Sustainability Report

2024

Unlocking Potential to
Energize the World

Chord Energy

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Published September 2025

About This Report

Sustainability Approach

Chord Energy is committed to responsible operations and transparent disclosure. This publication marks our third annual Sustainability Report, reflecting continued progress in our sustainability journey. The report includes a combination of quantitative data and qualitative insights that highlight our sustainability policies, initiatives, and commitments.

Our reporting has been informed by leading industry frameworks, including the Task Force on Climate-related Financial Disclosures (TCFD), the Sustainability Accounting Standards Board (SASB) standards for the Oil & Gas – Exploration & Production sector, the Global Reporting Initiative (GRI) Standard for Oil & Gas, and the American Exploration and Production Council (AXPC) ESG Metrics Framework. Oversight of the report's preparation and approval was provided by Chord's executive leadership and Board of Directors.

Throughout this report, Chord Energy, or "Chord," may be referred to in the first person as "we," "our," or "the Company." For additional financial and operational information, please refer to our filings with the U.S. Securities and Exchange Commission (SEC), including our Form 10-K and proxy statement, available at: https://ir.chordenergy.com/sec-filings. While this report may reference potential future developments or topics described as "material," such references are not intended to align with the definition of "materiality" as used under applicable SEC disclosure requirements or related regulatory standards.

Reporting Period and Boundaries

Unless otherwise noted, the reporting period for this report is January 1, 2024 – December 31, 2024. In 2024, Chord Energy completed the acquisition of Enerplus. Unless otherwise stated, this report reflects 2024 performance for the Exploration and Production (E&P) business for the combined company, Chord Energy and Enerplus.

Contact

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

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Materiality Assessment

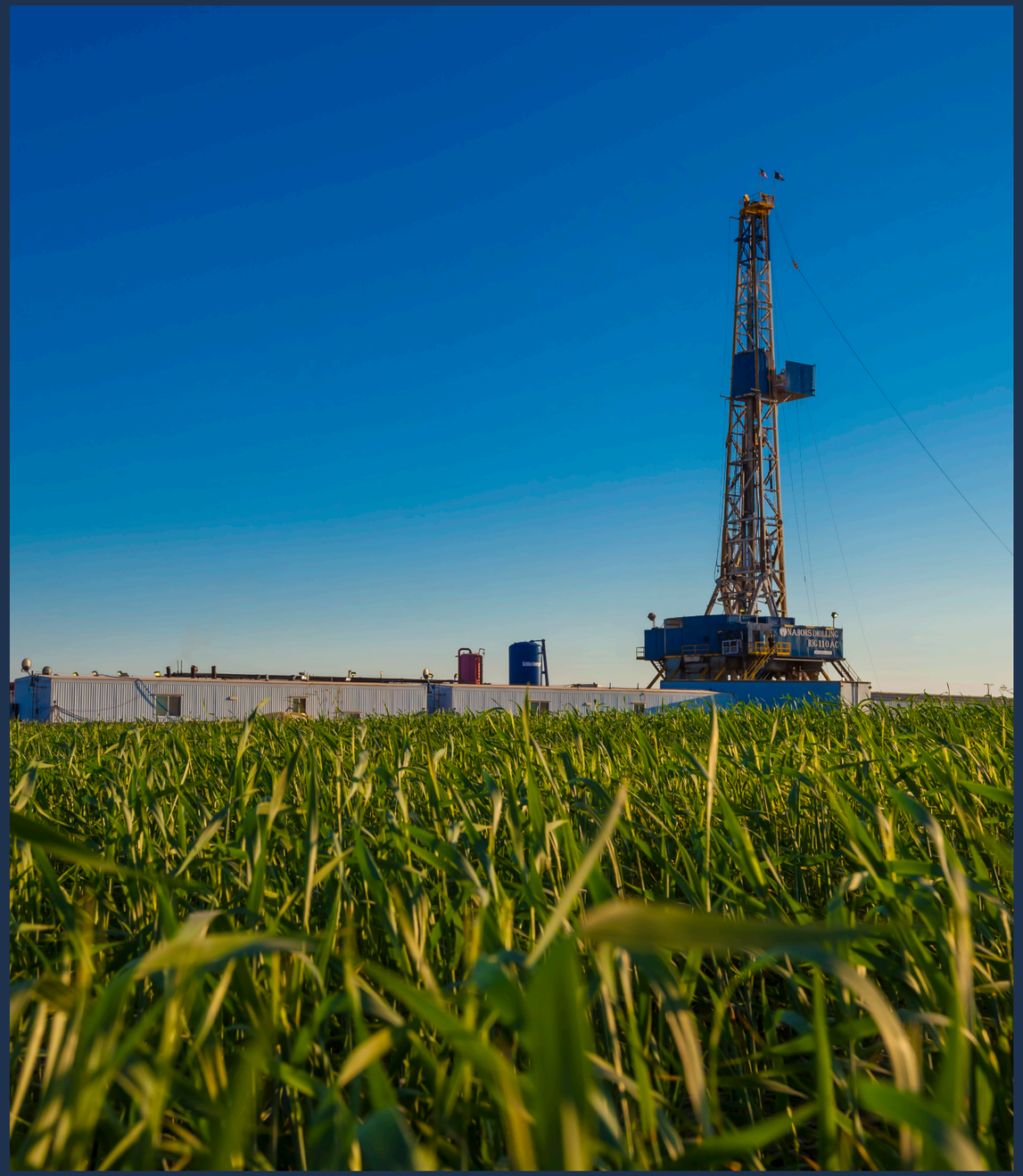
In 2025, Chord refreshed its materiality assessment to help ensure our sustainability strategy continues to reflect both our evolving business and the perspectives of key stakeholders. Building on the foundation laid in our 2022 assessment, and given the Company's recent growth and operational expansion, this was a timely opportunity to engage a broad range of internal and external voices in order to gauge which topics matter most for our Company's long-term success. A materiality assessment is a structured process for identifying and prioritizing issues relevant to our operations and stakeholders. It helps focus our efforts on the areas with the potential to impact on our performance, resilience, and long-term value.

Our findings showed that the core priorities identified in previous years remain largely unchanged — Health & Safety, Ethics & Transparency, Environmental Impact, and Human Capital Management continue to be at the forefront for stakeholders. This consistency reinforces the strong alignment between our business practices and stakeholder expectations.

However, this year's assessment also revealed some nuanced shifts in feedback. Emissions management has continued to emerge as a central topic, reflecting an increasing focus on responsible operations. Notably, there has been a decreased emphasis on climate policy discussion and a growing recognition of the oil and gas sector's positive impact on global quality of life — underscoring its role in supporting reliable, accessible energy and economic growth.

These insights were shared with our executive leadership and cross-functional teams to inform strategic decisions and aid ongoing alignment with stakeholder priorities. The findings were also reviewed with the Safety and Sustainability Committee (SSC) of the Board of Directors and with the full Board, ensuring that material topics inform oversight at the highest level. Chord Energy is committed to regularly revisiting our materiality assessment, so that our sustainability approach adapts to both industry changes and stakeholder expectations.

In this report, references to "material" or "materiality" reflect the significance of ESG topics as determined through our assessment process and do not correspond to definitions used in legal, regulatory, or financial reporting contexts.



Letter from the CEO & SSC Chair

Dear Stakeholders,

2024 was a year of significant progress for Chord Energy. Through disciplined execution and a focus on our core values, we further strengthened our position as a leading operator in the Williston Basin. The successful integration of Enerplus Corporation has created a stronger, more resilient enterprise with enhanced scale, a best-in-class balance sheet, and deep, high-quality inventory. These advantages position us to deliver competitive shareholder returns, while operating responsibly and contributing to the well-being of the communities where we live and work.

Our operational performance in 2024 reflected both innovation and discipline. We captured synergies ahead of schedule, implemented technical enhancements — including wider well spacing, longer laterals, and the drilling of our first four-mile well — and unveiled our first multi-year outlook. This plan anticipates stable production volumes through 2027 at lower capital levels, underscoring our ability to sustain performance through commodity cycles. Our focus is clear: drive operational excellence, leverage technology, and maintain capital efficiency to maximize long-term value.

At the same time, we recognize that energy production carries an obligation to operate safely, minimize adverse environmental impact, and maintain transparency with our stakeholders. Since 2022, we have reduced our operated Scope 1 greenhouse gas emissions intensity by 24% and methane emissions intensity by 59%. These reductions have been supported by our voluntary commitment to the World Bank's Zero Routine Flaring initiative and by replacing or retrofitting thousands of pneumatic devices.

Our commitment to sustainability is grounded in a clear understanding of the essential role oil and natural gas play in human progress. Reliable access to affordable energy has long been tied to improvements in quality of life — from longer life expectancy to expanded economic opportunity. Meeting the world's growing energy needs requires an "all sources" approach in which hydrocarbons remain critical. Oil and gas fuel transportation and power generation, serve as feedstocks for pharmaceuticals and electronics, and are the backbone of countless products and services essential to modern living. When combined with logical regulatory standards, oil and gas can deliver broad economic, environmental, and societal benefits.

The U.S. shale revolution illustrates this positive impact — enhancing energy security, reducing price volatility, delivering billions in consumer savings, and helping to drive significant emissions reductions compared to other major economies. Chord Energy is proud to contribute to this success by providing affordable, reliable energy while working continuously to lower our environmental footprint.

Following a period of significant growth and operational advancement, we remain focused on ensuring our sustainability priorities evolve alongside our business and stakeholder expectations. To that end, in 2025 we refreshed our materiality assessment — engaging a broad range of internal and external perspectives to validate where our efforts have the most impact. The process confirmed strong alignment with our strategic priorities. Oversight and guidance on these priorities are provided by the Board through its committees. The Safety & Sustainability Committee works closely with management to monitor sustainability performance, while the Compensation and Human Resources Committee integrates quantitative safety and environmental measures into our incentive framework — reinforcing the connection between sustainable operations and long-term shareholder value.

Looking ahead, we remain committed to building on our track record of operational excellence, prudent capital allocation, and sustainability progress. We will continue to invest in the capabilities, technologies, and workforce talent that make these achievements possible, never losing sight of our responsibility to operate safely, responsibly, and transparently.

We are proud of what our team accomplished in 2024, and grateful for the trust placed in us by our investors, employees, and communities. Together, we will continue to responsibly meet the world's energy needs — today and in the future.

Sincerely,

Daniel E. Brown

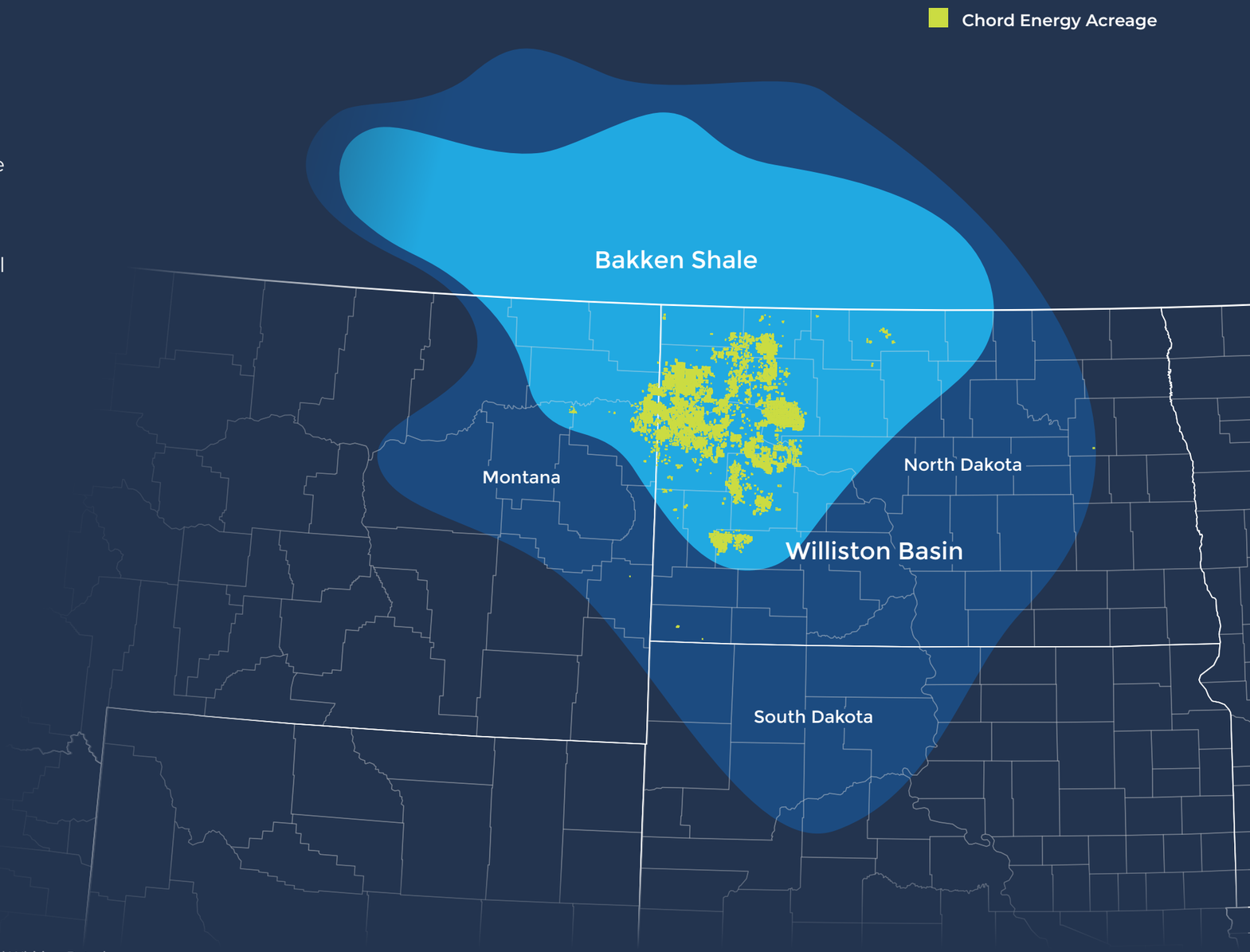
President, Chief Executive Officer, and Member of the Board of Directors

Samantha (Holroyd) McKinney

Chair, Safety and Sustainability Committee of the Board of Directors

Company Overview

Chord Energy is a premier Williston Basin oil and gas operator with high-quality assets and a strong track record of value creation. Chord and its predecessor companies have been active in the Bakken since the start of the shale boom in the 2000's. Chord Energy was established in 2022, upon the successful completion of the combination of Whiting Petroleum Corporation and Oasis Petroleum, Inc.[1] Our disciplined capital allocation across top-tier assets and operational excellence empower us to be resilient and adaptable. These qualities have enabled us to maximize returns for our shareholders. Our best-in-class balance sheet represents our commitment to capital discipline and provides flexibility across volatile commodity price environments. Chord is also dedicated to sustainability, and we have reduced operated methane emissions intensity by 59% since 2022. Our team is committed to delivering long-term value for our employees, shareholders, and communities while advancing environmental stewardship and energizing the world.



1 On July 1, 2022, Chord Energy Inc. (Chord) was formed through the combination of Oasis Petroleum and Whiting Petroleum.

Mission

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

Vision

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

Values

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

CARE

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

UNITY

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

COURAGE

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

OWNERSHIP

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

RESILIENCE

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

2024 Operational and Financial Highlights

232,737 BOEPD[2]
Average Production Volumes

$1.2 B[2]
E&P and Other CAPEX

142 Gross (93 Net)[2]
TIL'D Operated Wells

$9.68 per BOE[2]
Lease Operating Expenses (LOE)

883.0 MMBOE
Net Proved Reserves[3]

2024 Shareholder Return Highlights

$10.15 per Share
Base Plus Variable Cash Dividend

~$500MM
Dividends Declared

~$440MM
Common Stock Purchased

2 Reflects Enerplus Transaction results starting from closing on May 31, 2024
3 Estimated as of December 31, 2024, with a Standardized Measure of $8.4 billion and PV-10 of $10.3 billion

2024 Sustainability Performance Summary

Engagement

>50%

Of shareholders invited to meet in 2024

Experience

>90%

Of Board members have prior E&P experience

Independence

82%

Of the Board in 2024 were independent

Assurance

Achieved Limited Assurance in Operated Scope 1 and Scope 2 Reporting

Methane

28%

Decrease in operated Scope 1 methane emissions intensity in 2024 vs. 2023

Scope 1

7%

Decrease in operated Scope 1 GHG emissions intensity in 2024 vs 2023

Spill Intensity

0.0

Barrels spilled beyond secondary containment[4]

Biodiversity

<1%

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

Safety Performance

0

Employee lost time incidents in 2024

Turnover Rate

9%

Voluntary turnover rate in 2024

Training and Development

100%

Of employees provided access to LinkedIn Learning and other development tools

Social Investment

~$1.5MM

Donated to charitable organizations serving education, environment, mental health, and basic needs in 2024

4 Secondary containment as defined by EPA's Spill Prevention Control and Countermeasure (SPCC) requirements

U.S. Oil & Gas: Reliable Energy for Today and the Future

At Chord Energy, we believe responsible U.S. oil and gas development is essential to meeting the world's growing energy needs, while supporting economic stability and energy security. Our focus remains on deploying capital and expertise to deliver consistent, competitive returns and reliable energy for communities at home and abroad.

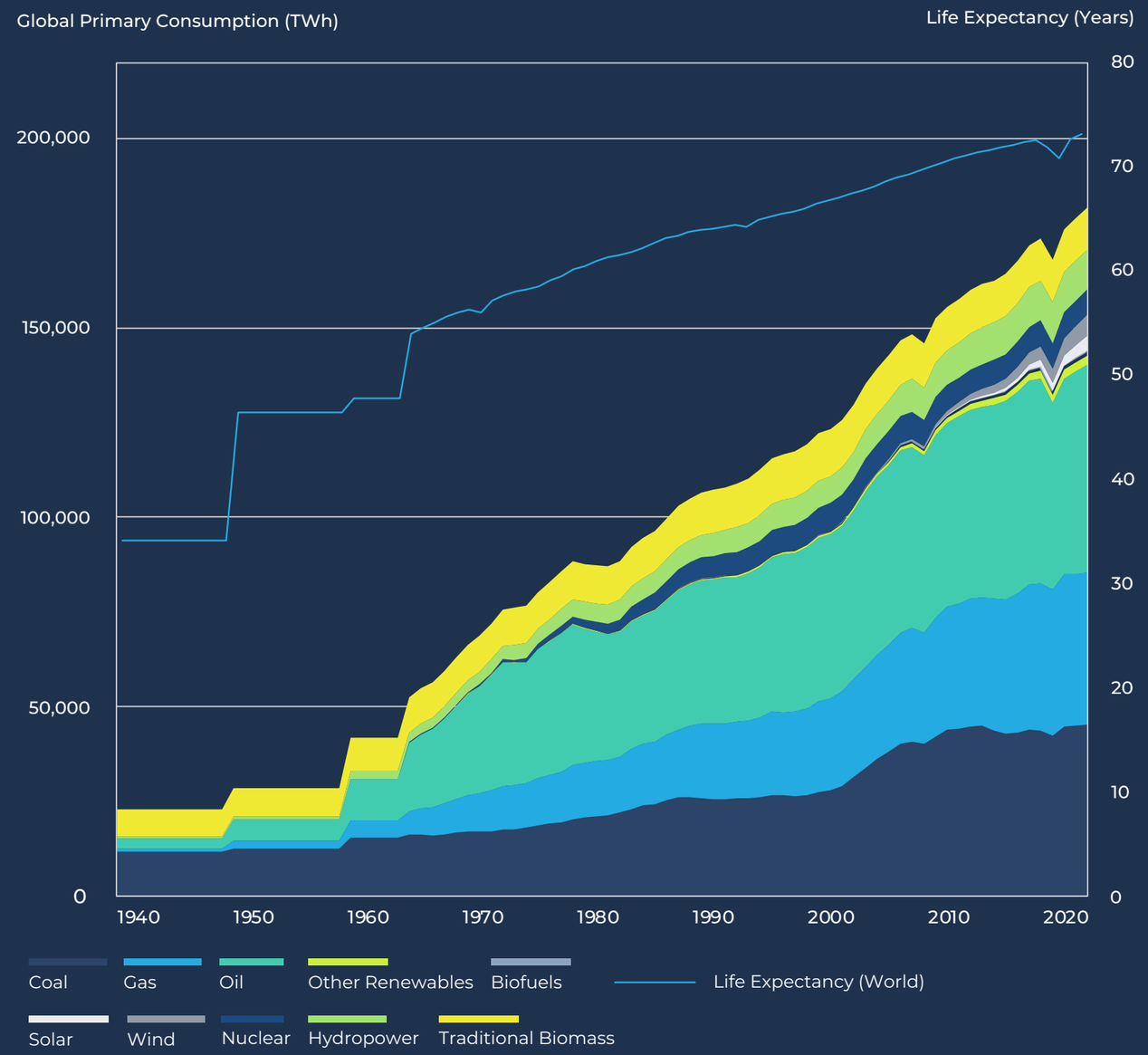
Energy and Human Progress

The link between rising energy availability and quality of life is clear. Over the past century, as global primary energy demand has grown, average life expectancy has more than doubled worldwide — from barely 35 years in pre-industrial societies to over 70 years today. **Figure 1**[5] illustrates this strong association: where energy access improved, so did health outcomes and economic opportunities.

Energy access improves health outcomes in many ways, including providing clean-burning fuel for safe cooking, supporting life-saving equipment at hospitals, and keeping homes warm in winter and cool in summer, even in extreme temperatures. In addition to extending lifespans, it also increases quality of life by powering conveniences we often take for granted — like refrigeration to store food safely, appliances that make cooking and cleaning easier, reliable transportation, and electronic devices that help us stay connected, productive and entertained.

Coal, oil, and more recently, natural gas, have been the primary drivers of this transformation. This is primarily due to their physical properties, which make them indispensable high-quality energy sources. Reliable access to energy remains foundational to a high quality of life and continued human progress.

FIGURE 1 – GLOBAL ENERGY CONSUMPTION BY SOURCE VS LIFE EXPECTANCY

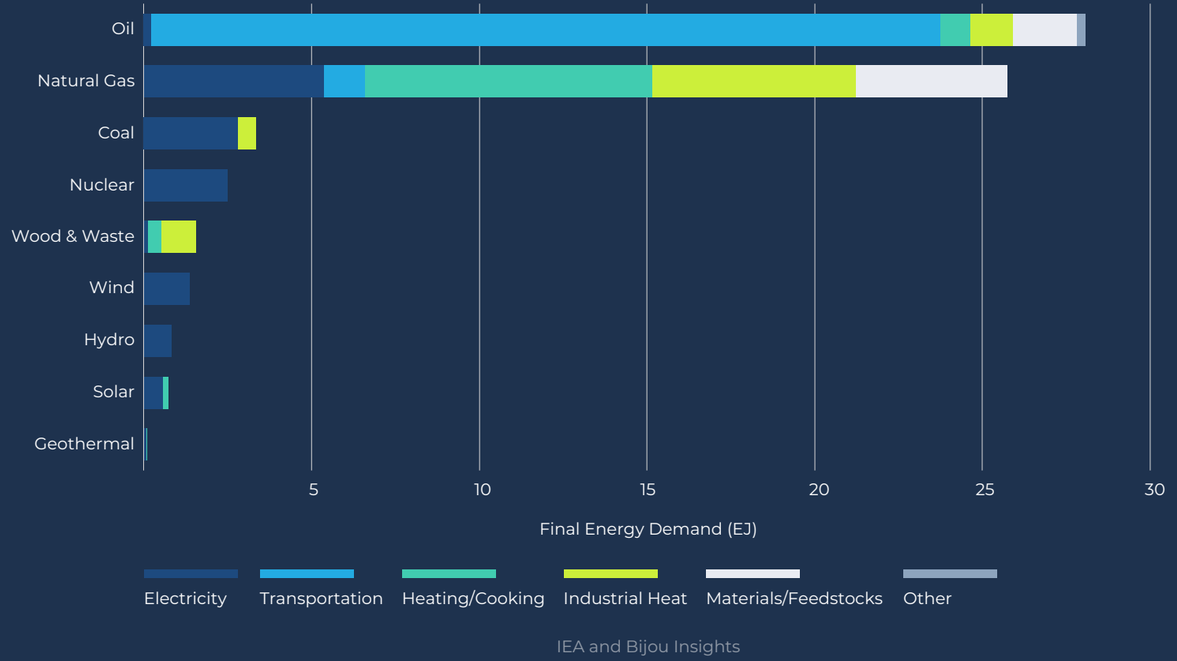


5 Global Energy Consumption – Our World in Data, Life Expectancy – Our World in Data

Hydrocarbons: Beyond Electricity

The link between improved life expectancy and energy extends well beyond access to electricity alone. While wind and solar energy are primarily used for electricity generation, oil and natural gas play a critical role across a broad spectrum of daily life applications [**Figure 2**].[6] These two hydrocarbons form the backbone of our modern infrastructure, supporting the well-being and comfort of billions of people. Oil is critical for transportation, moving products across the globe to uplift society, and both oil and natural gas are critical feedstocks for everything from food preservatives to pharmaceuticals to modern electronics.

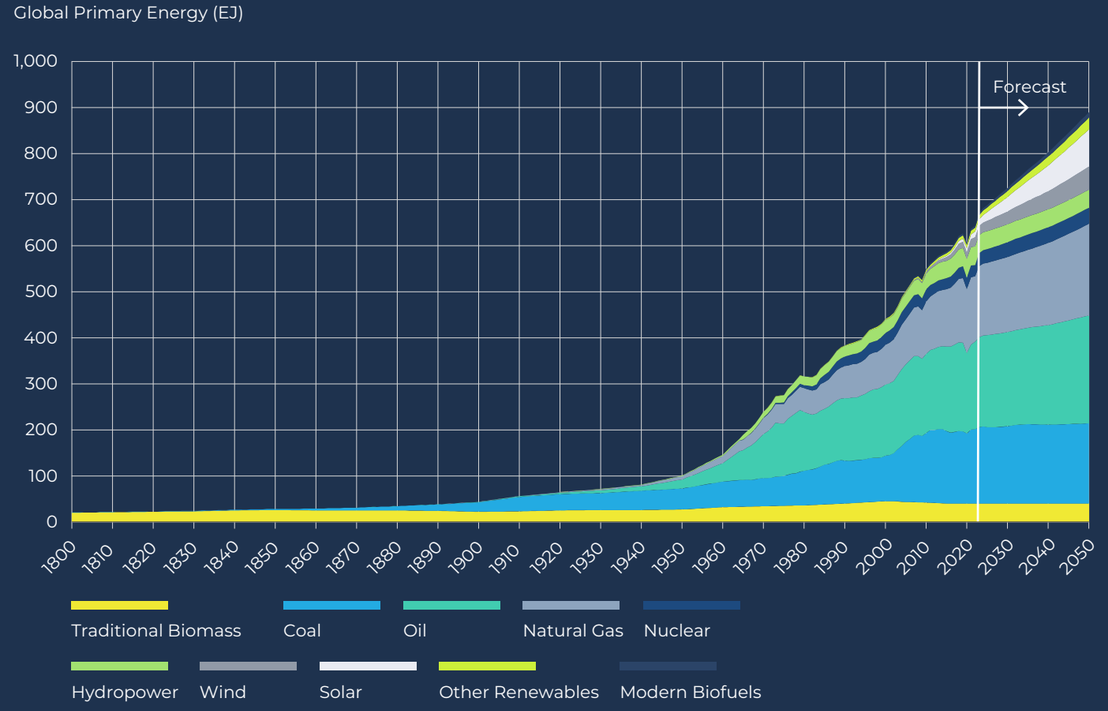
FIGURE 2 – 2022 ESTIMATED U.S. FINAL ENERGY DEMAND BY SOURCE AND PURPOSE



IEA and Bijou Insights

Figure 3[6] shows historical sources of primary energy production, as well as projected data for future energy use, supported by Energy Information Administration (EIA) Reference Case out to 2050. These projections are consistent with recent history, showing contributions growing from all energy sources. Despite the ubiquity of the term “energy transition” in today’s energy discourse, so far, we have not seen any source of energy decline in absolute global consumption as it is replaced by something new. Instead, we have simply been adding more sources as layers on top of existing sources to satisfy the insatiable demand for energy.

FIGURE 3 – GLOBAL ENERGY DEMAND AND PROJECTIONS



Energy Institute – Statistical Review of World Energy (2023), IEA, EIA Annual Energy Outlook 2022, and Bijou Insights

6 https://libertyenergy.com/esg/bettering-human-lives/

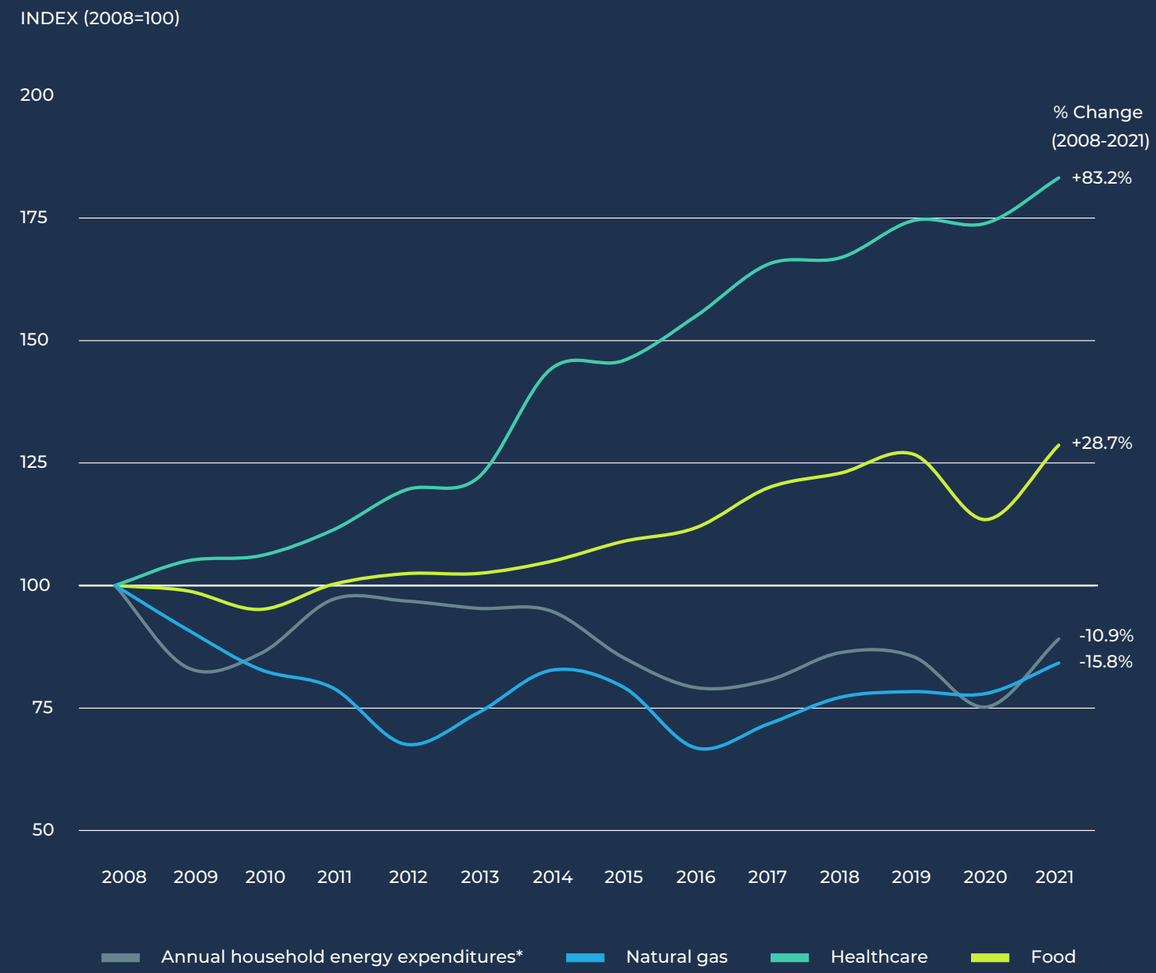
Economic Impact of the U.S. Shale Revolution

Affordable energy expansion will be critical to ensuring continued gains in economic prosperity. The large-scale development of shale oil and natural gas has not only secured America's energy supply but also delivered significant economic and environmental benefits at home and abroad.

A notable 2020 study led by researchers at the Dallas Federal Reserve[7] found that increased U.S. shale oil production significantly reduced oil price volatility — by approximately 25 percent. The study also concluded that without the shale revolution, the global benchmark oil price in 2018 would have been about 36% higher, equivalent to an increase of $47 per barrel when expressed in 2022 dollars.

The Council of Economic Advisers (CEA) estimates that greater productivity from U.S. shale innovation has reduced the domestic price of natural gas by 63% as of 2018 and led to a 45% decrease in the wholesale price of electricity. Higher production from shale has also reduced the global price of oil by 10% as of 2019. By lowering energy prices, the shale revolution is saving U.S. consumers an estimated $203 billion annually, or $2,500 for a family of four. These consumer savings are in addition to economic benefits linked to production such as job creation, payments to landowners, and revenues for state and local governments.[8]

FIGURE 4 – HOUSEHOLD EXPENDITURES BY CATEGORY[9]



*Household energy expenditures include motor fuels, electricity, natural gas, and fuel oil. Source: Bureau of Labor Statistics

7 Federal Reserve Bank of Dallas, The Shale Revolution and the Dynamics of the Oil Market, Nathan S. Balke, Xin Jin and Mine Yücel

8 https://trumpwhitehouse.archives.gov/wp-content/uploads/2019/10/The-Value-of-U.S.-Energy-Innovation-and-Policies-Supporting-the-Shale-Revolution.pdf

9 https://axpc.org/wp-content/uploads/2025/03/AXPC-EE-Deck_1.2025.pdf#page=27

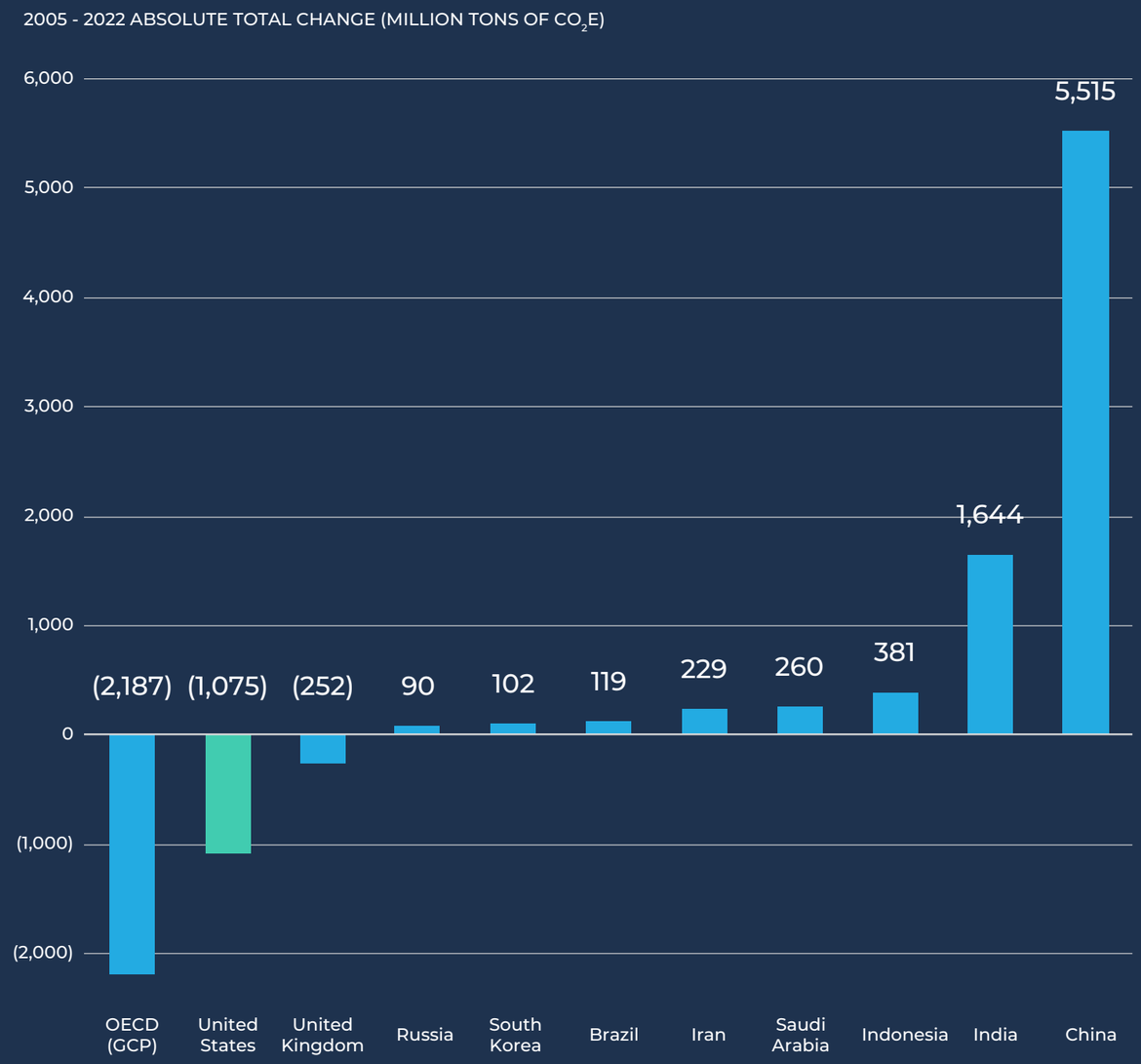
A Global Comparison: U.S. vs. EU Energy Policy

In contrast to the U.S., the European Union and the United Kingdom have pursued ambitious decarbonization strategies since the early 2000s. These policies have prioritized substantial subsidies for renewable energy deployment while decreasing investment in hydrocarbons.

As a consequence of these policies, European households pay 1.5 – 3.0x what Americans pay for residential electricity and heating fuels. Several factors contribute to this disparity, including carbon pricing mechanisms, limited domestic fossil fuel production, and dependency on energy imports. In 2008, the U.S. and EU economies were similar in size. From 2008 to 2023, the U.S. economy grew by 87%, while the EUs grew by just 14%.[10]

Despite these aggressive EU climate policies, the United States has outperformed the average of all OECD countries in emission reductions for the period between 2005 to 2022.[11] Since 2005, the U.S. has reduced its CO_2e emissions by 1,075 million tons, representing half of the emission reductions of all developed countries [**Figure 5**].

FIGURE 5 – TOTAL EMISSION REDUCTIONS BY COUNTRY ABSOLUTE CHANGE



10 Eurostat and EIA residential electricity heating detail for 2024; and Econfact "Fact Check: Has the economic gap between Europe and the United States increased in the past decade?" April 2025

11 https://axpc.org/education/#energy-101

Since 2022

Reduced our operated Scope 1 greenhouse gas emissions intensity by

24%

Reduced our methane emissions intensity by

59%

Chord Energy's Commitment to Sustainability

All energy sources involve trade-offs. As energy expert Dr. Scott Tinker explains, there is no truly "clean" or "dirty" energy, only energy with differing environmental and societal impacts. Today, hydrocarbons continue to supply approximately 80% of global energy and underpin thousands of essential products that support modern life.[12, 13] The U.S. shale revolution has reshaped global energy markets, strengthened energy security, and influenced geopolitical landscapes.

Despite rapid growth in renewables, global demand for oil, natural gas, and coal remains near historic highs and is trending upward.[14] Wind and solar sources provide only a portion of total electricity generation and cannot fully replace hydrocarbons in vital sectors such as transportation, industry, and heating. Furthermore, any increase in energy costs or reduction in energy reliability risks undermining human well-being, economic stability, national security, and environmental progress.

At Chord Energy, we recognize these realities and are committed to responsibly delivering reliable, safe, and affordable energy. Since 2022, we have reduced our operated Scope 1 greenhouse gas emissions intensity by 24% and methane emissions intensity by 59%, demonstrating our dedication to environmental performance and continuous improvement.

Through innovation and operational excellence, Chord proudly contributes to the positive impact of U.S. energy, providing essential resources the world needs while advancing sustainability and environmental responsibility.

12 Energy Mix – Our World in Data

13 U.S. Energy Information Administration, Annual Energy Outlook 2025, April 2025, https://www.eia.gov/outlooks/aeo/

14 International Energy Agency, Global Energy Review 2025, April 2025, https://iea.blob.core.windows.net/assets/ff5e4f91-815f-4f48-874d-4c1da760dded/GlobalEnergyReview2025.pdf

The People Energizing the World

Before energy ever reaches our homes, offices and cars, a diverse team of experts come together to find, develop, and produce the oil and gas that reliably powers daily life. Geologists identify and define the reservoir, while environmental and regulatory teams conduct conservation efforts to protect sensitive areas. Community and land teams engage with surface and mineral owners to ensure responsible access.

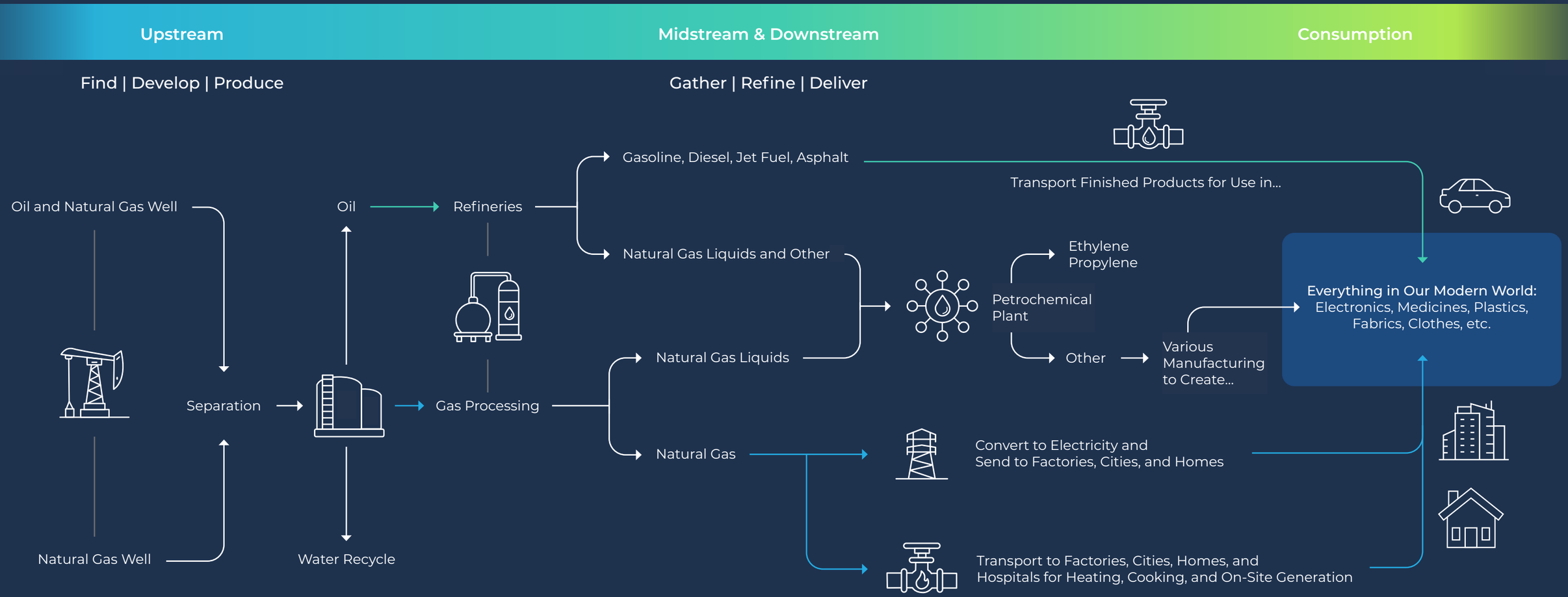
Once preparations are complete, our engineers drill wells 1.5 to 2.0 miles vertically down, that then turn horizontal and extend up to four miles in lateral length to safely harness the resource below the surface. Other engineers design and build the top-side facilities that separate oil, gas, natural gas liquids (NGLs), water, and other produced components before sending these products downstream to refineries and processing plants. A dedicated team of lease operators maintains production assets around the clock, every day of the year, to ensure the constant delivery of energy.

Our marketing team works with other industry participants to coordinate the safe transportation of oil, gas, and NGLs via pipelines and rail cars to refiners, chemical plants, and utilities. These facilities convert hydrocarbons into everyday products – fuel for cars, planes, and trains; electricity that powers homes, businesses, and hospitals; heating for residences; and raw materials for industrial manufacturers who create a wide range of synthetic products that touch countless aspects of daily life (see energy flow diagram on next page).

Like any successful business, we rely on teammates with expertise in legal affairs, human resources, supply chain management, accounting, and more to keep our operations running smoothly. The oil and gas industry employs a broad spectrum of skilled professionals, all working collaboratively to deliver the energy that sustains our modern world. Oil and gas will remain vital to meeting global energy demand for years to come.

We invite you to consider joining us in this noble and rewarding field that not only improves quality of life but also offers competitive compensation, comprehensive healthcare, and retirement benefits.

For a glimpse at some of Chord's great talent, see the following pages. To learn more about career opportunities with Chord Energy, please visit chordenergy.com.



Some of the reasons why our employees enjoy working in the oil and gas industry:

- Fast paced
- Fuels the world
- Purpose driven
- Requires complex technical knowledge
- Strong culture of teamwork and resilience
- Love the challenge and problem solving
- Constant activity
- Improves global quality of life
- Safe and sustainable operations
- Good work-life balance

James DeMorrett
High School Diploma

Land

Ariel Blaylock
Petroleum Engineering,
University of Texas

Innovation

Joshua Bierle
AAS in Nuclear Power Technologies,
Bismarck State College

Regulatory

Kelsey Kovash
B.S. Industrial Engineering &
Engineering Management, SDSM&T

Facilities

Faith Phillips
Bachelor of Business Management,
LeTourneau University

Supply Chain

Andrew Soto
B.S. Petroleum Engineering,
Texas A&M University

Drilling and Completions

Jordan Viall
Associate in Applied Science
Electronics/Telecommunications
Technology, Bismarck State College

Innovation

Jacob Johnson
B.S. Mathematics,
Pennsylvania State University

Data Analytics

Our employees have a mix of educational achievements with many having post-secondary degrees, including:

- Petroleum Engineers
- Mechanical Engineers
- Environmental Engineers
- Geology
- Automation
- Accounting
- Finance
- Law
- Land Management
- Computer Science

Laura Erickson

B.S. Petroleum Engineering, Texas A&M University

Production Operations

Brock Overbo

B.S. Business Administration, Dickinson State University

Production Operations

Grant Winters

Bachelor's Degree, Montana State University

Production Operations

Elizabeth Lieb Shuler, JD

Bachelor's Degree, University of Miami
JD, Texas Tech School of Law

HR

Jason Swaren

Bachelor of Science in Mechanical Engineering, The University of Calgary

Operations

Jennifer Hunt

Bachelor's Degree in Communication and Minor in Business, Texas A&M University

HR

Jesse Reuter

Associates in Aviation and A&P License, Colorado Northwestern

Operations Services

Ashley Barker

Bachelor of Science in Environmental Engineering, Louisiana State University

Environmental

Compensation for the upstream energy segment ranks among the highest compared to other industries:

In 2023, the U.S. average annual salary for the "oil and gas extraction industry group" was

$134,364

This was over

$66,000

more than the national average at the time[15]

Kassandra Rios

B.S. General Business, University of Houston

Accounting

Trevor Hortsmann

Master's Degree in Accounting, Oklahoma State University

Accounting

Paul Chang

B.S. Computer and Network Security, Wilmington University

IT

Erika Pizano

B.A. Supply Chain Management and Marketing, University of Houston

Marketing

Michael Lou

B.S. Electrical Engineering, Southern Methodist University

Chief Strategy Officer (CSO)

Danny Brown

B.S. Mechanical Engineering, Texas A&M University

Master of Business Administration, Rice University

Chief Executive Officer (CEO)

15 datausa.io/profile/naics/oil-gas-extraction#

Operating with Integrity

The Board and management believe that one of their primary responsibilities is to promote a corporate culture of accountability, responsibility, and ethical conduct throughout the Company. The Company is committed to maintaining high standards of business conduct and corporate governance, which we believe are essential to operating our business efficiently, maintaining our integrity in the marketplace, and serving our shareholders.

Engagement

>50%

Of shareholders invited to meet in 2024

Experience

>90%

Of Board members have prior E&P experience

Independence

82%

Of the Board in 2024 were independent

Assurance

Achieved Limited Assurance in Operated Scope 1 and Scope 2 Reporting

Chord Energy Board of Directors

The Company's goal is to assemble and maintain a Board composed of individuals that not only bring a wealth of business and/or technical expertise, experience, and achievement, but that also demonstrate a commitment to ethics in carrying out the Board's responsibilities with respect to oversight of the Company's operations. We believe our current Board reflects these principles. With an average of over 30 years of industry experience, our directors have held leadership roles across the upstream, midstream, oil services, investing, banking, advising, and finance industries.

Susan Cunningham
Board Chair

Director Since 2022

Daniel Brown
President and Chief Executive Officer of Chord Energy

Director Since 2021

Douglas Brooks

Since 2020

Ian Dundas

Since 2024

Hilary Foulkes

Since 2024

Samantha (Holroyd) McKinney

Since 2020

Kevin McCarthy

Since 2022

Ward Polzin

Since 2024

Jeffrey Sheets

Since 2024

Anne Taylor

Since 2022

Marguerite Woung-Chapman

Since 2021

Board Oversight

The breadth and strength of the directors' professional and leadership experience allows for open and robust dialogue and decision-making ability. The Board has four standing committees:

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

Annually, the Board conducts an offsite strategy meeting to address goals, timelines, and execution plans. Regular updates are provided to the entire Board through quarterly committee reports, and from time to time, managers and outside advisors may provide additional updates.

More information on Chord's Board structure, Board role and responsibilities, and Board composition can be found in our proxy statement for our 2025 Annual Meeting of Shareholders (**"2025 Proxy Statement"**).

> "The Committee's responsibility is to guide, monitor, and support management in advancing safety and sustainability, helping to drive meaningful outcomes for our employees, communities, and stakeholders"
>
> SAMANTHA (HOLROYD) MCKINNEY, SAFETY AND SUSTAINABILITY COMMITTEE CHAIR

Management Oversight

The Board has tasked the Senior Vice President of Environment and Sustainability ("SVP Sustainability") with coordinating sustainability reporting and the evaluation of climate-related risks and opportunities. The SVP Sustainability works with senior leaders from various departments to monitor external sustainability-related trends.

These departments include:

- Production
- Drilling
- Completions
- Facilities
- Health and Safety
- Supply Chain
- Human Resources
- Accounting
- Investor Relations
- Marketing
- Legal

The SVP Sustainability regularly informs management, the executive team, and the Board on sustainability issues shaping business strategy and operations.

Executive Compensation

Chord's executive compensation program is designed to align the interests of our executives with those of our shareholders. Guided by the philosophy that Chord's ability to deliver on our disciplined, returns-focused strategy is driven by superior leadership performance, we have structured our cash incentive program to include certain sustainability metrics.

In 2024, such quantitative sustainability metrics again included:

Safety (Total Recordable Incident Rate)
Spill Rate
Gas Capture

These metrics drive transparency toward achieving sustainability goals. Performance against these metrics, combined with financial and operational indicators and shareholder return performance relative to our peers, determine both short- and long-term award payouts.

Further details can be found in our **2025 Proxy Statement.** Quantitative sustainability metrics are again featured in our cash incentive program for 2025.

A Comprehensive Approach to Risk Management

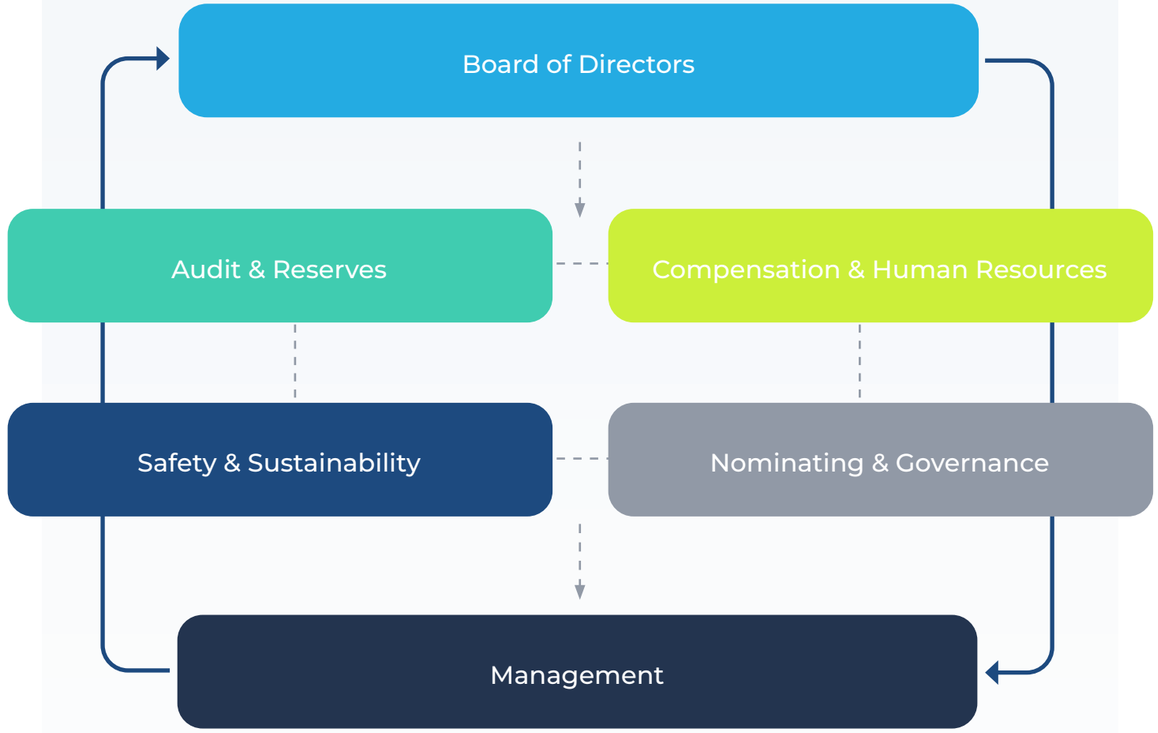
Oversight of Risk Management

Risk management oversight is embedded in our governance structure, starting with the Board of Directors, supported by the Board Committees, and carried out by Management. Additional details can be found in our **2025 Proxy Statement**. As summarized here, this framework helps the organization identify and manage risks effectively.

The Board has overall responsibility for risk oversight, including climate-related risks and opportunities. Risk oversight fundamentally includes understanding the material risks that the Company faces in the short, medium, and long term, the steps management is taking to manage those risks, and also the appropriate level of risk for the Company. Board committees serve an important role in risk oversight and mitigation. The Board has delegated oversight responsibility related to certain risks to its committees to enable more focused, informed, and efficient evaluation of risk areas aligned with each committee's expertise. The entire Board is regularly informed through committee reports and by management about the known risks to the strategy and the business of the Company.

Chord's senior management is responsible for assessing and managing the Company's various exposures to risk on a day-to-day basis, including the creation of appropriate risk management programs and policies. Chord has developed an integrated approach to risk management, including its enterprise risk management (ERM) framework, to identify, manage, and mitigate significant risks across the organization. Risk management is a continuous process — new and emerging risks are regularly identified, evaluated, and monitored alongside existing risks. Senior management works with Chord's external advisors on the broader risk landscape to inform Chord's decisions, policies, and procedures. Management routinely assesses, tracks, and reports to the Board and its committees on a variety of identified risks.

Chord Energy Risk Management Oversight



The TCFD Framework

Climate-Related Risks

We report climate-related risk information with reference to the Task Force on Climate-related Financial Disclosures (TCFD) framework. The TCFD, established in 2015, set out voluntary recommendations for companies to disclose climate risks across four pillars:

Governance

The organization's governance around climate-related risks

Risk Management

The processes used by the organization to identify, assess, and manage climate-related risks

Strategy

The actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning

Metrics and Targets

The metrics and targets used to assess and manage relevant climate-related risks and opportunities

These recommendations have shaped global sustainability reporting and are now fully incorporated into the International Sustainability Standards Board (ISSB) IFRS S1 and S2 standards.

The following pages present Chord's current climate risk disclosures, structured to align with the four TCFD pillars. As we continue to develop our climate-related risk disclosures, we also continue to develop more quantitative assessments of climate-related risks and opportunities within our business strategy.

Governance

The Board's four standing committees incorporate climate-related risks into their oversight responsibilities as outlined below:

Safety and Sustainability Committee

Evaluates the Company's performance on safety and sustainability matters, inclusive of environmental metrics, and oversees related initiatives to improve performance. Reviews management's monitoring and enforcement of the Company's policies designed to protect the environment, including those related to flaring, emissions, and water usage, and reviews with management the quality of the Company's procedures for identifying, assessing, monitoring, and managing the principal environmental risks in the Company's business.

Audit and Reserves Committee

Reviews controls, including disclosure controls and procedures, and compliance for financial reporting with legal and regulatory requirements, including any climate-related disclosure rules.

Compensation and Human Resources Committee

Considers safety and climate-related goals in management incentives.

Nominating and Governance Committee

Helps identify experiences of current and future Board members that can help the Board in managing climate-related risks.

The SVP Sustainability leads the evaluation of climate-related risks and opportunities, with reference to the TCFD framework's focus on risk identification and management. Progress on safety and climate-related goals is reported quarterly by the SVP Sustainability to the Executive Leadership Team and the Board's Safety and Sustainability Committee. SVP Sustainability and the Sustainability team collaborate with a range of departments, including Production, Facilities, Regulatory, Legal, Marketing, and others, to share knowledge on greenhouse gas emissions reduction, evolving climate regulations, and emerging risks. Together, they develop and implement climate risk tools, processes, and procedures to support effective governance and integration of climate-related considerations across the Company.

Strategy

Evolving energy policies, market dynamics, and environmental factors can influence oil and gas operations and financial performance. The adjacent tables highlight both transition and physical risks relevant to the sector, as well as ongoing opportunities identified by the Company.

We integrate climate-related risks and opportunities into our business strategy through our ERM framework. This includes evaluating risks associated with new greenhouse gas regulations, shifts in energy demand, and policy developments. The Company conducts analyses to assess the resilience of our sustainability strategy under a range of regulatory and market conditions, with a focus on managing both transition and physical risks with reference to the TCFD recommendations.

Additional details about ERM framework and risk oversight can be found in our **2025 Proxy Statement.**

Transitional Risks

Category	Description
Market	Demand and pricing for oil and natural gas may be influenced by the availability of alternative energy sources, changes in consumer preferences, fuel efficiency measures, and government mandates affecting energy mix.
Technology	Adoption of lower-emission technologies may increase capital and operating costs. The performance and reliability of new technologies can also present operational uncertainties.
Policy & Legal	Regulatory developments such as greenhouse gas emissions taxation, reporting requirements, and participation in emissions trading schemes may affect operating costs and market dynamics.
Reputational	Changes in, and sometimes conflicting, stakeholder expectations and public perception of the oil and gas sector may impact access to capital and business relationships. Claims about environmental performance may also be subject to scrutiny.

Physical Risks

Category	Description
Acute	Severe weather events such as storms, floods, droughts, or wildfires may disrupt operations, damage assets, or impact supply chains.
Chronic	Long-term shifts in temperature, precipitation patterns, or water availability may affect operational planning, asset integrity, and resource management.

Risk Mitigation

Category	Description
Emissions Reduction Efforts	Robust planning with midstream companies for timely gas takeaway capacity, proactive facility scheduling, coordinated downtime and maintenance with gas gatherers to minimize flaring, installation of dual pipeline connections for system redundancies, and use of vapor recovery units (VRUs) to minimize emissions when possible.
Spill Prevention and Response	Advanced leak detection, routine inspections, and comprehensive spill response planning to prevent incidents and enable rapid, effective response.
Wildfire Preparedness	Implementation of wildfire mitigation measures at company-operated locations, including vegetation management on pads and response planning, to reduce risk and enhance operational continuity.
Environmental and Risk Assessment	Integration of risk assessments and environmental evaluations into project planning to minimize adverse environmental impact, protect biodiversity, and guide responsible land and water management.

Opportunities

Category	Description
Advanced Drilling and Facility Design	Deployment of 4-mile lateral drilling programs and optimized facility designs to maximize resource recovery and capital efficiency, and minimize land impact. Pads are engineered for high stormwater capacity and operational resilience to North Dakota's extreme cold and hot weather conditions.
Proactive Regulatory Monitoring	Individual teams monitor and assess regulatory and policy developments at state and federal levels, enabling early identification of changes that could impact strategy and ensuring ongoing compliance.
Data Analytics and AI	Use of data analytics and artificial intelligence to drive operational efficiency, predictive maintenance, cost reduction, and support for compliance monitoring and risk management.
Water and Waste Management	Utilize economic water reuse initiatives and robust waste minimization programs to reduce reliance on freshwater and ensure responsible resource use.
Reputation and Stakeholder Engagement	Proactive transparency, community engagement, and demonstration of environmental responsibility to strengthen reputation and build trust. Highlighting the sector's critical role in providing reliable, affordable energy — especially as demand grows from data center expansion and evolving geopolitical risks — positions the Company and the industry as essential to energy security and economic growth.
Continuous Improvement	Ongoing third-party audits, employee training, and cross-functional collaboration to drive operational excellence and readiness for future challenges.

Risk Management

The Company's approach to climate-related risk management is fully integrated into our company-wide ERM framework, with reference to the TCFD recommendations. Climate-related risks — including both transition and physical risks — are identified, assessed, and managed using disciplined processes similar to those applied to material business risks.

Identification and Assessment

Subject matter experts from across the organization regularly work to identify and evaluate climate-related risks relevant to our operations, strategy, and financial performance. These risks include regulatory changes, market dynamics, technological developments, and acute or chronic environmental factors. Risks are assessed based on their likelihood and potential impact on key company metrics such as operating costs, production, asset integrity, and reputation. We also consider how evolving climate-related policies or stakeholder expectations could affect our business over the short, medium, and long term.

Management and Mitigation

Once identified, climate-related risks are prioritized and managed through targeted mitigation strategies. These may include operational improvements, investment in resilient infrastructure, compliance with emerging regulations, and engagement with stakeholders. For example, we address physical risks through facility design for weather extremes and stormwater management, and transition risks through ongoing monitoring of policy developments and technological advancements. Our ERM framework ensures that these measures are regularly reviewed and updated to reflect changes in the external environment and company priorities.

Integration with Company-Wide Risk Management

Climate-related risk management is embedded within our broader ERM framework, overseen by senior management and the Board's Safety and Sustainability Committee. Regular updates on climate-related risks and mitigation activities are provided to the Board, encouraging oversight and alignment with our overall business strategy. This integration supports informed decision-making and helps maintain organizational resilience in a changing risk landscape.

Continuous Improvement

Our risk management practices are subject to regular audits and benchmarking to enhance effectiveness and alignment with evolving best practices and regulatory expectations. We continue to refine our processes to further the identification, assessment, and management of climate-related risks, which we believe supports transparency and accountability with reference to TCFD and ISSB standards.

Metrics & Targets

The Company tracks climate-related performance using key metrics across emissions, water use, energy consumption, land management, and waste management, in alignment with the TCFD framework. Detailed data and methodologies, including Scope 1 and Scope 2 greenhouse gas (GHG) emissions calculated according to EPA Mandatory Reporting Rules and year-over-year trends, are provided in the Environmental section of this report on **page 37**.

Selected sustainability performance targets are integrated into our annual short-term incentive plans, directly linking employee compensation to progress on sustainability objectives. We monitor and report GHG emissions, intensity ratios, and other relevant environmental metrics to assess performance and inform business decisions.

Currently, our targets focus on operational efficiency, emissions management, and resource stewardship. We continue to evaluate and refine our metrics and targets, and align them with our climate-related risks and opportunities, as identified through our risk management process.

Commitment to Transparent and Accountable Practices

The Company's leadership team is committed to maintaining high standards of business conduct and corporate governance, and believes it is essential to operating our business efficiently, maintaining our integrity in the marketplace, and serving our shareholders. Consistent with these responsibilities and standards, the Company has adopted a Corporate Code of Business Conduct and Ethics, which applies to all of the Company's directors, officers, and other employees, as well as a set of Corporate Governance Guidelines. These documents, together with our Certificate of Incorporation, Bylaws, and Board committee charters, form the framework for our governance. To help ensure these standards are upheld, our Corporate Governance Guidelines and committee charters are reviewed and audited annually, and all policies and operations are reviewed and audited at least once every three years.

New employees receive training on the Company's compliance policies as part of the onboarding process and must complete a certification program. In addition, all employees, directors, and officers are required to complete mandatory compliance certification on an annual basis. The Company's Compliance Officer provides ongoing oversight and regular reports on compliance matters to the Nominating and Governance Committee.

Please visit the **Company's website** for additional information on our corporate governance, including:

- Our Bylaws
- Our Corporate Code of Business Conduct and Ethics
- Our Corporate Governance Guidelines
- The charters for each of our four Board committees

Anti-Bribery and Corruption (ABAC), and Transparency

The Company is committed to preventing corruption and anticompetitive practices, and to complying with all applicable laws and regulations. Our Code of Business Conduct and Ethics strictly prohibits direct or indirect payments, gifts, or provision of anything of value to government officials, labor unions, or business partners for improper purposes, including bribes, kickbacks, or any action intended to improperly influence decisions. This prohibition extends to actions by employees and third parties working on the Company's behalf.

To support transparency and accountability, employees have access to multiple reporting channels, including an externally managed, confidential 24-hour hotline overseen by the Compliance Officer. Employees (including part-time) are also encouraged to report concerns to their managers, human resources, or the general counsel. Suspected violations of the Financial Code of Ethics must be reported directly to the Audit and Reserves Committee Chair. All reports and investigations are handled confidentially, and employees are protected from retaliation for good faith reporting or cooperation with investigations.

For further details, please refer to our **Code of Business Conduct and Ethics.**

MHA Nation Interpretive Center
3881 Lake Sakakawea Road, New Town, ND 58763

Human and Indigenous Rights

The Company is committed to upholding human rights in line with the Universal Declaration of Human Rights, as outlined in our **Human Rights Policy**. This policy applies to all directors, officers, employees, and contractors, as well as to all Company locations and other locations where Company business is conducted, and is overseen by the Safety and Sustainability Committee of our Board of Directors. We seek business partners who share our respect for human rights and communicate our policy to employees, suppliers, and third parties.

Concerns about potential human rights violations can be reported through multiple channels, including supervisors, human resources, legal, or our confidential hotline, which is also accessible to third parties and the public via our website. We maintain an accessible mechanism to collect, record, and address complaints or grievances, with the goal of ensuring all reported concerns are monitored and resolved to minimize or remediate potential negative impacts.

We operate on the Fort Berthold Indian Reservation, home to the Mandan, Hidatsa, and Arikara Nation (MHA Nation), and are committed to transparent and respectful engagement with Indigenous communities.

For more information, please refer to our **Indigenous Relations Policy.**

Active Engagement in Industry Associations

The Company works directly with state, federal, and Indigenous leaders on policy and regulatory issues. We do not have a political action committee (PAC) or make political donations. The SVP Sustainability oversees our External Affairs, Social Investment, and Communications and, together with our executives and Board, reviews our trade association memberships and community engagement programs each year.

We are active in industry groups such as the American Exploration and Production Council (AXPC) and The Environmental Partnership. Our CEO is on the AXPC Board, and we take part in initiatives to improve environmental practices in oil and gas. We also participate in the North Dakota Petroleum Council, Western Energy Alliance, Montana Petroleum Association, Independent Petroleum Association of America, and US Oil & Gas Association. These groups help us track regulatory updates, industry trends, and local concerns in the areas where we operate.

We believe being part of trade and business associations gives us a voice in regulatory matters. However, we may disagree with the positions these groups take if they do not align with our views or business strategy. We do not control these associations, and their positions may not always reflect our approach to sustainability, safety, or other issues. When our views differ, we may engage to share our perspective or, if needed, distance ourselves from those positions, either temporarily or permanently.

Industry Group	Chord Stakeholder
AXPC	Daniel Brown, President and CEO, serves on the Board. Multiple functional leads from Sustainability, Environmental, Health and Safety, HR, and External and Government Affairs participate in frequent committee meetings.
North Dakota Petroleum Council (NDPC)	External Affairs team members serve on the Board. Functional leads from Environmental participate in and chair working groups.
Montana Petroleum Association	External Affairs team members serve on the Board.
Western Energy Alliance (WEA)	Functional leads from Environmental and External Affairs serve in various capacities.
The Environmental Partnership (TEP)	Functional leads from Environmental participate in working sessions.
Independent Petroleum Association of America	External Affairs team members serve on the Board.
US Oil & Gas Association	External Affairs team members serve on the Board.

Oversight of Information Security Risk

The Board has primary oversight of risks from cybersecurity threats, and delegates oversight of certain risks, including reviews of cybersecurity and data protection and compliance with cybersecurity policies, to the Audit and Reserves Committee. The Vice President of Information Technology provides updates to the Audit and Reserves Committee on data protection and cybersecurity matters on at least a semi-annual basis, or as requested or deemed necessary. The topics covered in such reports may include an overview of our current cybersecurity risk assessment, key risk areas, and any significant cyber incidents that have occurred or are reasonably likely to occur, as well as recent updates on cybersecurity trends and emerging threats. Additionally, on an annual basis, the Vice President, Information Technology, reviews with the Audit and Reserves Committee the results from tests of key cybersecurity risks and the subsequent steps taken to mitigate such risks. The Board recognizes the importance of assessing, identifying, and managing material risks associated with cybersecurity threats, and utilizes a combination of automated tools, manual processes, and third-party assessments to manage these risks. The Company maintains a formal information security training program for Company employees and contractors that includes training on matters such as phishing and email security best practices. All Company employees and contractors are required to participate in information security training at least quarterly.

As of the date of this report, we are not aware of any previous cybersecurity threats that have materially affected or that we believe are reasonably likely to materially affect us. Chord's Cybersecurity Council reports directly to our Chief Strategy Officer and Chief Commercial Officer, and meets monthly to proactively review current cyber threats as well as our potential exposure. The Cybersecurity Council engages regularly with external and internal auditors, the Cybersecurity and Infrastructure Security Agency (CISA), the American Exploration and Production Council (AXPC) CIO forum, and the FBI (InfraGard) to stay informed on cybersecurity risk management.

Environmental

Meeting Energy Demands and Environmental Goals

Chord Energy is committed to minimizing adverse environmental impacts throughout our operations. Our focus areas include reducing methane and Scope 1 greenhouse gas ("GHG") emissions, eliminating routine flaring, minimizing land use (and thus our physical environmental footprint), managing freshwater use responsibly, ensuring effective waste handling, and maintaining rigorous spill prevention and management programs.

Methane

28%

Decrease in operated Scope 1 methane emissions intensity in 2024 vs. 2023

Scope 1

7%

Decrease in operated Scope 1 GHG emissions intensity in 2024 vs. 2023

Spill Intensity

0.0

Barrels spilled beyond secondary containment

Biodiversity

<1%

Decrease in operated Scope 1 methane absolute emissions in 2024 vs. 2023

Environmental Oversight and Management

The Board's Safety and Sustainability Committee oversees environmental programs at Chord Energy, working in coordination with other Board committees and senior leadership, including the Senior Vice President of Environmental and Sustainability. Sustainability performance metrics, including safety, spills, and emissions, are integrated into the annual incentive plan for all employees, aligning compensation with environmental priorities.

Environmental and regulatory programs within our Environmental Management System cover emissions management, air and water quality, spill prevention, biodiversity, land use, and waste management. Performance is monitored through internal and external audits, benchmarking with industry peer groups such as the American Exploration and Production Council (AXPC) and the Environmental Partnership, and weekly leadership reviews. Training is updated annually to meet regulatory requirements and is tailored to employee roles and responsibilities.

> "Operating safely and sustainably requires a proactive approach. From Board oversight to boots-on-the-ground teams, we align incentives and actions to protect the environment while delivering reliable energy."
>
> DARRIN HENKE, COO

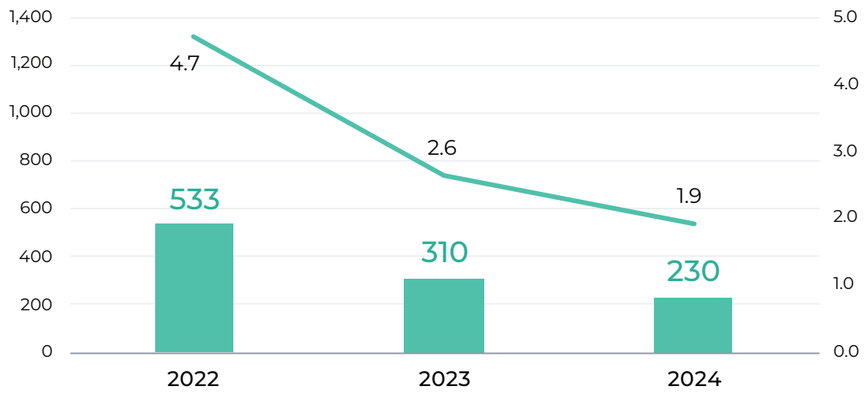
Emissions Management

Chord Energy tracks and reports operated Scope 1 GHG and methane emissions in accordance with the EPA's Mandatory Greenhouse Gas Reporting Rule (40 CFR Part 98), with data presented in both absolute (CO_2e) and intensity terms in the Appendix of this report. To further strengthen transparency and comparability of our reported emissions, we engaged ERM CVS, an independent assurance provider, to provide limited assurance over our 2024 Scope 1 and Scope 2 GHG emissions data. This external third-party assurance supports our goal of maintaining trustworthy and verifiable performance data. The assurance report is available in the Appendix of this report.

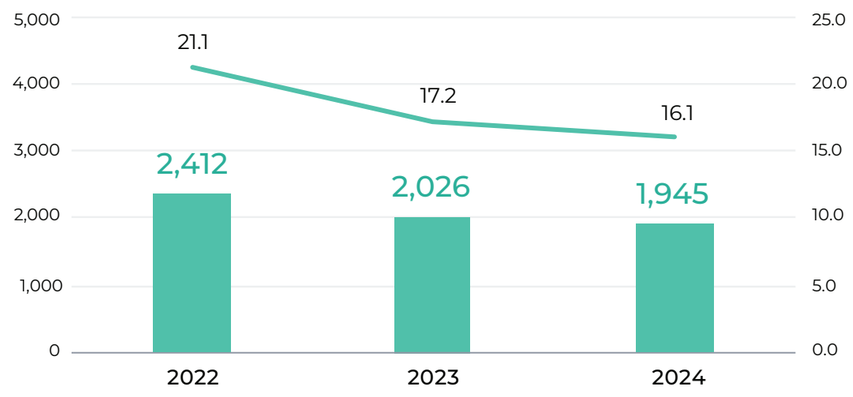
Emissions Reduction Progress

In 2024, methane intensity decreased 28% year-over-year, and since 2022 it has decreased by 59%. These reductions were driven primarily by the replacement or retrofitting of pneumatic devices in operations and a reduction in gas flaring. Overall CO_2e intensity has also decreased by 24% since 2022, due to reductions in flaring and other combustion sources associated with drilling, completions, and on-site electric generation.

TOTAL GROSS SCOPE 1 METHANE EMISSIONS AND INTENSITY



TOTAL GROSS SCOPE 1 GHG EMISSIONS AND INTENSITY



Emissions Abatement Project

Reducing methane emissions remains a top priority. To help maintain the trend of continuous improvement, our cross-functional emissions reduction team has developed a more robust process to identify and prioritize emissions reduction opportunities, through the creation of a Marginal Abatement Cost Curve (MACC).

A MACC is a decision-making tool that ranks emissions reduction options based on their cost-effectiveness and potential impact, allowing us to prioritize the most efficient strategies for potential emissions reduction.

Emission reduction projects analyzed and implemented by the team include:

- Pneumatic device retrofits or replacements
- Expanded Vapor Recovery Unit (VRU) installations to eliminate flaring
- Electrification to reduce combustion needs during drilling and completions, as well as on facilities to broadly electrify operations
- Dual pipeline connections at new sites to two gas gatherers to avoid flaring impacts
- Review and analysis of alternative on-site gas use via Natural Gas Liquids (NGL) or Compressed Natural Gas (CNG) technologies.

The MACC enhances our emissions management strategy by:

> Prioritizing high-impact, cost-effective investments

> Informing capital allocation decisions

> Supporting scenario analysis for evolving regulatory requirements

Chord's emissions reduction team includes participants from:

Production
Sustainability
Environmental
Facilities
Planning
Marketing

Leak Detection and Repair (LDAR) Program

Timely detection and repair of process leaks is an important component of Chord Energy's approach to reducing Scope 1 GHG emissions. We conduct leak inspections that are designed to meet or exceed regulatory requirements, striving to address leaks promptly. Our compliance technicians use advanced optical gas imaging (OGI) cameras as part of routine monitoring and maintenance.

Chord continues to pilot and evaluate a range of detection technologies, recognizing that a layered approach delivers the most accurate and timely results. Our ongoing efforts include:

Continuous Detection

Piloted multiple Continuous Emissions Monitoring Systems (CEMS) at select sites in 2024.

Aerial Surveillance

Performed aerial methane detection using aircraft equipped with LiDAR and spectrometry to monitor North Dakota and Montana operations.

Satellite Monitoring

Ongoing viability assessment of private and public satellite-based methane detection solutions.

LDAR Program

Robust team that completed approximately 6,800 inspections in 2024, with 77% conducted voluntarily beyond regulatory requirements.

We remain committed to trialing new technologies, collaborating with peers, and leveraging public data to help continuously improve our leak detection and response capabilities.

Achieving Results in Environmental Stewardship

The following summary highlights key environmental focus areas and 2024 results beyond emissions. For comprehensive details on our ongoing programs, risk assessments, and methodologies related to these areas, please **visit our sustainability webpage.**

Biodiversity & Land

- Conduct environmental surveys before beginning projects to identify sensitive species (including threatened and endangered species) and habitats
- Install multi-well pads to reduce environmental surface footprint and infrastructure needs
- Collaborate with Indigenous communities and government agencies to help protect cultural and ecological sites
- Reclaim well pads, restoring native vegetation and wildlife habitats

2024 Results

5 Well pads reclaimed in 2024

Expansion of 3 mile and 4 mile lateral drilling program continues to reduce number of required surface locations

<1% Of proved reserves in or near protected habitat sites of identified endangered species

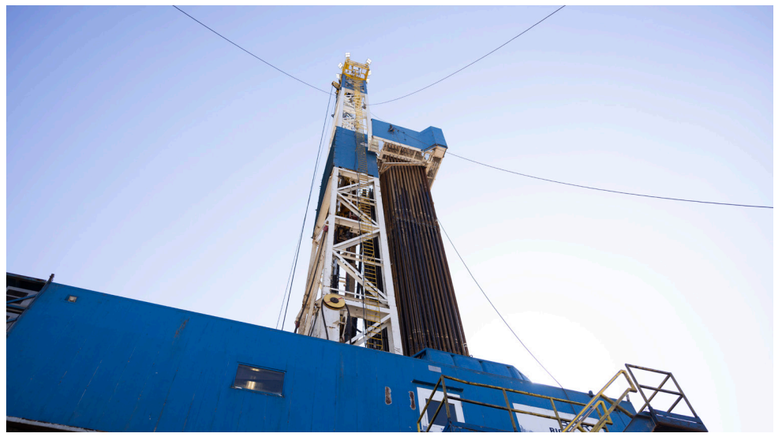
Native vegetation and habitat restoration ongoing

Water Management

- Assess water stress using WRI Water Risk Atlas
- Evaluate groundwater quality and levels prior to operations
- Install protective casing and cementing to prevent groundwater contamination
- Where possible, implement produced water reuse efforts across operations

Spill Prevention and Management

- Implement routine maintenance, leak detection, cold weather preparation, and advanced inspections
- Maintain comprehensive Spill Prevention, Control, and Countermeasure (SPCC) plans
- Conduct annual spill response training and emergency drills with local responders
- Analyze spill trends and root causes to drive continuous improvement



Responsible Waste Management

- Proactive waste minimization and comprehensive recycling programs
- Hazardous waste handling protocols with third-party audits and compliance checks
- Routine inspections of waste containers and storage areas
- Employee and contractor training on waste management best practices

2024 Results

0% Water withdrawals from high or extremely high-stress areas

Spill intensity: 0.017 barrels per 1,000 barrels produced with 0.0 bbls barrels spilled beyond secondary containment

Investing in Our People, Supporting Our Communities

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

Safety Performance

0

Employee lost time incidents in 2024

Turnover Rate

9%

Voluntary turnover rate in 2024

Training and Development

100%

Of employees provided access to LinkedIn Learning and other development tools

Social Investment

~$1.5MM

Donated to charitable organizations serving education, the environment, mental health, and basic needs in 2024

Social

Building a Culture of Care

Health and Safety

Our health and safety team reports directly to the Chief Operating Officer, with oversight from the CEO on strategy and performance. The Board and its Safety and Sustainability Committee receive quarterly updates from management on health and safety performance, including reviews of significant incidents and regulatory compliance. Our policies are designed to require prompt reporting of significant incidents to our executive leadership and the Board.

We included safety performance targets within our 2024 annual performance-based bonus incentive program, specifically targeting Total Recordable Incident Rate performance for employees and contractors, with a pre-assigned weighting on the scorecard. This approach helps align safety objectives with our company's broader goals and priorities, as outlined in our **2025 Proxy Statement**. These metrics, combined with other financial, environmental, and operational targets, factor in award payouts for all employees, which are designed to motivate everyone in the Company to always keep safety top of mind.

> "Building a culture of care means empowering every employee to take ownership of safety. From daily routines to critical decisions, safety guides how we work together to keep each other safe."
>
> KEVIN SCHUSTER, SR. DIRECTOR, PRODUCTION OPERATIONS

Safety Performance

We monitor and track safety performance using several metrics, recognizing that no one metric represents a perfect measurement technique. Total Recordable Incident Rate (TRIR) is intended to measure incidents that require medical treatment beyond first aid. Lost Time Incident Rate (LTIR) is intended to identify safety events that also result in lost workdays for the impacted individual. And Serious Injury and Fatality (SIF) rate or potential SIF (PSIF) rate is designed to measure incidents that resulted or could have resulted in a fatality or life-altering injury or illness.

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

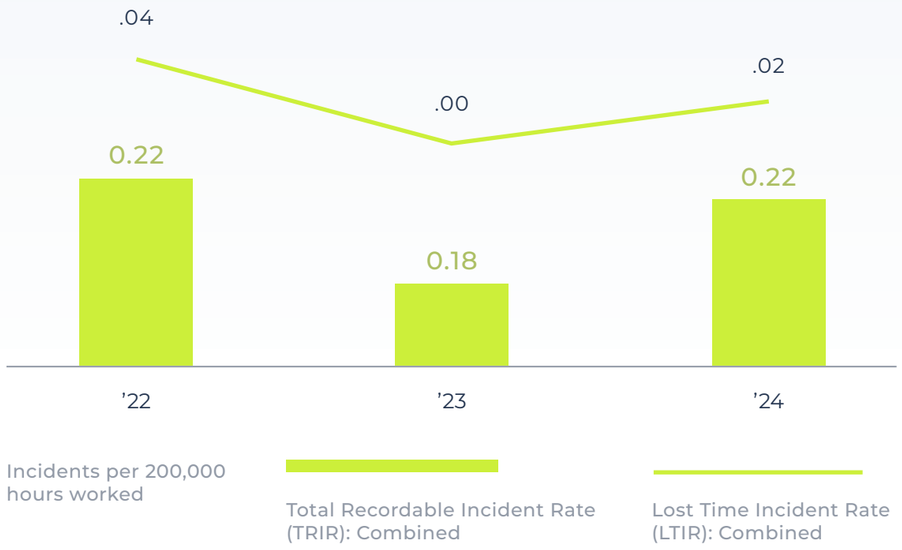
Chord's performance in TRIR, LTIR, and SIF stems from our proactive risk management, which utilizes root cause analysis to help us learn from events, data metrics to track pre-job hazard hunts, and routine training and dialogue with employees and contractors about safety.

- High Potential (HiPo) events provide valuable learning opportunities
- Incident management software tracks hazard IDs and unsafe conditions and behaviors
- Frequent hazard hunts actively identify and mitigate risks at field sites
- Personnel are trained in safety practices through orientations, contractor onboarding, safety meetings, Values-Based Safety Leadership (VBSL) training, and Life Saving Rules (LSRs) sessions.

A Structured Approach to HSE Management

Chord Energy has established a comprehensive Health, Safety, and Environment (HSE) Management System to address health and safety risks and embed our safety culture into operations. This framework helps employees understand our policies and their role in maintaining a safe workplace, with stop-work authority at all levels. The management system has been designed to meet OSHA 18001 and ISO 45001 standards.

TOTAL INCIDENT RATE



Training and Emergency Preparedness

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

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

Resilient Supply Chains for Long-Term Value

Suppliers and contractors are integral to our operational success. Chord's Procurement group oversees our supply chain management program, including a robust vetting process for new suppliers. This involves evaluating technical capabilities, service complexity, environmental, and safety records. For operations that may have a higher risk factor related to equipment or labor, we may perform additional due diligence of supplier candidates' operations, policies, and procedures, and conduct site visits to help promote compliance with best practices and standards.

All suppliers are required to adhere to the terms of our Master Service Agreements (MSAs), which mandate compliance with Equal Employment Opportunity (EEO) laws, safety, and environmental standards. Suppliers must also adhere to our Contractor HSE Expectations Manual as well as our Human Rights policy, which includes ethical standards on discrimination, harassment, forced labor, freedoms of association, and health & safety.

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

Vetting	Contractors register with ISN for evaluation and Environmental Health and Safety (EHS) training review.
Onboarding	Programs familiarize new contractors with the company's safety expectations.
Engagement	Field visits and interviews promote active contractor participation in safety programs.
Auditing	We conduct management system audits and field-level audits to monitor safety standards annually.
Hazard Hunts	Focus on identifying and documenting potential hazards to raise awareness and improve safety performance.
Rules to Live By	We hold regular forums to discuss safety topics like Stop Work Responsibility, Hazard Identification, Job Safety Analyses (JSA), or other topics with employees and contractors.
Safety Summits	Annual gatherings of company leadership, employees, and contractors to showcase safety successes and address challenges collaboratively.

Industry Collaboration

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

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

Our People

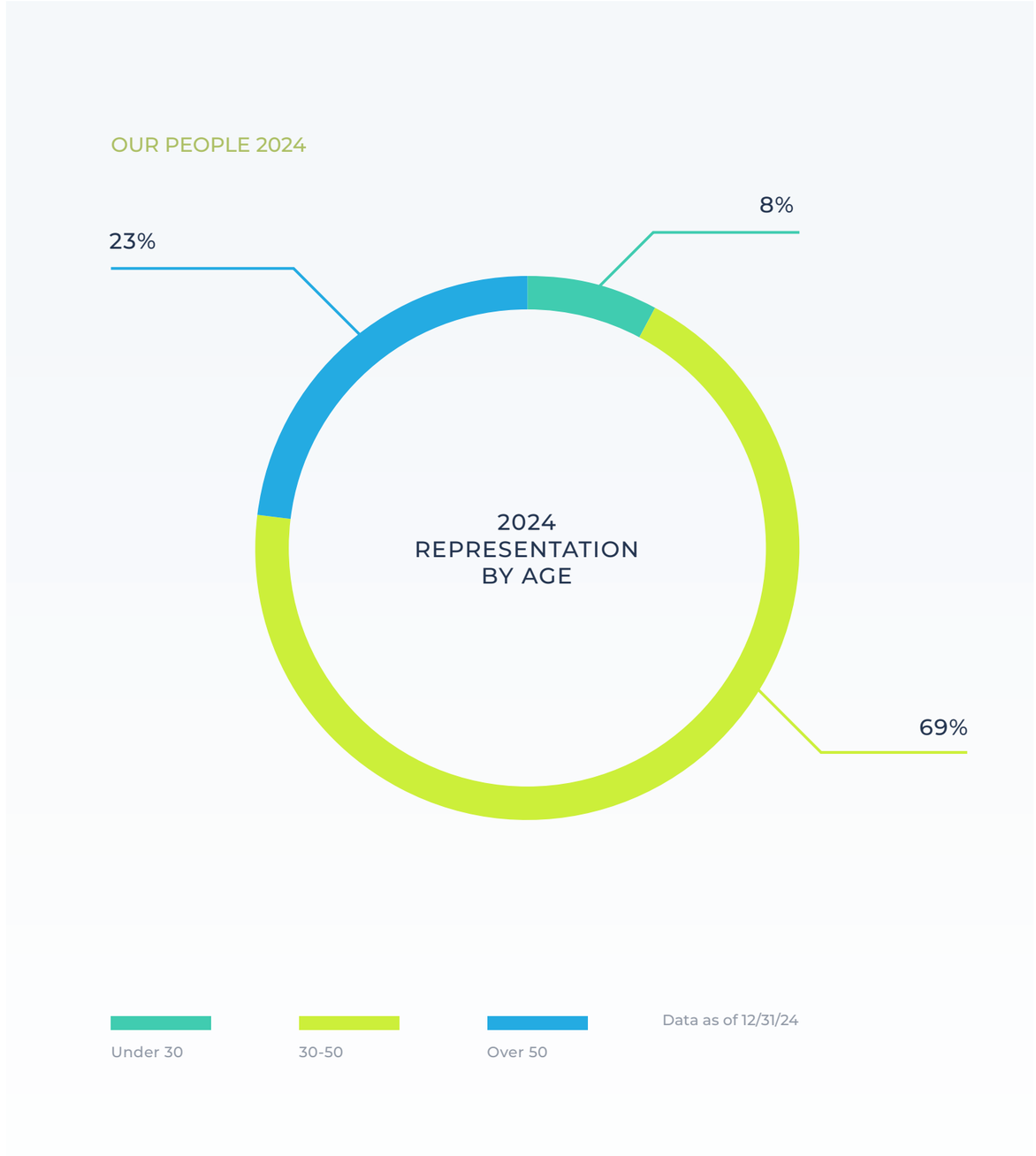
Cultivating an engaging and rewarding environment for our employees is central to our success. The Compensation and Human Resources (CHR) Committee of our Board actively oversees Chord's human resources strategies, and prioritizes our efforts to attract and retain employees and leaders with the skills and experience needed to achieve our strategic objectives in dynamic market conditions. During 2024, the CHR Committee engaged with management on several issues impacting Chord's human capital strategy, including integration of people and systems in connection with the Enerplus Transaction, effective employee engagement, positive corporate culture, and recruiting and retention.

> "At Chord Energy, our people are the key to our continued success. We work to foster an inclusive and rewarding workplace where employees feel valued, engaged, and empowered to grow."
>
> ELIZABETH SHULER, VICE PRESIDENT AND CHIEF HUMAN RESOURCES OFFICER

Workforce Dynamics

We encourage constructive debate and engaged leadership, aiming to attract, develop, and retain a highly effective and talented workforce. We believe a workforce that brings varied backgrounds and experiences enriches us with unique perspectives and ideas, and helps to ensure every employee is valued and heard. We are an equal opportunity employer and do not discriminate on the basis of any characteristic protected by applicable law. We embrace an approach to talent attraction and promotion that enables all individuals to be evaluated based on their merit.

To maintain a multitalented and respectful workforce, we have developed a robust compliance program. As part of this program, all directors, officers, and employees are required to complete an annual certification of our Code of Business Conduct and Ethics, which includes our commitment to anti-discrimination expectations and guidelines.



2024 Results

712
Employees as of Dec. 31, 2024

9%
Voluntary turnover rate in 2024

Career Development at Chord

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

Ongoing Learning and Development:

- Equipping employees to deepen skills through comprehensive learning and development programs covering personal and professional competencies, safety, and technology training.
- Using Gallup assessments at all levels of the organization and across teams to help employees identify their strengths.
- Providing LinkedIn Learning for all employees, and hosting on-site training courses facilitated by Franklin Covey.
- Offering access to DataCamp for developing data analytics skills and providing access to the SAGA Wisdom© platform for petro-technical training opportunities.

Engaging Work Environment:

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

Competitive Compensation and Benefits Programs:

- Designed to align individual and company goals to ensure business objectives are achieved while staying true to our core values.
- Aiming to attract and retain top talent with a competitive compensation and benefits package that will motivate, inspire, and support our workforce while driving commitments to our collective success.

Chord Day of Caring spent at Houston Food Bank

Stronger Communities Through Unity

Chord Energy strives to make a positive impact in the communities where we operate. We invest resources to support local nonprofits, facilitate employee volunteer opportunities, and engage with community stakeholders to address concerns effectively.

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

In 2024, Chord Energy contributed over $1.3 million to charitable organizations across North Dakota, Montana, and Texas. Our charitable initiatives include sponsoring technical training programs in our local communities, engineering scholarships, environmental and wildlife rehabilitation programs, Habitat for Humanity projects, mental health programs, and educational programs like OneGoal and Junior Achievement.

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

1. Providing each employee with 18 hours of paid time annually for volunteering during business hours at their preferred nonprofit.
2. Creating volunteer opportunities and connecting employees with local volunteer events through our social investment team.
3. Providing each employee with access to the Employee Matching Gift Program, where corporate match donations are made on behalf of an employee's charitable contribution to a non-profit organization.
4. Providing an annual Day of Caring where all employees can unite to contribute to local community initiatives.

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

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

ENVIRONMENT
Habitat preservation and tree planting

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

MENTAL HEALTH
Improving mental health awareness and access to basic services

Select Chord Charity Recipients:

Working with MHA Nation

Engagement

Chord Energy remains committed to fostering respectful and collaborative relationships with the Mandan, Hidatsa, and Arikara Nation (MHA Nation). Our approach is grounded in principles of transparency, mutual respect, and adherence to applicable laws and regulations. We work closely with Indigenous communities and engage with them in the early stages of new projects with a goal of building trust and support for our operations. This commitment includes honoring legal and constitutional rights, maintaining compliance with relevant requirements, and advancing economic opportunities and inclusion through partnerships with the Tribal Employment Rights Office (TERO) and other MHA Nation programs.

Supporting Opportunity and Cultural Heritage

Beyond economic partnerships, Chord Energy places strong emphasis on preserving cultural heritage and actively seeking stakeholder input on potential risks to Indigenous communities. We strive to enhance awareness and education among our leaders, employees, and contractors regarding the history and culture of Indigenous peoples. Our Indigenous Relations Policy reflects our shared responsibility to operate in alignment with these guiding principles.

In 2024, Chord sponsored the Mandaree School Pow Wow, an event organized by the MHA Nation to celebrate the heritage of the Three Affiliated Tribes. The pow wow included ceremonial dances, cultural demonstrations, traditional art displays, and competitions such as the War Cry and Tongue Rattle. Chord Energy representatives attended and participated in these activities, reflecting our commitment to engaging with and contributing to local Indigenous communities.

Employees receiving the Friends of MHA Education Award at the Mandaree School Pow Wow, proudly sponsored by Chord Energy.

Headman dancer Rylan Baker and Headwoman dancer Tessa Holds the Enemy-Abbey at the 2024 Mandaree School Pow Wow
Photographer LeeAnna Nation, West Segment News, July 2024, Published by Mandaree West Segment

Community and Educational Initiatives

Chord Energy is committed to strengthening Indigenous communities through direct engagement, educational support, and partnerships that promote health and cultural pride. Highlights of our community and educational engagement in 2024 include:

- Annual participation in the MHA Nation Ice Warrior Plunge at Lake Sakakawea, raising funds for the American Indian Cancer Foundation to support community health.
- Support for ImagiNative Roots, a youth magazine distributed in Fort Berthold schools that educates and empowers Indigenous students by showcasing their culture and voices.
- Funding of annual scholarships through the American Indian College Fund to assist Indigenous students pursuing higher education.
- Partnering with McKenzie County Sheriff's Department to provide a therapy dog for the Mandaree School to support student mental health and emotional well-being.

Annual participation in the MHA Nation Ice Warrior Plunge at Lake Sakakawea

Data & Disclosures

Performance Data by Year

The metrics and disclosures in this data table cover Chord Energy's US E&P operations for the calendar year ending December 31, 2024, and prior reporting periods. Unless otherwise noted, the data presented here is pro forma for Chord Energy and Enerplus Corporation. The metrics have been calculated using the best available data at the time of publication. These metrics are subject to change as we continuously seek to improve our data management practices, data sources, and calculation methodologies.

METRIC	UNITS	2022	2023	2024
COMPANY				
COMPANY OVERVIEW				
Number of Employees	Number	526	486	712
FINANCIAL OVERVIEW				
Revenue	$ Thousands	5,852,670	5,559,657	5,877,096
OPERATIONAL OVERVIEW				
Gross Annual Production	MBOE	114,496	117,593	120,812
Gross Annual Oil Production	BBL	76,511,205	79,597,958	82,737,136
Gross Annual Gas Production	MCF	227,906,419	227,970,415	228,451,209
Proved Reserves (1P)[1]	MMBOE	656	636	883
Gross Total Produced Liquids	MBBL	208,398	213,663	207,865
ENVIRONMENTAL				
GHG EMISSIONS[2] (SCOPE 1)[3]				
Scope 1 Emissions: Gross Total	Metric Tons CO_2e	2,417,592	2,028,734	1,944,660
Scope 1 Emissions: Carbon Dioxide (CO_2)	Metric Tons CO_2e	1,883,368	1,717,502	1,714,128
Scope 1 Emissions: Methane (CH_4)	Metric Tons CO_2e	533,142	310,218	229,616
Scope 1 Emissions: Nitrous Oxide (N_2O)	Metric Tons CO_2e	1,083	1,013	917
Scope 1 Emissions: from (1) flared hydrocarbons	Metric Tons CO_2e	1,233,426	866,630	949,132
Scope 1 Emissions: from (2) other combustion	Metric Tons CO_2e	574,155	582,297	485,348
Scope 1 Emissions: from (3) process emissions	Metric Tons CO_2e	283,139	400,909	424,486
Scope 1 Emissions: from (4) other vented emissions	Metric Tons CO_2e	317,766	173,261	82,702
Scope 1 Emissions: from (5) fugitive emissions	Metric Tons CO_2e	9,106	5,636	2,992
Scope 1 Emissions: Methane (CH_4)	Metric Tons CH_4	19,041	11,079	8,201
Scope 1 Emissions: Percentage Methane (CH_4)	Percentage (%)	22.1%	15.3%	11.8%
Scope 1 Emissions: Percentage covered under emissions-limiting regulations	Percentage (%)	0.0%	0.0%	0.0%
Scope 1 Intensity per Revenue	Metric Tons CO_2e / $ Thousands	0.41	0.36	0.33
Scope 1 Intensity per Gross Annual Production	Metric Tons CO_2e / Gross Annual Production (MBOE)	21.12	17.25	16.10
Carbon Dioxide (CO_2) Intensity	Metric Tons CO_2 / Gross Annual Production (MBOE)	16.45	14.61	14.19
Methane (CH_4) Intensity	Metric Tons CO_2e / Gross Annual Production (MBOE)	4.66	2.64	1.90

Performance Data by Year
(Continued)

METRIC	UNITS	2022	2023	2024
ENVIRONMENTAL (CONTINUED)				
GHG EMISSIONS (SCOPE 2)[4]				
Scope 2 Emissions: Gross Total	Metric Tons CO_2e	340,827	321,387	351,017
Scope 2 Intensity per Revenue	Metric Tons CO_2e / $ Thousands	0.06	0.06	0.06
Scope 2 Intensity per Gross Annual Production	Metric Tons CO_2e / Gross Annual Production (MBOE)	2.98	2.73	2.90
GHG EMISSIONS (SCOPE 1 & 2)				
Scope 1 and Scope 2 Intensity per Revenue	Metric Tons CO_2e / $ Thousands	0.47	0.42	0.39
Scope 1 and Scope 2 Intensity per Gross Annual Production	Metric Tons CO_2e / Gross Annual Production (MBOE)	24.09	19.99	19.00
FLARING[5]				
Gross Annual Volume of Flared Gas (MCF)	MCF	12,273,043	7,865,705	8,254,482
Percentage of gas flared per MCF of gas produced	Gross Annual Volume of Flared Gas (MCF) / Gross Annual Gas Production (MCF)	5.4%	3.5%	3.6%
Volume of gas flared per barrel of oil equivalent produced	Gross Annual Volume of Flared Gas (MCF) / Gross Annual Production (BOE)	0.11	0.07	0.07
ENERGY USE				
Electricity Used	Thousand Kilowatt Hours	810,953	764,699	835,200
ENVIRONMENTAL IMPACT				
Number of Hydrocarbon Spills to the Environment[6]	Number	28	5	13
Volume of Hydrocarbon Spills to the Environment[6]	BBL	317	4	8
Volume of Hydrocarbon Spills in Arctic	BBL	0	0	0
Volume of Hydrocarbon Spills impacting shorelines with ESI rankings 8-10	BBL	0	0	0
Volume of Hydrocarbon Spills Recovered from the Environment[6]	BBL	293	1	6
Produced Liquid Spilled Outside of Primary Containment	BBL	4,118	1,677	3,549
Produced Liquid Spilled Outside of Secondary Containment	BBL	840	45	14
Spill Intensity (Primary Containment) per Gross Annual Produced Liquids	Produced Liquids Spilled (BBL) / Gross Total Produced Liquids (MBBL)	0.026	0.011	0.017
Spill Intensity (Secondary Containment) per Gross Annual Produced Liquids	Produced Liquids Spilled (BBL) / Gross Total Produced Liquids (MBBL)	0.005	0.000	0.000
Percent of probable reserves in or near sites with protected conservation status or endangered species habitat[7]	Percentage (%)	0.00%	0.00%	0.00%

Performance Data by Year
(Continued)

METRIC	UNITS	2022	2023	2024
ENVIRONMENTAL (CONTINUED)				
ENVIRONMENTAL IMPACT (CONTINUED)				
Percent of proved reserves in or near sites with protected conservation status or endangered species habitat[6]	Percentage (%)	0.09%	0.08%	0.07%
Incidents of air quality noncompliance	Number	4	14	7
MATERIALS & WASTE				
Non-Hazardous Waste	Thousand Metric Tons	16.8	0.0	0.0
Hazardous Waste	Thousand Metric Tons	0.0	0.0	0.0
Total Waste Recycled	Thousand Metric Tons	16.6	0.0	0.0
Hazardous Waste Recycled	Thousand Metric Tons	0.0	0.0	0.0
WATER USE				
Total Fresh Water Withdrawn	Thousand Cubic Meters (m^3)	6,221	9,866	3,867
Total Fresh Water Consumed	Thousand Cubic Meters (m^3)	6,221	9,866	3,867
Volume of Produced Water and Flowback Generated	Thousand Cubic Meters (m^3)	20,667	19,492	19,895
Percent Fresh Water Withdrawn from Areas with High Baseline Water Stress	Percentage (%)	0%	0%	0%
Percent Fresh Water Consumed from Areas with High Baseline Water Stress	Percentage (%)	0%	0%	0%
Volume of Produced Water and Flowback Generated: Percentage Discharged	Percentage (%)	9%	0%	0%
Volume of Produced Water and Flowback Generated: Percentage Injected	Percentage (%)	90%	100%	100%
Volume of Produced Water and Flowback Generated: Percentage Recycled	Percentage (%)	3%	2%	0%
Hydrocarbon Content in Discharged Water	Metric Tons	3.79	0.00	0.00
Percent of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage (%)	100%	100%	100%
Percent of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Percentage (%)	0%	0%	0%
Water Recycling Rate	Recycled Water (BBL) / Total Water Consumed (BBL)	9%	3%	0%
Freshwater Intensity per Gross Annual Production[8]	Fresh Water Consumed (BBL) / Gross Annual Production (BOE)	0.374	0.544	0.202

Performance Data by Year

(Continued)

METRIC	UNITS	2022	2023	2024
SOCIAL				
HEALTH & SAFETY[9]				
Total Recordable Incident Rate (TRIR): Employee	Number	0.37	0.00	0.45
Total Recordable Incident Rate (TRIR): Contractor	Number	0.21	0.19	0.21
Total Recordable Incident Rate (TRIR): Combined	Number	0.22	0.18	0.22
Days Away, Restricted or Transferred (DART): Employee	Number	0.37	0.00	0.00
Days Away, Restricted or Transferred (DART): Contractor	Number	0.04	0.03	0.05
Days Away, Restricted or Transferred (DART): Combined	Number	0.07	0.03	0.05
Lost Time Injury Rate (LTIR): Employee	Number	0.19	0.00	0.00
Lost Time Injury Rate (LTIR): Contractor	Number	0.03	0.00	0.02
Lost Time Injury Rate (LTIR): Combined	Number	0.04	0.00	0.02
Near Miss Frequency Rate (NMFR): Employee	Number	2.05	6.02	2.27
Near Miss Frequency Rate (NMFR): Contractor	Number	1.56	1.57	0.95
Near Miss Frequency Rate (NMFR): Combined	Number	1.60	1.86	1.01
OSHA Recordable Cases: Employee	Number	2	0	3
OSHA Recordable Cases: Contractor	Number	14	13	28
OSHA Recordable Cases: Combined	Number	16	13	31
# Fatalities: Employee	Number	0	0	0
# Fatalities: Contractor	Number	1	0	0
# Fatalities: Combined	Number	1	0	0
Fatality Rate: Contractor	Number	0.00	0.00	0.00
Fatality Rate: Employee	Number	0.00	0.00	0.00
Fatality Rate: Combined	Number	0.00	0.00	0.00
Preventable Vehicle Incident Rate (PVIR): Employee	Number	1.35	1.85	1.90
Average hours of health, safety, and emergency response training: Full-Time Employees	Hours	–	14	14
Average hours of health, safety, and emergency response training: Office Employees	Hours	–	2	2
Average hours of health, safety, and emergency response training: Field Employees	Hours	–	24	24

Performance Data by Year
(Continued)

METRIC	UNITS	2022	2023	2024
SOCIAL (CONTINUED)				
HUMAN CAPITAL MANAGEMENT[10,11]				
Employee Turnover	Percentage (%)	20%	27%	19%
Voluntary Turnover of Employees	Percentage (%)	8%	7%	9%
Involuntary Turnover of Employees	Percentage (%)	12%	21%	11%
% of Employees Age Under 30	Percentage (%)	6%	8%	8%
% of Employees Age 30–50	Percentage (%)	75%	75%	69%
% of Employees Age Over 50	Percentage (%)	19%	17%	23%
HUMAN & INDIGENOUS RIGHTS				
Percent of probable reserves in or near areas of conflict[7]	Percentage (%)	0%	0%	0%
Percent of proved reserves in or near areas of conflict	Percentage (%)	0%	0%	0%
Percent of probable reserves in or near Indigenous land[7]	Percentage (%)	0%	0%	0%
Percent of proved reserves in or near Indigenous land	Percentage (%)	15%	15%	29%
Percent of Unionized Employees	Percentage (%)	0%	0%	0%
COMMUNITY INVESTMENTS				
Social Investments[12]	$ Thousands	1,348	1,366	1,500
GOVERNANCE				
BOARD OVERSIGHT				
Average Board Tenure	Years	1	2	3
% Independent Directors	Percentage (%)	80%	80%	82%
ETHICS				
Percent of probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage (%)	0%	0%	0%
Percent of proved reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage (%)	0%	0%	0%
POLITICAL CONTRIBUTIONS				
Political Contributions	$ Thousands	0	0	0

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

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

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE

TCFD FRAMEWORK CORE ELEMENTS

GOVERNANCE Disclose the organization's governance around climate-related risks and opportunities.	a. Describe the Board's oversight of climate-related risks and opportunities. b. Describe management's role in assessing and managing climate-related risks and opportunities.	Governance, Page 26
STRATEGY Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Strategy, Page 27
RISK MANAGEMENT Disclose how the organization identifies, assesses, and manages climate-related risks.	a. Describe the organization's processes for identifying and assessing climate-related risks. b. Describe the organization's processes for managing climate-related risks. c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Risk Management, Page 29
METRICS AND TARGETS Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Performance Metrics and Targets, Page 30

Sustainability Accounting Standards Board (SASB) Oil and Gas

2024 Reporting Framework

Chord Energy has reported the information cited in this SASB index for the period 1/1/2024 to 12/31/2024 with reference to the applicable SASB Standard.

SASB TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	METRIC
GREENHOUSE GAS EMISSIONS	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Metric tons CO_2e, Percentage (%)	EM-EP-110a.1	Scope 1 Emissions: 1,944,660 Percentage of Methane: 11.8% Percentage Covered Under Emission-Limiting Regulations: 0% Refer to Page 55
	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	Metric tons CO_2e	EM-EP-110a.2	(1) Scope 1 Emissions from Flared Hydrocarbons: 949,132 (2) Scope 1 Emissions from other combustion: 485,348 (3) Scope 1 Emissions from process emissions: 424,486 (4) Scope 1 Emissions from other vented emissions: 82,702 (5) Scope 1 Emissions from fugitive emissions: 2,992 Refer to Page 55
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	EM-EP-110a.3	Refer to the section Emissions Management
AIR QUALITY	Air emissions of the following pollutants: (1) NOX (excluding N_2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Metric tons (t)	EM-EP-120a.1	Not Disclosed
WATER MANAGEMENT	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), Percentage (%)	EM-EP-140a.1	(1) Fresh Water Withdrawn: 3,867 Thousand Cubic Meters (2) Fresh Water Consumed: 3,867 Thousand Cubic Meters (3) Percentage in High Stress Regions: 0% Refer to Page 57
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Thousand cubic meters (m^3), Percentage (%), Metric tons (t)	EM-EP-140a.2	Volume of Produced Water: 19,895 Thousand Cubic Meters (1) Percentage Discharged: 0% (2) Percentage Injected: 100% (3) Percentage Recycled: 0.2% Refer to Page 57
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage (%)	EM-EP-140a.3	100%
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Percentage (%)	EM-EP-140a.4	0%

Sustainability Accounting Standards Board (SASB) Oil and Gas

2024 Reporting Framework (Continued)

SASB TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	METRIC
BIODIVERSITY IMPACTS	Description of environmental management policies and practices for active sites	N/A	EM-EP-160a.1	Refer to the section Environmental Management
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	Number, Barrels (bbls)	EM-EP-160a.2	Number of Hydrocarbon Spills: 13 Volume of Hydrocarbon Spills: 8 Bbls Volume in Arctic: 0 Bbls Volume Impacting Shorelines with ESI Rankings: 0 Bbls Volume Recovered: 6 Bbls Refer to Page 56
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Percentage (%)	EM-EP-160a.3	(1) Percentage of Proved Reserves: 0.07% (2) Percentage of Probable Reserves: 0.00% Refer to Page 56-57
SECURITY, HUMAN RIGHTS, & RIGHTS OF INDIGENOUS PEOPLES	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage (%)	EM-EP-210a.1	(1) Percentage of Proved Reserves: 0% (2) Percentage of Probable Reserves: 0% Refer to Page 59
	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Percentage (%)	EM-EP-210a.2	(1) Percentage of Proved Reserves: 29% (2) Percentage of Probable Reserves: 0% Refer to Page 59
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	N/A	EM-EP-210a.3	Refer to our Human Rights Policy
COMMUNITY RELATIONS	Discussion of process to manage risks and opportunities associated with community rights and interests	N/A	EM-EP-210b.1	Not Disclosed
	Number and duration of non-technical delays	Number, Days	EM-EP-210b.2	Not Disclosed

Sustainability Accounting Standards Board (SASB) Oil and Gas

2024 Reporting Framework (Continued)

SASB TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	METRIC
WORKFORCE HEALTH & SAFETY	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Rate, Hours (h)	EM-EP-320a.1	(1) Total Recordable Incident Rate (TRIR): 0.22 (a) Employee TRIR: 0.45 (b) Contractor TRIR: 0.21 (2) Fatality Rate: 0.00 (a) Employee Fatality Rate: 0.00 (b) Contractor Fatality Rate: 0.00 (3) Near Miss Frequency Rate (NMFR): 1.01 (a) Employee NMFR: 2.27 (b) Contractor NMFR: 0.95 (4) Average HSE Training Hours: 14 (a) Employee Average HSE Training Hours: 14 (b) Contractor Average HSE Training Hours: N/A Refer to Page 58
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	N/A	EM-EP-320a.2	Refer to the section Health and Safety
RESERVES VALUATION & CAPITAL EXPENDITURES	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Million barrels (MMbbls), Million standard cubic feet (MMscf)	EM-EP-420a.1	Not Disclosed
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	Metric tons (t) CO_2e	EM-EP-420a.2	Not Disclosed
	Amount invested in renewable energy, revenue generated by renewable energy sales	Reporting	EM-EP-420a.3	0
	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	N/A	EM-EP-420a.4	Not Disclosed

Sustainability Accounting Standards Board (SASB) Oil and Gas

2024 Reporting Framework (Continued)

SASB TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	METRIC
BUSINESS ETHICS & TRANSPARENCY	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage (%)	EM-EP-510a.1	(1) Percentage of Proved Reserves: 0% (2) Percentage of Probable Reserves: 0% Refer to Page 59
	Description of the management system for prevention of corruption and bribery throughout the value chain	N/A	EM-EP-510a.2	Not Disclosed
MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	N/A	EM-EP-530a.1	Not Disclosed
CRITICAL INCIDENT RISK MANAGEMENT	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Rate	EM-EP-540a.1	Not Disclosed
	Description of management systems used to identify and mitigate catastrophic and tail-end risks	N/A	EM-EP-540a.2	Refer to the section Risk Management
ACTIVITY METRICS	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Thousand barrels per day (Mbbl/day); Million standard cubic feet per day (MMscf/day)	EM-EP-000.A	Production of: (1) Oil (Mbbl/day): 226 (2) Natural Gas (MMscf/day): 626 (3) Synthetic Oil (Mbbl/day): 0 (4) Synthetic Gas (MMscf/day): 0
	Number of offshore sites	Number	EM-EP-000.B	0
	Number of terrestrial sites	Number	EM-EP-000.C	0

Global Reporting Initiative (GRI) Standard for Oil and Gas

Statement of Use: Chord Energy has reported the information cited in this GRI content index for the period 1/1/2024 to 12/31/2024 with reference to the GRI Standards.

CODE	STANDARD TYPE	GRI STANDARD	DISCLOSURE	LOCATION
GRI 2-1	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-1 Organizational details	Company Overview 2025 Proxy Statement
GRI 2-3	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-3 Reporting period, frequency and contact point	About this Report
GRI 2-7	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-7 Employees	Performance Data
GRI 2-9	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-9 Governance structure and composition	Chord Energy Board of Directors 2025 Proxy Statement
GRI 2-10	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-10 Nomination and selection of the highest governance body	Chord Energy Board of Directors 2025 Proxy Statement
GRI 2-11	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-11 Chair of the highest governance body	Chord Energy Board of Directors 2025 Proxy Statement
GRI 2-12	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-12 Role of the highest governance body in overseeing the management of impacts	Risk Management
GRI 2-14	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-14 Role of the highest governance body in sustainability reporting	Risk Management
GRI 2-15	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-15 Conflicts of interest	Corporate Code of Business Conduct and Ethics
GRI 2-16	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-16 Communication of critical concerns	Governance Polices and Practices
GRI 2-17	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-17 Collective knowledge of the highest governance body	Chord Energy Board of Directors 2025 Proxy Statement
GRI 2-26	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-26 Mechanisms for seeking advice and raising concerns	Governance Polices and Practices
GRI 2-28	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-28 Membership associations	Active Engagement in Industry Associations
GRI 2-29	Universal Standards	GRI 2: General Disclosures 2021	GRI 2-29 Approach to stakeholder engagement	2025 Proxy Statement
GRI 3-1	Universal Standards	GRI 3: Material Topics 2021	GRI 3-1 Process to determine material topics	Materiality Assessment
GRI 3-2	Universal Standards	GRI 3: Material Topics 2021	GRI 3-2 List of material topics	Materiality Assessment
GRI 3-3	Universal Standards	GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	Materiality Assessment
GRI 11-1	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-1 GHG emissions	Emissions Management
GRI 11-4	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-4 Biodiversity	Environmental Stewardship
GRI 11-6	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-6 Water and effluents	Environmental Stewardship
GRI 11-9	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-9 Occupational health and safety	Building a Culture of Care
GRI 11-10	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-10 Employment practices	Our People
GRI 11-11	Sector Standards	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-11 Non-discrimination and equal opportunity	Corporate Code of Business Conduct and Ethics

Global Reporting Initiative (GRI) Standard for Oil and Gas

(Continued)

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

American Exploration and Production Council (AXPC) ESG Metrics Framework

To provide investors and the public with transparency and consistency for key upstream ESG indicators, AXPC offers the AXPC ESG Metrics Framework and Template. The framework focuses on five key metric groupings that AXPC members believe are essential for promoting more consistent reporting across its member companies. The metrics and disclosures in this index cover Chord Energy's upstream US E&P operations for the calendar year ending December 31, 2024. Unless otherwise noted, the data presented here is pro forma for Chord Energy and Enerplus Corporation.

	2022	2023	2024
GREENHOUSE GAS EMISSIONS			
Scope 1 GHG Emissions (Metric tons CO_2e)	2,417,592	2,028,734	1,944,660
Scope 1 GHG Intensity: Scope 1 GHG Emissions (Metric tons CO_2e)/Gross Annual Production as Reported Under Subpart W (MBoe)	21.34	17.35	16.17
Percent of Scope 1 GHG Emissions Attributed to Boosting and Gathering Segment	0%	0%	0%
Scope 2 GHG Emissions (Metric tons CO_2e)	340,827	321,387	351,017
Scopes 1 & 2 Combined GHG Intensity: Scope 1 GHG Emissions (Metric tons CO_2e) + Scope 2 GHG Emissions (Metric tons CO_2e)/ Gross Annual Production as Reported Under Subpart W (MBoe)	24.35	20.10	19.09
Scope 1 Methane Emissions (Metric tons CH_4)	19,041	11,079	8,201
Scope 1 Methane Intensity: Scope 1 Methane Emissions (Metric tons CH_4)/Gross Annual Production – As Reported Under Subpart W (MBoe)	0.17	0.09	0.07
Percent of Scope 1 Methane Emissions Attributed to Boosting and Gathering Segment	0%	0%	0%
FLARING			
Gross Annual Volume of Flared Gas (Mcf)	12,273,043	7,865,705	8,254,482
Percentage of gas flared per Mcf of gas produced Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Gas Production (Mcf)	5.44%	3.45%	3.61%
Volume of gas flared per barrel of oil equivalent produced Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Production (Boe)	0.109	0.067	0.068
SPILL[6]			
Spill Intensity Produced Liquids Spilled (Bbl)/Total Produced Liquids (MBbl)	0.005	0.000	0.000
WATER USE			
Fresh Water Intensity Fresh Water Used (Bbl)/Gross Annual Production (Boe)	0.374	0.544	0.202
Produced Water Recycle Rate: Recycled Water (Bbl)/Total Water Used (Bbl)	8.6%	3.1%	0.2%
Does your company use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Monetizer, or other comparable tool or methodology to determine the water-stressed areas in your portfolio?	Yes	Yes	Yes

American Exploration and Production Council (AXPC) ESG Metrics Framework (Continued)

	2022	2023	2024
SAFETY[9]			
Employee TRIR # of Employee OSHA Recordable Cases x 200,000 / Annual Employee Workhours	0.37	–	0.45
Contractor TRIR # of Contractor OSHA Recordable Cases x 200,000 / Annual Contractor Workhours	0.21	0.19	0.21
Combined TRIR # of Combined OSHA Recordable Cases x 200,000 / Annual Combined Workhours	0.22	0.18	0.22
SUPPORTING DATA[9]			
Gross Annual Oil Production (Bbl)	76,511,205	79,597,958	82,737,136
Gross Annual Gas Production (Mcf)	227,906,419	227,970,415	228,451,209
Gross Annual Production (Boe)	114,495,609	117,593,027	120,812,337
Gross Annual Production (MBoe)	114,496	117,593	120,812
Gross Annual Production – As Reported Under Subpart W (MBoe)	113,267	116,912	120,237
Total Produced Liquids (MBbl)	208,398	213,663	207,865
Produced Liquids Spilled (Bbl)[6]	840	45	14
Fresh Water Used (Bbl)	42,783,211	64,018,184	24,380,148
Recycled Water (Bbl)	3,660,359	1,968,492	59,403
Total Water Used (Bbl)	42,783,211	64,018,184	24,380,148
Employee OSHA Recordable Cases[9]	2	–	3
Contractor OSHA Recordable Cases[9]	14	13	28
Combined OSHA Recordable Cases[9]	16	13	31
Annual Employee Workhours[9]	1,072,267	963,289	1,322,256
Annual Contractor Workhours[9]	13,572,100	13,414,328	26,770,119
Methodology	**API**	**API**	**API**
Annual Combined Workhours	14,644,367	14,377,617	28,092,375

Form last updated January 2024

Footnotes

1 Reserves reported for 2024 are proforma Chord Energy + Enerplus. Due to methodology differences, reporting periods prior to 2024 are for legacy Chord Energy only.

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

3 Scope 1 GHG emissions are defined by the EPA as direct GHG emissions that occur from sources that are controlled or owned by an organization.

4 Scope 2 GHG emissions are defined by the EPA as the indirect GHG emissions associated with the purchase of electricity, steam, or cooling required to support an organization's activities. We calculate reported emissions using EPA fuel and electricity emissions factors.

5 Flaring volumes and intensity rate calculations include natural gas produced at facilities operated by Chord Energy E&P and the flared volumes from the first stage of separation associated with the production of oil and natural gas.

6 Environmental impact data is proforma Chord Energy + Enerplus following the acquistion close date of May 31, 2024. The 2024 data prior to this date, as well as for prior reporting periods of 2022 and 2023, is legacy Chord Energy only.

7 Probable reserves are not disclosed.

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

9 Health and safety data for 2024 is proforma Chord Energy + Enerplus following the acquistion close date of May 31, 2024. The 2024 data prior to this date, as well as for prior reporting periods of 2022 and 2023, is legacy Chord Energy only.

10 As defined by the U.S. Equal Employment Opportunity Commision.

11 Human capital data reported for 2024 are proforma Chord Energy + Enerplus. Due to reporting differences, the periods prior to 2024 are legacy Chord Energy only.

12 Charitable and philanthropic donations.

Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Chord Energy to provide limited assurance in relation to the Selected Information set out below and presented in Chord Energy's 2024 Sustainability Report (the "Report").

Engagement Summary

Scope of Our Assurance Engagement	Whether the following Selected Information for 2024 is fairly presented in the 'Performance Data by Year' table on page 55-59 of the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Selected Information	• Scope 1 emissions: Gross Total [Metric Tons CO_2e] • Scope 1 emissions: Carbon Dioxide (CO_2) [Metric Tons CO_2e] • Scope 1 emissions: Methane (CH_4) [Metric Tons CO_2e] • Scope 1 emissions: Nitrous Oxide (N_2O) [Metric Tons CO_2e] • Scope 1 emissions: Methane (CH_4) [Metric Tons CH_4] • Scope 2 emissions: Gross Total (location-based) [Metric Tons CO_2e]
Reporting Period	January 1, 2024 to December 31, 2024
Reporting Criteria	• US EPA Mandatory Greenhouse Gas Reporting Rule (GHGRP) • The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions • GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions • American Exploration and Production Council (AXPC) ESG Metrics Framework • Chord Energy's Basis of Reporting (BoR)
Assurance Standard and Level of Assurance	We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board. The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
Respective Responsibilities	Chord Energy is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report. ERM CVS' responsibility is to provide a conclusion to Chord Energy on the agreed assurance scope based on our engagement terms with Chord Energy, the assurance activities performed and exercising our professional judgement.

Our Conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information for 2024 is not fairly presented in the 'Performance Data by Year' table on page 55-59 of the Report, in all material respects, in accordance with the reporting criteria.

Our Assurance Activities

Considering the level of assurance and our assessment of the risk of material misstatement of the Report, a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Interviewing Chord Energy management representatives responsible for managing the Selected Information;
- Interviewing relevant Chord Energy staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing a sample of qualitative and quantitative evidence supporting the Selected Information;
- Performing an analytical review of 2024 data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Evaluating the conversion factors, emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.

The Limitations of Our Engagement

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our Independence, Integrity and Quality Control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Chord Energy in any respect.

ERMCVS

29 SEPT 2025
Malvern, PA
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Forward-Looking Statements

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

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

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

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

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

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

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