
2026
CORPORATE SUSTAINABILITY REPORT
Gulfport
ENERGY

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INTRODUCTION

Forward Looking Statement

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, as amended. These statements involve known and unknown risks, uncertainties and other factors that may cause our actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements. In some cases, you can identify forward-looking statements by terms such as "may," "will," "should," "could," "would," "expects," "plans," "anticipates," "intends," "believes," "estimates," "projects," "predicts," "potential" and similar expressions intended to identify forward-looking statements. All statements, other than statements of historical facts, included in this presentation that address activities, events or developments that we expect or anticipate will or may occur in the future, including the expected impact of U.S. trade policy and its impact on broader economic conditions, the war in Ukraine, the conflicts in Iran, the disruptions in the Strait of Hormuz and the broader geopolitical tension in the Middle East on our business, industry and the global economy, estimated future production and net revenues from oil and gas reserves and the present value thereof, future capital expenditures (including the amount and nature thereof), share repurchases, business strategy and measures to implement strategy, competitive strength, goals, expansion and growth of our business and operations, plans, references to future success, reference to intentions as to future matters and other such matters are forward-looking statements. 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, 2025 and any updates to those factors set forth in Gulfport's subsequent quarterly reports on Form 10-Q or current reports on Form 8-K (available at https://www.gulfportenergy.com/investors/sec-filings). Gulfport undertakes no obligation to release publicly any revisions to any forward-looking statements, to report events or to report the occurrence of unanticipated events.

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

Gulfport's estimate of its total proved reserves 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

Dear Stakeholders:

Demand for energy is growing, and natural gas is at the center of that growth. Rising power demand, data centers, domestic manufacturing and growing LNG exports all depend on reliable and affordable gas supply. As the world recognizes the growing importance and value of our primary product, it is incumbent on Gulfport and all producers to ensure safe and environmentally secure supply arrives where and when needed to fuel these crucial demand markets. Gulfport is well positioned to meet that need.

Since joining Gulfport, I have seen firsthand what sets this company apart: a high-quality asset base in the Utica, Marcellus and SCOOP, a strong financial position and a talented team that takes ownership of results. This report reflects our 2025 performance, and it tells the story of a company that executes with discipline and holds itself accountable to the standards our stakeholders expect.

DISCIPLINED EXECUTION

2025 was a year of consistent execution. We averaged approximately 1.04 Bcfe per day of net production and added to our inventory through targeted acreage acquisitions. After funding those acquisitions, we returned more than 100% of our adjusted free cash flow to shareholders through common stock repurchases while maintaining conservative leverage below one times.

SAFETY IS EVERYONE'S JOB

Safety is our first priority, and belongs to every person across all aspects of our business. ***In 2025, we achieved two consecutive years without an employee OSHA recordable or lost-time injury, with no fatalities.*** We know safe execution requires constant focus, especially alongside our contractor partners. That is why we strengthened our Work Safe program with a sharper focus on hazard recognition and intervention and adopted the International Association of Oil and Gas Producers' Life-Saving Rules for our highest-risk work. Participation in Hazard Observation Reporting and Stop Work Authority rose approximately 65%, supported by a new QR-code reporting tool at worksites. Every employee and contractor has both the authority and the obligation to stop work when something isn't right, and I expect everyone to use it. Every person who works on a Gulfport location deserves to return home the same way they arrived.

STEWARDSHIP ACROSS OUR OPERATIONS

Being a steward for the resources in our care is fundamental to how we operate. For the fourth consecutive year, our Appalachia assets earned MiQ's highest available grade and in late 2025 we extended MiQ certification to our Mid-Continent assets for the first time, applying lessons learned in Appalachia, including our leak detection and repair program, the elimination of natural gas-driven pneumatic devices and advanced methane monitoring. ***We lowered our Scope 1 methane intensity by 10%, including a continued reduction in absolute emissions,*** conducted more than 780 leak inspections and continued our multi-year program to convert natural gas process controllers to compressed air and other non-venting devices. Independent certification holds us to a measurable standard, and we intend to keep raising it.

STRENGTHENING OUR COMMUNITIES

Our success is directly connected to the strength of the communities where we live and work. ***In 2025, Gulfport paid more than $314 million in royalties to landowners and working interest owners and approximately $30 million in production and other taxes, supporting local economies across our operating areas.*** We also partnered with more than 50 organizations across Oklahoma and Ohio focused on education, health and human services, environmental stewardship and support for military personnel and veterans. Whether at a local food bank or a watershed restoration project, our employees show up for the places they call home.

BUILT FOR WHAT'S NEXT

We are building on this foundation in 2026. We created an Operations Services Department that brings Technology, Environmental & Air Compliance and Supply Chain under unified leadership and we strengthened our Vendor Management Program to raise the bar across our supply chain. Our core values of integrity and respect, continuous improvement, social responsibility, collaboration and environmental stewardship guide the decisions we make every day. We will continue to build a more durable and efficient business that delivers affordable, reliable and lower carbon energy and creates lasting value for our shareholders, employees, landowners and communities.

Thank you for your continued interest in and support of Gulfport Energy.



DOMENIC "NICK" DELL'OSSO, JR.
PRESIDENT, CHIEF EXECUTIVE OFFICER AND DIRECTOR



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RESPONSIBLE REPORTING

About Gulfport Energy

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 246 individuals with offices in Oklahoma City, Oklahoma, St. Clairsville, Ohio and Lindsay, Oklahoma.

COMPANY PROFILE	2025
Net Revenues (in thousands)	**$1,422,583**
Gross Productive Wells	**1,595**
Net Average Daily Production (MMcfe/d)	**1,039**
Net Proved Reserves (Bcfe)	**4,253**
Net Production Taxes (in thousands)	**$29,908**
Total Owner Payments (in thousands)	**$314,274**

Company Highlights

ENVIRONMENTAL HIGHLIGHTS

- Certified Appalachia assets with MiQ receiving an overall 'A' grade for fourth consecutive year
- Achieved MiQ certification for Mid-Continent assets, building on lessons learned from our Appalachia operations and reinforcing our commitment to emissions transparency and operational excellence
- Lowered Scope 1 methane intensity by 10% in 2025
- Progressed in multi-year program to convert natural gas process controllers with compressed air or other non-gas venting devices across our operations to reduce methane emissions
- Maintained a strong, organization-wide focus on safety and culture, reinforcing core values, enhancing safety performance and promoting accountability at every level
- Delivered over 1,800 hours of Health, Safety and Environmental training

SOCIAL HIGHLIGHTS

- Two years with no employee OSHA recordable injuries, and no fatalities
- 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 $314 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
- Partnered with over 50 organizations that support Gulfport's key focus areas in Oklahoma and Ohio through volunteering and monetary contributions

CORPORATE GOVERNANCE HIGHLIGHTS

- Governed by a seven-member Board, which includes five independent directors
- Emphasized full and proper governance with active Audit, Compensation and NESG Committees
- Current Board has 43% of our directors identifying as gender or ethnically diverse
- Maintained separation of Chief Executive Officer and Board Chair roles while retaining Lead Independent Director
- Continued short-term compensation incentive ESG metrics with a 30% weighting

Our Approach to Responsible Reporting

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

ABOUT OUR DISCLOSURES

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

Our sustainability report content and performance data align with:

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

An index that maps content to disclosures is available here.

ESG OVERSIGHT

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 2025 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

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. In late 2025, we continued this effort by certifying our Mid Continent assets under the same MiQ certification program.

For the fourth 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.

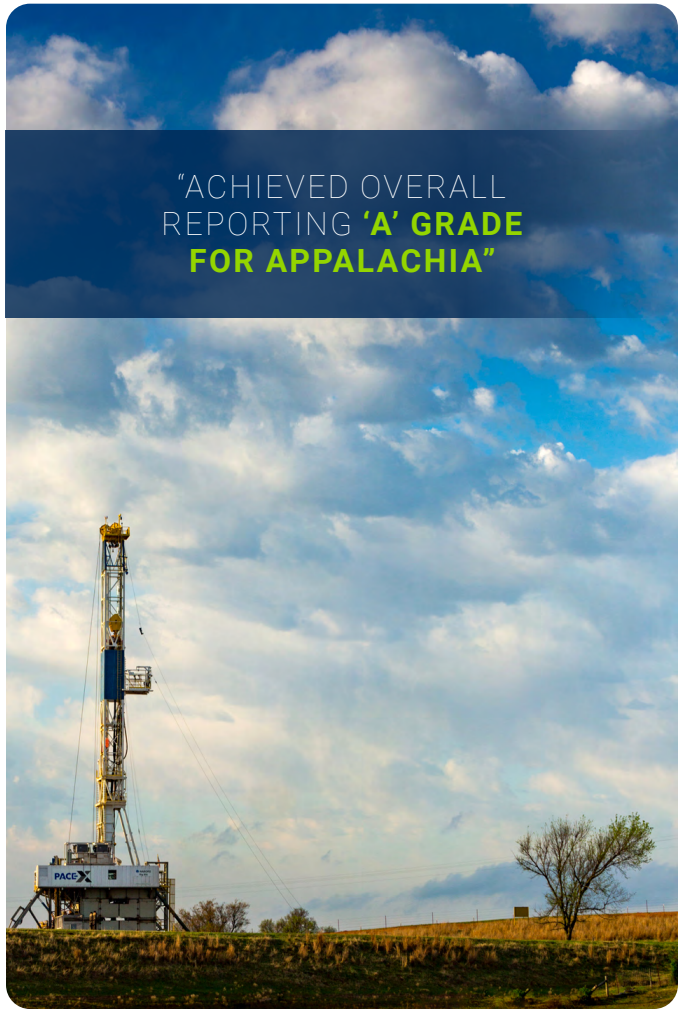
Gulfport's performance was extensively evaluated for every element of the MiQ standard. This included independently auditing the Company's methane intensity, operational designs, policies, practices and monitoring technology deployment. Through this process, we formalized many general practices into 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



Core Values

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

INTEGRITY & RESPECT

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



CONTINUOUS IMPROVEMENT

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



SOCIAL RESPONSIBILITY

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



COLLABORATION

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



ENVIRONMENTAL STEWARDSHIP

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





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GOVERNANCE

Accountability

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

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

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

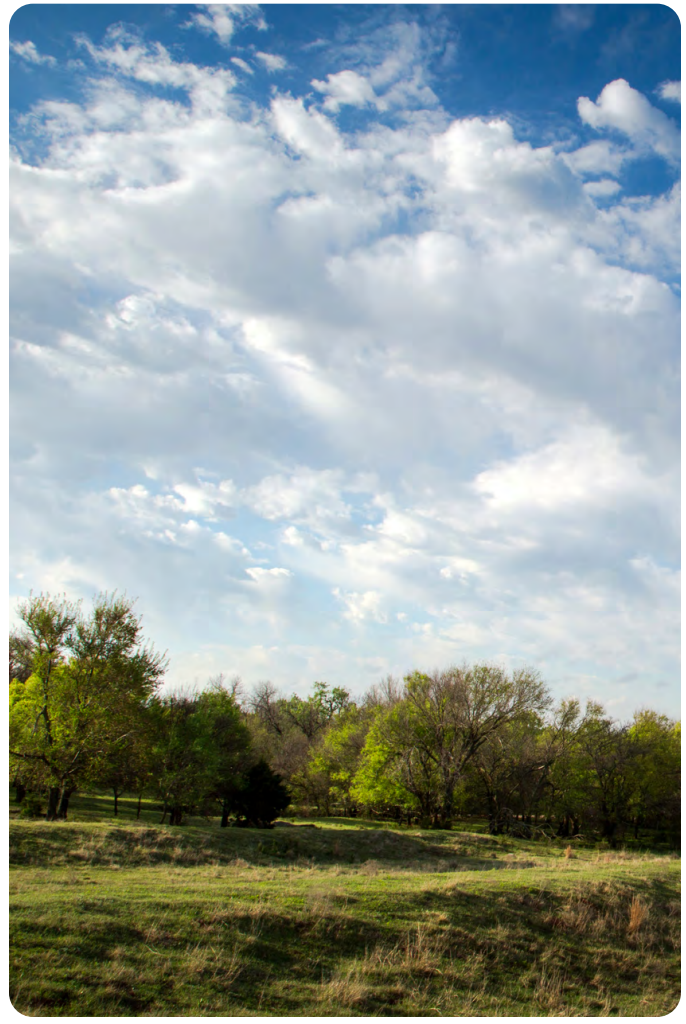
Work teams include subject matter experts that report to the ESG Steering Committee. The ESG Steering Committee consists of senior executives who report quarterly to the Nominating, Environmental, Social and Governance Committee of Gulfport's Board of Directors.



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. ***Five 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, she possesses 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, Nick Dell'Osso 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



TIMOTHY J. CUTT
BOARD CHAIR



DOMENIC "NICK" DELL'OSSO, JR.
PRESIDENT, CHIEF EXECUTIVE OFFICER AND DIRECTOR



DAVID WOLF
LEAD INDEPENDENT DIRECTOR



MARY SHAFER-MALICKI
INDEPENDENT DIRECTOR



JASON MARTINEZ
INDEPENDENT DIRECTOR



JEANNIE POWERS
INDEPENDENT DIRECTOR



DAVID REGANATO
INDEPENDENT DIRECTOR

"OUR NOMINATING, ENVIRONMENTAL, SOCIAL AND GOVERNANCE COMMITTEE IS DEDICATED TO DIVERSITY. **THESE EFFORTS HAVE LED TO 43% OF OUR DIRECTORS IDENTIFYING AS GENDER OR ETHNICALLY DIVERSE."**

Board Summary

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

BOARD 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. It also permits 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 Board Chair is not present. The Lead Independent Director role is a highly versatile intermediary between the Board Chair and the Board's stakeholders. In normal times they contribute to the good relationships and functions of the Board, and in periods of stress the Lead Independent Director is expected to assist in facilitating the resolution of any situation. Mr. Wolf also is a member of each of the Board's Committees and acts as Chair at Committee meetings when the respective Committee Chair is not present.



DIRECTOR	BOARD POSITION	DIRECTOR SINCE	AGE	IND.	PRINCIPAL OCCUPATION
Timothy Cutt	Board Chair	2021	66	No	Board Chair of Gulfport Energy
Domenic "Nick" Dell'Osso, Jr.	Director	2026	50	No	President and Chief Executive Officer of Gulfport Energy
Jason Martinez	Independent Director	2021	53	Yes	Managing Director at Pickering Energy Partners
Jeannie Powers	Independent Director	2023	41	Yes	Managing Director at North Hudson
David Reganato	Independent Director	2021	46	Yes	Partner at Silver Point Capital
Mary Shafer-Malicki	Independent Director	2023	65	Yes	Director at Gulfport Energy
David Wolf	Lead Independent Director	2021	55	Yes	Partner at Enduring Resources

Summary of Director Qualifications and Experience

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.

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 AND EXECUTION	BANKING/ FINANCE EXPERIENCE	EHS	SUSTAINABILITY/ESG	SENIOR LEADERSHIP	FINANCE, ACCOUNTING, OR FINANCIAL	REGULATORY, LEGAL, OR RISK
Tim Cutt	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
David Wolf	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Domenic "Nick" Dell'Osso, Jr.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Jason Martinez	✓	✓		✓	✓			✓	✓	
Jeannie Powers	✓	✓	✓	✓	✓	✓	✓	✓	✓	
David Reganato	✓	✓		✓	✓			✓	✓	✓
Mary Shafer-Malicki	✓	✓	✓	✓		✓	✓	✓	✓	✓
Total	100%	100%	71%	100%	86%	71%	71%	100%	100%	71%

Key Stakeholders

KEY STAKEHOLDERS INCLUDE:

- CONTRACTORS & SUPPLIERS
- EMPLOYEES
- GOVERNMENT & REGULATORY
- 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 Board Chair roles
- Lead Independent Director appointed
- Non-employee director meetings in executive sessions at regularly scheduled Board meetings
- 98% attendance at 2025 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

- Oversight of the Nominating, Environmental, Social and Governance Committee to further 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 55% of the shares outstanding during 2025

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
- The Company maintains a formal written Executive Clawback Policy subject to annual review

Board Of Directors Role in Risk Oversight

STAKEHOLDER ENGAGEMENT

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

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 focus our executive team on driving results that improve ESG performance and ensure the financial health of the organization. They also expect these programs to drive long-term stockholder value. Specifically, after carefully considering input from stakeholders, the Company took the following actions in 2025:

- ***Granted performance-based awards*** in the form of performance-based restricted stock units tied to absolute and relative total shareholder return, vesting over a three-year performance period. These awards made up at least 60% of all equity awards granted to our NEOs.
- ***Utilized short-term incentive opportunities and long-term equity award targets*** that closely align our NEOs' financial interests with those of our stockholders. These continue linking a larger portion of NEOs' compensation to our operational performance and share price performance.
- ***Provided robust disclosure of our performance metrics and targets*** for both performance-based cash and equity awards.
- ***Utilized metrics in the short-term incentive plan*** directly tied to the financial health of the Company. These included production per day, capital expenses, lease operating expenses and free cash flow generation, as well as specific and quantifiable health, safety, environmental and social metrics.

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

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

	KEY PLAYERS	RESPONSIBLE FOR	REPORTING AND OVERSIGHT
1ST LINE OF DEFENSE	• **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 ensuring 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 • Company's executive officers make reports to the Board regarding the risks within their areas of responsibility • Board holds senior management accountable for assessing and managing material risks associated with the Company's activities
2ND 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	• 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
3RD LINE OF DEFENSE	• **Gulfport's internal audit department**	• Performing 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	• Board has assigned primary oversight for the 3rd Line to the Audit Committee • 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 • Audit Committee reports regularly to the Board of Directors regarding material matters discussed at meetings of the Audit Committee

Risk Management

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.

2019

- Formalized Leak Detection and Repair Program
- Published first Corporate Sustainability Report for stakeholders

2020

- Established ESG Steering Committee
- Created Methane Emissions Reduction Team (MERT)

2021

- Established Board Nominating, Environmental, Social and Governance (NESG) Committee
- Implemented WORK GREEN program

2022

- Completed formal gap assessment aimed at improving company emissions management
- Increased Short-Term Incentive ESG metrics to a 30% weighting

2023

- Achieved 'A' Grade MiQ Certification for all Appalachian assets
- Retrofitted 40% of SCOOP natural gas pneumatic devices to compressed air
- Completed first internal audit of sustainability reporting; annual audits moving forward

2024

- Developed Climate Risk Framework
- Implemented first ESG Climate-Risk Materiality Assessment
- Integrated climate-related risk into Gulfport's ERM framework
- Instituted aerial flyovers to detect methane emissions

2025

- Received MiQ's highest grade on Appalachia assets for third consecutive year
- Achieved strongest safety performance in Company history
- Reduced both absolute methane emissions and intensity, improving methane intensity by approximately 20% year-over-year and 33% since 2022
- Achieved MiQ Certification for SCOOP assets

2026

- Strengthened vendor oversight by expanding our Vendor Management Program with risk-based classification, standardized due diligence and enhanced monitoring of critical vendors
- Established an Operations Services Department, unifying Technology, Environmental & Air Compliance, and Supply Chain under one leader to strengthen compliance, and sustainability reporting
- Continued short-term compensation incentive ESG metrics with a 30% weighting

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

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

Climate-Related Risks

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. These initiatives also incentivize 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 losses 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 state and federal rule changes
- Enhancing staffing focused on environmental and air regulation and operations
- Implemented Validere, a centralized emissions management platform, to streamline environmental data gathering and reporting



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

Climate-Related Risks

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 of additional or more stringent renewable energy standards at the state level, could reduce the demand for oil and gas. Other initiatives to incentivize the use of renewable energy could have the same effect. Reduced demand could adversely impact 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 partnering and sourcing 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. As a result, certain financial institutions, funds and other sources of capital have restricted or eliminated 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

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
- Maintaining Business Continuity and Disaster Recovery Plans
- Conducting training and exercises for our incident command system to be fully prepared for potential extreme weather-related events
- Regularly assessing 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

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

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

Gulfport is committed to maintaining an ethical, safe, resilient and high-performing supply chain. We recognize that our suppliers and service providers are critical partners in supporting responsible operations and delivering long-term value to our stakeholders. Through continued enhancements to our Vendor Management Program, Gulfport has strengthened its ability to identify, assess, monitor and mitigate risks associated with third-party relationships while promoting ethical business practices and operational excellence.



VENDOR MANAGEMENT AND SUPPLIER QUALIFICATION

Gulfport advanced its enterprise-wide Vendor Management Program to provide a more consistent and risk-based approach to vendor oversight throughout the vendor lifecycle. The program establishes governance standards for vendor onboarding, risk assessment, ongoing monitoring, contract management and performance evaluation.

The Supply Chain department works closely with Operations, Environmental, Health and Safety (EHS), Legal, Information Technology, Finance, Internal Audit, Compliance, and Risk Management to evaluate vendors and manage third-party risks. Key program elements include:

- ***Risk-Based Vendor Classification:***
  Vendors are categorized according to the nature of services provided and the level of operational, financial, regulatory, cybersecurity, safety, environmental and reputational risk they present to the Company
- ***Due Diligence and Risk Assessment:***
  Vendors undergo risk-based reviews during onboarding and renewal processes, which may include evaluation of safety performance, insurance coverage, financial stability, cybersecurity controls, compliance history and other risk factors based on service criticality
- ***Insurance Compliance Monitoring:***
  Vendors are required to maintain insurance coverage consistent with Gulfport's requirements, helping protect both parties from potential losses and liability exposures
- ***Cross-Functional Review Process:***
  Vendor assessments incorporate input from multiple business functions to ensure supplier capabilities, risk profiles, and contractual obligations align with Gulfport's operational, safety and compliance expectations
- ***Ongoing Monitoring and Governance:***
  High-risk and critical vendors are subject to enhanced oversight and periodic reassessment to help ensure continued compliance with Company requirements and evolving business needs

By applying a standardized and risk-based approach to vendor management, Gulfport seeks to strengthen supplier relationships, improve governance and reduce potential operational disruptions.



Supply Chain

SETTING EXPECTATIONS FOR ETHICAL BEHAVIOR

Gulfport requires suppliers to adhere to our Supplier Code of Conduct, which, together with Gulfport's Business Code of Conduct and Ethics, forms the foundation for ethical, fair and lawful business relationships.

Our Supplier Code of Conduct establishes expectations related to:

- Employee health and safety
- Environmental stewardship
- Human rights and fair labor practices
- Business ethics and integrity
- Regulatory compliance
- Protection of confidential information
- Responsible business conduct



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

- Complying with applicable laws, regulations, Company policies and the Supplier Code of Conduct
- Conducting business honestly, ethically and transparently
- Identifying and disclosing actual or potential conflicts of interest
- Protecting confidential, proprietary and personal information
- Maintaining accurate records and supporting compliance requirements
- Reporting suspected unethical, illegal or unsafe behavior through appropriate channels
- Raising concerns in good faith regarding potential violations of laws, regulations or Company standards

GULFPORT'S COMMITMENT TO RESPONSIBLE PROCUREMENT AND SUSTAINABILITY

Gulfport's commitment to sustainability extends beyond our operations and includes the suppliers with whom we conduct business. We seek to partner with vendors that demonstrate a commitment to environmental stewardship, workplace safety, regulatory compliance and responsible business practices.

As part of our procurement and vendor management processes, Gulfport considers factors such as safety performance, environmental responsibility, operational reliability and risk management capabilities when evaluating suppliers. The Company also encourages suppliers to share initiatives related to emissions reduction, environmental performance, safety improvements and sustainable operations.

To support responsible procurement, Gulfport maintains an enterprise-wide Procurement Policy and continues to provide targeted employee training on procurement and vendor management processes. These efforts help ensure consistent application of governance standards, promote responsible sourcing decisions and reinforce alignment with Gulfport's corporate values throughout the supply chain.

POLITICAL AND TRADE PARTICIPATION

Gulfport dissolved its Political Action Committee in 2020 and makes no direct corporate political contributions. Gulfport participates in industry advocacy and policy discussions through its memberships in the Ohio Oil and Gas Association, the Petroleum Alliance of Oklahoma, and the American Exploration & Production Council (AXPC). Through these associations, Gulfport engages on issues that impact the safe, responsible and sustainable development of domestic energy resources while supporting policies that benefit our industry, stakeholders, and the communities where we operate.

Cybersecurity

Gulfport increasingly relies on digital technology to optimize our business. As our reliance on technology expands, we are exposed to additional cyber-risks, which we focus on assessing, identifying and managing. These risks include, but are not limited to, financial risks, operational risks, safety concerns, employee and royalty 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 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. Threat actors are increasingly using artificial intelligence to increase the speed, scale and sophistication of attacks. In response, we continue to mature our threat and vulnerability management program. We deepened our expertise by hiring an experienced Cybersecurity Architect. We also monitor the security market for tools that apply AI to threat detection and defense. 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 tabletop exercises to test these practices and identify areas where opportunities for improvement exist.

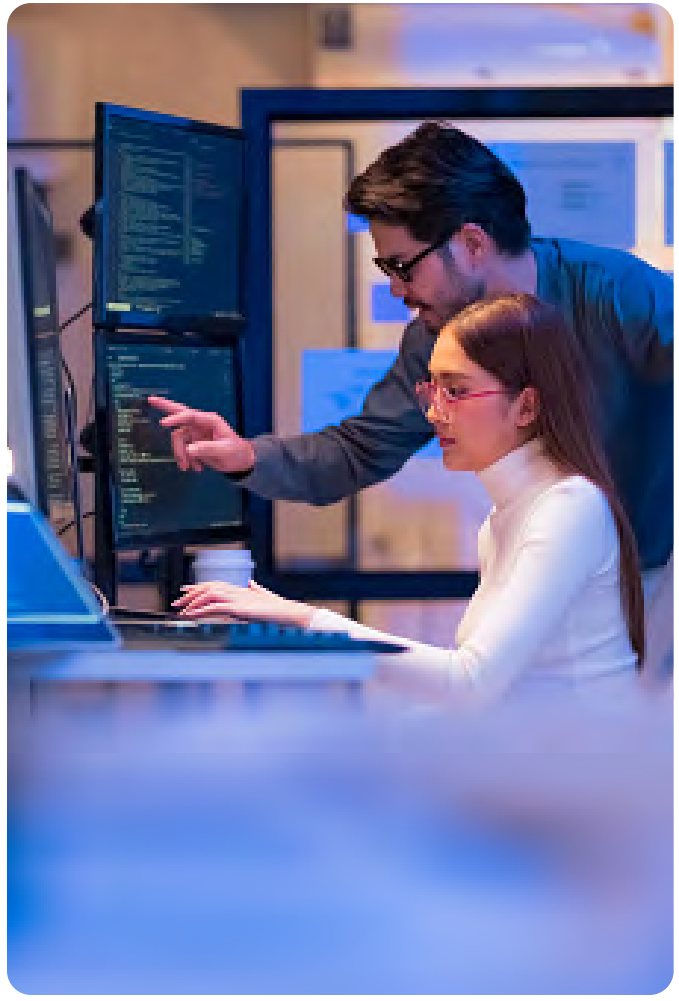
We acknowledge that—even with advanced security tools—we are only as strong as the people that use our technology. That is why we conduct phishing simulations and require multiple security training courses for every employee annually. Our partnerships with law enforcement, the Oil and Natural Energy Information Sharing and Analysis 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.

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. We have processes in place to oversee and manage these risks. We monitor third parties against our cybersecurity standards. Gulfport did not experience any material cybersecurity breach incidents in 2025 or through the date of this report in 2026.





04

ENVIRONMENT

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 reducing the environmental impacts of our operations. Gulfport advances this commitment by:

- Continuously improving air quality programs and operating practices to meet or exceed regulatory requirements
- Investing in and implementing technology to reduce emissions, waste and our physical footprint on drilling and completions locations
- Conducting annual recertification of all Appalachian and Mid-Continent gas with an independent auditor
- Applying key learnings from Appalachia operations to Mid-Continent assets
- Retrofitting existing natural gas pneumatic devices and designing future pad sites to use compressed air or other non-natural gas venting devices
- 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's Environmental Policy reinforces our commitment to operational excellence, regulatory compliance and environmental awareness while guiding employee behavior.

METHANE EMISSIONS REDUCTION TEAM

Gulfport's dedicated Methane Emissions Reduction Team (MERT) is a cross-functional team comprised of engineering, environmental, and operations personnel dedicated to identifying, evaluating, and implementing opportunities to reduce methane emissions across the Company's operations. The team collaborates to assess emerging technologies, operational improvements, equipment modifications, and best practices that can enhance environmental performance while maintaining safe, reliable and efficient operations. ***MERT utilizes a data-driven approach to prioritize methane reduction opportunities based on their environmental benefit, operational feasibility, cost effectiveness, and alignment with Gulfport's sustainability objectives.*** Proposed initiatives are reviewed by a governance committee consisting of operational, engineering, and environmental leadership. Approved projects are tested, monitored, and evaluated to measure emissions reductions and operational impacts before broader implementation is considered.

Through collaboration, innovation, and continuous improvement, MERT supports Gulfport's commitment to responsible energy development. The team advances methane emissions reduction, improves operational efficiency, minimizes product loss, and supports regulatory compliance efforts, contributing to the Company's overall environmental, social, and governance (ESG) goals.



Work Green

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 to help focus our efforts on protecting the environment, natural resources and ecosystems near Gulfport's operations and the surrounding communities.

THE ENVIRONMENTAL PARTNERSHIP

Gulfport is a member of The Environmental Partnership, an organization comprised of stakeholders in the oil and natural gas industry who are committed to continuous environmental improvement. The primary focus is 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
- Continually improving 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 out throughout the life cycle of a facility, and when appropriate, facilities are plugged, abandoned and reclaimed to their natural state.

FLARED GAS

Gulfport minimizes routine flaring from our operations, 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 and never flare any high-pressure gas upstream of process separation. 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 systems.



LEAK DETECTION AND REPAIR PROGRAM

Gulfport is dedicated to minimizing methane and other emissions throughout our operations. ***In 2025, we conducted over 780 leak inspections across our operations.*** Our team utilizes aerial surveys and optical gas imaging cameras to inspect all equipment and associated piping and fittings to detect and repair leaks that might otherwise go undetected. Gulfport also implements methane mitigation technologies and practices including pneumatic device replacements, lock-down thief hatches and automatic tank gauges to improve leak detection and mitigation efforts.

VEHICLE MANAGEMENT

Gulfport focuses 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 amount of traffic related to our operations, there are reduced emissions, fewer accidents, better road conditions and less disruption to the communities with whom we share the roads.

SCOPE 2 EMISSIONS

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

Environment

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 completions and drilling 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. We also obtain approval from appropriate regulatory bodies. We also track seasonal conditions to establish a baseline for water availability from permitted surface water sources.

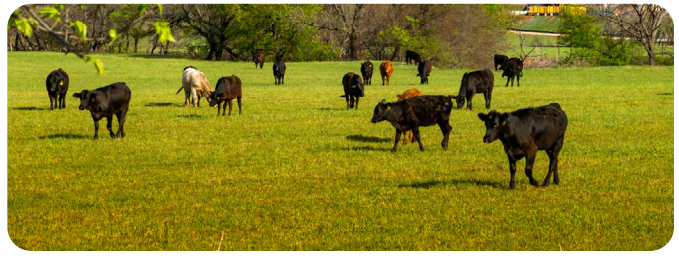
Ohio regulators issue water withdrawal permits based on the availability and quality of local supplies, and we maintain procedures to comply with all permitting and reporting requirements. For every active withdrawal, we record pump volume and pump time and check them daily against permitted limits, so we never exceed the allowable pump rate or daily volume. We also use automated U.S. Geological Survey alerts to track changing stream conditions. If stream flows drop below allowable levels, we stop withdrawals immediately.

In addition to water sourcing conservation, we conduct baseline water sampling of nearby surface water sources and water wells surrounding new pads 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.

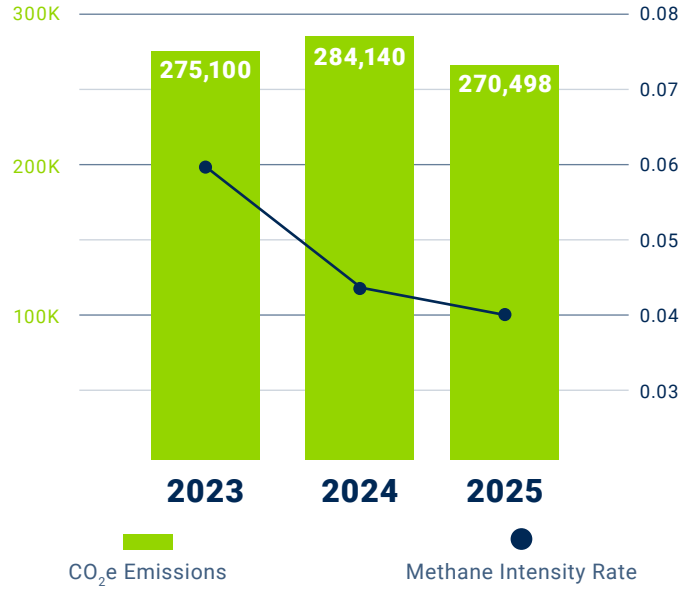
Gulfport recognizes the importance of responsible water stewardship and is committed to minimizing freshwater use across our operations. We reduce freshwater consumption by reusing and recycling produced water whenever feasible, helping conserve local water resources while supporting efficient operations.

To further protect surrounding environments, Gulfport follows established best practices for stormwater management. Stormwater collected on operating locations is visually inspected and analyzed prior to discharge to help ensure compliance with applicable regulatory requirements and environmental standards.

In Ohio, Gulfport has developed a produced water sharing program with other operators in the Appalachian Basin. Through mutual water-sharing agreements, we utilize recycled produced water from neighboring exploration and production companies in our operations. This collaborative approach promotes beneficial reuse of water resources, provides disposal alternatives for participating operators, reduces truck traffic and associated emissions and minimizes the potential for transportation-related incidents and spills. By working together, operators can enhance operational efficiency while reducing environmental impacts across the region.



SCOPE 1 GHG EMISSIONS REDUCTION



While we had a slight increase in CO_2e emissions in 2024 due to the revised Global Warming Potential (GWP), ***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.

Environment

MANAGING AND REDUCING WASTE

Gulfport takes a comprehensive approach to waste management. Our waste management program includes practices which ensure the 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.

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

Gulfport is committed to transparency regarding the materials used in our hydraulic fracturing operations. ***We participate in FracFocus, the national hydraulic fracturing chemical disclosure registry managed by the Ground Water Protection Council, an organization comprised of state regulatory officials.*** FracFocus provides the public with access to detailed information about the chemicals used during hydraulic fracturing activities.

Gulfport does not use diesel additives in its hydraulic fracturing fluids. To support public disclosure and regulatory transparency, we submit FracFocus reports for every operated well, providing detailed information on the chemicals and products utilized in our completion operations. Through these disclosures, we help stakeholders better understand our practices and reinforce our commitment to responsible resource development and environmental stewardship.

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 developed 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.***





05

SAFETY

Work Safe

At Gulfport, safety is our highest priority and a core value that drives every aspect of our operations. We are committed to providing a safe and healthy work environment for employees and contractors through comprehensive training, clear performance expectations, and a culture built on accountability and continuous improvement.

We leverage safety and operational performance metrics to monitor results, identify trends, and drive ongoing enhancements across our operations. Gulfport has established robust emergency response, crisis management, business continuity and disaster recovery plans to address operational disruptions, natural disasters, public health events, cybersecurity incidents and other potential emergencies. These plans include, defined notification, escalation, and response procedures that enable our teams to rapidly assess risks, mobilize resources, and minimize operational impacts.

In addition, ***Gulfport actively participates in industry trade organizations, including AXPC, OSA, and IPF HSE, to share best practices, enhance workforce safety, and promote continuous learning across the industry.*** Safety performance is also incorporated into our incentive compensation programs, reinforcing personal accountability and ensuring employees are recognized for their commitment to maintaining the highest standards of safety, operational excellence, and risk management.



Safety

WORK SAFE PROGRAM

The Gulfport Work Safe Program integrates a comprehensive set of safety initiatives designed to strengthen workforce engagement, reinforce safe behaviors, and enhance operational performance across all work locations. Key elements of the program include the development and implementation of safety policies and procedures, computer-based and instructor-led training, safety performance analytics, observation and trend tracking, and the systematic sharing of lessons learned throughout the organization.

A cornerstone of the Work Safe Program is Gulfport's commitment to preventing Serious Injuries and Fatalities. To support this objective, ***Gulfport has adopted the International Association of Oil & Gas Producers (IOGP) Life-Saving Rules, providing a consistent framework for managing high-risk activities and reinforcing critical risk controls.*** By emphasizing leading indicators, critical safety behaviors and proactive hazard identification, Gulfport seeks not only to continually improve its own safety performance but also to contribute to industry-wide efforts to eliminate life-altering and fatal incidents.

Stop Work Authority is one of the most crucial elements of the Work Safe Program and reflects Gulfport's unwavering commitment to protecting people, the environment, and the communities in which we operate. To reinforce this commitment, Chief Executive Officer Domenic "Nick" Dell'Osso, Jr. formally communicated Gulfport's Stop Work Authority and Obligation Policy to employees and contract partners, emphasizing that safety must always take precedence over production, schedule, or other operational pressures.

Gulfport empowers every individual on its worksites, regardless of position or employer, with both the authority and the obligation to stop work whenever unsafe conditions exist, risks are not adequately controlled, or environmental harm may occur. Employees and contractors are expected to immediately intervene, pause work, and seek resolution whenever conditions could place personnel, assets, the environment, or surrounding communities at risk. This commitment fosters a culture of accountability, open communication, and proactive risk management, ensuring that every worker plays an active role in maintaining a safe, environmentally responsible, and operationally sound workplace.

EMPLOYEE & CONTRACTOR SAFETY

Gulfport is committed to fostering a strong safety culture through comprehensive training, workforce engagement, and strong contractor partnerships. ***We believe that safety is a shared responsibility, and we expect every employee and contractor to take personal ownership of maintaining a safe and healthy work environment***. In 2025, Gulfport delivered more than 1,800 hours of Environmental, Health, and Safety (EHS) training, reinforcing our commitment to continuous learning, risk awareness, and operational excellence. Through ongoing education, leadership engagement, and performance improvement initiatives, we strive to maintain our position as an industry leader in safe and responsible operations.

At Gulfport, contractors are regarded as essential partners in achieving our safety and operational objectives. Before performing work on behalf of the Company, prospective contractors undergo a rigorous qualification process and must receive approval from Gulfport's EHS, Risk Management, Compliance, and Legal departments. We expect our contractor partners to provide high-quality services, ensure their employees are trained and qualified, and maintain EHS management systems that meet or exceed applicable regulatory requirements and industry best practices.

The strength of Gulfport's safety culture is reflected in feedback from our contractor partners:

"Gulfport leads by example."

"Gulfport does a great job of making safety part of the everyday operation. They have strong communication, clear expectations, and they don't hesitate to stop and address something if it doesn't look right. Their focus on procedures, accountability, and looking out for one another gives me confidence that everyone is working to get home safely every day."

"I work for a lot of companies in and around the area. Gulfport's safety culture is one of the best when it comes to communication, leadership, and commitment to employee and contractor safety. When you truly live safety, the chances of an incident are greatly reduced."

"Gulfport definitely prioritizes safety better than most companies. Their thorough Job Safety Analysis and Permit to Work processes, along with consistent application of the IOGP Life-Saving Rules, are key factors in preventing Serious Injuries and Fatalities and reducing the likelihood of significant incidents"

Safety

Contractor selection and qualification include completion of a comprehensive safety prequalification questionnaire, review of company safety performance, and formal meetings to evaluate training programs, risk management practices, and EHS procedures. Gulfport utilizes ISNetworld® to support contractor screening, verify training and compliance records, monitor performance metrics, and communicate evolving safety requirements and expectations. In addition, Gulfport provides a contractor orientation program, available in both English and Spanish, through ISNetworld that must be completed and renewed annually by all contractors working on Gulfport locations.

Communication and engagement are fundamental components of Gulfport's Work Safe culture. Throughout the year, Gulfport conducts regular meetings with employees and contractors to review EHS performance and discuss operational changes. These meetings are also used to share incident findings and lessons learned, evaluate hazard observation trends, reinforce Stop Work Authority expectations, and address regulatory compliance initiatives. These forums promote transparency, collaboration, and continuous improvement across all areas of the business.

Recognizing and rewarding proactive safety leadership is also a key component of Gulfport's safety culture. Employees and contractors who identify and mitigate significant workplace hazards or appropriately exercise their Stop Work Authority to prevent potential incidents are formally recognized for their commitment to safety. These individuals may receive company recognition awards and be highlighted in Gulfport communications, allowing lessons learned and best practices to be shared across the organization and reinforcing positive safety behaviors.

To verify compliance and strengthen operational performance, Gulfport routinely conducts field inspections, Pre-Startup Safety Reviews, management reviews, and independent third-party audits of its operations and contractor activities. ***In 2025, Gulfport conducted 68 Pre-Startup Safety Reviews across drilling, completions, drill-out, facilities, flowback, and production operations and performed 869 inspections, assessments, and audits to evaluate compliance with safety standards and identify opportunities for improvement.*** Findings and observations are documented, tracked, and systematically addressed through corrective action processes. This disciplined approach helps ensure regulatory compliance, strengthen operational controls, and support Gulfport's commitment to protecting people, the environment, and the communities where we operate.

Through comprehensive training, robust contractor management, proactive workforce engagement, and continuous performance monitoring, Gulfport remains dedicated to advancing its safety culture and achieving excellence in Environmental, Health, and Safety performance.

DRIVER SAFETY

Gulfport is committed to protecting employees, contractors, and the communities where we operate through a comprehensive driver safety program focused on reducing driving-related risks and minimizing unnecessary road travel. The program incorporates multiple preventive measures designed to promote safe driving behaviors, ensure regulatory compliance, and improve overall fleet safety performance.

Key elements of Gulfport's driver safety program include:

- ***Restricted Vehicle Use:***
  Company vehicles are assigned only to employees whose job responsibilities require their use. Personal use of company vehicles is strictly prohibited to reduce unnecessary exposure to driving-related risks.
- ***Random Drug & Alcohol Screening:***
  Employees are subject to random drug and alcohol testing to support a safe, compliant and responsible workforce.
- ***Real-Time Driver Monitoring:***
  Gulfport utilizes Samba Safety to continuously monitor Motor Vehicle Records and identify changes in driver status, helping to proactively manage driver qualification and safety performance. The Company also uses GEOTAB telematics platform to monitor fleet vehicle performance and driver behavior in real time.
- ***Annual Driver Qualification Reviews:***
  All vehicle operators undergo annual Department of Motor Vehicles record reviews to verify driving qualifications and identify opportunities for corrective action or additional training when necessary.

In addition to these measures, Gulfport leverages technology and operational innovation to reduce vehicle exposure and improve efficiency. The Company's centralized ***Operations Control Room*** provides 24/7 remote monitoring of field operations, enabling personnel to oversee equipment performance, production activities and operational conditions without requiring frequent travel between field locations.

Safety

"GULFPORT ACHIEVED A **98% OVERALL DRIVER SAFETY SCORE** IN 2025"

By providing real-time visibility into field operations, Gulfport's Operations Control Room enhances decision-making, supports earlier identification of potential safety and operational concerns, and enables a rapid response to abnormal conditions. This centralized approach reduces the need for routine site visits and travel between locations, lowering employee exposure to driving hazards while improving operational efficiency and asset reliability.

Reducing vehicle miles traveled also supports Gulfport's sustainability objectives by decreasing fuel consumption and associated emissions. Through the integration of advanced monitoring technologies, disciplined safety practices, and operational efficiencies, Gulfport continues to strengthen workforce safety, reduce operational risk, and advance responsible environmental stewardship.

Driving-related incidents remain one of the most significant risks facing the oil and gas industry. To address this risk, Gulfport has implemented a comprehensive driver safety program that combines workforce training, telematics technology, operational planning, and employee accountability. ***In 2025, Gulfport achieved an overall driver safety score of 98%, reflecting the effectiveness of its proactive approach to fleet safety and driver performance management.***

Gulfport continuously seeks opportunities to improve operational efficiency while demonstrating responsible community stewardship. One key initiative involves strategically assigning operating areas and routes to locations closer to employees' residences whenever practical. This approach reduces drive time and vehicle miles traveled, lowering fuel consumption, decreasing emissions, reducing exposure to roadway hazards, and minimizing the impact of company traffic on local communities and infrastructure.

Training and education are fundamental components of Gulfport's driver safety strategy. ***All company drivers complete annual Smith System® driver safety training, a nationally recognized program focused on accident prevention, hazard recognition, space management, and defensive driving techniques.*** Employees also participate in web-based safety training covering critical topics such as distracted driving, speeding, fatigue management, and overall driver safety awareness. Safe driving expectations are further reinforced through Gulfport's Work Safe Program, ensuring transportation safety remains an integral component of the Company's broader safety culture.

To support continuous improvement, Gulfport utilizes the GEOTAB® telematics platform to monitor fleet vehicle performance and driving behaviors. The system provides actionable insights that help identify positive trends, recognize high-performing drivers, and pinpoint opportunities for coaching, training, or corrective action when necessary.

Real-time dashboards and reporting tools are used to:

- Promote safe driving behaviors and individual accountability
- Recognize and reward employees who consistently demonstrate safe driving practices
- Identify drivers who may benefit from additional coaching or training
- Monitor fleet performance and reduce transportation-related risks
- Track key performance indicators and emerging trends across the fleet

Key performance indicators monitored through the telematics program include:

- Real-time vehicle location and route tracking
- Seat belt compliance
- Speed management and speeding events
- Harsh acceleration, braking and cornering
- Driver safety scores and performance trends
- Vehicle utilization and operational efficiency metrics

Gulfport's Driver Safety Incentive and Recognition Program further reinforces a culture of accountability and continuous improvement. Through monthly, quarterly, and annual performance reviews, employees demonstrating exceptional driving performance are recognized for their commitment to safe operating practices and risk reduction.

Safety

The program's highest distinction, the Annual Safe Driver Award, recognizes employees who consistently maintain exemplary driving records and outstanding safety performance throughout the year. These recognition programs celebrate positive safety behaviors, encourage continued excellence, and reinforce Gulfport's commitment to protecting employees, communities, and the environment while delivering operational excellence.

Gulfport combines advanced monitoring technology, robust training programs, route optimization strategies, centralized operational oversight, and employee recognition initiatives. Together, these efforts continue to reduce transportation-related risks, improve operational efficiency, and foster a culture where safe driving is both an expectation and a shared responsibility.

EMERGENCY PREPAREDNESS, RESPONSE AND BUSINESS CONTINUITY

Gulfport's commitment to safety extends beyond incident prevention and focuses on preparedness, resilience and effective response capabilities when unexpected events occur. The Company has developed and implemented a comprehensive Emergency Response Plan and Business Continuity Plans. These plans are designed to enable a swift, coordinated and effective response to operational disruptions, natural disasters, public health events, cybersecurity incidents and other emergencies. These programs are designed to protect employees, contractors, communities, assets and the environment while supporting the continuity of critical business operations.

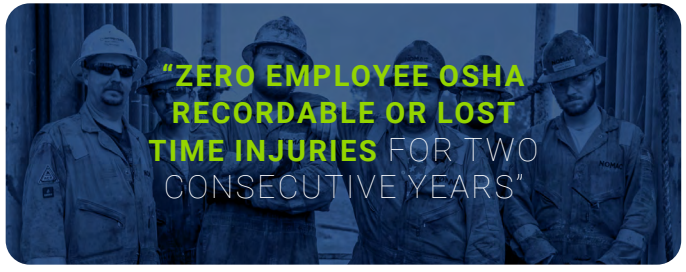
To maintain a high state of readiness, Gulfport regularly conducts emergency response training, drills and table-top exercises that strengthen response capabilities across the organization. Employees serving in active roles within the Incident Command System participate in training designed to evaluate preparedness, validate emergency procedures, identify improvement opportunities and enhance coordination among response personnel. These exercises help ensure that Gulfport can effectively mobilize resources, establish clear command structures and make informed decisions during an emergency.

Gulfport's preparedness efforts extend beyond its workforce through collaboration with regulatory agencies, emergency responders, service providers and other external stakeholders. By involving key partners in training exercises and response planning activities, Gulfport strengthens relationships, improves communication and ensures all parties understand their responsibilities during an incident. This collaborative approach enhances overall response effectiveness and supports continuous improvement through lessons learned and after-action reviews.

The Company's emergency notification and escalation procedures are designed to facilitate rapid assessment and response whenever an incident occurs. These procedures enable personnel to quickly evaluate conditions, activate appropriate response teams, mobilize resources and implement mitigation measures to manage actual or potential risks. ***Gulfport is committed to timely and transparent communication with federal and state regulatory agencies, affected landowners, emergency responders, community stakeholders and other interested parties throughout the response and recovery process.***

Following an incident, Gulfport collaborates closely with regulatory authorities, community stakeholders and impacted parties to address concerns, provide timely updates and support recovery efforts. This commitment to open communication, transparency and responsible incident management reflects Gulfport's broader dedication to operational integrity, environmental stewardship and stakeholder trust.

In addition to emergency response planning, Gulfport's Business Continuity and Recovery Plan provides a strategic framework for maintaining critical business functions during disruptive events. The plan establishes processes for managing operational interruptions, protecting essential personnel and resources, recovering technology systems and restoring business activities as efficiently as possible. ***Through proactive planning, risk assessment and preparedness activities, Gulfport enhances organizational resilience and strengthens its ability to continue serving employees, customers, investors and communities under challenging conditions.*** Together, Gulfport's prevention initiatives, emergency preparedness programs and business continuity capabilities support a culture of operational excellence and resilience. By investing in readiness, training and continuous improvement, Gulfport reinforces its commitment to protecting its workforce, safeguarding the environment, supporting the communities where it operates and maintaining reliable operations in the face of unexpected challenges.



Safety



PERFORMANCE MEASUREMENTS

Gulfport measures Environmental, Health and Safety (EHS) performance through a balanced combination of leading and lagging indicators that provide meaningful insight into the effectiveness of our safety programs, contractor management processes, and risk-control strategies. These metrics enable us to identify trends, evaluate performance, focus resources on areas of greatest risk, and drive continuous improvement across our operations.

While Gulfport experienced an increase in its Combined Total Recordable Incident Rate (TRIR) in 2025 compared to 2024, our commitment to safety remains unwavering. We continue to strengthen our Work Safe culture and reinforce our focus on preventing Serious Injuries and Fatalities. We believe that sustainable safety performance is built on proactive risk identification, workforce engagement, accountability, and continuous learning, and we remain committed to advancing these principles throughout the organization.

To further support this effort, Gulfport has enhanced its Work Safe Program by increasing its emphasis on hazard recognition, risk awareness, and intervention activities that help prevent incidents before they occur. As a result, employee and contractor participation in Hazard Observation Reporting and Stop Work Authority initiatives increased approximately 65% from 2024 to 2025, demonstrating stronger workforce engagement and a heightened focus on identifying and controlling risk. To encourage participation and make reporting more accessible, Gulfport launched a real-time QR-code reporting tool that is prominently displayed at active worksites and included on contractor orientation hard hat stickers. ***Based on current trends, Gulfport anticipates participation levels will increase by more than 100% in 2026, further strengthening our leading indicator performance and incident prevention efforts.***

Our emphasis on proactive safety measures continues to generate positive results. ***In 2025, Gulfport achieved two consecutive years without an employee OSHA Recordable Injury or Lost Time Injury***, reflecting the effectiveness of our safety programs and the commitment of our workforce. These accomplishments demonstrate that increasing workforce engagement, hazard reporting, and intervention activities can strengthen risk awareness and contribute to a safer work environment.

Fleet safety performance has also continued to improve. ***Gulfport's Preventable Motor Vehicle Accident Rate (PMVR) has declined consistently year over year and has decreased by approximately 60% since tracking began in 2020.*** This improvement reflects the effectiveness of our driver safety training, telematics monitoring, fleet management controls, route optimization efforts, and employee accountability programs.

Together, these results underscore Gulfport's commitment to continuous improvement and operational excellence across all aspects of our Environmental, Health and Safety (EHS) performance. By focusing on leading indicators, increasing workforce participation, strengthening critical risk controls, and promoting personal accountability, Gulfport continues to build a safer workplace while advancing its long-term goal of eliminating workplace injuries, vehicle incidents, and high-potential events.

View our metrics here.





06

WORKPLACE

Workplace

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 does not 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 2025 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.



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, ***43% 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.



Workplace

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. We also apply 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. We also expect them to 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 with 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

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.

Workplace

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 and 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

WORK LIFE BALANCE

At Gulfport, we understand that our employees wear many hats — they are parents, caregivers, volunteers, and more. That is why we are 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 Thursday, with the option to work remotely on 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, empowering our employees to reach their full potential and contribute meaningfully to Gulfport's success



Community Engagement

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

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 by building partnerships that strengthen local communities and enhance quality of life. Recognizing the important connection between thriving communities and long-term business success, Gulfport supports initiatives that promote education, improve health and well-being, protect natural resources and create opportunities for future generations.

Our community investment strategy is centered around four key focus areas: education, health and human services, environmental stewardship and support for military personnel and veterans. Gulfport's Community Impact Committee, comprised of employees from our Oklahoma City, St. Clairsville, and Lindsay offices, identifies volunteer and charitable giving opportunities that align with these priorities, helping ensure our contributions create meaningful and lasting impact.

In 2025, Gulfport partnered with more than 50 organizations across Oklahoma and Ohio through financial contributions, in-kind donations and employee volunteer service. Together, these efforts supported organizations focused on environmental conservation, food security, youth development, educational advancement, veteran services and assistance for individuals and families facing hardship. Through these partnerships, Gulfport continues to invest in stronger, healthier and more resilient communities.

COMMUNITY IMPACT FOCUS AREAS

EDUCATION



Gulfport proudly supports the Future Farmers of America (FFA) through community investments near our St. Clairsville and Lindsay field offices. These contributions help expand educational opportunities for students pursuing interests in agriculture, leadership and career development. Supporting FFA aligns with our commitment to creating lasting value in the communities where we operate by empowering future generations and encouraging innovation, leadership and growth within the agricultural sector.

HEALTH & HUMAN SERVICES



Gulfport is committed to helping address food insecurity through both charitable giving and employee volunteerism. Employees volunteered with the Regional Food Bank of Oklahoma to help provide meals to families in need, while Gulfport also supported food banks serving the St. Clairsville, Ohio and Lindsay, Oklahoma communities through financial contributions. These efforts reflect our commitment to strengthening local communities and ensuring essential resources reach those who need them most.

ENVIRONMENTAL STEWARDSHIP



Gulfport believes environmental stewardship is a shared responsibility. Through our partnership with Stillwater Watershed Partners, employees volunteered their time to support watershed improvement and conservation efforts that help protect local waterways and surrounding ecosystems. Combined with Gulfport's financial support of these initiatives, these efforts contribute to healthier habitats, improved environmental resilience and the preservation of natural resources within our operating communities.

MILITARY & VETERANS



Gulfport has proudly supported the American Legion Ball-Smith Post #23 through annual charitable contributions that honor the organization's longstanding commitment to veterans, patriotism and community service. By investing in organizations that serve those who have sacrificed for our country, Gulfport helps strengthen the communities where we live and operate while recognizing the enduring impact of military service. This ongoing partnership reflects Gulfport's commitment to supporting veterans and fostering civic engagement, community pride and meaningful local connections.

Community Engagement



MARTIN PARK NATURE CENTER
Oklahoma City Corporate

Gulfport employees volunteered at Martin Park Nature Center, helping preserve local natural habitats and support environmental education within the community.



AMERICAN LEGION BALL-SMITH POST #23
Lindsay Field Office

Gulfport proudly supports the American Legion Ball-Smith Post #23 through annual charitable contributions.



A SPECIAL WISH GOLF SCRAMBLE
Ohio Field Office

Through participation in the A Special Wish Golf Scramble, Gulfport employees helped support a mission focused on enhancing the lives of children with life-threatening illnesses and their families.



STILLWATER WATERSHED PARTNERS
Ohio Field Office

Employees volunteered their time to support watershed improvement and conservation efforts that help protect local waterways and surrounding ecosystems.

Partnering with Our Owners

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.



07

PERFORMANCE METRICS



Company Profile

COMPANY PROFILE	2025	2024	2023
Net Revenues (In thousands)	**$1,422,583**	$958,131	$1,791,702
Gross Productive Wells	**1,595**	1,554	1,533
Net Average Daily Production (MMcfe/d)	**1,039**	1,054	1,054
Net Proved Reserves (Bcfe)	**4,253**	3,969	4,214
Net Production Taxes (in thousands)	**$29,908**	$29,737	$25,564
Total Owner Payments (in thousands)	**$314,274**	$235,787	$360,929

Workforce

WORKFORCE	2025	2024	2023
TOTAL EMPLOYEES	**246**	235	226
Gender or Ethnically Diverse	**43%**	42%	43%
Gender Diverse	**34%**	33%	32%
Ethnically Diverse	**15%**	16%	16%
TOTAL MANAGERS	**70**	68	74
% Managers	**28%**	29%	33%
Gender or Ethnically Diverse	**36%**	34%	36%
Gender Diverse	**29%**	25%	30%
Ethnically Diverse	**13%**	15%	14%
TOTAL INDIVIDUAL CONTRIBUTORS	**176**	167	152
% Individual Contributors	**72%**	71%	67%
Gender or Ethnically Diverse	**46%**	46%	46%
Gender Diverse	**36%**	36%	33%
Ethnically Diverse	**16%**	17%	18%
TOTAL BOARD OF DIRECTORS[1]	**7**	7	7
Gender Diverse	**29%**	29%	29%
Ethnically Diverse	**14%**	14%	14%

FOOTNOTES

[1] 43% of current Board's Directors are gender or ethnically diverse

Health and Safety

HEALTH AND SAFETY	2025	2024	2023
Employee Total Recordable Incident Rate (TRIR)	**0**	0	0.92
Employee Lost Time Incident Rate (LTIR)	**0**	0	0
Employee Days Away, Restricted or Transferred (DART) Rate	**0**	0	0.92
Employee Fatalities	**0**	0	0
Contractor TRIR	**1.17**	0.45	0.36
Contractor LTIR	**0.45**	0	0
Contractor DART Rate	**0**	0	0
Contractor Fatalities	**0**	0	0
Combined TRIR (employee and contractor)	**0.84**	0.29	0.52
Combined LTIR (employee and contractor)	**0.36**	0	0
EHSR Training Hours provided per Employee per month (average)	**0.58**	1.04	0.93

Environment

ENVIRONMENT	2025	2024	2023
Scope 1 GHG Emissions (metric tons CO_2e)[1]	**270,498**	284,140	275,100
Flared Combusted Gas (metric tons CO_2e)	**7,389**	8,897	11,289
Other Combustion (metric tons CO_2e)	**150,594**	152,565	131,243
Process Emissions (metric tons CO_2e)	**34,898**	37,970	23,878
Other Vented Emissions (metric tons CO_2e)	**71,031**	77,109	103,111
Fugitive Emissions (metric tons CO_2e)	**6,585**	7,600	5,580
Scope 1 Methane Emissions (metric tons CH_4)[1]	**3,110**	3,557	4,453
Scope 1 GHG Emissions Intensity (metric tons CO_2e/gross mboe produced)	**3.48**	3.53	3.43
Scope 1 Methane Emissions Intensity (metric tons CH_4/gross mboe produced)	**0.040**	0.044	0.06
Scope 2 GHG Emissions (metric tons CO_2e)[2]	**1,110**	1,067	1,188
Scopes 1 & 2 Combined GHG Emissions Intensity (metric tons CO_2e/gross mboe produced)	**3.49**	3.54	3.45
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.

Environment

ENVIRONMENT	2025	2024	2023
Freshwater Intensity Rate (freshwater consumed (bbl)/boe produced)	**0.24**	0.14	0.21
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)	**7,086,807**	6,318,598	6,815,836
Water Recycling Rate (water recycled (bbl)/ total water consumed (bbl))[5]	**0.16**	0.31	0.17
Hydrocarbon Spills > 1 bbl Outside of Secondary Containment (count)	**1**	1	2
Volume of Hydrocarbon Spills > 1 bbl Outside of Secondary Containment (bbl)	**3**	40	2.9
Non-produced Spills > 1 bbl Outside of Secondary Containment (count)	**1**	3	6
Volume of Non-produced Spills > 1 bbl Outside of Secondary Containment (bbl)	**1**	52	33
Spill Intensity (produced liquids spilled (bbl)/ total produced liquids (mbbl))[6]	**0.0310**	0.0085	0.0170

FOOTNOTES

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

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

[6] Volume of produced liquids spilled outside of primary containment.

TCFD Summary

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; Climate-related Risk
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

TCFD Metrics

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.
	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.

TCFD Metrics

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. 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.

TCFD Metrics

PILLAR	TOPIC	RESPONSE
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 routine 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

TCFD Metrics

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.

TCFD Metrics

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, TCFD, and AXPC tables.
		Gulfport's Compensation Committee recommended, and the Board approved, our Short-Term Incentive Plan (STIP) to include environmental metrics based on spills reportable to a government agency and air stewardship.
	Scope 1 and Scope 2 Emissions (2023)	Scope 1: 275,100 Metric tons CO_2e
		Scope 2: 1,188 Metric tons CO_2e
	Scope 1 and Scope 2 Emissions (2024)	Scope 1: 284,140 Metric tons CO_2e
		Scope 2: 1,067 Metric tons CO_2e
	Scope 1 and Scope 2 Emissions (2025)	Scope 1: 270,498 Metric tons CO_2e
		Scope 2: 1,110 Metric tons CO_2e
	Scope 1 Intensity (2023)	3.43 Metric tons CO_2e/MBOE
	Scope 1 Intensity (2024)	3.53 Metric tons CO_2e/MBOE
	Scope 1 Intensity (2025)	3.48 Metric tons CO_2e/MBOE
	Describe Targets Used	Not applicable

SASB Summary

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 N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Not applicable	Not applicable

SASB Summary

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

SASB Summary

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE LEVEL	DISCLOSURE LOCATION
Biodiversity Impacts	EM-EP-160a.1	Description of environmental management policies and practices for active sites	Full	Core Values; Environment; Work Green; Environmental Partnership; Biodiversity and Land Use; Flared Gas; Leak 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 not 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

SASB Summary

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 2025.
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

SASB Summary

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 not 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; Workplace; 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; Workplace; Climate Strategy and Environmental Stewardship; Political and Trade Participation

SASB Summary

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

SASB Metrics

DESCRIPTION AND UNIT OF MEASURE	2025	2024	2023
Gross Global Scope 1 GHG Emissions (Metric tons CO_2e)	**270,498**	284,140	275,100
Gross Global Scope 1 GHG Intensity Rate (Metric tons CO_2e/MBOE)	**3.48**	3.53	3.43
Methane Emissions as a Percentage of Gross Scope 1 GHG Emissions (%)	**29%**	31%	40%
Gross Scope 1 GHG Emissions From Flared Hydrocarbons (Metric tons CO_2e)	**7,389**	8,897	11,289
Gross Scope 1 GHG Emissions From Other Combustion (Metric tons CO_2e)	**150,594**	152,565	131,243
Gross Scope 1 GHG Emissions From Process Emissions (Metric tons CO_2e)	**34,898**	37,970	23,878
Gross Scope 1 GHG Emissions From Other Vented Emissions (Metric tons CO_2e)	**71,031**	77,109	103,111
Gross Scope 1 GHG Emissions From Fugitive Emissions (Metric tons CO_2e)	**6,585**	7,600	5,580

SASB Metrics

WATER MANAGEMENT	2025	2024	2023
Total Fresh Water Withdrawn (Cubic meters (m3))	**2,965,374**	1,778,530	2,647,402
Total Fresh Water Consumed (Cubic meters (m3))	**2,965,374**	1,778,530	2,647,402
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 (m3))	**1,710,061**	1,510,261	1,446,766
Percentage Discharged (%)	**0**	0%	0%
Percentage Injected (%)	**34%**	36%	25%
Percentage Recycled (%)	**66%**	66%	75%
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	**2025**	2024	2023
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**	1	2
Volume of Hydrocarbon Released (bbls)	**3**	40	3

SASB Metrics

WORKFORCE HEALTH & SAFETY	2025	2024	2023
Total Recordable Injury Rate (TRIR) Employees & Contractors	**0.84**	0.29	0.52
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	**0.58**	1.04	0.93
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	**2025**	2024	2023
Gross Production of Natural Gas (MMcf/day)	**1,232**	1,292	1,288
Gross Production of Oil (Mbbl/day)	**8**	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	**303**	305	325

AXPC Metrics

GHG EMISSIONS (SUBPART W APPLICABLE FACILITIES ONLY)	2025	2024	2023
GHG Emissions (Metric tons CO_2e)	**260,955**	268,796	261,372
GHG Emissions Intensity GHG Emissions (Metric tons CO_2e)/Gross Annual Production-As Reported Under Subpart W (MBoe)	**3.38**	3.37	3.30
Percent of GHG Emissions Attributed to Boosting and Gathering Segment	**Not applicable**	Not applicable	Not applicable
Methane Emissions (Metric tons CH_4)	**2,923**	3,214	4,163
Methane Emissions Intensity Methane Emissions (Metric tons CH_4)/Gross Annual Production-As Reported Under Subpart W (MBoe)	**0.04**	0.04	0.05
Percent of Methane Emissions Attributed to Boosting and Gathering Segment	**Not applicable**	Not applicable	Not applicable
GHG EMISSIONS (ALL US ONSHORE FACILITIES)	**2025**	2024	2023
GHG Emissions (Metric tons CO_2e)	**268,913**	282,674	273,741
GHG Emissions Intensity GHG Emissions (Metric tons CO_2 e)/Gross Annual Production	**3.46**	3.51	3.41
Percent of GHG Emissions Attributed to Boosting and Gathering Segment	**Not applicable**	Not applicable	Not applicable
Methane Emissions (Metric tons CH_4)	**3,110**	3,557	4,453
Methane Emissions Intensity Methane Emissions (Metric tons CH_4)/Gross Annual Production	**0.04**	0.04	0.06
Percent of Methane Emissions Attributed to Boosting and Gathering Segment	**Not applicable**	Not applicable	Not applicable

AXPC Metrics

FLARING	2025	2024	2023
Gross Annual Volume of Flared Gas (Mcf)	**0**	0	0
Percentage of Gas Flared per Mcf of Gas Produced (flared mcf / produced mcf)	**Not applicable**	Not applicable	Not applicable
Volume of Gas Flared per Barrel of Oil Equivalent Produced	**Not applicable**	Not applicable	Not applicable
SPILLS	**2025**	2024	2023
Spill Intensity (liquids spilled / total produced liquids (mbbl))	**0.031**	.009	0.017
WATER USE	**2025**	2024	2023
Freshwater Intensity (water consumed bbl / gross annual production bbl)	**0.24**	0.14	0.21
Water Recycle Rate (recycled water bbl / total water consumed bbl)	**0.16**	0.31	.17
Does your company use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Monetizer, or other comparable tool or methodology to determine the water stressed areas in your portfolio?	**Yes**	Yes	Yes
SAFETY	**2025**	2024	2023
Employee TRIR # Employee OSHA Recordable Cases x 200,000 / Annual Employee Work Hours	**0**	0	0.92
Contractor TRIR # Contractor OSHA Recordable Cases x 200,000 / Annual Contractor Work Hours	**1.17**	0.45	0.36
Combined TRIR # Combined OSHA Recordable Cases x 200,000 / Annual Combined Work Hours	**0.84**	0.29	0.52

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