



CORPORATE SUSTAINABILITY REPORT **2023-2024**

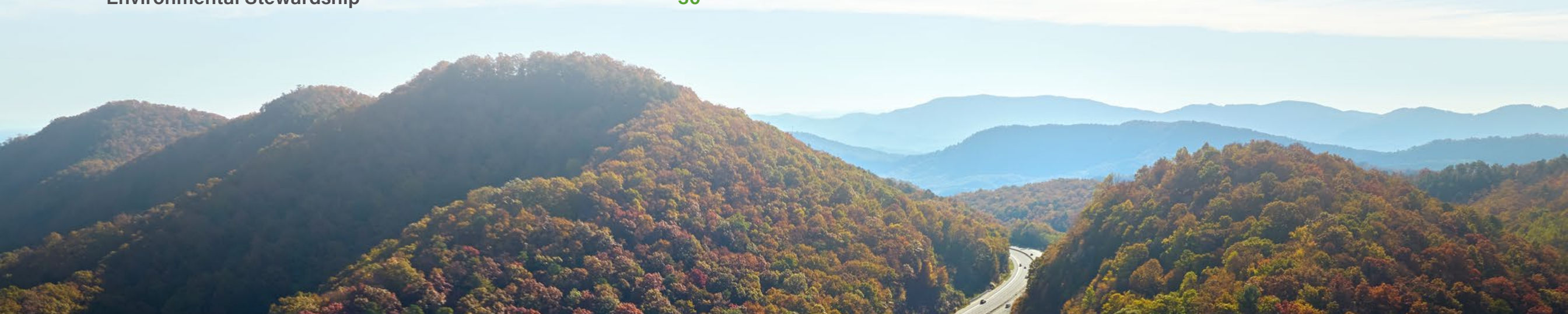




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Overview

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Letter From Our Board of Directors

Energy is the building block for all things in our modern, connected world. Our lives require more energy than ever before. This growing reliance for dependable energy has elevated both the role of natural gas and the standard for how we produce it. Range has embraced the latter for more than a decade through transformative initiatives like implementation of an aggressive emissions management program, pioneering large scale water recycling and the voluntary disclosure of the composition of the fracturing fluid on a well-by-well basis.

Delivering on Our Goals

The road we have paved is part of our organizational DNA and is a journey that has been possible through the collective effort of our team. Our team has built not only a resilient company with world-class assets, but also a culture of innovation that has allowed us to be the most efficient operator in the industry. We are proud to say that we are doing this with a strong focus on safety and the well-being of our community and stakeholders.

Operational excellence is our standard and demands that our employees and contractors advance our operations every day with our stakeholders in mind. This mindset ultimately defines the Range culture that is embraced by our contractors and service providers.

As we approach 2025, we have clear line of sight to achieve our stated goal of net zero Scope 1 and Scope 2 GHG emissions and have added a particular focus on methane mitigation. Due to thoughtful mitigation practices and implemented technologies, we have exceeded our initial overall goal of reducing GHG emissions intensity by 15 percent relative to 2019 levels.

Range has taken a strategic, methodical approach in identifying emission sources. This has included the electrification of our equipment in the field where possible. In fact, our on-site power generation technology last year allowed us to offset the equivalent of over 5 million gallons of diesel, reducing our development emissions while supporting capital efficiencies.

In addition, we completed the pilot phase of improved pneumatic controller designs. Moving forward, all new well sites include zero-emission pneumatic controller designs. We also launched a retrofit program that prioritizes controller upgrades at our existing well sites to maximize overall emissions reductions.

Our shift from quarterly Leak Detection and Repair (LDAR) surveys to eight times per year reinforces our commitment to reducing methane emissions through ground level inspections. As a result of the first full year of increased survey frequency, we have decreased methane emissions by over 36 percent per leak. In addition, we understand the responsibility we have to manage our emissions and to find enhancements for our operations. Knowing this, we created our Emissions Reduction Work Group that pulls from multiple operational and technical

disciplines with the common goal of identifying and implementing innovative technologies and strategies to help improve our emissions intensity.

Our People

Our achievements would not be possible without our most valuable resource: our people. We appreciate their professional expertise and celebrate their team accomplishments. They are the driving force behind the topics discussed in this report. We believe our low voluntary turnover rate reflects the strong, inclusive culture we have fostered. We are committed to meeting the needs of our employees and providing them with the support, benefits, and opportunities they deserve.

Natural gas is ready and able to provide the energy to meet the demands of tomorrow. For sustainable success, it is important that we remain a low-cost, resilient producer with a competitive emissions profile.

As we look back 20 years ago when we pioneered the Marcellus Shale in Washington County, PA, we are proud of the partnerships we have built with our communities and the role we play in the global economy. Together, Range, our suppliers, and the community will continue to provide the world with what it needs: reliable energy.



Dennis L. Degner
Chief Executive Officer
and President



James M. Funk
Director and ESGS
Committee Chairperson



About Range Resources

Range Resources Corporation (“Range” or “Company”) is a leading U.S. independent natural gas and natural gas liquids (NGL), oil (predominately condensate as well as crude oil, collectively referred to herein as “oil”) producer engaged in operations focused in the Appalachian region of the United States.

OUR ESG COMMITMENT

At Range, our commitment to a resilient and durable business continues to guide our ESG practices. We take pride in being an early adopter of important ESG initiatives, significantly enhancing our environmental performance while delivering increased returns to our stakeholders.

For context, over a decade ago we established a new standard for disclosure by being the first company to offer voluntary, detailed disclosures on the composition of our hydraulic fracturing fluids that are used in our drilling operations. We also pioneered large-scale water recycling, achieving nearly 100 percent reuse of Range’s water year over year. Our culture of prioritizing environmental stewardship, transparency, and natural resource conservation is reflected in our [Environmental Policy](#).

We have made steady progress toward our target of reaching Net Zero Scope 1 and 2 GHG emissions by 2025. To achieve this goal, we are focused on reducing our direct emissions through operational efficiencies, advancing best management practices, and deploying new technologies. We pair these efforts with investments in third-party verified carbon credits.

OUR CORE VALUES

The decisions we make as a business are guided by our [Core Values](#) – *Performance, Innovation, Integrity, and Transparency*. These values are the foundation of our corporate culture, and we strive to act as a responsible partner to our employees, customers, investors, communities, and other key stakeholders. We are dedicated to upholding these values in every aspect of our operations, ensuring that we conduct our business responsibly and ethically.



Performance

We are a results-driven Company focused on delivering the greatest value to our shareholders, customers, partners, and local communities. To advance performance improvements, every Range employee is expected and empowered to continuously identify opportunities aimed at further enhancing our development, safety, and environmental goals.



Innovation

Range has a long and clear record of pioneering innovative solutions reflected in industry and regulatory standards. This includes our leadership on voluntary disclosures, and the pioneering of water recycling and reuse technologies, which reduces both consumptive water needs and local truck traffic. This eye toward continuous innovation results in safer and more cost-effective operations.



Integrity

Our performance is driven by our commitment to act with integrity in everything we do, from principled business decision-making to community partnerships. We are deeply connected to the communities we serve and work every day to operate in a manner that meets or exceeds the expectations of our stakeholders.



Transparency

Transparency and accountability to our shareholders, while supporting greater employee, community, and partner confidence and engagement, is at the core of our culture. We actively work to ensure Range stakeholders have insight into our operations and contributions to the economy, environment, and communities where we operate. We solicit actionable input and implement recommendations from community partners and always seek opportunities to further improve.





2023-2024 Report Highlights

ENVIRONMENTAL STEWARDSHIP



On track to meet our Net Zero Scope 1 and 2 GHG Emissions 2025 goals through direct emissions reductions and verified carbon offsets



Exceeded our initial goal of reducing GHG emission intensity by 15% relative to 2019 levels



67% reduction in methane emissions intensity since 2019



40% reduction in total number of reportable spills \geq 1 bbl compared to 2022



Recycled approximately 100% of the 11.2 million barrels of flowback and produced water generated from our operations



Completed MiQ recertification process with an "A" grade rating for the second consecutive year for the company's Southwest Pennsylvania (SWPA) production and operations

SAFETY LEADERSHIP



0.00 Days Away, Restricted, or Transferred (DART) rate



0.00 Total Recordable Incident Rate (TRIR)



Range employees completed more than 3,400 hours of safety training

RESPONSIBLE GOVERNANCE



Earned a "AAA" MSCI ESG Rating



Ranked 1st among Appalachian producers for the Environmental category in *JUST Capital's* Most JUST Companies rankings



For the third consecutive year, Range was included in *Newsweek Magazine's* annual list of America's Most Responsible Companies



Enhanced oversight of ESG goals from the Board of Directors ESG and Safety Committee, comprised of Range's independent directors

HUMAN CAPITAL MANAGEMENT



Voluntary Employee Turnover rate of 1.6%



Managers completed 1,020 hours of leadership/management training



Employees completed 16.6 hours of training on average



Launched Financial Wellness Program for employees

COMMUNITY IMPACT



Paid nearly \$5 billion in impact fees, royalty and lease payments, and charitable contributions benefiting Pennsylvania communities through 2023



Invested \$985,000 into our communities including \$159,500 to first responders through Range's Good Neighbors Fund



Range employees volunteered 3,066 hours (~ 4 months) in support of community organizations



Awarded grants to 410 local grassroots nonprofit organizations

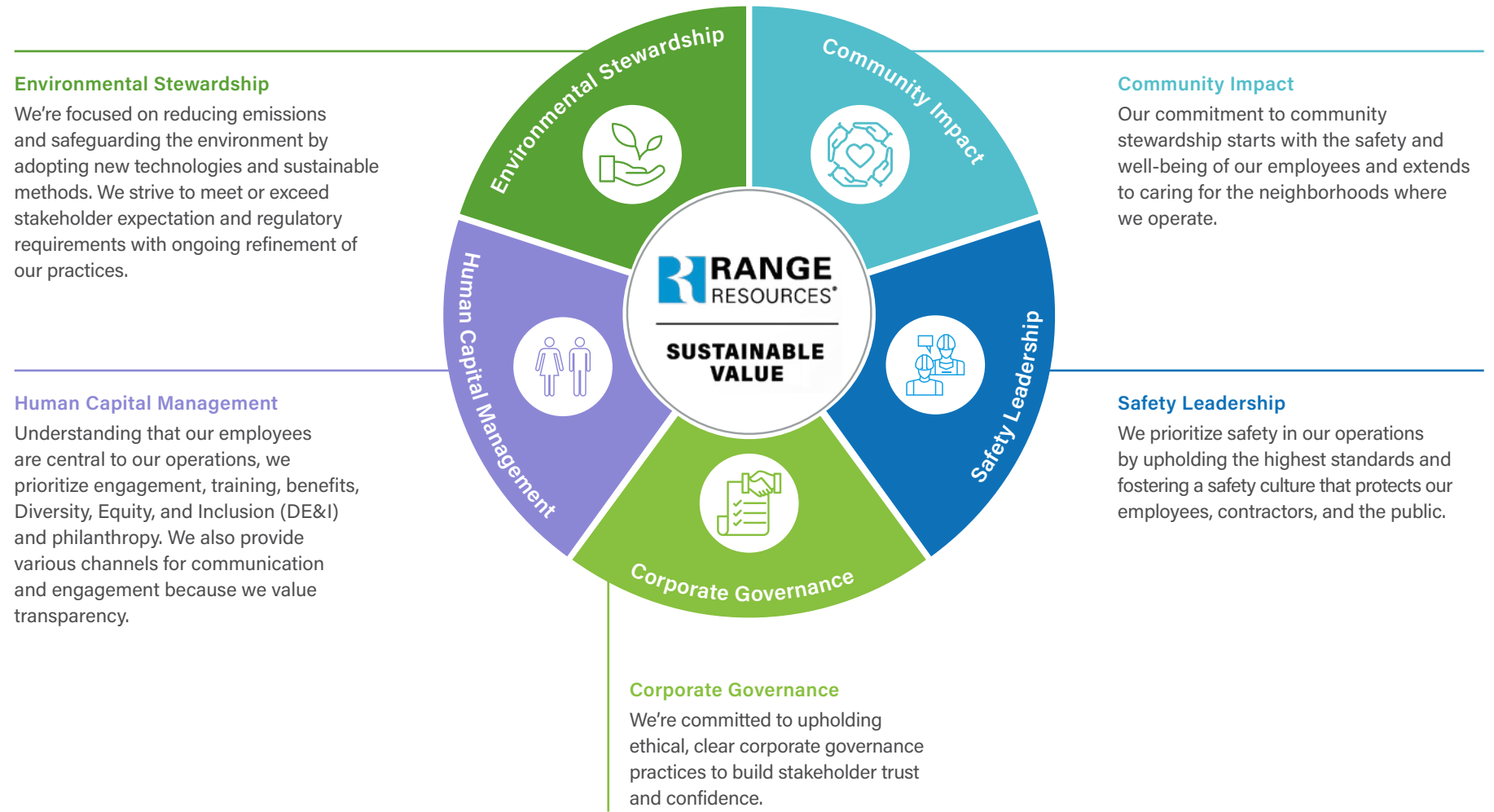


Our Approach to Sustainability and Reporting

SUSTAINABILITY AT RANGE

Our approach to sustainability focuses on merging the objectives of long-term economic value with a commitment to environmental and social responsibility. This strategy is built on strong governance, safe operations, sustainable environmental practices, and demonstrated commitment to our employees and the communities. Together, these efforts are key to driving sustainable, long-term economic value for our Company.

Our Board’s ESG and Safety Committee, formed in 2021, oversees our ESG efforts, including measuring performance and results, to ensure we are delivering sustainable value to shareholders. The Committee currently includes all Range independent directors who meet quarterly to discuss performance across our various ESG commitments and business objectives. The graphic on the right depicts our ESG commitments through the years.





Our commitment to sustainable practices has resulted in top recognition for Range as a responsible workplace among leading national rankings.



JUST Capital's 2024 America's Most Just Companies List

The weighted categories in this list are derived from poll results that reflect the most

important business values that define a "just" company. Polled issues are focused on five main categories: workers, communities, customers, environment, and shareholders. **Range outperformed industry averages in four of the five categories and is the "Industry Best" in the Environmental category.** Of the 937 publicly traded companies evaluated, Range ranked 271st overall and 7th in the oil and gas industry, making Range first among Appalachian producers.



Newsweek's America's Most Responsible Companies

For the third consecutive year, Range was included in the annual Top 600 list of America's Most Responsible Companies. The selection methodology is derived from each company's

efforts on ESG and key performance indicators from their corporate sustainability reports. Overall, Range achieved a 70.37 score up from 65.80 last year.

MSCI ESG RATINGS **AAA**

CCC B BB BBB A AA AAA

MSCI ESG Research provides MSCI ESG Ratings on global public and a few private companies on a scale of AAA (leader) to CCC (laggard), according to exposure to industry-specific ESG risks and the ability to manage those risks relative to peers. As of 2024, Range received an MSCI ESG Rating of AAA.*



STAKEHOLDER ENGAGEMENT

Range is committed to fostering relationships through open communication with our key stakeholders across multiple platforms. We have dedicated teams who prioritize sharing information, soliciting feedback, and facilitating ongoing engagement with our stakeholders to maintain trust and support our collective goals.

Community and Business Partner Program Examples:

- Range's Land team is engaged with residents who live near our well sites or traffic routes, providing them with regular operational updates.
- Range's Public Affairs team hosts open houses and coffee break meetings in communities, and regularly provides township officials with operational updates.
- The Safety and Security teams host first responders and municipal officials at nearly every well site to discuss operations as well as annual training opportunities such as our annual Safety Week.
- Range's Safety and Environmental Compliance teams host monthly meetings for service providers, allowing for open conversations on important safety and environmental matters.

STAKEHOLDERS:



Employees



Investors/
Capital Providers



Contractors/
Suppliers



Landowners/
Lessors



Local Communities



First Responders



State and Federal
Regulators and
Legislators



Customers

*Disclaimer Statement

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OUR APPROACH TO REPORTING

Our sixth Corporate Sustainability Report covers a comprehensive set of topics we consider relevant and important to our business, highlighting our progress in the calendar year 2023. As part of our commitment to continuous improvement, we have enhanced our processes for measuring, monitoring, tracking, and disclosing our performance in relation to ESG factors that are important to our Company and industry. To achieve accurate and transparent reporting, the contents of this report and the longstanding disclosures from our Company undergo thorough internal reviews.

Reporting Guidelines and Recommendations Used

Global Reporting Initiative (GRI)

Sustainability Accounting Standards Board (SASB)

IPIECA (formerly known as the International Petroleum Industry Environmental Conservation Association)

Task Force on Climate-related Financial Disclosures (TCFD)

American Exploration & Production Council (AXPC)

Reporting Guidance

This report was developed in alignment with current best practices in sustainability reporting standards and frameworks, which include guidelines and recommendations by the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the IPIECA (formerly known as the International Petroleum Industry Environmental Conservation Association).

Issue-specific guidelines were also considered by the Company and the ESG and Safety Committee of the Board of Directors to provide an even deeper level of reporting on key areas for Range, such as climate change. Our climate change disclosure is guided by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We also responded to the Carbon Disclosure Project (CDP) Climate Change and Water Security Questionnaires.

Within the Appendix of this report, we include indices that map our disclosures to the GRI standards, the SASB standards, the IPIECA guidelines, the TCFD framework, and the American Exploration & Production Council (AXPC) ESG Metrics Framework.





Responsible Governance

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Corporate Governance

Our corporate governance framework serves as the cornerstone of Range’s business practices, supporting essential business functions, risk management, the execution of daily operations, and the exploration of emerging opportunities. Our approach is guided by our commitment to create sustainable, long-term value for stakeholders.

Our corporate governance principles are outlined in our Corporate Governance Guidelines, Certificate of Incorporation, By-Laws, Board Committee Charters, and our Code of Business Conduct and Ethics, each of which can be viewed on [our website](#).

BOARD OF DIRECTORS

Range’s Board of Directors is comprised of individuals who have excelled in their respective areas of expertise and bring a wealth of knowledge and diverse skills to our Company, including executive management, leadership, finance, financial reporting, safety, policymaking, technology, geoscience, engineering, midstream operations, and risk management.

Our Board of Directors directly oversees our governance framework, and a variety of topics and initiatives, including but not limited to:

- Acting in the best interests of the Company and its shareholders by overseeing Senior Management
- Providing guidance in the development of corporate strategy and policies
- Reviewing and approving major corporate decisions
- Assisting the Company in setting and achieving its objectives

This year, Range’s Board of Directors met seven times. The attendance rate for the meetings held by the committees on which they serve was at least 75 percent during the year. Directors are expected to attend all meetings of stockholders, the Board, and the committees on which they serve. All of our directors attended the 2023 Annual Meeting of Stockholders. Currently, seven of our eight Board members are independent, exceeding the New York Stock Exchange (NYSE) guideline for an independent Board member majority.

BOARD COMPOSITION

	CEO/Senior Officer Experience	Industry Experience	Financial Reporting Experience	Banking/Finance Experience	Engineering & Geoscience	Technology	Risk Management	Environmental, Health, Safety, & Sustainability
Brenda A. Cline	✓		✓	✓		✓	✓	
Margaret K. Dorman	✓	✓	✓	✓			✓	✓
James M. Funk	✓	✓			✓		✓	✓
Steve D. Gray	✓	✓			✓		✓	✓
Charles G. Griffie	✓	✓			✓		✓	✓
Greg G. Maxwell	✓	✓	✓	✓		✓	✓	
Reginal W. Spiller	✓	✓			✓	✓	✓	✓
Dennis L. Degner	✓	✓			✓	✓	✓	✓

Figure 5.1



	Audit	Compensation	ESG & Safety	Governance & Nominating
Brenda A. Cline	Chair		✓	✓
Margaret K. Dorman	✓	Chair	✓	
James M. Funk		✓	Chair	✓
Steve D. Gray		✓	✓	
Charles G. Griffie			✓	✓
Greg G. Maxwell	✓	✓	✓	
Reginal W. Spiller		✓	✓	Chair
Dennis L. Degner				

Figure 5.2

The Annual Board self-evaluation process serves as a critical tool in assessing the effectiveness of the Board, its Committees, and its Directors. In recent years, the evaluation process has included questionnaires and one-on-one Director interviews with the assistance of outside legal counsel. Through this gained perspective, the Board identifies ways to improve the governance of the Company.

BOARD-LEVEL RISK OVERSIGHT

The Board's approach to risk oversight accounts for the complex nature of risk management, control and compliance, as well as strategic planning, including critical areas such as operations, finance, security, cybersecurity, safety, health, and environmental responsibility.

The Board of Directors works through its Committees to oversee important functions of the business and evaluate risk as needed. The Board Committees

include the following:

- Audit Committee**
 Evaluates the Company's financial reporting, and interfaces with the independent auditor, Chief Financial Officer, Principal Accounting Officer, and other members of management. This Committee monitors compliance programs, the internal audit function, investigations of alleged financial fraud, and the enterprise risk management program.
- Compensation Committee**
 Considers the possible risk implications of the Company's various compensation programs and monitors those programs to ensure they are aligned with shareholder interests, do not incentivize excessive risk-taking, and provide equitable compensation.

- ESG and Safety Committee**

Provides oversight of ESG-related topics that are relevant for meeting business objectives including workplace health and safety, environmental and climate opportunities and risks, community and social investments, Board leadership, governance and diversity, and more.

- Governance and Nominating Committee**

Provides oversight and monitoring of the Company's governance processes, including the Company's Code of Business Conduct and Business Ethics as well as considers appropriate Board refreshment.

BOARD DIVERSITY ACROSS KEY METRICS

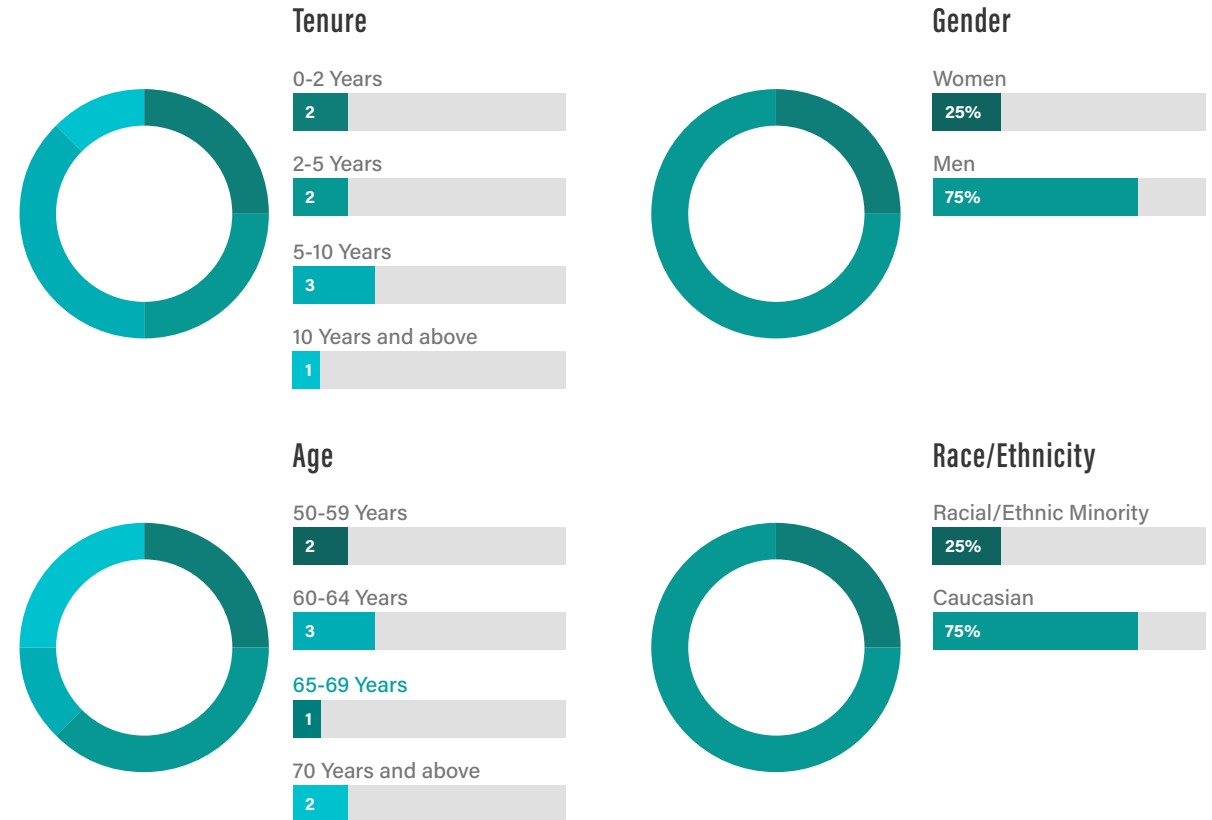


Figure 5.3



ESG OVERSIGHT

Our commitment to ESG oversight is reflected at the highest levels of leadership, with the Board taking an active role. Since May 2021, the Board has delegated ESG oversight to the ESG and Safety Committee, which focuses on providing strategic oversight of Range's ESG initiatives and works closely with our Management Team to evaluate and monitor key social, regulatory, and environmental trends and issues.

The primary role of the ESG and Safety Committee is to oversee the integration of relevant ESG considerations within Range's strategy. This encompasses a comprehensive evaluation of climate-related opportunities and risks, in addition to the development and approval of Range's business plans, strategy, and risk management policies as they relate to ESG. As we approach our target of Net Zero GHG emissions (Scope 1 and Scope 2) by 2025, the ESG and Safety Committee has provided feedback regarding the risks and opportunities in achieving the Company's goal.

In support of the efforts of the ESG and Safety Committee, the Compensation Committee evaluates management incentives including those that are aligned with our ESG objectives. In 2021, the Compensation Committee approved a long-term incentive award for executive compensation that included incentives tied to ESG performance for certain senior executives. Additionally, health, safety, and environmental performance are considered by the Committee within the discretionary portion of the Annual Cash Incentive plan, which is currently weighted at 25 percent.

ESG AND BUSINESS OBJECTIVES

Our leadership team and employees recognize our responsibility to meet our commercial and financial goals while demonstrating strong performance on ESG metrics that are key to our business. This recognition guides us to:

- Commit to environmental protection along with employee, worker, and community safety
- Maintain financial strength and flexibility
- Focus on efficient development of our long-life reserves
- Maintain a low-cost, multi-year drilling inventory
- Maintain a low base decline rate to support competitive full-cycle returns
- Market our products to a diverse set of markets and customers

EXECUTIVE-LEVEL RISK MANAGEMENT

While the Board and its Committees oversee the Company's risk management strategy, our Senior Management Team is responsible for managing risk on a day-to-day basis. Our robust enterprise risk management process identifies, assesses, and manages risk, while monitoring risk mitigation strategies. We have a committee of officers and senior managers that meet regularly to identify, monitor, and evaluate enterprise-level risk and emerging risks.



Climate Change Risk Management

To address climate change, we believe the world will need to move towards cleaner, more efficient fuels to meet growing energy needs, which will bring a host of new opportunities and risks to our business. As a result, we believe our business will need to be on the low end of the global cost curve with a competitive emissions profile to be successful and that requires a multi-disciplinary approach across our organization. To that end, our Senior Management Team provides strategic direction regarding those opportunities and risks as well as oversight of emissions reduction efforts throughout the Company.

Various teams and departments throughout the Company are responsible for monitoring and managing climate-related opportunities and risks. These groups report directly to or are led by members of the Senior Management Team. Our Legal and Government Affairs Departments monitor regulatory action and political activity and report quarterly to the Board. Our Finance and Marketing Departments assess the impact of different climate change scenarios when reviewing macroeconomic trends and projections that affect our industry.



Environmental Compliance Risk Management

The Company's Environmental Compliance (EC) Department is responsible for the oversight and implementation of our [Environmental Compliance policy](#), which is focused on environmental rules and regulations and the Company's commitment to advancing our environmental goals through implementing best practices. The Department's functions include advising operational teams, with

specific focuses on developing policies, inspecting regulated activities, and confirming compliance with laws, rules, and policies, including data management and regulatory reporting. The EC Department also develops and maintains plans, procedures, and field guides. The Department reports to our CEO through Range's General Counsel and provides quarterly updates to the ESG & Safety Committee on our environmental initiatives including our GHG emissions and progress towards emissions reduction goals.



Safety Risk Management

Our Safety Department is responsible for overseeing and supporting the implementation of our [Safety Policy](#), which includes Range's workforce and community health and safety management systems. The Department's functions include site and facility visits to monitor compliance with all applicable laws and regulations, monitoring of safety performance data, training and education of our employees, incident investigation and mitigation, identifying continuous safety improvement opportunities, and contractor safety management.

Safety Department representatives routinely engage with Range's Senior Management Team and employees to assist in the development and implementation of processes and procedures that are designed to identify and mitigate risks and hazards in the workplace. The Department reports to our CEO and provides regular updates to the ESG & Safety Committee.



BUSINESS ETHICS AND COMPLIANCE

Range's [Code of Business Conduct and Ethics](#) outlines the principles that govern our decision making, providing guidelines in relation to legal and environmental compliance, conflicts of interest, and protection of Company property and assets. We require our employees to annually review and acknowledge their obligation to follow the Code and anyone found in violation is subject to disciplinary action. Violations can be reported to various individuals at Range, including a work supervisor, HR department, or any other officer, including the General Counsel.

The Company also utilizes anonymous reporting procedures through a third-party service, called EthicsPoint, available via the internet and phone, for reporting any violations of the Code. Employees can anonymously report issues concerning financial practices and other matters of conduct and ethics, such as human resources issues related to discrimination, harassment, retaliation, or violations of Range's other policies. Each report is investigated with the highest concern for protecting our employees against retaliation. If errors of judgment or lapses in compliance do occur, Range is committed to swiftly addressing these instances.

POLITICAL ENGAGEMENT

When it comes to political activity, Range maintains the highest ethical standards. Our political engagement is based on the belief that it is important to constructively participate in the political process to further the best interests of the Company and our shareholders, ultimately improving the communities

where we live and work. We have outlined our guidelines and approach to political contributions and trade associations, as well as reporting and disclosure on [our website](#).

Our political contributions program adheres to several principles, which are also guided by our Code of Business Conduct and Ethics, including the following:

- Contributions reflect the interests of the Company and its stakeholders, not individual officers or Directors.
- Corporate political expenditures require approval by the General Counsel and Government Affairs Department.
- Priority is given to direct political action committee (PAC) contributions instead of contributions through third parties. Any indirect contribution is monitored to assure consistency with the Company's values, policies, and long-term interests.
- No contribution will be made in anticipation of, in recognition of, or in return for an official act.
- Employees are not reimbursed for personal political contributions and employees will not be pressured or coerced to make any personal political expenditure.

We file all public reports and information concerning the PAC with the appropriate Pennsylvania governmental authorities. In 2023, our political spending contributions through our PAC totaled \$20,200.

Public Policy Participation

We support public policy that advances the safe development, production, transportation, and use of natural gas and natural gas liquids at the national, state, and local levels. Range engages in the policy-making process by participating in various business and industry forums and trade associations. These policies are important to Range not only for our success, but for the success of our industry, partners, and nation's economy and security.

We are actively engaged and participate in the following Trade Associations and Business Forums/ Industry Organizations:

Trade Associations & Business Forums/ Industry Organizations	Membership Dues	Dues Used for Lobbying
American Exploration and Petroleum Council	\$100,000*	\$70,000
Independent Petroleum Association of America	\$15,000	\$5,250
Marcellus Shale Coalition	\$150,000	\$40,650
Pennsylvania Chamber of Business and Industry	\$31,120	\$15,560
Pittsburgh Works Together	\$100,000	\$0
Texas Alliance of Energy Producers	\$1,250	\$313

Figure 5.4

*Reflects pro-rated dues in 2023.





INFORMATION TECHNOLOGY AND CYBERSECURITY

Range is committed to upholding best-in-class cybersecurity practices and new innovative technology. Led by our Information Technology (IT) Department and its certified security professionals and other seasoned security analysts, our cybersecurity governance aligns our business objectives and risk management strategies. Range's IT team collaborates closely with the senior management and other departments to diligently address emerging opportunities and threats, and provides quarterly reports to the Board, or more frequently as needed.

Additionally, our employees receive annual security training to encourage regular reinforcement of threat identification techniques, reporting processes, and other security best practices. These training efforts are supplemented with regular awareness initiatives that the Company utilizes to keep our team informed on evolving cybersecurity threats and trends.

IT Policies and Procedures

Range considers our Company-specific needs while leveraging best practices. This process guides the development of policies such as our IT Security Policy, Business Continuity Plan Policy, IT Disaster Recovery Policy, IT Incident Response Policy, and IT Vulnerability Management Policy.

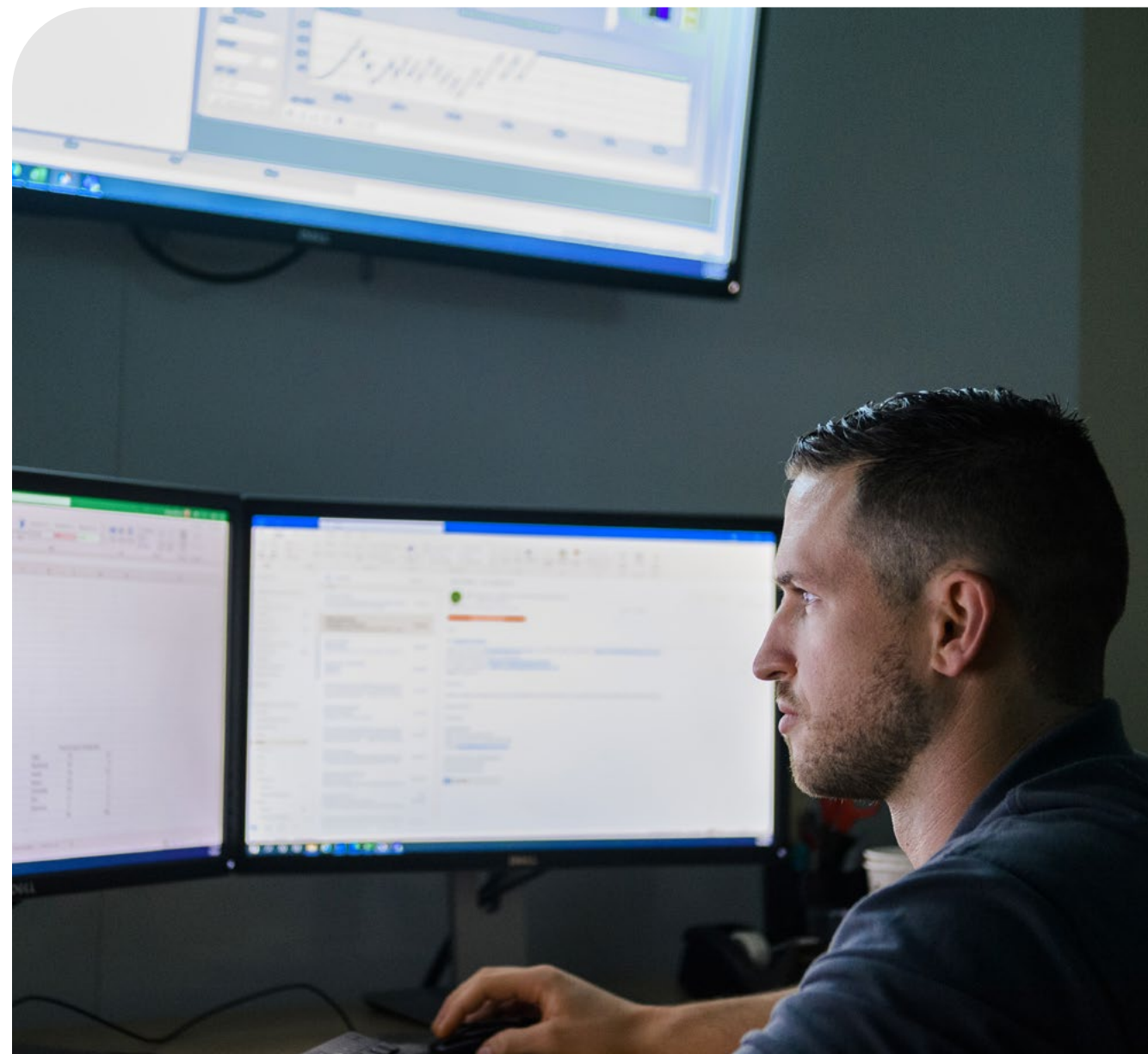
Range's security frameworks are based on the National Institute of Standards and Technology Cybersecurity Framework and Center for Internet

Security Critical Security Controls, which allows benchmarking and regular measuring of our profile to focus on continuous improvement. Our ransomware attack prevention efforts are guided by best practices published by the Cybersecurity and Infrastructure Security Agency and Center for Internet Security.

Beyond these efforts, we utilize multiple industry-leading platforms for network and application security, incorporate best practices for Industrial Control Systems security and segmentation, and use state-of-the-art technology to protect our information. Range's IT Department conducts an extensive quarterly review of all security initiatives to assess the current state of our program and potential evolution based on current business risks, and the findings are reported to the Range Senior Management Team and Board of Directors.

IT Audits and Compliance

To ensure compliance with our policies, we conduct penetration tests on our systems, review our entire IT program, and leverage internal audits on an annual basis. In addition, an independent third-party conducts reviews of our critical infrastructure to ensure proper alignment with our current security practices. New third-party vendors are reviewed and assessed by IT to ensure proper security and governance. To date, Range has not experienced any breaches.





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Emissions Management

SECTION HIGHLIGHTS



Net Zero GHG Scope 1 and Scope 2 emissions by 2025



Ranked 2nd in methane intensity among proxy peers



Southwest Pennsylvania Assets received an "A" grade again from MiQ



Procurement of verified carbon credits

We believe that the ethical and responsible production of natural gas is critical to meeting growing energy needs. As a cleaner alternative to many other energy sources, natural gas is increasingly becoming a preferred option. Range is well positioned to further contribute to the responsible production of natural gas, which will in turn lead us to a lower emissions energy future.

OUR STRATEGIC RESPONSE TO CLIMATE CHANGE

We have a long track record of investing, implementing, and benefiting from GHG emissions reduction programs and water management initiatives as part of our operational strategy. In 2020¹, we challenged ourselves to achieve Net Zero [Scope 1 and Scope 2 GHG emissions](#). We expect to achieve this goal through a combination of efforts focused on mitigating and reducing GHG emissions as well as carbon offsets for the remaining portion of our Scope 1 and Scope 2 inventory.

15% reduction of GHG emissions intensity relative to 2019.

We have met our initial goal of reducing GHG emissions intensity by 15 percent relative to 2019. We remain committed to lowering our Scope 1 and 2 emissions intensity further, with particular attention to methane mitigation. Our current Scope 1 GHG inventory is largely tied to combustion associated with our drilling and completion activities. We are committed to evaluating new technologies and processes to address those emissions, which we continue to develop with a dedicated internal team of subject matter experts, alongside our service providers. Range has a leading methane mitigation program, which begins with our large, contiguous acreage position in the Marcellus. This has allowed us to develop repeatable methane mitigation strategies, including facility designs overlaid with a robust leak detection and repair program. Over the last few years, our team has been working on additional ways to detect and measure methane while continually improving our facility design.

These efforts have positioned Range to be 90% below the threshold for the Waste Emissions Charge.

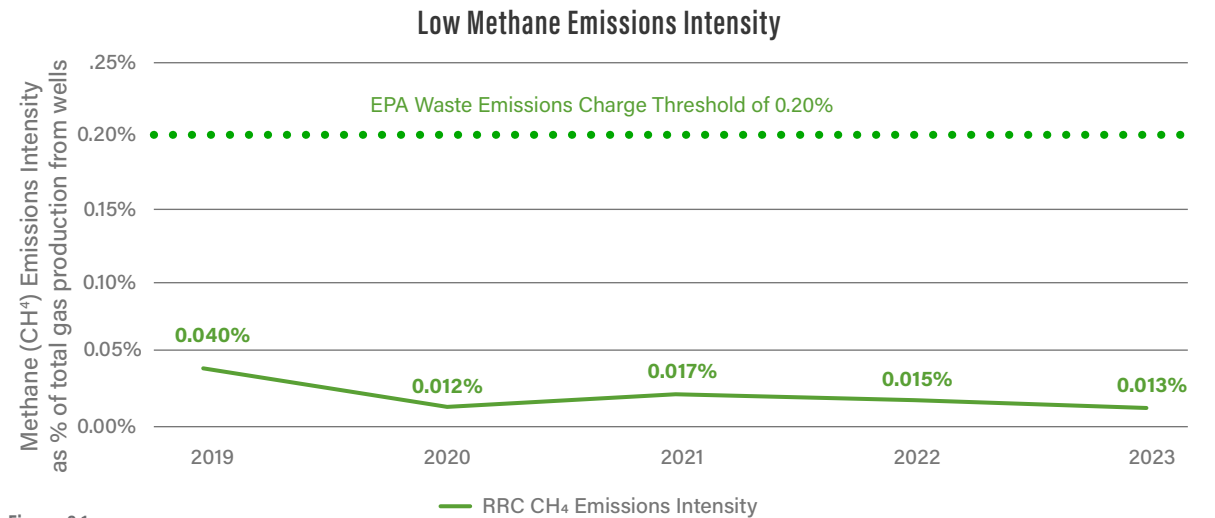


Figure 6.1

¹ Currently, we measure our success towards achieving Net Zero Scope 1 and Scope 2 GHG emissions based upon our reported GHG inventory to EPA. We continue to strive to measure emissions across our operations in an effort to further understand and refine our GHG inventory.



Use of Carbon Credits

Carbon credits are currently an integral part of achieving our goal of Net Zero GHG emissions (Scope 1 and 2) by 2025. In 2023, we continued to evaluate a number of projects that reduce emissions and generate verifiable carbon credits and began transacting in the carbon credit market. In 2024, we retired credits sufficient to offset more than 80% of our 2023 Scope 1 emissions. We also continue to evaluate this evolving market with the goal to purchase and retire carbon credits conforming to methodologies established by Verra or the American Carbon Registry or other appropriate standards that are in development.

This year, Range completed the **MiQ re-certification process and earned an "A" grade for the second consecutive year** for the company's Southwest Pennsylvania (SWPA) production and operations. This grade earns us the opportunity to market our SWPA gas as independently certified gas via MiQ's Digital Registry.

GREENHOUSE GAS EMISSIONS MANAGEMENT

As part of our broader sustainability strategy to position the Company near the low-end of the emissions intensity curve, Range focuses on absolute carbon emissions and emissions intensity reductions. As part of this strategy, our cross-functional team reviews mitigation risks, evaluates opportunities for further emissions reductions, and prioritizes those opportunities. Ongoing reviews of GHG emissions are conducted by source and type, which has led to additional opportunities for reductions through our interdisciplinary approach. We believe this

approach, which includes a proactive review and implementation of innovative technologies, design changes, and new processes, leads to more effective and efficient direct GHG emissions reductions.

These reviews, analyses, and actions are paying off in the form of emissions reductions. Based on third-party data from Enverus, we are estimated to rank second lowest in methane emissions intensity in a group of 15 proxy peers. This is due to our investments in reducing emissions intensity, our operational efficiencies, and Appalachia's advantaged emissions profile relative to other operating regions.

Methane Intensity of Range Compared to Proxy Peers*

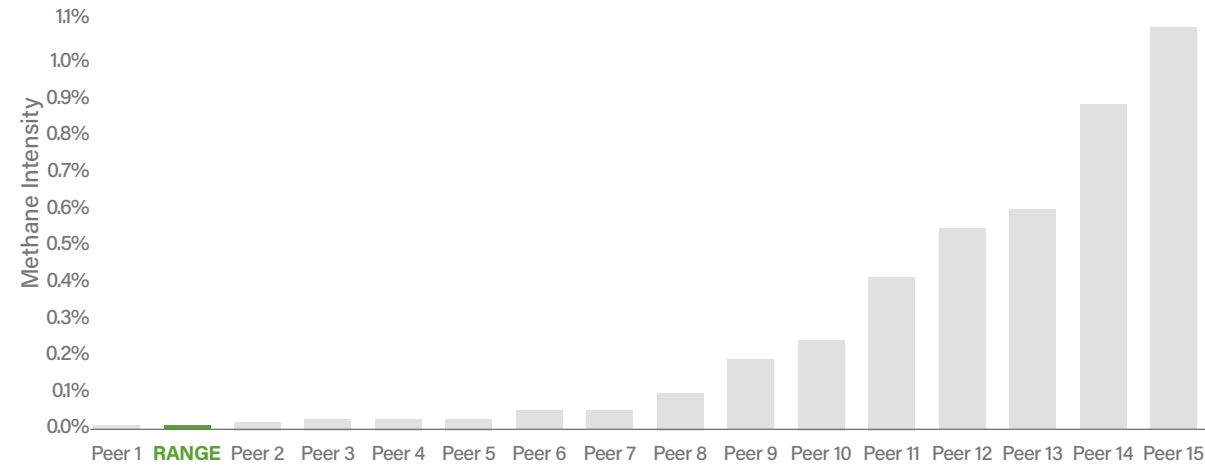


Figure 6.2

Source: Enverus data as of May 2024.

* This chart includes data for 15 of our 16 proxy peers as information for one peer was unavailable.



In Figure 6.3, we show Range's record of reducing our production and methane emissions intensities, reflecting our continuous commitment and successful strategies. To normalize the data, the graph is based only on emissions related to production and excludes gathering and boosting-related emissions. Range

achieved an overall reduction in GHG production emissions intensity, of 35 percent and a 69 percent decrease in methane production emissions intensity from 2019 to 2023. Despite significant progress, we remain dedicated to exploring economically viable solutions to further reductions.

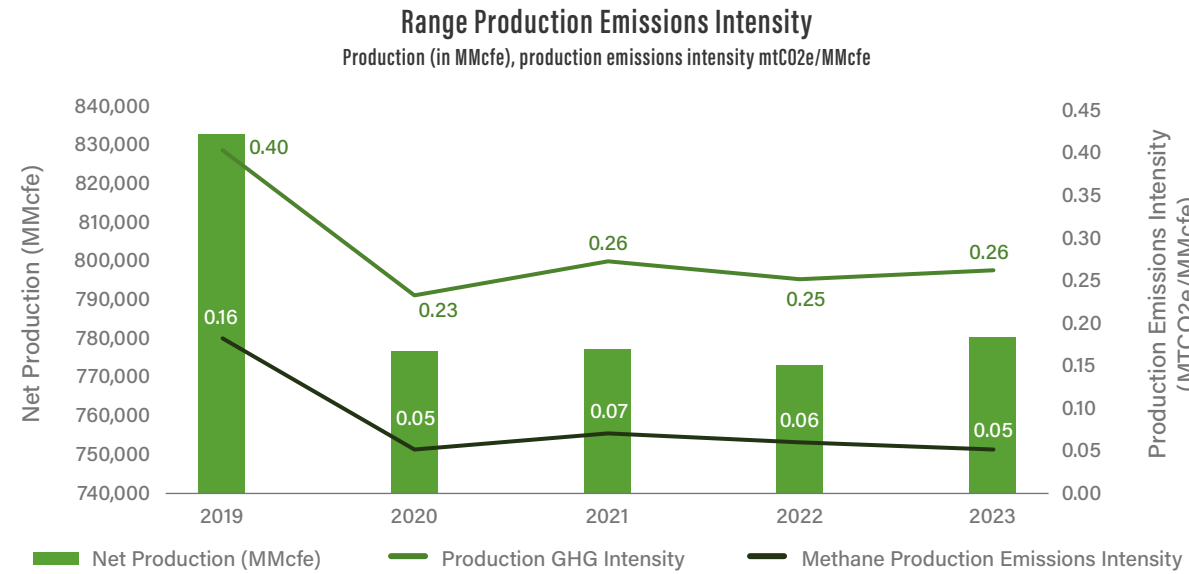


Figure 6.3*

GHG Emissions by Type

Specifically, between 2019 and 2023, we achieved a 45 percent decrease in our absolute Scope 1 GHG emissions, including emissions from the boosting and gathering segment². During this period, we achieved similar levels of reduction across other types of GHGs, with a 24 percent reduction in direct carbon dioxide emissions and a 73 percent reduction in methane emissions. As we progress toward our goal of Net Zero Scope 1 and 2 GHG emissions by 2025, it's important to acknowledge that our rate of emissions reduction is not and will not be linear. This year we observed a slower reduction compared to last year, which reflects the challenges and complexities of our journey, part of which is driven by an increase in near-term drilling and completion activity levels. Despite these variations, our five-year trend demonstrates our unwavering commitment to reducing emissions and achieving our environmental targets.

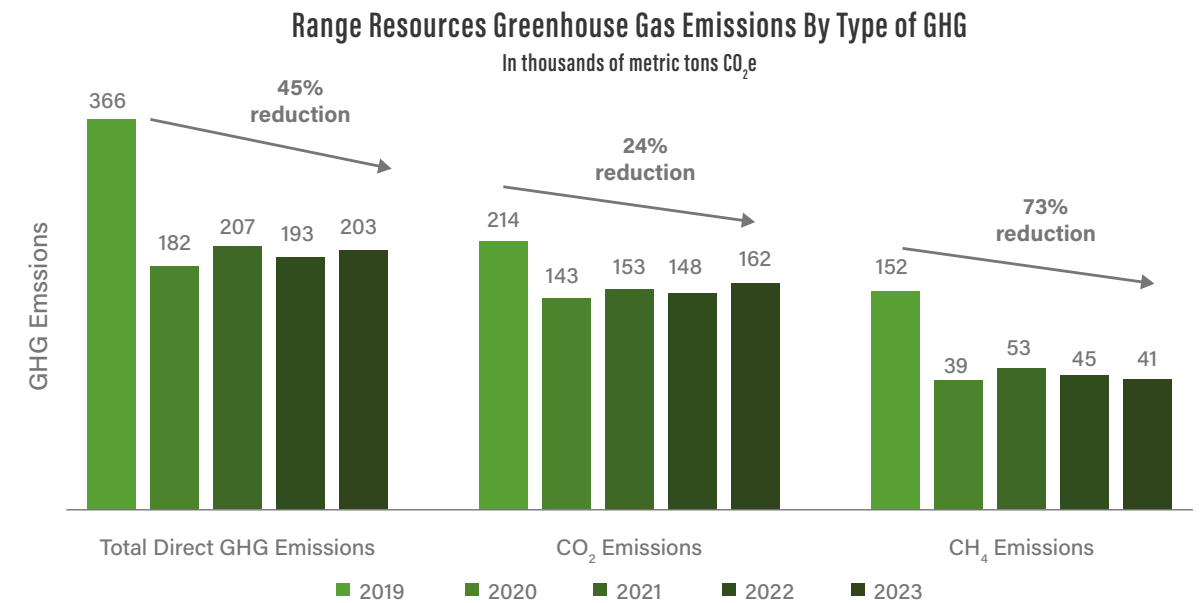


Figure 6.4

* Graph reflects minor updates for 2019 and 2021 data based on revised calculations.

² Range began tracking and reporting on boosting and gathering-related emissions in 2016.

GHG Emissions by Source

Between 2019 and 2023, emissions related to combustion decreased by 18 percent, in part due to our use of natural gas instead of diesel for several of our combustion sources and the sale of our North Louisiana assets. Other vented emissions dropped by 68 percent, primarily as a result of our installation of plunger lift systems and our zero emissions flowback initiative. Fugitive emissions have seen a significant decrease over the past five years, with 2023 fugitive emissions representing a 90 percent decrease relative to 2019 due to design improvements identified during optical gas imaging (OGI) inspections.

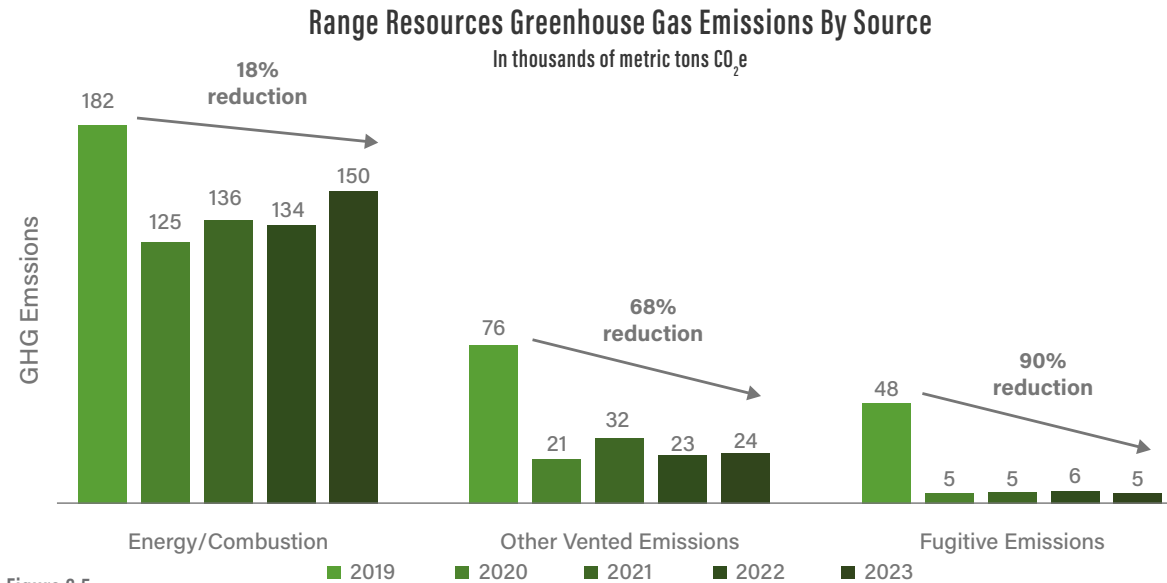


Figure 6.5

DEVELOPMENT EMISSIONS VS. PRODUCTION EMISSIONS

To better communicate what drives our emissions and identify opportunities for further reductions, we have evaluated our emissions profile and categorized the emissions by development (emissions that are the result of using fuel to create power or heat for the drilling and completing of a well) for our Pennsylvania operations and production. We believe this added level of transparency is helpful to our stakeholders in understanding our operations. While the development phase of the well is a relatively short timeframe compared to the multi-decade production phase of a well, the development phase can also be a significant contributor towards overall GHG emissions for a given year depending upon development activity levels.

Range Resources Production vs. Development Intensity

Metric tons of CO₂e emissions per MMcfe of total production

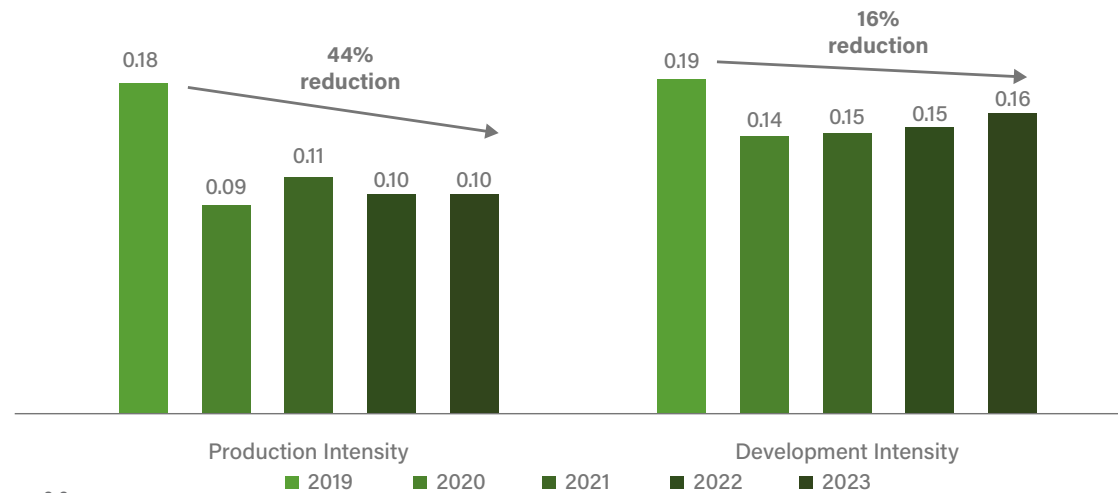


Figure 6.6



44% decrease in Pennsylvania production emissions intensity since 2019

Since 2019, Range's production emission intensity in Pennsylvania have decreased by 44 percent, largely driven by our robust Leak Detection and Repair (LDAR) program and engineering solutions such as electric glycol pump installation on dehydrators and plunger lift installation. As part of our continued effort to minimize emissions, we have undertaken additional efforts quantify emissions and critically evaluate our inventory. In 2023, we continued to enhance our equipment inventory process, particularly for pneumatic devices. This refinement has led to a more accurate inventory and contributed to a reduction in the total count for these devices.

2023 Snapshot of Range GHG by Emissions Source



Figure 6.7

Total Methane Emissions from Dehydrators

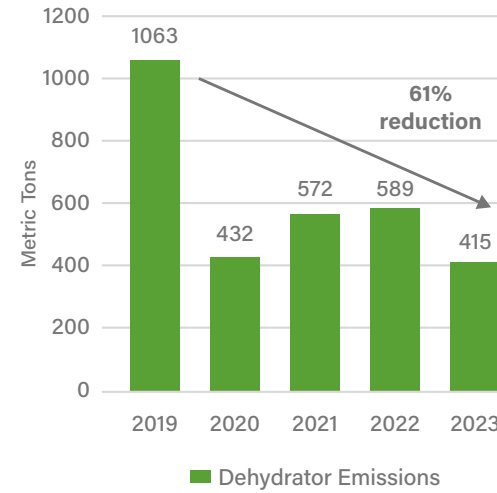


Figure 6.8

Total Methane Emissions from Pneumatic Controllers

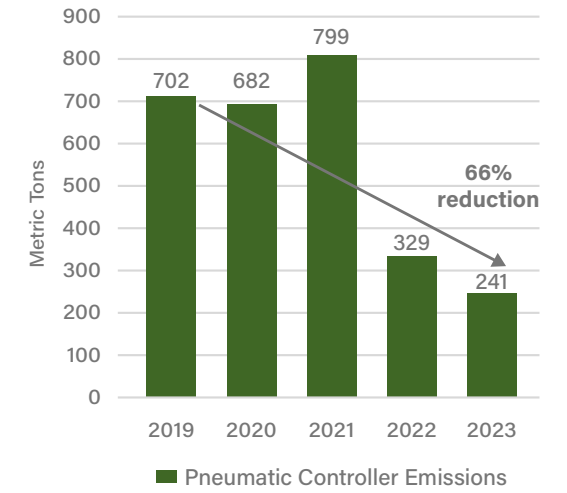


Figure 6.9

Development emissions exist in every business that uses or produces energy, whether its construction of a wind farm or manufacturing of solar panels. In the natural gas industry, these emissions mostly stem from combustion, or the fuel from equipment needed to create power for the drilling or completing of a well. Following the development stage, a natural gas well will produce for decades, and this phase of a well's life cycle has a much lower carbon footprint. We continue to actively evaluate and explore innovative technologies and fuel strategies to reduce our development emissions. We aim to invest in development technology that not only enhances efficiency but also minimizes our carbon footprint.



EMISSIONS MANAGEMENT EFFORTS AND FUTURE STRATEGY

Our recent initiatives focused on testing and implementation of innovative technologies, operational improvements, data quality initiatives, and other programs aimed at reducing emissions. Many of these are now part of continued emissions management best practices, which include: plunger lift installations, zero emissions flowback, multi-staged vapor recovery systems, and electrification of new and existing equipment.

▪ Electrification

On-site combustion activities are a core focus of our emissions reduction efforts. Over recent years, we have advanced electrification efforts across our operations. We have utilized on-site power generation technology in our development operations. This allows us the opportunity to capture the benefits of emissions reductions and energy efficiencies by replacing diesel with natural gas where applicable, in conjunction with dual fuel and electric powered hydraulic fracturing operations. In fact, we utilized 669 MMcf of natural gas fuel, offsetting the equivalent of 5.78 million gallons of diesel last year alone.

▪ High Volume Sampler

We began using a high volume sampler in early 2023 which quantifies leaks through direct measurement, allowing us to better track, evaluate, and reduce larger emissions sources.

▪ Pneumatic Controllers

Production facilities for all new wells include zero emissions pneumatic controller designs. We also

launched a retrofit program of existing production facilities to use compressed air, liquid nitrogen or other zero emission pneumatic controllers. Range is taking a thoughtful approach and prioritizing our retrofits to ensure the largest emissions sources are eliminated first to achieve the greatest overall reductions along with compliance with regulatory changes (*Figure 6.9*).

▪ Gas Lift Compressors

Range is adding additional gas lift compressors to the production field to reduce liquids unloading events. All new and existing gas lift compressors will also include zero emission pneumatic controllers as part of a standard design.

▪ Continuous Monitoring

Continuous monitors have been installed and operate on a total of 12 well sites. Continuous monitor alerts have been set up to identify leaks or other events, which allows for faster remediation and a reduction in overall emissions. The continuous monitoring data, combined with our LDAR surveys, help guide new facility design improvements that eliminate common emissions sources identified using these technologies.

▪ Emissions Reduction Work Group

Range has built a team of subject matter experts from all aspects of our operations with the common goal of identifying and implementing new technologies and strategies to help reduce our emissions. In addition to direct combustion emissions reductions, the group focuses on eliminating direct methane venting emissions across all areas of development and production operations.

Completions Drill Outs

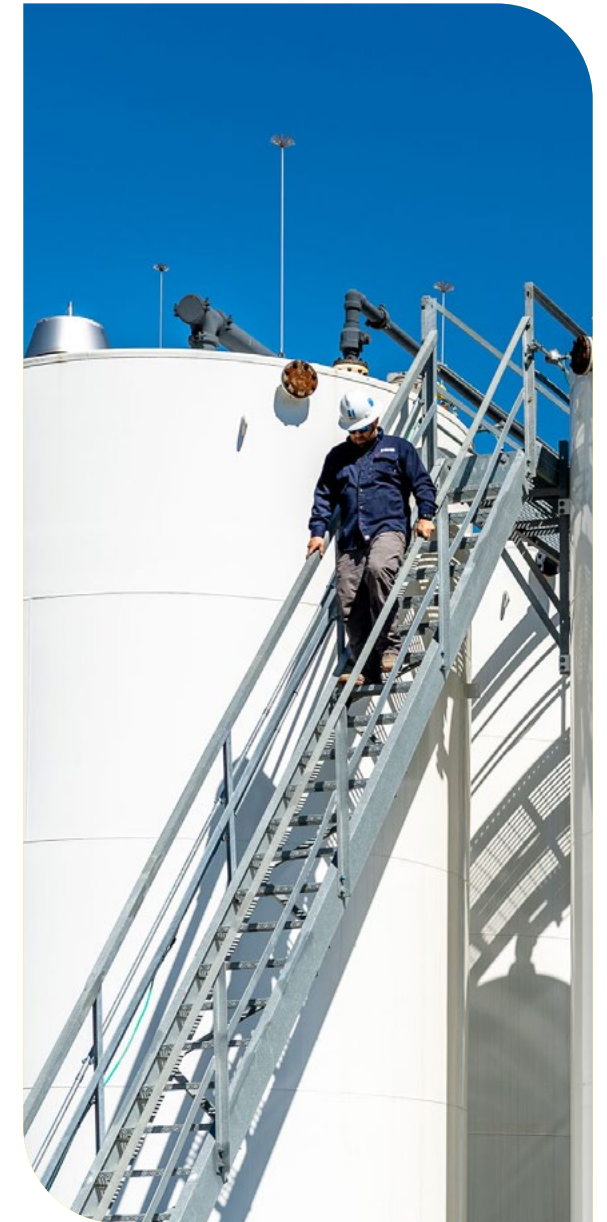
With the adoption of a closed loop system during Drill Out operations, our Emissions Reduction Work Group has increased safety for our personnel while decreasing potential methane emissions. This new system effectively separates natural gas intermittently produced during Drill Out operations and safely combusts it away from ongoing operations. The net result is a safer, less emission-intensive operation with no degradation of efficiency.

▪ Emissions Management Team

Range has also created a dedicated Engineering Team within our Facilities Engineering Department that focuses on Range's path to Net Zero, facilities retrofits, and the testing and implementation of new technologies that reduce and quantify methane and combustion emissions.

▪ Data Quality Initiatives

To ensure accurate data is used for emissions calculations for reporting and voluntary initiatives, Range has launched a new internal review initiative. This includes review of the processes by which data is collected from all operational groups for combustion emissions calculations for state and federal GHG reporting and voluntary initiatives. We also perform annual audits of site equipment and pneumatic device inventory databases to ensure accurate data for emissions calculations.





LDAR Surveys

Our class-leading Leak Detection and Repair program (LDAR) increased survey frequency to eight times (8x) per year or twice per quarter for all facilities. As a result of this increased frequency, we have seen an overall decrease of 17.7 percent in methane emissions from total reported leaks.

Year	Total Wells	Total Components Reported*	Total Components Surveyed	Total Leaks Identified	Leaks Detected per 10,000 Components Surveyed
2019	1,364	638,690	1,275,292	702	5.5
2020	1,488	685,596	2,742,385	923	3.4
2021	1,503	707,040	2,784,942	965	3.5
2022	1,512	741,214	3,635,379	1,349	3.7
2023	1,564	769,406	6,379,325	1,748	2.7

Figure 6.10

*Derived from PA DEP Oil and Gas Reporting Electronic (OGRE) system.

Range Completes Independent Certification of SWPA Assets

In 2024, Range earned an "A" grade on recertification from its Southwest Pennsylvania (SWPA) assets in connection with the MiQ Standard v.1.1 following an independent audit. A product of the initial audit process, Range's newly developed reconciliation procedure captures methane emissions from sources beyond those required by EPA's GHG reporting protocol. Range has continued to focus efforts on a robust source-level facility level detection and mitigation program that was recognized as an effective alternative to top-down surveys. This achievement validates Range's commitment to managing, reducing, and accurately reporting methane emissions from our operations. The audit process included a thorough review of Range's calculated methane intensities, emissions management operating practices and procedures, and the deployment of detection and mitigation.

Given Range's longstanding commitment to emissions management, reduction, and mitigation, which includes practices exceeding regulatory requirements (such as 8x per year LDAR surveys), we were pleased with the results of the audit. The audit and certification further recognized Range's approach to emissions risk mitigation, highlighting the Company's facility-focused efforts on engineering and design along with a class-leading leak detection and repair program. We believe our strong focus on source-level emissions control sets us apart from peers. Completion of the audit allows Range the opportunity to market gas production volumes from its SWPA assets, over 2 BCF/day, as independently certified gas via MiQ's Digital Registry for the period of June 1, 2023 to May 31, 2024. Range is proud of this achievement and remains focused on continual improvement of its emissions management program.

NON-GHG EMISSIONS

We are committed to not only reducing GHG emissions but also managing the emission of volatile organic compounds (VOCs), nitrogen oxides, particulate matter, and sulfur oxides, to stay within regulatory limits.

Range maintains an Ambient Air Monitoring Program, which was launched in 2019 as part of our commitment to transparent operations. The monitoring was structured around the feedback we received from our key stakeholders, leading us to measure and disclose VOCs and PM 2.5 data at the well site. This monitoring has been deployed across multiple well sites to date and included all stages of our development and production operations.

Leveraging innovative technologies and solutions has been instrumental to our efforts to protect air quality. In particular, our efforts have resulted in an 86 percent decrease in VOCs since 2019.

Some of our initiatives include:

- Use of electric-powered equipment, including a frac fleet, drilling rigs where practicable, electric motor driven compressors in place of combustion-driven units, and electric glycol circulation pumps on dehydration units
- Use of a closed vent system on both condensate and produced water storage tanks at newer condensate producing sites to minimize VOC emissions
- Installation and use of white-colored storage vessels at condensate producing sites to reduce VOC losses
- Use of a flare with a continuous pilot for safety in the combustion of VOC emissions from the drilling process
- Extensive measures to stabilize condensate to minimize VOC emissions

VOC (metric tons) Reduction

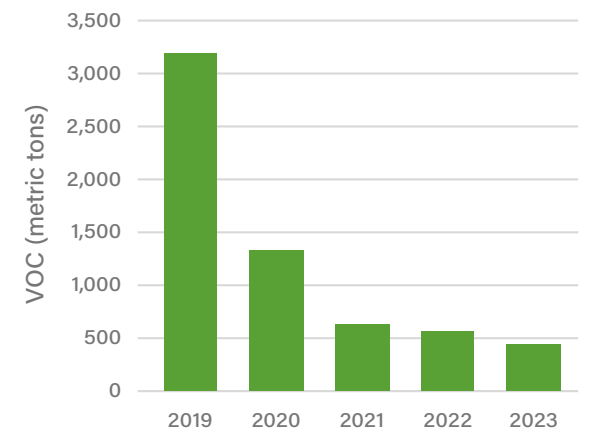


Figure 6.11

Ongoing Ambient Air Monitoring Activities

In June of 2023, Range initiated its next iteration of voluntary ambient air monitoring, this time at the Schultz well site in Cecil Township, Washington County. This follows extensive studies completed at the Yonker and Augustine well sites in past years. In cooperation with the host township, Range, via the services of a third-party consultant, established air monitoring stations around the perimeter of the well site.

Monitoring began prior to and through drilling operations, hydraulic fracturing activities, and has remained continuously through the production phase of the wells. A summary report is compiled by the service provider as laboratory data becomes available and is provided to Range and the township, with public posting of the report done by the township on their website. Results of the monitoring have shown no concentrations of any sampled parameters, which includes BTEX compounds, above or even approaching the conservative Minimum Risk Levels of any of the constituents. BTEX analysis is performed in accordance with EPA-prescribed Method 325B.

Range believes that this study, past studies, and future studies will continue to provide valuable data that demonstrates Range's natural gas development activities can be done safely and effectively.

	2023	2022	2021	2020	2019
Volume of Hydrocarbon Flared in PA (MMcfe)	201.8	231.35	274.51	277.53	253.64
Range GHG Emissions due to Flaring (MT CO ₂ e)	15,455	18,194	21,320	20,863	33,054

Figure 6.12

FLARING

A low level of operational flaring is necessary in almost all oil and gas development to meet regulatory requirements and to maintain a safe work environment. Since Range's primary objective is to produce gas to market while reducing emissions where possible, we are committed to minimizing flaring. Flared emissions reported by Range in 2023 include those resulting from safety flaring and small volumes of waste gas combusted in an enclosed device. Those volumes represent 0.03 percent of our 2023 production. We continue to disclose in this report those de minimis emissions from flaring in accordance with federal regulatory definitions, as seen in *Figure 6.12*, which has been our approach since we launched our first Corporate Sustainability Report. For more information, please see pp. 61-62 in the Appendix.

Minimizing Safety Flaring

We continue to make progress on reducing emissions from flaring. Several of the initiatives discussed previously, together with Range's operating practices, specifically contribute to the reductions of flaring activity:

- Vapor recovery equipment captures vapors within production facilities and reroutes them to sales lines, greatly reducing the volumes needed to be combusted on site.
- Heated flash separators coupled with vapor recovery equipment are used on condensate-producing sites during all operations to reduce the need for safety flaring.
- The adoption of white tanks reduces storage tank and condensate loading emissions, resulting in reduced safety flaring.
- The use of electric pumps on glycol dehydrators as part of our standard design, reducing emissions that may otherwise be flared.

These efforts have allowed us to achieve zero routine flaring as defined by the World Bank Zero Flaring Initiative.



Climate Change Strategy

SECTION HIGHLIGHTS



Southwestern Pennsylvania has some of the lowest production costs in North America



In a low commodity price environment, Range still has decades of breakeven locations



NGLs are projected to increase as a percentage of global oil production under both STEPS and APS scenarios, providing more resiliency

CLIMATE CHANGE RISK MANAGEMENT

Risk management is multifaceted by nature and one of the ways we manage risk is through our multidisciplinary Risk Management Committee. The Committee monitors and oversees risks, including those related to climate change, as part of our enterprise risk management process. These risks include legal and regulatory risks, market risks, reputational and community risks, and the physical risks associated with extreme weather events or their long-term impacts. At Range, we view a scenario analysis as an important tool to identify, assess, and manage evolving climate change risks.

As we continue to further refine our climate change risk management approach, we will continue to evaluate potential action plans for addressing various risks and opportunities. Range is fully committed to identifying solutions that protect the public good, and we engage in public policy discussions and consultations with peers and other industry participants in pursuit of this goal. These solutions are key to allowing our industry to continue to serve our communities with responsible energy production.

We believe that our systematic approach to reducing our carbon footprint has and will continue to enable Range to operate more efficiently, reduce costs, and lower emissions intensity or absolute emissions.

CLIMATE CHANGE OPPORTUNITIES

In addition to risks, we recognize that global climate change challenges present several opportunities for Range. We believe we are uniquely positioned to play a vital role in the vital role in an increasingly low-carbon economy.

Industry Leadership

We aspire to become one of the first natural gas producers to achieve Net Zero Scope 1 and Scope 2 GHG emissions through absolute emissions reduction, the reduction of our emissions intensity, and the use of verified carbon offsets.

Responsible Energy Provider

We continue to recognize the value of energy production that respects environmental and social standards, leading with a competitively low emissions intensity, and offering Independently Certified Gas. Currently, certification typically involves review by an independent third party that validates that our natural gas is produced in accordance with specified standards that minimize methane emissions and overall environmental footprint.

Operational Efficiencies

Our focus on environmental stewardship has resulted in significant cost savings and efficiencies. For example, our leak detection and prevention processes and procedures have allowed us to capture and sell gas that would have otherwise been emitted into the atmosphere. Additionally, our water recycling program allows us to reuse water and reduce freshwater withdrawals while prioritizing the utilization of transfer pipelines, rather than trucks, to reduce costs and associated emissions during the transportation process.

Market Demand

Natural gas is a significantly cleaner and more efficient fuel compared to other fossil fuel sources – reflected across the multiple climate scenarios outlined below. According to the U.S. Energy Information Administration (EIA), for the same amount of energy, natural gas produces between 43-49 percent less CO₂ emissions than coal-based fuels and between 26-27 percent less CO₂ emissions than diesel and gasoline³. As demand for higher-emitting fuels is projected to decline under multiple climate scenarios described below, we believe natural gas presents a safe, environmentally friendly, and cost-effective alternative to other fossil fuels for transportation and power generation. Additionally, NGLs supply numerous feedstocks for products critical to every alternative energy source.



³ Electric power sector CO₂ emissions drop as generation mix shifts from coal to natural gas.



MODELING FUTURE CLIMATE SCENARIOS

Our strategy for development, financial planning, capital allocation, and other key decisions are guided by the analysis of long-term trends and developments in global energy markets. This type of analysis helps us assess our business strategy and market position relative to regulatory, market, technological, reputational, and physical risks and opportunities associated with climate change.

To facilitate our recent analysis, we employed three publicly available scenarios produced by the International Energy Agency's (IEA) World Energy Outlook (WEO) 2023, one of the most widely recognized models contemplating potential transition risks associated with climate change:

▪ The Stated Policies Scenario (STEPS)

Assumes prevailing policy settings and projects a three percent increase in natural gas demand until 2030, followed by a three percent decline until 2050. This scenario is associated with a projected rise of around 2.4 °C in global average temperatures by 2100.

▪ The Announced Pledges Scenario (APS)

Incorporates climate commitments made by governments, including Nationally Determined Contributions (NDCs) and Net Zero targets, resulting in a seven percent lower natural gas demand in 2030 compared to 2022, with a two percent per year decline from 2030 to 2050. APS is associated with a projected temperature rise of 1.7 °C by 2100.

▪ The Net Zero Emissions by 2050 Scenario (NZE)

Aims to limit global warming to 1.5 °C and assumes aggressive gains in energy efficiency and consumer behavior changes. Compared to 2022 levels, it projects an 18 percent decline in natural gas supply and demand below 2022 by 2030, with a little over six percent annual demand decline from 2030 to 2050. NZE anticipates significant reductions in fossil fuel demand and relies on renewables, while potentially underestimating the role of Carbon Capture Technology and wider adoption of low-cost, reliable base load natural gas.

Please refer to the Appendix for further detail on the IEA's WEO Scenarios. As TCFD observes, "scenario analysis is a process for identifying and assessing the potential implications of a range of plausible future states under conditions of uncertainty. Scenarios are hypothetical constructs and not designed to deliver precise outcomes or forecast." While no scenario can predict future events, scenarios can help illustrate potential outcomes and positions under a variety of policy circumstances.

Scenario Analysis

In contrast to the IEA's STEPS scenario projections, large declines in gas demand are anticipated in total world power sector in both the APS and NZE scenarios. These declines are driven by increased renewables penetration, advancements in battery storage technology, and the IEA's assumptions related to cost reduction and investment forecasts. Real world factors such as permitting challenges for transmission and generation, faster than expected power demand from data centers and AI, supply chain reshoring, higher interest rates, critical mineral mining concentration in a few countries, and cost inflation

in the underlying metals and minerals of renewable technologies, and emission-reduction efforts from other countries all raise uncertainties about the timing and cost reductions assumed in these scenarios.

Range is prepared to remain competitive and adapt to future scenarios, acknowledging the uncertainties and barriers currently surrounding widespread adoption of renewables.

Our concentrated focus on natural gas and NGL production in Southwestern Pennsylvania allows us to benefit from some of the lowest production costs in North America, while operating under some of the most stringent federal, state and local environmental and safety regulatory standards.

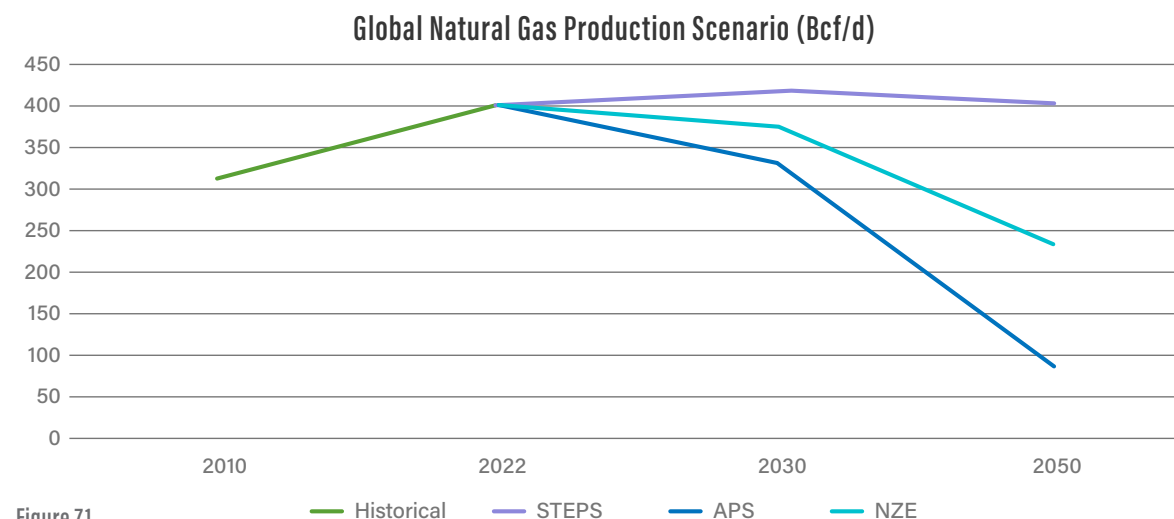


Figure 7.1

Under the selected scenarios:



North America will remain a net exporter of natural gas in the STEPS and APS.



North American production grows in the STEPS to 2030 and is down 10 percent in the APS by 2030.



The use of natural gas for power generation and in industrial sectors is associated with significantly lower GHG and other air emissions.



According to the IEA's STEPS scenario, shale gas is projected to have stronger growth compared to conventional and tight gas,

with an 18 percent increase by 2030 and an 8 percent increase by 2050. In the APS scenario, shale gas production declines by 2 percent by 2030 and 52 percent by 2050, while conventional gas declines by 4 percent by 2030 and 32 percent by 2050.

Additionally, given that our current costs of production and breakeven prices are among the lowest in the industry, we expect to remain competitive under various price scenarios forecasted by the IEA.

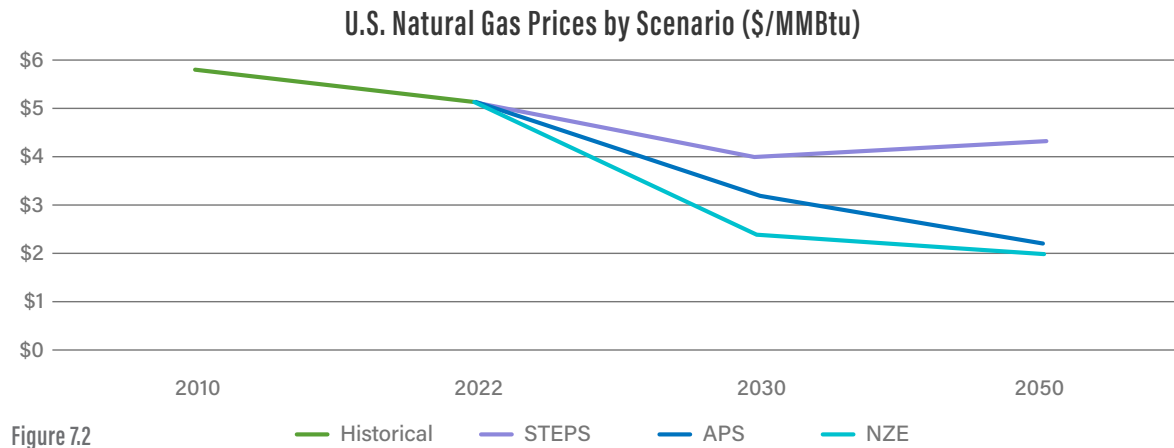
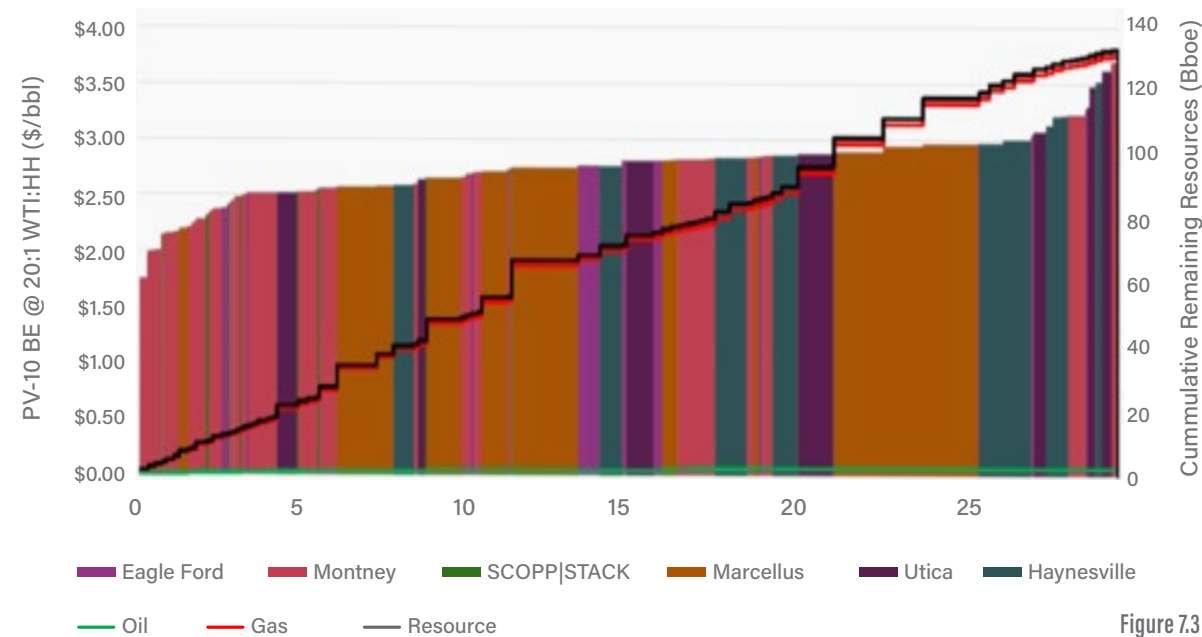


Figure 7.2

2023 NORTH AMERICAN GAS COST CURVE (\$/MMBtu)



Source: Enverus Intelligence Research

Figure 7.3



Unmatched Core Marcellus Inventory

30+ Years of Core Marcellus Inventory

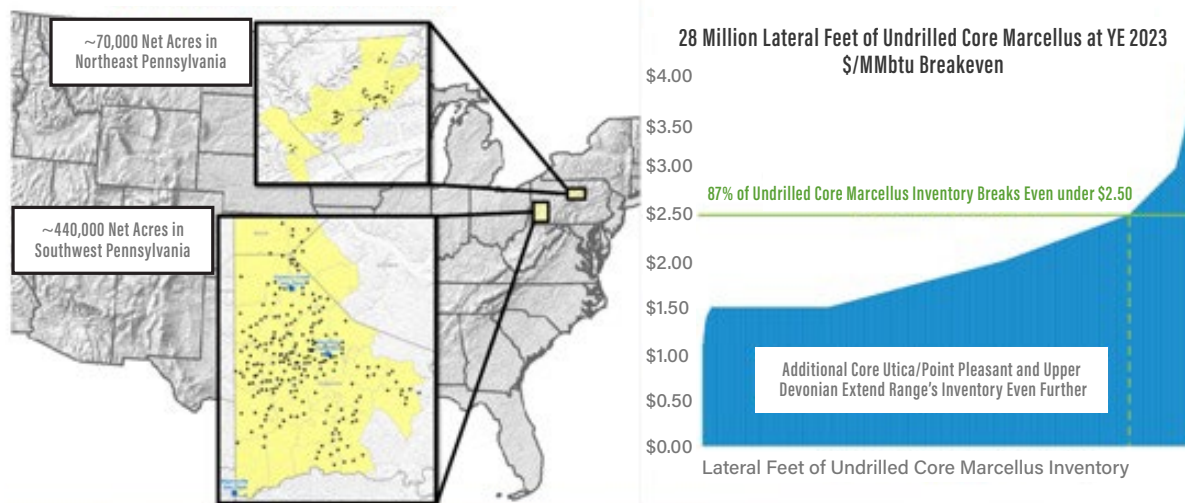


Figure 7.4

Source: Range Resources Company Presentation - June 17, 2024

In a commodity business, those companies with the lowest cost break-evens are the strongest positioned over the long run. Using the IEA \$2.50/MMBtu 2030+ U.S. Gas Price worst-case assumption, Range still has decades of drilling inventory as we sit on the low end of the cost curve. Per the Enverus chart above (Figure 7.3), there is less than four years of resource that breaks-even below \$2.50/MMBtu in North America. As a result, higher-cost competitors (and many with high base decline rates) will see their production go into decline well above this price, while Range will remain positioned to maintain or grow production. The Rystad Global Gas Supply chart above (Figure 7.5) illustrates how existing production without investment would decline from ~400 Bcf/d to ~250 Bcf/d by 2030. Meeting the RE 1.6 DG Scenario (similar to the IEA NZE 1.5 Degree Scenario) still requires 100 Bcf/d worth of Gas Supply Investment. Low-cost producers like Range could continue to thrive while higher-cost producers decline at a faster rate.

Our long-life drilling inventory and low-decline reserve base allows us to remain resilient and maintain a low-cost advantage.

In addition, by marketing our products to a broad customer base, we are poised to capitalize on the long-term advantages of natural gas as a reliable and clean energy source with the expected increase in domestic and global demand.

The U.S. is projected to increase its net exports of natural gas under both the STEPS and APS scenarios, driven by growing demand in the Asia-Pacific region (Figure 7.7). In the STEPS & APS scenarios, the EU

Significant gas investments needed across all scenarios to secure long-term supply

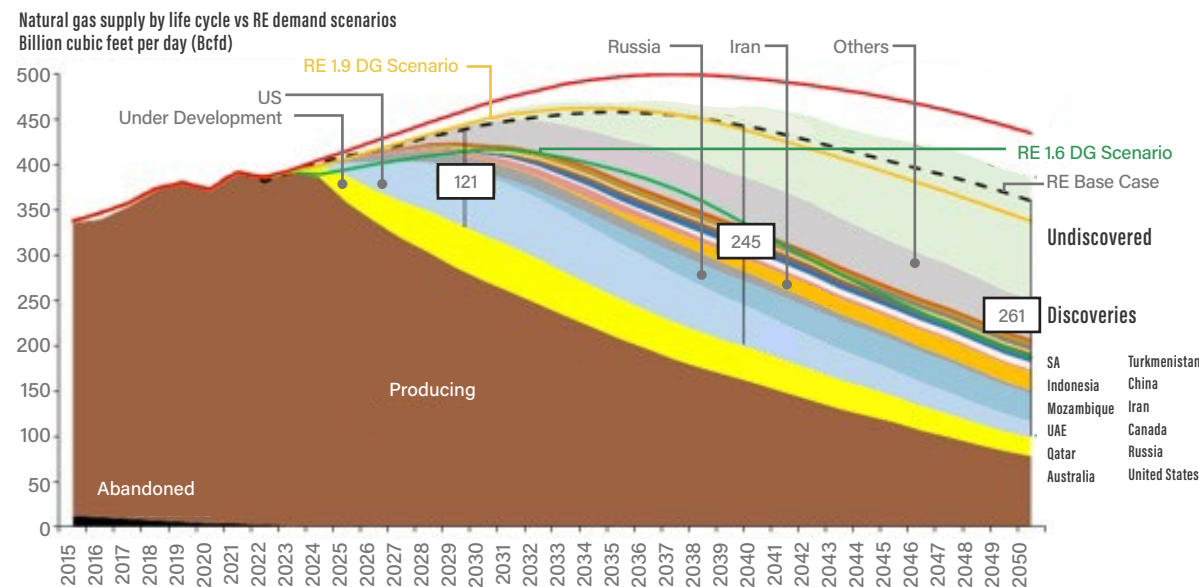


Figure 7.5

Source: Rystad

reductions in pipeline gas from Russia mean Russia never regains similar export levels as seen pre-2022, declining a further 20 and 25 percent in the STEPS and APS scenarios to 2030. The U.S. also solidifies its position as the world's largest Liquefied Natural Gas (LNG) exporter in all scenarios, as 90 percent of all LNG FIDs (LNG Final Investment Decision) in 2022-23 were in the U.S. Relative to 2022, global LNG trade grows 28 percent by 2030 and 37 percent by 2050 in STEPS, and grows 23 percent by 2030 before declining 49 percent by 2050 in APS.

In 2023, the U.S. became the largest global LNG exporter, enhancing the security of supply for Europe. In January 2024 President Biden's Administration

announced a "temporary pause on pending decisions on exports of LNG" at the Department of Energy. Part of the rationale provided for the decision was to allow for the update of studies on LNG overseas exports' impact on greenhouse gas emissions. In this context, it is worth reviewing the latest actual data on how Appalachian CO₂e Emissions Intensity compares globally.

Rystad's 2022 rankings of GHG Upstream Emissions Intensity from the largest Global Oil & Gas Producers places Range and Appalachia as second only to Norway for Scope 1 & 2 CO₂e Emissions Intensity, and Range's CO₂e Upstream Emissions 75 percent below the calculated Global Average.

Global Comparison - GHG Upstream Emissions (kg CO₂e/MWh)

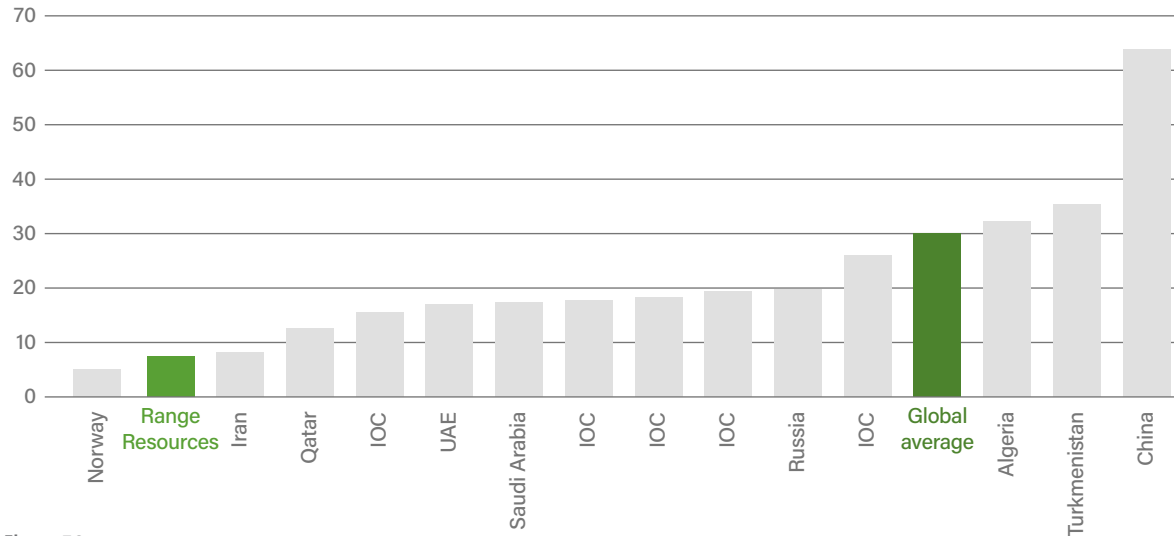


Figure 7.6

Source: Rystad (GWP100).

Additionally, our investments in NGL production are expected to be more resilient than conventional crude oil, with NGLs projected to increase as a percentage of global oil production under both STEPS and APS scenarios through 2030. LNG and NGLs also provide additional benefits beyond reductions in CO₂. According to the IEA, the use of LNG and NGLs for power generation, and in the automotive and industrial sectors, is associated with significantly lower GHG and air pollutant emissions, such as particulate matter, nitrogen oxide, and sulfur dioxide, relative to oil and coal.

We believe the above analysis of climate change policy scenarios reinforces Range's commitment to our current business strategy. Each element of our strategy aligns with the risks and opportunities presented by climate change and positions us to maintain a competitive and resilient market position under the various policy scenarios discussed above.



Natural Gas Regional Trade Dynamic by Scenario
Compared to 2021 Levels

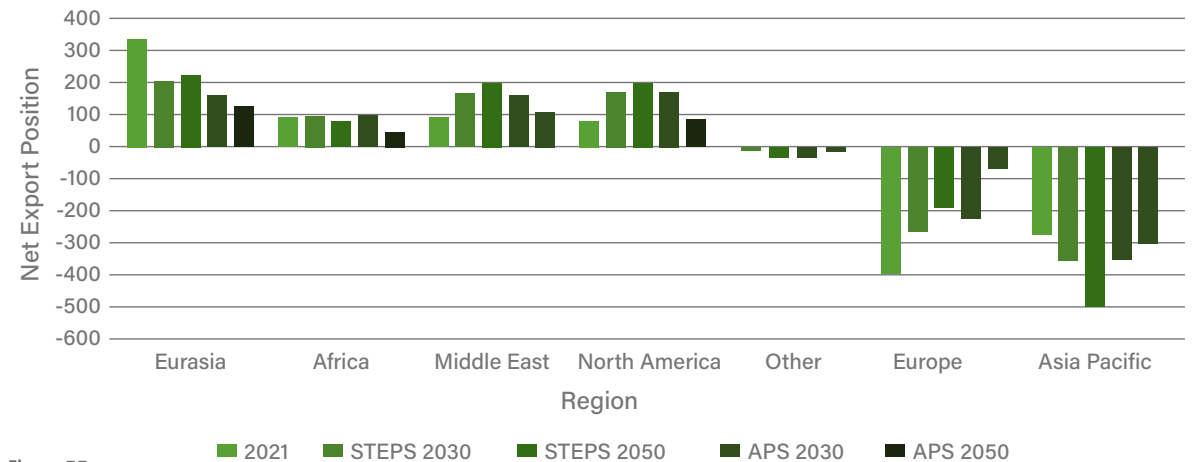


Figure 7.7

Environmental Stewardship

SECTION HIGHLIGHTS



Recycled 122% of produced water and flowback volume through our water sharing program



57% of total water used for operations was reuse water



Range's Habitat Enhancement Program totals 65 acres



Reduced total number of reportable spills ≥ 1 bbl by 40% compared to 2022

Environmental protection, stewardship, and conservation are key parts of our business strategy. We uphold our commitment to these principles by closely monitoring our environmental values, initiatives, and goals, and by adhering to all associated regulations and standards at the local, state, and federal level. At Range, we have a long history of environmental stewardship and natural resource conservation, strongly supported throughout the years by our Board of Directors and Senior Management.

INTEGRATING OUR ENVIRONMENTAL MANAGEMENT SYSTEM

At Range, we have an Environmental Management System (EMS) to address environmental concerns. Our EMS is designed to ensure environmental compliance and promote improved sustainability performance across our operations. Managed by our skilled team of Environmental Compliance (EC) experts, our system identifies, assesses, and manages our environmental initiatives relating to air, waste management and surface activities. The EC Department plays a pivotal role in administering our EMS, which includes guiding operational groups, inspecting regulated activities, establishing corrective actions as needed, and ensuring compliance with applicable environmental regulations and policies.

Essential to our approach is the integration of our EMS framework into our operations. Our workforce is empowered through training and resources outlined in our EMS to identify, address, and track environmental performance factors, adhering to our Company-wide [Environmental Policy](#) and procedures.

Our EC Team maintains the following certifications and trainings:

- Certified Professional in Erosion and Sediment Control (CPESC)
- Certified Erosion, Sediment and Stormwater Inspector (CESSWI)
- Hazardous Waste Operations and Emergency Response (HAZWOPER)
- Radiation Safety Officer (RSO)
- DOT Hazardous Materials Management
- Resource Conservation and Recovery Act (RCRA)
- Optical Gas Imaging
- USEPA Method 9 Visible Emission Observation Certification

In addition, our EC team members contribute to external industry committees and working groups to develop new environmental-focused initiatives and drive innovations that are relevant to our industry.

Training and Qualifications for our Environmental Compliance Team

A key component of our EMS is enabling a culture of continuous improvement and expertise in environmental stewardship. Our EC team regularly participates in learning opportunities to maintain their environmental certifications. They also provide training to the Operations Teams during their monthly and quarterly Safety and Environmental Reviews.





WELL CONSTRUCTION AND HYDRAULIC FRACTURING BEST PRACTICES

Today, more than a million wells across the United States have been developed safely and efficiently using hydraulic fracturing technology – a safe, proven technology that has been used for more than 70 years – to stimulate oil and natural gas production from rock that otherwise would not produce hydrocarbons. The process involves pumping sand and water, along with a very small quantity of additives, at high pressure to create paper-thin fractures in hydrocarbon-bearing rock formations. These small fractures are held open by the sand to create pathways for the natural gas to flow from the shale formation to the well.

Ensuring Well Integrity

Range designs, constructs, and operates our wells using advanced technologies and industry best practices. Our well construction methods, including casing and cement specification, comply with strict state regulations, represent the highest industry standards, and meet regional geological needs for wellbore integrity, and protection of groundwater resources.

Our wells are designed and constructed with multiple layers of protective steel casing and cemented to ensure optimum well integrity. The steel casings are specially designed, manufactured, and installed to provide long-term production and protection. When necessary, additives or special cement blends may be used to help inhibit naturally occurring corrosive elements.

Once the cement has been set in a layer of casing, the wellbore is drilled from the bottom of the previously cemented steel casing to the next target depth. This process is repeated using smaller diameter steel casings until the well has reached its horizontal target. To put this in perspective, millions of pounds of steel and cement are utilized in a well to isolate the wellbore with several layers of casing cemented in place.

Protecting Water Resources

Water is a vital resource shared by all in the communities in which we operate, and Range is deeply committed to the protection of water sources. Our approach is founded on protecting water throughout the lifecycle of development, from baseline pre-drill testing of water supplies in the vicinity of a well site to frequent wellbore integrity assessments. Additional information regarding our approach to water management is provided in the *Water Management* section below.

Prior to any operations taking place, Range tests water sources within a 2,500-foot radius of a well site. These tests are conducted by an approved, third-party consultant and state-certified laboratory, and the test results are sent to the landowners and state regulatory agencies, in addition to being kept on file with Range. This shared data ensures that all stakeholders have access to information about their water resources and baseline water quality before any drilling takes place.

During operations, active monitoring and evaluation of wellbore integrity ensures that drilling and completion activity occurs in a safe, isolated environment that protects groundwater resources. We utilize several techniques in the Marcellus region, specifically in advance of hydraulic fracturing to test wellbore integrity. This process ensures the multiple layers of steel casing and cement system are fully secure and prevents any fluid or natural gas from escaping the wellbore.

Chemicals Used and Disclosed

As part of our commitment to transparency, we were the first company in the industry to voluntarily disclose the composition of the fracturing fluid on a well-by-well basis. Today, Range uses FracFocus, a national disclosure registry for oil and gas exploration founded by the Ground Water Protection Council and the Interstate Oil and Gas Compact Commission, to provide an account of the highly diluted additives used at each well site, along with their classifications, volumes, dilution factors, and common, everyday purposes to regulators, landowners, and community members. It is of note that Range does not use diesel fuels as defined by the EPA or BTEX in any of our hydraulic fracturing fluids. Additionally, Range is committed to using products that do not contain PFAS.





BIODIVERSITY AND ECOSYSTEMS

Biodiversity conservation is an important component of our environmental strategy. Range recognizes the importance of safeguarding the ecosystem as part of our operations. Our Civil and Environmental Engineering and EC Departments are responsible for assessing and managing potential risk and impacts to biodiversity and ecosystem as part of our ongoing operations. These teams work to develop and implement improvements in our operations that help minimize operational impacts in the communities and areas in which we operate.

For instance, improvements in horizontal drilling performance allow us to develop natural gas with fewer well sites, resulting in less land disturbance. In recent years, we have also focused on conducting our development activities on existing sites, where possible, resulting in reduced surface disruption and cost efficiencies.

Furthermore, our team of experts works with government agencies to develop action plans designed to minimize environmental impacts. For example, if we are in a region with a known threatened or endangered species, such as a protected bat or timber rattlesnake, we will utilize best practices as agreed upon with the agency to avoid impacting the species. Additionally, in areas of high quality or exceptional value watersheds, we offset and improve riparian buffer areas within our project's limit of disturbance (LOD) by planting native trees and shrubs to enhance the stream's water quality buffer.

BIODIVERSITY RISK ASSESSMENTS

The evaluation process for a new proposed well site starts with a review of relevant habitat assessment tools and resources. Through this review, and subsequent permitting processes, we determine if

the proposed development activities will occur near the habitats of any rare, endangered, or otherwise protected flora, fauna, or ecosystems.

In Pennsylvania, as part of the permitting process for nearly all earth disturbance activities, a Pennsylvania Natural Diversity Inventory ("PNDI") search is required to be performed. Our proposed project's LOD is uploaded to the PNDI mapping system, which maps Range's LOD along with the presence of known habitats of any rare or endangered flora or fauna recognized by the Commonwealth of Pennsylvania. If such habitats are found to exist within the proposed project area, mitigation measures, in consultation with applicable agencies, are identified and implemented to proceed with the proposed project.

Range's current operating areas do not coincide with any globally or internationally important areas of high biodiversity, which are recognized by the U.S. Fish and Wildlife Service, World Heritage Sites, and Ramsar Wetlands or Critical Habitats. However, we continue to assess our operations for overlap with areas of high biodiversity and would take appropriate action if warranted.

Local Strategy

Our local biodiversity conservation efforts employ a mitigation hierarchy to minimize and remediate the impacts of our operational footprint.



Avoid

In the early planning stages of our projects, we evaluate potential impacts and make schedules and plans with detailed considerations to put avoidance measures in place.



Minimize

To the extent that some impacts cannot be avoided, we take steps to minimize disruption, including adjusting operations to decrease seasonal impacts to flora and fauna, implementing noise reduction measures, using erosion control and stormwater best management practices, and limiting the duration of earth disturbance.



Restore

Whether at an interim stage or upon final restoration, permanent stabilization in the form of revegetation is our goal. When surface land disturbance occurs, we work to restore the area promptly, and when we complete the final decommission of a site, we remove all equipment and reclamation of the work areas. We coordinate with our landowner partners to achieve these goals and seek to accommodate their needs where possible, including the planting of beneficial native and pollinator species.

OUR SUPPORT OF CONSERVATION EFFORTS

Range is proud to support several community-based partnerships focused on conservation. We contribute annually to national and local organizations such as the Theodore Roosevelt Conservation Partnership, the Keystone Elk Country Alliance, and the Ruffed Grouse Society, which all aim to advance wildlife and habitat conservation efforts. We also continue to partner with participating landowners through our Habitat Enhancement Program. This program focuses on local habitat during the restoration process by creating valuable pollinator and wildlife habitats through planting of specially formulated seed mixes.

Since it's inception in 2014, 65 acres enrolled in Range's Habitat Enhancement Program



SPILL PREVENTION

Our commitment to preventing and mitigating spills is an important focus of our EMS and environmental programs. Range deploys an Environmental Incident Response Compliance Plan to minimize the potential for environmental incidents and implement a coordinated response if there is an unintended release. Our spill response process consists of eight components. Designated operations groups across the organization are responsible for overseeing each component of the plan. If a spill occurs, trained members of our in-house EC Department respond rapidly, in collaboration with our operations groups, to limit any environmental damage or safety concerns through the coordination of spill management and remediation efforts.

8-Component Process

Our ultimate goal is to minimize and eliminate potential environmental incidents and closely adhere to our Environmental Incident Compliance Plan, which outlines strict protocols to prevent and effectively respond to incidents in the event they occur. This plan includes a rigorous eight-component process:



1. Awareness

All employees and contractors are expected to act in accordance with this plan, which supports Range's philosophy to be "good stewards for our shareholders and the environment."



2. Recognition

Employees and contractors are expected to recognize environmental incidents.



3. Assessment

When employees or contractors cause, observe, witness, or become aware of situations involving real, potential, or alleged incidents, they must review the situation and make early assessments.



6. Remediation

Consistent with Range's commitment to serving as a good steward of the environment, proper remediation of spills, leaks, or releases is required.



5. Reporting

Every environmental incident, without exception, must be reported to the Environmental Compliance (EC) Department. The EC Department will make notification to external regulatory agencies as appropriate.



4. Immediate Response

If an environmental incident has occurred, immediate response actions are necessary to reduce the real or potential impacts. Consistent with Range's contingency plans, such as PPC and SPCC, employees and contractors are expected to take standard initial steps following an incident.



7. Investigation

Whether coordinated by the EC or Safety Department, all staff and contractors must communicate openly and participate actively to ensure that all relevant facts and details are captured by the process, and that corrective actions are established as needed.



8. Analysis and Prevention

On at least a monthly basis, the EC Department reviews statistics of environmental incidents to identify trends or recurring issues. Based on these findings, the EC Department may make recommendations to affected or involved departments.



In 2023, the total number of spills resulting in the release greater than or equal to one barrel of oil equivalent was 40 percent lower than in 2022. Our data-driven approach allows us to develop reliable and effective metrics to inform and improve our spill management processes. Industry-leading practices, combined with comprehensive technologies Range is implementing to minimize potential impacts of accidental spills, have provided tangible results, as evidenced in *Figure 8.1*.

The proactive measures and technologies Range implements include, but is not limited to:

-  Storage level guidelines
-  Well development pipeline inspections
-  Secondary containment
-  Review of high-potential incident areas
-  Containment under refueling
-  Enhanced impoundment liner systems
-  Frequent spill prevention training with Range staff and vendors
-  Thorough inspections of containment and facilities

Our proactive spill management strategies have significantly advanced our ability to prevent and manage spills over the past several years. We understand our progress on this topic will not be perfectly linear and realize our goal of zero spills is inherently difficult. We remain committed to developing new processes and technologies to continuously improve and serve as a responsible steward of the environment by minimizing the number and impact of any spills.

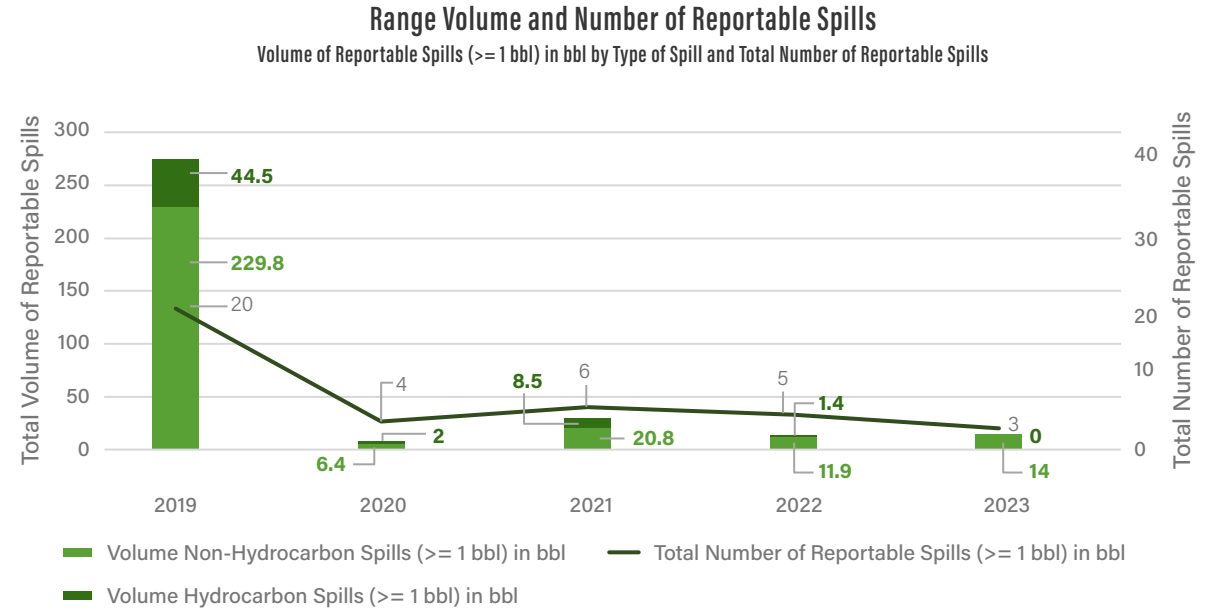


Figure 8.1



WASTE MANAGEMENT

Responsible waste management has been a central and longstanding focus of our environmental management practices. We carefully characterize, manage and dispose of waste streams generated by our operations to ensure we comply with regulatory standards. All waste generated by Range is non-hazardous as defined in 40 CFR 261.4(b)(5) and considered residual waste in the states where Range operates.

Central to our waste management program is the handling of effluents, which comprises the bulk of our generated waste and solid waste. To manage our effluents, Range has secured permits for unique waste storage facilities strategically located in centralized hubs. These facilities play a crucial role in storing and repurposing drilling fluids and produced water for future operations, significantly reducing our waste disposal needs. Reducing waste disposal cuts costs and reduces safety exposures and logistical needs, enhancing our approach to sustainable practices and responsible resource management.

Another important element of our waste management program involves thorough due diligence audits of entities and facilities that transport and receive

our waste. Our audit program consists of extensive information gathering and site visits prior to facility utilization.

Any waste generated by our operations that could have the potential to contain naturally occurring radioactive material (NORM) or technically enhanced radioactive material (TENORM) is monitored, properly characterized, and transported to an appropriately permitted facility for disposal.

Environmental Compliance Department Roadside Cleanup for Earth Month

The Environmental Compliance Department participated in a local roadside clean-ups in Marianna Borough to celebrate Earth Month. This effort was made possible with the help of several local partners including Marianna Borough personnel, Washington County Conservation District, W&J College and Ten Mile Creek Watershed Association. The clean-up crew picked up 7.7 tons of trash and 246 tires as well as couches, mattresses, pools, among other objects off the side of the road.



"The Washington County Conservation District has partnered with Range Resources on clean-ups for many years in Washington County. The 2023 clean-up in Marianna was our largest to date. We are always thankful for the hard work Range's volunteers put into each event; they increase our ability to beautify our county."

Jennifer Dann, District Manager - Washington County Conservation District

WATER MANAGEMENT

Water Recycling

Range has been operating an industry-leading water recycling program since launching in 2009. We have continuously expanded our efforts in Appalachia and invested in technologies and solutions that have reduced our freshwater consumption over time while maximizing capital efficiencies.

The water recycling program has expanded to include the reuse of other regional operators' water in Pennsylvania. This strategic practice helps us to significantly reduce our freshwater usage and enabled us to recycle 122 percent of our produced water and flowback volume in 2023.



Recycled 122 percent of produced water and flowback volume

In 2023, 57 percent of the total water we used for our operations was recycled flowback and produced water from Range and other operators (Figure 8.2). We recycled nearly 100 percent of the 11.2 million barrels of flowback and produced water generated from our operations. A decline in water recycling rates, compared to last year, occurred due to various operational, economic, and infrastructure efficiencies. For example, pad locations influenced our decision on using recycled water in cases where the road network posed challenges that made sourcing freshwater more feasible and efficient.



Saved ~ \$11 million/year on average since 2018

SOURCING FRESH WATER

In addition to our extensive water recycling program, we ensure responsible sourcing of freshwater for our operations. None of our projects or operations are in water-scarce areas, and freshwater sources are only used with authorization by state agencies and river basin regulatory commissions. Fresh water that is required for our operations is sourced from abundant, drought-tolerant sources that include:



Public water utility companies



Permitted sources from the Ohio River



Permitted sources from the Susquehanna River in Pennsylvania

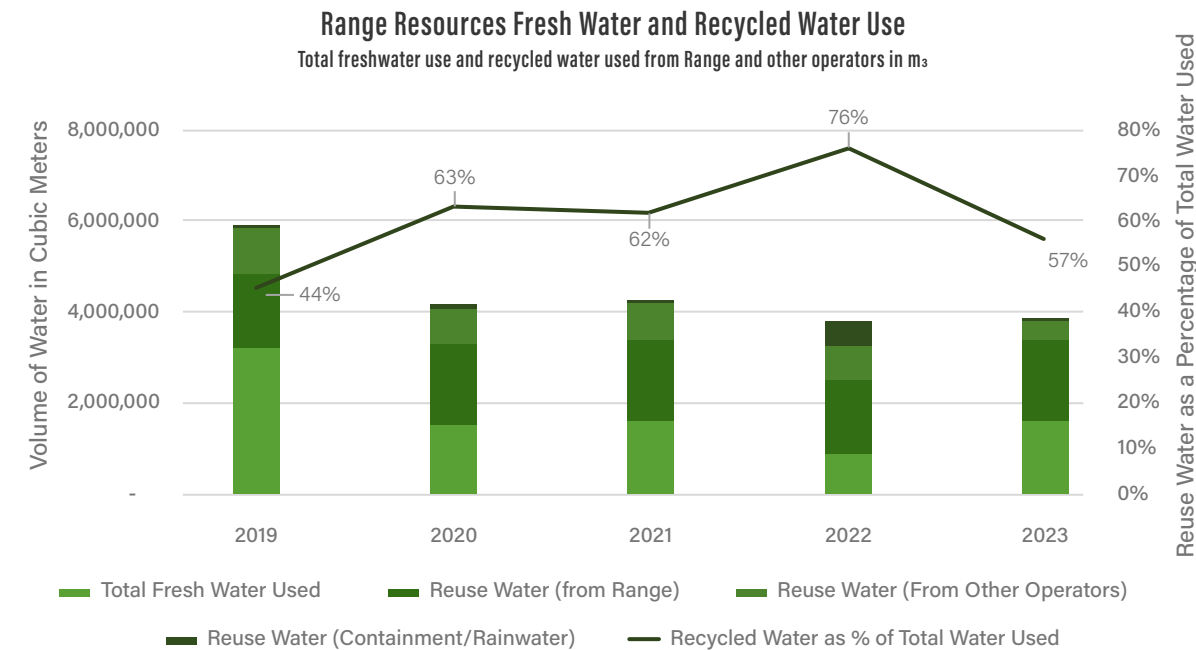


Figure 8.2

Furthermore, over 11 years ago, Range invested in a permanent fresh waterline system in Pennsylvania to deliver water to our operations. Spanning more than 34 miles, the waterline runs from the Ohio River to six water storage facilities, with the potential to supply nearby operators. This year, the waterline eliminated more than 450,000 truck trips and supplied over 2.3 billion gallons of fresh water for development activities. This investment in water delivery demonstrated our long-term commitment to water infrastructure.

Range does not discharge any produced water, flowback, drilling fluids, or liquids of any kind. The small portion of water volume that is not reused typically consists of drilling fluid residuals, tank bottoms, and other non-reusable substances. This material is solidified and sent to landfills for proper disposal.





People and Communities

38 Safety Leadership >

44 Human Capital Management >

53 Community Impact >



Safety Leadership

SECTION HIGHLIGHTS



0.00 DART (Days Away, Restricted or Transferred)



0.00 TRIR (Total Recordable Incident Rate)



3,400 hours of safety-related training completed by employees

Protecting the health and safety of our employees, contractors, and communities is the cornerstone of our business. We embrace and demonstrate safety at every level of the company from senior management to each employee.

Our goal is to operate in a manner that protects the safety of our employees, contractors, and the community. We work diligently to prevent incidents by creating a workplace culture that integrates safety and health in all activities day in and day out. Safety is a process led by senior management but implemented by all our employees. Each level is accountable to the one above and responsible for the one below. This is achieved by a belief in and adherence to the values of Trust, Respect, Integrity and the continual Pursuit of Excellence.

To ensure engagement, employees at all levels of the organization are involved in the Safety process. At the highest level is our Safety Management System Leadership Team (SMSLT), which establishes expectations and goals related to safety at the organization. Senior Leadership is visibly involved in our safety process and emphasizes the importance of safety to the entire workforce.

Range engages our operations department managers to focus specifically on Serious Injury and Fatality (SIF) prevention through our Serious Injury and Fatality Steering Team. This team is composed of key operational leaders from our Completions, Drilling, Facilities Construction, Production, and Water

Operations departments, enabling a multi-disciplinary approach to addressing safety concerns. Serious injury and fatality prevention has been a particular focus of our safety efforts at Range since 2019 because industry incident trends indicated that fatality rates are not declining along with other Occupational Safety and Health Administration (OSHA) recordable injury rates. The Serious Injury and Fatality Steering Team meets regularly to discuss incident trends and review the actions Range is taking to prevent serious injury and fatalities on our worksites.

In addition, our Safety Committee is made up of field employees, engineers, and safety staff, and meets monthly to review safety issues submitted to the Safety Committee by other employees. They also make decisions on mitigation actions to prevent future incidents and to proactively address the reduction of risk at our locations.



Ultimately, no matter the team or function, each employee involved in safety-related actions and initiatives is expected to utilize our “Plan, Do, Check, Act” process.



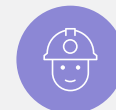
1. Plan

Risk assessment; Planning, goals, and objectives



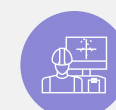
3. Check

Incidents noncomformity, and corrective action; Performance evaluation



2. Do

Safety programs and procedures; Emergency preparedness; Training and competency



4. Act

Management review



SAFETY MANAGEMENT SYSTEM

Range's Safety Management System provides the framework to strategically identify, assess, and manage safety risks to our business, employees, contractors, and key stakeholders on an ongoing basis. This system is composed of nine elements, each of which is designed to drive the growth and improvement of our safety processes using the "Plan-Do-Check-Act" framework. The SMSLT, consisting of senior leaders at the company, including our CEO and CFO, oversees the implementation of the Safety Management System, emphasizing Senior Management's focus on protecting our employees, contractors, and communities.

SAFETY MANAGEMENT SYSTEM ELEMENTS



Leadership and Worker Participation



Incident, Nonconformity, and Corrective Action



Planning Goals and Objectives



Emergency Preparedness



Training and Competency



Risk Assessment



Performance Evaluation



Management Review



Safety Programs, Procedures, and Guidelines

Emergency Response

TIER 3

Crisis Management Team (CMT)

TIER 2

Incident Management Team (IMT)

TIER 1

Local Responders (ORT)

First Responders (Fire / EMS / Police)

As a part of our Safety Management System, Range has adopted a Corporate Crisis Management and Emergency Response (CMER) plan. The CMER plan serves as a basis for defining the framework, organization, and tools to facilitate emergency preparedness, planning, response, and recovery. The plan establishes a three-tier response model incorporating the Incident Management Team (IMT)

and Crisis Management Team (CMT) to address emergencies or significant events.

Range has implemented a system of two IMTs, composed of employees and leadership, to support field operations during emergencies. The CMT consists of leaders supporting the IMT in significant emergencies. The CMT also functions as a standalone team to address non-field related incidents. Members of the IMT and CMT train and exercise using the National Incident Management System (NIMS)⁴ and Incident Command System (ICS).⁵

Additionally, Range has invested in a state-of-the-art Emergency Operations Center (EOC), which utilizes advanced technology for live video feed, media monitoring, presentations, meetings, situation status displays, press briefings, operational security, and more. The EOC allows our team to manage a situation or event across our operating area and provides regional incident management teams with a full backup center supported by the IMT. To further enhance our capabilities for risk and incident management, we have made significant investments in upgrading our subscription with AlertMedia, our emergency communication software. This investment has added single sign-on capabilities and improved access for users, threat monitoring, and travel risk assessment, resulting in more effective management of issues and risks.

To complement our Corporate CMER Plan, Range implements site-specific safety and emergency response plans, which include important site information in case an emergency arises. All Range locations have their own site-specific safety and emergency response plans that address the unique elements of each operating location.

The information in these plans includes:

- Address with coordinates, directions to the location, and site map with legend
- Emergency contact information
- First responder emergency notification with critical information requirements for first responders and the nearest hospital
- Emergency response procedure for well-site personnel
- Potential risks and hazards to the public
- Safety Data Sheet (SDS) information
- Spill control/fire suppression information

⁴ NIMS is a framework that guides collaboration among government, non-government organizations, and the private sector in managing incidents of any cause or complexity.

⁵ ICS is a component of NIMS, offering a standardized approach to command, control, and coordinate emergency responses across multiple agencies.

2023 Safety Culture Improvements

As part of our efforts to evolve our safety culture we have conducted surveys to gauge the perspectives of our workforce on eight critical areas that influence safety performance: Commitment, Accountability, Priorities, Competency, Communication, Supportive Resources, Hazard Awareness, and Reporting and Investigation. This effort, which was first highlighted in our 2022 CSR, offered valuable insights for enhancing our Safety Management System. We believe that these surveys can provide measurable feedback on our safety culture and we will continue to assess the use of surveys to supplement our safety program.

SIF-Actuals by Year

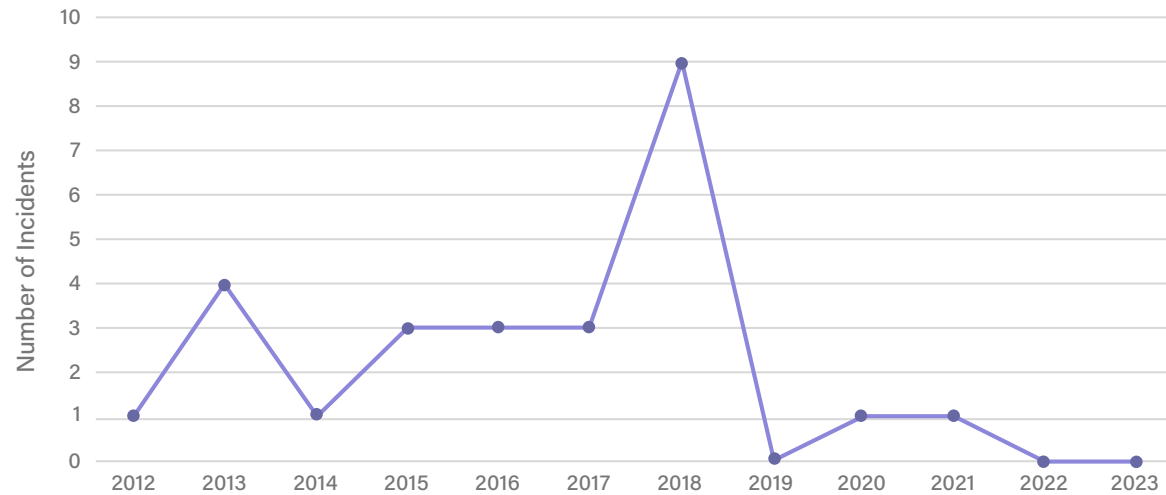


Figure 9.1

Serious Injury and Fatality (SIF) Prevention

Driven by the continuous refinement of our processes and robust leadership support, our Serious Injury and Fatality Steering Team is spearheading the shift from reactive incident learning to proactive engagement in our everyday work.

By closely collaborating with frontline workers, our safety staff gains deep insight into the challenges, constraints, and interdependencies of our operations. This informs our approach of building safety into pre-planning and task execution, with a strong emphasis on critical controls that safeguard our workforce. Integrating these advancements, we stand as industry leaders in SIF prevention, setting new benchmarks for operational safety and efficiency. The success of our approach has led to the reduction in SIF incidents since we formally initiated our prevention efforts in 2019.

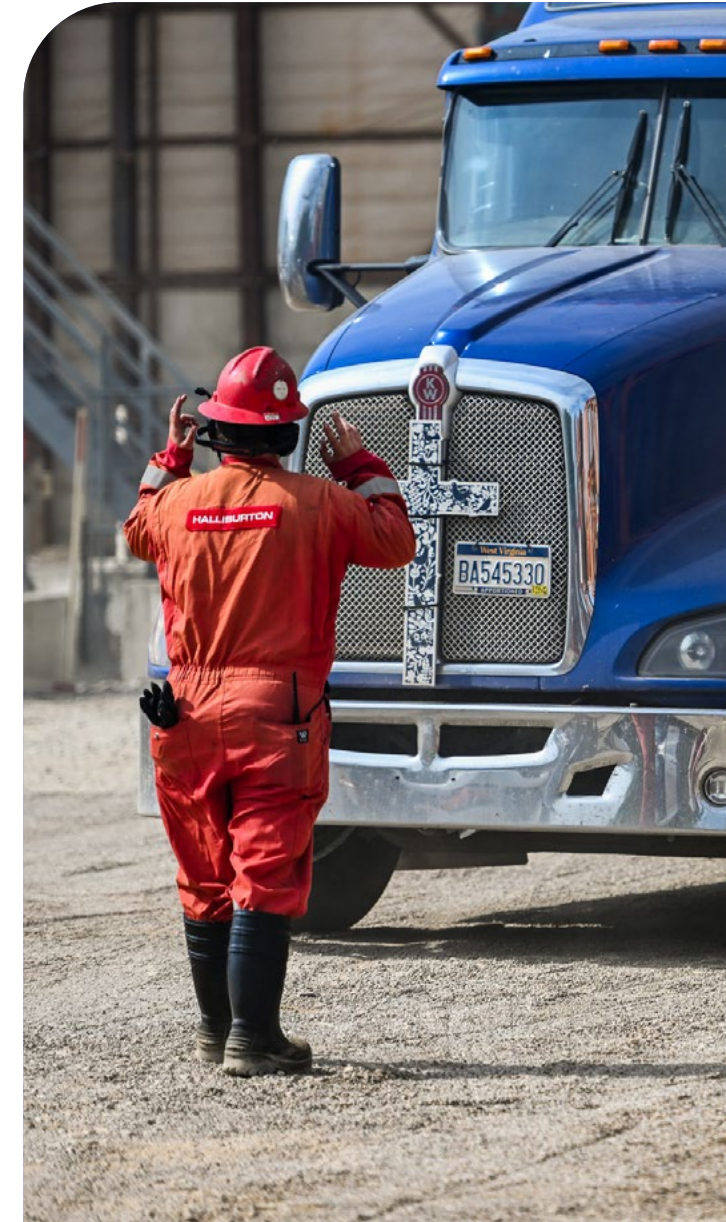
Critical Control Verification

Range defines a critical control as a layer of protection from serious injury and fatality exposure, which:

- If absent, weak, inadequate, or compromised, increases the probability of a serious injury and fatality event
- Needs to be placed as soon as possible
- Is important enough to verify it is in place and validate its effectiveness

We focus on these critical controls to reduce the potential for serious injury and fatality events.

Part of Range's serious injury and fatality prevention efforts include verifying that critical controls are in place where they should be. Our Safety staff works alongside field employees and contractors to identify high-risk tasks and ensure the appropriate control is in place, including exclusions zones, automated fire suppression systems, high-pressure line restrains, lockout/tagout of equipment, and fall protection among others. After formalizing this process, Range Safety staff verified nearly 600 critical controls in 2023.





OCCUPATIONAL SAFETY

Range consistently enhances the safety of our work processes to align with the evolving conditions of our operations. Our safety team collaborates closely with members of our operations team to routinely review and revise Range’s safety programs. Regular assessments of these safety programs ensure a functional and usable document is provided for employees that help guide safe work practices and compliance with applicable regulations.

Ensuring the safety of our work activities and improving safety performance on our well sites requires constant attention. As part of our Safety Management System, our safety staff work alongside our Operations Team to promote safety through various day-to-day tasks, such as:

- Conducting regular safety and preparedness training
- Coordinating pre- and post-job meetings
- Evaluating safety best practices and analyzing opportunities for improvement
- Integrating safety standards into the procurement process and collecting safety-specific data
- Providing general and task-specific training
- Evaluating leading and lagging safety indicators
- Facilitating incident root cause analysis efforts
- Utilizing Learning from Normal Work tools to identify error traps prior to an incident occurring

- ▶ By using ‘Learning from Normal Work’ tools, such as Walk-Through Talk-Throughs (WTTT) and Learning Teams, we directly engage with workers, engineers, and other stakeholders to gain insights into their job constraints and solutions. This proactive approach helps us identify and mitigate potential error traps before incidents occur, enhancing safety and improving processes through collaborative learning and adaptation.

We prioritize the security of our workers and assets. We have invested in state-of-the-art security and cyber gate systems for our heavily trafficked locations to protect assets and monitor access to the sites, particularly during evacuation procedures.

DRIVING SAFETY

Our commitment to safety, both for employees and our communities, does not end at the well site. According to the Bureau of Labor Statistics, transportation incidents remain the most common type of fatal event, accounting for 37.7 percent of all occupational fatalities in 2022.⁶ Range recognizes this risk and takes meaningful precautions to minimize it. We utilize a vehicle monitoring system that generates driver scorecards to track driving performance data such as speeding, hard braking, and rapid acceleration. In 2023, our average monthly score was 96.98 out of 100. Our goal is to increase the number of weeks that any driver receives an “A.” We continue to focus on the lowest-scoring drivers to encourage improvement through coaching and data review. In addition, Range employees assigned to a company

fleet vehicle must also complete the Smith driver training regularly, including an on-road evaluation. In 2023, employees participated in over 300 total defensive driving training hours.

With these effective tools and continued focus on driving hazards, Range has decreased the total number of preventable vehicle incidents (PVI) our employees were involved in by 25 percent since 2020.

96.98 out of 100 monthly driver scorecard rating in 2023

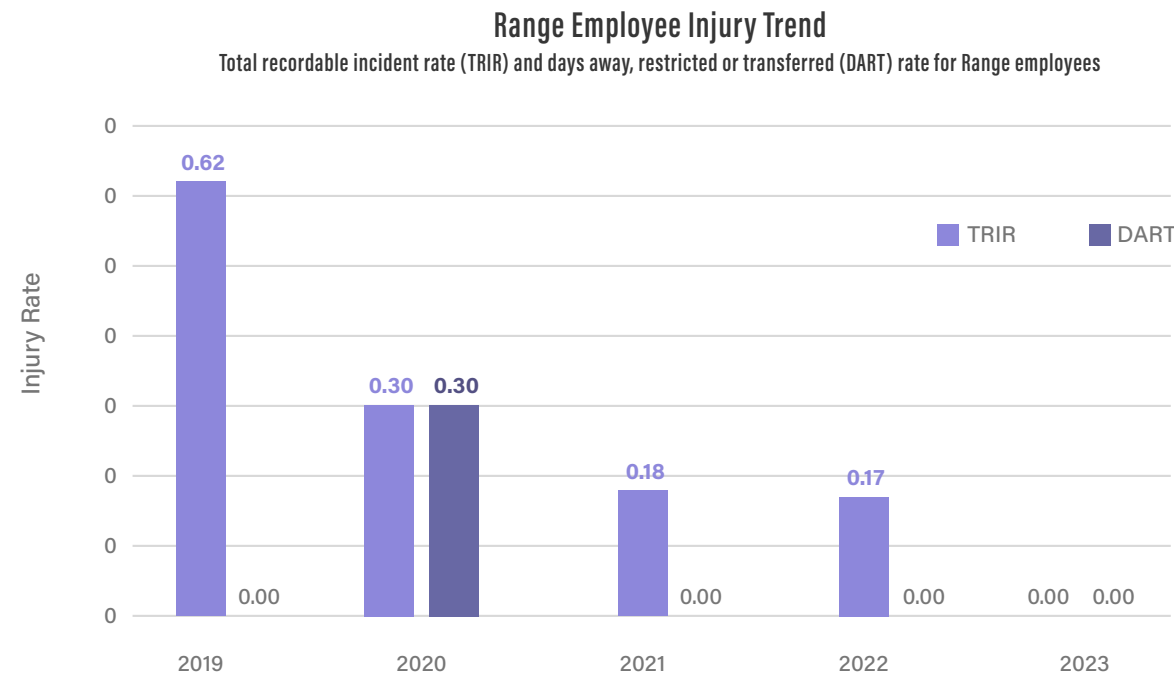


Figure 9.2

⁶ Bureau of Labor Statistics (2022, “National Census of Fatal Occupational Injuries in 2022,” <https://www.bls.gov/news.release/pdf/cfoi.pdf>)

*In 2023, Range did not have any employee OSHA (Occupational Safety and Health Administration) recordable injuries



WORKFORCE SAFETY TRAINING AND DEVELOPMENT

Range's Safety Management System provides training to our team to enhance the skills and resources necessary to execute daily responsibilities safely. In 2023, we continued to enhance and refine our training and development programs and to include job-specific instructions that reflect the degree of risk involved and the complexity required to mitigate a job-related risk.

3,400 hours of employee safety-related training

In 2023, our employees completed over 3,400 hours of safety-related training through our online Learning Management System (LMS), allowing individuals to learn at their own pace and convenience. These trainings incorporate an array of topics, including fall prevention, fire, and electrical safety. To further enhance our employees' safety learning tools, our Safety and Human Resources Departments collaborated on a new learning management system that was deployed in 2023. We also conduct in-person classes, including defensive driver and cardiopulmonary resuscitation (CPR) training, to ensure our employees receive hands-on instruction for critical health and safety skills that may be needed on the job.

Contractor OSHA Recordables Trend

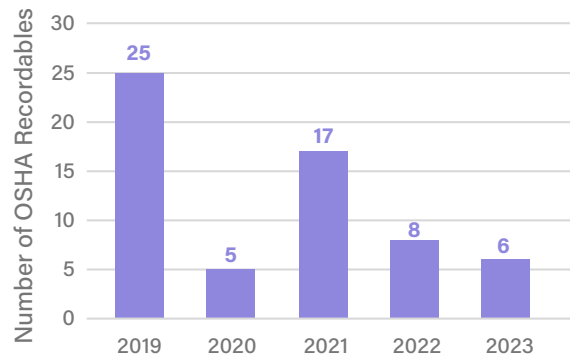


Figure 9.3

Safety Week 2023

Since 2011, Range has hosted an annual "Safety Week" during which field operations are temporarily halted and both employees and contractors are invited to participate in a variety of safety-focused activities designed to educate and empower them. This event is just one of the many ways Range reinforces our commitment to keeping our workers safe at the wellsite and key stakeholders such as local first responders informed. In 2023, Range used Safety Week as an opportunity to show our appreciation for our workforce's commitment to safety. Across all of our offices and multiple field locations, we hosted a series of safety celebration luncheons and engagements that were led by key operational leaders and focused on highlighting the role each worker has in helping us achieve and sustain a high level of safety in the workplace.

Contractor Recordable Injury Trend

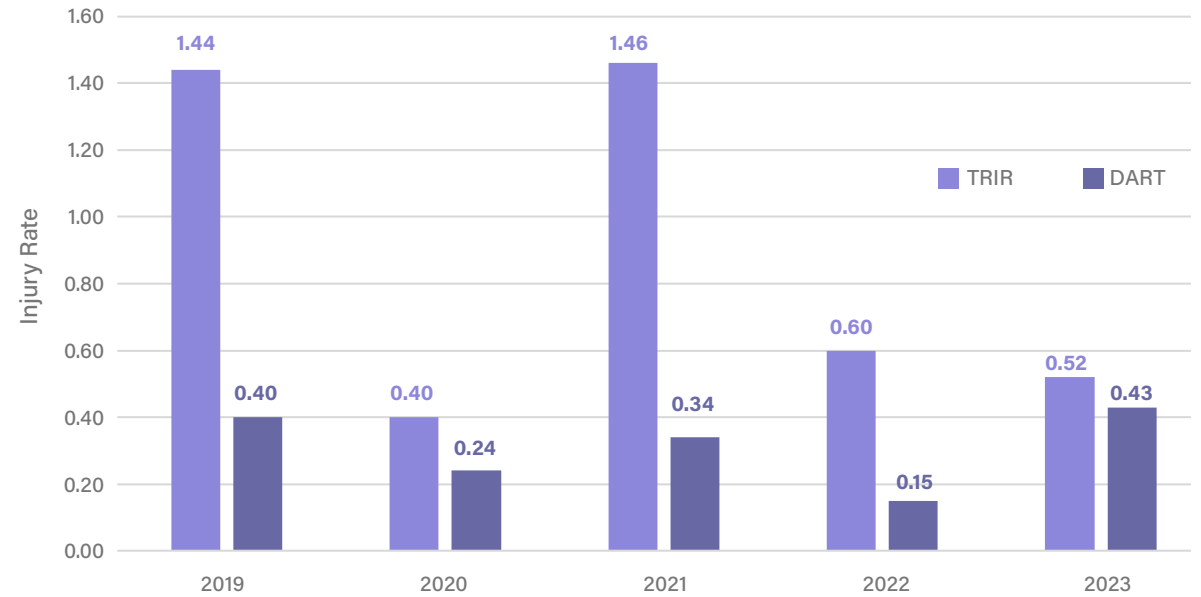


Figure 9.4

13% decrease in Total Recordable Incident Rate (TRIR)

In 2023 Range's contractors achieved a 13 percent decrease in Total Recordable Incident Rate (TRIR) compared to 2022. Overall, the trend continues to demonstrate our continual improvement, which is a cornerstone of Range's approach to safety.

CONTRACTOR SAFETY

To foster a safe work environment across all Range sites, we expect our contractors to follow the same health and safety processes and practices as our regular workforce. Contractors are subject to applicable safety protocols such as safety orientations, safety monitoring and critical control verifications, as follows:

- Contractors and vendors undergo a compulsory safety orientation prior to working on a Range site. In 2023, nearly 9,300 contractors received safety training from the Safety Department or through ISNetworld, marking a 16 percent increase from last year. The orientation covers a

comprehensive list of important safety protocols such as Stop Work Authority, Range's Safety Policy, Fit for Duty, Personal Protective Equipment (PPE), Hazard Communication, Simultaneous Operations, Restricted Areas, Chemical Hazards and SDS, Equipment Operation, Speed limits, Backing Policy, Reporting Incidents, and Incident Investigation protocols. Those completing the safety orientation receive a sticker for their hard hat demonstrating they are competent to enter our sites and adhere to our safety expectations.



- **As with the rest of our workforce, contractors' work and safety behaviors are monitored daily on our worksites.** The Safety Department has field safety specialists who regularly perform site safety assessments and critical control verifications to identify gaps, communicate any deficiencies to operations, and help facilitate corrective actions to ensure the safety of everyone on site.
- **Prior to starting work each day, contractors evaluate the tasks planned for the day for potential hazards and to identify steps to mitigate the risk.** These mitigation steps are documented on a daily Job Safety Analysis form, along with any additional or enhanced PPE required and other pertinent safety information.

SUPPLY CHAIN MANAGEMENT

At Range, our suppliers are our partners. They are held to the same set of standards as our employees and contractors and are expected to perform at the highest level. We adhere to a thorough due diligence process for suppliers and maintain rigorous standards to work on our locations. During the Master Service Agreement (MSA) process, we consider a multitude of factors - such as health and safety performance, risk management processes, and, where appropriate, other ESG factors.

We have nearly 700 suppliers with MSAs but only a narrow subset carries out day-to-day work. This subset comprises our "Approved Supplier List" (ASL) and consists only of suppliers who have completed our stringent qualification process. Our ASL ensures compliance with the following criteria:

- Business is awarded via the RFP Process
- Suppliers conduct work under a valid MSA
- Safety and Environmental standards are met
- Supplier contract information is current

The ASL is reviewed and updated on a quarterly basis. Failure to meet ASL criteria will result in a supplier's removal from the list.

Our comprehensive MSA prohibits the following:

- The violation of any labor or employment law
- The employment of minors
- The use of illegal drugs, alcohol, or firearms on our premises
- Gifts and gratuities outside of company policy
- The use or storage of any chemical, product or additive containing PFAS or PFOS substances

All ethical concerns related to our supplier base can be anonymously reported via Ethicspoint.

Additionally, we use the contractor management tool ISNetworld, an oil and gas industry platform, to better connect and evaluate the safety performance of industry vendors. Through ISNetworld, we benchmark the safety performance of our contractors with industry peers and identify potential areas for improvement. The annual program assessment performed in 2023 showed that 100 percent of the on-site contractors were approved by ISNetworld.

Range Resources Supplier Statistics

Suppliers with an MSA	700
Approved Suppliers	260
Percent of US-Based Suppliers	100%
Percent of Suppliers with In-Basin Presence	100%

Figure 9.5



Human Capital Management

SECTION HIGHLIGHTS



Employees completed 16.6 hours of training on average



Employee Resource Groups and Employee Engagement Committees provide multi-directional employee feedback channels, engaging colleagues, managers, and other relevant stakeholders in the process



Managers completed 1,020+ hours of leadership and management training



1.6% Peer leading voluntary turnover rate

We are proud of the strong culture we have built together at Range. Each and every individual at the Company plays a critical role in shaping our best-in-class workplace. This begins with our leadership team and extends to our valued employees across the workforce who make unique contributions to our organization and stakeholders every day. Success starts with people, and our employees are our most important resource — their ideas, creativity, passion, and winning attitude drive our results.

As such, we are committed to creating a safe, supportive, and inclusive workplace where our approximately 550 full-time employees can contribute and thrive. With the support of our Human Resources (HR) Department, our Senior Management team continues to regularly assess the effectiveness of our human capital management efforts. This assessment covers employee engagement (including recruiting and retention), total rewards, health and wellness support, diversity, equity & inclusion (DE&I), professional development and training programs, and the Code of Conduct, which outlines our expectations for how our people conduct themselves and interact with each other and our business partners.

Our Board-level Compensation Committee reviews salaries, cash bonuses, equity compensation, and employee benefits. Together, this structure provides Range with robust oversight of human capital management-related matters, ensuring we take a proactive and fair approach that addresses our employees' needs.

Recruiting and Retention

Employees play a crucial role in our success and therefore everything is contingent on the talent that we attract, engage, and retain. This begins with a strong recruiting strategy, including internship opportunities designed to build a pipeline of talent for the future. These internships offer students exposure to a wide range of disciplines within the natural gas industry.

Hiring practices are also important, and we continuously review them with a commitment to expanding outreach that allows us to recruit from a diverse population of candidates. Our HR team collaborates with company leaders to hire the right people to deliver on short- and long-term company goals. Aligned with our commitment to DE&I efforts, our outreach programs are designed to engage job seekers at local, state, and national levels.

Employee Turnover

Our peer-leading voluntary turnover rate of 1.6 percent and total turnover rate of 2.3 percent are indicative of our inclusive and team-oriented culture, total rewards, and investment into our employees' development.





“Being a mentor has been a rewarding experience. I’m grateful for the opportunity to engage in the professional development of the students who intern with Range. Mentoring has also given me growth opportunities by allowing me to build my leadership skills and often provides me with new perspectives through collaboration with the interns.”

Laura Perkins, Sr. Production Engineer

Internship Programs

Our summer internship program is a key component of our human capital management strategy, bringing new ideas and skills into the company. The program typically invites college-level students majoring in applicable disciplines to work with a Range mentor on a specific project within their department. We currently offer internships in Petroleum Engineering, Geology, Gas Marketing, Safety, Environmental Compliance, Field Operations, and Geographic Information Systems.

Interns also participate in a program called the *Life Cycle of a Marcellus Well*, where they take a deep dive into all phases of the process to produce a natural gas well. The internship ends with individual and team presentations from interns about their project and the natural gas well program.

In addition to our summer internship program, we also have opportunities for year-round internships in certain departments, primarily focused on accounting and information technology.

EMPLOYEE ENGAGEMENT

At Range, we value the insights our teams provide, and we continuously translate their feedback into actionable items that help us evolve as a company

and improve our employees’ performance. This commitment is reflected in initiatives such as the Manager Chat Sessions and Employee Engagement Committees, fostering a culture of collaboration, growth, and appreciation.



Manager Chat Sessions

HR leads periodic sessions with managers to discuss and provide support for a variety of topics such as employee development, coaching, policy updates and implementation, and more.



Employee Engagement Committees

Employees can volunteer to be part of committees that focus on enhancing Company culture, including team-building activities, Company events, and employee appreciation and recognition.

We provide opportunities for open and honest dialogue to aid in our pursuit of improvement and advancement, and we display our commitment to embracing two-way communication. In the same light, we encourage employee collaboration through our Employee Resource Groups (ERGs), which foster a space where new ways and ideas can be nurtured to deliver improved outcomes.



Employee Resource Groups

Range currently hosts two employee resource groups: Multi-Ethnic Employee Resource Group (MERG) and Range Energy Network of Women (RENEW). Both groups provide a supportive environment for employees to network, develop ideas, and have their voices heard. In 2023, building upon the innovative groundwork laid by these two groups in the previous year, we continued to evolve our strategies to further boost engagement and achieve our objectives.



An “Open-Door” Policy

An “open-door” policy is integral to Range’s values and culture, promoting open and transparent conversations between employees and supervisors. This policy facilitates discussions that go beyond career development goals, including topics that contribute to an inclusive workplace environment.

All Hands Meetings hosted by Senior Management

Regular Company-wide meetings continue to be hosted by the Senior Management team, serving as a platform for sharing business updates and other important news. This also provides an opportunity for all employees to engage directly with leadership through both pre-submitted and live questions.



TOTAL REWARDS

Our Employee Total Rewards program remains a cornerstone of how Range supports its workforce. The program recognizes the hard work, dedication, and innovation of our workforce, and our strong rewards program reaffirms our commitment to market competitiveness, playing a crucial role in recruiting and retaining the best talent. We categorize our rewards into four main areas: Financial Compensation, Work/Life Balance, Health and Wellness, and Family Support.

Range offers a complete suite of rewards, including several created as a direct result of employee feedback.



FINANCIAL COMPENSATION

Base Pay

To ensure equitable compensation for employees across roles, Range leverages industry- and position-driven data for market competitiveness. Individual pay decisions undergo a comprehensive review and approval process. Managers are empowered to consider market data, performance, contribution, and expertise, among other factors, in their decision process. Outlier and trend analysis ensures fairness enterprise-wide.

Cash Bonus

Employees are eligible for annual cash bonuses to reward them for their contributions throughout the year.

Stock Compensation

Full-time employees are eligible to receive equity awards in the form of stock in the Company, as part of their total compensation. As a result, our employees are shareholders in the Company, which creates an environment for everyone to think like a business owner, develop innovative projects which contribute to our growth, and benefit from the Company's success.

401(k) Match

Our 401(k)-match program enables our employees to save toward financial security during retirement by providing matching funds in employees' retirement accounts.

Salary Continuation and Long-term Disability

Salary continuation serves as our short-term disability in the event an employee is unable to work for more than three days. If an employee's disability extends beyond the short-term, our long-term disability coverage provides replacement income.

Spot Bonuses

All non-Officer employees are eligible for spot bonus awards recognizing exemplary performance.

Financial Wellness Program NEW

Provides access to financial coaches, online resources, webinars, and in-person learning and events, all at no cost to the employee.



WORK/LIFE BALANCE

Paid Vacation

All full-time employees receive a minimum of three weeks of vacation.

Paid Volunteer Days

Full-time employees receive two paid days per year to pursue volunteer opportunities in the communities where we live and operate. Employees are always encouraged to participate in any Range-sponsored community event. This allows Range to continue to deliver its promise on being a strong steward in the community. The two additional paid days of volunteer time off allow for employees to volunteer for non-Range sponsored events that are important to them personally. This is one of the many ways Range shows that employees' interests are important inside and outside of the workplace.

Year-Round Flex Schedule

Employees have the option to work a year-round 9-day/80-hour or 4.5-day/40-hour schedule.

Hybrid Remote Work

Employees have remote work flexibility options based on manager discretion and job demands to allow for a balance of collaboration in the office and the ability to manage their work from home.

Tuition Assistance

For employees pursuing higher education, Range contributes up to \$5,250 per year for full-time employees and up to \$1,000 per year for part-time employees towards approved tuition and book costs.

Range prioritizes the holistic well-being of our employees, going beyond the standard offerings to include not only robust health insurance and prescription coverage but also an extensive mental health support system. Recognizing the diverse needs of our workforce, our benefits package is designed to include a range of services that assist employees through significant life events and transitions.





HEALTH AND WELLNESS

Insurance

Employees are eligible to enroll in company-provided health insurance, including medical, dental, and vision, and access care via in-person or telehealth visits. At no cost to the employee, Range provides basic life, AD&D, and disability insurance as well.

Voluntary Benefits

We offer employees multiple voluntary benefit plans, such as Healthcare and Dependent Care Flexible Spending Accounts; supplemental life insurance; identity theft protection; and accidental, critical illness, and hospital indemnity coverage.

Paid Sick Leave

Employees are granted seven days of sick leave per year in the event of illness or injury of the employee, the employee's spouse, child, or parent.

Second Opinion Program

This Company-provided benefit allows employees and covered dependents the opportunity to have a second opinion offered by specialized board-certified physicians in relation to assessing a medical condition.

Mental Health

Range offers twelve free sessions with a mental health professional for employees and their dependents. The program offers different options to fit members' needs, such as guided self-care and in-person or video options with a therapist or mental health coach.

Gym Membership Reimbursements

Range offers gym membership reimbursements, which include online or virtual memberships.



FAMILY SUPPORT

Paid Family and Medical Leave

Two weeks per year of paid family and medical leave to care for a spouse, child, or parent, maternity/paternity leave, and adoption/foster care.

Grandparent's Leave

Grandparents receive up to three additional paid days per grandchild, in addition to their vacation time.

Adoption Assistance

Range provides adoption assistance reimbursement on expenses incurred by employees.

Fertility Coverage

To ease the cost burden associated with fertility treatments, Range offers fertility coverage to employees in support of their growing families.

Caregiver Support

Range offers a caregiver support benefit, paid for by the Company, that not only gives employees a resource to assist with elder and childcare – navigating the education system and other caregiving situations – but also extends to family and friends of employees.

Retirement Transition Benefit NEW

A concierge service to help our employees and family members navigate the transition to retirement. The service offers assistance with Medicare coordination and enrollment, Social Security planning, retirement readiness, caregiver assistance, and more.



RECOGNITION

Service & Retiree Awards

Achieving a service milestone is a big deal at Range, and our long average tenure means there are many chances to celebrate. Service milestones in 5-year increments are acknowledged in-person at office-wide celebrations and on our intranet.



Lyra Program for Mental Health

Range recognized that access to good mental health resources within insurance networks was becoming increasingly difficult. As a response, we partnered with Lyra Health, which offers employees and their family members immediate access to high quality mental health care, designed for each person, when and where needed. Lyra providers are vetted based on their expertise, effectiveness, and evidence-based practices and they are custom matched to meet each person's needs. They practice culturally responsive care, meaning they see, respect, and celebrate the aspects that make each person unique.



DIVERSITY, EQUITY, & INCLUSION

We value diversity in our workforce and recognize that diverse backgrounds and experiences provide invaluable contributions to our business. We promote an inclusive culture, where individuals are enabled to succeed regardless of gender, race, ethnicity, sexual orientation, gender identity or expression, religion, nationality, age, pregnancy, disability, marital status, military or veteran status, citizenship, genetic information, or any other characteristic protected by applicable law. Our commitment extends to providing our employees with equitable access to career-advancing training, mentorship, and development, ensuring that every member of the Range family has the opportunity to advance.

Our DE&I strategy aims to embed DE&I principles into Range’s organizational fabric through a multi-pronged, holistic approach. Our programs reach operations across the Company, spanning professional development programs, community outreach, recruiting, and engagement initiatives such as ERGs.

EMPLOYEE RESOURCE GROUPS

We take an all-hands approach to DE&I, and this commitment is exemplified at the highest levels of our organization with our Senior Management team, who help foster the development of our ERGs. At Range, we have two current ERGs, both of which have an executive sponsor who supports and participates in key ERG strategy and planning initiatives, member meetings, and other grassroots efforts led by employees. The combination of management-sponsored and employee-driven initiatives enable us to promote robust dialogue, education, and an improved understanding of one another across our workforce.

Multi-Ethnic ERG Reinforces Commitment to Inclusiveness at Range

A group of employees created our Multi-Ethnic Employee Resource Group (MERG) in 2021 with the goals of providing a support network for under-represented employees, increasing awareness and understanding of cultural differences, and further enhancing our culture of DE&I within Range.

With the addition of a new steering committee in 2023, MERG continues to be a safe space for employees to share experiences and learn from one another. The group has hosted several breakfast and coffee chats that focus on a particular topic relating to DE&I and allow for employee connections to take place in a meaningful way.



“If we could learn to sit down and talk about difficult topics like race and identity in a safe space, without fear and with respect, this world would be a better place. I feel that our MERG group is taking the first step toward creating a space where understanding and respect can be built in a way that we don’t get to see every day. We’re still in the beginning phases of development, but I have already seen how this can create great impact for not only the people of color that work at Range, but also for our allies. Participating in the discussion topics within this group has made me feel more at ease and has encouraged a sense of belonging within this organization. Our plans for expanded activities, topics, and speakers are really exciting! I am proud to be a part of this group and to get to participate in something that makes a difference in my life, and the lives of my co-workers!”

Trakena Shaw, Sr. Talent Development Administrator



Range Energy Network of Women Advances Professional Development

Since its inception, Range Energy Network of Women (RENEW) has provided a forum for Range's female employees to network and advance their professional development. A culture of teamwork, inclusion, and shared values has always been a priority for Range. Efforts to evaluate where and how to improve elements of our culture are always underway. Range's first employee resource group, RENEW, boasts 108 members from across the Company.

RENEW held many events for its members in 2023. Among this year's accomplishments for the groups was a combined effort between RENEW and MERG, featuring external speaker Lenetra King, who spoke to leaders and ERG members about mentorship and sponsorship, with an emphasis on how leaders can help underrepresented employees rise in their careers. Other highlights include a partnership with the Domestic Violence Services of Southwest PA (DVSSP), and a new exchange program which allows members to visit different office locations, attend leadership conferences, and gain exposure to key members of leadership. This exchange experience has been well received by RENEW members and offers an opportunity to grow beyond their comfort zone. RENEW continues to find ways to accelerate growth for the females in our Company.



"When I heard that RENEW was being created, I was very excited to be a part of the group. We don't get to see our peers in person all the time, so the meetings and networking events have been a great way to bring everyone together again. I am especially thankful for the experience I had with the member exchange between the Pennsylvania and the Fort Worth offices. Having the opportunity to spend time with the women from other offices and being a resource for each other has been impactful. I really feel that the female employees of Range are fortunate to have such diverse and forward-thinking leaders among us. It is so rewarding on a personal and professional level!"

Danielle Owens, Engineering Tech II

VETERAN ENGAGEMENT

In 2023, we continued our partnership with Waynesburg University (WU) to bolster our commitment to DE&I through a program that supports veterans in our Company and the local community. This veterans' program offers employees access to valuable resources and services without charge, including a degree completion program, workforce resiliency training, hiring assistance, community outreach collaboration, and virtual counseling to improve their quality of life.

Veterans have been pivotal in the advancement of our industry, but more specifically Range's success story. To better connect our employees with the large veteran community in our operating area, we created the Veterans United Fund in partnership with the United Way of Washington County (UWWC). Our fund is supported by Range's charitable fundraising events throughout the year, and it provides grant funding to nonprofits for programs and projects serving the veteran community in the areas where UWWC serves.

DE&I TRAINING AND MENTORING

At Range, we view DE&I training and mentoring efforts as integral to our DE&I strategy. All employees are required to complete DE&I training as a part of our annual training requirement. Our DE&I trainings are customized for the target audience, ensuring that the messaging applies to the entire employee population, while also being tailored for those in management and supervisory positions. Additionally, there are more options for training, including DE&I, that are easily accessible within our learning management system, REACH, and can be taken any time.

We also offer mentoring opportunities for employees to participate in through various programs spearheaded by the Range ERGs, including the Smart Start Program.





SMART START PROGRAM

Range expanded the SMART (Student Mentoring and Range Training) Start program beyond Pennsylvania to include our Fort Worth, Texas office in June 2023. This program partners with MERG and RENEW to pair a group of underrepresented interns in grades 11 and 12 with a diverse group of Range employees to offer a unique learning experience within the energy sector. This paid internship gives high school students the opportunity to learn from Range mentors while growing their professional acumen.



“Range Resources presents an unmatched opportunity to gain real-world work force experience, a vast array of skills, and college readiness through the SMART Start program. I have been able to further myself scholastically and personally. Working alongside exceptional professionals has broadened my horizons to everything the oil and gas industry has to offer. My internship had all of the crucial components to allow an individual to thrive. This incredible opportunity has been extremely rewarding, and I know that its benefits will lead me to future success.”

Elizabeth McDonald, Hopewell High School

DIVERSITY LEVELS

Range is an equal opportunity employer that maintains a policy of nondiscrimination with respect to all employees and applicants for employment. Range complies with federal equal employment laws and other applicable state and local laws governing nondiscrimination. Our employment decisions are subject to the business requirements of the Company and based on the individual's qualifications, merit, and performance.

Though we are focused on continuous improvement, we are proud of our DE&I achievements to date, as represented by the below data, which was effective as of December 31, 2023.

Gender diversity remains an area of focus for us, and our offices reflect our continued efforts to employ a more diverse staff. We are working to boost the representation of women in our field operations, ensuring that opportunities exist to balance industry-wide demographic trends among field employees (Figure 10.1).

We continue to monitor gender diversity and make progress across employee roles, regarding representation among management (Figure 10.2)

Ethnic/racial and age diversity across all levels of our business is another area of focus for Range. We support an inclusive culture that welcomes employees of all backgrounds and experiences to provide a work environment that enables everyone to succeed both personally and professionally (Figures 10.3 and 10.4).

Arc Human Services

Supporting individuals with developmental or intellectual disabilities is important to Range. Range recently partnered with Arc Human Services, Washington County, as a participant in their Student Transition Program. This program pairs students with employers on a volunteer basis as a way for the individual to gain hands-on experience when transitioning to the workplace.

Gender Breakdown of Employees by Field or Office

%	Office	Field
Male	53%	96%
Female	47%	4%

Figure 10.1

Ethnic/Racial Background Breakdown of Employees by Role

%	Mgmt ¹	Technical ²	All Other
White	92%	86%	91%
Minority	8%	14%	9%

Figure 10.3

Gender Breakdown of Employees by Role

%	Mgmt ¹	Technical ²	All Other
Male	80%	65%	65%
Female	20%	35%	35%

Figure 10.2

Age Breakdown of Employees by Role

%	Officers ³	Managers ⁴	All Other
Age Under 30	0%	0%	9%
Age 30 – 50	50%	72%	68%
Age Over 50	50%	28%	23%

Figure 10.4

¹ Management defined as Supervisor, Manager, Director, Officer, Senior Officer job categories and aligns with the SASB definition for Managers

² The categorization of Management, Technical, and All Other is based on the SASB requirements in the E-Commerce Industry, which defines Technical Staff as IT Professional Staff, Engineers, and Engineering Techs

³ Officers defined as Sr Executive and Officer/VP job categories

⁴ Managers is defined as Supervisor, Manager, Director job categories



PROFESSIONAL DEVELOPMENT

Investing in the professional development of our employees is integral to our organization's success, enhancing not only the individual skills of our employees but also our collective operational excellence. We prioritize a comprehensive array of training and professional development initiatives aimed at cultivating a competitive, skilled, and safety-conscious workforce. The courses and programs we offer our employees span all levels, from new hire orientations to industry-specific, technical, and leadership programs.

Central to our commitment to employee professional growth is the Employee Development Process (EDP), a structured framework designed to facilitate ongoing dialogue between employees and their managers. Employees are required to participate in at least one of the two annual development opportunities offered throughout the year. The process consists of a two-way dialogue between the employee and their manager using the Current-Ideal-Gaps-Action-Review model to identify personalized

growth and development opportunities. This model provides a way to acknowledge and celebrate past accomplishments, identify areas where the employee excels, consider new development opportunities, and formulate a plan to pursue new skills or opportunities that will take employee performance and/or career progression to the next level.

All of Range's training and development programs fall under our main structure called **Range Igniting Growth (RIG)**. RIG is the overarching, multi-stage employee development plan centered around our core leadership competencies, which we believe are present in all roles within the Company. RIG provides a roadmap for development throughout an employee's career at Range. This 6-stage roadmap includes the following programs:

1. The Range Way (TRW)

All employees are automatically placed in this initial stage of RIG upon hire at Range. TRW introduces employees to certain core competencies that are critical components for success.

2. Future Focused Development (FFD)

As employees progress into more senior roles and begin to develop first-level skills for leading others, they will be placed into the FFD stage of the RIG program. This will allow their managers to suggest training and development options like strategic thinking, decision-making, and innovation.

3. Leadership Readiness Assessment (LRA)

In this third stage of the RIG program managers may nominate employees who have demonstrated the necessary skills and behaviors to be considered for an upcoming leadership role. The LRA is an assessment program that helps determine developmental opportunities and readiness level for future leadership opportunities.

4. Fundamentals of Leadership (FuLe)

The fourth stage of RIG is the FuLe program where those who have taken on a leadership role with direct reports will have access to leadership resources and training courses such as our Manager's Manual, interviewing and hiring, and other continuing education resources for leadership growth at Range.

5. Maximum Management Program (MMP)

Created and facilitated by Dream Workplace, this is a 13-month immersive leadership program for experienced managers looking to deepen their leadership skills and knowledge. Participants in the program are nominated by their managers. The program consists of monthly group meetings and one-on-one coaching with a professional executive coach. To date, there have been 49 leaders at Range who have graduated from the MMP program.

6. Leadership Excellence and Development (LEAD) Program

Nominated by the Senior Management Team, a small group of seasoned leaders participate in a 12-month executive coaching program to develop and prepare them to take on high-level roles at Range. Since the creation of the LEAD course, there have been 27 current leaders who have graduated from the program.

Range's managers averaged over 7 hours of leadership training.



TRW

The Range Way



FFD

Future Focused Development



LRA

Leadership Readiness Assessment



FuLe

Fundamentals of Leadership



MMP

Maximum Management Program



LEAD

Leadership Excellence and Development Program



While leadership development is a key focus, Range offers a variety of additional professional development programs to meet the needs of all employees and foster excellence at every level.

Internal and External Live Facilitated Trainings

A variety of online and in-person courses on topics like professional development, leadership, industry-specific technical, legal and compliance, soft skills training, including managing conflict and communicating in teams are developed and facilitated by Range Talent Development staff and third-party vendors.

In 2023, leaders from Range's Accounting, Finance, and Investor Relations teams created and facilitated a Financial Statements and Decision Making course for current and emerging leaders, enhancing their understanding of accounting and finance fundamentals and Range's financial statements.

Technical Training and Development

Range recently piloted and began a partnership with SAGA Wisdom to offer industry-related technical training content easily to our employees. SAGA Wisdom is a cutting-edge training platform that focuses on petro-technical training taught by world class petro-technical instructors and industry thought leaders. Employees have unlimited access to this content and can earn professional development hours (PDHs) that can be used for professional certifications.

Tailored Training Options

Having an internal Talent Development team on staff allows Range to provide customized training for teams and departments within the Company. Technical training, professional certifications, and continuing education are all sponsored by Range, which benefits an employee's growth and career path. This includes educational reimbursements for employees who choose to pursue additional education, as detailed in our [Total Rewards section](#).

Annual and Required Training

To support Range's values, mission, and objectives, mandatory training is provided to all employees, including managers, on an annual basis. Courses covering the topics of Anti-harassment, Anti-discrimination, Business Ethics and Diversity, Equity and Inclusion are at the core of these required trainings. Human Resources stays informed of other trends and hot topics in the workplace and evaluates reputable training resources to include as necessary to keep employees and managers up to date and informed.

Social Styles

Social Styles is a foundational training that serves as a cornerstone for various other development initiatives, allowing for better communication, understanding and cross collaboration. Some training, such as Social Styles, are compulsory for employees with at least one year of tenure at Range.



"The MMP's ongoing support via one-on-one coaching sessions alongside the highly engaging classroom discussions demonstrates Range's commitment to long-term leadership success and continuous improvement throughout the program. The integration of practical, real-world scenarios in the group discussions allow participants to apply leadership principles directly to their roles, promoting tangible skill development while enhancing leadership effectiveness. I appreciate the diversity in participant's backgrounds and the valuable insights shared that facilitated meaningful discussions, enriching the overall impact of the leadership program."

Amanda Birdwell, Liquids Marketing Manager

Upskilling and Reskilling

Range's approximate 550 full-time employees averaged 16.6 hours of Company-provided training in 2023, up from 14.5 hours in 2022. This year, Range's managers averaged over 7 hours of leadership training per manager, totaling over 1,020 hours of management and leadership training.

WORKFORCE NON-RETALIATION AND ANONYMOUS REPORTING

To provide an avenue for employees, external stakeholders, and members of the public to anonymously report issues, Range utilizes the services of a third-party reporting system, Ethicspoint, which receives submissions through a web-based portal and via phone. Any reports involving financial fraud or conduct by Senior Management are provided directly to the members of the Audit Committee of the Board. In addition to the reporting of financial

issues, Range has chosen to use this system to further enhance our reporting of human resources issues, such as harassment or violations of other policies such as Equal Employment Opportunity (EEO). Employees are reminded annually about this reporting avenue through Range's Employee Handbook and Code of Business Conduct and Ethics policy.

File a Report

To file a report, employees and other stakeholders may access the Ethicspoint website at www.rangeresources.ethicspoint.com and click "File a Report" or call Ethicspoint's toll-free hotline at 1-866-384-4277. Reports can be made anonymously.



Community Impact

SECTION HIGHLIGHTS



~ \$5 billion paid in impact fees, royalty and lease payments, and charitable contributions through 2023



\$985,000 in charitable contributions



3,066+ hours volunteered by employees in 2023

With operations spanning across Pennsylvania, Range proudly maintains longstanding relationships and a consistent level of outreach in our local communities, which are vital to the overall health of our region and success of our business. Understanding the importance of maintaining these relationships, we invest in community impact initiatives that enable us deploy resources in a meaningful way that help our communities thrive.

Our approach to community engagement is guided by our “Invest, Inform, and Educate” framework, which allows us to evaluate our giving priorities on an annual basis to ensure we are being responsive to changing community needs and maximizing opportunities to deliver the greatest impact.

As part of our broader Community Engagement efforts, our Corporate Partnership Platform, which includes our charitable giving program, offers another important avenue for Range to deliver long-term benefits to community organizations. Both our community engagement framework and Corporate Partnership Platform build productive relationships with those who seek to further improve the standard of living in our community.

410 nonprofit organizations supported in 2023

In 2023, our program supported 410 unique nonprofit organizations, reflecting our deep-rooted commitment to the communities in which we live and work. We receive grant requests through established community connections, and we focus our giving on grassroots, non-profit organizations that benefit people with our operating footprint. Our network has continued to grow year over year, allowing us to expand our impact.

The Corporate Partnership Program also includes an employee charitable matching initiative and a volunteer incentive program. These initiatives are designed to not only to bolster our community investment, but also to facilitate our employees’ involvement in our community giving programs.



Invest

We aim to financially empower community partners who are aligned with our core values and advance causes that our employees care about, volunteering our time to these causes.



Inform

We take our responsibility to be a reliable, preferred resource for the neighbors that live near our operations extremely seriously.



Educate

We pride ourselves on sharing what we do and how to best keep everyone in our local communities safe, including opportunities to partner with local school districts on STEM and career education.



COMMUNITY RELATIONS

Range has a dedicated team that builds trusted partnerships to help foster collaboration with members of our communities. Those relationships are important to help identify additional opportunities to enhance our operations and provide key information as to how we responsibly develop these world-class resources. To ensure this access, our team is focused on fostering open communication with residents, local governments, safety officials, schools, and other civic representatives especially around ongoing and new projects in the community.

Throughout the year, we organize and facilitate a series of community meetings intended to maintain ongoing, two-way engagement with residents to ensure we capture their feedback and are responsive to their needs. Through these meetings, we provide essential information and timely updates, allowing us to interact regularly with community members. For example, we seek to inform and foster feedback from community members through coffee break discussions at neighborhood hubs within our operating footprint, open house meetings at our offices, field tours with community stakeholders, meetings with non-profits, and presentations to community membership organizations, educational institutions, and local chambers, among other outreach efforts.

The safety and well-being of the neighborhoods where we operate is a top concern for Range. Our Land, Security, and Safety Teams work diligently to consider the community particularly during our most active operations.

Traffic Coordination

Range understands the importance of minimizing any potential short-term disruptions our operations may have on traffic patterns. With this in mind, we collaborate with local authorities and safety officials to devise traffic management strategies, whenever feasible. We also maintain ongoing communication with nearby schools to understand and consider their busing schedules and routes when managing our operations.

After the development of traffic coordination plans, Range ensures clear communication of traffic guidelines to all contractors and employees across every site. To ensure that traffic coordination plans are followed, we leverage GPS technology, roving traffic monitors, restricted speed limits, signage on local roadways, and other related tools.

Light, Sound, and Dust

We remain committed to working closely with communities, townships, and residents to best eliminate, mitigate, and reduce any possible inconveniences associated with our work. As a result, techniques we may use include, but are not limited to:

- ▶ Light-shielding equipment that focuses light on the work area and not on surrounding areas.
- ▶ Dust control measures for roads.
- ▶ Sound modeling and analysis prior to site activity to develop and implement a sound mitigation plan, which typically includes sound walls and strategic placement of certain equipment.

Landowner Communications

Proactive outreach to landowners helps us ensure they are well-informed about our operations schedule, their lease agreements, and other pertinent details. This outreach is supported through a variety of communication channels that allow for regular, two-way engagement.





COMMUNITY INVESTMENT

Range's philanthropic efforts and volunteerism are centered on three key pillars: conservation, education, and youth activities. We are strategically focused on these core causes as these address immediate needs in our communities and allow us to maximize our own expertise and resources. Additionally, we have three core initiatives, including our Employee Volunteer Program, Employee Grant Matching Program, and our Good Neighbors Fund, which empower our employees to make a meaningful difference and foster long-term positive social change in our communities.

\$12 million donated over 15-year span

Over a 15-year span, Range has proudly donated over \$12 million and our employees have volunteered over 17,000 hours to support causes in our local communities. We regularly review the effectiveness of our programs through qualitative and quantitative measures, such as evaluating program effectiveness based on community and employee participation and conducting surveys among participants to learn how certain programs can improve.

3,066 volunteer hours in 2023

In 2023, Range contributed nearly \$1 million, and our employees volunteered 3,066 hours to support the missions and activities of over 400 non-profit and civic organizations across our core operating footprint. Additionally, we actively participate in our local communities by serving on local boards and advisory committees, including the Washington Health System Foundation, Southwest Corner Workforce Advisory Board, Washington County Chamber of Commerce Board, Dress for Success, Variety the Children's Charity, Domestic Violence Services of Southwest PA, and United Way of Washington County among others.

Economic Impact

In addition to our community engagement efforts, Range brings positive economic activity to the regions in which we operate. **Since 2011, Range has paid over \$355 million in impact fees, including over \$22.4 million in the latest cycle. We've also paid more than \$4.6 billion in royalty and lease payments in the state of Pennsylvania through 2023.** These payments and the economic activity from our operations benefit landowners, local communities, and governments, and ultimately contribute to the economic well-being of the region.

Our philanthropic efforts and volunteerism make the following groups a priority in the communities where we operate:



Youth programs



Conservation groups



Public safety and first responders



Organizations that benefit veterans



Education-based programs with STEM focus



Organizations to which one or more of our employees are substantially committed



Programs that enhance the standard of living in our operating communities and provide basic needs





YOUTH AND EDUCATION-BASED PROGRAMS

Christmastime Charitable Drives for Kids

Range continued its tradition of supporting the local Toys for Tots campaign, ensuring children in Washington and Greene Counties receive gifts during the holiday season. Range employees shopped together for toys, helped organize the toys at the local toy gathering site, and then delivered them to the respective families. Range’s Women’s Resource Group, RENEW, partnered with Beverly’s Birthdays to provide additional toys amounting to \$5,000 between the two organizations.

Our Fort Worth office also held a charitable drive for Mitchell Boulevard Elementary School in Fort Worth for coats, shoes, and basic clothing needs, in addition to providing a \$5,000 grant to the school.

In total, 49 Range employees contributed 171 hours to these efforts during the month of December.

Range Resources STEM Challenge and Scholarship Program with Intermediate Unit 1 (IU1)

In partnership with IU1, we held our second annual STEM Challenge and Scholarship Program in 2023. The challenge was developed based on a curriculum created by our Facilities Engineering team and invited middle and high school students from our partner school districts to participate. We were thrilled to see nearly 180 students from 13 school districts get involved in this exciting initiative. The top teams were awarded classroom grants and individual students were given gift cards.

In addition to this challenge, we continued our Range Resources Scholarship Program, investing over \$50,000 in students from our partner school districts. Each district was given the opportunity to award two scholarships of \$2,000, one being reserved for a student entering trade school. To deliver these efforts successfully, 18 employees volunteered a total of 217 hours for the STEM Challenge, and 12 employees volunteered a total of 26 hours reviewing applications and awarding the scholarships.

Additional Programs:

- **Beverly’s Birthdays**
\$5,000 to cover programming needs in Washington County in partnership with the Department of Human Services, resulting in support for families who cannot afford birthday parties or other basic childcare needs.
- **Washington Health System Foundation**
\$10,000 for Children’s Therapy Center equipment and \$4,000 for the annual Teen Outreach summit.
- **Variety the Children’s Charity**
\$5,000 for adaptive equipment and \$5,000 for gala sponsorship.
- **Junior Achievement**
\$25,000 for Biztown and 18 Under 18 program.
- **Canon-McMillan Horizon Foundation**
\$12,300 for STEAM Lab equipment upgrades.
- **Fort Cherry Foundation**
\$5,000 for Ranger Academy Tutoring Program.
- **Washington School District**
\$5,000 for Edge Literacy Training for teachers.

CONSERVATION & AGRICULTURE

Agricultural Education

In 2023, Range sponsored the first annual Running of the Wools event on behalf of the Washington Business District Authority. Range also recruited 22 teams from high school districts across Washington County to compete in a Sheep Feeder Challenge. Festivalgoers voted for their favorite sheep feeders, which were built by students alongside Range employees, with the top three teams receiving classroom grants. Later, in the summer, the sheep feeders were auctioned off at the Washington County Fair, earning \$1,500 for Washington County 4-H.

Range also entered into a cropping agreement for our Munce Farm in South Strabane Township with the Trinity Area School District. School District representatives planted potatoes and pumpkins on the farm in the spring, and students and Range employees harvested all of the produce in the fall providing fresh produce for the community and allowing for students to apply practical skills outside of the classroom. The harvest included 2,600 pounds of potatoes, of which, 1,924 pounds went to Food Helpers, and the rest were distributed to Trinity Area School District’s food pantries.



“The Trinity Area School District is thrilled to partner with Range Resources and provide our students with exceptional academic and vocational experiences. Range’s support has been exemplary. Additionally, the opportunity to provide students the ability to act like engineers and utilize their skills to solve problems, and thus improving the conditions for school community members is invaluable!”

Dr. Donald L. Snoke, Assistant Superintendent of Schools, Trinity Area School District





PUBLIC SAFETY AND FIRST RESPONDERS

Good Neighbors Fund - First Responders Grant and Veterans United Fund

Range Resources, in collaboration with vendors and the Washington County Community Foundation, has established the Good Neighbors Fund, which supports first responder organizations, including fire departments and police departments, in our core operating area. In 2023, Range set a record with \$159,500 in donations made to these organizations through the Good Neighbors Fund. These funds will be utilized to purchase rescue tools, personal protective equipment, equipment upgrades, and other critical facility upgrades. Over the past six years, the Range Resources Good Neighbors Fund has donated over \$774,000.



Our years-long partnership with Range Resources on the Good Neighbors Fund has resulted in approximately \$960,000 in grants to local first responder organizations. Our first responders are the first line in keeping our communities safe, so we are very grateful for this partnership that has provided vital equipment and supplies to ensure our first responder organizations are able to operate efficiently and effectively.

Betsie Trew, WCCF president & CEO

VETERAN'S SUPPORT

Focusing on Veterans

Through the Good Neighbors Fund, Range was able to provide a \$55,000 grant to create the Veterans United Fund at the United Way of Washington County in 2023. In its first year, Range's funding was split between four local veteran-focused nonprofits: Veteran's Care at City Mission, Life Changing Service Dogs for Veterans, Washington Cemetery and Washington Area Humane Society, and Pets for PA Vets.

Range also partnered with the Waynesburg University Veteran and Military Affiliated Center, providing a \$10,000 grant which helped establish a physical space for the program's office on campus.

PROGRAMS THAT ENHANCE STANDARD OF LIVING AND PROVIDE BASIC NEEDS

Domestic Violence Services of Southwest PA (DVSSP) Partnership

Range's women's resource group, RENEW, formalized a partnership with DVSSP to commit to continued improvement projects at the Washington County shelter. Range employees completed a renovation of the common living space in 2022. In 2023, 17 employees spent 290 hours improving the shelter. Our team completed projects ranging from installation of a fence and playset to outdoor beautification, deck upgrades, bedroom renovations, painting, and general repairs.



"Southwestern Pennsylvania has one of the largest populations of veterans in the country with many who have made the transition from military life to successful careers in the oil and gas industry. Range is greatly honored and privileged to partner with the United Way of Washington County to establish the Veterans United Fund. We feel that it is our duty to support the local veteran community and their families in recognition of the sacrifices they have made for our freedoms and for our country."

Tony Gaudlip, VP, Appalachia

City Mission Meal Service and Charity Softball Game

Range employees partnered with City Mission staff and residents several times throughout 2023. In January, Range hosted a bowling day, and in September, Range employees came together to support the company's annual charity softball game and meal service at the City Mission shelter. Before the game, employees

served lunch to shelter residents and shared a meal with them, fostering new friendships and connections. The following week, the group headed to North Strabane Park for a friendly ballgame and announced a \$5,000 donation to City Mission's career center. In total, 22 employees spent 99 hours engaging with the local community.



ORGANIZATIONS WITH SUBSTANTIAL EMPLOYEE COMMITMENT

Incentivizing Participation in the Employee Volunteer Program

As part of Range's Employee Volunteer Program, we offer an incentive aimed at increasing the frequency and impact of employee volunteering efforts. For each hour a Range employee volunteers in the community, Range contributes \$25 to a nonprofit organization of their choice. In 2023, our Volunteer Incentive Program led to additional charitable contributions resulting in over \$48,000 in total donations to nonprofits of our employees' choosing.

Continued Partnership with Dress for Success

Building on our partnership with Dress for Success, in 2023 Range signed on as a \$25,000 two-year sponsor for the mobile boutique that serves its programs in Washington, Greene, and Fayette counties. We hosted our second "Power of Her" event alongside Dress for Success at our Southern Pennsylvania office with activities focused on workforce development and empowerment. Nearly 150 high school girls and teachers attended the event, which was facilitated by local professional women from Range Resources, Dress for Success, Waynesburg University, Chrome Federal Credit Union, Southwest Training Services, and more.



"RENEW is proud to partner with and support DVSSP in its mission to increase awareness of domestic violence and its effect on the community, to empower those victimized by providing advocacy and safe and effective services, and to work for social change designed to eliminate domestic violence.

The improvement projects at the safe house provide a tangible way for our employees to make a positive impact. Our mission for this project is to help improve the conditions at the safe house located in Washington PA. The facility holds a maximum of 15 individuals, women, children, and men. The facility is three stories and consists of: 5 bedrooms, 3 bathrooms, kitchen, living room (remodeled by Range in 2022), a laundry area, therapist room, administrative offices, front/back porch with backyard and play set.

In year one, we remodeled the 5 bedrooms, back deck and installed a new playset. In year two we are planning on remodeling the kitchen and continue maintenance of the house. Our final year we will renovate the 3 bathrooms in the house."

Melissa Shaughnessy, Sr Staff Engineering Tech



2000 Turkeys

Range's annual 2000 Turkeys drive raised over \$32,000 in 2023. Nearly 150 volunteers canvassed the streets of downtown Washington and Canonsburg to collect donations from the sidewalks. This year, Range had a record number of student volunteers with about 100 students representing four districts and the Washington Area Career and Technical Center. Range pledged a \$20,000 contribution, while volunteers collected an additional \$12,000, which benefitted over 18,800 food-insecure people in Washington County via Food Helpers of Washington County, City Mission, and the Greater Pittsburgh Community Food Bank. Since 2015, Range has helped raise over \$382,000 to help Washington County families enjoy a traditional Thanksgiving meal.



"Our 2000 Turkeys event has become a holiday tradition for both Range and the community. It is our most popular volunteer event throughout the year with our employees and their families. We also enjoy providing an opportunity for students to volunteer with us, and this year was the largest turnout yet. It takes a whole community to come together and help our neighbors, and we are proud to be a part of the effort."

Kylie Fuller, Public Relations Specialist





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Appendix

Additional Factors

While many of the topic areas and metrics emphasized in various ESG and sustainability reporting frameworks and rating methodologies do not directly apply to our Company, we strive for full transparency by discussing several additional factors prominently mentioned in these frameworks, even though they minimally impact our business and operations.

▪ Human Rights Management

Our business decisions are guided by our core values – Performance, Innovation, Integrity, and Transparency. These core values govern our business operations and our conduct, as outlined in our [Human Rights Policy](#). Our adherence to human rights laws and the underlying principles are also reflected in our Code of Business Conduct and Ethics and our Vendor Hiring Standards. As a natural gas producer operating solely in the United States, we comply with applicable federal and state laws related to human rights and labor rights. Although we do not operate internationally, as a United States Company our approach to human rights is consistent with the United Nations' Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights as well as the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

▪ Indigenous Peoples and Land Acquisition and Involuntary Resettlement

Our activities do not impact any areas of Indigenous peoples, First Peoples, or First Nations and do not involve any involuntary settlement of people or their economic activities. While we do not have any operations on lands of Indigenous peoples, First Peoples, or First Nations, we are committed to respecting the culture, history, and customs of Indigenous peoples. We commit to acting in accordance with applicable laws and consulting with local community leaders and residents, should our activities affect any areas of importance to such groups.

▪ Product Stewardship

Our guidelines for product stewardship primarily applies to petroleum products. Our communications to our customers and communities concerning the risks related to the use, handling, and transport of our products comply with applicable state and federal rules and regulations.

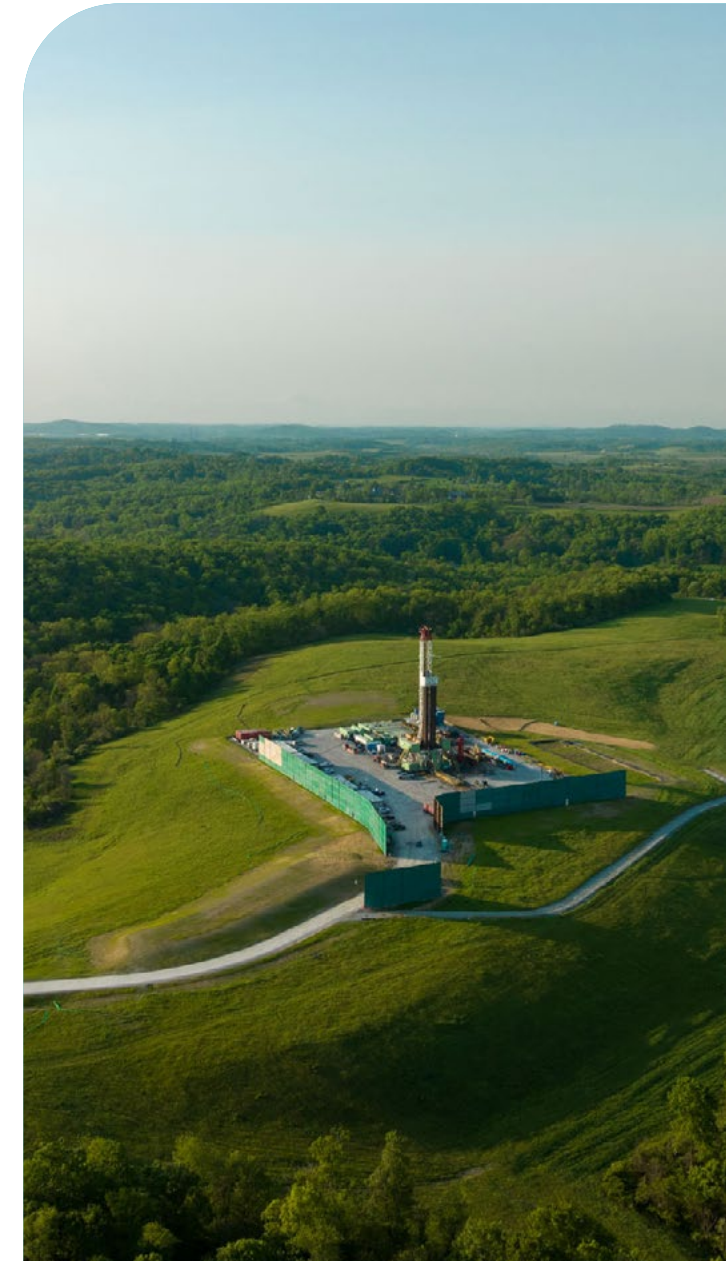
▪ Security Risk Management

Given our areas of operations and scope of work, we do not believe that we are materially affected by security threats dealing with social or political

unrest, terrorism or armed conflict, sabotage, theft, hijackings, or other Company or individual attacks. As discussed in the Health and Safety section of this report, we promote and maintain a strong safety culture throughout our operations and daily activities.

▪ Transparency of Payments to Host Governments

Our Code of Business Conduct and Ethics, as discussed in the relevant sections of this report, covers a robust set of policies around relationships with government officials, including conflicts of interests, gifts, political contributions, and record retention, in accordance with our ethical guidelines that go beyond mere compliance with state and federal laws and regulations. Importantly, we do not have operations outside the United States.





Performance Indicators

In 2020, Range Resources completed the sale of our North Louisiana and conventional assets. To enable benchmarking of data for this and future reports, 2020 environmental data excludes data from these assets. Prior year data has not been restated and reflects ownership of the assets.

EMISSIONS**					
	2023	2022	2021	2020	2019
Total Direct GHG Emissions (metric tons CO ₂ e)	202,525	193,449	206,535 †	182,118	366,280
GHG Emissions Intensity (metric tons CO ₂ e / Mmcf)	0.26	0.25	0.27 †	0.23	0.44
Greenhouse Gas Emissions by Gas Type					
CO ₂ Emissions (metric tons)	161,664	148,178	153,361 †	142,680	213,890
CH ₄ Emissions (metric tons CO ₂ e)	40,669	45,095	52,992 †	39,270	152,063
N ₂ O Emissions (metric tons CO ₂ e)	193	176	182 †	168	327
CH ₄ Emissions (metric tons)	1,627	1,804	2,120 †	1,571	6,083
CH ₄ Emissions intensity (as % from total gas production from wells)	0.0131%	0.0147%	0.0169% †	0.0124%	0.0398%
Greenhouse Gas Emissions by Source (CO₂e)					
Energy / Combustion Emissions	149,856	133,771	136,265 †	125,493	181,892
Other Vented Emissions	23,641	22,891	31,525	21,443	76,055
Fugitive Emissions	4,931	5,633	5,084	4,707	47,843
Emissions from Flared Hydrocarbons	15,447	18,194	21,320	20,863	33,054
Process Emissions	8,650	12,960	12,340	9,612	27,436
Indirect Emissions (Scope 2) (metric tons CO ₂ e)	2,211	2,097	1,258	2,807	2,276



EMISSIONS**

	2023	2022	2021	2020	2019
Sources of Flared Hydrocarbons					
Volume of Hydrocarbon Flared in PA (Mmcfe)	201.8	231.35	274.51	277.53	253.64
Volume of Hydrocarbon Flared in LA (Mmcfe)	N/A	N/A	N/A	N/A	82.82
Total Quantity of Hydrocarbon Gas Flared (Mmcfe)	201.8	231.35	274.51	277.53	336.46
GHG Emissions due to Flaring (MT CO ₂ e)	15,455	18,194	21,320	20,863	33,054
Contribution to Overall GHG Emissions	8%	9%	11%	11%	9%
Other Air Pollutants					
NOx Emissions (metric tons)	1,643	1,602	1,767	1,335	3,327
VOC Emissions (metric tons)	441	566	620	1,327	3,182
PM10 Emissions (metric tons)	21.8	19.6	20.8	18.8	65.6
SOx Emissions (metric tons)	2.3	1.7	2.1	2.1	10.0

HISTORICAL PRODUCTION EMISSIONS AND PRODUCTION INTENSITY

	2023	2022	2021	2020	2019
Net Production (MMcfe)	780,560	773,304	777,205	776,786	833,354
Production-only Emissions (MT CO ₂ e) (excluding boosting and gathering)	199,958	190,698	203,855	179,656	329,799
Production GHG Intensity (MT CO ₂ e/MMcfe)	0.26	0.25	0.27	0.23	0.40
Total GHG Emissions (including boosting and gathering)*	202,525	193,449	206,535 [†]	182,118	366,280



WATER

All figures expressed in cubic meters (m3)	2023	2022	2021	2020	2019
Fresh Water Withdrawn					
Pennsylvania	1,821,682	983,550	1,577,846	1,891,605 [†]	3,068,620
Louisiana	N/A	N/A	N/A	N/A	338,709
Total Fresh Water Withdrawn	1,821,682	983,550	1,577,846	1,891,605 [†]	3,407,324
Total Fresh Water Used [†]	1,631,292	896,451	1,614,767	1,536,474	3,223,961
Fresh Water Withdrawn by Source					
Pennsylvania – Surface Water	842,362	337,828	438,408	797,097 [†]	1,743,466 [†]
Pennsylvania – Municipal Water	979,321	645,722	1,139,438	1,094,508	1,325,152 [†]
Pennsylvania – Rainwater	0	0	0	0	0
Louisiana - Surface Water	N/A	N/A	N/A	N/A	338,709
Reuse Water (including from other operators)					
Pennsylvania	2,165,544	2,347,085	2,585,908	2,532,961 [†]	2,440,094
Pennsylvania - Containment / Rainwater [†]	15,240	539,541	75,234	94,777	18,855
Louisiana	N/A	N/A	N/A	N/A	0



WATER

All figures expressed in cubic meters (m3)	2023	2022	2021	2020	2019
Total Water Used					
Total Water Used Fresh Water and Reuse [†]	3,812,076	3,783,077	4,275,909	4,164,212	5,682,914
Pennsylvania Water Recycling Program					
PA Flowback and Produced Water Generated	1,778,712	1,653,995	1,758,940	1,775,265	1,658,132
Range-Generated PA Flowback Water Reused	1,774,301	1,650,345	1,756,087	1,771,784	1,644,561
Percentage of Range-Generated PA Flowback Reused	99.75%	99.78%	99.84%	99.80%	99.20%
Total Reuse Water (including other operators) [†]	2,180,784	2,886,626	2,661,142	2,627,738	2,458,953
Total Reuse Water as Percentage of Total Water Used	57%	76%	62%	63%	44%

SPILLS

	2023	2022	2021	2020	2019
Number of Hydrocarbon Releases \geq 1 bbl	0	1	3	1	7
Volume of Hydrocarbon Releases \geq 1 bbl (in bbl)	0	1.4	8.5	2.0	44.5
Number of Non-Hydrocarbon Releases \geq 1 bbl	3	4	3	3	13
Volume of Non-Hydrocarbon Releases \geq 1 bbl (in bbl)	14	11.9	20.8	6.4	229.8
Number of Total Spills Resulting in Release \geq 1 bbl	3	5	6	4	20
Volume Total Spills Resulting in Release \geq 1 bbl (in bbl)	14	13.3	29.3	8.4	274.3



WASTE

	2023	2022	2021	2020	2019
Hazardous Waste (tons)	0	0	0	0	0
Non-Hazardous Waste					
Reuse Water (m ³)	2,165,544	2,347,085	2,585,908	2,532,961 [†]	2,440,094
Recycled	0	0	0	0	0
Recovered	0	0	0	0	0
Composting	0	0	0	0	0
Incineration	0	0	0	0	0
Landfill (tons)	97,077	89,684	99,341	103,278	210,000
On-site Storage	0	0	0	0	0

HEALTH AND SAFETY

	2023	2022	2021	2020	2019 ⁷
Range Employees Total Recordable Injury Rate	0.00	0.17	0.18	0.30	0.62
Range Employees Days Away, Restricted, or Transferred	0.00	0.00	0.00	0.30	0.00
Employee Fatalities	0	0	0	0	0
Number of Contractor Reportable Incidents	6	8	17	5	25
Contractor Fatalities	0	0	0	0	0
Recordable Preventable Vehicle Incident Rate	1.58	3.88	2.48	1.79	3.50
Contractor Total Recordable Injury Rate	0.52	0.60	1.46	0.40	1.44
Contractor Days Away, Restricted, or Transferred	0.43	0.15	0.34	0.24	0.40

ECONOMIC⁸

	2023	2022	2021	2020	2019
Total Revenues and Other Income	\$3.4 billion	\$4.1 billion	\$2.9 billion	\$2.0 billion	\$2.8 billion
Production					
Natural Gas (MMcf)	538,085	539,443	541,021	574,529	548,085
Natural Gas Liquids (MBbls)	37,940	36,392	36,373	37,492	38,850
Crude Oil and Condensate (MBbls)	2,475	2,716	3,044	2,829	3,690
Total (MMcfe) [†]	780,575	774,089	777,523	816,456	833,354

* 2020 production and average sales prices include the results of our North Louisiana assets, which were sold in August 2020.

** Emissions calculated in accordance with U.S. EPA's GHG reporting regulations in effect for the 2023 reporting year.

† Additional data and updates have been made to the table above since our last report. We have added the categories of Total Fresh Water Used and Rainwater Collected from Containment to further describe our sources of water. We have also updated several categories of data to reflect water usage in our operations during the calendar year. For example, we updated Total Reuse Water to now include Rainwater and Water Collected from Containment.

‡ Oil and NGLs volumes are converted at the rate of one barrel equals six Mcf based upon the approximate relative energy content of oil to natural gas, which is not indicative of the relationship between oil and natural gas prices.

§ Of note, the above performance data reflects corrected 2021 emissions combustion data. The corrected combustion data represents an increase in combustion emissions of 5,742 metric tons CO₂e compared to the original value reported in our 2021-2022 sustainability report. The change results in a 4.3 percent and 2.8 percent increase in Energy/Combustion Emissions and Total Direct GHG Emissions respectively. While we do not feel this change significantly changes how we have characterized our emissions performance, we feel this correction is important as accuracy and transparency are central to our reporting. All values indicated with † represent values affected by the correction to our 2021 combustion emissions data.

¶ 2019 Contractor Total Recordable Injury Rate and Contractor Days Away, Restricted, or Transferred updated to reflect data revision.

‡ For further information on Average Sales Price and Proved Reserves, please refer to our 10-K document.



Alternative Calculations

The table below compares how Range Resources calculates Scope 1 emissions by source with an alternative calculation method.

For purposes of this report, we use the AXPC's definition of "flaring," which is the flaring of wellhead gas from the primary separator at assets operated by Range Resources. This definition of flaring specifically does not include:

- I. combustion of low-pressure gas volumes from crude oil/condensate and produced water storage vessels or other low-pressure separators for the purpose of controlling emissions, or
- II. flaring from drilling and/or well completion, which are either:

- III. exempt from reporting to the EPA process emissions. (e.g., flaring gas during the drill-out phase of completing a well), or
- IV. disclosed in our EPA emissions inventory reports under emissions from other sources (e.g., flaring associated with the operation of VDUs is captured under combustion emissions, and flaring associated with the operation of glycol dehydrators is captured under process emissions). For further discussion of our venting and flaring practices, see [Flaring](#).

EMISSIONS				
	2023 As Displayed in Report	2023 Alternate Calculation	2022 As Displayed in Report	2022 Alternate Calculation
Total Direct GHG Emissions (metric tons CO ₂ e)	202,525	202,525	193,449	193,449
GHG Emissions Intensity (metric tons CO ₂ e/MMcfe)	0.26	0.26	0.25	0.25
Greenhouse Gas Emissions by Source (CO₂e)				
Energy/Combustion Emissions	149,856	156,410	133,771	144,052
Other Vented Emissions	23,641	23,633	22,891	22,891
Fugitive Emissions	4,931	4,931	5,633	5,633
Emissions from Flared Hydrocarbons	15,447	8	18,194	-
Process Emissions	8,650	17,543	12,960	20,873



AXPC ESG Metrics

The table below compares how Range Resources calculates Scope 1 emissions by source with an alternative calculation method.

For purposes of this report, we use the AXPC's definition of "flaring," which is the flaring of wellhead gas from the primary separator at assets operated by Range Resources. This definition of flaring specifically does not include:

- I. combustion of low-pressure gas volumes from crude oil/condensate and produced water storage vessels or other low-pressure separators for the purpose of controlling emissions, or
- II. flaring from drilling and/or well completion, which are either:



	2023	2022	2021
Greenhouse Gas Emissions			
Scope 1 GHG Emissions (Metrics tons CO ₂ e)	202,525	193,449	206,535
Scope 1 GHG Intensity Scope 1 GHG Emissions (Metric tons CO ₂ e)/Gross Annual Production as Reported Under Subpart W (MBoe)	1.53	1.47	1.56
Percent of Scope 1 GHG Emissions Attributed to Boosting and Gathering Segment	1%	1%	1%
Scope 2 GHG Emissions (Metrics tons CO ₂ e)	2,211	2,097	1,258
Scopes 1 & 2 Combined GHG Intensity (Scope 1 GHG Emissions (Metric tons CO ₂ e) + Scope 2 GHG Emissions (Metric tons CO ₂ e))/Gross Annual Production as Reported Under Subpart W (MBoe)	1.55	1.49	1.57
Scope 1 Methane Emissions (Metric tons CH ₄)	1,627	1,804	2,120
Scope 1 Methane Intensity Scope 1 Methane Emissions (Metric tons CH ₄)/Gross Annual Production - As Reported Under Subpart W (MBoe)	0.01	0.01	0.02
Percent of Scope 1 Methane Emissions Attributed to Boosting and Gathering Segment	3%	3%	2%



	2023	2022	2021
Flaring			
Gross Annual Volume of Flared Gas (Mcf)	109	0	0
Percentage of gas flared per Mcf of gas produced Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Gas Production (Mcf)	0.00%	0.00%	0.00%
Volume of gas flared per barrel of oil equivalent produced Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Production (Boe)	0.000	0.000	0.000
Spills			
Spill Intensity Produced Liquids Spilled (Bbl)/Total Produced Liquids (MBbl)	0.001	0.001	0.001
Water Use			
Fresh Water Intensity Fresh Water Used (Bbl)/Gross Annual Production (Boe)	0.078	0.043	0.077
Produced Water Recycle Rate Recycled Water (Bbl)/Total Water Used (Bbl)	57.2%	62.0%	60.5%
Does your company use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Monetizer, or other comparable tool or methodology to determine the water stressed areas in your portfolio?	Yes	Yes	Yes
Safety			
Employee TRIR # of Employee OSHA Recordable Cases x 200,000 / Annual Employee Workhours	0.00	0.17	0.18
Contractor TRIR # of Contractor OSHA Recordable Cases x 200,000 / Annual Contractor Workhours	0.52	0.60	1.46
Combined TRIR # of Combined OSHA Recordable Cases x 200,000 / Annual Combined Workhours	0.34	0.47	1.04



	2023	2022	2021
Supporting Data			
Gross Annual Oil Production (Bbl)	3,145,415	3,386,077	3,814,392
Gross Annual Gas Production (Mcf)	774,436,271	767,167,108	770,405,901
Gross Annual Production (Boe)	132,218,126	131,247,262	132,215,376
Gross Annual Production (MBoe)	132,218	131,247	132,215
Gross Annual Production - As Reported Under Subpart W (MBoe)	132,218	131,247	132,215
Supporting Data			
Total Produced Liquids (MBbl)	13,822	13,250	13,920
Produced Liquids Spilled (Bbl)	13	13	21
Fresh Water Used (Bbl)	10,260,518	5,638,507	10,156,579
Recycled Water (Bbl)	13,620,861	14,762,719	16,264,880
Supporting Data			
Total Water Used (Bbl)	23,977,236	23,794,838	26,894,658
Employee OSHA Recordable Cases	0	1	1
Contractor OSHA Recordable Cases	6	8	17
Combined OSHA Recordable Cases	6	9	18
Annual Employee Workhours (for use in calculating TRIR)	1,185,800	1,160,425	1,138,025
Annual Contractor Workhours (for use in calculating TRIR)	2,310,151	2,684,356	2,336,029
<i>Methodology</i>	Actuals	Actuals	Actuals
Annual Combined Workhours (for use in calculating combined TRIR)	3,495,951	3,844,781	3,474,054



Content Indices to Reporting Standards and Guidelines

The following tables provide content indices for several sustainability reporting frameworks and standards. When the title of a relevant document is not explicitly mentioned, it is implied that the relevant disclosure resides in the 2023-2024 Corporate Sustainability Report, with the report section and relevant page numbers listed under Range's relevant disclosures.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Our Corporate Sustainability Report has been prepared with reference to the Global Reporting Initiatives' Universal and Sector Standards, and the following table maps our Report against these GRI reporting guidelines.

Issue	Metric	Indicator	Relevant Range Resources Disclosures
General Topic			
General Disclosures	Organizational details	2-1	Range Resources Corporation Publicly listed company Fort Worth, Texas United States
	Entities included in the organization's sustainability reporting	2-2	2023 Annual Report (a)
	Reporting period, frequency, and contact point	2-3	2023 calendar year 2023 Annual Report (a) Laith Sando, Vice President, Investor Relations 817-869-4267 lsando@rangeresources.com
	Activities, value chain, and other business relationships	2-6	Exploration, development and acquisition of natural gas and oil properties United States 2023 Annual Report, 10-K Form (a)
	Employees	2-7	2023 Annual Report, 10-K Form (a)
	Governance structure and composition	2-9	2023 Annual Report (a), 2024 Proxy Statement (b), Company Website — Corporate Governance (c) and Corporate Sustainability Report 2023-2024, pp. 11-15
	Nomination and selection of the highest governance body	2-10	Company Website — Corporate Governance (c)
	Chair of the highest governance body	2-11	Greg. G. Maxwell



Issue	Metric	Indicator	Relevant Range Resources Disclosures
General Disclosures	Role of the highest governance body in overseeing the management of impacts	2-12	2023 Annual Report (a), 2024 Proxy Statement (b), Company Website — Corporate Governance (c) Corporate Sustainability Report 2023-2024, multiple sections
	Delegation of responsibility for managing impacts	2-13	Company Website — Corporate Governance (c) Corporate Sustainability Report 2023-2024, pp. 13
	Role of the highest governance body in sustainability reporting	2-14	Corporate Governance, pp. 11-15
	Conflicts of interest	2-15	Company Website - Code of Business Conduct and Ethics (d) and Corporate Sustainability Report 2023-2024, pp. 14
	Communication of critical concerns	2-16	2023 Annual Report (a), 2024 Proxy Statement (b) and Corporate Sustainability Report 2023-2024
	Collective knowledge of the highest governance body	2-17	2024 Proxy Statement (b), Company Website Corporate Governance (c) Corporate Sustainability Report 2023-2024, pp. 11-12
	Evaluation of the performance of the highest governance body	2-18	2024 Proxy Statement (b) and Company Website — Corporate Governance (c)
	Remuneration policies	2-19	2023 Annual Report (a) and 2024 Proxy Statement (b)
	Process to determine remuneration	2-20	2023 Annual Report (a) and 2024 Proxy Statement (b)
	Annual total compensation ratio	2-21	2024 Proxy Statement (b)



Issue	Metric	Indicator	Relevant Range Resources Disclosures
General Disclosures	Statement on sustainable development strategy	2-22	A Letter to Our Stakeholders, pp. 4
	Policy commitments	2-23	2023 Annual Report, 10-K Form (a) Our Core Values, pp. 5
	Mechanisms for seeking advice and raising concerns	2-26	Company Website - Code of Business Conduct and Ethics (d)
	Membership associations	2-28	Political Engagement, pp. 16 and Company Website — Political Engagement (e)
	Approach to stakeholder engagement	2-29	Corporate Sustainability Report 2023-2024, multiple sections 2024 Proxy Statement (b)
	Collective bargaining agreements	2-30	2023 Annual Report (a)
	Process to determine material topics	3-1	Our Approach to Sustainability Reporting, pp. 7-9
Economic Topics			
Economic Performance	Direct economic value generated and distributed	201-111.14.2	Economic Impact, pp. 55
	Financial implications and other risks and opportunities due to climate change	201-211.2.2	Our Strategic Response to Climate Change, pp. 17
Indirect Economic Impacts	Significant indirect economic impacts	203-211.14.5	Economic Impact, pp. 55
Anti-Corruption	Communication and training about anti- corruption policies and procedures	205-211.20.3	Code of Business Conduct and Ethics and Political Engagement, pp. 14
Environmental Topics			
Materials	Recycled input materials used	301-2	Waste Management, pp. 35



Issue	Metric	Indicator	Relevant Range Resources Disclosures
Water	Interactions with water as a shared resource	303-111.6.2	Water Management and Reuse, pp. 36
	Management of water discharge-related impacts	303-211.6.3	Water Management and Reuse, pp. 36
	Water withdrawal	303-311.6.4	Water Management and Reuse, pp. 36
	Water discharge	303-411.6.5	Water Management and Reuse, pp. 36
	Water consumption	303-511.6.6	Water Management and Reuse, pp. 36
Biodiversity and Ecosystem	Significant impacts of activities, products, and services on biodiversity	304-211.4.3	Environmental Stewardship, pp. 30-36
	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-111.4.2	Environmental Stewardship, pp. 30-36
	Habitats protected or restored	304-311.4.4	Environmental Stewardship, pp. 30-36
Emissions	Direct (Scope 1) GHG emissions	305-111.1.5	Performance Indicators, pp. 62-67 Alternative Calculations, pp. 68
	Energy indirect (Scope 2) GHG emissions	305-211.1.6	Performance Indicators, pp. 62-67
	GHG emissions intensity	305-411.1.8	Climate Change, pp. 25-36 Performance Indicators, pp. 64-69 Alternative Calculations, pp. 68
	Reduction of GHG emissions	305-511.2.3	Greenhouse Gas Emissions Management, pp. 17-24
	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-711.3.2	Performance Indicators, pp. 65
Effluents and Waste	Waste by type (hazardous and non-hazardous) and disposal method	306-211.5.3	Performance Indicators, pp. 68
	Waste generated	306-311.5.4	Performance Indicators, pp. 68
	Waste diverted from disposal	306-411.5.5	Performance Indicators, pp. 68
	Waste directed to disposal	306-511.5.6	Performance Indicators, pp. 68



Issue	Metric	Indicator	Relevant Range Resources Disclosures
Health and Safety			
Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-211.10.3	Human Capital Management, pp. 44-52
	Parental leave	401-311.10.4	Human Capital Management, pp. 44-52
Occupational Health and Safety	Occupational health and safety management system	403-111.9.2	Safety Leadership, p. 39-44
	Hazard identification, risk assessment, and incident investigation	403-111.9.3	Safety Leadership, p. 39-44
	Occupational health services	403-111.9.4	Safety Leadership, p. 39-44
	Worker participation, consultation, and communication on occupational health and safety	403-111.9.5	Safety Leadership, p. 39-44
	Worker training on occupational health and safety	403-111.9.6	Safety Leadership, p. 39-44
	Promotion of worker health	403-111.9.7	Safety Leadership, p. 39-44 Human Capital Management, pp. 44-52
Local and Social Impacts	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-111.9.8	Safety Leadership, p. 39-44
	Workers covered by an occupational health and safety management system	403-111.9.9	Safety Leadership, p. 39-44
Training and Education	Work-related injuries	403-911.9.10	Safety Leadership, p. 39-44 Performance Indicators, pp. 68
	Average hours of training per year per employee	404-111.10.6	Training Programs and Professional Development, pp. 51-52
	Programs for upgrading employee skills and transition assistance programs	404-211.10.7	Training Programs and Professional Development, pp. 51-52



Issue	Metric	Indicator	Relevant Range Resources Disclosures
Local and Social Impacts			
Diversity and Equal Opportunity	Diversity of governance bodies and employees	405-111.11.5	Corporate Governance, pp. 11-15 Human Capital Management, pp. 44-52
Local Communities	Operations with local community engagement, impact assessments, and development programs	413-111.15.2	Community Impact, pp. 54-59
Public Policy	Political contributions	415-111.22.2	Political Engagement, pp. 14

(a) 2023 Annual Report: <https://ir.rangeresources.com/static-files/57bf4e97-9f49-4c1a-8209-f1c01a08b352>

(b) 2024 Proxy Statement: <https://ir.rangeresources.com/static-files/cde42df2-5b4b-4a5a-b43c-d88b9a0a366d>

(c) Company Website – Corporate Governance: <https://www.rangeresources.com/about-us/corporate-governance/>

(d) Company Website – Code of Conduct and Business Ethics: <https://www.rangeresources.com/about-us/corporate-governance/code-of-business-conduct-ethics/>

(e) Company Website – Political Engagement: <https://www.rangeresources.com/about-us/corporate-governance/political-engagement/>



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

TCFD		
Issue	Metric	Relevant Range Resources Disclosures
Governance	Describe the board's oversight of climate-related risks and opportunities.	ESG Oversight, pp. 13
	Describe management's role in assessing and managing climate-related risks and opportunities.	ESG Oversight, pp. 13
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Change, pp. 25-37
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate Change, pp. 25-29
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate Change, pp. 25-29 Further Detail on IEA's WEO Scenarios Used by Range, pp. 79
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	Corporate Governance pp. 11-15 Climate Change pp. 25-37
	Describe the organization's processes for managing climate-related risks.	Corporate Governance pp. 11-15 Climate Change pp. 25-37
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Corporate Governance pp. 11-15 Climate Change pp. 25-37
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate Change, pp. 25-29 Performance Indicators, pp. 62-67 Alternative Calculations, pp. 68
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	Climate Change, pp. 25-36 Performance Indicators, pp. 61-62 Alternative Calculations, pp. 68
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate Change, pp. 25-29



Further Detail on IEA's WEO Scenarios Used by Range



THE STATED POLICIES SCENARIO (STEPS)

Based on prevailing policy settings, this scenario provides a useful barometer of the strength and impact of these policies over time. Under STEPS, natural gas demand increases three percent from 2022 to 2030 and declines three percent from 2030-2050 (*Figure 7.1*). In terms of sector shifts in natural gas consumption, growth will come notably from Asia in the industrial sector. Demand from power generation and buildings is forecasted to decrease 4% and increase 5%, respectively, to 2030, and then is forecasted to decline ten percent and five percent respectively from 2030 to 2050 as renewables and heat pumps claim a larger market share. The STEPS scenario would be associated with a projected rise of around 2.4 °C in global average temperatures by 2100.



THE ANNOUNCED PLEDGES SCENARIO (APS)

This scenario considers all the climate commitments made by governments around the world, including Nationally Determined Contributions (NDCs) as well as longer-term Net Zero targets, assuming that they will be met in full and on time. The global trends in this scenario represent the cumulative extent of the world's ambition to tackle climate change as of mid-2023. Under APS, natural gas demand is seven percent lower in 2030 than 2022, and then declines approximately two percent per annum from 2030 to 2050 (*Figure 7.1*). Developed countries with net zero commitments lead a shift away from use of natural gas in buildings and a decrease in power sector natural gas consumption. The APS is associated with a projected global average temperature rise of 1.7 °C by 2100.



THE NET ZERO EMISSIONS BY 2050 SCENARIO (NZE)

Unlike the STEPS and APS, in the Net Zero Emissions by 2050 (NZE) Scenario the IEA works back from specific goals – the main one in this case being to cap global warming to 1.5 °C – and shows how they can be achieved assuming IEA's preferred technologies. The NZE makes aggressive assumptions regarding future gains in energy efficiency and energy consumer behavioral changes, which stand in stark contrast with actual trends in recent years and decades. These assumptions allow the growth in renewables to offset more than the future growth in energy demand and force a decline in fossil fuel demand. Potential faster demand growth from AI and data center demand, along with extended permitting timelines and bottlenecks for Power Grid Infrastructure also challenge the NZE model assumptions. Further, the NZE also potentially underestimates future technology gains in Carbon Capture Technology and wider adoption of this technology to leverage low-cost, reliable, base-load natural gas. Under NZE, natural gas supply and demand fall 18 percent below 2022 by 2030 (*Figure 7.1*). Average annual demand declines by a little more than six percent from 2030 to 2050. Natural gas demand falls in nearly all regions, but less in those that are currently heavily reliant on coal, where it largely displaces coal, with broad sector declines by 2050 partially offset by assumed growth in blue hydrogen.

As the IEA notes in the WEO 2023 – “None of the scenarios included in this Outlook should be considered a forecast. The intention is not to guide the reader towards a single view of the future, but rather to promote a deeper understanding of the way that various levers produce diverse outcomes, and the implications of different courses of action for the security and sustainability of the energy system.”



Sustainability Accounting Standards Board (SASB) Index

This index refers to indicators from the SASB Exploration and Production (EM-EP) industry standards. Standards that do not apply to Range's business and operations have been indicated as such.

Issue	Metric	Indicator	Relevant Range Resources Disclosures
Environmental Topics			
Greenhouse Gas Emissions	Gross Global Scope 1 emissions, percentage of methane, percentage covered under emissions-limiting regulations	EM-EP-110a.1	Climate Change, pp. 25-29 Performance Indicators, pp. 62-67 Alternative Calculations, pp. 68
	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	EM-EP-110a.2	Climate Change, pp. 25-29 Performance Indicators, pp. 62-67 Alternative Calculations, pp. 68
	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	EM-EP-110a.3	Climate Change, pp. 25-29
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM ₁₀)	EM-EP-120a.1	Air Quality & Other Emissions, pp. 23 Performance Indicators, pp. 62-67
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	EM-EP-140a.1	Water Management and Reuse, pp. 36 Performance Indicators, pp. 62-67
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	EM-EP-140a.2	Water Management and Reuse, pp. 36 Performance Indicators, pp. 62-67
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	EM-EP-140a.3	Well Construction & Hydraulic Fracturing Best Practices, pp. 31
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	EM-EP-140a.4	Well Construction & Hydraulic Fracturing Best Practices, pp. 31



Issue	Metric	Indicator	Relevant Range Resources Disclosures
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-EP-160a.1	Environmental Stewardship, pp. 31-37
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	EM-EP-160a.2	Spill Prevention, pp. 33-34 Performance Indicators, pg. 67
Health, Safety, Social and Economic Topics			
Security, Human Rights & Rights of Indigenous Peoples	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-EP-210a.3	Additional Factors, pp. 63
	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-EP-210a.1	Range does not currently operate in or near areas of conflict.
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-EP-210a.2	Additional Factors, pp. 63
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-EP-210b.1	Community Impact, pp. 54-59
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	EM-EP-320a.1	Safety Leadership, pp. 39-44 Performance Indicators, pp. 68
	Discussion of management systems used to integrate a culture of safety	EM-EP-320a.2	Safety Leadership, pp. 39-44



Issue	Metric	Indicator	Relevant Range Resources Disclosures
Reserves Valuation & Capital Expenditures	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	EM-EP-420a.1	Scenario Analysis, pp. 26-30
	Community Relations	EM-EP-420a.4	Scenario Analysis, pp. 26-30
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-EP-510a.2	Code of Business Conduct and Ethics and Political Engagement, pp. 14
	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-EP-510a.1	Range does not currently operate in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.
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	EM-EP-530a.1	Political Engagement, pp. 14 Climate Change, pp. 25-29
Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-EP-540a.2	Safety Leadership, pp. 39-44 Spill Prevention, pp. 33-34
Activity Metrics	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	EM-EP-000.A	Performance Indicators, pp. 61-66
	Number of offshore sites	EM-EP-000.B	Range does not currently own or operate offshore sites.
	Management of the Legal & Regulatory Environment	EM-EP-000.C	1,564 total wells as of 12/31/23



International Petroleum Industry Environmental Conservation Association (IPIECA) Index

Issue	Metric	Indicator	Relevant Range Resources Disclosures
Environmental Topics			
Governance and Business Ethics	Governance and Management Systems	GOV-1: Governance Approach	Corporate Governance, pp. 11-15
		GOV-2: Management Systems	Our Approach to Sustainability and Reporting, pp. 7-9
	Business Ethics and Transparency	GOV-3: Preventing Corruption	Code of Business Conduct and Ethics and Political Engagement, pp. 14
		GOV-4: Transparency of Payments to Host Governments	Additional Factors, pp. 63
		GOV-5: Public Advocacy and Lobbying	Political Engagement, pp. 14
Climate Change and Energy	Climate Strategy and Risk	CCE-1: Climate Governance and Strategy	Climate Change, pp. 25-29
		CCE-2: Climate Risk and Opportunities	Climate Change Risk Management, pp. 13
	Technology	CCE-3: Lower-Carbon Technology	Climate Change Opportunities pp. 25
	Emissions	CCE-4: Greenhouse Gas (GHG) Emissions	Greenhouse Gas Emissions Management, pp. 18-22
		CCE-5: Methane Emissions	Greenhouse Gas Emissions Management, pp. 18-22
	Energy Use	CCE-6: Energy Use	Performance Indicators, pp. 64-69
	Flaring	CCE-7: Flared Gas	Flaring, pp. 24 Alternative Calculations, pp. 68



Issue	Metric	Indicator	Relevant Range Resources Disclosures
Environment	Water	ENV-1: Freshwater	Water Management and Reuse, pp. 36
		ENV-2: Discharges to Water	Water Management and Reuse, pp. 36
	Biodiversity	ENV-3: Biodiversity Policy and Strategy	Biodiversity and Ecosystems, pp. 32
		ENV-4: Protected and Priority Areas for Biodiversity Conservation	Biodiversity and Ecosystems, pp. 32
	Air Emissions	ENV-5: Emissions to Air	Air Quality and Other Emissions, pp. 23
	Spills	ENV-6: Spills to the Environment	Spill Prevention, pp. 33-34
	Materials Management	ENV-7: Materials Management	Waste Management, pp. 35
Safety, Health, and Security	Workforce Protection	SHS-1: Safety, Health and Security Engagement	Safety Leadership, pp. 39-44 Additional Factors pp. 63
		SHS-2: Workforce Health	Safety Leadership, pp. 39-44
		SHS-3: Occupational Injury and Illness Incidents	Safety Leadership, pp. 39-44 Performance Indicators, pp. 65
		SHS-4: Transport Safety	Safety Leadership, pp. 39-44
	Product Health, Safety, and Environmental Risk	SHS-5: Product Stewardship	Additional Factors, pp. 63
	Security	SHS-7: Security Risk Management	Additional Factors, pp. 63



Issue	Metric	Indicator	Relevant Range Resources Disclosures
Social	Human Rights Management	SOC-1: Human Rights Due Diligence	Additional Factors, pp. 63
		SOC-2: Suppliers and Human Rights	Additional Factors, pp. 63
		SOC-3: Security Risk Management	Additional Factors, pp. 63
	Labor Practices	SOC-4: Site-Based Labor Practices and Worker Accommodation	Additional Factors, pp. 63
		SOC-5: Workforce Diversity and Inclusion	DE&I, pp. 51
		SOC-6: Workforce Engagement	Employee Engagement, pp. 46
		SOC-7: Workforce Training and Development	Training Programs and Professional Development, pp. 52-53
	Community Engagement	SOC-8: Workforce Non-retaliation and Grievance Mechanisms	Workforce Non-retaliation and Anonymous Reporting, pp. 53
		SOC-9: Local community Impacts and Engagement	Community Impact, pp. 54-59
		SOC-10: Indigenous Peoples	Additional Factors, pp. 63
		SOC-11: Land Acquisition and Involuntary Resettlement	Additional Factors, pp. 63
		SOC-12: Community Grievance Mechanisms	Our Approach to Sustainability Reporting, pp.7 Community Impact, pp. 54-59
	Local Content	SOC-13: Social Investment	Community Impact, pp. 53-58
		SOC-14: Local Procurement and Supplier Development	Community Impact, pp. 53-58
		SOC-15: Local Hiring Practices	Community Impact, pp. 53-58