



CORPORATE SUSTAINABILITY REPORT 2022-2023



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LETTER FROM OUR BOARD OF DIRECTORS

As Range continues to evolve, our business and sustainability strategies remain fully aligned and focused on being a safe and trusted operator, transparently engaging with our stakeholders, and further enhancing our long-term resiliency.

We appreciate the opportunity to share our latest report showcasing Range's ongoing sustainability progress. In particular, and in line with our commitment to operational transparency, this year's report represents the most thorough summary of our integrated environmental, social and governance (ESG) initiatives, priorities and performance data detailed to date.

Taken together these heightened disclosures and performance metrics reflect the breadth of Range's strong sustainability culture that enables continued progress against our shared goals and the value Range is delivering to our stakeholders.

Effectively Managing Emissions

Prudent emissions reductions incorporated with industry leading emissions management technologies is a top business priority. As we approach our stated target year of achieving net zero greenhouse gas (GHG) emissions (Scope 1 and 2) by 2025, we are confident in the cross-functional technical strategies and collaborative progress that we continue to make.

Complex and important goals like these require a broad set of engineering and carbon management solutions. Operationally, we extensively assess and improve well site equipment – such as our approach to pneumatic devices – to further reduce emissions.

- We launched a pneumatic device technology review pilot program in 2022 to evaluate technologies to further reduce methane emissions. As a result, we have incorporated new technology – pneumatics equipped with compressed air or nitrogen – into all new well sites moving forward. In addition to new wells changes, we are initiating a retrofit program on existing sites with a prioritized focus on locations that have the most potential for emissions reductions. Following this pilot program, we

intend to retrofit the most cost-effective sites to further reduce emissions as efficiently as possible.

- Range is also increasing the frequency of our Leak Detection and Repair (LDAR) surveys. In the fourth quarter of 2022, we increased the frequency of these inspections from quarterly to eight times per year, which has allowed us to reduce our fugitive production emissions year over year. We have bifurcated our emissions into development and production again this year to identify opportunities for further reduction and highlight the low emissions intensity during the production life cycle.

While we are making continuous improvements on managing our direct emissions, we are also utilizing carbon offsets from high-quality projects – alongside our operational advancements to help meet our goals.

- One partnership stands out. Range and C-Quest Capital are partnering to replace and upgrade cooking stoves in Sub-Saharan Africa. These new and more efficient stoves significantly reduce the need for firewood used in cooking. This helps reduce carbon emissions, providing families with much healthier conditions allowing them to live longer, healthier lives. At the same time, the cookstoves reduce deforestation in the region, which supports the watersheds and biodiversity, and reduce the labor required to gather firewood, which promotes gender equality as this work is often performed by women.

We are also committed to further reduce GHG emissions intensity relative to 2019 levels by 15 percent by 2025. And in this year's report, we are excited to share that at the end of 2022, we have reduced our absolute GHG emissions by 47 percent.¹ We remain focused on implementing viable, cost-effective technologies to lower our GHG emissions. As we look forward, we continue to support technical advancements

¹ Refer to Figure 7.6

with the potential to reduce the combustion emissions from development activities, which is being led by our Internal [Combustion Emissions Reduction Work Group](#).

Investing in Our People

Being responsive, supportive, and transparent to our employees and the communities where we work is a core Range value and priority. We have maintained a year-round flex schedule as well as hybrid remote work policy based on job requirements since 2020, given our culture that prioritizes a healthy work-life balance.

We are encouraged by the momentum of our employee resource groups (ERG), including our Multi-Ethnic Employee Resource Group (MERG) and Range Energy Network of Women (RENEW). These employee-led groups provide support for under-represented employees, additional understanding of cultural differences, and further enhance our DE&I culture.

The hard work of our employees – and their collective dedication to Range’s sustainability mission – is not only recognized within our walls and by our most important stakeholders, but also by others. These recognitions reflect Range’s strong culture and commitment to sustainability excellence.

- Range was named as one of *Just Capital*’s Most Just Companies List of 2023 and *Newsweek*’s America’s Most Responsible Companies List. Of the nearly 1,000 public companies evaluated by Just Capital, Range ranked 6th in the oil and gas industry, and 1st among Appalachian producers.
- This was the second consecutive year *Newsweek* included Range in their annual top 500 list of America’s Most Responsible Companies and was the only Appalachian producer included in this year’s list, scoring the highest in the overall social category.

Resilient Sustainability and Success

Natural gas pricing is impacted by any number of regional and global factors – factors that in some cases may be out of our control. However, we are confident in Range’s resilience given our low capital intensity, balance sheet strength, and unmatched inventory. Range also has a rigorous risk management process that is deeply embedded across our entire enterprise.

Our commitment to being a responsible operator and delivering on our environmental goals is critical to our

long-term success. By design, our environmentally positive sustainability strategies also provide commercial efficiencies.

- Range has a large and contiguous acreage position that allows us to regularly return to existing locations, creating opportunities to upgrade existing facilities, more efficiently recycle water, and expand the ability to efficiently deploy new innovative technologies – all with less surface disturbance.

Regardless of the moment’s pricing environment, we are efficiently executing a disciplined and strategic plan to deliver durable free cash flow, as Range has one of the lowest breakeven cost structures among North American natural gas producers.

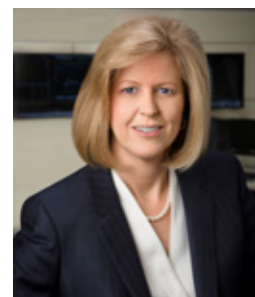
While there is new leadership at Range, our commitment to consistent execution and sustainability has never been stronger, which is demonstrated throughout this report. Our sustainability strategy is one that is closely aligned across our management, board of directors, and shareholders. We are proud of the progress we continue to make against our sustainability goals, and we are grateful to our dedicated teams at Range for their significant contributions, which drive our own success and value for our stakeholders.

We are confident in the role natural gas will play for the future. As our world’s energy demands continue to grow, natural gas is, and will continue to be, ready to meet those needs, displacing other fuels with higher carbon profiles and reliably keeping the lights on. Natural gas is not a transition fuel, it is the destination fuel, and Range is a key player in meeting our world’s energy needs.



Dennis Degner

Dennis Degner
Chief Executive Officer
and President



Margaret Dorman

Margaret Dorman
Director and ESGS
Committee Chairperson

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ABOUT RANGE RESOURCES

Range Resources Corporation is a leading U.S. independent natural gas and natural gas liquids (NGL) producer delivering energy globally from its rich inventory of low-risk development opportunities in Appalachia.

Our efforts to create a resilient and durable business have naturally led to the integration of industry-leading ESG practices. We pride ourselves on being an early adopter of key ESG practices that have not only improved our environmental performance, but also strengthened returns for our stakeholders. For example, Range pioneered large-scale produced water recycling over a decade ago, making us the first company to achieve nearly 100 percent water reuse levels. We were also the first company to voluntarily and publicly disclose the composition of our hydraulic fracturing fluids on a per-well basis. As part of our ongoing efforts to formalize our strong culture of environmental stewardship and natural resource conservation, we developed and published our [Environmental Policy](#).

Further, we are working toward a target to reach net zero Scope 1 and 2 GHG emissions by 2025.² To achieve this goal, we are concentrating on reducing our direct emissions through operational efficiencies, advancement in operating best management practices, deployment of key technologies, and investments in 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 steward for our employees, communities, and other stakeholders.



PERFORMANCE



INNOVATION



INTEGRITY



TRANSPARENCY

² Emissions are calculated in accordance with U.S. EPA's GHG reporting program protocols.

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2022-2023 REPORT HIGHLIGHTS

ENVIRONMENTAL STEWARDSHIP



We continue to make progress with our goal of Net Zero Scope 1 and Scope 2 GHG Emissions by 2025

through continued GHG emissions reduction efforts, including the purchasing and contracting of carbon credits across a diverse set of high-quality projects



Range completed the MIQ certification process and earned an "A" grade

for the company's Southwest Pennsylvania (SWPA) production and operations



Ranked second lowest CO₂e emissions

intensity in a group of 11 peers as a result of our investments in emissions management and advantageous position relative to other operating regions



Recycled 142% of produced water

and flowback volume through our water reuse and sharing program



Reduced methane emissions intensity by 67% since 2019

COMMUNITY IMPACT



Contributed over 1,480 employee volunteer hours

in support of charitable and community organizations



Invested \$764,000 into our communities

including over \$155,000 donated to first responders through Range's Good Neighbors Fund



Paid over \$4.5 billion

in impact fees, royalty and lease payments, and charitable contributions benefiting Pennsylvanians and Pennsylvania communities through 2022

SAFETY LEADERSHIP



Range employees completed more than 3,100 hours of safety-related training



0.00 Days Away, Restricted or Transferred (DART) rate

HUMAN CAPITAL MANAGEMENT



Employees completed 14.5 hours of training on average



Introduced new Lyra mental health benefit to support employee well-being

RESPONSIBLE GOVERNANCE



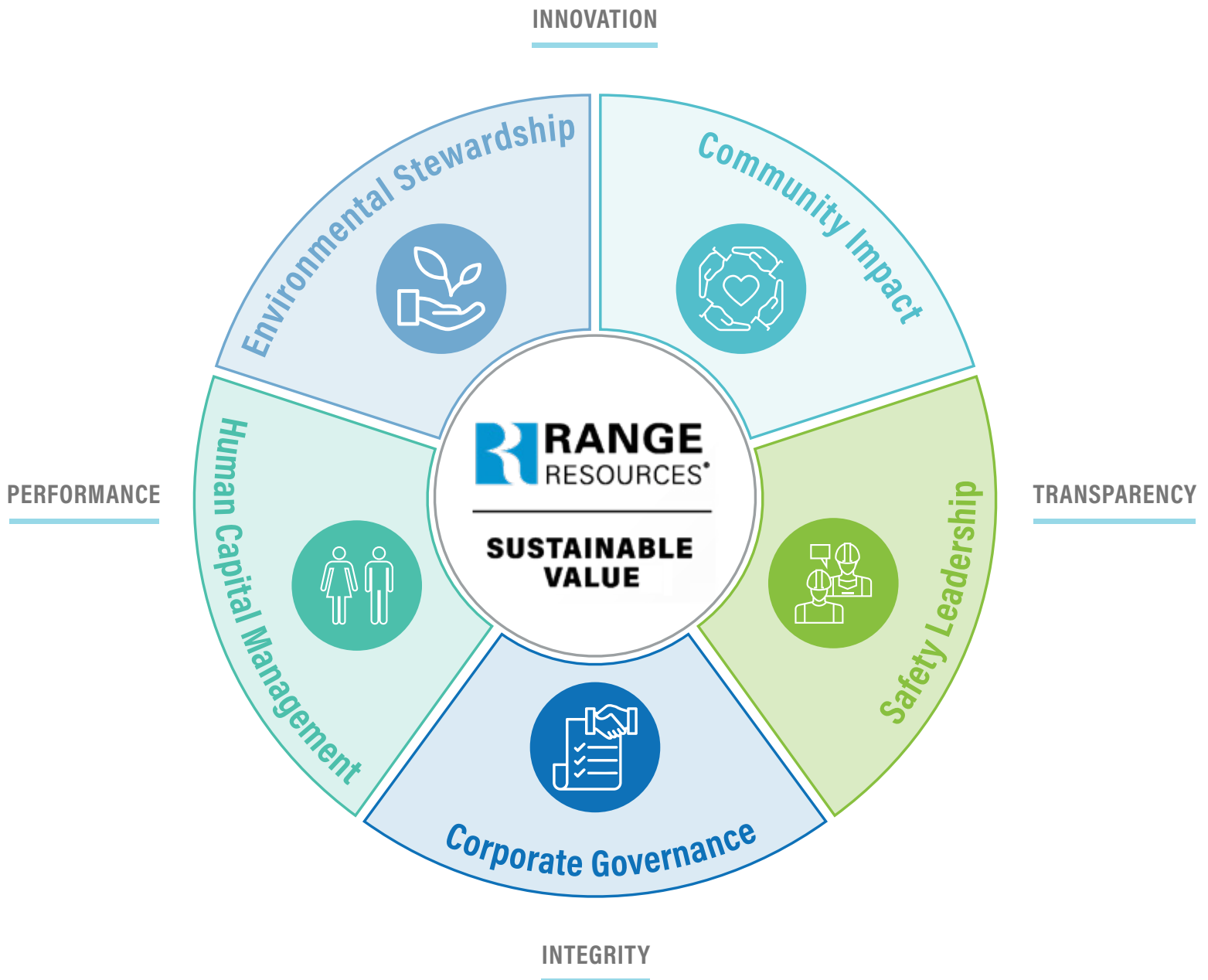
Recognized as one of *JUST Capital's* Most JUST Companies



Named to *Newsweek Magazine's* 2023 America's Most Responsible Companies List

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OUR APPROACH TO SUSTAINABILITY AND REPORTING



SUSTAINABILITY

We view sustainability as a convergence of long-term economic value creation paired with responsible stewardship of the environment and society. Strong governance, safe operations, sustainable environmental practices, and demonstrated commitment to our employees and the communities where we operate serve as the foundation for enhancing long-term economic value for our Company.



Range's Board of Directors approves our strategy, which is centered around achieving sustainable value for all stakeholders, and is subject to direct oversight from our leadership team. In a continued effort to further develop our ESG commitment, our Board's ESG and Safety Committee, formed in 2021, met four times in 2022 to discuss our ESG strategy and performance. The ESG and Safety Committee remains dedicated to providing oversight in the expansion of our ESG efforts, measuring performance and results, and delivering sustainable value to shareholders.

The Board remains dedicated to driving progress toward achieving our ESG commitments and business objectives including:

Corporate Governance

We are focused on implementing and adhering to sound, ethical, and transparent corporate governance principles that strengthen confidence and trust among our stakeholders.

Safety Leadership

We prioritize safety in our operations by upholding the highest standards and fostering a safety culture that protects our employees, contractors, and the public.

Environmental Stewardship

We are dedicated to protecting the environment and advancing our emissions reduction goals by leveraging new technologies and incorporating sustainable practices into our operations. We strive to meet or exceed stakeholder expectations and regulatory requirements all while working to improve our guidelines and procedures.

Community Impact

We are committed to being good neighbors and taking care of the neighborhoods in which we live and work. This commitment begins within the walls of our Company, starting with the safety and well-being of our employees and extending to the people and places that surround us.

Human Capital Management

We recognize that our employees are at the heart of everything we do. As such, we are focused on Diversity, Equity, and Inclusion (DE&I), employee engagement, training opportunities, employee benefits, and philanthropy while offering multiple avenues of communication and engagement to support the greatest level of transparency.

Just Capital's 2023 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. Of the 951 publicly traded companies evaluated, Range ranked 207th overall and 6th in the oil and gas industry, making Range first among Appalachian producers. In the categories of Shareholders/Governance and Environmental, Range ranked 2nd and 4th in the industry, respectively.



Newsweek's America's Most Responsible Companies

For the second consecutive year, Range was included in the annual Top 500 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 65.80 score with a high mark of 76.70 for the social category.

STAKEHOLDER ENGAGEMENT

Strong relationships are based on honest, transparent communication, and that is something Range is committed to providing our key stakeholders through various mediums. We have dedicated teams that work with our stakeholders to not only share information but also to receive feedback and engage in dialogue.

Community and Business Partner Program examples:

- Range's land team provides regular updates to residents who live within the determined radius of a well site and on the approved traffic route.
- Range's Public Affairs team hosts regular 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 during operations as well as annual training opportunities like Safety Week. In addition, Range hosts monthly meetings for service providers, allowing for open conversations on important safety and environmental matters.

Stakeholders:

- Employees
- Investors/Capital Providers
- Contractors/Service Providers
- Landowners/Lessors
- Local Communities
- First Responders
- State and Federal Regulators and Legislators
- Customers

REPORTING

This report, our fifth Corporate Sustainability Report, covers a comprehensive set of topics we consider relevant and material to our business, highlighting our progress in the calendar year 2022. 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 long-standing disclosures on our Company **website** undergo thorough internal reviews.

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 latest Carbon Disclosure Project (CDP) Climate Change and Water Security Questionnaires.

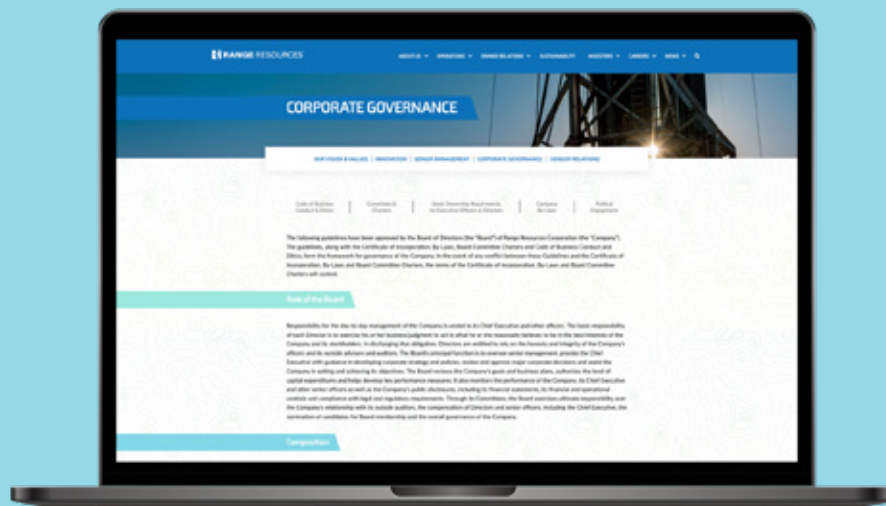
Within the [Appendix](#) of this report, we include indices that map our disclosures to the GRI standards, the SASB standards, the IPIECA guidelines, and the TCFD framework.



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CORPORATE GOVERNANCE

Range's approach to corporate governance is guided by 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**. Our governance framework is designed to support critical business functions including but not limited to the pursuit of emerging opportunities, risk management, and daily operations and safety to create sustainable, long-term value for our stakeholders.



Board of Directors

Our Board of Directors directly oversees our governance framework, and our Directors are primarily responsible for 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.

The Board is comprised of individuals who have excelled in their respective areas of expertise. Our Directors bring a diverse set of skills and experience to the Board, including executive management, leadership, finance, financial reporting, policymaking, geoscience and engineering, oil and gas industry expertise, and risk management. Six of the seven Board members are independent, exceeding The New York Stock Exchange (NYSE) guideline for an independent Board member majority. Ultimately, the Board balances interests in continuity with the need for fresh perspectives and diversity that Board refreshment and Director succession planning can provide.

The Board of Directors met six times in 2022. Each director attended 100% of the meetings held by the Board and the committees on which he or she served during the year. Directors are expected to attend all meetings of stockholders, the Board, and the committees which they serve. All of our directors attended the 2022 Annual Meeting of Stockholders.

Figure 5.1

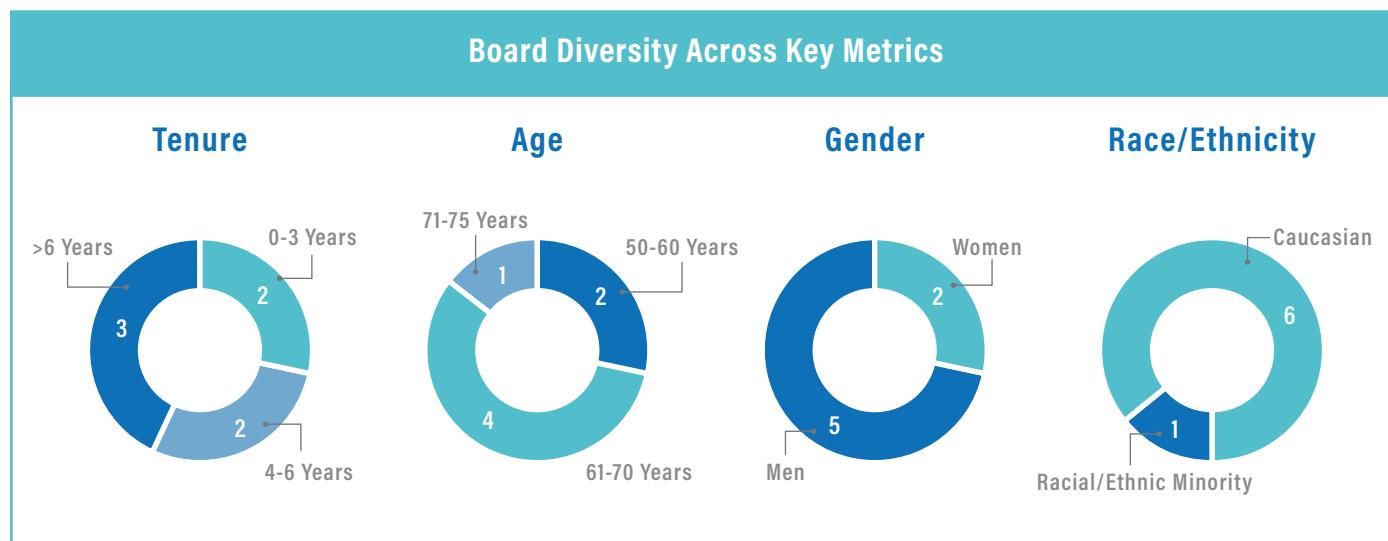
	Experience and Skillsets								Committees				
	CEO/Senior Officer Experience	Industry Experience	Financial Reporting Experience	Banking/ Finance Experience	Engineering/ Geoscience	Technology	Risk Management	Environmental, Health, Safety, and Sustainability	Audit	Compensation	ESG and Safety	Governance & Nominating	Dividend
Brenda A. Cline	✓		✓	✓			✓		✓*		✓	✓	
Margaret K. Dorman	✓	✓	✓	✓			✓	✓	✓		✓*		
James M. Funk	✓	✓			✓		✓			✓	✓	✓*	
Steve D. Gray	✓	✓			✓		✓			✓*	✓		
Greg G. Maxwell	✓	✓	✓	✓		✓	✓		✓	✓	✓		✓*
Reginal W. Spiller	✓	✓			✓	✓	✓	✓		✓	✓	✓	
Dennis L. Degner	✓	✓			✓	✓	✓	✓					✓

*Data reflects Board composition as of May 10, 2023

* Committee chairperson

Board Diversity Across Key Metrics

Figure 5.2



*Data reflects Board composition as of May 10, 2023

At the Board level, our Governance and Nominating Committee has achieved diversity of backgrounds, perspectives, and expertise by including considerations such as tenure, ethnicity, race, gender, and age in the annual Board evaluation process. Annual Board evaluations serve as a critical tool in assessing the effectiveness of the Board, its Committees, and its Directors. In recent years, the evaluation process has included anonymous questionnaires, one-on-one Director interviews, and the assistance of outside legal counsel.

Board-Level Risk Oversight

Risk management is by nature multifaceted, and the Board's approach to risk oversight recognizes this reality. While it is a control and compliance function, it is a strategic consideration in normal business decisions, including key areas such as operations, finance, security, cybersecurity, safety, health, and the environment.

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

- **Audit Committee:** Evaluates the Company's financial reporting, and interfaces with the independent auditor, Chief Financial 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:** Offers guidance on ESG 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.
- **Dividend Committee:** Coordinates the declaration of dividends in a manner consistent with the Board's dividend policy.

ESG Oversight

To further enhance oversight and implementation of Range's ESG goals, the Board established the ESG and Safety Committee in May 2021. This Committee is focused 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 ESG and Safety Committee oversees the integration of relevant ESG considerations, including climate-related opportunities and risks in addition to the development and approval of Range's business plans, strategy, and risk management policies. Over the past year, the ESG and Safety Committee has provided feedback regarding the risks and opportunities in achieving the Company's goal of net zero GHG emissions (Scope 1 and Scope 2) by 2025, efforts to further our workforce diversity, and the Company's charitable giving programs.

Complementing the work of the ESG and Safety Committee, the Compensation Committee works to align management incentives with our ESG goals. Emissions intensity performance targets continue to remain part of the Long-Term Incentive Program for certain senior executives to further drive our environmental strategy and more closely align executive compensation with this plan since they were introduced in 2021. Further, the Compensation Committee includes health, safety, and environmental performance 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
- Concentrate on our core operating area
- Focus on cost and operational efficiency
- Maintain a high-quality, multi-year drilling inventory
- Maintain a long-life reserve base with a low base decline rate
- Market our products to a large number of customers in diverse markets under a variety of commercial terms
- Maintain operational and financial flexibility
- Provide employee equity ownership and incentive compensation aligned with our stakeholders' interests

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. We have a robust enterprise risk management process for identifying, assessing, and managing risk, while monitoring risk mitigation strategies. One way we work to manage risk is through a committee of officers and senior managers that work with our Principal Accounting Officer to identify and evaluate enterprise-level risk and to monitor emerging risks.





Climate Change Risk Management

Climate change opportunities and risks are by nature interdisciplinary, and 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 and 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 Department 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.

Code of Business Conduct and Ethics

Range's [Code of Business Conduct and Ethics](#) provides guidelines in relation to legal and environmental compliance, conflicts of interest, and protection of Company property and assets. We require our employees to annually acknowledge their obligation to follow the Code of Business Conduct and Ethics. Anyone found in violation of the Code is subject to disciplinary action.

The Company also utilizes anonymous reporting procedures through a third-party service, available via the Internet and phone for reporting any violations of the Code, including financial, human resources, and other matters of conduct and ethics. If errors of judgment or lapses in compliance do occur, Range is committed to addressing these instances swiftly.

Political Engagement

When it comes to political activity, Range is committed to maintaining the highest ethical standards. Our political engagement is guided by the basic belief that it is important to constructively participate in the political process to further the best interests of the Company and our shareholders, and to improve the communities where we live and work.

We support public policy at the national, state, and local levels that advances the safe development, production, transportation, and use of natural gas and natural gas liquids. Range also 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 also for the success of our industry, our partners, and our nation's economy and security.

Our political engagement guidelines are available on [our website](#), and they outline our approach to political contributions and trade associations, as well as reporting and disclosure.

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 2022, our political spending contributions through our PAC amounted to a total of \$51,450.

Information Technology and Cybersecurity

Adhering to best-in-class technology and cybersecurity practices is an effort that starts at the top of the organization and includes all employees. Cybersecurity governance is supported by the Information Technology (IT) Department, which includes certified security professionals and other seasoned security analysts ensuring proper alignment with business opportunities and risks. Range's IT Department works diligently to address opportunities and risks in these areas through collaboration with other departments and Senior Management. Reports are provided to the Board quarterly, or more frequently as needed.

Employees at Range 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 (BCP) Policy, IT Disaster Recovery Policy, IT Incident Response Policy, and IT Vulnerability Management Policy.

Range's security framework is based on the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF), 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 (CISA) and Multi-State Information Sharing and Analysis Center (MS-ISAC).

Beyond these efforts, we utilize multiple industry-leading platforms for network and application security, incorporate best practices for Industrial Control Systems (ICS) 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.

Additionally, an independent third party conducts an external review of our Incident Recovery (IR) Plan and runs an annual IR exercise with Range's internal team to further ensure the preparedness of our Company and employees for potential situations that may arise. To date, Range has not experienced any breaches.

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SAFETY LEADERSHIP

SECTION HIGHLIGHTS



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



0.17 TRIR
(Total
Recordable
Incident Rate)



Employees completed
more than 3,100 hours
of safety-related
training

As a leading U.S. independent natural gas and NGL producer, protecting the health and safety of our employees, contractors, and communities is critical to our success as a business and rooted in our core values. We embrace and demonstrate safety at every level of the Company from Senior Management to each individual employee.

At Range, we have created a culture that prioritizes the health and safety of our employees, contractors, and community, with a focus on incident prevention. Our professional Safety staff works alongside our Operations Team to promote safety through various day-to-day tasks by:

- 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

As a part of our safety-focused culture, our employee-led Safety Committee, which includes representatives from key operational departments to ensure a diverse knowledge base, meets monthly to discuss important

safety topics. Along with our Safety Committee, the Safety Department plays a critical role in advancing health and safety throughout the organization. One of the Department's major focuses is conducting an annual review to update our safety roadmap, strategy, and plan to guide all important safety actions, improvements, and initiatives for the upcoming year.

The Safety Committee and the Safety Department work closely with operational leaders to analyze operational risks, safety performance data, and key learnings from incidents and near hits, all of which are carefully tracked across all operations. Necessary mitigation actions are identified and implemented to proactively address the reduction of risk and prevent future incidents.



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.



Safety Process

When it comes to safety, we are proud of where we are today, but we remain committed to the continuous reinforcement and improvement of our safety processes and systems. To emphasize Senior Management’s focus on protecting our employees, contractors, and communities, we have a Safety Management System Leadership Team, which is comprised of various senior leaders. This group supports our Safety Management System and health and safety-related improvement efforts.

Our Safety Management System seeks to:

- Demonstrate management’s commitment to safety and to build a culture that promotes the safety of all workers
- Ensure that all reasonably practical steps are taken to recognize and eliminate hazards or mitigate safety risks through effective and preventative measures
- Ensure compliance with Company standards, programs, and procedures, and federal and state regulations
- Continually improve safety performance

In addition to our Safety Management System Leadership Team, Range also established an Incident Management Team (IMT), to address emergencies or more significant events. The IMT consists of employees trained in incident command systems. Additionally, in the event of a major incident, 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.

Further, Range implements a series of safety and emergency response plans, which include important site information in case an emergency arises. All Range operations have their own site-specific safety and emergency response plans that address the unique elements of each operating location. This information 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

2022 Safety Culture Survey

Nearly 700 employees and contractors participated in a survey designed to help Range understand how our workforce perceives the maturity of our safety culture across eight key values. The areas assessed included Commitment, Accountability, Priorities, Competency, Communication, Supportive Resources, Hazard Awareness, and Reporting and Investigation. Insight gleaned from the results indicated that Range’s safety culture is proactive and consistently aligned with a core set of safety values. Results were above or competitive in most categories, including the “safety is considered during tasks and planning” and “actions are taken by client to address identified safety issues.” This survey reinforced that safety is clearly a key foundation for the Company, but it also provided insight on areas and processes for future program enhancements such as recognition of safety contributors and refresher orientations on site-specific safety procedures.

Serious Injury and Fatality Prevention

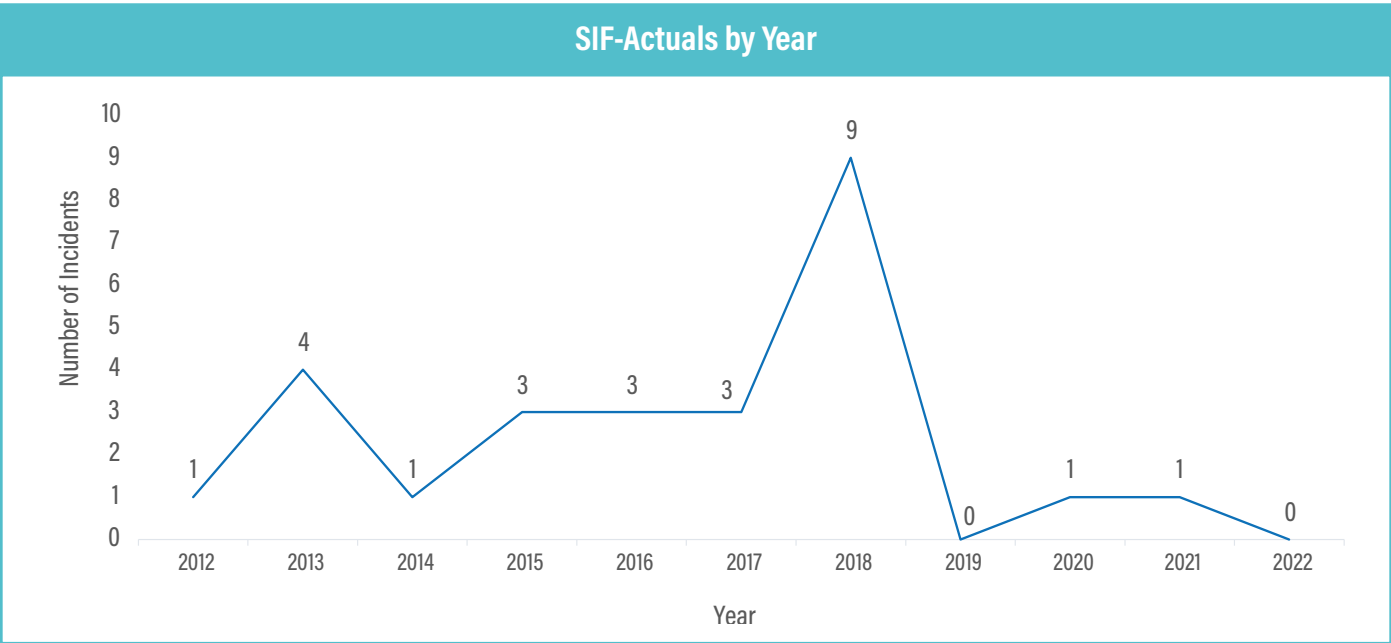
Range is committed to ensuring the safety and well-being of our workforce. We understand that high-risk tasks can have the potential to lead to serious injury or fatality (SIF) events if appropriate critical controls are not in place. As part of our proactive approach, we train our safety staff and field supervisors to focus on identifying SIF precursors and to verify that the necessary critical controls are in place to prevent incidents.

In the event of an incident, we view it as an opportunity to learn and improve. We analyze each incident to understand what occurred and what could have

happened under varying scenarios. Our in-house tools help us determine if the incident had the potential to result in a SIF event. Incidents with SIF potential are reported to the highest levels of leadership, and we provide the necessary resources to reduce the risk of similar incidents in the future.

Additionally, we have experienced a significant reduction in the number of SIF incidents since we formally initiated our SIF prevention efforts in 2019, as illustrated by the chart below.

Figure 6.1



Occupational Safety

Range is continuously updating and improving the safety of our work processes to meet the evolving safety needs of our operations. Safety staff work 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.

We strive to increase the resiliency of our work activities and improve performance on our well sites. Our goal is to make sure that even when mistakes happen, our workers stay safe and healthy. Keeping our employees and contractors safe is engrained in the worksite culture.

For more than 10 years, Range has facilitated a Management of Change (MOC) program similarly aligned with the programs set out in OSHA Section 1910.119 – Process Safety Management of Highly Hazardous Chemicals. Though Range is exempt from Section 1910.119, we have voluntarily integrated a MOC process as a Best Management Practice given our commitment to safety.

Range's MOC program seeks to implement change more effectively by:

- Identifying when a change is necessary or already taking place
- Giving all affected parties the opportunity to communicate their thoughts and concerns
- Developing a plan to carry out the necessary changes

After a decade of implementation, the MOC process is a success story for Range. By establishing a formal process that is inclusive of the appropriate parties, we are able to create an open forum where proposed changes can be raised and fully considered prior to final implementation.

Critical Control Verification

Range defines a critical control as a layer of protection from SIF exposure, which:

- If absent, weak, inadequate, or compromised, increases the probability of a SIF 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 SIF events.



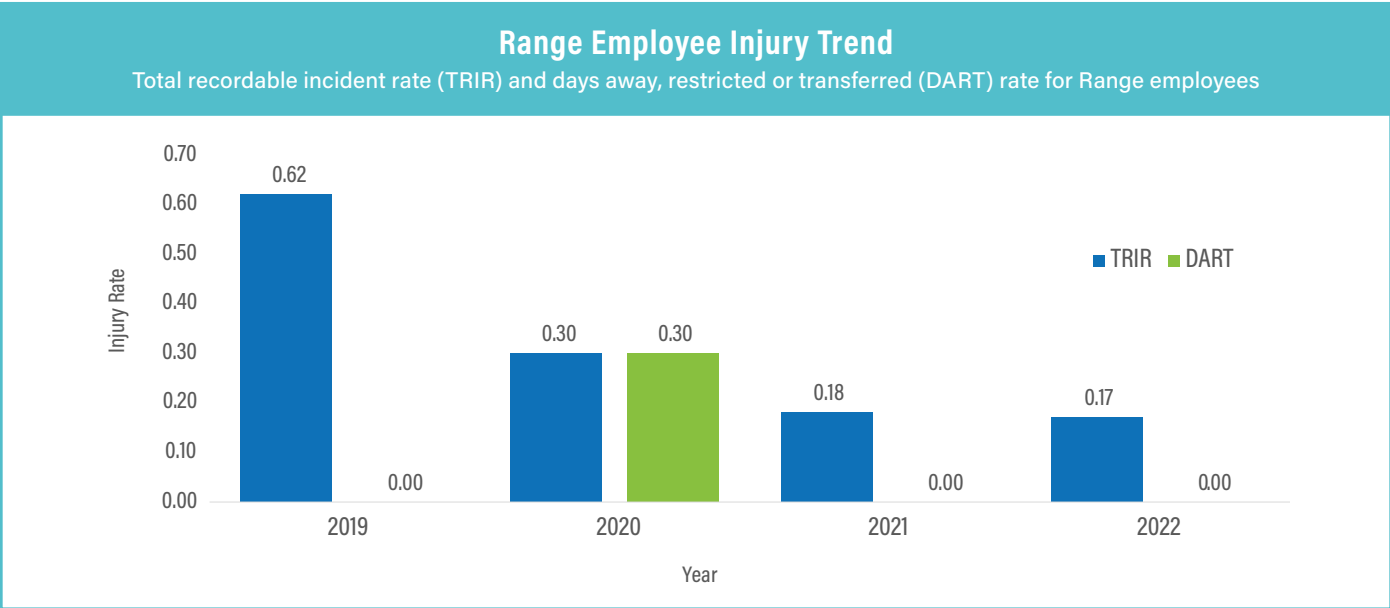
Driver Scorecard

Our commitment to safety, both for employees and the communities in which they operate, is part of our culture of improvement and a dedication to best-in-class practices. Range utilizes a vehicle monitoring system that generates driver scorecards to track driving performance data such as speeding, hard braking, and rapid acceleration. In 2022, our average monthly score was 96.13 out of 100, and in 2023, we will aim to improve further by focusing on the lowest-scoring drivers to encourage improvement through coaching and data review. Our goal is to increase the number of weeks that any driver receives an "A," as compared to 2022.

Range continues to look for opportunities to improve our Safety Management System. Last year, members of the Safety Department partnered with the IT Department to create a new Incident Management System. This is exactly the type of initiative that we expect and promote, and that allows us to leverage our data and talents to create a safety system specifically for our needs. As a

result, we now have a program that allows for easy data entry and retrieval. We are also able to track and trend the data most important and impactful to our operations. A good example of this is tracking SIF-P (potential) and SIF-A (actual) incidents and near hits through corrective action implementation and incident closure.

Figure 6.2



* In 2022, the 0.17 was a result of only one employee OSHA recordable injury

Workforce Safety Participation

Range’s Safety Management System equips our workers with the skills and knowledge they need to perform their daily responsibilities safely. Since its inception, we have continuously refined our development and training programs to provide our team with relevant, job-specific training based on the degree of risk involved and the complexity of efforts to mitigate said risk.

In 2022, our employees completed more than 3,100 hours of safety-related training through our online Learning

Management System (LMS), allowing individuals to learn at their own pace and convenience. To further enhance our employees’ safety learning tools, the Safety Department has been working on a new learning management system to be 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.

Pennsylvania Safety Week

In 2022 Range kicked off safety week by inviting contractors, local first responders, and external stakeholders to tour our active locations virtually. During the tour, Range educated the attendees on specific operations, the equipment, and the processes involved, as well as the safety and environmental controls in place. Throughout the rest of the week, Range and contractors worked together to educate employees and crew members on job-specific hazards and safety mitigation measures utilized to keep them safe. This was accomplished by an educational presentation session and a larger onsite event with twelve different stations conducted by each operational group with contractor support. Overall, the event reached a large audience and had a positive impact on participants. Additional safety week media can be viewed [here](#).

Supplier Standards

Range adheres to a thorough due diligence process for vendors and maintains rigorous standards to work on our locations. During the procurement process, a vendor scorecard approach is utilized to evaluate each entity's health and safety performance, risk management, and, where appropriate, other ESG factors. Our vendors must accept either Range's contracted terms and conditions, or industry standard contracted terms and conditions as a prerequisite to providing any goods or services to the Company. We work with our suppliers and contractors to educate them about our safety policies and expectations prior to working on our locations. As part of this process, Range maintains an internal list of approved suppliers, which is reviewed and updated on a quarterly basis.

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, Range benchmarks the safety performance of our contractors with industry peers and identifies potential areas for improvement.

Outside of the procurement process, we regularly monitor contractors on specific data-driven metrics such as TRIR, DART, and OSHA violations, where we assign an overall safety grade. Where there are safety performance concerns, we promptly engage with the supplier to address the performance issue. If performance is not improved, Range has the ability to terminate the contract.



Figure 6.3

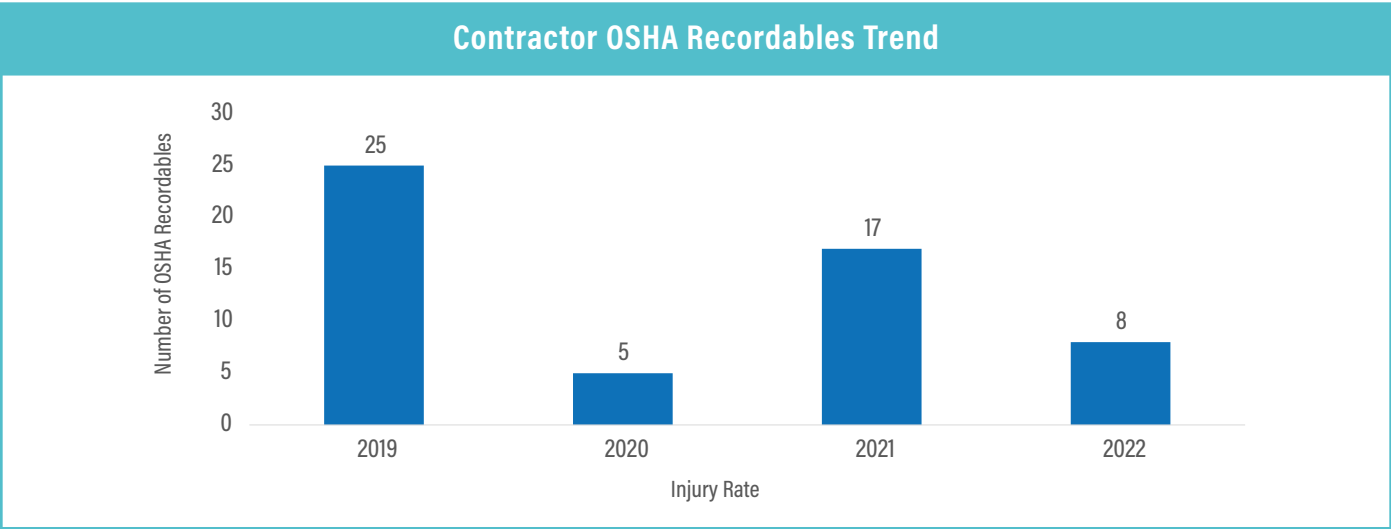
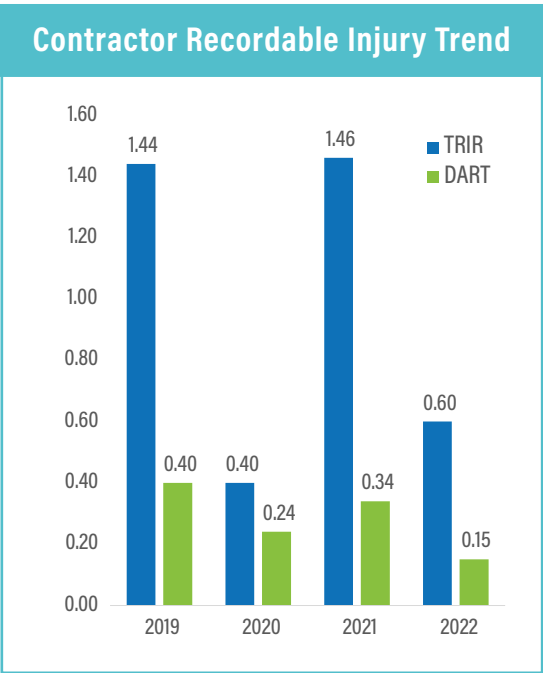


Figure 6.4



Range’s commitment to safety is evident in the safety performance of our contractors over the past four years. In 2022 Range’s contractors achieved a 59 percent decrease in TRIR and a 56 percent decrease in DART incidents compared to 2021. Overall, the trend continues to demonstrate our continual improvement, which is a cornerstone of Range’s approach to safety.

Contractor Safety

To maintain a healthy and safe work environment on all of Range’s sites, we integrate our contractors into our health and safety

management process, and they are expected to follow all applicable safety protocols such as those discussed below.

Prior to working on a Range site, safety orientation is required for all contractors and vendors. In 2022, nearly 8,000 contractors received safety training from the Safety Department or through our contractor Train the Trainer program. 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 to recognize their efforts to adhere to our safety expectations.

The work and safety behaviors of our contractor crews are monitored daily on our worksites to ensure the safety of all workers. 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 corrections to ensure the safety of everyone on site. Prior to each workday, each contractor is expected to evaluate the tasks that are planned for the day for potential hazards and to identify mitigation steps to alleviate the risk associated with those hazards. These hazards and mitigation steps are documented on a daily Job Safety Analysis along with required PPE and other pertinent safety information such as stop work authority.

In addition to safety protocols, Range also prioritizes the security of its workers and assets. Range has invested in security or cyber gate systems on heavily trafficked locations to protect assets and monitor access to the sites, particularly in the event of an evacuation.

7

CLIMATE CHANGE

SECTION HIGHLIGHTS



Net Zero GHG Scope 1 and Scope 2 Emissions by 2025



Southwest Pennsylvania Assets received an "A" grade from MiQ



Significant progress in the procurement of responsible carbon offset projects

We believe that the ethical and responsible production of natural gas is and will continue to be critical to achieving a lower emissions energy future. As a cleaner and safer alternative to many other energy sources, natural gas is increasingly becoming a preferred option. Building on our efforts to date and our continued focus, we are well positioned to further contribute to the responsible production of natural gas which will contribute to a lower emissions energy future.

Our Strategic Response to Climate Change

We have a long track record of investing in, implementing, and benefiting from GHG reduction programs and water management initiatives as part of our operational strategy. Emissions reduction is an integral aspect of our strategy. As such, we have expanded our goals to achieve net zero [Scope 1 and Scope 2 GHG emissions](#), reported in accordance with Title 40 of the Code of Federal Regulations Subpart W and calculated using the U.S. EPA's GHG reporting program protocols, by 2025. Additionally, we remain committed to our goal of reducing our GHG emissions intensity by 15 percent relative to 2019 levels by 2025, which we have now achieved and surpassed. While we made great strides from 2019 through 2022, our intensity levels have remained consistent from 2021 through 2022. We are committed to achieving further reductions—especially in GHG emissions from drilling and completions which will continue to be the main drivers of our Scope 1 GHG emissions.

Over the last several years, our strategic efforts have resulted in the following successes:

- Since 2019, our Scope 1 GHG emissions have been reduced by 47 percent while production has remained relatively consistent.
- Since 2019, through improved efficiency and production facility designs, we have decreased our methane intensity by 67 percent.
- We have reduced our total direct GHG emissions intensity by 83 percent from 2011 to 2022.

In 2023, we completed an initial audit against MiQ Standard v1.0, an independent framework for assessing methane emissions from the production of natural gas. This certification validated our commitment to managing, reducing, and accurately reporting methane emissions from our operations. Our Southwest Pennsylvania (SWPA) Assets received an "A"

grade, earning us the opportunity to market gas from SWPA facilities as independently certified gas via MiQ's Digital Registry.

For further information related to our GHG emissions management, please refer to the [Greenhouse Gas Emissions Management](#) section.

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 both our direct and indirect 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) 2022, 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 four percent increase in natural gas demand until 2030, followed by flat demand until 2050. This scenario is associated with a projected rise of around 2.5 °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 an eight percent lower natural gas demand in 2030 compared to 2021, with a gradual 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 2021 levels, it projects a 22 percent decline in natural gas supply and demand below 2021 by 2030, with a little over five 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.

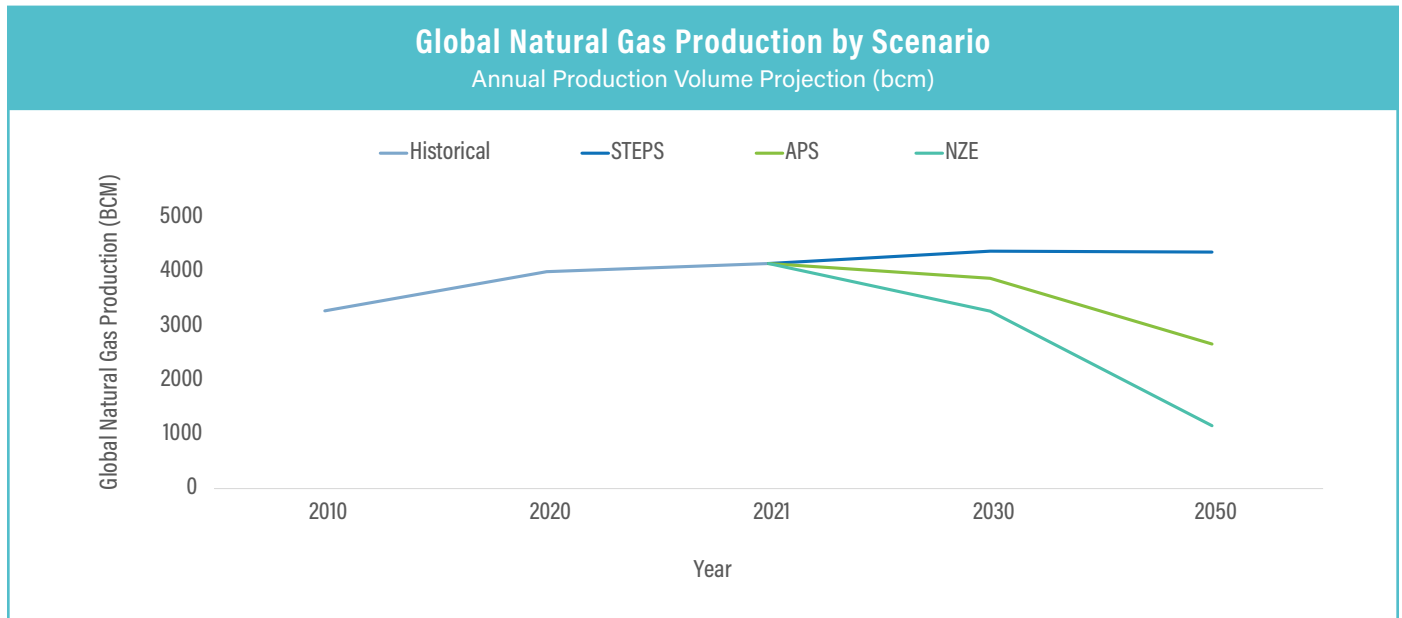
Please refer to the [Appendix](#) for further detail on the IEA's WEO Scenarios. As TCFD observes, "scenario analysis is a process for identifying and assessing the potential implications of a range of plausible future states under conditions of uncertainty. Scenarios are hypothetical constructs and 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, declines in gas demand are anticipated in developed countries' power sectors 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. However, factors such as rising interest rates, permitting delays, supply chain reshoring, mining concentration in a few countries, and cost inflation in the underlying metals and minerals of renewable technologies raise uncertainties about the timing and cost reductions assumed in these scenarios.

While the scenarios provide valuable insights into future natural gas and natural gas liquids demand, ambitious actions will be needed to align with the NZE scenario. 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 and our advantaged emissions profile amongst natural gas producers will enable us to remain competitive, even while operating under some of the most stringent state and local environmental and safety regulatory standards.**

Figure 7.1



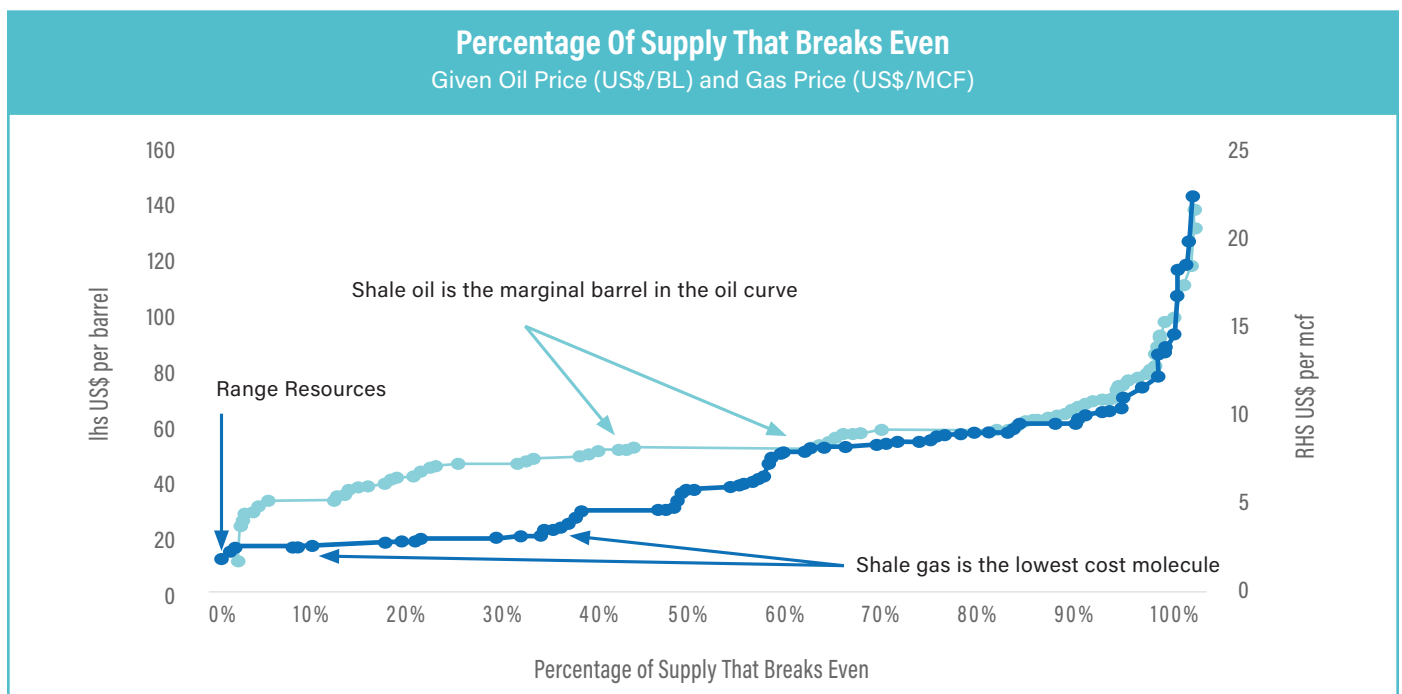
According to the IEA's STEPS scenario, shale gas is projected to have stronger growth compared to conventional and tight gas, with a 26 percent increase by 2030 and a 38 percent increase by 2050. In the APS scenario, shale gas production grows by 11 percent by 2030 but declines by 29 percent by 2050, while conventional gas declines by eight 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.**

Scenario Analysis Key Takeaways

Under the selected scenarios:

- The US will remain a net exporter of natural gas in the STEPS and APS.
- United States production grows in the STEPS to 2030 and is down 6% 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.

Figure 7.2

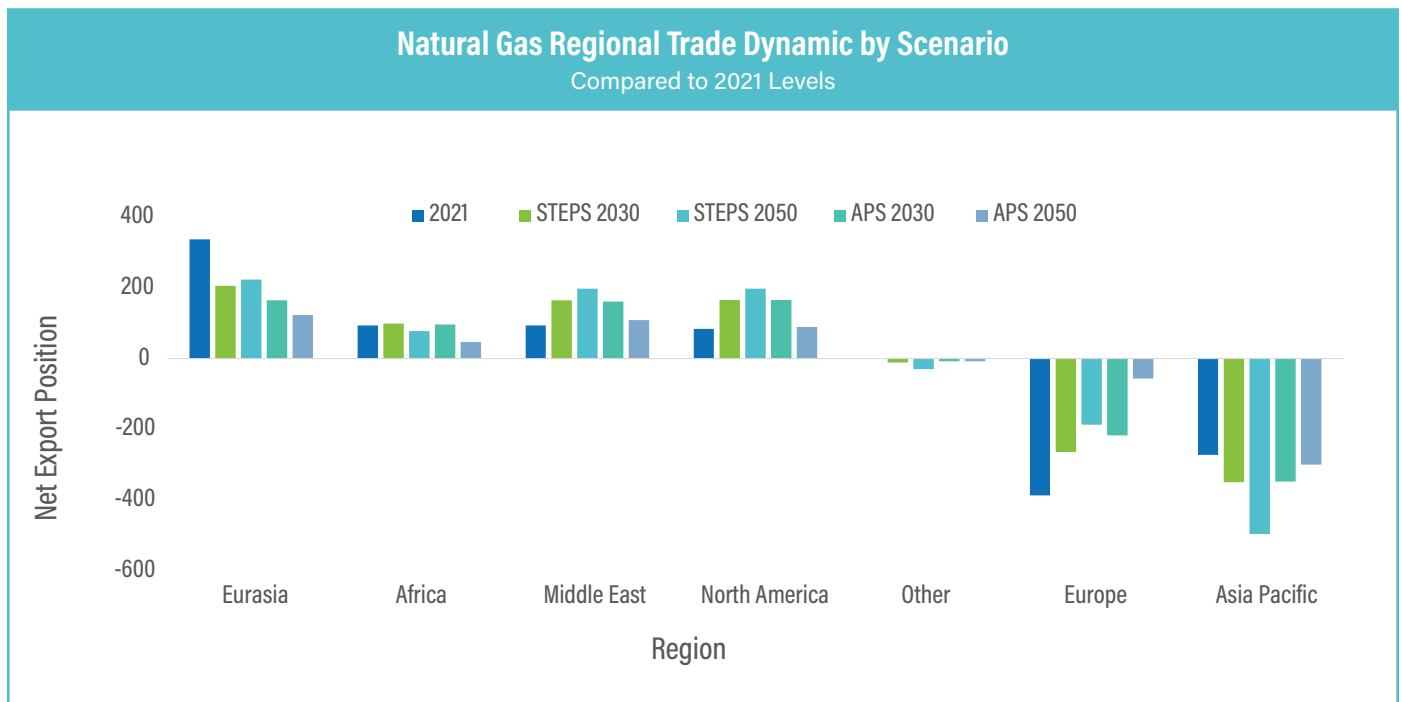


Our long-life drilling inventory and low-decline reserve base allows us to maximize efficiencies, remain resilient, and maintain a low-cost advantage. In addition, by marketing our products to a broad customer base, we are poised to capitalize on the long-term advantages of natural gas as a reliable and clean energy source with increasing domestic and global demand potential.

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 and market

dynamics resulting from the Russia and Ukraine conflict (Figure 7.3). In the STEPS scenario, the EU significantly reduces its import of Russian pipeline gas by 90 percent from 2021 to 2030, and increases LNG imports, with the U.S. becoming the world's largest gas exporter. Relative to 2021, global LNG trade grows 24 percent by 2030 and 44 percent by 2050 in STEPS, and in APS grows 21 percent by 2030 before declining 28 percent by 2050. Range's business strategy aligns well with these market dynamics, positioning our products for export to different markets.

Figure 7.3



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 provide additional benefits beyond resilience to the potential impacts of climate change policy. 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.

Climate Change Risk Management

As noted previously, risk management is multifaceted by nature and one of the ways we manage risks is through our multidisciplinary Risk Management Committee which 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. 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 an important role in the transition to a 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 in 2025 through absolute emissions reduction, the reduction of our emissions intensity, and the use of carbon offsets.
- **Responsible Energy Provider:** We continue to recognize the value of energy production that respects environmental and social standards and lead by offering Responsibly Sourced Gas (RSG) and 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, all while prioritizing the utilization

of transfer pipelines rather than trucks to reduce costs and associated emissions during the transportation process.

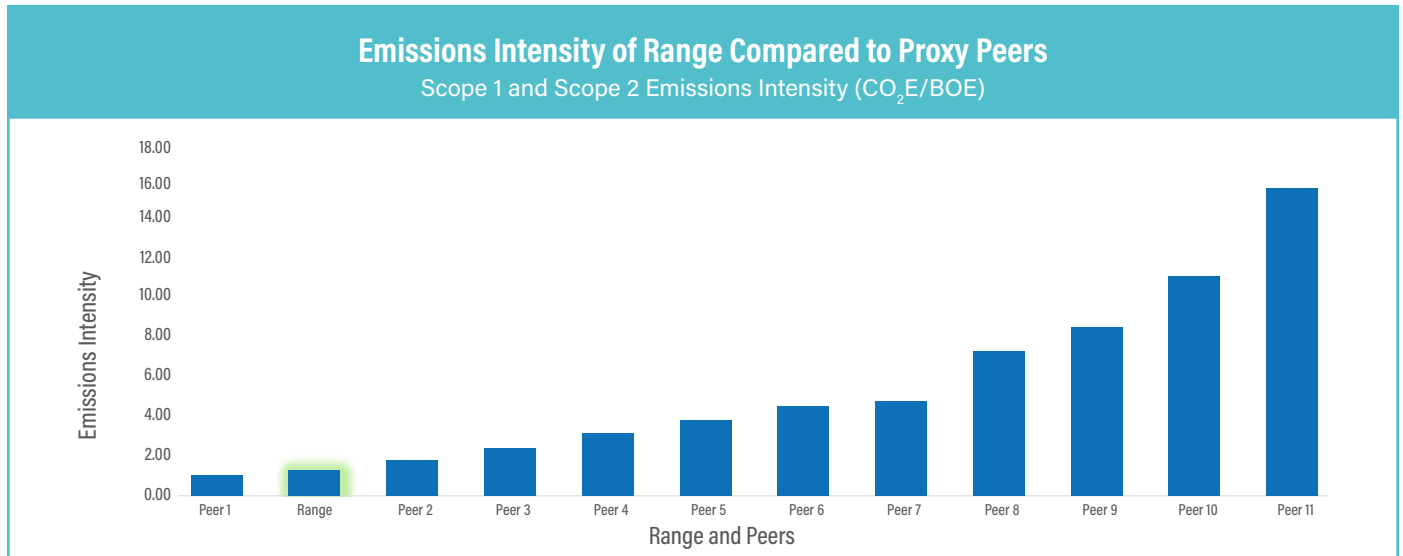
- **Market Demand:** Natural gas is a significantly cleaner and more efficient fuel compared to other fossil fuel sources – reflected across the multiple climate scenarios outlined earlier. According to the U.S. Energy Information Administration (EIA), for the same amount of energy, natural gas produces between 43-49% less CO₂ emissions than coal-based fuels and between 26-27% less CO₂ emissions than diesel and gasoline.³ As demand for higher-emitting fuels is projected to decline under multiple climate scenarios described above, we believe natural gas presents a safe, environmentally-friendly, and cost-effective alternative to other fossil fuels for transportation and power generation. NGLs supply numerous feedstocks for products critical to every alternative energy source.

Greenhouse Gas Emissions Management

As part of our broader sustainability strategy, Range focuses on absolute carbon emissions and emissions intensity reductions which allows us to fully evaluate opportunities for emissions reductions, mitigate risks, and take advantage of opportunities, all of which ultimately supports our long-term value proposition. We believe that this approach, along with our proactive review and implementation of innovative technologies, design changes, and new processes, leads to more effective and efficient direct GHG emissions reductions. Additionally, ongoing reviews of GHG emissions are conducted by source and type, which has led to additional opportunities for reductions through our interdisciplinary approach.

³ [Electric power sector CO2 emissions drop as generation mix shifts from coal to natural gas](#)

Figure 7.4



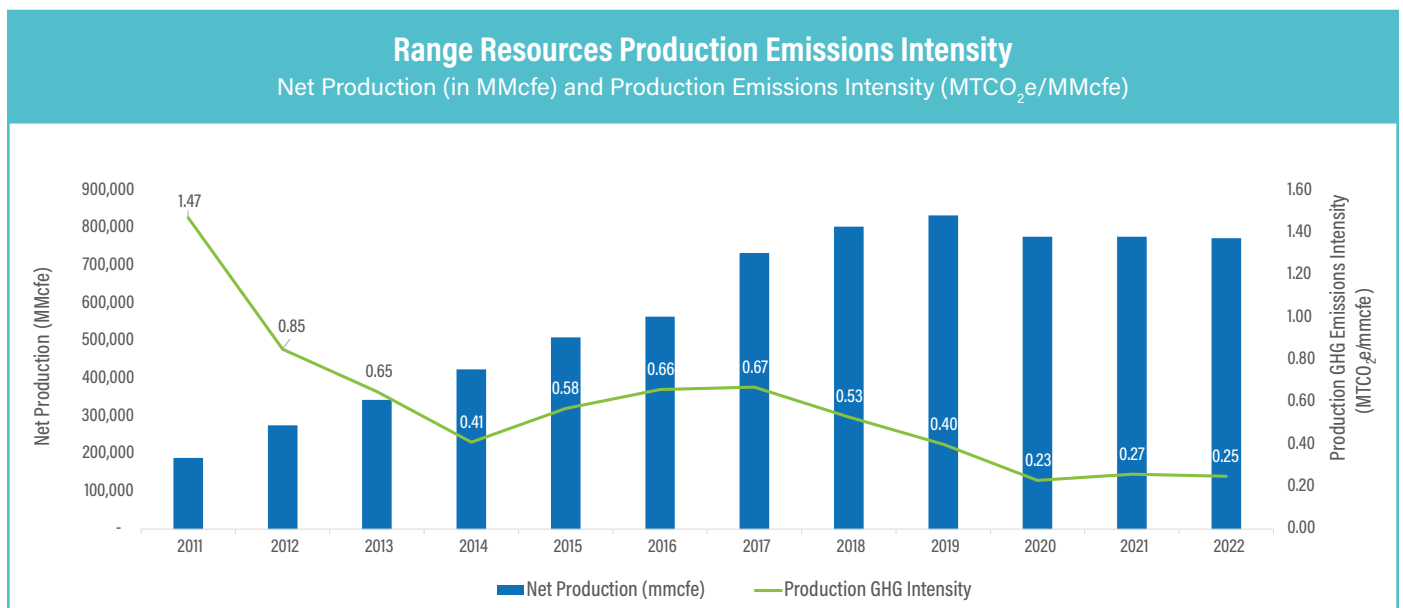
Source: Enverus as of June 12, 2023

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 CO₂e emissions intensity in a group of our 11 proxy peers due to our investments in reducing emissions intensity, our operational efficiencies, and Appalachia's advantaged emissions profile relative to other operating regions (Figure 7.4).

In Figure 7.5, we show Range's historical record of reducing our production emissions intensity. To normalize

the data, the graph is based only on emissions related to production and excludes gathering and boosting-related emissions, as we began tracking and reporting on those types of emissions in 2016. Indicative of our longstanding commitment and successful initiatives to reduce emissions intensity, Range has seen an overall rate of GHG productions emissions intensity decrease by 83 percent from 2011 to 2022. While we have achieved significant progress, we remain dedicated to finding economic solutions to continue to work toward further reductions of our GHG emissions intensity.

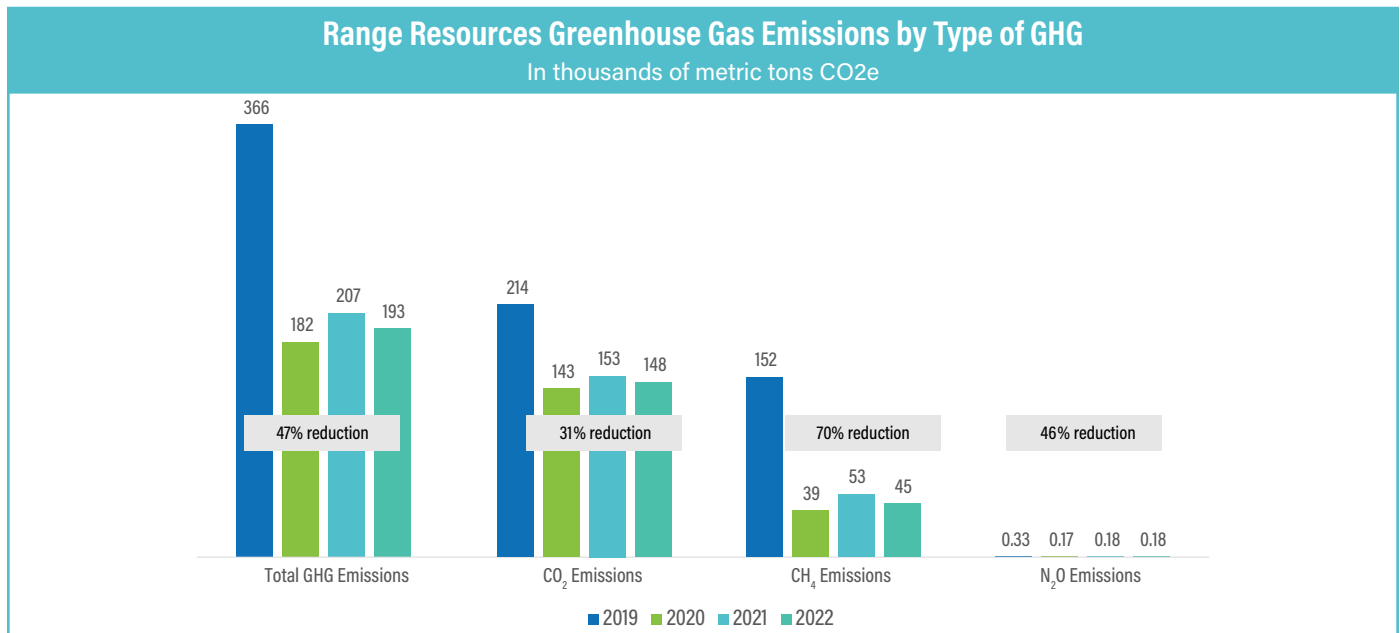
Figure 7.5



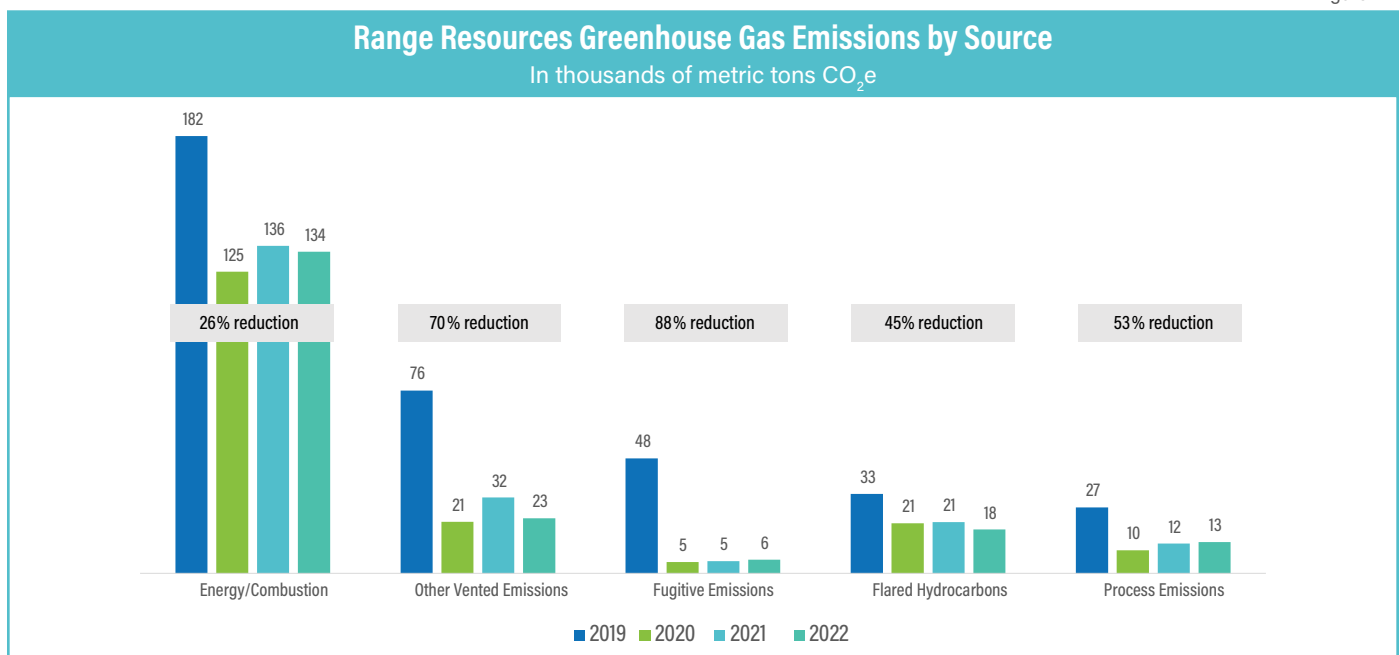
Specifically, between 2019 and 2022, we achieved a 47 percent decrease in our absolute Scope 1 GHG emissions, including the emissions from boosting and gathering segment⁴. During this period, we achieved similar levels of reduction across all types of GHGs with a 31 percent reduction in direct carbon dioxide emissions and a 70 percent reduction in methane

⁴ Range began tracking and reporting on boosting and gathering-related emissions in 2016.

emissions. Additionally, from 2019 to 2022, we decreased our nitrous oxide emissions by 46 percent (Figure 7.6). Our journey to emissions reduction and seeking to achieve net zero Scope 1 and 2 GHG emissions by 2025 is not and will not be linear, but our trend line over the past four years is reflective of our overall commitment to reducing emissions and reaching our goals.

Figure 7.6⁵

Between 2019 and 2022, emissions related to combustion decreased by 26 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 70 percent, primarily as a result of our installation of plunger lift systems, our zero emissions flowback initiative, and the sale of our North Louisiana assets. Fugitive emissions have seen a significant decrease over the past four years, with 2022 fugitive emissions representing an 88 percent decrease relative to 2019 due to design improvements identified during optical gas imaging (OGI) inspections. Flared hydrocarbons and process emissions have also decreased by 45 and 53 percent respectively since 2019 and have remained a minimal percentage of our overall emissions (Figure 7.7).

Figure 7.7⁶

⁵ Graph reflects minor updates to 2021 data based on revised 2021 combustion emissions data. See Performance Indicators in report Appendix for full detail on revised data.

⁶ Graph reflects minor updates to 2021 data based on revised 2021 combustion emissions data. See Performance Indicators in report Appendix for full detail on revised data.

Figure 7.8

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) and production (process and gathering emissions). 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 depending upon development activity levels.

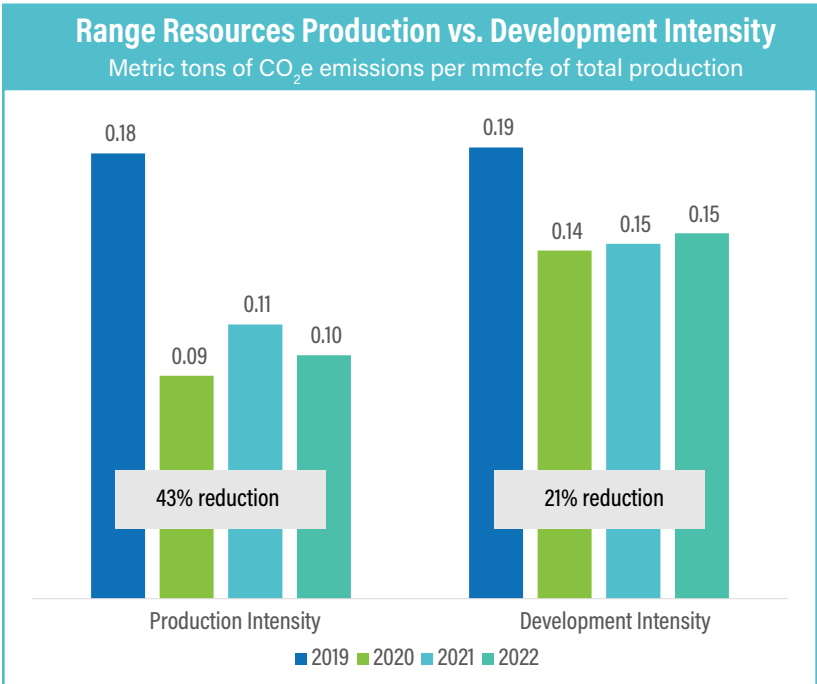
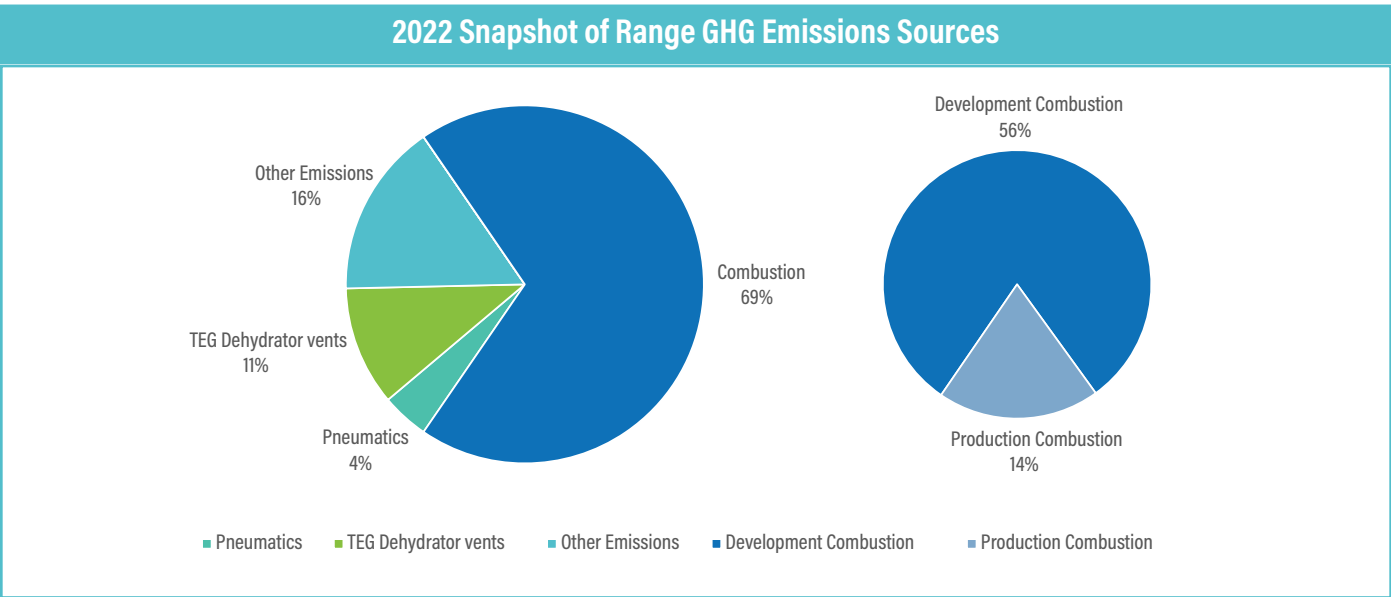


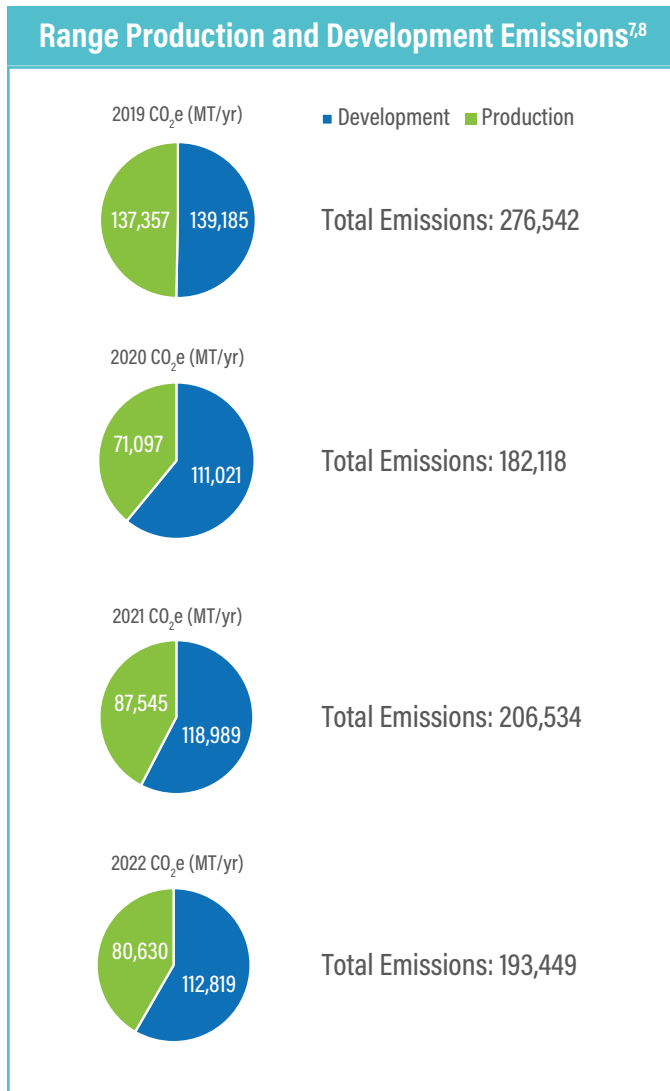
Figure 7.9



Development emissions exist in every business that uses or produces energy, whether its development of a coal mine, construction of a wind farm, or manufacturing of solar panels, but in the natural gas industry, these emissions mostly stem from the fuel needed to create power for the drilling or completing of a well. We are actively evaluating and exploring new technologies and fuel strategies to help us reduce our development emissions. Ultimately, we are striving to invest in development technology that increases efficiency while reducing our carbon footprint.

Since 2019, Range’s production emissions in Pennsylvania have *decreased more than 41 percent*, largely driven by our robust 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 effort to quantify emissions and critically evaluate our inventory. As part of that effort, in 2022 we established a more robust process for documenting our equipment inventory particularly for pneumatic devices which resulted in a reduction to the inventory for these devices.

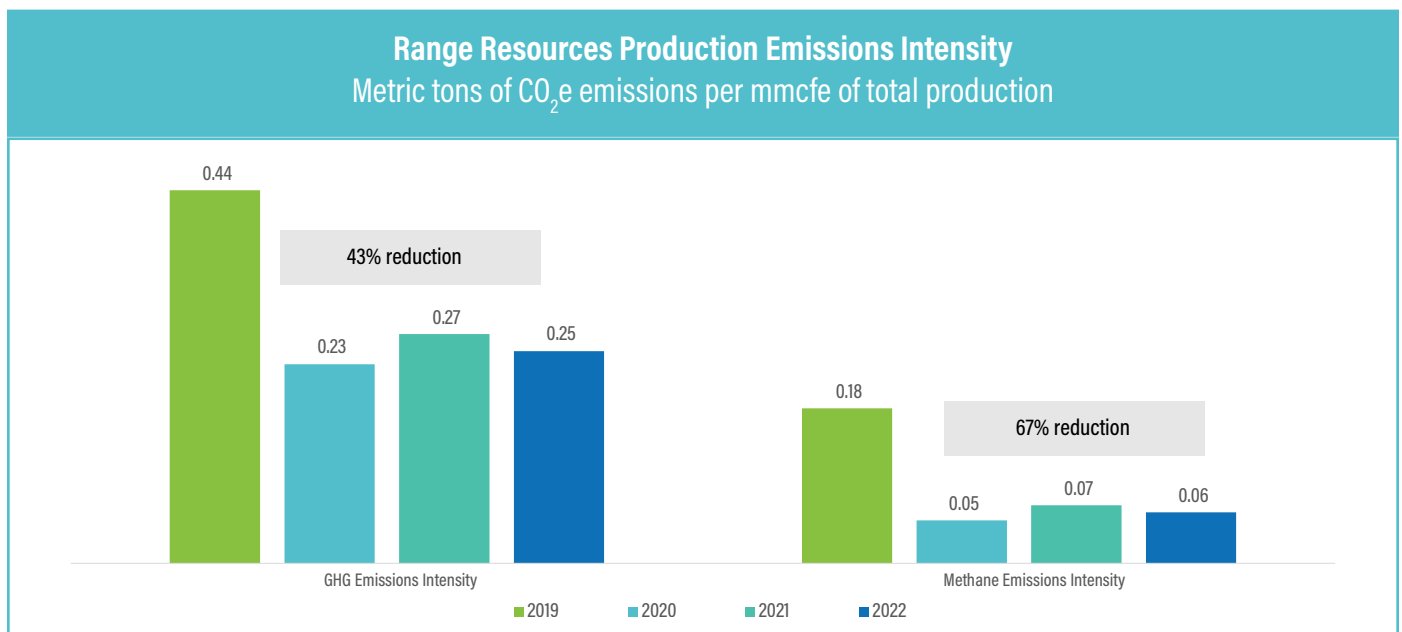
Figure 7.10



As previously mentioned, our overall emissions intensity (including emissions from gathering and boosting) improved as our production in Pennsylvania increased while overall emissions decreased over the past four years. This resulted in a 43 percent reduction in GHG emissions intensity from 2019 to 2022, while our methane emissions intensity was reduced by 67 percent during the same period (Figure 7.11). The slight uptick in emissions intensity from 2020 to 2021 reflects our ongoing development program that turns more wells to production each year. In 2022, we added wells to production, but the related production emissions increases were more than offset by our ongoing emissions management efforts.

Range regularly assesses opportunities to decrease our emissions using multiple approaches – an assessment that is not limited to design and process changes that reduce our emissions significantly. This includes our investment in the use of Compressed Natural Gas (CNG) in our Pennsylvania-based vehicles over the past four years, which ultimately helps limit our vehicle emissions.

In 2022, 52 percent of the total gallons used by CNG capable vehicles in our fleet were CNG. Increasing the use of CNG within our vehicles is just one example of Range's focus on identifying increased efficiencies to reduce emissions.

Figure 7.11⁹

⁷ Graph reflects minor updates to 2021 data based on revised 2021 combustion emissions data. See Performance Indicators in report Appendix for full detail on revised data.

⁸ Emissions from North Louisiana assets, which were sold in 2020 are omitted from the above Production and Development Emissions to better compare changes over time.

⁹ Graph reflects minor updates to 2021 data based on revised 2021 combustion emissions data. See Performance Indicators in report Appendix for full detail on revised data.

Emissions Management Efforts

Recent initiatives at Range have been focused on new technologies and other emissions reduction initiatives, primarily addressing emissions associated with flaring, venting, stationary engines, liquid unloading, tanks, heaters, reboilers, and completion engines. Our top emissions reduction initiatives over the past few years have included:

- **Plunger lift installations in wells in the northcentral Pennsylvania region:** In addition to a reduction in methane emissions, the reduction in venting is also expected to increase revenue as we sell the gas that would have otherwise been emitted to the atmosphere.
- **Zero emissions flowback turn-on procedure:** The zero-emissions flowback turn-on procedure eliminates the need to vent hydrocarbons to flowback tanks early in the flowback process and reduces associated emissions.
- **Electric motor-driven vapor-recovery unit compressor:** This technology replaces small natural gas-fired engines with electric motors, significantly reducing emissions (CO and NOx) and direct GHG emissions.
- **Vapor recovery tower with white tanks:** The adoption of this technology reduces storage tank and condensate loading emissions as well as conventional pollutant emissions (primarily VOC).
- **Electric Frac Fleet:** On-site combustion activities have a direct impact on our energy use during operations, and thus, are a core focus of our emissions reduction efforts. Over recent years, we have seen the advantage of this technology, allowing us the opportunity to capture the benefits of emissions reductions and energy efficiencies from replacing diesel with natural gas throughout our operations in conjunction with dual fuel and electric powered fracturing operations. In fact, we offset 595 Mmcf of natural gas fuel, which equates to 4.29 million gallons of diesel last year alone.
- **LDAR Surveys:** 2022 marked the third year of increased Leak Detection and Repair (LDAR) survey frequency. This increase to a quarterly frequency reduced fugitive emissions reported in 2022 by roughly 90 percent compared to 2019 levels. In the fourth quarter of 2022, we again increased our LDAR survey frequency to eight times (8x) per year or twice per quarter.
- **High Flow Sampler:** We began using a high flow sampler in early 2023. This helps to quantify leaks, allowing us to better track and evaluate larger emissions sources.
- **Instrument Air for Pneumatic Controllers:** All new well site production facilities and return developments include zero emissions pneumatic controller designs. We have also kicked off a pilot program to retrofit existing production facilities to use compressed air or liquid nitrogen on pneumatic controllers. This study will provide information on the economic and technical feasibility of replacing the use of existing pressurized natural gas with compressed air in this part of the process, in addition to the associated environmental benefit.
- **Gas Lift Compressors:** In addition to our existing gas lift compressors, Range is adding additional compressors to the production field to increase production while reducing liquid unloading events with an overall net emissions reduction benefit.
- **Wellhead Compression:** Range plans to install additional wellhead compression units. These efforts are estimated to increase production and will also decrease liquid unloading events.
- **Dehydration Unit Improvements:** As part of our focus to use the latest most and innovative technology, we are upgrading equipment at existing well sites to further mitigate emissions.
- **Heat Trace Improvements:** To assist with improving reliability of vapor recovery equipment and dehydration operations during winter months, we developed electric heat trace designs. This has been installed on approximately 36 percent of our existing wells and prevents unplanned gas releases and spills due to equipment malfunctioning from freezing during extreme cold in the winter months.
- **Internal Combustion Emissions Reduction Work Group:** The team, comprised of subject matter experts from Drilling, Completions, Production Engineering, and Facilities

Ongoing Efforts and Future Strategy

We are committed to advancing several implementation changes and new technology adoptions, which will further improve our performance. Some highlights of 2023 initiatives to improve our absolute GHG emissions and emissions intensity include:

Engineering, meets several times per quarter and evaluates new technologies and operational strategies to further reduce combustion emissions.

- **Continuous Monitoring:** Continuous monitors from Scientific Aviation (SOOFIE) and Project Canary (Canary X) have been installed and operate on a total of 10 well sites. Continuous monitors will be installed on 2 additional locations in 2023 to ensure ongoing monitoring of approximately 20 percent of daily production throughout 2023.

Range Completes Independent Certification of SWPA Assets

Range earned an "A" grade for its natural gas production from its Southwest Pennsylvania (SWPA) assets in connection with the MiQ Standard v.1.0 following an independent audit. Range's robust source-level facility level detection and mitigation program 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 and marks the next step in third-party certification beyond a pilot project. 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.



Responsible Use of High-Quality Carbon Offsets

Carbon offsets are currently an integral part of achieving our goal of net zero GHG emissions by 2025 on a Scope 1 and Scope 2 basis. We have made significant progress this year in purchasing and contracting for credits across a diverse set of high-quality projects. All the credits in our portfolio are derived from projects conforming to methodologies established by either Verra or the American Carbon Registry. These leading registries apply rigorous rules and require independent monitoring and validation of impact in order for credits to be issued. A key component of our net zero strategy was to partner with C-Quest Capital, an award-winning global carbon project developer, to replace existing cooking stoves in sub-Saharan Africa with new, cleaner and more efficient cookstoves. The deployment of these cookstoves provide a variety of social and humanitarian benefits in addition to reducing carbon emissions. These cookstoves deliver better health conditions and improved quality of life to some of the most vulnerable communities in the world. The choice to partner with C-Quest was easy knowing our carbon credit purchases would help improve lives while doing the same for the environment.

Figure 7.12

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

* Derived from PA OGRE report

Flaring

Some 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 2022 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 2022 production. We continue to disclose in this report those de minimis emissions from flaring in accordance with federal regulatory definitions, as seen in Figure 7.12, which has been our approach since we launched our first Corporate Sustainability Report. For more information, please see our [Performance Indicators](#) within 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 which results in reduced safety flaring.
- The use of electric pumps on glycol dehydrators as part of our standard design reduces emissions that may otherwise be flared.

Our continued commitment and these efforts have allowed us to achieve zero routine flaring as defined by the World Bank Zero Flaring Initiative.

Figure 7.13

	2022	2021	2020	2019
Volume of Hydrocarbon Flared in PA (mmcf)	231.35	274.51	277.53	253.64
Volume of Hydrocarbon Flared in North LA (mmcf)	-	-	-	82.82
Total Quantity of Hydrocarbon Gas Flared (mmcf)	231.35	274.51	277.53	336.46
Range GHG Emissions due to Flaring (MT CO ₂ e)	18,194	21,320	20,863	33,054

8

ENVIRONMENTAL STEWARDSHIP

SECTION HIGHLIGHTS



Recycled 142% of produced water and flowback volume through our water sharing program



70% of total water used for operations was reuse water



Range's Habitat Enhancement Program totals 63.2 acres

Environmental protection, stewardship, and conservation represent key parts of our business strategy. We monitor our environmental goals, values, and initiatives regularly as a team in order to integrate them into our strategic planning and operational procedures. Our Environmental Management System, managed by a skilled team of Environmental Compliance (EC) experts, provides a comprehensive framework for tracking performance and maintaining compliance with our [Environmental Policy](#) and applicable regulations.

Staff Training and Qualifications

Our team of dedicated and diverse EC professionals specialize in a range of environmental disciplines including air, waste management, and surface activities. These team members oversee the Company's environmental objectives and performance tracking, and regularly participate in learning opportunities to maintain 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 workgroups to develop new initiatives and drive innovation. They also provide training to the various Operations Teams during their monthly and quarterly Safety and Environmental Reviews.

Biodiversity and Ecosystems

Range strives to minimize operational impacts in the communities in which we operate. Specifically, our Civil and Environmental Engineering and Environmental Compliance Departments are responsible for the oversight and management of biodiversity conservation and land impact assessment. We also work with government agencies to develop action plans designed to minimize impacts.

Over the years, improvements in horizontal drilling technologies have allowed us to access large volumes of natural gas with fewer well sites, which means less surface land disturbance. In recent years, we have focused on conducting our development activities on existing sites, where possible, resulting in reduced surface disruption and cost efficiencies.

Biodiversity Risk Assessments

The evaluation process for a new proposed well site starts with a review of relevant habitat tools and resources. Through this review, as well as any 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. If such habitats are identified, we assess potential impacts and consult with the applicable agencies to develop any necessary action plans for avoidance measures or mitigation plans.

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, such as an offset program.

Conservation

Range is proud to support several community-based partnerships focused on conservation. We contribute annually to 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 to enhance the local habitat during the restoration process by creating valuable pollinator and wildlife habitats through planting of specially formulated seed mixes. Since its inception in 2014, over 63 acres have been enrolled in Range's Habitat Enhancement Program.

Local Strategy

As part of our local biodiversity conservation efforts, our strategy employs a mitigation hierarchy to minimize and remediate the impacts of our operational footprint.

Avoid

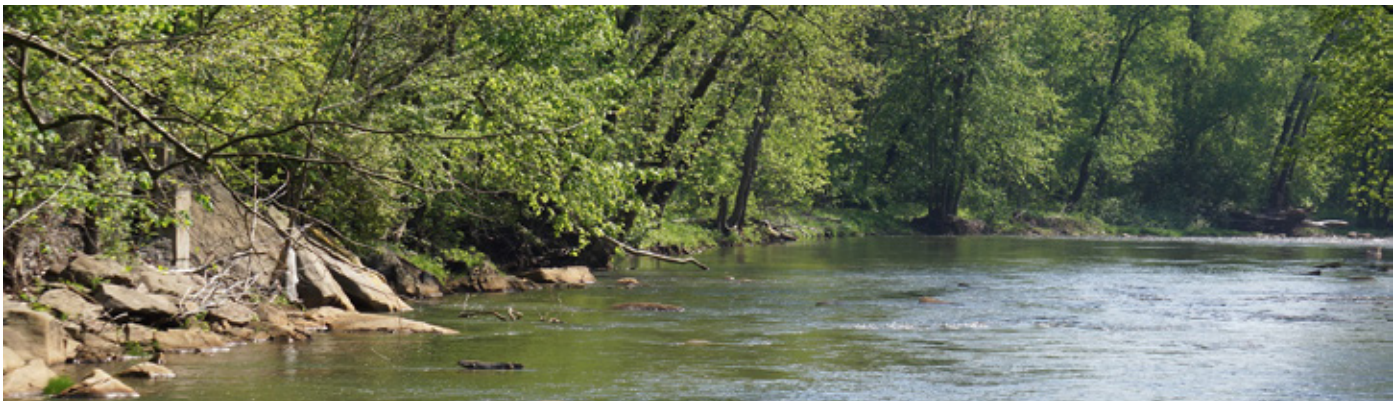
In the early planning stages of our projects, we evaluate potential impacts and make schedules and plans with detailed considerations to put avoidance measures in place.

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.



Air Quality & Other Emissions

Our emissions reduction strategy includes not only GHG emissions, but also non-GHG emissions including volatile organic compounds (VOC), nitrogen oxides, particulate matter, and sulfur oxides. We address non-GHG emissions using strategies similar to those employed for GHG Emissions Management.

Figure 8.1 illustrates the changes in non-GHG emissions, and the effect of design changes made over the years. Range's use of innovative technologies and solutions have been instrumental to our efforts to protect air quality.

Our initiatives that result in reduced emissions of other air emissions include:

- Use of an:
 - » Electric-powered frac fleet and drilling rig where practicable
 - » Electric-driven motor compressors in place of combustion-driven units
 - » 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

Figure 8.1¹⁰

Air Emissions	2022	2021	2020	2019
NO _x (metric tons)	1,602	1,767	1,335	3,327
VOC (metric tons)	566	620	1,327	3,182
PM ₁₀ (metric tons)	19.6	20.8	18.8	65.6
SO _x (metric tons)	1.7	2.1	2.1	10.0
Net Production (mmcf)	773,304	777,205	776,786	833,354

¹⁰ Graph reflects minor updates to 2021 data based on revised 2021 combustion emissions data. See Performance Indicators in report Appendix for full detail on revised data

Transparent Air Quality Reporting and Public Health Study at Augustine Well Pad

In 2019, Range voluntarily launched an ambient air monitoring program in Washington County, Pennsylvania, at our Augustine well site. The study collected air monitoring data for approximately two and a half years from June 28, 2019, to December 30, 2021, during all phases of well pad development and well production and was shared with the public via an interactive tool on our [website](#).

In early 2023, Range shared the results of a public health evaluation based on data from the Augustine site comparing measured air concentrations to conservative health-based air quality comparison values as well as background air quality measured at a PADEP monitoring site in Washington County. The third-party analysis found measured VOCs were generally below health-based air quality standards, and the study found concentrations of PM_{2.5} and other VOC species were generally consistent with background air quality measurements. Further details of the results of the study are available to the public on our [website](#).

Spill Prevention

To minimize and eliminate the potential for environmental incidents, we have implemented an Environmental Incident Response Compliance Plan. This plan includes eight components detailed in the graphic below. As part of this plan, designated operations groups across the organization are responsible for overseeing each tenet of the plan. If a spill occurs, trained members of our in-house Environmental Compliance 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.

To satisfy regulatory requirements and minimize potential impact of any accidental spills, we incorporate industry-leading practices and state-of-the-art technology, including, but not limited to:

- Secondary containment
- Containment under refueling
- Thorough inspections of containment and facilities
- Storage level guidelines
- Review of high-potential incident areas
- Well development pipeline inspections
- Enhanced impoundment liner systems

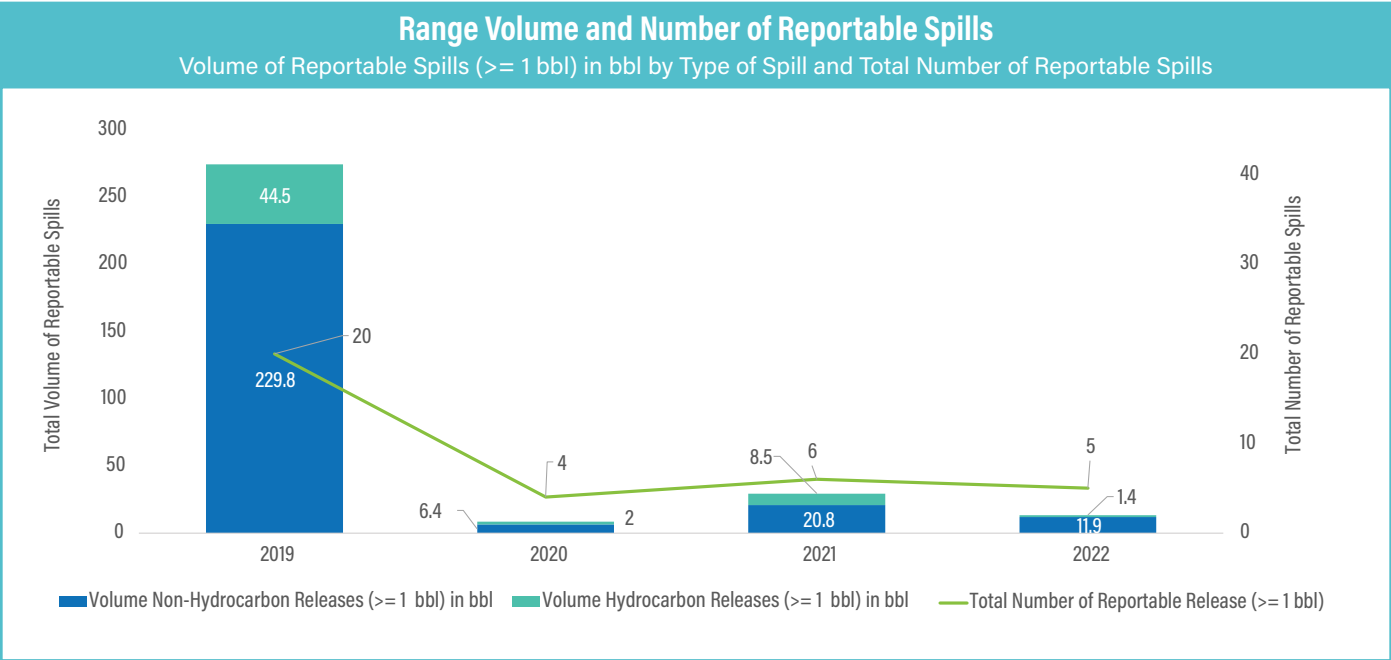
Through a data-driven approach, we develop reliable and effective metrics to inform our processes and mitigate future incidents. Our commitment to excellence in this process has provided tangible results as evidenced by the total volume and the total number of spills greater than or equal to one bbl in Figure 8.2. In 2022, the total volume of reportable hydrocarbon and non-hydrocarbon

Spill Response Process



releases (greater than or equal to one bbl) was more than 54 percent lower compared to 2021. The proactive elements of our spill management approach contributed to significant progress in the management and prevention of spills over the past several years. We understand our progress on this topic will not be perfectly linear and realizing our goal of zero spills is inherently difficult. Still, we are committed to developing new processes and technologies to continuously improve and serve as a responsible steward of the environment by minimizing the number and effect of any spills.

Figure 8.2¹¹



¹¹ Releases from North Louisiana assets, which were sold in 2020, are included in the above 2019 Release figures and are not included thereafter.

Waste Management

At Range, responsible waste management has been a central and longstanding focus within our ESG practices. Through each individual part of our operating processes and across our operating areas and facilities, we manage, characterize, and dispose of all waste generated by our operations under rigorous regulatory requirements and standards. One of our most important waste management program elements involves thorough audits of all facilities to which we intend to send waste. Our audit program consists of extensive information gathering and site visits prior to facility utilization. Facilities included in our audit protocol are landfills, waste transfer stations, and waste processing and treatment facilities. Waste transporters are also included in this program.

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. A comprehensive study performed by the Pennsylvania Department of Environmental Protection in cooperation with other public and private organizations determined that NORM and TENORM associated with the oil and gas industry are well managed and do not present a risk to the public or the environment.¹²

Range has been able to permit unique waste storage facilities. We use these permitted facilities in centralized locations to facilitate the storage and reuse of drilling fluids and produced waters that can be reused for future operations. Without these facilities, all waste products would require disposal. These storage facilities vastly decrease waste disposal costs and enhance logistical efficiencies.

¹² Radiation Protection Technologically Enhanced Naturally Occurring Radioactive Materials (TENORM) Study by the Pennsylvania Department of Environmental Protection.

Environmental Compliance Department Roadside Cleanup for Earth Month



During last year's Earth Month, members of the Environmental Compliance Department collected roadside litter alongside Sugar Run Road and Miller Road in Independence Township, Washington County. Volunteers collected two dumpsters worth of debris alongside the roadways, and the cleanup crew collected an estimated nearly 500 tires, which filled one of the dumpsters. Range's Director of Environmental Compliance, Jeremy Matinko, shared his appreciation for the partnerships with local organizations: "We are very proud of our longstanding relationships with the Washington County Conservation District and the Independence Conservancy, and value opportunities like these to help beautify our communities."

Water Management and Reuse

We pioneered water recycling for our Marcellus shale operations in 2009 and, more recently, expanded this focus beyond our own water consumption and started recycling other operators' water in Pennsylvania as well. This practice helps us reduce overall freshwater needs while enhancing capital efficiencies. Investments in technologies and solutions have reduced our water consumption needs.

Range's water recycling program allows us to utilize water from other regional producers, significantly reducing our freshwater usage and enabling us to recycle 142 percent of our produced water and flowback volume in 2022. This program has allowed Range to save approximately \$11 million per year, on average, since 2018 with savings in 2022 exceeding \$12.8 million.

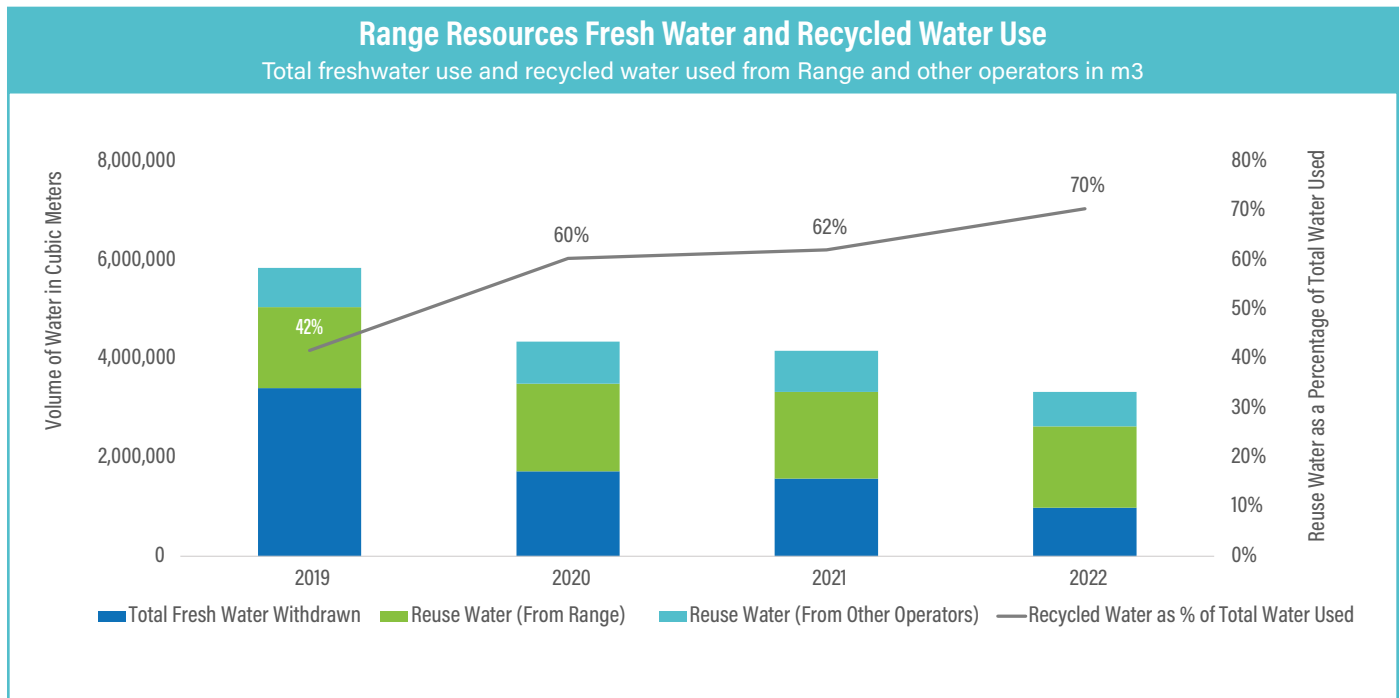
In addition to our recycled water, any fresh water that is required for our operations is sourced from abundant, drought-tolerant sources that include public water utility companies and permitted sources from the Ohio and Susquehanna Rivers in Pennsylvania. These sources are used in compliance with state agencies and river basin regulatory commissions. None of our projects or operations are in water-scarce areas.

Over 10 years ago, Range invested in a permanent fresh waterline system in Pennsylvania. Spanning more than 34 miles, this waterline runs from the Ohio River to six water storage facilities. It has eliminated more than 410,000 truck trips and supplied over 41 million barrels (over 1.7 billion gallons) of fresh water for development activities. The waterline system also has the potential to serve other nearby operators, creating additional economic benefit for Range.

In 2022, 70 percent of the total water we used for our operations was recycled flowback and produced water from Range and other operators (Figure 8.3) and we recycled nearly 100 percent of the 10.4 million barrels of flowback and produced water from our operations. This represents the fifth consecutive year we have increased the use of recycled water as a percentage of total water used resulting in consistent reductions in total freshwater withdrawn and total water used.

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.

Figure 8.3



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 a 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.

Well Integrity

Range designs, constructs, and operates our wells using advanced technologies and industry best practices. The casing, cement specifications, and process we use to construct a well 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.

Water Protection

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.

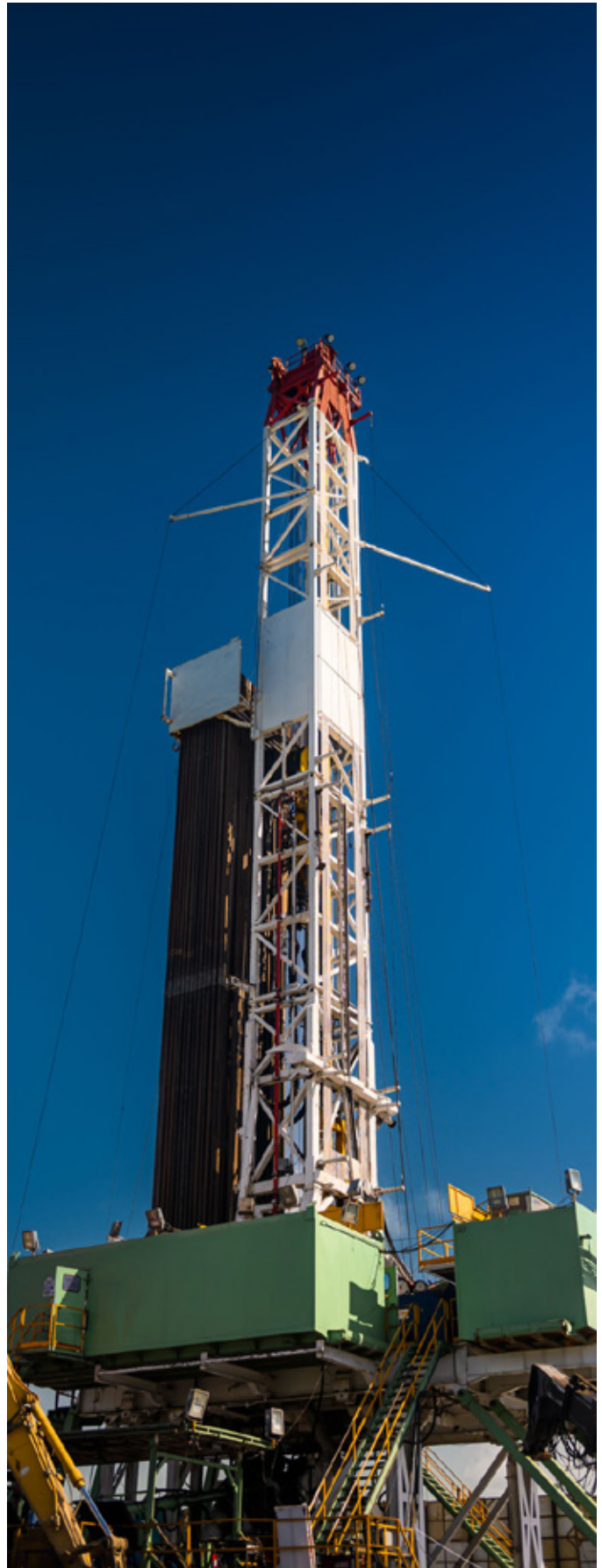
Prior to any operations taking place, Range tests water sources within a 2,500-foot radius of a well site. These tests are conducted by an approved, third-party consultant and state-certified laboratory, and the test results are sent to

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.



9

HUMAN CAPITAL MANAGEMENT

SECTION HIGHLIGHTS



Employees completed 14.5 hours of training on average



Employee Resource Groups and Employee Engagement Committee provide multi-directional employee feedback channels



New Lyra mental health benefit

We are deeply committed to creating a safe, supportive, and inclusive workplace where our employees can thrive. Our success is tied to the contributions of each of our 500+ employees, and we rely on their ingenuity, dedication, and feedback to ensure we are creating and maintaining a great place to work.

With the support of our Human Resources Department, our Senior Management team regularly assesses the effectiveness of our human capital management efforts, which include employee engagement, employee total rewards, DE&I, professional development and training programs, and the Code of Conduct, including our policy on workforce non-retaliation. The Compensation Committee of the Board reviews salaries, cash bonuses, equity compensation, and employee benefits. Together, this structure provides Range with strong oversight of all human capital management-related matters to ensure we are proactive, equitable, and meeting the needs of our employees.

Employee Engagement

Every decision we make as a business is guided by four core values: Performance, Innovation, Integrity, and Transparency. In the context of engaging our employees, here's how these values take form.

We continuously translate feedback from our team into actionable items, allowing us to evolve and improve our performance.

MANAGER CHAT SESSIONS

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

FOCUS GROUP

HR leads sessions with small groups of employees to gain a better understanding of how employees feel about a variety of topics.

We encourage and nurture new ways and ideas to deliver improved outcomes.

EMPLOYEE RESOURCE GROUPS

Two groups exist at Range, Multi-Ethnic Employee Resource Group (MERG) and Range Energy Network of Women (RENEW) Employee Resource Group, to provide a supportive environment for under-represented employees to network, develop, and have their voices heard. These two groups have taken new, innovative approaches in 2022 to further engagement and achieve their respective goals.

We offer opportunities to have an honest dialogue to aid in our pursuit of constant improvement and advancement.

EMPLOYEE ENGAGEMENT COMMITTEES

Employees can sign up to be part of this committee that focuses on ways to enhance Company culture, including team-building activities, Company events, and employee appreciation and recognition.

ALL HANDS MEETINGS HOSTED BY SENIOR MANAGEMENT

Regular Company-wide meetings are hosted by the Senior Management team and provide an opportunity to share business updates and other important news as well as for employees to ask both pre-submitted and live questions.

We display our commitment to embracing open dialogue and two-way communication.

SMALL GROUP BREAKFASTS WITH SENIOR MANAGEMENT

Small groups of no more than ten employees are invited to enjoy a casual breakfast with a member of Range's Senior Management team. These get-togethers allow our employees to get to know our senior leaders better and vice versa.



Multi-Ethnic Employee Resource Group 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.

In 2022, MERG held group discussions featuring external speakers including Range's own board member, Reginal Spiller. Reginal spoke on his own experiences in the industry and his strong beliefs that an inclusive culture is critical to individual and Company success. Another speaker, professional branding expert, BeNeca Griffin, spoke to the group on how to develop their personal brands in order to further career advancement.

"I am grateful that Range has provided us with a forum to share and better understand the unique perspectives of our fellow coworkers. The guest speakers that the group has brought in have been informative and inspirational. The MERG events and internship programs are encouraging in that Range is committed in growing our connection to the community and enhancing workplace culture."

— Russell Urquhart, Senior Application Developer

"Since joining MERG, my relationships with and understanding of my fellow coworkers have deepened in a meaningful way. MERG has facilitated open, honest, and truly important conversations that never would have occurred otherwise. Through these conversations, I have learned so much about the diverse perspectives of others within (and even outside of) Range, but I have also learned a lot about myself and my own beliefs. The most impressive thing about MERG, however, is the sincerity with which the group leaders operate and their passion for diversity, equity, and inclusion. I truly believe that MERG is a force for good and that it is making a positive impact here at Range."

—Logan Price, Operations Sr. Accountant



Total Rewards

Employee Total Rewards is an important component of the Range culture and allows us to reward the hard work and creativity of our employees. Additionally, our strong rewards program reaffirms our commitment to market competitiveness and enables us to recruit and retain top candidates and employees.

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 all employees in every role, 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 at Range are eligible for annual cash bonuses to award them for their contributions throughout the year.

Stock Compensation

All full-time employees at Range are eligible to receive stock in the Company as part of their total compensation. As a result, our employees are shareholders in the Company, creating an environment for everyone to think like a business owner and participate in Range's long-term 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

Range provides salary continuation, which 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

Our employees below the Employee Director level are eligible for spot bonus awards recognizing exemplary performance.

HEALTH AND WELLNESS

Insurance

Employees at Range are eligible to enroll in 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

Provided by 2ndMD, this is a Company-provided benefit that allows employees and covered dependents the opportunity to have a second opinion offered by specialized board-certified physicians.

Mental Health

New this year, Range offers eight free sessions with a mental health professional for employees and their dependents through Lyra Health. Additionally, our EAP programs offer many services, including face-to-face visits, 24/7 care, and online support.

Health Membership Reimbursements

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



FAMILY

Paid FMLA

Range offers two weeks of paid FMLA leave per year to care for a spouse, child, or parent, maternity/paternity leave, and adoption/foster care.

Grandparent’s Leave

Grandparents working at Range receive up to three additional paid days per grandchild, separate from vacation time.

Adoption Assistance

Range provides adoption assistance reimbursement on expenses incurred by employees.

Fertility Coverage

Fertility coverage is provided to employees with a lifetime maximum benefit.

Cariloop

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.

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.

Year-Round Flex Schedule

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

Hybrid Remote Work

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

Tuition Assistance

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

Dress for Your Day

Range operates with a Dress for Your Day policy, allowing employees the flexibility to decide how to dress based on the makeup of their day.

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 five-year increments are acknowledged at in-person, office-wide celebrations and on our intranet. Depending on the length of service, employees receive desk awards and money to spend in a gift catalog. Retirees have access to a significant gift at the conclusion of their time with Range.

Diversity, Equity & Inclusion

At Range, we value a workforce comprising diverse backgrounds and experiences. We embrace the unique contributions made by our employees from all walks of life without regard to gender, race, ethnicity, sexual orientation, religion, nationality, age, or any other status protected by applicable law, and we strongly believe in supporting our employees and their families by promoting a culture of inclusion across our business. We are committed to providing our employees with equitable access to career-advancing training, mentorship, and development so everyone at Range has a real opportunity to advance.

We are committed to continue fostering an inclusive environment that leverages our employees' diversity of background, experiences, and skills to operate more effectively. We believe an inclusive and equitable environment brings out the best in our employees and teams, and we go above and beyond legal requirements to create a diverse and inclusive culture.

We continue to further integrate DE&I into our culture through a multi-pronged approach that reaches across the Company, spanning employee resource groups, professional development programs, community outreach, and engagement initiatives, and recruiting and talent retention strategies, to name a few.

Range Energy Network of Women (RENEW)

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 96 members from across the Company.

Since its inception, RENEW has provided a forum for Range's female employees to network and advance their professional development. In 2022, RENEW hosted a number of events for its members focused on various topics like career development; advocating for oneself; holding critical conversations in the workplace; professional networking at the Power On WEN Conference; breaking bias with speaker and author, Suzanne Malauskay; and ongoing discussions on how to achieve a realistic work/life balance.

In 2023, RENEW and MERG combined efforts and co-hosted an event with Lenetra King, who spoke to leaders and resource group members about mentorship and sponsorship with an emphasis on how leaders can help underrepresented employees rise.

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 employee resource groups (ERG). Each employee resource group has an executive sponsor who supports and participates in key ERG strategy and planning initiatives, member meetings, as well as other grassroots efforts led by employees. The combination of management-sponsored and employee-driven initiatives enables us to promote robust dialogue, education, and an improved understanding of one another across our workforce.



As both a member and now a leader of RENEW, I've been able to witness the benefits, assess the potential, and be part of implementing new programs that offer women equity in the workplace and industry. Bringing in subject matter experts to stir up corporate conversations around sponsorship and mentorship culture; offering to equip women with golf skills that will build on confidence and open new networking opportunities; and gaining new and meaningful introductions and exposure to Company leadership are just a few ways the resource group supports professional and personal development for women."

— Nina Pompeani, Sr. Corporation Communications Specialist and RENEW Co-Chair

Veteran Outreach

To supplement existing DE&I efforts, Range recently partnered with Waynesburg University (WU) to build a working relationship that supports veterans in our Company and the local community. This new veterans' program offers employees access to free resources and services, including a degree completion program, workforce resiliency training, hiring assistance, community outreach collaboration, and virtual counseling to improve their quality of life.

In addition to their central role serving our country and upholding our daily freedoms, veterans have been pivotal in helping advance our industry, both within our walls and with our service providers. 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 supports nonprofits seeking grant funding for programs and projects serving the veteran community in the areas that the UWWC serves and is supported by Range's charitable fundraising events throughout the year.

Recruiting

To advance our DE&I initiatives we constantly evaluate our hiring practices and are committed to recruiting from a wide, diverse population of highly qualified candidates. For example, we continually expand the network of colleges and universities from which we recruit for our internship programs. Additionally, programs like SMART Start allow Range to fortify our talent pipeline.

SMART Start Program

Beginning in June 2023, Range will expand the SMART (Student Mentoring and Range Training) Start program beyond Pennsylvania to include our Fort Worth, Texas office. This program is in partnership with MERG and RENEW and aims to pair a diverse group of 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 students the opportunity to learn from Range mentors while growing their professional acumen.

DE&I Training

All employees are required to complete DE&I training as a part of our annual compliance training requirement. Range customizes its DE&I training based on the target audience and typically requires additional DE&I training for all managers.



"The knowledge and professional experience that I gained during my internship have been invaluable as I have navigated my postgraduate options. Not only did the SMART Start program open my eyes to the seemingly endless career opportunities within the natural gas industry, but it also allowed me to grow in an environment full of remarkable professionals. This experience left me feeling confident, prepared, and eager to take on more internships in college. I cannot say enough good things about this program!"

—Mallory Schreiber, Bentworth 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. Employment decisions will be made without regard to race, color, sex (including pregnancy), religion, national origin, sexual orientation, age, disability, military service, genetic information, or any other status protected by applicable law.

Employment decisions, subject to the business requirements of the Company, are based on the individual's qualifications, merit, and performance. In addition to compliance with federal equal employment laws, Range complies with applicable state and local laws governing nondiscrimination.

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, 2022.

Gender diversity remains an area of focus for Range. Gender diversity in our offices reflects our continued efforts to employ a diverse staff, and we are working to increase the percentage of females in the field, to ensure opportunities exist to balance industry-wide trends in field employee demographics. (Figure 9.1).

Figure 9.1

Gender Breakdown of Employees by Field or Office		
%	Office	Field
Male	53%	98%
Female	47%	2%

Additionally, we continue to monitor gender diversity and make progress across employee roles, regarding representation among management. (Figure 9.2)

Figure 9.2

Gender Breakdown of Employees by Role			
%	Mgmt ¹	Technical ²	All Other
Male	80%	67%	63%
Female	20%	33%	37%

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 is defined as Sr Executive and Officer/VP job categories

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



Ethnic/racial and age diversity across all levels of our business is another area of focus. Range supports 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 9.3 and 9.4).

Figure 9.3

Ethnic/Racial Background Breakdown of Employees by Role			
%	Mgmt ¹	Technical ²	All Other
White	93%	89%	91%
Minority	7%	11%	9%

Figure 9.4

Age Breakdown of Employees by Role			
%	Officers ³	Managers ⁴	All Other
Age Under 30	0%	0%	9%
Age 30 - 50	42%	73%	69%
Age Over 50	58%	27%	22%

An "Open-Door" Policy

An "open-door" policy is a component of Range's values and culture, which encourages open, transparent conversations between employees and supervisors. These conversations extend beyond career and development goals and into ways to nurture an inclusive workplace.

Training Programs and Professional Development

When employees learn new or fine-tune existing skills, the benefits extend beyond the individual employee, improving our overall operations. Training and professional development initiatives are core to cultivating a competitive, skilled, and safety-minded workforce. The courses and programs we offer our employees span all levels, from new hire orientations to industry-specific, technical, and leadership programs.

To emphasize our commitment to employee engagement, we have developed the Employee Development Process. Employees participate in one of 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 around any new skills or opportunities to take employee performance and/or career progression to the next level. The overall goal of the Employee Development Process is to align employee skills and interests with business objectives.

Examples of the different types of learning and development opportunities we provide for our employees include:

- **Leadership Readiness Assessment (LRA):**
An assessment program that identifies and evaluates high potential front-line employees with an interest in future leadership roles to determine developmental opportunities and readiness level.
- **Range Igniting Growth in Leadership (RIG) Program:** Upon completion of the LRA program, employees are enrolled in the RIG program. This program provides a roadmap for leadership programs and resources provided by Range, including training curriculums by competency and external resources.
- **Maximum Management Program (MMP):**
The Maximum Management Program facilitated by Dream Workplace is a 13-month immersive leadership program for existing managers looking to deepen their leadership skills and knowledge. Participants in the program are nominated by their supervisors and the program consists of monthly group meetings and one-on-one coaching with an executive coach.

- **Leadership Excellence and Development (LEAD) Program:** Nominated by the Senior Management Team, a small group of current leaders participates 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 employees who have graduated from the program.
- **Internal and External 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 2022, Range partnered with the University of Tulsa to offer Financial Analysis for Strategic Decision-Making to current and emerging leaders to enhance their strategic decision-making skills.
- **Tailored Training Options:** Range also provides 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.



"I recently completed my second round of the MMP program. The first time I participated in it was in 2013. I was very curious to see how things may have changed in 9 years. It was nice to see that the program's leadership principles have survived the test of time. I continue to recognize opportunities to implement these principles on a daily basis. This training focused more on leadership than management. That was what motivated me to attend a second time."

—Mike McLaughlin, Facilities Construction Manager

Upskilling and Reskilling

Range's 540+ full time employees averaged 14.5 hours of Company-provided training in 2022, up from nine hours in 2021. This year we offered 196 hours of Manager compliance training and 731 hours of leadership-specific 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 accepts 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).



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.

10

COMMUNITY IMPACT

SECTION HIGHLIGHTS



Over \$764,000
in charitable
contributions



Over 1,480 hours
volunteered by
employees in
2022



Over \$155,000 donated
to first responders
through our Good
Neighbors Fund

We are committed to supporting the communities where we operate and where our employees live and work. As a business, our commitment to taking care of our neighbors stems from our core values: performance, innovation, integrity, and transparency. We are proud that our team shares our passion for taking care of our communities.

Guided by our “Invest, Inform, and Educate” framework, our approach to community engagement enables us to deliver a positive impact to the communities we serve in a purposeful and measurable manner. Recognizing that community priorities change from year to year, this framework allows us to evaluate our giving priorities in real time. This way, we can identify opportunities to build upon and enhance our contributions to better meet the changing needs of our community members.

In parallel with our Community Engagement framework, Range has also established our Corporate Partnership Platform, with both joining forces to have long-term positive impacts on organizations that are close to home. Both our platform and our strategy's framework take a long-term perspective and aim to build productive relationships with those who seek to further improve the standard of living in our community.

Community Relations

Range is dedicated to building trust and fostering collaboration in the communities where we operate.



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.

As such, we have a team dedicated to collaborating with the members of the communities where we work. This commitment is brought to life by maintaining strong relationships and open communication with residents, local governments, safety officials, schools, and other civic representatives. Both ongoing and new projects are discussed with these parties. As a Company that strives to identify improvement opportunities, we are always looking for ways to better our operations by partnering with local organizations and incorporating feedback from our local communities as appropriate.

We also aim to maintain open lines of communication with our communities to ensure we are anticipating and being responsive to their needs. Throughout the year, we organize and facilitate a series of programs intended to maintain ongoing, two-way engagement with residents. Through these programs, 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, Community Advisory Panel (CAP) meetings, field tours, meetings with non-profits, and presentations to rotary groups, tech schools, and local chambers, among other outreach efforts.

We operate in the same communities we call home. The safety and well-being of these neighborhoods are of top concern for Range. Our Land, Security, and Safety Teams work diligently to ensure the community is considered in all aspects of their respective processes.

Traffic Coordination

Range understands the importance of minimizing any temporary impacts our operations may have on traffic patterns. With this in mind, we partner with local governments and safety officials, when possible, to develop traffic coordination plans. We also work with nearby schools to understand and consider their busing schedules and routes when managing our operations.

Once traffic coordination plans are developed, Range clearly communicates traffic plans and guidelines to all our contractors and employees at every location. 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 work 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 engineering modeling and analysis prior to beginning any work and sound walls to reduce associated sound.

Landowner Communications

Range also conducts proactive outreach to landowners to inform them about our operations, their lease, and other relevant information. We provide various channels of communication for landowners to contact us with any questions or concerns they may have.



Community Investment

Range’s approach to charitable giving and volunteerism is focused on conservation, education, and youth activities. We have established several initiatives that amplify our impact, including our Employee Volunteer

Program, Employee Grant Matching Program, and our Good Neighbors Fund. Through these initiatives, we aim to maximize our resources and opportunities to provide the most benefit to our community.

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 \$333 million in impact fees, including over \$33 million in the latest cycle. We’ve also paid more than \$4 billion in royalty and lease payments in the state of Pennsylvania through 2022. 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 Impact in Action

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 at their selected nonprofit, Range contributes \$25 to the organization. Between 2022 and early 2023, our Volunteer Incentive Program led to additional charitable contributions resulting in nearly \$30,000 in total donations to nonprofits of our employees’ choosing.

City Mission Meal Service and Charity Softball Game

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. After lunch, the group headed to North Strabane Park for a friendly ballgame and announced a \$5,000 donation to City Mission’s kitchen and career center. In total, 13 employees spent 47 hours engaging with the local community.

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

In partnership with IU1, we launched our very first STEM Challenge and Scholarship Program in 2022. The challenge was developed based on a curriculum created by our Water team and invited middle and high school students from our partner school districts to participate. We were thrilled to see 33 teams and over 150 students get involved in this exciting initiative. The top teams were awarded classroom grants and gift cards were given to individual students. In addition to this challenge, we launched our Range Resources Scholarship Program, investing nearly \$50,000 in students from our partner school districts. Each district was given the opportunity to award two \$2,000 scholarships, one being reserved for a student entering a trade school.



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



Youth programs



Conservation groups



Organizations that benefit veterans



Public safety and first responders



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



Education-based programs with a math and science focus



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

Over a 14-year span, Range has proudly donated over \$11 million, and our employees have volunteered over 14,000 hours to support causes in our local communities. To meet the needs of the communities in which we operate, we regularly review the effectiveness of our programs through qualitative and quantitative measures. This includes evaluating program effectiveness based on community and employee participation, as well as conducting surveys among participants to learn how certain programs can improve.

Range is committed to maintaining a transparent and clear process with regard to the organizations we support. Charitable giving requests that exceed \$1,500 are subject to a review and approval process by a panel of employees from across the Company. The panel evaluates each project based on its potential impact and alignment with Range's approach to charitable contributions.



Examples of projects discussed and approved by the panel for funding in 2022 include:



Junior Achievement

\$25,000 for She Leads She Learns and Careers in the Skilled Trades programs



Cecil Township

\$14,000 for handicap swings at Lawrence Park



Washington Health System Foundation

\$10,985 for Children's Therapy Center equipment and the annual Teen Outreach summit



Transitional Paths to Independent Living

\$10,000 for handicap-accessible training kitchen in new organization headquarters



Canon McMillan Youth Girls Softball

\$5,000 to help install lights at the home field



Bentworth Community Athletic Stadium

\$5,000 for a new scoreboard



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



Claysville Area Business Association

\$5,000 toward the Claysville Revitalization project



LeMoynes Community Center

\$5,000 for the STEM program at after-school and summer camp programs



Burgettstown Area Community Development Association

\$1,600 for Blue Devil Boost Bags, an after-school program that provides bags of food to children from low-income families

VOLUNTEERING WITH DOMESTIC VIOLENCE SERVICES OF SOUTHWESTERN PENNSYLVANIA (DVSSP)

In 2022, our employees spent nearly 100 hours and Range invested nearly \$8,000 to remodel and redecorate the common area of the Washington Safe House. We established a formal relationship between DVSSP and our RENEW group in 2023. DVSSP was selected as the group's "adopted" charity. Over the next three years, we plan to initiate and complete additional projects to support the shelter and organization.



In 2022, Range contributed over \$764,000 to support the missions and activities of more than 300 non-profit and civic organizations across our core operating footprint. Beyond these charitable contributions, our employees volunteered more than 1,480 hours in 2022. Additionally, we actively participate in supporting our local communities by serving on local boards and advisory committees, including Transitional Paths to Independent Living, Southwest Corner Workforce Advisory Board, Washington County Chamber of Commerce Board, and Dress for Success, among others.

Range takes pride in supporting our local communities through a balance of volunteering, donations, and virtual events. Specific examples of some of these initiatives are detailed below:

- **Continued Partnership with Dress for Success:**

Building on our relationship with Dress for Success, in 2022 Range signed on as a \$25,000 two-year mobile sponsor for the boutique that services the Dress for Success programs in Washington, Greene, and Fayette counties. In continuation of the success of last year's Virtual Connections event, we organized an in-person event, "Power of Her," at our Southern Pennsylvania office. Over 100 high school girls and teachers attended the event, which was facilitated by local professional women and included activities focused on workforce development and empowerment.

- **Earth Day:** In celebration of Earth Day 2022, Range partnered with the Washington County Conservation District on a Rain Barrel STEAM contest. All Washington County School Districts were invited to participate by entering a team. Each team was then given a rain barrel and \$100 to decorate the barrel with an environmental

education theme. In addition to decorating the rain barrels, teams wrote a one-page summary detailing what they learned about their environmental theme.

- **Good Neighbors Fund - First Responders Grant:**

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 2022, Range set a record with over \$155,000 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 five years, the Range Resources Good Neighbors Fund has donated over \$615,000.

"I am familiar with the struggles of first responder organizations when it comes to budgeting and providing equipment. I am honored and proud to now work for a Company that recognizes the importance of our first responders and is willing to assist them."

— Max Oravitz, Range Resources
Security Manager and former police chief, firefighter and EMT

- **Range in the Classroom:** In January 2022, Range launched a bi-monthly newsletter specifically for educators. The newsletter features information about our educational partnership activities and highlights upcoming events and programs. Through this newsletter, we aim to keep educators informed about the resources available to them and their students.
- **2000 Turkeys:** Range hosted the third annual 2000 Turkeys Drive in 2022. Thanks to the generous donations of passersby in downtown Canonsburg and downtown Washington and the efforts of hardworking students from Chartiers-Houston and Trinity School Districts, the event collected over \$20,000 in one day. Range then matched all donations from that day and then some, raising our total to over \$45,000, helping 2000 Turkeys reach its annual campaign goal and ensuring everyone in Washington County had access to a delicious Thanksgiving meal.

- **Washington-Greene County Marine Toys for Tots Campaign:** Range continued its tradition of supporting the local Toys for Tots campaign, ensuring children in Washington and Greene Counties received gifts during the holiday season. 24 Range employees volunteered 71 hours their time to shop for toys and deliver them to children in need.
- **McGuffey High School Floral Design:** In 2022, Range collaborated with the McGuffey FFA program to host a floral centerpiece class just in time for Thanksgiving. The program's students taught the class at our office, and our employees, along with their families and friends, had an amazing time. The class was a great way to spread holiday cheer while also providing students with an opportunity to share their learned skills.

"We have a surveillance camera project in South Strabane Township in cooperation with county-wide and area agencies and we've gotten tremendous success from the project. It's not just law enforcement; our surveillance cameras really enhance public safety mostly in our commercial districts where most of our visitors come on a daily basis and we really appreciate Range Resources for all they do." —Drew Hilk, South Strabane Township Police Chief



Students from Chartiers-Houston and Trinity School Districts come together to collect donations for the 2022 2000 Turkeys Telethon.

11

ADDITIONAL FACTORS

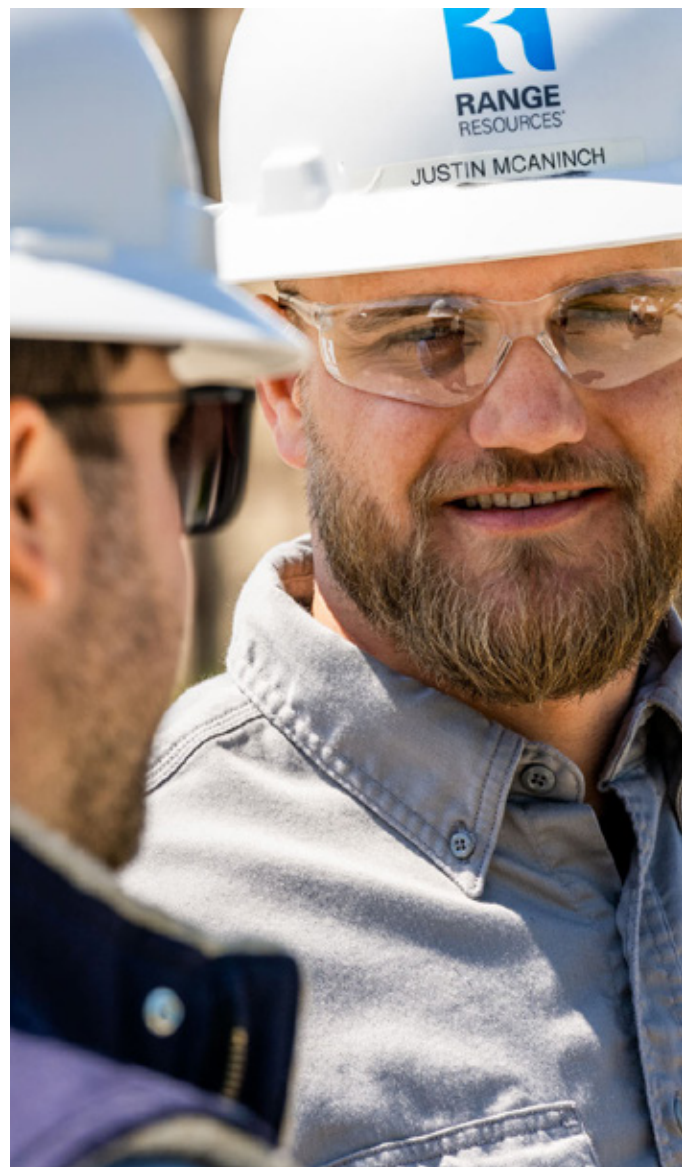
Not all topic areas and metrics under the various ESG and sustainability reporting frameworks and rating methodologies directly apply to our Company. However, to be fully transparent, we have provided a brief discussion of several additional factors that are heavily featured in reporting guidance even though we do not find these factors to have a significant impact on our business and operations.

Human Rights Management

Our business decisions are guided by our core values – Performance, Innovation, Integrity, and Transparency. These core values extend to our respect for human rights throughout our business operations and our conduct, as detailed in our [Human Rights Policy](#). 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, and while 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 operations do not impact any areas of Indigenous peoples, First Peoples, or First Nations. Our activities 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

This guidance 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 operate 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**

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

Emissions**

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

Historical Production Emissions and Production Intensity

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

Water

All figures expressed in cubic meters (m3)	2022	2021	2020	2019
Fresh Water Withdrawn				
Pennsylvania	983,550	1,577,846	1,725,173	3,068,615
Louisiana	N/A	N/A	N/A	338,709
Total Fresh Water Withdrawn	983,550	1,577,846	1,725,173	3,407,324
Fresh Water Withdrawn by Source				
Pennsylvania – Surface Water	337,828	438,408	630,665	1,743,463

Water

All figures expressed in cubic meters (m3)	2022	2021	2020	2019
Pennsylvania – Municipal Water	645,722	1,139,438	1,094,508	1,325,152
Pennsylvania – Rainwater	0	0	0	0
Louisiana – Surface Water	N/A	N/A	N/A	338,709
Reuse Water (including from other operators)				
Pennsylvania	2,347,085	2,585,908	2,627,738	2,440,094
Louisiana	N/A	N/A	N/A	0
Total Water Used	3,330,635	4,163,754	4,352,911	5,847,418
Pennsylvania Water Recycling Program				
PA Flowback and Produced Water Generated	1,653,955	1,758,940	1,775,265	1,658,132
Range-Generated PA Flowback Water Reused	1,650,345	1,756,087	1,771,784	1,644,561
Percentage of Range-Generated PA Flowback Reused	99.78%	99.84%	99.80%	99.20%
Total Reuse Water (including other operators)	2,347,085	2,585,908	2,627,738	2,440,094
Total Reuse Water as Percentage of Total Water Used	70%	62%	60%	42%

Spills

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

Waste

	2022	2021	2020	2019
Hazardous Waste (tons)	0	0	0	0
Non-Hazardous Waste				
Reuse Water (m ³)	2,347,085	2,585,908	2,627,738	2,440,094
Recycled	0	0	0	0
Recovered	0	0	0	0
Composting	0	0	0	0
Incineration	0	0	0	0
Landfill (tons)	89,684	99,341	103,278	210,000
On-site Storage	0	0	0	0

Health and Safety

	2022	2021	2020	2019 ¹
Range Employees Total Recordable Injury Rate	0.17	0.18	0.30	0.62
Range Employees Days Away, Restricted, or Transferred	0.00	0.00	0.30	0.00
Employee Fatalities	0	0	0	0
Number of Contractor Reportable Incidents	8	17	5	25
Contractor Fatalities	0	0	0	0
Recordable Preventable Vehicle Incident Rate	3.88	2.48	1.79	3.50
Contractor Total Recordable Injury Rate	0.60	1.46	0.40	1.44
Contractor Days Away, Restricted, or Transferred	0.15	0.34	0.24	0.40

¹2019 Contractor Total Recordable Injury Rate and Contractor Days Away, Restricted, or Transferred updated to reflect data revision

Economic

	2022	2021	2020	2019
Total Revenues and Other Income	\$4.1 billion	\$2.9 billion	\$2.0 billion	\$2.8 billion
Production				
Natural Gas (MMcf)	539,443	541,021	574,529	548,085
Natural Gas Liquids (MBbls)	36,392	36,373	37,492	38,850
Crude Oil and Condensate (MBbls)	2,716	3,044	2,829	3,690
Total (MMcfe) ⁱ	774,089	777,523	816,456	833,354
Average Sales Price (excluding derivative settlements)				
Natural Gas (per Mcf)	\$6.24	\$ 3.50	\$ 1.64	\$ 2.40
Natural Gas Liquids (per bbl)	\$35.96	\$ 31.23	\$ 15.43	\$ 17.53
Crude Oil and Condensate (per bbl)	\$87.79	\$ 60.11	\$ 30.22	\$ 50.26
Total (per Mcfe) ⁱ	\$6.34	\$ 4.13	\$ 1.97	\$ 2.71
Proved Reserves				
Natural Gas (MMcf) (total)	11,797,972	11,452,081	11,148,560	12,114,977
Developed	7,230,313	6,809,849	6,486,211	6,486,211
Undeveloped	4,567,659	4,642,232	4,798,503	5,628,766
NGLs (MBbls) (total)	1,003,958	1,001,305	951,466	938,236
Developed	594,931	577,507	550,771	535,007
Undeveloped	409,027	423,798	400,695	403,229
Oil (MBbls) (total)	42,656	52,596	57,626	74,532
Developed	22,213	23,834	22,976	34,369
Undeveloped	20,443	28,762	34,650	40,163
Proved Reserve Value (PV-10) ⁱⁱ	\$29.6 billion	\$14.9 billion	0	0

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

** Emissions are calculated in accordance with U.S. EPA's GHG reporting program protocols.

ⁱ 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.

ⁱⁱ PV-10 is considered a non-GAAP financial measure as defined by the U.S. Securities and Exchange Commission (the "SEC"). We believe that the presentation of PV10 is relevant and useful to our investors as supplemental disclosure to the standardized measure, or after-tax amount, because it presents the discounted future net cash flows attributable to our proved reserves before taking into account future corporate income taxes and our current tax structure. While the standardized measure is dependent on the unique tax situation of each company, PV-10 is based on prices and discount factors that are consistent for all companies. Because of this, PV-10 can be used within the industry and by creditors and security analysts to evaluate estimated net cash flows from proved reserves on a more comparable basis. The difference between the standardized measure and the PV-10 amount is the discounted estimated future income tax of \$5.0 billion at December 31, 2022. PV-10 for December 31, 2022 was determined using NYMEX benchmark prices of \$6.36 per mcf for natural gas and \$94.13 per bbl for oil.

[†] 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.

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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:
 - a. exempt from reporting to the EPA process emissions. (e.g., flaring gas during the drill-out phase of completing a well), or
 - b. 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

	2022 As Displayed in Report	2022 Alternate Calculation	2021 As Displayed in Report	2021 Alternate Calculation
Total Direct GHG Emissions (metric tons CO ₂ e)	193,449	193,449	206,535 †	206,535 †
GHG Emissions Intensity (metric tons CO ₂ e/Mmcfe)	0.25	0.25	0.27 †	0.27 †
Greenhouse Gas Emissions by Source (CO₂e)				
Energy/Combustion Emissions	133,771	144,052	136,265 †	148,946 †
Other Vented Emissions	22,891	22,891	31,525	31,525
Fugitive Emissions	5,633	5,633	5,084	5,084
Emissions from Flared Hydrocarbons	18,194	0	21,320	0
Process Emissions	12,960	20,873	12,340	20,981

† All values indicated with † represent values which have changed due to the correction to our 2021 combustion emissions data.

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 2022 Corporate Sustainability Report, with the report section and relevant page numbers listed under Range's relevant disclosures.

Our 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	2022 Annual Report (a)
	Reporting period, frequency and contact point	2-3	2022 calendar year 2022 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 2022 Annual Report, 10-K Form (a)
	Employees	2-7	2022 Annual Report, 10-K Form (a)
	Governance structure and composition	2-9	2022 Annual Report (a), 2023 Proxy Statement (b), Company Website — Corporate Governance (c) and Corporate Sustainability Report 2022-2023, pp. 11-17

Issue	Metric	Indicator	Relevant Range Resources Disclosures
General Topic			
General Disclosures	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
	Role of the highest governance body in overseeing the management of impacts	2-12	2022 Annual Report (a), 2023 Proxy Statement (b), Company Website — Corporate Governance (c) and Corporate Sustainability Report 2022-2023, multiple sections
	Delegation of responsibility for managing impacts	2-13	Company Website — Corporate Governance (c) and Corporate Sustainability Report 2022-2023, p. 11-17
	Role of the highest governance body in sustainability reporting	2-14	Corporate Governance, pp. 11-17
	Conflicts of interest	2-15	Company Website — Code of Conduct & Business Ethics (d) and Corporate Sustainability Report 2022-2023, p.16
	Communication of critical concerns	2-16	2022 Annual Report (a), 2023 Proxy Statement (b) and Corporate Sustainability Report 2022-2023
	Collective knowledge of the highest governance body	2-17	2023 Proxy Statement (b), Company Website — Corporate Governance (c) and Corporate Sustainability Report 2022-2023, pp. 12-13
	Evaluation of the performance of the highest governance body	2-18	2023 Proxy Statement (b) and Company Website — Corporate Governance (c)
	Remuneration policies	2-19	2022 Annual Report (a) and 2023 Proxy Statement (b)
	Process to determine remuneration	2-20	2022 Annual Report (a) and 2023 Proxy Statement (b)
	Annual total compensation ratio	2-21	2023 Proxy Statement (b)
	Statement on sustainable development strategy	2-22	A Letter to Our Stakeholders, pp. 3-4
	Policy commitments	2-23	2022 Annual Report, 10-K Form (a) and Our Core Values, p. 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, p. 16 and Company Website — Political Engagement (e)
	Approach to stakeholder engagement	2-29	Corporate Sustainability Report 2022-2023, multiple sections 2023 Proxy Statement (b)
	Collective bargaining agreements	2-30	2022 Annual Report (a)
	Process to determine material topics	3-1	Our Approach to Sustainability and Reporting, pp. 7-10
Economic Topics			
Economic Performance	Direct economic value generated and distributed	201-1 11.14.2	Economic Impact, p. 57
	Financial implications and other risks and opportunities due to climate change	201-2 11.2.2	Our Strategic Response to Climate Change, pp. 25-29

Issue	Metric	Indicator	Relevant Range Resources Disclosures
Indirect Economic Impacts	Significant indirect economic impacts	203-2 11.14.5	Economic Impact, p. 57
Anti-Corruption	Communication and training about anti-corruption policies and procedures	205-2 11.20.3	Code of Business Conduct and Ethics and Political Engagement, p. 16
Environmental Topics			
Materials	Recycled input materials used	301-2	Waste Management, p. 41
Water	Interactions with water as a shared resource	303-1 11.6.2	Water Management and Reuse, p. 42
	Management of water discharge-related impacts	303-2 11.6.3	Water Management and Reuse, p. 42
	Water withdrawal	303-3 11.6.4	Water Management and Reuse, p. 42
	Water discharge	303-4 11.6.5	Water Management and Reuse, p. 42
	Water consumption	303-5 11.6.6	Water Management and Reuse, p. 42
Biodiversity and Ecosystem	Significant impacts of activities, products, and services on biodiversity	304-2 11.4.3	Environmental Stewardship, pp. 37-38
	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1 11.4.2	Environmental Stewardship, pp. 37-38
	Habitats protected or restored	304-3 11.4.4	Environmental Stewardship, pp. 37-38
Emissions	Direct (Scope 1) GHG emissions	305-1 11.1.5	Performance Indicators, pp. 64-65
	Energy indirect (Scope 2) GHG emissions	305-2 11.1.6	Performance Indicators, pp. 64-65
	GHG emissions intensity	305-4 11.1.8	Greenhouse Gas Emissions Management, pp. 28-36 Performance Indicators, pp. 64-68 Alternative Calculations, pp. 64-65
	Reduction of GHG emissions	305-5 11.2.3	Greenhouse Gas Emissions Management, pp. 28-36
	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7 11.3.2	Performance Indicators, pp. 64-65

Issue	Metric	Indicator	Relevant Range Resources Disclosures
Effluents and Waste	Waste by type (hazardous and non-hazardous) and disposal method	306-2 11.5.3	Performance Indicators, p. 67
	Waste generated	306-3 11.5.4	Performance Indicators, p. 67
	Waste diverted from disposal	306-4 11.5.5	Performance Indicators, p. 67
	Waste directed to disposal	306-5 11.5.6	Performance Indicators, p. 67
Health and Safety			
Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2 11.10.3	Employee Benefits, pp. 45-49
	Parental leave	401-3 11.10.4	Employee Benefits, pp. 45-49
Occupational Health and Safety	Occupational health and safety management system	403-1 11.9.2	Safety Leadership, pp. 18-24
	Hazard identification, risk assessment, and incident investigation	403-2 11.9.3	Safety Leadership, pp. 18-24
	Occupational health services	403-3 11.9.4	Safety Leadership, pp. 18-24
	Worker participation, consultation, and communication on occupational health and safety	403-4 11.9.5	Safety Leadership, pp. 18-24
	Worker training on occupational health and safety	403-5 11.9.6	Safety Leadership, pp. 18-24
	Promotion of worker health	403-6 11.9.7	Safety Leadership, pp. 18-24
	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7 11.9.8	Safety Leadership, pp. 18-24
Local and Social Impacts	Workers covered by an occupational health and safety management system	403-8 11.9.9	Safety Leadership, pp. 18-24
	Work-related injuries	403-9 11.9.10	Safety Leadership, pp. 18-24 Performance Indicators, p. 67
Training and Education	Average hours of training per year per employee	404-1 11.10.6	Training Programs and Professional Development, pp. 53-54
	Programs for upgrading employee skills and transition assistance programs	404-2 11.10.7	Training Programs and Professional Development, pp. 53-54

Issue	Metric	Indicator	Relevant Range Resources Disclosures
Local and Social Impacts			
Diversity and Equal Opportunity	Diversity of governance bodies and employees	405-1 11.11.5	Corporate Governance, pp. 12-13 DE&I, pp. 51 Human Capital Management, pp. 50-52
Local Communities	Operations with local community engagement, impact assessments, and development programs	413-1 11.15.2	Community Impact, pp. 55-61
Public Policy	Political contributions	415-1 11.22.2	Political Engagement, p. 16

(a) 2022 Annual Report: <https://rangeresources.gcs-web.com/static-files/f6d47c72-c0b8-43fe-9b1d-e594c4d08f8b>

(b) 2023 Proxy Statement: <https://rangeresources.gcs-web.com/static-files/8ba1443a-23b5-4fde-a8d1-e58c57e94454>

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

(d) Company Website – Code of Business Conduct and 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/>

TCFD

Issue	Metric	Relevant Range Resources Disclosures
Governance	Describe the board's oversight of climate-related risks and opportunities.	ESG Oversight, pp. 13-14
	Describe management's role in assessing and managing climate-related risks and opportunities.	ESG Oversight, pp. 13-14
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Our Strategic Response to Climate Change, pp. 25-36
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate Change, pp. 25-36
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Our Strategic Response to Climate Change, pp. 25-36 Further Detail on IEA's WEO Scenarios Used by Range, p. 70
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	Climate Change, pp. 28-29
	Climate Change Opportunities, p. 29	Climate Change, pp. 28-29
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Climate Change, pp. 28-29
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. 25-36 Performance Indicators, pp. 64-68 Alternative Calculations, p. 69
	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. 64-68 Alternative Calculations, p. 69
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate Change, pp. 25-36

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 four percent from 2021 to 2030 and remains flat 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, albeit at a slower rate than in the WEO-2021 due to high gas prices following the Russian invasion of Ukraine in February 2022. Demand from power generation and buildings remains largely flat out to 2030, and then is forecasted to decline eight percent and four 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 2.5 °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-2022. Under APS, natural gas demand is eight percent lower in 2030 than 2021, 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. 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 22 percent below 2021 by 2030 (Figure 7.1). Average annual demand declines by a little more than five 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.

SASB

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. 30-36 Performance Indicators, pp. 64-65 Alternative Calculations, p. 69
	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. 30-36 Performance Indicators, pp. 64-65 Alternative Calculations, p. 69
	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. 25-36
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, p. 39 Performance Indicators, p. 65
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. 42-43 Performance Indicators, p. 66
	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. 42-43 Performance Indicators, p. 66
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	EM-EP-140a.3	Well Construction and Hydraulic Fracturing Best Practices, p. 43
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	EM-EP-140a.4	Well Construction and Hydraulic Fracturing Best Practices, p. 43
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-EP-160a.1	Environmental Stewardship pp. 37-38
	Energy indirect (Scope 2) GHG emissions	305-2 11.1.6	Performance Indicators, p. 64
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, p. 62
	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-EP-210a.	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, p. 62
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-EP-210b.1	Community Impact, pp. 55-61

SASB

Issue	Metric	Indicator	Relevant Range Resources Disclosures
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. 18-24 Performance Indicators, p. 67
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	EM-EP-320a.2	Safety Leadership, pp. 18-24
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. 25-28
	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	EM-EP-420a.4	Scenario Analysis, pp. 25-28
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, p. 16
	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, p. 16 Climate Change, pp. 25-36
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. 18-24 Spill Prevention, pp. 40-41
Activity Metrics	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	EM-EP-000.A	Performance Indicators, p. 68
	Number of offshore sites	EM-EP-000.B	Range does not currently own or operate offshore sites.
	Number of terrestrial sites	EM-EP-000.C	1,512 total wells as of 12/31/22

IPIECA

Modules	Issues	Indicator	Range Disclosure
Governance and Business Ethics	Governance and Management Systems	GOV-1: Governance Approach	Corporate Governance, pp. 11-17
		GOV-2: Management Systems	Our Approach to Sustainability and Reporting, pp. 7-10
	Business Ethics and Transparency	GOV-3: Preventing Corruption	Code of Business Conduct and Ethics and Political Engagement, p. 16
		GOV-4: Transparency of Payments to Host Governments	Additional Factors, p. 63
		GOV-5: Public Advocacy and Lobbying	Political Engagement, p. 16
Climate Change and Energy	Climate Strategy and Risk	CCE-1: Climate Governance and Strategy	Climate Change, p. 25
		CCE-2: Climate Risk and Opportunities	Climate Change Risk Management, p. 28
	Technology	CCE-3: Lower-Carbon Technology	Climate Change Opportunities, p. 29
	Emissions	CCE-4: Greenhouse Gas (GHG) Emissions	Greenhouse Gas Emissions Management, pp. 34-35
		CCE-5: Methane Emissions	Greenhouse Gas Emissions Management, pp. 34-35
	Energy Use	CCE-6: Energy Use	Performance Indicators, pp. 64-68
	Flaring	CCE-7: Flared Gas	Flaring, p. 36 Alternative Calculations, p. 69
Environment	Water	ENV-1: Freshwater	Water Management and Reuse, pp. 42-43
		ENV-2: Discharges to Water	Water Management and Reuse, pp. 42-43
	Biodiversity	ENV-3: Biodiversity Policy and Strategy	Biodiversity and Ecosystems, pp. 37-38
		ENV-4: Protected and Priority Areas for Biodiversity Conservation	Biodiversity and Ecosystems, pp. 37-38
	Air Emissions	ENV-5: Emissions to Air	Air Quality and Other Emissions, p. 39
	Spills	ENV-6: Spills to the Environment	Spill Prevention, p. 40
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Modules	Issues	Indicator	Range Disclosure
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		SHS-2: Workforce Health	Safety Leadership, pp. 18-24
		SHS-3: Occupational Injury and Illness Incidents	Safety Leadership, pp. 18-24 Performance Indicators, pp. 64-68
		SHS-4: Transport Safety	Safety Leadership, p. 22
	Product Health, Safety, and Environmental Risk	SHS-5: Product Stewardship	Additional Factors, p. 63
	Security	SHS-7: Security Risk Management	Additional Factors, p. 62
Social	Human Rights Management	SOC-1: Human Rights Due Diligence	Additional Factors, p. 62
		SOC-2: Suppliers and Human Rights	Additional Factors, p. 62
		SOC-3: Security Risk Management	Additional Factors, p. 62
	Labor Practices	SOC-4: Site-Based Labor Practices and Worker Accommodation	Additional Factors, p. 62
		SOC-5: Workforce Diversity and Inclusion	DE&I, pp. 50-52
		SOC-6: Workforce Engagement	Employee Engagement, p. 45
		SOC-7: Workforce Training and Development	Training Programs and Professional Development, p. 53
		SOC-8: Workforce Non-retaliation and Grievance Mechanisms	Workforce Non-retaliation and Anonymous Reporting, p. 54
	Community Engagement	SOC-9: Local community Impacts and Engagement	Community Impact, p. 55
		SOC-10: Indigenous Peoples	Additional Factors, p. 62
		SOC-11: Land Acquisition and Involuntary Resettlement	Additional Factors, p. 62
		SOC-12: Community Grievance Mechanisms	Our Approach to Sustainability Reporting, p. 9 Community Impact, p. 55
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