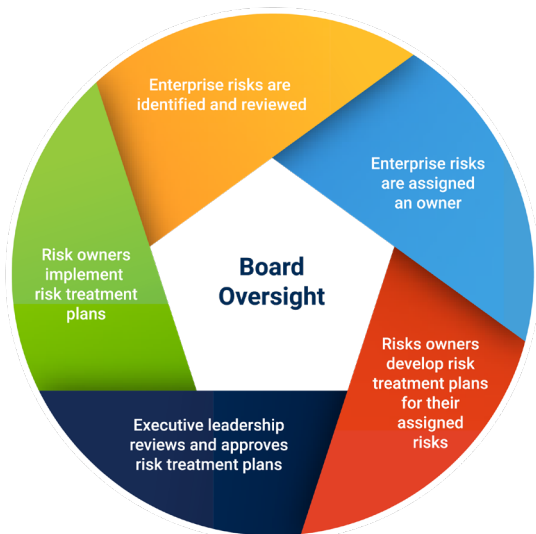
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CLIMATE RISK TIME HORIZONS		
< 2 YEARS Short-term	2 - 5 YEARS Medium-term	5+ YEARS Long-term

MANAGEMENT'S OVERSIGHT OF CLIMATE PERFORMANCE



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



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POLICY AND LEGAL RISK

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

Mitigation Strategies

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



TECHNOLOGY RISK

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

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

Mitigation Strategies

- Engineering improvements in facility designs to reduce emissions across our sites
- Improving operational efficiencies and reducing our costs while incorporating measures to reduce emissions
- Investing in and implementing technology to reduce emissions, waste and our physical footprint on drilling locations
- Utilizing fleet optimization software to reduce emissions and costs
- Leveraging a centralized Control Room to remotely monitor alarms, enabling reduced fleet emissions and enhanced driver safety





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MARKET RISK

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

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

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



Mitigation Strategies

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

REPUTATION RISK

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

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

Mitigation Strategies

- Certifying natural gas production with an independent auditor for RSG standards
- Evolving and enhancing our Corporate Sustainability Report, and committing to reporting progress on our climate-related initiatives at least annually for greater transparency
- Identifying and evaluating opportunities to reduce GHG emissions through our established Methane Emission Reduction Team (MERT)
- Continuing to build upon our emissions reduction practices and partner with peers and third-party organizations like The Environmental Partnership to advance emissions reductions as an industry
- Responding to stakeholder concerns and continuing to improve our operations
- Reducing water disposal volumes and freshwater consumption through water re-use or water sharing agreements with other operators
- Selecting and designing our well sites to minimize impacts to sensitive habitats and surrounding areas
- Increasing our community outreach in areas where we operate
- Expanding our environmental initiatives through targeted community contributions and volunteering opportunities
- Providing vital support to disaster-impacted communities through strategic donations and essential supplies



Climate-Related Risks

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EXTREME WEATHER RISK

Severe weather events, such as storms, hurricanes, droughts or floods, which may be exacerbated by climate change, could have an adverse effect on our operations and could increase our costs.

Potential adverse effects could include damage to our facilities, the costs of less efficient or non-routine operating practices necessitated by weather events or increased costs for insurance coverage. If climate changes result in more intense or frequent severe weather events, the physical and disruptive effects could have a material adverse impact on our operations and assets.

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

Mitigation Strategies

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





Climate-Related Opportunities

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OPPORTUNITY	IMPACT	ONGOING ACTIVITIES
RESOURCE EFFICIENCY	Reducing operating costs due to operational efficiencies and emissions reduction programs	• Operational and facility efficiencies • Emissions reduction programs • Leak Detection and Repair programs • Emerging technologies
ENERGY SOURCE	Shifting to lower carbon energy sources for power generation to reduce costs and emissions	• Alternative fuel capabilities • Industry-adjacent commercial solutions • Emerging technologies
PRODUCT AND SERVICE	Focusing our portfolio on lower emissions products and exploring industry-adjacent commercial services or products to maintain competitiveness	• RSG certification • Emissions reduction programs • Emerging technologies
MARKETS	Proactively positioning our portfolio to meet material domestic natural gas demand	• Trade partnerships • Strategic portfolio positioning • Annual RSG recertification • Long-term buying contracts
RESILIENCE	Maintaining our agile operating structure and continuing to enhance our facility design to best respond to climate change	• Geographically diverse portfolio • Operational and facility efficiencies • Emerging technologies • Emergency response and business continuity and disaster recovery plan



Business Code of Conduct and Ethics

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BUSINESS CODE OF CONDUCT AND ETHICS

At Gulfport, all employees, officers and directors are expected to uphold the highest standards of ethical behavior by adhering to our Business Code of Conduct and Ethics Policy ("the Code"). To ensure understanding and compliance:

- All employees receive training on the Code and related policies
- Annual certification is required, affirming commitment to the Code and the obligation to report any violations

Gulfport also provides targeted training tailored to job functions, covering key areas such as:

- Insider trading
- Antitrust
- Conflicts of interest
- Business gifts and entertainment
- Anti-corruption
- Fair competition



The Code references a comprehensive set of policies that guide employee behavior and decision-making. These policies are maintained on Gulfport's Policy Portal and include:

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

Gulfport expects all employees and contractors to report unethical or illegal behavior, as well as any violations of the Business Code of Conduct and Ethics, the Supplier Code of Conduct or related policies. To support this, we offer a confidential [Ethics and Integrity Helpline](#), operated by a third-party, allowing anonymous reporting.

We also maintain a Non-Retaliation Policy to ensure that individuals can raise concerns in good faith without fear of retaliation.

All reports are systematically logged, investigated and escalated to the appropriate management and, when necessary, to the Board's Audit Committee.



Supply Chain

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SUPPLY CHAIN

Gulfport is committed to maintaining an ethical, safe and highly skilled supply base. We recognize that high-quality suppliers are essential partners in delivering responsible corporate performance. Their expertise and alignment with our values play a critical role in supporting Gulfport's operational excellence and long-term success.

Supplier Qualification Process Reviews

The Supply Chain department collaborates closely with our operations, environmental, health and safety (EHS), legal and risk teams to proactively manage risks associated with supplier relationships and safeguard the Company's interests. Key practices include:

- **Third-Party Verification via ISN:** Gulfport leverages ISN to assess suppliers' safety, environmental and financial performance through a standardized evaluation process
- **Insurance Compliance:** All suppliers are required to maintain adequate insurance coverage, verified during the onboarding process
- **Performance Grading System:** Suppliers receive a grade rating (A, B, C or F) based on their evaluation results, helping ensure partnerships are formed with safe, reliable and financially stable companies
- **Informed Supplier Selection:** Evaluation results are thoroughly reviewed during the Supplier Selection Process prior to awarding contracts, ensuring alignment with Gulfport's safety and operational standards

Setting Expectations for Ethical Behavior

Gulfport requires all suppliers adhere to our Supplier Code of Conduct, which, together with Gulfport's Business Code of Conduct and Ethics, forms the foundation for fair, ethical and lawful business relationships. ***Our Supplier Code of Conduct sets the expectation that all suppliers share our commitment to employee safety, ethical workplace practices and environmentally responsible operations.*** Gulfport remains dedicated to partnering with suppliers and investing in technologies that promote environmental stewardship, operational safety and efficiency.

Gulfport expects all suppliers to uphold the highest standards of ethics and integrity by:

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

Gulfport's Commitment to ESG and Responsible Procurement

Gulfport's focus on ESG efforts extends beyond our operations to include our supplier partnerships. We require suppliers to actively share their initiatives to reduce carbon emissions and improve environmental, health and safety performance. Our commitment to sustainability drives us to invest in suppliers and technologies that promote environmental stewardship, safety and efficiency.

To support these goals, Gulfport has implemented an enterprise-wide Procurement Policy and provided targeted training for employees. These efforts enhance organizational awareness of proper procurement channels and ensure alignment with our ESG values throughout the sourcing process.

POLITICAL AND TRADE PARTICIPATION

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

400+ SUPPLIERS

Provided Goods and Services

47 SUPPLIERS

Evaluated in 2024

94 SUPPLIERS

With Diverse Ownership Reported



Cybersecurity

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

Managing Material Risks & Integrated Overall Risk Management

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

We utilize a defense-in-depth approach, layering security starting with cloud-based tools through our perimeter all the way to the client and server end points with End Point Detection and Response solutions. We continue to invest and align advances in technology to strengthen our security posture. This year, that investment focused on continuous improvement in cyber detections for our operations technology environment, threat and vulnerability management and data loss prevention. Cyber risks and incidents are categorized by severity, evaluated for materiality, responded to based on defined

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

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



Engaging Third Parties on Risk Management

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

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

Managing Third Party Risk

We recognize the risks associated with the use of vendors, service providers and other third parties that provide information system services to us, process information on our behalf or have access to our information systems, and we have processes in place to oversee and manage these risks. We maintain ongoing monitoring to ensure compliance with our cybersecurity standards. There were no material cyber breach incidents in 2024 or 2025.



04

ENVIRONMENT



Work Green

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CLIMATE STRATEGY AND ENVIRONMENTAL STEWARDSHIP

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

- Conducting annual recertification of all Appalachian gas with an independent auditor
- Applying key learnings from Appalachia operations to Mid-Continent assets
- Retrofitting existing natural gas pneumatic devices and designing all future pad sites with compressed air or other non-natural gas venting devices
- Continuously improving air quality programs and operating practices to ensure that we comply with or exceed regulations
- Investing in and implementing technology to reduce emissions, waste and our physical footprint on drilling and completions locations
- Selecting and designing our well sites to minimize impacts to sensitive habitats and surrounding areas
- Returning to existing locations for new development, creating opportunities to utilize existing facilities and minimizing surface disturbances
- Reducing water disposal volumes and freshwater consumption through water re-use or water sharing agreements with other operators

- Testing spill prevention and response programs to confirm equipment is properly maintained

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

Methane Emission Reduction Team

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

Through these efforts, Gulfport has continually reduced emissions and promoted initiatives such as certifying all Appalachian gas. This team set the groundwork to aid in Gulfport's compliance with new emissions regulations. The MERT continues to explore opportunities to continuously improve environmental stewardship and methane emissions.

WORK GREEN

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

WORK GREEN





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THE ENVIRONMENTAL PARTNERSHIP

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

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

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



BIODIVERSITY AND LAND USE

Gulfport strategically develops acreage using a variety of techniques to identify, assess and manage potential risks. **Environmental assessments are conducted for each development project to determine any potential impacts to the environment, including endangered species and their habitats, natural waterways and sources, sensitive plant life and historical landmarks.** We utilize multi-well pad sites to minimize our overall physical footprint. These concepts are carried throughout the life-cycle of a facility, and when appropriate, facilities are plugged, abandoned and reclaimed to their natural state.



FLARED GAS

We aim to minimize flaring, not only to reduce our emissions, but to minimize the volumes of natural gas we produce and are unable to sell. We do not operate wells without access to gas-gathering lines, allowing us to minimize routine flaring in our operations. Gulfport ensures that there is adequate pipeline takeaway to move the natural gas

we produce to the market through third-party gas gatherers. In the event of a planned or unplanned pipeline disruption, our operations teams and third-party gatherers minimize the impact of curtailments by diverting gas to other portions of the gathering system. If we expect an extended delay moving gas to the market, we have the option to shut in the wells.

LEAK DETECTION AND REPAIR PROGRAM

Gulfport is dedicated to minimizing methane and other emissions throughout our operations. **In 2024, we conducted over 600 leak inspections across our operations.** Our team utilizes aerial surveys and optical gas imaging cameras to inspect all equipment and associated piping and fittings to detect and repair leaks that might otherwise go undetected. Gulfport also implements methane mitigation technologies and practices including pneumatic device replacements, lock-down thief hatches and automatic tank gauges to improve leak detection and mitigation efforts.



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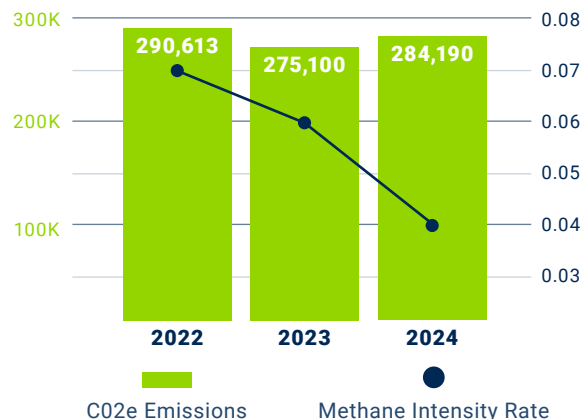
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VEHICLE EMISSION

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

SCOPE 1 CHG EMISSIONS REDUCTION



While our total CO₂ emissions have increased due to the revised Global Warming Potential (GWP) of methane **we continue to demonstrate meaningful progress in reducing our methane intensity year over year.** This reflects our commitment to operational efficiency and emissions mitigation, even as global reporting standards evolve.

SCOPE 2 EMISSIONS

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

WATER CONSERVATION

Gulfport works to responsibly manage and measure our water, both in sourcing and usage. Whenever possible, we use non-potable water sources for our drilling and completions needs, sourcing from private landowners, stormwater collected on-site, municipalities, regional water districts and river authorities. We work closely with federal, state and local agencies to evaluate and permit our freshwater usage.

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

Regulatory agencies in Ohio issue permits for water withdrawal based on the availability and quality of local supplies. We have procedures in place to maintain compliance with water permitting and reporting requirements. We record the volume pumped and pump time for all active water withdrawals and compare this to the permitted limits daily to confirm that the water pumped

does not exceed the allowable pump rate and daily volume. Additionally, automated alerts are established through the U.S. Geological Survey website to notify us of changing stream conditions. If stream flows drop below allowable levels, then water withdrawal activities are immediately suspended.

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

Gulfport understands the value of protecting water resources. **We strive to reduce our freshwater consumption by reusing or recycling produced water across our areas of operation.** Gulfport also employs best practices to return stormwater that has collected on locations by visual inspecting and analyzing the fluids prior to discharging from the site.

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



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“REUSED OR RECYCLED **66%**
OF WATER GENERATED FROM
PRODUCTION AND FLOWBACK”

MANAGING AND REDUCING WASTE

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

Closed loop systems: Drilling operations utilize a closed loop system for managing residual waste. The closed loop system is used for the air / mist drilled and fluid sections. In each section, all water, brine and oil are processed on location and reused in the drilling process. In Appalachia, drill cuttings are processed using solids control systems and dryers minimizing retention of liquid residue and reducing waste sent to landfills. In Oklahoma, the processed material is taken by a third-party vendor who separates hydrocarbon liquids for re-use, and the processed cuttings are used as road base materials for county roads or backfill.

Sand X System: Completions operations utilize the Sand X System to efficiently separate water from sand, significantly reducing the amount of water remaining in the sand following well completions. As a result, drier sand and less tonnage is sent to landfills. The separated water may also be reused.

NORM / TENORM

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

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



FRACFOCUS

FracFocus is the national hydraulic fracturing chemical registry managed by the Ground Water Protection Council whose members are state government officials. This site was created to provide the public with access to detailed information about chemicals used in hydraulic fracturing. Gulfport does not use diesel additives to its fracturing fluid. Gulfport submits FracFocus reports on every site we operate to provide relevant information detailing chemicals and products utilized at our locations.

SPILL PREVENTION AND RESPONSE

Spill prevention controls and response plans are utilized throughout our operations. Prevention includes utilizing the right equipment, implementing impervious containment systems around storage tanks, regularly inspecting and maintaining equipment and ensuring procedures are followed when transferring fluids. Gulfport also installs fluid-level sensors in our production and processing equipment to alert employees if tank levels change, indicating a potential leak. We properly record every spill regardless of severity. Our operations teams have created and comply with policies and procedures related to the assessment and remediation of spills. We are committed to compliance with applicable state and federal agency oversight and regulations. Our reduction in spills has been driven by the hard work and dedication of our teams to prepare for, prevent and learn from prior incidents.

A construction worker wearing a blue uniform with reflective yellow-green stripes, a red hard hat, and blue gloves is working on a construction site. The worker is leaning over a large, dark, cylindrical pipe. In the background, there are more large pipes, a crane, and a cloudy sky. A large white number '05' is overlaid on the image.

05

SAFETY



Work Safe

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

**WORK SAFE**

 Work Authorization Plan Your Work, Work Your Plan • Confined spaces • Hot work • Permits to work • Bypass safety controls	 Energy Isolation Ask/Check/Verify • Lockout/Tagout	 Working at Heights • Fall protection • 100% tie-off	 Job Safety Analysis • Identify job steps • Identify/mitigate risk • Manage change
 Driving • Journey management • Seatbelts • No texting	 Stop Work Authority You See It, You Own It • Hazard observations • Communicate	 Focus • Avoid complacency • Fit for duty • Time-out for safety	 Tools • Right tool for the job • Maintain tools • Utilize safeguards
 Hand Safety • PPE • Hand placement	 Slips, Trips & Falls • Housekeeping • Watch your step	 Maintain Equipment • Inspection • Regular maintenance • Repair	 Line of Fire • Obey buffer zones • Heads up • Spotter use



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Gulfport's Work Safe Program is behaviorally based and focuses on twelve rules derived from Company policies (critical tasks) and cultural conditions historically linked to serious safety incidents in our industry. The Work Safe Program utilizes the "Life Saving Rules" developed by the International Oil and Gas Producers to prevent serious injuries and fatalities.

Critical Task Rules require specific operating procedures to mitigate hazardous work site conditions and complete work safely. Cultural Condition Rules are defined as work site conditions or human behaviors that have been linked to the root cause of most incidents. Employees and contractors are expected to apply and follow the requirements that coincide with the twelve rules. We continue educating employees and contractors on this program through safety meetings and training programs. Our goal is to not only improve our safety performance, but to proactively prevent incidents before they occur.

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



EMPLOYEE & CONTRACTOR SAFETY

Gulfport provides comprehensive training and expects everyone to take personal responsibility for creating a safe working environment.

In 2024, Gulfport provided over 2,900 hours of EHS training. It is our pledge to utilize and apply appropriate measures to achieve and maintain a leading position in safe operations.

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

We expect our contractors to provide high-quality services, ensure their employees are trained and have EHS programs that meet or exceed all regulatory laws and standards. This is accomplished by having new contractors complete a comprehensive safety questionnaire and formal in-person meeting to review their programs and training. Gulfport utilizes ISNetwork® to assist in screening, online training verification and communicating new requirements or expectations.

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

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





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DRIVER SAFETY

Gulfport takes numerous steps to enhance our driver safety program and reduce miles driven. These steps include:

- **Restricted Vehicle Use:** Company vehicles are limited to employees whose job functions require them; personal use is strictly prohibited
- **Random Drug & Alcohol Screening:** All employees are subject to random testing to promote a safe and compliant workforce
- **Real-Time Driver Monitoring:** Samba Safety is used to continuously monitor Motor Vehicle Records (MVR) for all vehicle operators
- **Annual DMV Background Checks:** Every vehicle operator undergoes a full Department of Motor Vehicles background check annually

Gulfport also utilizes a centralized Operator Control Room to streamline operations and reduce the need for road travel between well pad locations. This facility enables 24/7 remote monitoring of field operations to proactively identify and address safety and operational risks. It improves operational efficiency by minimizing on-site visits and allowing real-time oversight of equipment and processes. The Operator Control Room helps minimize on-site

visits and field travel, reducing vehicle emissions and lowering exposure to driving-related risks, enhancing both safety and sustainability.

**"GULFPORT ACHIEVED A 98%
OVERALL DRIVER SAFETY SCORE
IN 2024"**

Gulfport improves operational efficiency and community stewardship by reassigning operator routes to locations closer to employees' residences. This reduces overall driving time and vehicle mileage, leading to lower emissions, fewer accidents, improved road conditions and less disruption to the communities we share the roads with. Training and technology are utilized to provide our employees with the education necessary to share the road with our stakeholders safely. All company drivers are trained annually in Smith System® driving, a hands-on driver safety training program focused on accident prevention and proactive driving habits. Web-Based Safety Modules include Health and Safety Institute training covering key topics such as speeding hazards, distracted driving and general driver safety. Safe driving awareness is embedded into Gulfport's broader Work Safe Program to reinforce a culture of safety.



Gulfport utilizes the GEOTAB telematics system to monitor fleet vehicle performance and driver behavior, identify employees who need additional education and corrective action based on their driving habits and to incentivize safe driving habits and reward safety focused drivers.

Real-time dashboards and reporting tools help:

- Encourage safe driving habits
- Recognize safety-focused drivers
- Identify employees needing additional training or corrective action

Key metrics tracked include:

- Real-time geo-location
- Seat belt usage
- Speed, acceleration, braking and cornering behavior

Gulfport's Driver Safety Incentive & Recognition Program reinforces a culture of safety and accountability among fleet drivers. ***The Annual Safe Driver Award honors employees who consistently demonstrate safe driving practices and maintain high safety scores throughout the year.*** These initiatives celebrate safe driving, promote continuous improvement and foster a proactive safety culture across the organization.



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EMERGENCY PREPAREDNESS

In conjunction with our preventative measures, Gulfport designed and instituted Emergency Response and Business Continuity Plans for responding to incidents involving operational disruptions or natural disasters swiftly and appropriately. In 2024, Gulfport conducted training and table-top exercises for employees serving in active roles for the Incident Command System. Tabletop exercises provide a valuable opportunity to gather feedback, assess our capabilities and identify areas for improvement. These exercises are attended by Gulfport employees and extended to regulatory agencies and emergency responders to foster strong, collaborative partnerships. By engaging in this training, Gulfport enhances its preparedness and reinforces its commitment to protecting both people and the environment in the communities where we operate.



Gulfport's emergency preparedness measures are designed to ensure a swift and effective response to potential incidents. Our notification procedures enable personnel to quickly assess situations and implement appropriate mitigation strategies. This includes timely communication with state and federal regulatory agencies, affected landowners, and other key stakeholders.

Following initial evaluation and notification, Gulfport remains committed to working collaboratively with regulatory bodies and impacted parties to address concerns and ensure transparency.

Additionally, our Business Recovery Plan serves as a strategic guide in the event of natural disasters or other emergencies that could disrupt critical business operations. This plan helps safeguard continuity and resilience across our organization.

"DECREASED COMBINED TOTAL RECORDABLE INCIDENT RATES BY 44% IN 2024"

PERFORMANCE MEASUREMENTS

At Gulfport, we measure EHS performance using a range of leading and lagging indicators. This data helps us assess our EHS and contractor programs and determine methods to continuously improve workplace safety and incident prevention. ***We recorded a 44% decrease in Combined Total Recordable Incident Rates in 2024 from 2023.***

This improvement reflects Gulfport's strengthened commitment to safety through our enhanced Work Safe program. By increasing focus on identifying and tracking hazard observations and implementing proactive processes to prevent significant injuries or fatalities, we've made measurable progress.

In 2024, Gulfport maintained a zero Lost Time Incident Rate (LTIR), and Preventable Motor Vehicle Accidents remained steady. Most notably, ***we achieved our lowest combined Total Recordable Incident Rate (TRIR)*** since we began tracking the metric.

These results underscore our dedication to continuous improvement across all aspects of our Environmental, Health and Safety (EHS) programs. [View our metrics here.](#)

A large white number '06' is centered in the upper half of the image. The number '0' is a thick, rounded shape, and the number '6' is also thick and rounded. Through the center of the '0', an oil drilling rig is visible, extending from the ground up into the sky. The rig has a blue and yellow color scheme. The background of the entire image is a lush green field with several black and brown cows grazing. In the distance, there are trees and a blue sky with white clouds. A green horizontal line is positioned below the number '06'.

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CULTURE

At Gulfport, we recognize that the strength of our organization lies in the quality of our assets, especially our people. We value and respect our passionate, driven and innovative workforce, and we believe that our backgrounds, unique perspectives and specialized skills make us stronger as a team.

We are committed to fostering a workplace that is **safe, respectful, welcoming and professional**. To support this commitment, Gulfport has adopted comprehensive human resources policies that clearly define expectations around discrimination, harassment, sexual harassment and equal employment opportunity. All employees and managers receive training on these topics, including the Americans with Disabilities Act, to ensure a shared understanding and consistent application of these principles.

Gulfport's leadership team actively monitors and evaluates our culture to ensure alignment with our core values. We regularly solicit feedback from employees across all departments to assess how well our actions reflect our values and to identify opportunities for improvement. These values guide how we work together, enhance the employee experience and contribute to our overall success.

We remain dedicated to providing a fair and respectful work environment where every employee can thrive, feel valued and perform at their best.

FOSTERING A RESPECTFUL AND WELCOMING WORKPLACE

At Gulfport, we believe that a respectful, welcoming and collaborative workplace is essential to our success. We value the backgrounds, experiences and perspectives that each employee brings to our organization—from our workforce to our leadership and Board of Directors.

We continue to make thoughtful efforts to attract and recruit talent from a wide range of backgrounds, provide fair and competitive pay and offer development opportunities for all employees. Our training programs cover key topics such as workplace policies, respectful conduct and ethical practices, tailored to support employees and managers in their roles.

We encourage open dialogue and invite employees to share feedback and ideas for improvement. Every employee is asked to commit to speaking up if they observe behavior that doesn't align with our core values, Business Code of Conduct and Ethics or Company policies.

Gulfport is also proud to support veterans through our recruiting efforts and by partnering with organizations that serve veterans and active-duty military personnel.

As part of our commitment to continuous learning, ***all employees participated in training in 2024 that included topics related to our Code, policies and ethical workplace practices.*** We understand that different perspectives build stronger teams and provide superior solutions to complex challenges. [Learn more here.](#)

BOARD COMPOSITION

At Gulfport, we believe that a range of perspectives strengthens decision-making and governance. Our Nominating, Environmental, Social and Governance Committee has adopted a [Board Diversity Policy](#) that encourages the inclusion of candidates with varied backgrounds, experiences and viewpoints.

The policy ensures that every director search includes the broadest candidate pool, reflecting different experiences, age, ethnicity, gender, race, tenure and thought—both from traditional and non-traditional backgrounds. As a result, ***40% of our directors identify as gender or ethnically diverse***, reflecting our commitment to building a Board that represents a broad spectrum of experiences and insights.





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HUMAN RIGHTS AND SECURITY

Human Rights Policy

Gulfport is committed to being a positive force in the communities where we operate and to upholding the highest standards of human rights, as outlined in our Human Rights Policy.

We respect fundamental human rights and view them as a cornerstone of our corporate ethics and social responsibility. Gulfport adheres to ethical conduct as defined in our Business Code of Conduct and Ethics and Supplier Code of Conduct and applies fair labor practices across all operations in compliance with applicable workplace, employment, privacy and human rights standards.

Aligned with the United Nations Guiding Principles on Business and Human Rights, we recognize the role of governments in protecting and fulfilling human rights. As an operating rights owner, Gulfport is committed to respecting human rights and complying with all applicable laws. In cases where federal law conflicts with state or local law, federal law will take precedence.

We are dedicated to maintaining a workplace that is fair and free from unlawful discrimination or harassment.

Gulfport also supports a strong and resilient supplier network, reinforcing our commitment to making a positive impact on the communities where we serve.

As part of our Supply Chain oversight, we regularly assess risks and expect our contractors and suppliers to comply with all applicable laws and uphold Gulfport's voluntary commitments, including our Supplier Code, Business Code of Conduct and Ethics and EHS policies.



Indigenous Rights

At Gulfport, we recognize and respect the unique rights, histories and contributions of indigenous peoples. Our commitment to indigenous communities is reflected in our Human Rights Policy, which applies equally to our partnerships with Native Americans and indigenous groups as we conduct U.S. based oil and natural gas operations.

We strive to build mutually beneficial relationships grounded in economic development, community investment and cultural preservation. These relationships are developed through early and respectful engagement with tribal representatives, transparent business practices and full compliance while all applicable laws and Company policies.

Security

Gulfport is committed to protecting our people, landowners, communities and assets. Our operational sites are regularly assessed and monitored to ensure a safe and secure environment. We partner with experienced security professionals, including off-duty law enforcement officers, who maintain strong relationships with local first responders and state and federal officials. Their presence helps safeguard Gulfport's sites and the communities which we operate.

All personnel, whether employed by Gulfport or third-party contractors, are required to follow our policies governing health, safety, environment and human rights. These policies strictly prohibit the possession or use of weapons, drugs or alcohol on company property, including buildings, vehicles and operational sites, in accordance with applicable laws.

Any individual who violates these policies, engages in unlawful behavior or poses a threat to the safety of our operations will be subject to removal. By enforcing these standards and requiring compliance from our partners, Gulfport proactively mitigates risks related to security threats, terrorism and other potential disruptions.



Benefits at Gulfport

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At Gulfport, we believe our people are our most valuable asset. We are committed to investing in their personal and professional growth by offering a wide range of opportunities for learning, mentoring and career advancement. We strive to create a supportive, welcoming work environment where every employee can thrive and contribute meaningfully to our shared goals.

Our core management and technical teams are composed of seasoned oil and gas professionals with deep expertise in multiple regions and resource plays, including both conventional and unconventional shale formations throughout North America. An entrepreneurial spirit drives our executive leadership and resonates throughout the organization, fostering innovation, agility and a strong sense of ownership at every level.

Total Rewards at Gulfport

We are committed to recognizing and rewarding our employees through a comprehensive Total Rewards Program that supports their well-being, growth and success. Our program includes competitive pay, robust benefits and opportunities for personal and professional development.

Mental Health and Wellbeing

We recognize the vital role mental health plays in overall wellbeing and productivity, and workplace satisfaction. We are committed to supporting our employees through a variety of resources designed to promote resilience and balance.

Our offerings include stress management training, outreach programs and access to a confidential Employee Assistance Program (EAP). The EAP provides support for a wide range of life challenges, from maintaining a healthy lifestyle to navigating financial or legal concerns.



KEY COMPONENTS OF OUR TOTAL REWARDS PROGRAM INCLUDE:

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

We believe that investing in our people is essential to building a strong, engaged and high-performing workforce.

Work Life Balance

At Gulfport, we understand that our employees wear many hats — they are parents, caregivers, volunteers and more. That's why we're committed to providing flexibility, tools and resources needed to support their dynamic roles and responsibilities.

Our corporate office operates in a hybrid work environment, offering a balance between in-office collaboration and remote flexibility. Employees typically work onsite Monday through Wednesday, with the option to work remotely on Thursdays and half-day Fridays. Additionally, employees have the autonomy to coordinate with their leaders to adjust schedules as needed, helping them better manage personal commitments while maintaining productivity.

We believe that supporting work-life balance not only enhances employee well-being but also strengthens our organization as a whole.

Career and Professional Development

We are committed to helping our employees grow both personally and professionally. We strive to set a high standard for career development within the Oil and Gas industry and within our own organization.

Employees have access to a wide range of professional development resources, including:

- Web-based training programs
- An electronic learning platform offering courses, e-books and webinars
- Tools designed to enhance skills, promote career advancement and support overall job satisfaction

By investing in continuous learning, we empower our employees to reach their full potential and contribute meaningfully to Gulfport's success.



Community Engagement

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Gulfport is committed to making a meaningful difference in the communities where we live and operate. We uphold our corporate responsibility and put our core values into action, forming partnerships that give back to our operating areas and enhance lives. Recognizing the economic and social impact on our operations, Gulfport actively engages with our communities to support programs that drive lasting improvements in education, health and community development.

In 2024, Gulfport proudly supported nonprofit campaigns across Oklahoma and Ohio through financial contributions, in-kind donations and volunteer service.

Our giving efforts are centered around four key focus areas: education, health and human services, environmental stewardship and support for our military personnel and veterans. Gulfport's Community Impact Committee, led by employees across our three offices, seeks partnerships and volunteer opportunities aligned with these priorities, ensuring our efforts are both strategic and impactful.

"GULFPORT PARTNERED WITH ORGANIZATIONS WHOSE MISSIONS ALIGN WITH OUR KEY FOCUS AREAS."

In 2024, Gulfport partnered with organizations whose missions align with our key focus areas. Through financial contributions and volunteer efforts, we supported initiatives focused on environmental protection and sustainability, crisis relief for infants and toddlers, enrichment programs for adults with developmental disabilities and community services for veterans and youth. These partnerships reflect our commitment to creating lasting, positive impact in the communities we serve.

COMMUNITY IMPACT FOCUS AREAS

EDUCATION



Gulfport is proud to support the Future Farmers of America (FFA) through donations to both our St. Clairsville and Lindsay field offices. By investing in the FFA, we help to provide meaningful educational opportunities and resources to young individuals passionate about agriculture.

This partnership reflects our belief in the power of community and our commitment to fostering leadership, innovation, and growth within the agricultural sector.

HEALTH & HUMAN SERVICES



Gulfport partners with Infant Crisis Services, a non-profit organization dedicated to supplying life-sustaining formula, food, diapers and clothing to babies and toddlers during times of crisis. Our support includes a monetary sponsorship and volunteering efforts, with employees helping to process and prepare essential supplies for families in need.

ENVIRONMENTAL STEWARDSHIP



In celebration of Earth Day 2024, Gulfport partnered with the Muskingum Watershed Conservancy District (MWCD), where employees volunteered to plant 100 native fruit and nut trees, enhancing the landscape and supporting sustainable food sources for local wildlife. Gulfport also supported clean-up events at several lakes, further contributing to the preservation of local ecosystems.

MILITARY & VETERANS



Gulfport proudly supported the American Legion Ball-Smith Post #23 through a charitable donation, honoring their commitment to serving veterans and strengthening community ties. This contribution reflects Gulfport's ongoing dedication to supporting organizations that uphold service, patriotism and local engagement.



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MUSKINGUM WATERSHED CONSERVANCY DISTRICT (MWCD)

Ohio Field Office

During Earth Day Community Support Day, employees partnered with the Muskingum Watershed Conservancy District at Clendening Lake Marina, spending the morning planting trees and removing litter to help preserve the natural beauty of the lake.



FOOD PANTRY OF ST. CLAIRSVILLE

Ohio Field Office

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



INFANT CRISIS SERVICES

Oklahoma City Corporate

Employees volunteered at Infant Crisis Services, helping provide essential supplies and compassionate support to babies and toddlers in need.



TOYS FOR TOTS

Ohio Field Office

Employees volunteered their time to support the Toys for Tots program, helping collect, sort and distribute holiday gifts to children in need throughout the community.



Partnering with Our Owners

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At Gulfport, we deeply value our relationships with landowners and are committed to earning and maintaining their trust. ***Our approach to Landowner Relations is rooted in our core values*** of social responsibility, environmental stewardship, collaboration, integrity and respect, ensuring open communication and responsible stewardship in every interaction.

Social Responsibility and Environmental Stewardship: Community-Focused Planning

- Gulfport proactively invests in road upgrades and maintenance. Operational plans are designed to minimize community disruption by:
 - Avoiding school traffic times
 - Utilizing escort vehicles and flaggers
 - Steering clear of high-traffic periods and roads unsuitable for heavy truck traffic

Collaboration: Empowering Landowners through Technology

- Gulfport leverages technology to strengthen relationships with Landowners by providing easy access to essential information and tools.
- Through our Owner Relations page, Landowners can:
 - Manage Joint Interest Billings and view historical production and revenue details via EnergyLink
 - Access important forms, including W9s
 - Submit updates related to ownership interest changes

- Understand check stub details and royalty interest calculations, including payment and deduction
- Find answers to frequently asked questions

- Gulfport provides Landowners with access to a secure online portal, enabling them to conveniently update their addresses and enroll in ACH payments for royalty distributions.

- To further enhance service quality, Gulfport's Landowner Relations team utilizes advanced software to document and track inquiries, ensuring timely resolutions and maintaining high levels of satisfaction.



Integrity and Respect: Prioritizing Landowner Needs

- Gulfport values the time and needs of its Landowners and is committed to providing responsive, respectful service. We offer a dedicated phone number and email address exclusively for Landowner inquiries to ensure direct and efficient communication.
- Our Landowner Relations team is composed of skilled customer service professionals who promptly respond to inquiries. Each issue is carefully assessed and either resolved immediately or escalated to the appropriate department for further action, ensuring timely resolution and maintaining trust.

The background of the slide is a photograph of an oil drilling rig silhouetted against a dramatic sunset sky. The sun is low on the horizon to the right, casting a warm orange and yellow glow across the clouds. The foreground is a dark, flat landscape, likely a field or tundra. A large, white, stylized number '07' is superimposed over the center of the image, partially obscuring the rig. A thin, bright green horizontal line is positioned below the number.

07

PERFORMANCE METRICS



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COMPANY PROFILE	2024	2023	2022
Net Revenues (In thousands)	\$958,131	\$1,791,702	\$1,331,112
Gross Productive Wells	1,554	1,533	1,498
Net Average Daily Production (MMcfe/d)	1,054	1,054	983
Net Proved Reserves (Bcfe)	3,969	4,214	4,048
Net Production Taxes (in thousands)	\$29,737	\$25,564	\$48,145
Total Owner Payments (in thousands)	\$235,787	\$360,929	\$557,873



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WORKFORCE	2024	2023	2022
TOTAL EMPLOYEES	235	226	223
Gender or Ethnically Diverse	42%	43%	42%
Gender Diverse	33%	32%	30%
Ethnically Diverse	16%	16%	16%
TOTAL MANAGERS	68	74	78
% Managers	29%	33%	35%
Gender or Ethnically Diverse	34%	36%	33%
Gender Diverse	25%	30%	23%
Ethnically Diverse	15%	14%	15%
TOTAL INDIVIDUAL CONTRIBUTORS	167	152	145
% Individual Contributors	71%	67%	65%
Gender or Ethnically Diverse	46%	46%	46%
Gender Diverse	36%	33%	34%
Ethnically Diverse	17%	18%	17%
TOTAL BOARD OF DIRECTORS ¹	7	7	5
Gender Diverse	29%	29%	0%
Ethnically Diverse	14%	14%	40%

FOOTNOTES

¹ 40% of current Board's Independent Directors are gender or Ethnically Diverse
Annually, as required by law, we report on the diversity of our workforce as defined by the U.S. Equal Employment Opportunity Commission (EEOC)



Health & Safety

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HEALTH AND SAFETY	2024	2023	2022
Employee Total Recordable Incident Rate (TRIR)	0	0.92	0
Employee Lost Time Incident Rate (LTIR)	0	0	0
Employee Days Away, Restricted or Transferred (DART) Rate	0	0.92	0
Employee Fatalities	0	0	0
Contractor TRIR	0.45	0.36	0.81
Contractor LTIR	0	0	0.27
Contractor DART Rate	0	0	0.40
Contractor Fatalities	0	0	0
Combined TRIR (employee and contractor)	0.29	0.52	0.63
Combined LTIR (employee and contractor)	0	0	0.21
EHSR Training Hours provided per Employee per month (average)	1.04	0.93	1.19



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ENVIRONMENT	2024	2023	2022
Scope 1 GHG Emissions (metric tons CO ₂ e) ¹	284,140	275,100	290,613
Flared Hydrocarbons (metric tons CO ₂ e)	8,897	11,289	13,324
Other Combustion (metric tons CO ₂ e)	152,565	131,243	150,299
Process Emissions (metric tons CO ₂ e)	37,970	23,878	11,560
Other Vented Emissions (metric tons CO ₂ e)	77,109	103,111	108,016
Fugitive Emissions (metric tons CO ₂ e)	7,600	5,580	7,413
Scope 1 Methane Emissions (metric tons CH ₄) ¹	3,557	4,453	4,739
Scope 1 GHG Emissions Intensity (metric tons CO ₂ e/gross mboe produced)	3.53	3.43	4.02
Scope 1 Methane Emissions Intensity (metric tons CH ₄ /gross mboe produced)	0.04	0.06	0.07
Scope 2 GHG Emissions (metric tons CO ₂ e) ²	1,067	1,188	753
Scopes 1 & 2 Combined GHG Emissions Intensity (metric tons CO ₂ e/gross mboe produced)	3.54	3.45	4.03
Gross Annual Volume of Flared Gas (mcf) ³	0	0	0
Flaring Intensity (gross annual volume of flared gas (mcf)/gross annual production (mcf)) ³	0	0	0

FOOTNOTES

¹ Emissions calculated under EPA's Greenhouse Gas Reporting Program

² Emissions calculated using EPA eGrid emissions factors.

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



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ENVIRONMENT	2024	2023	2022
Freshwater Intensity Rate (freshwater consumed (bbl)/boe produced)	0.14	0.21	0.12
Total Freshwater Consumed from Regions with High or Extremely High Baseline Water Stress (bbl) ⁴	0	0	0
Total Volume of Produced Water Recycled/Reused (bbl)	6,318,598	6,815,836	7,000,661
Water Recycling Rate (water recycled (bbl)/ total water consumed (bbl)) ⁵	0.31	0.17	0.57
Hydrocarbon Spills > 1 bbl Outside of Secondary Containment (count)	1	2	5
Volume of Hydrocarbon Spills > 1 bbl Outside of Secondary Containment (bbl)	40	3	15
Non-produced Spills > 1 bbl Outside of Secondary Containment (count)	3	6	35
Volume of Non-produced Spills > 1 bbl Outside of Secondary Containment (bbl)	52	33	6,827
Spill Intensity (produced liquids spilled (bbl)/ total produced liquids (mmbbl)) ⁶	0.0085	0.0170	0.0100

FOOTNOTES

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

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

⁶Volume of produced liquids spilled outside of primary containment.



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



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



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



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Strategy	Impact on Business, Strategy and Planning	Air Quality Gulfport continually works to reduce all emissions at our sites. We received a "Grade A" gas certification following an independent audit of our Appalachian operations. We also have zero-flaring in our operations. Our Ohio assets are equipped almost solely with air pneumatics, and we have been retrofitting natural gas pneumatics with air in our Oklahoma asset. In addition, we developed a procedure for liquids unloading and developed a training for operators in order to reduce emissions from that source. Water Management Gulfport works to responsibly manage and measure our water, both in sourcing and usage. Whenever possible, we use non-potable water sources for our drilling and completions needs, sourcing from private landowners, municipalities, regional water districts and river authorities. We work closely with federal, state and local agencies to evaluate and permit our freshwater usage. Gulfport systematically tracks and reports spills. Our facilities are equipped with early warning alarms that notify our field staff prior to spills occurring. When a spill occurs, we remediate, conduct a root-cause investigation and take corrective action.
	Resilience of strategy using 2-degree or lower scenarios	Not applicable



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



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PILLAR	TOPIC	RESPONSE
Metrics and Targets	Metrics used to assess climate-related risks	Gulfport tracks Scope 1 and Scope 2 GHG emissions, and the characterization of those emissions to assess opportunities for improvement and risk. We track multiple additional metrics related to GHG emissions, air quality, water reuse/recycling and spills in our Corporate Sustainability Report and in the SASB and TCFD tables.
		Gulfport’s Compensation Committee recommended, and the Board approved, our Short-Term Incentive Plan (STIP) to include environmental metrics based on spills reportable to a government agency and air stewardship.
	Scope 1 and Scope 2 Emissions (2022)	Scope 1: 290,613 Metric tons CO2e
		Scope 2: 753 Metric tons CO2e
	Scope 1 and Scope 2 Emissions (2023)	Scope 1: 275,100 Metric tons CO2e
		Scope 2: 1,188 Metric tons CO2e
	Scope 1 and Scope 2 Emissions (2024)	Scope 1: 284,140 Metric tons CO2e
		Scope 2: 1,067 Metric tons CO2e
	Scope 1 Intensity (2022)	4.02 Metric tons CO2e/MBOE
	Scope 1 Intensity (2023)	3.43 Metric tons CO2e/MBOE
	Scope 1 Intensity (2024)	3.53 Metric tons CO2e/MBOE
	Describe Targets Used	Not applicable



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TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE LEVEL	DISCLOSURE LOCATION
Greenhouse Gas Emissions	EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Full	Performance Metrics; SASB Metrics; TCFD Metrics Our operations are governed by local, state and federal regulations including those based on the Clean Air Act. This includes air permitting, emission standards, reporting, monitoring and recordkeeping standards.
	EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	Full	Performance Metrics; SASB Metrics; TCFD Metrics
	EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Partial	CEO Letter; Climate Strategy and Environmental Stewardship; Methane Emission Reduction Team
Air Quality	EM-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2 O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Not applicable	Not applicable



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TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE LEVEL	DISCLOSURE LOCATION
Water Management	EM-EP-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Full	Performance Metrics ; SASB Metrics ; Environment ; Water Conservation Nearly all freshwaters withdrawn from regions with high or extremely high water stress was consumed. Federal and state agencies authorize and monitor Gulfport's surface and groundwater appropriation and beneficial uses.
	EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Full	Performance Metrics ; SASB Metrics ; Environment ; Water Conservation We do not discharge any treated water to surface water or for land application.
	EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Full	SASB Metrics ; Environment ; FracFocus
	EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Full	SASB Metrics ; Environment ; Water Conservation



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TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE LEVEL	DISCLOSURE LOCATION
Biodiversity Impacts (cont.)	EM-EP-160a.1	Description of environmental management policies and practices for active sites	Full	Core Values; Environment; Work Green; Environmental Partnership; Biodiversity and Land Use; Flared Gas; Lead detection and Repair Program; Vehicle Emission; Scope 2 Emissions; Water Conservation; Managing and Reducing Waste; NORM / TENORM; FracFocus; Spill Prevention and Response
	EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	Full	Performance Metrics; SASB Metrics We do not operate in the Arctic or in/near the shorelines referenced and therefore have no spills in these areas.
	EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Partial	Biodiversity & Land Use
Security, Human Rights & Rights of Indigenous Peoples	EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Full	Since we operate only onshore and, in the U.S., we do have operations in or near areas of conflict.
	EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Full	Human Rights and Security; Indigenous Rights
	EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	Full	Human Rights and Security; Indigenous Rights



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TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE LEVEL	DISCLOSURE LOCATION
Community Relations	EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Full	Community Engagement ; Partnering with our Owners
	EM-EP-210b.2	Number and duration of non-technical delays	Full	We experienced no non-technical delays in 2022.
Workforce Health & Safety	EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Partial	Performance Metrics ; SASB Metrics ; Safety ; Work Safe ; Employee and Contractor Safety ; Performance Measurements
	EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Full	CEO Letter ; Safety ; Work Safe ; Employee and Contractor Safety ; Driver Safety ; Emergency Preparedness ; Performance Measurements



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TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE LEVEL	DISCLOSURE LOCATION
Reserves Valuation & Capital Expenditures	EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Not applicable	Not applicable
	EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	Not applicable	Not applicable
	EM-EP-420a.3	Amount invested in renewable energy; revenue generated by renewable energy sales	Not applicable	We utilize renewable energy sources as part of our daily operations, including solar to power certain site equipment. We continue to evaluate renewable energy investment as a potential forward-looking strategy for the company.
	EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	Full	Climate Strategy and Environmental Stewardship ; Climate-related Risk
Business Ethics & Transparency	EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Full	Since we operate only onshore and, in the U.S., we do have reserves in countries as described by this standard.
	EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Full	Core Values ; Culture ; Political and Trade Participation
Management of the Legal & Regulatory Environment	EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Full	CEO Letter ; Core Values ; Culture ; Climate Strategy and Environmental Stewardship ; Political and Trade Participation



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TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE LEVEL	DISCLOSURE LOCATION
Critical Incident Risk Management	EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Not applicable	Not applicable
	EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Full	Governance ; Accountability ; Board of Directors Role in Risk Oversight ; Risk Mitigation Approach
Activity Metrics	EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Full	Performance Metrics ; Company Highlights
	EM-EP-000.B	Number of offshore sites	Full	Zero locations; we only perform work onshore and in the U.S.
	EM-EP-000.C	Number of terrestrial sites	Full	SASB Metrics



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DESCRIPTION AND UNIT OF MEASURE	2024	2023	2022
Gross Global Scope 1 GHG Emissions (Metric tons CO2e/MBOE)	284,140	275,100	290,613
Gross Global Scope 1 GHG Intensity Rate (Metric tons CO2e/MBOE)	3.53	3.43	4.02
Methane Emissions as a Percentage of Gross Scope 1 GHG Emissions (%)	31%	40%	41%
Gross Scope 1 GHG Emissions From Flared Hydrocarbons (Metric tons CO2e)	8,897	11,289	13,324
Gross Scope 1 GHG Emissions From Other Combustion (Metric tons CO2e)	152,565	131,243	150,299
Gross Scope 1 GHG Emissions From Process Emissions (Metric tons CO2e)	37,970	23,878	11,560
Gross Scope 1 GHG Emissions From Other Vented Emissions (Metric tons CO2e)	77,109	103,111	108,016
Gross Scope 1 GHG Emissions From Fugitive Emissions (Metric tons CO2e)	7,600	5,580	7,413



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WATER MANAGEMENT	2024	2023	2022
Total Fresh Water Withdrawn (Cubic meters (m ₃))	1,778,530	2,647,402	1,306,344
Total Fresh Water Consumed (Cubic meters (m ₃))	1,778,530	2,647,402	1,306,344
Percentage of Each in Regions with High or Extremely High Baseline Water Stress (%)	0%	0%	0%
Volume of Produced Water and Flow Back Generated (Cubic meters (m ₃))	1,510,261	1,446,766	1,465,087
Percentage Discharged (%)	0%	0%	0%
Percentage Injected (%)	36%	25%	34%
Percentage Recycled (%)	66%	75%	76%
Hydrocarbon Content in Discharged Water	0%	0%	0%
Percentage of Hydraulically Fractured Wells for Which There is Public Disclosure of All Fracturing Fluid Chemicals Used (%)	100%	100%	100%
Percentage of Hydraulic Fracturing Sites Where Ground or Surface Water Quality Deteriorated Compared to a Baseline (%)	0%	0%	0%
BIODIVERSITY IMPACTS			
Number and Aggregate Volume of Hydrocarbon Spills, Volume in Arctic	0	0	0
Volume Impacting Shorelines with ESI rankings 8-10	0	0	0
Number of Hydrocarbon Spills	1	2	5
Volume of Hydrocarbon Released (bbls)	40	3	15



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WORKFORCE HEALTH & SAFETY	2024	2023	2022
Total Recordable Injury Rate (TRIR) Employees & Contractors	0.29	0.52	0.63
Fatality Rate Employees & Contractors	0	0	0
Near Miss Frequency Rate (NMFR)	Not applicable	Not applicable	Not applicable
Average Hours of Health, Safety and Emergency Response Training provided for Full-time Employees per Month	1.04	0.93	1.19
Average Hours of Health, Safety and Emergency Response Training for Contract Employees	Not applicable	Not applicable	Not applicable
Average Hours of Health, Safety and Emergency Response Training for Short-service Employees	Not applicable	Not applicable	Not applicable
ACTIVITY METRICS			
Production of Natural Gas (MMcf/day)	1,292	1,288	1,099
Production of Oil (Mbbbl/day)	5	5	5
Production of Synthetic Oil	0	0	0
Production of Synthetic Gas	0	0	0
Number of Offshore Sites	0	0	0
Number of Terrestrial Sites	305	325	331



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