Corporate Sustainability Report

2025 - 2026

RANGE RESOURCES®

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Overview

Letter From Our Board of Directors

As the world continues to evolve, so does demand for the energy that powers it, and Appalachian natural gas is critical to meeting that demand.

Meeting this moment requires a strong foundation. One built on technology, sustainability, resiliency, and discipline. It's this foundation that enables both strong environmental and financial performance to support each other, creating long-term value for shareholders and trust in our communities.

Looking back, the Range story has been shaped by two defining strengths: our people and our assets. Over time, we have come to understand the combination of our large, contiguous acreage position and an experienced, long-standing employee base has created a unique environment that we believe sets us apart.

Our acreage provides a distinct advantage, enabling a level of coordination, consistency, and efficiency that is difficult to replicate. This advantage can be traced back to Range's first mover advantage as the pioneer of the Marcellus Shale. Paired with a team deeply rooted in the industry that has grown alongside this asset, we've built an organization with a strong culture and institutional knowledge, where coordination at scale has become a distinct competitive advantage.

This continuity has shaped a culture that is hands-on, collaborative, and solutions-oriented. Our teams are not working in silos or reacting to challenges from a distance; they are embedded in the field operations, connected across business disciplines, and focused on industry-leading outcomes. Ultimately, this drives greater consistency in how we implement technologies and operational best practices, from downhole techniques and water recycling to increased Leak Detection and Repair (LDAR) surveys.

For years, we have taken a practical, evolving approach to emissions management, grounded in monitoring, measurement, and data. Better data enhances decision making, improves efficiency, and strengthens performance. Rather than relying solely on formulaic estimates, we have prioritized quantifying emissions at the source through direct measurement. Technology such as high flow samplers are now an integral part of our LDAR surveys. In 2025, we expanded our direct measurement program at each well site and learned that these sources contribute far less to our emissions inventory than regulatory emissions factors assume.

Ultimately, we have found that direct measurement strengthens our ability to track and evaluate our operations, drive additional emissions reductions, and increase the precision and transparency of our greenhouse gas (GHG) reporting.

Importantly, this progress isn't driven by any one initiative or team; it is driven by our culture. A culture where operational insight, technical expertise, and data come together to consistently move the business forward. It is what enables Range to lead in responsibly produced natural gas, supported by Net Zero Scope 1 and 2 GHG emissions performance, MiQ "A" certification, peer-leading operational efficiency, and a resilient balance sheet.

Our foundation is strong and now we are scaling the business. Our people and our differentiated asset base will continue to guide how we operate, how we innovate, and how we deliver shareholder value. Together, they position Range to meet rising energy demand responsibly, while improving how we produce the resources the world depends on.

Dennis L. Degner
Chief Executive Officer and President

Charles G. Griffie
Director and ESG and Safety Committee Chair

About Range Resources

Range Resources Corporation ("Range" or "Company") is a leading U.S.-based independent natural gas and natural gas liquids (NGLs) producer with operations focused in the Appalachian Basin. As a leading natural gas producer and the pioneer of the Marcellus Shale, we are proud of our long legacy of delivering energy solutions and value to our partners and shareholders.

Our Sustainability Commitment

Range is committed to transparency and responsible sustainability practices. We take pride in being an early adopter of important initiatives, such as becoming the first in our industry to voluntarily disclose detailed information on the composition of our hydraulic fracturing fluids. Our continued focus on large-scale water recycling has also allowed us to consistently achieve nearly 100 percent reuse of Range's water. Principles of environmental stewardship and resource conservation help to guide our approach and enhance our performance, while delivering increased returns to our stakeholders. Our Environmental Policy reflects these priorities and commitments.

Building on this legacy of leadership, we achieved Net Zero Scope 1 and Scope 2 GHG emissions across our operations ahead of our goal, and we maintained Net Zero Scope 1 and Scope 2 GHG emissions in 2025. This milestone is the result of a focused strategy to reduce direct emissions through operational efficiencies, advance best management practices, and deploy new technologies. To complement these efforts, we invested in verified carbon credits and retired them through credible registries. This achievement underscores our commitment to continuous improvement and responsible energy development.

Our Core Values

Our business strategy and decision-making is guided by our Core Values – *Performance, Innovation, Integrity,* and *Transparency*. These principles form the foundation of our corporate culture, shaping how we operate and engage with employees, customers, investors, communities, and other key stakeholders. We are committed to upholding these values in our business, conducting ourselves responsibly, ethically, and with long-term sustainability in mind.

Performance

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

Innovation

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

Integrity

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

Transparency

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

2025-2026 Report Highlights

Environmental Stewardship

- Maintained Net Zero Scope 1 and Scope 2 GHG emissions through direct emissions reductions and verified carbon credits
- 24% reduction in methane emissions intensity since 2023
- "A" grade MiQ certification for all production
- Recycled ~100% of produced water generated from our operations for more than a decade

Safety Leadership

- 0.16 Employee Days Away, Restricted, or Transferred (DART) Rate
- 0.49 Employee Total Recordable Incident Rate (TRIR)
- Range employees completed more than 3,100 hours of safety training

Human Capital Management

- Average employee tenure of ~10 years
- Employees completed 15.51 hours of training on average
- Named one of the "Greatest Places to Intern in Pennsylvania"

Responsible Governance

- Official Partner of World Engineering Day for Sustainable Development, aligned with United Nations SDG 7
- Awarded 2026 Pittsburgh Excellence in Ethics Award
- Maintained an "AA" MSCI ESG Rating
- Named to Newsweek's list of America's Most Responsible Companies for the fifth consecutive year

Community Impact

- Paid over $32 million in impact fees in 2025 and over $5 billion to date in royalty and lease payments and charitable contributions benefiting Pennsylvania communities
- Awarded grants to 539 local grassroot nonprofit organizations, investing $1.3 million into our communities, with over $250,000 to first responders through Range's Good Neighbors Fund
- Range employees volunteered a Company record 3,600+ hours in support of community organizations

Our Approach to Sustainability and Reporting

Our business strategy delivers sustainable value to our stakeholders, aligning our long-term plan for organizational growth with a strong commitment to environmental and social responsibility. This strategy is built on a foundation of strong governance, operational excellence, and commitment to our employees and communities.

Range established an ESG and Safety Committee at the Board level in 2021 to oversee our sustainability efforts. The committee is comprised of all independent directors and meets quarterly to track key sustainability metrics, evaluate performance, and align sustainability efforts with our broader business objectives. The graphic on the right illustrates our sustainability commitments through the years.

Environmental Stewardship

We are focused on reducing emissions and safeguarding the environment by adopting new technologies and sustainable methods. We strive to meet or exceed stakeholder expectations and regulatory requirements with ongoing refinement of our practices.

Community Impact

Our commitment to community stewardship starts with the safety and well-being of our employees and extends to caring for the neighborhoods where we operate. Our commitment to sustainable practices has resulted in top recognition of Range as a responsible workplace among leading national rankings.

Human Capital Management

Understanding that our employees are central to our operations, we prioritize engagement, training, benefits, diversity and inclusion, and philanthropy. We also provide various channels for communication and engagement because we value transparency.

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.

Corporate Governance

We are committed to upholding ethical, clear corporate governance practices to build stakeholder trust and confidence.

Sustainability Recognitions

Our commitment to sustainable practices continues to be recognized among national rankings and prominent ESG ratings.

World Engineering Day 2026

Official Partner
WORLD 2026 ENGINEERING DAY FOR SUSTAINABLE DEVELOPMENT
WFEO / FMOI
An International Day proclaimed by UNESCO

Range Resources is an official partner of World Engineering Day for Sustainable Development (WED), an official International Day organized by the United Nations Educational, Scientific, and Cultural Organization (UNESCO) and the World Federation of Engineering Organizations (WFEO). Range's partnership aligned with United Nation's Sustainable Development Goal 7 – Affordable and Clean Energy, to ensure access to affordable, reliable, sustainable, and modern energy for all. This alignment is representative of our operational efficiencies, direct emissions reduction, air monitoring, and safety performance.

Newsweek's America's Most Responsible Companies

For the fifth consecutive year, Range was included in the annual Top 600 list of America's Most Responsible Companies. The selection methodology is derived from each company's efforts on ESG and key performance indicators from their corporate sustainability reports.

MSCI ESG RATING

MSCI ESG RATINGS AA
CCC B BB BBB A AA AAA

MSCI ESG Ratings measure a company's resilience to long-term, industry-specific sustainability risks using a rules-based methodology. MSCI analysts research and rate companies on a 'AAA' (leader) to 'CCC' (laggard) scale based on their exposure to and management of these risks relative to peers. As of 2026, Range maintained an MSCI ESG Rating of AA.[1]

2026 PITTSBURGH EXCELLENCE IN ETHICS AWARD

Range was honored with the 2026 Pittsburgh Excellence in Ethics Award. Hosted annually by the Southwestern Pennsylvania Rotarians, the award recognizes companies and nonprofits that embed ethics, fairness, and transparency into their culture and performance.

2025 BEST-IN-CLASS EMPLOYER BY GALLAGHER

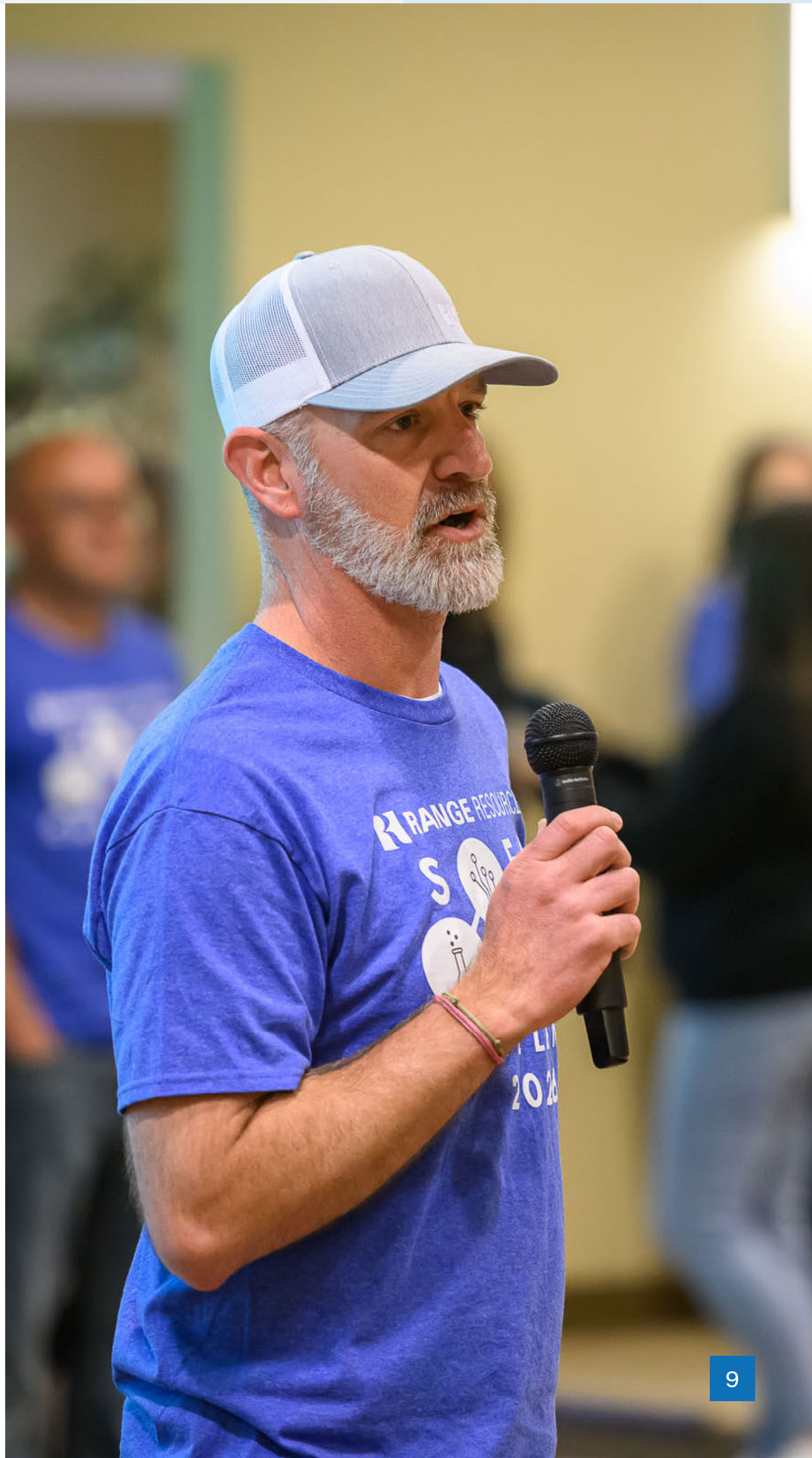
Range was recognized as a Best-in-Class employer based on results from Gallagher's 2025 U.S. Benefits Strategy & Benchmarking Survey. U.S. organizations are ranked based on how they support employees' physical, emotional, career and financial wellbeing. Range stood out as an organization committed to our employees through our strategic approach to benefits, HR, and compensation, which inclusively engages and motivates our employees. By taking a proactive and structured approach to planning, developing and implementing comprehensive benefits and HR programs, we build overall organizational strength and resilience.

[1] Disclaimer Statement: The use by Range Resources of any MSCI SOLUTIONS LLC or its related entities ("MSCI") data, and the use of MSCI logos, trademarks, service marks or product names, do not constitute a sponsorship, endorsement, recommendation, or promotion of Range Resources by MSCI. MSCI ESG Ratings are solely the opinion of MSCI Solutions. MSCI services and data are the property of MSCI or its information providers, are provided 'as-is' and without warranty, and MSCI disclaims all liability, including for any damages. All uses of any Rating are also subject to the disclaimer at: https://www.msci.com/legal/notice-and-disclaimer and https://www.msci.com/legal/sustainability-and-climate-resources-and-disclosures/msci-sustainability-and-climate-methodologies, each of which may be updated by MSCI from time to time.

Stakeholder Engagement

At Range, we are committed to fostering strong, transparent relationships with our key stakeholders through open communication across multiple platforms. Our dedicated teams periodically engage key stakeholders to share relevant information, solicit feedback, and facilitate ongoing dialogue to maintain trust and support our collective goals.

Stakeholder	Type of Engagement	Frequency
Employees	Lunch and learn information sessions, employee engagement committees, employee resource groups, all hands meetings hosted by senior management, open-door policy, internal trainings, and professional development	Daily
Local Communities	Facilitate coffee break discussions within our communities, host open house meetings at our offices, conduct field tours with community stakeholders, engage with schools through STEM programs, support communities through our charitable giving program, encourage community involvement through our employee volunteer program, operate a 24/7 Response Center, deliver presentations to community membership organizations, educational institutions, and local chambers, provide support through established School District and Municipal Enrichment Grants	Routinely
Investors/Capital Partners	Quarterly earnings conference calls, financial reports and presentations, board and senior management investor outreach meetings, investor conferences, annual proxy report, and corporate sustainability report	Routinely
First Responders	Host first responders and municipal officials on well site tours, organize annual safety week and other trainings, establish Good Neighbors Fund supporting fire and police departments in our operating area, develop traffic coordination plans during heavy operations	Routinely
Contractors/Suppliers	Host monthly meetings allowing for open conversation on safety and environmental matters, on-site safety orientations, and trainings	Routinely
Local, State, and Federal Regulators and Legislators	Engage in policy discussions with federal and state regulators and legislators and provide operational updates to municipal officials	Routinely
Landowners/Lessors	Provide outreach to landowners on operations schedule and lease agreements, host landowner open house events	Routinely
Customers	Maintain open communication and monitor overall satisfaction	Routinely



Our Approach to Reporting

Our eighth Corporate Sustainability Report covers a comprehensive set of topics we consider relevant and important to our business and stakeholders, highlighting our progress in the calendar year 2025. These topics, identified as ESG-material[2], guide our voluntary sustainability reporting approach.

Environmental	Social	Governance
Emissions Reduction	Safety Leadership	Responsible Corporate Governance
Air Quality	Workforce and Contractor Safety Performance	Risk Management
Climate Change	Supply Chain Management	Business Ethics and Compliance
Biodiversity	Employee Recruiting and Retention	Political Engagement/Public Policy Participation
Spill Prevention	Employee Engagement	Information Technology/Cybersecurity
Waste Management	Employee Development	
Water Management	Community Relations and Investment	
	Human Rights	

As part of our commitment to continuous improvement, we have enhanced our processes for measuring, monitoring, tracking, and disclosing our performance in relation to these ESG topics. To achieve accurate and transparent reporting, the contents of this report and the longstanding disclosures from our Company undergo thorough internal reviews.

REPORTING GUIDELINES AND RECOMMENDATIONS USED

- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB)
- IPIECA (formerly known as the International Petroleum Industry Environmental Conservation Association)
- Task Force on Climate-related Financial Disclosures (TCFD)
- American Exploration & Production Council (AXPC)

Reporting Guidance

This report was developed in alignment with current best practices in sustainability reporting standards and frameworks, which include guidelines and recommendations by the GRI, SASB, and IPIECA.

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 TCFD. We also participated in CDP's disclosure for Climate Change and Water Security.

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

[2] Any reference herein to "material" or "materiality" is used as a reference in guiding our discussion and reporting in the Corporate Sustainability Report and does not ascribe to financial reporting or state and federal securities laws and regulations.

02 Responsible Governance

Corporate Governance

Range's corporate governance framework serves as the foundation of our business practices, providing a structure for effective decision-making, risk management, and operational performance. In addition to informing our daily operations, it supports our ability to explore and pursue emerging opportunities. Guided by our commitment to sustainable, long-term value creation, our governance approach aims to provide accountability and transparency, as well as facilitating responsible business conduct.

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

Board of Directors

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

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

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

This year, Range's Board of Directors met six times. Each Director attended 100 percent 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 on which they serve. All of our directors attended the 2025 Annual Meeting of Stockholders. Currently, six of our seven Board members are independent, exceeding the New York Stock Exchange (NYSE) guideline for an independent Board member majority.

To assess the effectiveness of the Board, its Committees, and its Directors, we conduct an Annual Board self-evaluation. This process has become a critical tool for our Directors to gain perspective and identify ways to improve the governance of the Company. In recent years, the evaluation process has included questionnaires and one-on-one Director interviews with the assistance of outside legal counsel.

Experience and Skillsets

Board Member	CEO/Senior Officer Experience	Industry Experience	Financial Reporting Experience	Banking/Finance Experience	Engineering/ Geoscience	Technology	Risk Management	Environmental, Health, Safety, and Sustainability
Brenda A. Cline	✓		✓	✓		✓	✓	
Margaret K. Dorman	✓	✓	✓	✓		✓	✓	✓
Charles G. Griffie	✓	✓			✓	✓	✓	✓
Christian S. Kendall	✓	✓	✓	✓	✓	✓	✓	✓
Greg G. Maxwell	✓	✓	✓	✓		✓	✓	
Reginal W. Spiller	✓	✓			✓	✓	✓	✓
Dennis L. Degner	✓	✓			✓	✓	✓	✓

Figure 5.1

Committees

Board Member	Audit	Compensation	ESG & Safety	Governance & Nominating
Brenda A. Cline	Chair	✓	✓	
Margaret K. Dorman	✓	Chair	✓	
Charles G. Griffie			Chair	✓
Christian S. Kendall			✓	✓
Greg G. Maxwell	✓	✓	✓	
Reginal W. Spiller		✓	✓	Chair
Dennis L. Degner				

Figure 5.2

Board-Level Risk Oversight

The Board's risk oversight approach is designed to address the complexity of risk management, integrating controls, compliance, and strategic planning. This includes a focus on critical areas such as operations, finance, security, cybersecurity, safety, health, and environmental responsibility.

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

Audit Committee

Plays a central role in the Board's oversight of internal risks by evaluating the Company's financial reporting, supervising the internal audit function, interfacing with the independent auditor, regularly communicating with the Chief Financial Officer and other members of management, monitoring the Company's compliance programs, including the Company's third party anonymous hotline for the notification of compliance concerns, supervising the investigation of any alleged financial fraud, and monitoring the Company's internal risk forums and the Company's enterprise risk management program (the responsibility for which the Audit Committee shares with the Board).

Compensation Committee

Considers the possible risk implications of the Company's various compensation programs and plans and monitors the elements of such compensation programs so that risk in the behavior of the employees of the Company, including our NEOs, is considered in such policies and programs and does not incentivize excess risk taking.

ESG & Safety Committee

Monitors risks and opportunities related to ESG, climate, and sustainability matters including identifying, assessing, monitoring, and managing the principal risks associated with health, safety, and the environment.

Governance & Nominating Committee

Provides oversight of and monitors the Company's governance processes, including the Company's Code of Business Conduct and Business Ethics compliance function, Board Committee Charters, and Board annual evaluations, to assess their effectiveness in avoiding the creation of risk to the Company and providing for proper and effective governance of the Company.

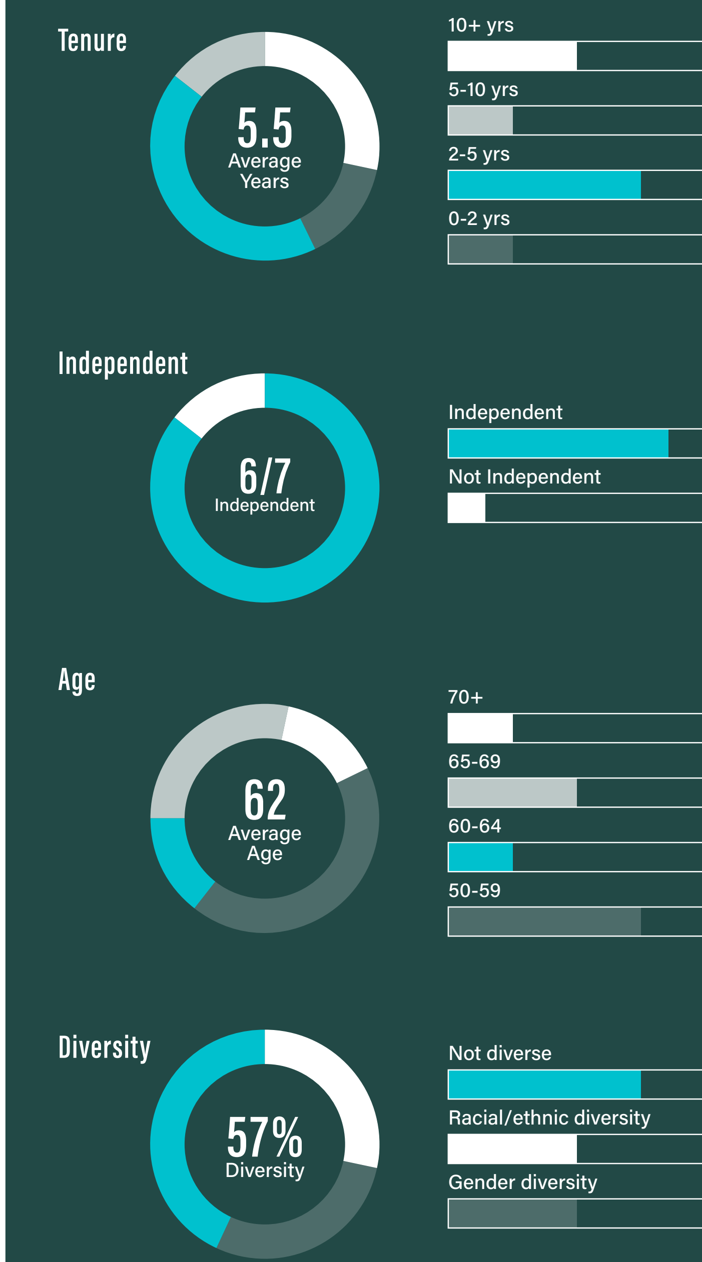


Figure 5.3

Sustainability Oversight

Our commitment to Sustainability oversight begins at the highest levels of leadership, with the Board playing an active role in guiding Range's approach. Sustainability oversight has been delegated to the Board-level ESG & Safety Committee. The Committee provides strategic direction and monitors Range's key social, regulatory, and environmental initiatives, working closely with the Senior Management Team.

The ESG & Safety Committee oversees the integration of relevant environmental, social, and governance factors within Range's broader corporate strategy. This includes considering related business plans and ensuring that risk management policies align with our sustainability goals.

Beyond the ESG & Safety Committee, the Compensation Committee plays a key role in aligning executive incentives with performance. Health, safety, and environmental performance are considered by the Committee within the discretionary portion of the Annual Cash Incentive plan, currently weighted at 20 percent.

This oversight structure and cross-department collaboration was instrumental in guiding our efforts to achieve Net Zero Scope 1 and Scope 2 GHG emissions ahead of schedule.

RANGE SUSTAINABILITY OVERSIGHT STRUCTURE

Board of Directors – ESG & Safety Committee

- Provides strategic oversight of Range's environmental, social, and governance strategy

Senior Management Team

- Develops/oversees implementation of sustainability approach; Evaluates and monitors key social, regulatory, and environmental trends and issues

Internal Work Groups

- Responsibly Sourced Gas Work Group – Oversees Range's independent natural gas certification efforts and evaluates participation in voluntary methane emissions reduction initiatives
- Emissions Reduction Work Group – Identifies and implements new technologies and strategies to reduce emissions

Operations

- Subject Matter Experts from Environmental Compliance, Facilities Engineering, Safety, Supply Chain, Human Resources, Public Affairs, Corporate Communications, Legal, Investor Relations, and Accounting collaborate to report, verify, and communicate sustainability performance

Sustainability and Business Objectives

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

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

Executive-Level Risk Management

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

Climate Change

The world is demanding more energy than ever, and we believe that demand will be met with cleaner, more efficient fuels to address climate change while meeting growing energy needs. We anticipate this will bring a host of new opportunities and risks to our business. We will take a multi-disciplinary approach across our organization to position our business on the low end of the global energy cost curve with a competitive emissions profile.

Various teams and departments throughout the Company are responsible for monitoring and managing these climate-related opportunities and risks, with the Senior Management Team providing strategic direction. Teams report directly to, or are led by, members of the Senior Management Team. Our Finance and Marketing Departments assess the impact of different climate change scenarios when reviewing macroeconomic trends and projections that affect our industry, and our Legal and Government Affairs Departments monitor regulatory and legislative action, as well as political activity. Relevant information from these assessments are reported quarterly to the Board.

Environmental Compliance

The Company's Environmental Compliance (EC) Department is responsible for the oversight and implementation of our Environmental Policy, which aims to implement best practices aligned with environmental rules and regulations. The EC Department's functions include advising operational teams, with specific focus 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 EC 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.

Safety

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

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

Business Ethics and Compliance

Integrity and accountability are fundamental to how we operate. Range is committed to conducting business ethically, transparently, and in full compliance with all applicable laws and regulations. The principles that govern our decision making are outlined in our Code of Business Conduct and Ethics (the Code). Through these robust policies and ongoing training, our employees uphold the highest standards of corporate ethics, exercising their tasks within established guidelines for legal and environmental compliance, conflicts of interest, and protection of Company property and assets.

We require our employees to annually review and acknowledge their obligation to follow the Code, and anyone found in violation is subject to disciplinary action. Violations can be reported to various individuals at Range, including a work supervisor, the HR department, or any other officer, including the General Counsel.

Political Engagement

Range maintains the highest ethical standards related to political activity. Our political engagement is based on the belief that it is important to constructively participate in the political process to further the best interests of the Company and our shareholders. Political contributions are determined by established guidelines and adhere to several principles outlined in our Code of Business Conduct and Ethics. As reported on our website, these principles include but are not limited to:

- 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 ensure 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.

Anonymous Reporting Procedures

The Company provides an anonymous reporting platform that is available via the internet and phone, hosted by EthicsPoint, a third-party service. Employees can anonymously report irregularities concerning financial practices and other matters of conduct and ethics, such as human resources issues related to discrimination, harassment, retaliation, or violations of Range's other policies. Each report is investigated promptly and appropriately addressed.

Range maintains a non-partisan state-level PAC in Pennsylvania funded through voluntary employee contributions. Our PAC is governed by an employee-led board (the PAC Board of Directors) that represents the membership of the PAC and includes our General Counsel. The PAC Board of Directors meets as necessary to approve PAC expenditures and take any other necessary actions. We file all public reports and information concerning the PAC with the appropriate Pennsylvania governmental authorities. In 2025, our political spending through our PAC totaled $34,300.

Public Policy Participation

We advocate for public policy that promotes the safe development, production, transportation, and use of natural gas and NGLs at the national, state, and local levels. Range participates in the policy-making process through engagement in various business and industry forums and trade associations. These policies are critical not only to our success, but also to the broader energy industry, our partners, and the nation's economic and energy security.

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

Trade Associations & Business/ Industry Organization	Membership Dues	Dues Used for Lobbying
American Exploration and Production Council	$350,000	$122,500
Marcellus Shale Coalition	$150,000	$33,600
Pennsylvania Chamber of Business and Industry	$35,000	$17,500
Pittsburgh Works Together	$100,000	$0

Figure 5.4

Information Technology and Cybersecurity

Range's Information Technology (IT) Department, led by certified security professionals and seasoned security analysts, is committed to upholding best-in-class cybersecurity practices and driving technological innovation. The team works closely with senior management to identify emerging opportunities and mitigate potential threats, ensuring a proactive and adaptive approach to IT security. To maintain oversight, the Board receives regular updates on cybersecurity, with quarterly briefings or more frequent reports as needed. Through strong cybersecurity governance, we align our business objectives with risk management strategies to reinforce operational integrity.

Our employees undergo annual security training to encourage regular reinforcement of threat identification techniques, reporting processes, and other security best practices. Training programs are complemented with ongoing awareness initiatives designed to keep our team informed on evolving cybersecurity threats and trends.

IT Policies and Procedures

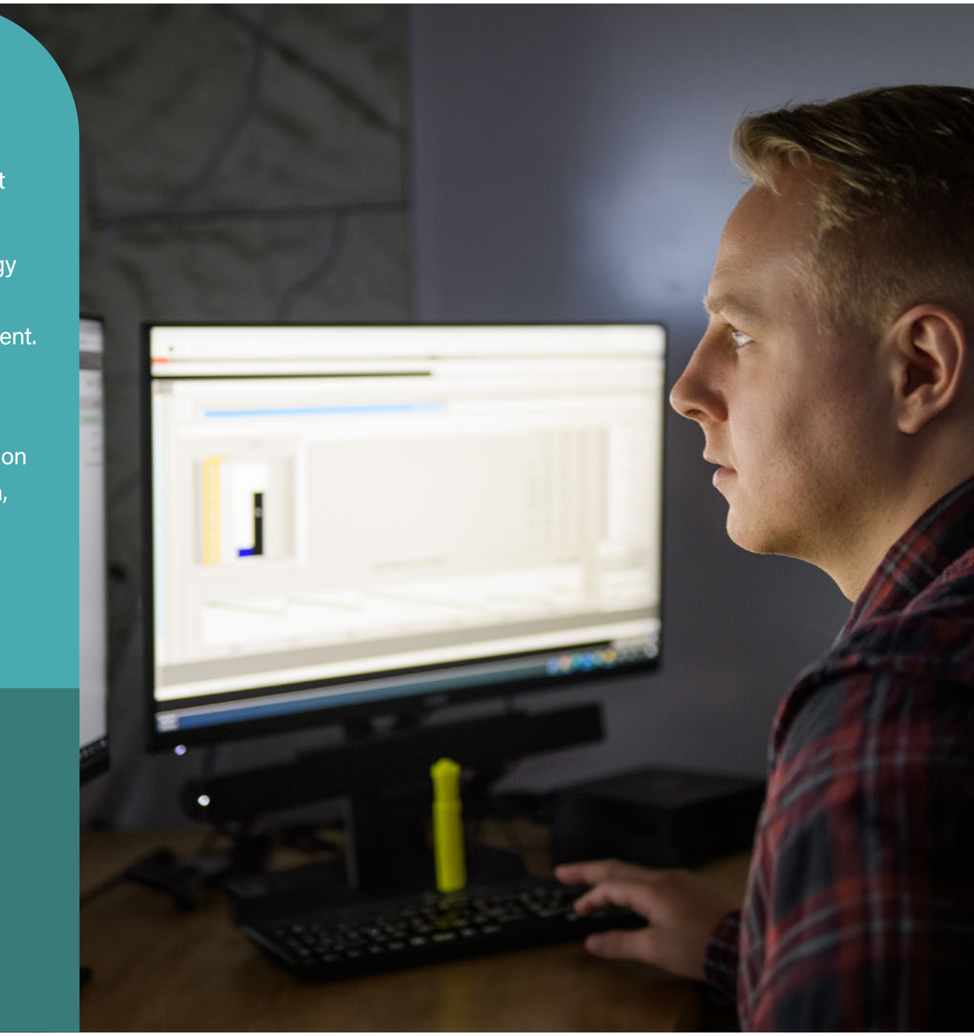
Range considers our Company-specific needs while leveraging best practices. This process guides the development of policies such as our IT Security Policy, Business Continuity Plan Policy, IT Disaster Recovery Policy, IT Incident Response Policy, IT Vulnerability Management Policy, and Artificial Intelligence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

Range's security frameworks are based on the National Institute of Standards and Technology Cybersecurity Framework and Center for Internet Security Critical Security Controls, which allows benchmarking and regular measuring of our profile to focus on continuous improvement. Our ransomware attack prevention efforts are guided by best practices published by the Cybersecurity and Infrastructure Security Agency and Center for Internet Security.

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

IT Audits and Compliance

To ensure compliance with our policies, we conduct penetration tests and internal audits on our systems in addition to reviewing our entire IT program on an annual basis. Additionally, an independent, third-party conducts an external review, focusing on critical infrastructure to ensure proper alignment with our current security practices. New third-party vendors are assessed by the IT team. Range has not experienced any significant cybersecurity breaches within the past three years.



03

Environmental Sustainability

Emissions Management

Section Highlights

- Maintained Net Zero Scope 1 and Scope 2 GHG emissions in 2025
- 24% reduction in methane emissions intensity since 2023
- Renewed "A" grade MiQ certification for all production

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

Our Strategic Response to Climate Change

Maintain Net Zero Goal

We have a long-standing commitment and track record of investing, implementing, and benefiting from GHG emissions reduction programs and water management initiatives as part of our operational strategy. In 2020, we set an ambitious goal to achieve Net Zero Scope 1 and Scope 2 GHG emissions by 2025[3]. Through targeted mitigation efforts, ongoing emissions reduction programs, and the use of verified carbon offsets for remaining emissions, we achieved our goal ahead of schedule and maintained it for 2025 – demonstrating the impact of our sustained focus and investment.

Range retired carbon credits generated from verified projects with tangible carbon reduction impacts. Our credit portfolio reflects a diverse range of project types, including improved forest management, advanced refrigeration, refrigerant reclamation, and landfill gas capture - that are geographically aligned with our operational footprint, reinforcing our commitment to making a local and measurable impact. The credits were issued and retired through trusted third-party registries, such as the American Carbon Registry and Climate Action Reserve, maximizing transparency and providing independent verification. We continue to evaluate this evolving market and are focused on carbon credits conforming to credible methodologies established by trusted third-party registries.

Independent Certification of Production

In 2026, Range successfully obtained recertification of all production under the internationally recognized MiQ Standard. Through this renewed certification, up to 2.5 BCF/day of production will maintain an overall MiQ "A" grade from June 2026 through May 2027.

MiQ Certification remains a key component of Range's emission management and methane reduction strategy and culture. Consistent with prior years, the 2026 recertification process included independent third-party verification of company methane metrics, operational practices, and emission monitoring technologies. This achievement underscores Range's ongoing commitment to effective emissions management and continuous improvement in methane reduction strategies.

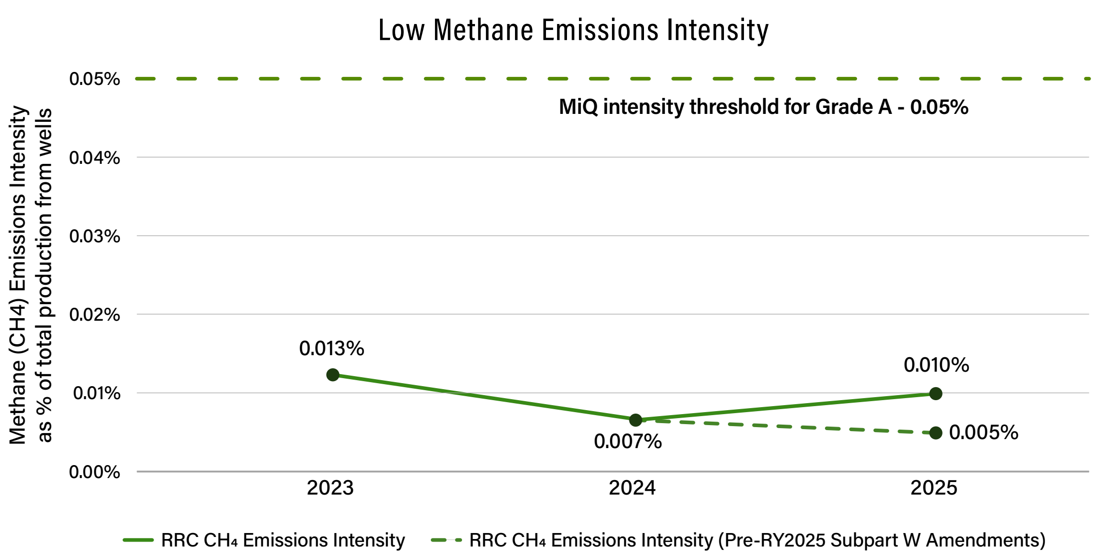


Figure 6.1

[3] Currently, we measure our success towards maintaining Net Zero Scope 1 and Scope 2 GHG emissions based upon our calculated emissions in accordance with the EPA's existing Greenhouse Gas Reporting Program. We continue to strive to measure emissions across our operations in an effort to further understand and refine our GHG inventory.

EPA Greenhouse Gas Reporting Program (GHGRP) Amendments for Reporting Year 2025

The EPA finalized significant amendments to the GHGRP Subpart W methodology for reporting year 2025. The modified rule requires reporting of additional source categories and has added new emissions calculation methodologies. Range's low emissions intensity remained relatively flat as we strategically planned and expanded our direct measurement efforts, demonstrating our continuous commitment to reducing our emissions. While the design of the amendments was to increase total calculated emissions, our class-leading Leak Detection and Repair (LDAR) and direct measurement programs mitigated against these rule changes and highlights our emissions management leadership.

> To demonstrate the impact of the amendment, select emissions metrics for reporting year 2025 will be presented both under the current GHGRP Subpart W and the prior methodology.

Greenhouse Gas Emissions Management

As part of our broader emissions management strategy to position the Company near the low-end of the emissions intensity curve, Range focuses on emissions intensity reductions. Our cross-functional team reviews mitigation risks, evaluates opportunities for further emissions reductions, and prioritizes those opportunities. Ongoing reviews of GHG emissions are conducted by source and type, which has led to additional opportunities for reductions through our interdisciplinary and targeted approach. We believe this approach, which includes a proactive review and implementation of innovative technologies, facility design changes, and new processes, leads to more effective and efficient direct GHG emissions reductions.

These reviews, analyses, and actions are paying off in the form of emissions reductions. In Enverus' most recent report we rank lowest, alongside two peer companies, in methane emissions intensity in a group of 13 proxy peers (Figure 6.2). This is due to our investments in reducing emissions, our operational efficiencies, and Appalachia's advantaged emissions profile relative to other operating regions.

In Figure 6.3, we show Range's record of maintaining our low production GHG intensity and methane production emissions intensity reflecting our successful and strategic top-tier emissions management program. To normalize the data, the graph is based only on GHG emissions related to production and excludes gathering and boosting-related emissions, which comprises 0.13 percent of our total emissions. In 2025, reported methane and GHG intensities both increased slightly due to amendments in EPA Subpart W GHGRP reporting categories and default calculations. When calculation methodologies are held constant to prior year, the intensities declined or remained flat, despite increased activity levels to support the multi-year growth plans announced in early 2025. Emissions from operational sources such as flaring, fugitive, and process emissions continued to improve, reinforcing that emissions controls remain effective even during higher activity periods. To further our reductions, we remain dedicated to exploring new technologies, operational changes, facility design improvements, and equipment retrofits that are economically viable solutions to further reduce emissions.

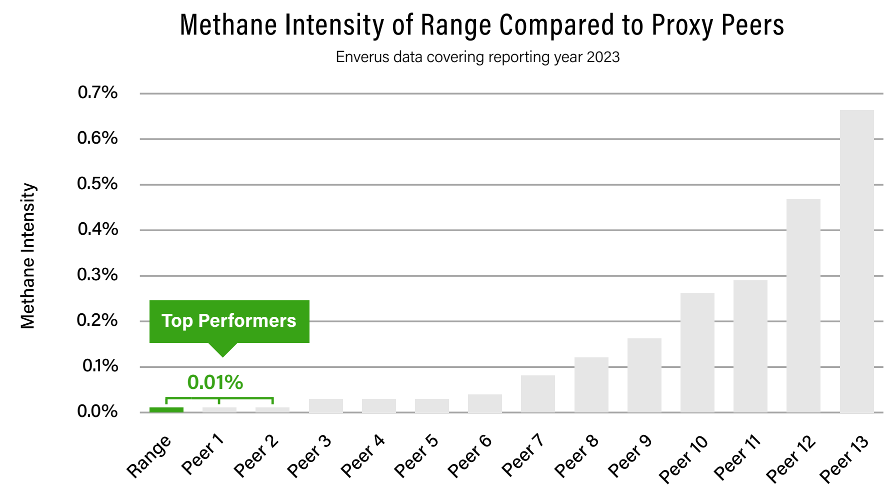


Figure 6.2

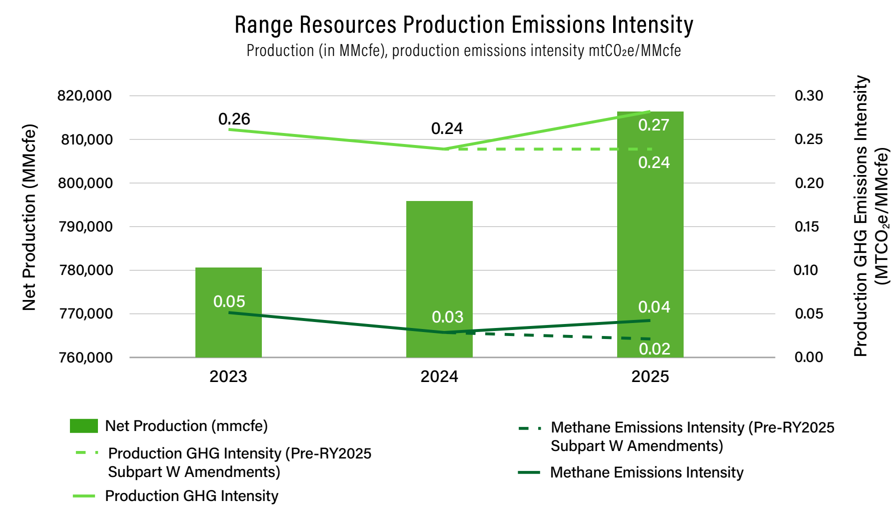


Figure 6.3

GHG Emissions by Type and Source

Although we achieved our goal of Net Zero Scope 1 and Scope 2 GHG emissions in 2024 and continued to maintain it through 2025, it is important to acknowledge that our rate of emissions reduction will not be linear. This year reflects increases in line with increased drilling and completions activity and the GHGRP amendments. When calculation methodology is held constant to prior years, methane, other vented emissions and fugitive emissions decreased due to our robust emissions management efforts.

Range Resources Greenhouse Gas Emissions By Type of GHG

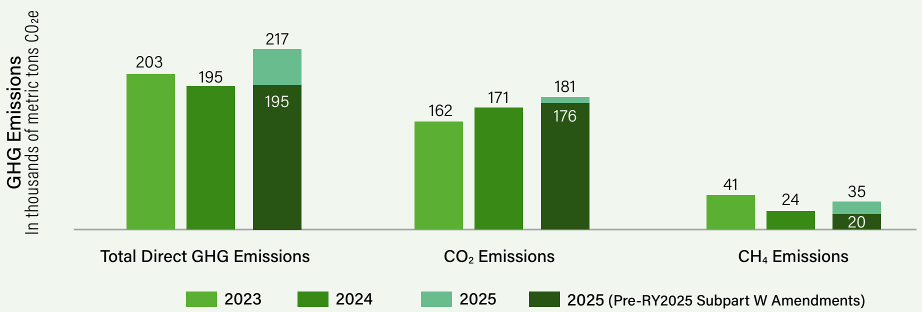


Figure 6.4

Range Resources Greenhouse Gas Emissions By Source

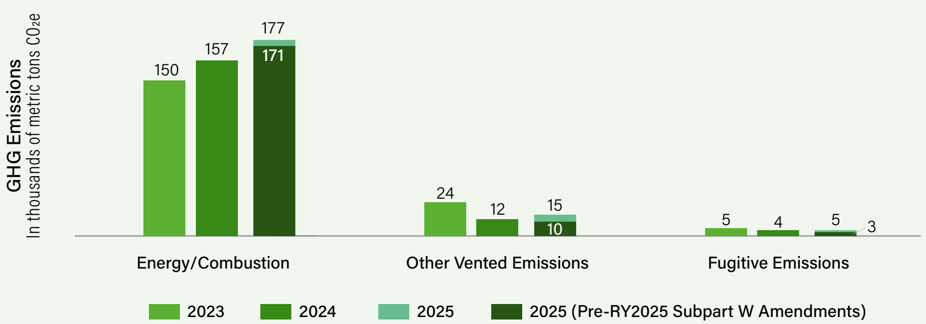


Figure 6.5

Combustion Emissions

As part of Range's multi-year plan we've made countercyclical investments to build in-process well inventory - supporting targeted, efficient production growth through 2027. At the end of 2025, Range accumulated 500,000 lateral feet of surplus drilling inventory to support our future growth plans. While this approach and our ability to drill longer laterals may lead to a modest near-term increase in combustion-related emissions and intensity, it reflects a proactive operational strategy that leads to efficient growth and flexibility in future years. As our surplus drilling inventory is converted to producing wells our emissions intensity will normalize as production increases.

Development Emissions vs. Production Emissions

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

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

Range Resources Production vs. Development Intensity

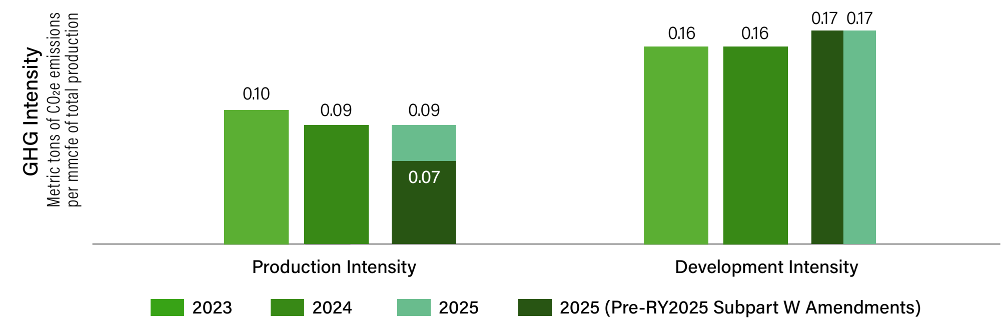


Figure 6.6

2025 Snapshot of GHG Emissions by Source

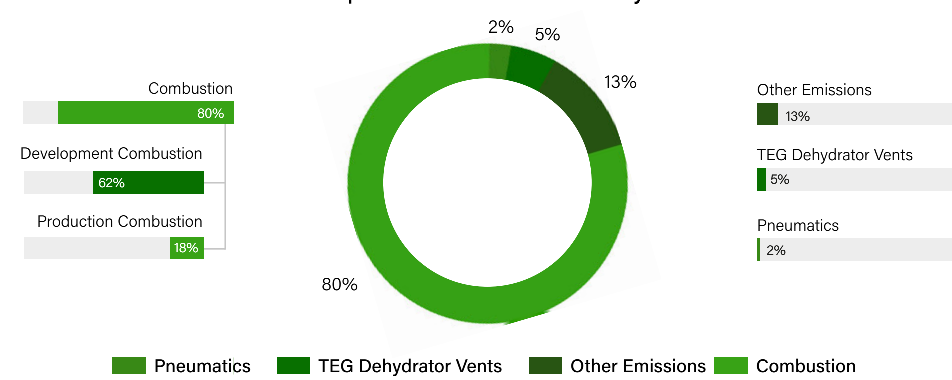


Figure 6.7

Comprehensive Emissions Management Framework

Range's industry-leading, comprehensive emissions management framework connects our emissions measurement and management strategies through advanced technologies, disciplined operational practices, and cross-functional collaboration. We believe these efforts must complement each other through data sharing, monitoring, and action. Range's direct measurement approach, integrated management process, and targeted emissions management efforts combine within our emissions management framework to identify and address reduction opportunities.

Under this framework, continued evaluation and adoption of multiple technologies and engineering solutions enhance our performance and improve our data sets. For example, we have complemented aerial surveys with continuous air monitoring, operational data, and an increased LDAR survey frequency, including direct measurement, to reconcile emissions events at the source level and site level. LDAR surveys are conducted by trained, experienced Range employees, pairing an Environmental Compliance Specialist with Operations field staff to survey, identify, measure, and immediately resolve leaks. In the past year alone, these teams inspected more than 11 million components. This hands-on, data-driven approach guides our integrated emissions management program, enabling us to comprehensively determine the most appropriate operating strategies to address our direct emissions and reinforce our position as a leader in methane management. Verification of these emissions management efforts is reflected by our "A" grade under the MiQ standard. A comparison of our emissions management framework to OGMP 2.0 can be found in the report Appendix under Additional Factors.

Direct Measurement Approach

Range prioritizes taking a direct measurement approach to better understand our emissions performance and improve decision making within our emissions management framework. The emissions we quantify through direct measurement inform our production emissions data, improve the accuracy of our overall reporting, and allow us to better manage our operations.

The use of high-volume samplers is now an integral technology for both the LDAR inspection process and subsequent reporting. Direct measurement of identified leaks improves our ability to accurately track, evaluate, and reduce emissions sources. We continue to evaluate ways to expand the use of technology for direct measurement. This effort has strengthened our understanding of measured emissions, supporting additional reductions and more precise GHG reporting.

This approach is reflected in our production emission performance (Figure 6.8) and can be more visibly seen in our LDAR program results below.

Year	Total Wells*	Total Components Reported	Total Components Surveyed	Emissions from Fugitive Equipment Leaks (Measured) (MT CO_2e)	Hypothetical Emissions from Fugitive Equipment Leaks (If Calculated using only EPA Default Factors) (MT CO_2e)
2025	1,639	1,456,410	11,886,523	2,480	5,331

Figure 6.8

* Total wells derived from Pennsylvania Department of Environmental Protection Oil and Gas Reporting Electronic (OGRE) system and includes wells in production and varying stages of development.

Integrated Emissions Management

A connected approach to measure, manage and reduce emissions.

Manage

Pneumatic Controls

Zero-emissions pneumatic by end of 2026

White Tanks

Reduce condensate and liquids related emissions

Liquids Unloading

Zero-venting practices

Electrification

Advanced electrification across development and production sites

Measure

Aerial Surveys

Across 100% of our assets

LDAR Surveys

8x per year on 100% of our assets

High Flow Sampler

Quantifies leaks & emissions through direct measurement

Monitoring

Continuous methane & ambient air monitors collect data

Data Sharing

Technologies and teams share data seamlessly

Direct Measurement

Multiple technologies provide accurate detection and quantification

Action

Operational improvements and technology solutions drive emissions down

Lower Emissions

A comprehensive, integrated approach delivers measurable results

Emissions Management Efforts

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

LDAR Surveys

Maintained class-leading LDAR survey frequency at eight times (8x) per year or twice per quarter for all facilities. As a result of this increased frequency, we have seen an overall decrease of 21 percent in methane emissions from total reported leaks from 2024 to 2025.

Electrification

On-site combustion activities are an area of focus of our emissions reduction efforts. We have advanced electrification efforts across our operations and introduced on-site power generation technology in our development and retrofit activities. This allows us to reduce emissions and improve energy efficiency by replacing diesel with natural gas. Additionally, we have made a focused effort to bring utility power to our well sites. Currently 46 percent of Range locations have access to utility power, replacing engine-driven equipment and ensuring reliability during our winter operations.

Pneumatic Controllers

Production facilities for all new wells include zero emissions pneumatic controller designs. Our retrofit program for existing production facilities is currently underway and on track to be completed by the end of 2026. We have prioritized the equipment and sites best suited for retrofits – targeting the largest emissions sources first and implementing the best-engineered solutions to achieve the greatest overall reductions, while ensuring compliance with evolving regulations.

Aerial Surveys

In line with our commitment to fully understand our emissions profile, starting in 2023 we have completed multiple aerial surveys of 100 percent of our assets. This has allowed the Emissions Management Team to continue their focus on mitigation efforts that produce the greatest overall reduction of emissions. We plan to continue a targeted approach with more surveys in 2026 to further enhance our Emissions Management strategy.

Liquids Unloading

Since 2023, Range has reduced vented liquids unloading events in Northeastern Pennsylvania by approximately 94 percent through the implementation of plunger lift and pad compression. In late 2024, a "zero venting" approach was taken to determine and develop best management practices for unloading events to minimize emissions. Range used the data from this trial to refine guidance for liquids unloading operations best management practices that are now in use across all of our assets. These practices improve the success rate of non-vented operations and reduce emissions while minimizing production losses. Liquids unloading events have also been added to our direct measurement program.

Continuous Monitoring

Continuous methane monitors have been installed and operate on a total of 13 well sites covering over 20 percent of our production. Continuous monitor alerts have been set up to help identify leaks or other events, which allows for faster remediation and a reduction in overall emissions. The continuous monitoring data, combined with our LDAR surveys, help guide new facility design improvements that eliminate common emissions sources identified using these technologies.

Emissions Reduction Work Group

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

Completions Technology Advancement

In 2025, Range advanced completions technology through a strategic partnership by deploying the first electric power pack to support Drillout Operations. This unit reduces combustion and noise emissions, increases up time, and enhances operational safety. This opportunity has allowed Range to bring wells to production with all major Completions services electrified.

Emissions Management Team

Range has created a dedicated Engineering Team within our Facilities Engineering Department that focuses on Range's path to Net Zero Scope 1 and Scope 2 GHG Emissions, facilities retrofits, and the testing and implementation of new technologies that reduce and quantify methane and combustion emissions across all operations groups.

Non-GHG Emissions

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

Leveraging innovative technologies and solutions has been instrumental to our efforts to protect air quality. In particular, our efforts have resulted in an 22 percent decrease in VOCs since 2023.

Some of our initiatives include:

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

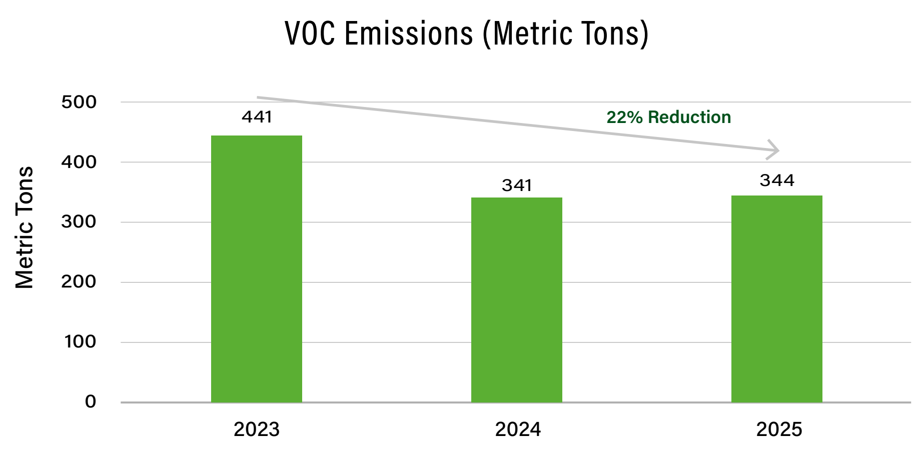


Figure 6.9

Minimizing Flaring

A low level of operational flaring is necessary in almost all oil and gas development to maintain a safe work environment and meet regulatory requirements. 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 2025 include those resulting from safety flaring and small volumes of gas combusted in an enclosed device. Those volumes represent 0.02 percent of our 2025 production.

We continue to disclose in this report de minimis emissions from flaring in accordance with federal regulatory definitions, as seen in Figure 6.10, which has been our approach since we launched our first Corporate Sustainability Report. For more information, please see p. 72 in the Appendix. We continue to make progress on reducing emissions from flaring. Several of the initiatives discussed previously, together with Range's operating practices, specifically contribute to the reductions of flaring activity:

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

FLARING EMISSIONS	2025	2024	2023
Volume of Hydrocarbon Flared (Mmcfe)	135.4	247.9	201.8
GHG Emissions due to Flaring (MT CO_2e)	16,218	18,753	15,455

Figure 6.10

ONGOING AMBIENT AIR MONITORING ACTIVITIES

Range's Ambient Air Monitoring Program continues to be a valuable resource for stakeholders, and we have continued to expand those efforts across our operating footprint. We partner with third-party air quality experts to install continuous ambient air monitors. These monitors collect air quality data using U.S. EPA protocols, ensuring accuracy and impartiality.

The monitors focus on two key indicators of air quality: VOCs and PM 2.5. The monitors collect air quality data throughout all phases of our operations, including months after our activity has concluded and the site is in production. In 2025, Range initiated voluntary ambient air monitoring at one additional well site in southwestern Pennsylvania, bringing the total number of sites with active monitoring to three. Monitoring at the Sun Mine Well Site in Fawn Township, Allegheny County concluded, after collection of a comprehensive dataset that began with the onset of drilling, continued through completion and extended into six months of production. Results from our voluntary air monitoring program are posted to our website and include both active and past monitoring projects.

Climate Change Strategy

Climate Change Risk Management

Risk management is inherently multifaceted, requiring coordination across disciplines and perspectives. As part of our enterprise risk management framework, we maintain a structured approach to identifying, monitoring, and overseeing a broad range of risks, including those related to climate change. Central to this effort is our multidisciplinary Risk Management Committee, which provides dedicated oversight and guidance on these evolving areas. These include legal and regulatory risks, market risks, reputational and community risks, and the physical risks associated with extreme weather events and their long-term impacts.

We are committed to continued refinement of our climate change risk management approach, which is informed by conducting scenario analyses. These tools assist us in evaluating various risks and opportunities. For example, in 2024, Range conducted, with the assistance of a third-party, a physical climate risk assessment of our operations which was guided by the Task Force on Climate Related Disclosures (TCFD), the Federal Emergency Management Agency (FEMA) National Risk Index Scores and the International Energy Agency (IEA) World Energy Outlook (WEO). Range is fully committed to identifying climate-focused solutions, 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 enables Range to operate more efficiently, reduce costs, and lower our long-term emissions intensity.

Risk	Category	Timing	Mitigation Strategy
Legal & Regulatory	Transition	Medium to Long Term	Engage with policy makers and regulators at the local, state and federal levels; participate in business and industry forums and trade associations
Market	Transition	Medium to Long Term	Market products to diverse sets of markets and customers, maintain a high quality multi-year drilling inventory, maintain a competitive cost structure, test and implement innovative technology, utilize scenario analysis to evaluate demand
Reputational & Community	Transition	Short to Medium Term	Stakeholder engagement, Independently Certified Gas, maintain Net Zero Scope 1 and Scope 2 GHG emissions goal, emissions reduction efforts, robust LDAR program, direct measurement
Extreme Weather	Physical	Short Term to Ongoing	Emergency response program, business continuity planning, well pad and facility design, water recycling program, winterization measures

Short Term: 0–1 year | Medium Term: 1–5 years | Long Term: 5+ years

Figure 7.1

We are subject to various risks and uncertainties in the course of our business. For additional risk factors affecting our business, see Item 1A Risk Factors as set forth in our Annual Report on Form 10-K for the year ended December 31, 2025, as filed with the SEC on February 24, 2026.

Climate Change Opportunities

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

Industry Leadership

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

Responsible Energy Provider

We recognize the value of energy production that respects environmental and social standards and the potential competitive advantage that low emissions intensity and Independently Certified Gas provides. Our current certification process typically involves an annual review by an independent third party that validates our natural gas as 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 facility designs as well as our leak detection and prevention processes and procedures have allowed us to capture and sell gas that would have otherwise been emitted into the atmosphere. Additionally, our water recycling program allows us to reuse water and reduce freshwater withdrawals while prioritizing the utilization of transfer pipelines, rather than trucks, to reduce costs and associated emissions during the transportation process.

Market Demand

Natural gas is a significantly cleaner and more efficient fuel compared to other fossil fuel sources – reflected across the multiple climate scenarios outlined below. According to the U.S. Energy Information Administration (EIA), for the same amount of energy, natural gas produces between 43 and 49 percent less CO_2 emissions than coal-based fuels and between 26 and 27 percent less CO_2 emissions than diesel and gasoline. As demand for higher-emitting fuels is projected to decline under multiple climate scenarios described below, we believe natural gas presents a safe, environmentally friendly, and cost-effective alternative to other fossil fuels for transportation and power generation. NGLs also supply numerous feedstocks for products critical to every alternative energy source.

Modeling Future Climate Scenarios

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

To facilitate our recent analysis, we utilized three publicly available scenarios produced by the International Energy Agency's (IEA) World Energy Outlook (WEO) 2025, one of the most widely recognized models contemplating potential transition risks associated with climate change:

The Current Policies Scenario (CPS)

The CPS reflects only policies and regulations that are enacted and implemented. Under CPS, global energy demand continues to grow through the 2030s, driven primarily by emerging markets and developing economies. Natural gas demand increases into the 2030s, supported by power generation, industrial demand, and expanding LNG trade. From 2024 - 2035, CPS has global natural gas demand growing 19 percent and a further 11 percent from 2035-50. Energy-related CO_2 emissions remain elevated and broadly flat over the medium term, consistent with an average global temperature increase of approximately 2.9°C by 2100.

The Stated Policies Scenario (STEPS)

The STEPS assumes prevailing policy settings as well as announced policy intentions and targets. STEPS projects a 12 percent increase in natural gas demand until 2035, followed by a three percent decline until 2050. This scenario projects a rise of around 2.5°C in global average temperatures by 2100.

The Net Zero Emissions by 2050 Scenario (NZE)

The NZE aims to limit global warming to 1.5°C and assumes aggressive gains in energy efficiency and consumer behavior changes. Compared to 2024 levels, it projects a 38 percent decline in natural gas supply and demand by 2035, with a 67 percent demand decline from 2035 to 2050. In contrast to the IEA's CPS and STEPS scenario projections, NZE scenario projects large declines in gas demand. This decline is driven by forecasted increases in renewables penetration, advancements in battery storage technology, and the IEA's underlying assumptions related to cost reduction and investment forecasts. Real world factors such as affordability concerns, security of supply, permitting challenges for transmission and generation, accelerating power demand from data centers and AI, supply chain reshoring, higher interest rates, critical mineral mining concentration in a few countries, cost inflation in the underlying metals and minerals of renewable technologies, and emission reduction efforts from other countries all raise uncertainties about the timing and cost reductions assumed in these scenarios.

Scenario Analysis

While assumptions in NZE are or appear to be counter to continued global investments in natural gas-related infrastructure, Range is prepared to remain competitive and adapt.

According to the IEA's STEPS scenario, shale gas is projected to have strong growth with a 26 percent increase by 2035 and a 6 percent increase by 2050. In the CPS scenario, shale gas production grows by 34 percent by 2035 and 18 percent by 2050 (Figure 7.2).

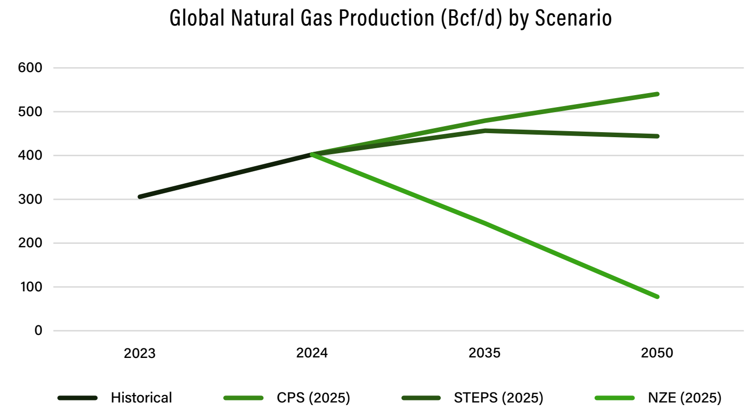
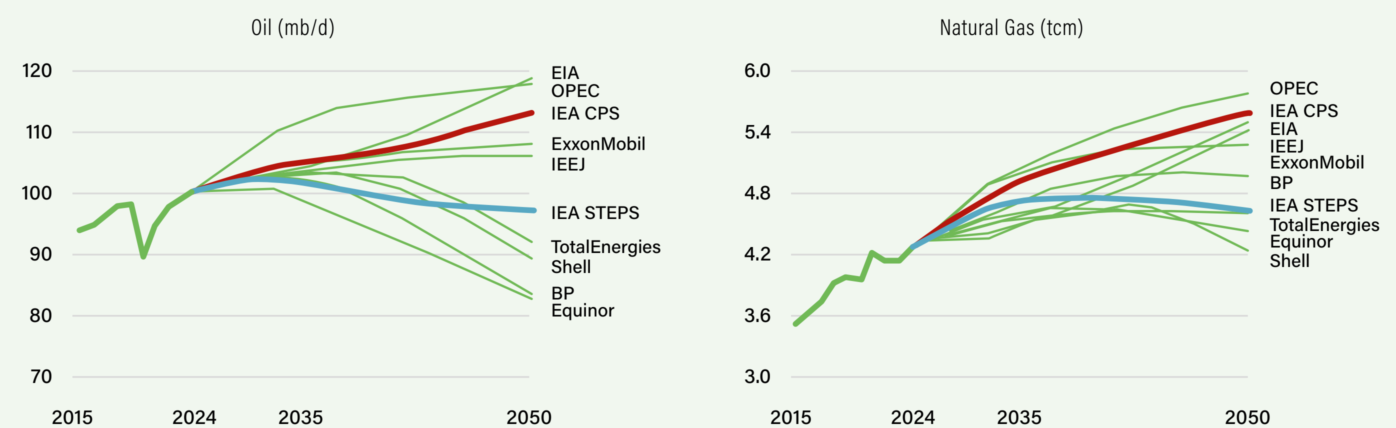


Figure 7.2

Anticipated Impacts to Production

- North America will remain a significant exporter of natural gas in the STEPS and CPS
- North American production grows in the CPS by 18 percent to 2035, and in STEPS by 12 percent. By 2050 the CPS forecasts 2 percent further growth, while STEPS declines 13 percent leaving production flat with 2024 levels.
- The use of natural gas for power generation and industrial uses has significantly lower GHG and other air emission intensity compared to other coal- and petroleum-based sources

Comparative Scenarios of Global Oil and Gas Demand to 2050*



IEA CPS is near the middle of a range of scenarios that project strong continued growth in oil and gas; the IEA STEPS sits with other outlooks that project declines to 2050

Figure 7.3

*Sourced from the IEA World Energy Outlook 2025 report

Given that our current costs of production and breakeven prices are among the lowest in the industry, we expect to remain competitive under various price scenarios forecasted by the IEA (Figure 7.4).

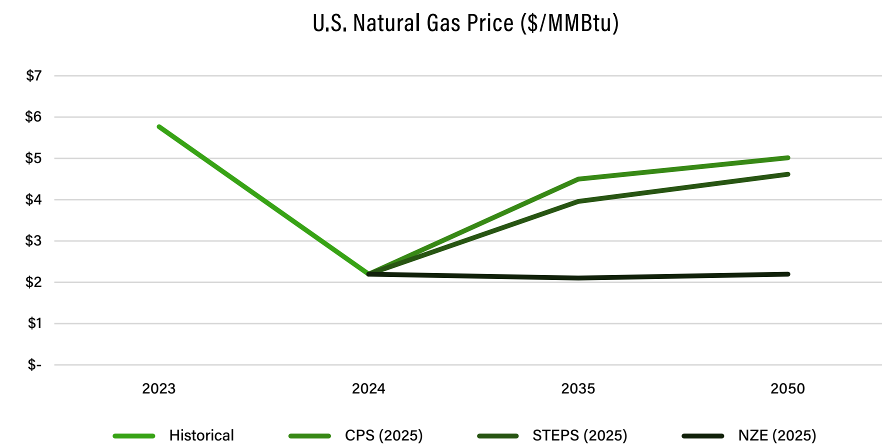


Figure 7.4

Our concentrated development of natural gas and NGLs production in Southwestern Pennsylvania has some of the lowest costs in North America, while operating under some of the most stringent federal, state, and local environmental and safety regulatory standards.

In a commodity business, the companies with the lowest cost break-evens are the strongest positioned over the long run. Using a low gas price assumption of $2.50/MMBtu for 2030+ U.S. Gas, Range still has decades of drilling inventory, as we sit on the low end of the cost curve (Figure 7.5). Per the Enverus chart below (Figure 7.6), there is less than four years of industry resource that breaks even below $2.50/MMBtu in North America. As a result, higher-cost competitors (and many with high base decline rates) would see their production go into decline, while Range is expected to remain positioned to maintain or grow production. The Rystad Global Gas Supply chart below (Figure 7.7) illustrates how existing production without investment would decline from ~400 Bcf/d to ~250 Bcf/d by 2030. Meeting the RE 1.6 DG Scenario (similar to the IEA NZE 1.5 Degree Scenario) still requires Gas Supply Investment capable of generating 100 Bcf/d of production. Even in this scenario, which we believe is highly unlikely given the continued trajectory of production and global investments in natural gas-related infrastructure, Range would remain competitive while higher-cost producers decline at a faster rate.

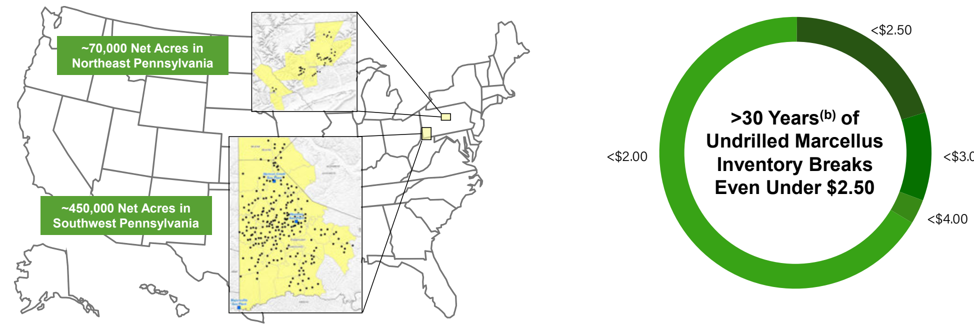
By maintaining a leading full-cycle cost structure and marketing our products to a broad customer base, we are poised to capitalize on the long-term advantages of natural gas as a reliable and clean energy source, with the expected increase in domestic and global demand.

Unmatched Core Marcellus Inventory

30+ Years of High-Quality Marcellus Inventory

27 Million Lateral Feet of Undrilled Marcellus at YE 2025

$/MMbtu Breakeven[a]



Utica/Point Pleasant and Upper Devonian Further Extend Range's Inventory Life

Figure 7.5

2025 North American Gas Cost Curve

($/MMBtu)

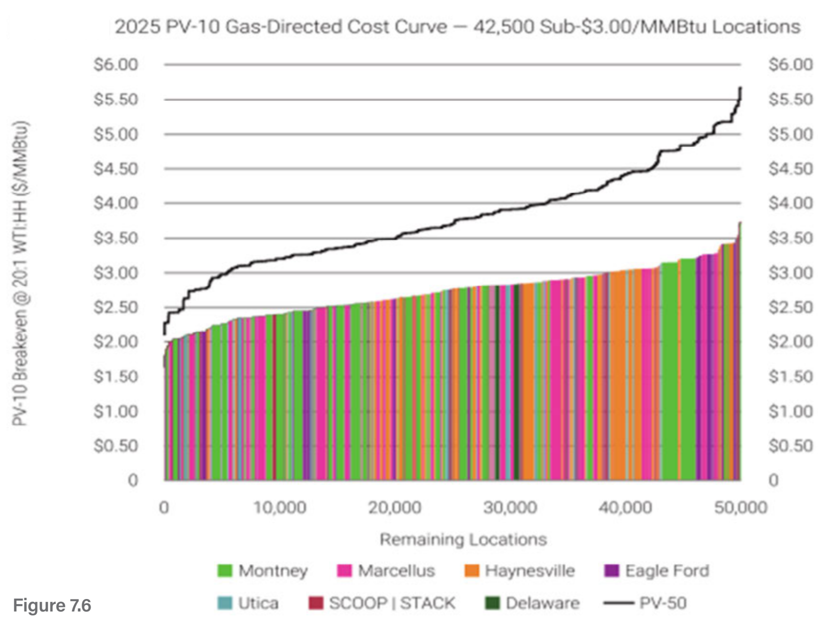


Figure 7.6

Source | Enverus Intelligence® Research, Enverus Placed Well Intelligence

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

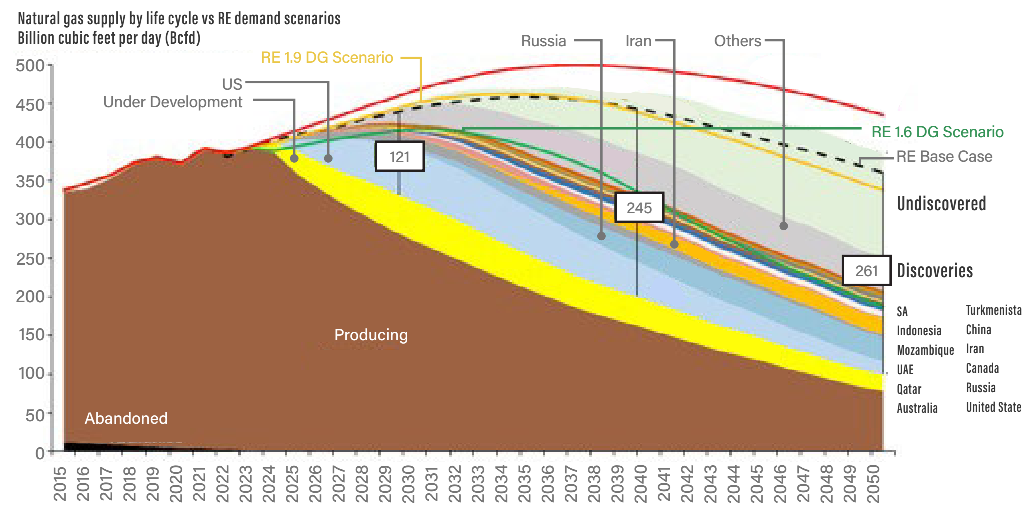


Figure 7.7

Notes: Highlighted areas represent townships where Range holds ~2,000 or more acres.

a) PV10 breakeven price per well includes all-in well costs, gathering, processing, transport, pricing differentials, LOE, and production taxes. WTI/NGL realization (% of WTI) used for the cases are $2: $50/45%, $2.50: $60/42.5%, $3: $70/40%. b) Based on maintenance activity levels for 2.6 Bcfe/d.

In 2024, the U.S. was the largest global liquefied natural gas (LNG) exporter, enhancing the security of global supply. With recent events in the Middle East reinforcing the need for Global Energy Security and affordable energy, additional U.S. LNG export projects are expected to continue progressing, furthering the U.S.'s leading market position. Recent data indicates Appalachian gas is associated with one of the lowest average emissions intensities globally. This favorable emissions profile, combined with strong demand and increasing exports, has the potential to reduce global emissions by displacing more emissive energy sources.

The U.S. is projected to increase its net exports of natural gas under both the STEPS and CPS scenarios, driven by growing demand in the Asia-Pacific region (Figure 7.8). In the STEPS & CPS scenarios, the EU reductions in pipeline gas from Russia means that Russia never regains similar export levels as seen pre-2024.

Under both the CPS and the STEPS in the IEA's World Energy Outlook 2025, LNG supply from the United States and Qatar remains dominant through 2035. In the CPS, combined LNG supply from the two countries continues to rise through mid-century. In the STEPS, global LNG demand plateaus, but the lowest-cost suppliers—including the U.S. and Qatar—retain high utilization and market share, while higher-cost supply is increasingly displaced. LNG is expected in both cases to account for a growing share of global gas trade through 2035 and 2050.

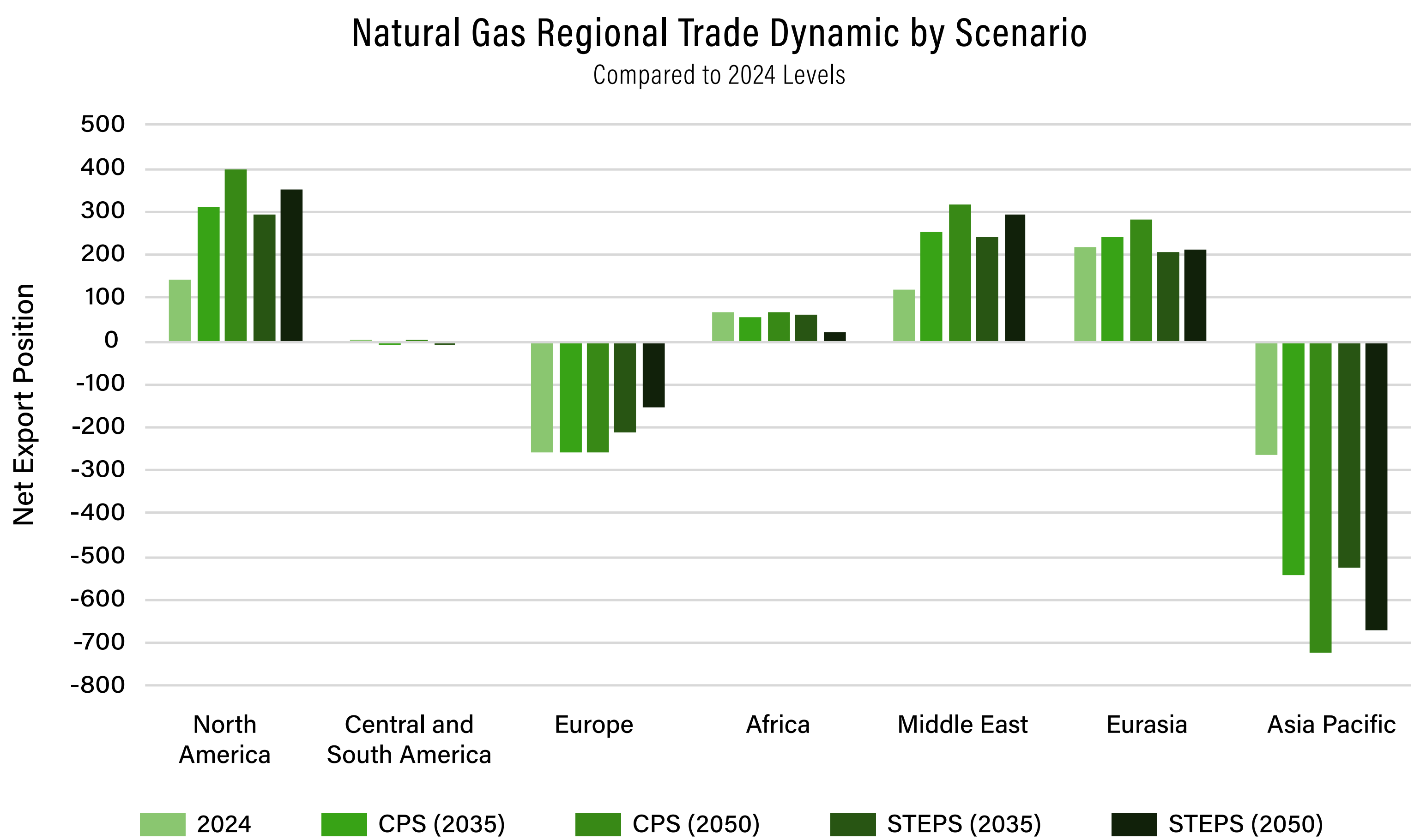


Figure 7.8

Additionally, our investments in NGLs 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 CPS scenarios through 2035. LNG and NGLs also provide additional benefits beyond reductions in CO_2. 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.

The above analysis of climate change policy scenarios reinforces Range's commitment to its 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.

Environmental Stewardship

Section Highlights

Recycled 128% of produced water and flowback volume through our water sharing program

49% of total water used for operations was reuse water

Our approach to sustainability and environmental stewardship is guided by our core values and Range's focus on long-term economic value with a commitment to environmental and social responsibility. We uphold our commitment to these principles by closely monitoring our environmental values, initiatives, and goals, and by adhering to all associated regulations and standards at the local, state, and federal level. Our Board of Directors and Senior Management Team continue to uphold our strong commitment to environmental stewardship and natural resource conservation.

Integrating Our Environmental Management System

Our Environmental Management System (EMS) is designed to achieve and maintain environmental compliance, address environmental concerns, and promote improved sustainability performance across our operations. Managed by our skilled team of Environmental Compliance (EC) experts, our EMS allows our team to identify, assess, and manage our environmental initiatives relating to emissions controls, waste management, and surface activities. The EC team plays a pivotal role in implementing and maintaining our EMS, which includes guiding operational groups, inspecting regulated activities, establishing corrective actions as needed, and ensuring compliance with applicable environmental regulations and policies.

Integrating the EMS framework into our operations is central to our environmental stewardship approach. Our workforce is empowered through training and resources outlined in our EMS to identify, address, and track environmental performance factors and work in accordance with our Company-wide Environmental Policy and procedures.

Our EC team maintains the following certifications and trainings:

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

In addition, our EC team members collaborate with external industry committees and working groups to develop new environmentally focused initiatives and drive relevant innovations to our industry.

Training and Qualifications for our Environmental Compliance Team

A key component of our EMS is cultivating a culture of continuous improvement and expertise in environmental stewardship across our Environmental Compliance team. Our EC team regularly participates in learning opportunities as part of maintaining environmental certifications and providing training to operations teams during their monthly and quarterly Safety and Environmental Reviews.

Environmental Management System Process

PLAN
- Goals & Objectives
- Environmental Policy
- Guidance Documents & Forms
- Contingency Plans
- Training

DO
- Implementation of Guidance Documents
- Use of Environmental Safeguards
- Incident Response
- Data Collection
- Reporting

CHECK
- Inspections & Audits
- Environmental Event Investigation
- Data Review

ACT
- Corrective Actions
- Training
- Performance Reporting
- System, Strategy, or Plan Improvements

Spill Prevention

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

Environmental Incident Response Compliance Plan

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

1. Awareness

All employees and contractors are expected to act in accordance with this plan.

2. Recognition

Employees and contractors are expected to recognize environmental incidents.

3. Assessment

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

4. Immediate Response

If an environmental incident has occurred, immediate response actions are necessary to reduce the real or potential impacts.

5. Reporting

Every environmental incident, without exception, must be reported to the EC Department who will make notification to external regulatory agencies as appropriate.

6. Remediation

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

7. Investigation

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

8. Analysis and Prevention

On at least a monthly basis, the EC Department reviews statistics of environmental incidents to identify trends or recurring issues and works cross-departmentally to identify process improvements.

In 2025, the total volume of reportable spills (resulting in a release greater than or equal to one barrel of oil equivalent) remained low at 6.8 bbls. Our multi-year, data-driven approach allows us to leverage reliable and effective metrics to inform and improve our spill management processes. Industry-leading practices, combined with advanced technologies Range has implemented across its business, have provided tangible results to minimize potential impacts of spills, as evidenced in the figure to the right (Figure 8.1).

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

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

Our proactive spill management strategies advance our ability to prevent and manage spills. We understand that improving our performance under these strategies may not be perfectly linear and our goal of zero spills is inherently difficult. We remain committed to developing new processes and technologies to continuously improve and serve as a responsible steward of the environment by minimizing the number and impact of any spills.

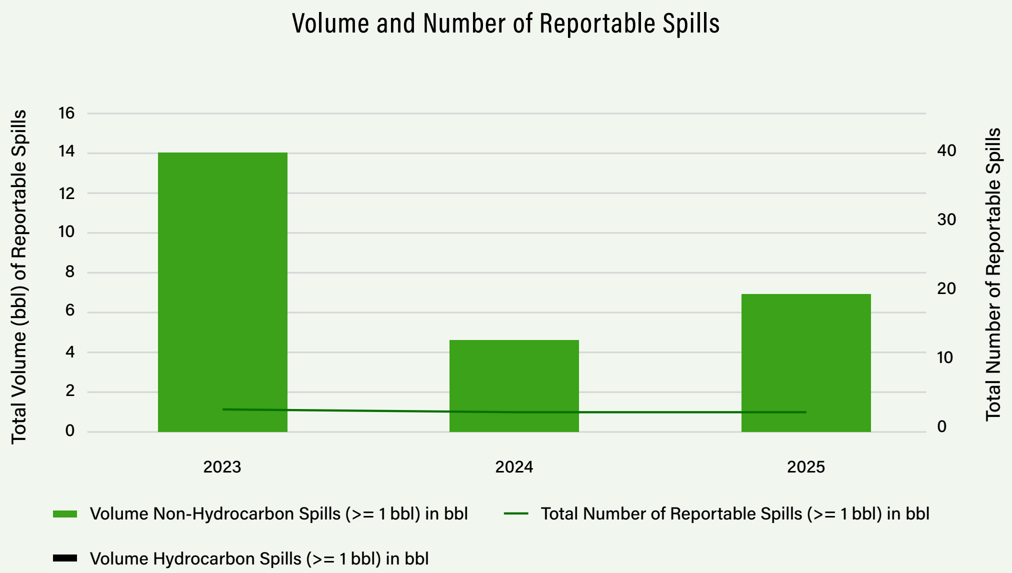


Figure 8.1

Well Construction and Hydraulic Fracturing Best Practices

Range safely and efficiently uses hydraulic fracturing technology – a proven technology that has been relied upon for more than 75 years – to stimulate natural gas production from rock that otherwise would not produce hydrocarbons. The process involves pumping sand and water, along with a very small quantity of additives, at high pressure to create paper-thin fractures in hydrocarbon-bearing rock formations. These small fractures are held open by the sand to create pathways for the hydrocarbons to flow from the formation to the well.

Ensuring Well Integrity

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

Our wells are designed and constructed with multiple layers of protective steel casing and cemented to ensure optimum well integrity. The steel casings are specially designed, manufactured, and installed to provide long-term production and protection. When necessary, additives or special cement blends may be used to protect against 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 incrementally smaller steel casing until the well has reached its horizontal target. The design will achieve multiple cemented layers of steel casing, engineered to deliver structural integrity and multiple layers of environmental protection.

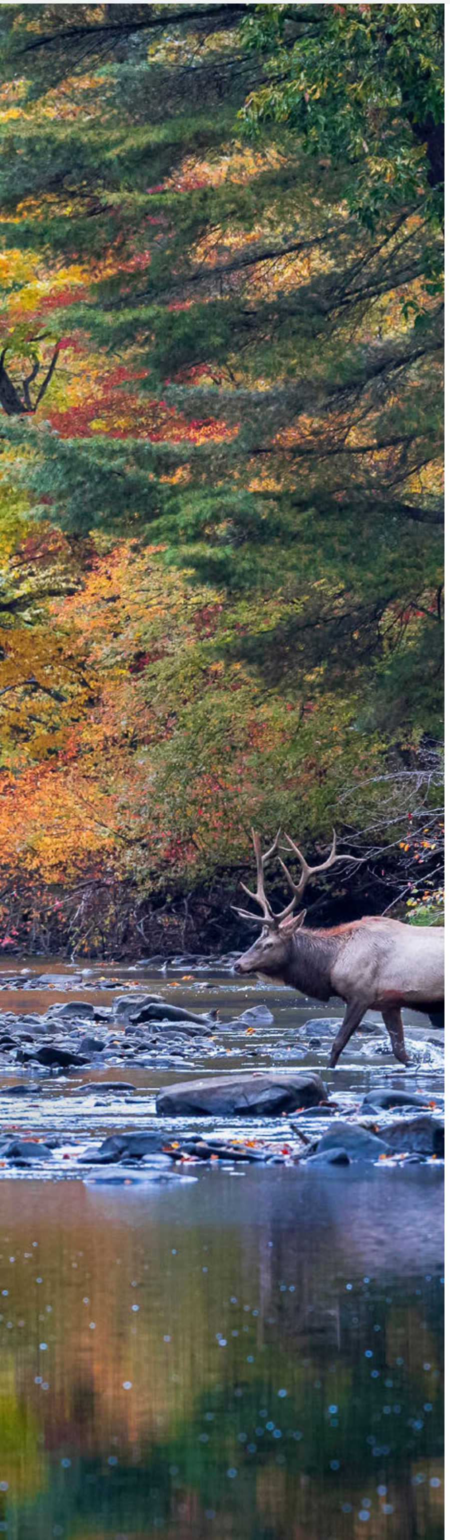
Protecting Water Resources

Water is a vital resource shared by all, and Range is deeply committed to the protection of water sources throughout all phases of operations. This includes baseline pre-drill testing of water supplies in the vicinity of a well site to frequent wellbore integrity assessments. In advance of operations, water sources within a 2,500-foot radius of well sites are tested by an approved, third-party consultant and state-certified laboratory. The test results are sent to the landowners and state regulatory agencies, in addition to being retained on file with Range. This shared data ensures that all relevant stakeholders have access to information about their water resources and baseline water quality before any drilling takes place.

During each phase of our operations, wellbore integrity is actively monitored and evaluated to ensure that drilling and completion activity occurs in a safe, isolated environment that safeguards against impacts on groundwater resources. We employ several techniques to verify wellbore integrity before hydraulic fracturing takes place, ensuring multiple layers of steel casing and cement are fully secure and prevent 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 created by the Ground Water Protection Council and the Interstate Oil and Gas Compact Commission, to provide an account to regulators, landowners, and community members of the highly diluted additives used at each well site, along with their classifications, volumes, dilution factors, and typical uses in operations. This information is also reported to the appropriate regulatory agency within the Commonwealth of Pennsylvania as required by law. 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. Further, Range is committed to using products that do not contain PFAS.



Biodiversity and Ecosystems

Range recognizes the importance of safeguarding ecosystems and maintaining biodiversity in the areas in which we operate through our environmental management practices. Our Civil & Environmental Engineering and EC Departments are responsible for assessing and managing potential risk and impacts to biodiversity and ecosystem as part of our ongoing operations. Properly addressing biodiversity concerns and refining our operational approach helps to minimize impacts in the environments and communities where we operate.

Improvements in horizontal drilling performance have allowed Range to develop natural gas with fewer well sites, resulting in less land disturbance. Where possible, we have also focused on conducting our development activities on existing sites, resulting in reduced surface disruption and cost efficiencies.

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

Biodiversity Risk Assessments

Evaluation of new or proposed well sites begins with a review of data provided by relevant habitat assessment tools and other third-party resources. Through this review and subsequent permitting processes, we determine if the proposed development activities will occur near the habitats of any rare, endangered, or otherwise protected flora, fauna, or ecosystems.

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

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

Local Strategy

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

AVOID

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

MINIMIZE

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

RESTORE

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

Supporting Conservation Efforts

Range is proud to support several community-based partnerships focused on conservation. We contribute to national and local organizations such as the Keystone Elk Country Alliance, the Ruffed Grouse Society, National Deer Association, Montour Trail Council, the PA Association of Conservation Districts, as well as Beaver and Washington County Conservation Districts, which all aim to advance wildlife and habitat conservation efforts. We also continue to partner with participating landowners through our Habitat Enhancement Program. This program focuses on local habitat during the restoration process by creating valuable pollinator and wildlife habitats through planting of specially formulated seed mixes. Since its inception in 2014, 65 acres have been enrolled in Range's Habitat Enhancement Program.

Strengthening Conservation Partner Bonds: Range and Keystone Elk Country Alliance (KECA)

In 2025, Range again partnered with KECA at their Elk Country Visitor Center in Benezette, Pennsylvania. Employees planted 200 young aspen trees to aid reforestation and stained the exterior of Gurney Volunteer House.

"Range has been an outstanding partner to Pennsylvania's Elk Country and KECA for several years. As partner conservationists, they've provided critical funding that has benefited our conservation education programs and students from across the state. Their pickup truck donations have been essential to supporting our habitat work. We cannot do the work that we do without partners such as Range."

Jeff Gauger, CEO & President - KECA

Environmental Compliance Department Beautifies Three Local Communities

The EC team gathered for a team building and volunteer activity and worked to beautify three local communities: Buffalo Township, South Franklin Township, and East Finley Township. The cleanup was a collaborative effort with Washington County Conservation District. A few of Range's vendor partners assisted in the event with Hapchuk, Inc. and Specialized Professional Services, Inc (SPSI) donating trash boxes while Waste Management donated trash disposal. The total impact for the day equated to nearly 4 tons of trash which included items such as lawn mowers, couches, mattresses, and 173 tires.

Waste Management

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

Central to our waste management program is the handling of effluents, which comprises the bulk of our generated waste and solid waste. To manage our effluents, Range develops and operates waste storage facilities strategically located in our field to efficiently reuse drilling fluids and produced water for future operations, significantly reducing our waste disposal needs. Reducing waste disposal cuts costs and reduces logistical needs and our exposure to safety incidents, advancing our sustainable practices and responsible resource management.

Thorough due diligence audits of entities and facilities that transport and receive our waste represent another significant element of our waste management program. Our audit program consists of information gathering and site visits prior to facility utilization. Any waste generated by our operations that could have the potential to contain naturally occurring radioactive material (NORM) or technically enhanced radioactive material (TENORM) is monitored, properly characterized, and transported to an appropriately permitted facility for disposal.

Water Management

Water Recycling

Range has operated an industry-leading water recycling program since its launch in 2009. We have continuously expanded our efforts in Pennsylvania and implemented unique solutions that have reduced our freshwater consumption over time, while maximizing capital efficiencies.

Range has expanded its water recycling program to include the reuse of other regional operators' water in Pennsylvania. This strategic practice allows Range to significantly reduce its freshwater usage and enabled us to recycle 128 percent of our produced water and flowback volume in 2025.

In 2025, we recycled nearly 100 percent of the 11.6 million barrels of flowback and produced water generated from our operations. This recycled water supplied 49 percent of the water needed for operations. A slight decline in water recycling rates, compared to last year, occurred due to various operational, economic, and infrastructure efficiencies. For example, the location of well sites influenced our decision on using recycled water in cases where the road network posed challenges that made sourcing freshwater more feasible and efficient.

Sourcing Freshwater

In addition to our extensive water recycling program, we ensure responsible sourcing of freshwater for our operations. We utilize the WRI-Aqueduct Water Risk Atlas to determine if our operations are occurring in water stressed areas or areas with an overall elevated water risk. According to the Atlas, none of our projects or operations are located in water-scarce or elevated water risk areas. Freshwater sources are used only with authorization by state agencies and river basin commissions and are subject to extensive regulatory reporting requirements. Freshwater that is required for our operations is sourced from abundant, drought-tolerant sources that include:

- Public water utility companies
- Permitted sources from the Ohio River
- Permitted sources from the Susquehanna River in Pennsylvania

Furthermore, over 13 years ago, Range invested in a permanent fresh waterline system in Pennsylvania to deliver water to our operations. Spanning more than 34 miles, the waterline runs from the Ohio River to five water storage facilities, with the potential to supply nearby operators. In 2025, the waterline eliminated more than 83,000 truck trips and supplied over 400 million gallons of freshwater for development activities. Range's investment in water delivery systems demonstrates our long-term commitment to water infrastructure.

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

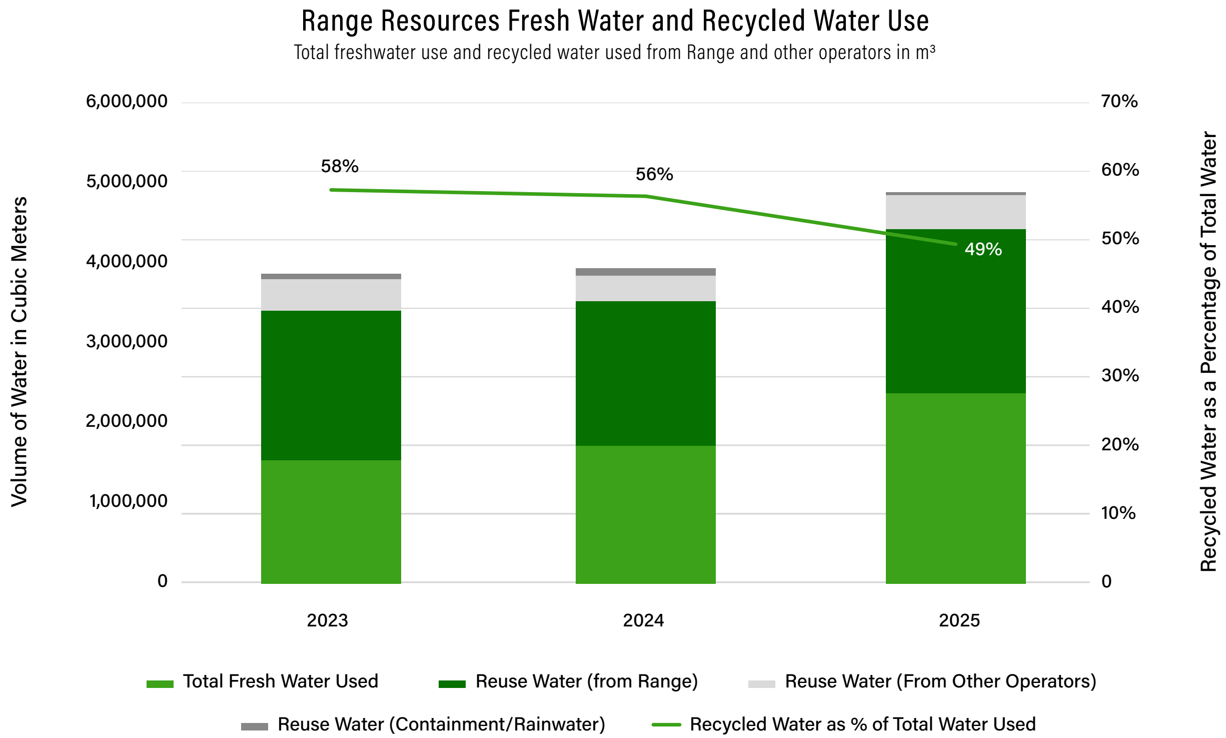


Figure 8.2

04

People & Communities

Safety Leadership

Section Highlights

- 0.16 Employee DART (Days Away, Restricted, or Transferred)
- 0.49 Employee TRIR (Total Recordable Incident Rate)
- 3,100+ hours of safety-related training completed by employees

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

As a team, we work diligently to prevent incidents by creating a workplace culture that integrates safety and health throughout Range's day-to-day activities. Safety is a process led by senior management, implemented by all of our employees, and expected from everyone at our locations. Each level is accountable to the one above and responsible for the one below. This is achieved by a belief in and adherence to trust, respect, integrity, and a continued pursuit of excellence.

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

Serious injury and fatality prevention is a focus of our safety efforts. Through our Serious Injury and Fatality Steering Team, Range engages our operations department managers to focus specifically on Serious Injury and Fatality (SIF) prevention. This team is composed of key operational leaders from our Completions, Drilling, Facilities Construction, Production, and Water Operations departments, enabling a multi-disciplinary approach to addressing safety concerns. The Serious Injury and Fatality Steering Team meets regularly to review incident trends and determine the actions Range is taking to prevent serious injury and fatalities on our worksites.

Our Safety Committee includes field employees, engineers, and safety staff, who meet monthly to discuss workplace safety concerns and implement risk reduction strategies. Meetings cover various topics, such as safety moments, a review of Hazard ID submissions, and presentations on safety initiatives across various departments. A key focus is evaluating Hazard ID entries from both contractors and Range employees, who report near hits and potential field hazards. Members review and select a standout submission each month, recognizing individuals who contribute to workplace safety. By fostering open discussions, addressing concerns, and promoting ongoing safety education, the committee helps strengthen a culture of awareness and continuous improvement across the organization.

Safety Management System

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

Safety Management System Elements

Every employee involved in safety-related actions and initiatives is expected to utilize our "Plan, Do, Check, Act" process.

- Leadership and Worker Participation
- Risk Assessment
- Planning Goals and Objectives
- Safety Programs, Procedures, and Guidelines
- Emergency Preparedness
- Training and Competency
- Incident, Nonconformity, and Corrective Action
- Performance Evaluation
- Management Review

Emergency Preparedness & Response Program

Integrated Management Framework

As a core component of our Safety Management System, we maintain a comprehensive Corporate Crisis Management and Emergency Response (CMER) plan. This plan provides a standardized framework for the organization and tools necessary to facilitate immediate preparedness, response, and recovery.

We utilize a three-tier response model that ensures clear lines of communication between field operations and executive leadership:

- Incident Management Team (IMT): Composed of trained subject matter experts and field leadership who manage the tactical response to on-site emergencies.
- Crisis Management Team (CMT): Senior executives who provide strategic support, manage stakeholder communications, and address non-field-related business continuity issues.
- Board-Level Oversight: Our Board's ESG and Safety Committee regularly reviews incident metrics and preparedness levels to ensure continuous improvement and accountability.

Standardized Incident Command

Our response structure is rooted in the National Incident Management System (NIMS) and the Incident Command System (ICS). This allows our teams to integrate seamlessly with local, state, and federal agencies during a coordinated response. By using a "Common Language" approach, we ensure that our roles and responsibilities align with those of public first responders.

Advanced Technology & Communication

We invest in state-of-the-art infrastructure to monitor and mitigate risks in real-time:

- Emergency Operations Center: A centralized operations hub designed to support coordination, monitoring, and emergency response.
- Mass Notification Systems: Utilize advanced communications platform to quickly communicate alerts to employees and contractors.
- Digital Preparedness: Use innovative technology to support planning and training.

Site-Specific Safety & Community Collaboration

Because every operating area is unique, we complement our corporate plan with Site-Specific Emergency Response Plans. These plans are available at every location and include:

- GPS Coordinates & Site Maps: To assist air and ground emergency medical services.
- Hazard Identification: Critical Information Requirements (CIR) for first responders, including Safety Data Sheets (SDS) and spill control data.
- Public Notification Protocols: Defined procedures for the prompt notification of local residents and authorities.

We regularly host guided tours and peer roundtables. These programs provide resources for local fire departments and emergency personnel to familiarize themselves with our staff, location, operations, and safety systems.

Training & Continuous Improvement

We conduct rigorous, full-scale training exercises annually, supplemented by quarterly tabletop drills.

- Scenario-Based Training: Scenarios are derived from annual Hazard and Risk Assessments to ensure we are practicing for the most likely events.
- Contractor Alignment: Our emergency protocols are integrated into our Master Service Agreements, ensuring that our "on-call" contractor network is trained to the same high standards as our internal staff.
- Post-Incident Analysis: Following any drill or incident, we perform a formal "After-Action Review" to update our protocols and prevent recurrence.

2025 Safety Culture Improvements

We continue to explore ways to strengthen our safety culture and identify opportunities for continuous improvement. As part of this effort, we prioritize workforce engagement at all levels of the organization. A key element of this initiative was to create direct dialogue with frontline personnel to better understand day-to-day operational challenges and safety concerns. We conducted focused, on-site field engagement events across active Completions, Drilling, Facilities, Production, and Water operations, allowing dedicated time for crews to step away from work and share candid feedback with Range operations and safety representatives and deployed technology to assist with this process.

To further enhance reporting and two-way communication, we partnered with our IT team to develop a QR Code reporting tool that enables employees and contractors to submit Near Hit events and Hazardous ID reports in real time. The QR Code is posted at multiple locations across active sites and is also printed on the annual Range Field Safety Orientation hard hat stickers. Insights from the field provide actionable and targeted safety initiatives that drive ongoing risk reduction across our operations.

Industry Collaboration on SIF Prevention

In 2025, Range helped launch a new SIF Prevention Team in conjunction with the Marcellus Shale Coalition's (MSC) Safety Committee. The team brought together peer operators for collaboration to strengthen industry-wide safeguards against high-consequence events. This effort reflects our commitment to protect our own workforce and to elevate safety performance across the industry.

Serious Injury and Fatality (SIF) Prevention

Driven by the continuous refinement of our processes and support from leadership, our Serious Injury and Fatality Steering Team is spearheading the shift from reactive incident learning to proactive engagement in our daily work. By closely collaborating with workers, the Safety team gains deep insight into the challenges, constraints, and interdependencies of our operations. This informs our approach of building safety into pre-planning and task execution, with a strong emphasis on critical controls that safeguard our workforce. Integrating these advancements, we stand as industry leaders in SIF prevention, setting new benchmarks for operational safety and efficiency.

Part of Range's SIF prevention efforts include verifying that critical controls are in place, i.e., measures to prevent and reduce the potential for injury in the workplace. The Safety team works alongside field employees and contractors to identify high-risk tasks and ensure the appropriate controls are in place, including exclusions zones, automated fire suppression systems, high-pressure line restrains, lockout/tagout of equipment, and fall protection, among others. We continue to enhance SIF control assessments and development of critical controls to maintain a safe workplace and leverage new technology for specialized critical control verifications. For example, our Drilling department uses drones to inspect rigs for potential drop hazards, allowing issues to be corrected before an incident occurs.

Guided by our Serious Injury and Fatality Steering Team and associated safety practices, Range has maintained a record of **zero** serious injuries or fatal safety incidents for more than three consecutive years.

Occupational Safety

Our Safety team collaborates closely with members of our operations team to routinely review and revise Range's safety programs to guide safe work practices and maintain compliance with applicable regulations. As part of our Safety Management System, our safety team works alongside our operations team to promote safety through various day-to-day tasks, such as:

- Conducting regular safety and preparedness training
- Coordinating pre- and post-job meetings
- Evaluating safety best practices and analyzing opportunities for improvement
- Integrating safety standards into the procurement process and collecting safety-specific data
- Providing general and task-specific training
- Evaluating leading and lagging safety indicators
- Facilitating incident root cause analysis efforts
- Conducting operation-specific safety assessments in addition to critical control verifications

Over **200** detailed safety assessments were conducted in 2025 by Range's staff.

Driving Safety

Our commitment to safety, for our employees and the communities where we operate, extends beyond the well-site. Range recognizes that driving presents inherent risk, and we continue to take proactive steps to reduce that risk and improve driver safety. We use a vehicle monitoring system that generates driver scorecards and captures key performance indicators such as speeding, hard braking, and rapid acceleration. These insights allow us to identify drivers who may need additional support and provide targeted coaching to improve driving behaviors. In 2025, we began evaluating additional technologies to further enhance driving safety, including options such as dash cameras.

Range employees assigned to a Company fleet vehicle are required to complete driver training upon hire and every three years thereafter. This defensive driving program includes classroom instruction and an on-road component, and covers techniques designed to identify and correct at-risk behaviors. The course is also available on a voluntary basis to all Range employees and their children who meet Pennsylvania's legal driving age. We also partnered with a service provider to offer an optional, hands-on counter-steering training to interested employees.

In April, to honor Distracted Driving Awareness Month, the Range Safety Committee offered employees an opportunity to sign the "Just Drive, Distracted Driving Pledge." The pledge encourages drivers to avoid distractions behind the wheel and helps create safer roads for everyone.

Workforce Safety Training and Development

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

3,100+ hours of employee safety-related training

In 2025, our employees completed over 3,100 hours of safety-related training through our online Learning Management System (LMS), allowing individuals to learn at their own pace and convenience. This training incorporates an array of topics, including fall prevention, fire safety, and electrical safety. We also conducted several in-person classes, including defensive driver and cardiopulmonary resuscitation (CPR), first aid, and automated external defibrillator (AED) training, to ensure our employees possess the knowledge and skills needed to perform their jobs safely.

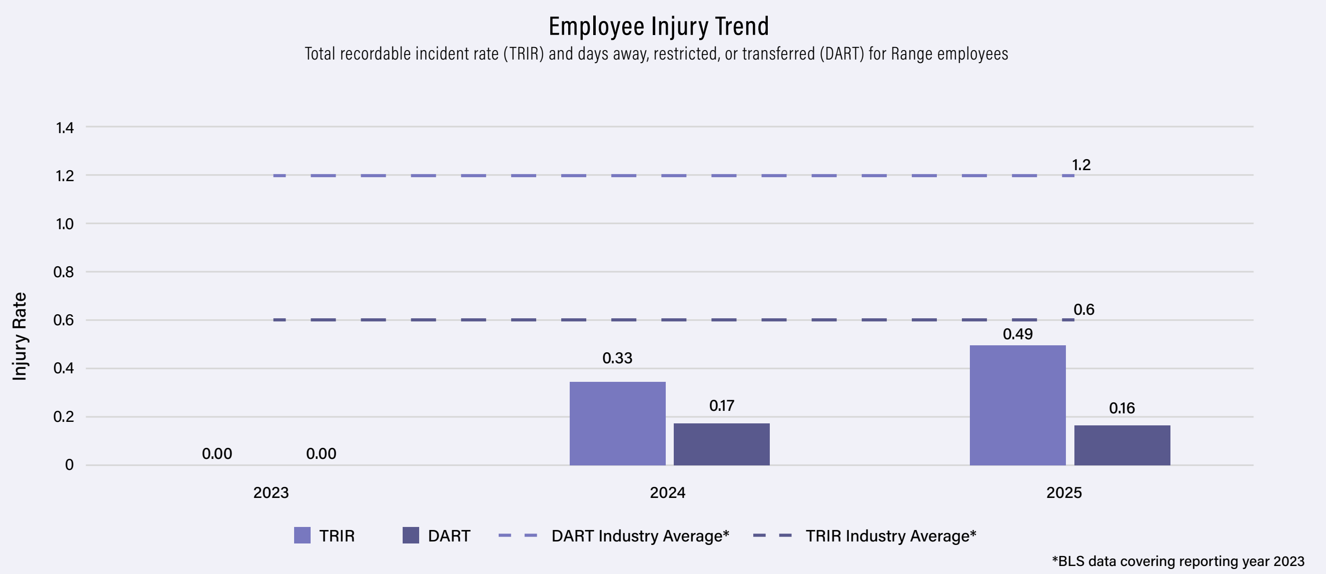


Figure 9.1

Contractor Safety

To foster a safe work environment across all Range locations, we work hard to establish and create a collaborative culture of safety excellence. Contractors are subject to applicable safety protocols such as safety orientations, safety monitoring and critical control verifications, as follows:

- Contractors undergo a compulsory safety orientation prior to working on a Range site. In 2025, 8,700 contractors received safety training from Range's Safety team, select contractor representatives, or through ISNetworld. 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. As with the rest of our workforce, contractors' work and safety behaviors are monitored daily on our worksites. Our Safety team deploys field safety specialists who regularly perform site safety assessments and critical control verifications to identify gaps, communicate any deficiencies to operations, and help facilitate corrective actions to ensure the safety of everyone on site.
- Prior to starting work each day, contractors evaluate the tasks planned for the day for potential hazards and identify steps to mitigate the risk. These mitigation steps are documented on a daily Job Safety Analysis form, along with any additional or enhanced PPE required and other pertinent safety information.

53 percent decrease in Days Away, Restricted, or Transferred (DART)

In 2025, Range's contractors achieved a 53 percent decrease in Days Away, Restricted, or Transferred Rate (DART), compared to 2024. Overall, the trend demonstrates our continual improvement, which is a cornerstone of Range's approach to safety. While our Total Recordable Incident Rate (TRIR) has seen an increase, we remain committed to the safety of our contractors and the prevention of incidents. This is demonstrated through initiatives such as Critical Control Verification as we continue to strengthen our safety programs and enhance risk management practices across our operations.

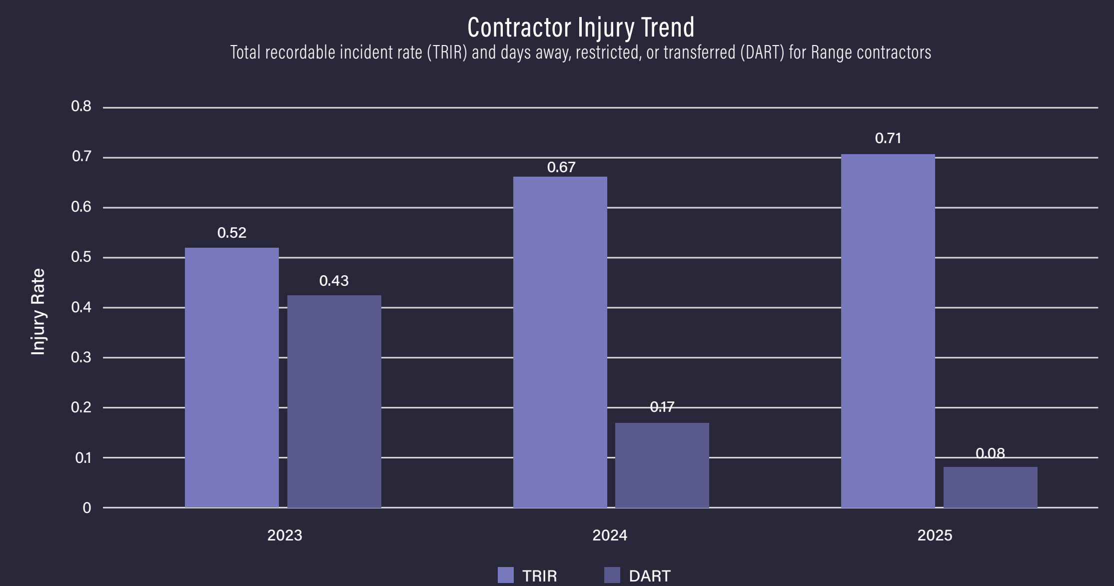


Figure 9.2

Safety Week 2025

We hosted our annual Safety Week event, where several safety centric activities for employees and contractors, as well as local college and high school students were held in both Pennsylvania and Texas. This year's activities were focused on educating and learning from short service employees and new industry workers. The week was comprised of multiple on-site contractor engagements, office assemblies, well site tours, and other educational sessions. This marked the first year that Range invited students majoring in safety and petroleum engineering to participate in our Safety Week activities, and the response was overwhelmingly positive. In partnership with our Public Relations team, we featured educational and informational sessions for nearly 120 high school students and educators from more than 15 school districts in southwestern Pennsylvania. These interactions with our employees, contractors, and future workers are essential for building and maintaining a safe and efficient workforce on Range locations.

Supply Chain Management

Our suppliers are our partners and are expected to perform at the highest level. We adhere to a thorough due diligence process for suppliers and maintain rigorous standards to work on our locations. During the Master Service Agreement (MSA) process, we consider a multitude of factors – such as health and safety performance, risk management processes, and, where appropriate, other sustainability factors.

Our Approved Supplier List (ASL) consists only of suppliers who have completed our stringent qualification process through the MSA. Our ASL ensures compliance with the following criteria:

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

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

Our comprehensive MSA prohibits the following:

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

Any ethical concerns related to our supplier base can be anonymously reported via the digital EthicsPoint platform.

Additionally, we use the contractor management tool ISNetworld, an oil and gas industry platform, to better connect and evaluate the safety performance of industry vendors. Through ISNetworld, we benchmark the safety performance of our contractors with industry peers and identify potential areas for improvement.

Range Resources Suppliers Statistics

Approved Suppliers	263
Percent of US-Based Suppliers	99%
Percent of Suppliers with In-Basin Presence	100%

Figure 9.3

Human Capital Management

Section Highlights

- Employees completed 15.51 hours of training on average, including 2,088 hours of leadership and management training
- Average employee tenure of ~10 years
- Named one of the "Greatest Places to Intern in Pennsylvania"

The culture we have built together at Range has been shaped by each and every individual at the Company. This begins with our leadership team and extends to our valued employees who make unique contributions to our organization and stakeholders every day. Success starts with people, and our employees are our most important resource — their ideas, creativity, passion, and winning attitude drive our results.

As such, we are committed to creating a safe, supportive, and inclusive workplace where our 564 full-time employees[1] can thrive and contribute to our shared success. With the support of our Human Resources (HR) Department, our Senior Management Team continues to regularly assess the effectiveness of our human capital management efforts. This assessment covers employee engagement (including recruiting and retention), total rewards, health and wellness support, diversity & inclusion, professional development, and training programs. Our Code of Business Conduct & Ethics outlines our expectations for how our people conduct themselves and interact with each other and our business partners.

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

Recruiting and Retention

Attracting, developing, and retaining top talent is essential to our success. Our hiring practices are designed to identify and recruit individuals who align with our Company's goals, and we regularly evaluate these practices to expand our outreach. By actively recruiting from a wide and diverse pool of candidates at the local, state, and national levels, we strengthen our workforce and cultivate a dynamic team. Our HR team collaborates with Company leaders to hire candidates best suited to achieve the Company's short- and long-term objectives.

Employee Turnover

We believe our high retention rate is a reflection of our strong corporate culture of teamwork, and our commitment to employee development and career advancement. We credit our human capital management practices outlined herein for our peer-leading voluntary turnover rate of 1.8 percent and total turnover rate of 3.0 percent.

[1] Full-time headcount as of 12/31/2025

Internship Programs

To support long-term talent development, we invest in internship opportunities that expose students to a range of disciplines within the natural gas industry. These internships serve as a pipeline for future talent, providing hands-on experience to foster interest in careers within our industry.

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

In addition to our summer internship program, we also have opportunities for year-round internships in various departments with a primary focus on accounting and information technology.

Greatest Places to Intern in Pennsylvania

Range was named one of the *"Greatest Places to Intern in Pennsylvania"* by the PA Chamber Foundation during the state's inaugural Intern Day in 2025. This new recognition honors organizations across industries that provide exceptional internship experiences to students throughout Pennsylvania.

"We are fortunate to have a high humility and small family culture at Range that creates an environment to foster development," said Josh Edwards, Director of Recruiting and Workforce Planning. "Our leadership team is extremely supportive of the intern program and recognizes the value not only for our interns but to our Company as a whole."

"Taking part in the intern program is a lot like being a parent; the days can be long but the summer is so very short. Seeing each student develop, learn, and grow into themselves over the summer is the most rewarding work I have ever done. By working to develop the interns, you find that you also develop yourself, and nothing has made me more confident working at Range than by collaborating with so many coworkers I would have never met otherwise."

Evan Galimberti, Sr Reservoir Engineer

Smart Start Program

Range continued its SMART (Student Mentoring and Range Training) Start program in our Pennsylvania and Texas offices in the summer of 2025. This program paired a group of rising 11th and 12th grade high school interns within various departments to offer a unique learning experience within the energy sector. This paid internship provides students the opportunity to learn from Range mentors and introduces them to the different career paths offered by the natural gas industry.

Employee Engagement

We value the insights our teams provide, and we continuously translate their feedback into actionable items that help us evolve as a Company and improve our employees' performance. This commitment is reflected in initiatives such as the Manager Chat Sessions, Lunch and Learns, and Employee Engagement Committees, fostering a culture of collaboration, growth, and appreciation.

Open and honest dialogue is part of our pursuit of continuous improvement and advancement. We facilitate conversations between employees and leadership, and we further encourage two-way communication and employee collaboration through our Employee Resource Groups (ERGs), which foster a space where new ideas can be nurtured to deliver improved outcomes.

Manager Chat Sessions

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

Employee Engagement Committees

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

An "Open-Door" Policy

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

Employee Resource Groups (ERGs)

Range currently hosts two ERGs: Multi-Ethnic Employee Resource Group (MERG) and Range Energy Network of Women (RENEW). All employees are encouraged to participate in both groups, which provide a supportive environment for employees to network, develop ideas, and have their voices heard.

All Hands Meetings Hosted by Senior Management

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

Lunch and Learns

HR offers all employees regular Lunch and Learns with a focus on various topics, including industry-related and job-specific, general health and wellness, volunteer opportunities in our local communities, and more. These Lunch and Learns are coordinated with internal and external subject matter experts. This year's Lunch and Learn sessions reinforced our commitment to continuous learning and employee engagement. Our Environmental Compliance team provided an overview of the voluntary Ambient Air Monitoring Program, underscoring our focus on environmental excellence and transparency. Our summer intern class also presented a streamlined review of the lifecycle of a Marcellus well, highlighting our investment in developing future talent.

Total Rewards

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

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

Financial Compensation

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

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

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

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

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

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

Work/Life Balance

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

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

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

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

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

Benefits

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

Health and Wellness

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

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

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

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

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

Gym Membership Reimbursements: Range offers gym membership reimbursements, which cover both in person and online memberships.

Family Support

Paid Family and Medical Leave: Two weeks and up to two occurrences per year of paid family and medical leave to care for a spouse, child, or parent, maternity/paternity leave, and adoption/foster care.

Grandparent's Leave: Grandparents receive up to three additional paid days per grandchild, in addition to their vacation time.

Adoption Assistance: Range provides adoption assistance reimbursement on expenses incurred by employees.

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

Caregiver Support: Range offers a caregiver support benefit, paid for by the Company, that provides employees a resource to assist with elder care and child care and also extends to family and friends of employees.

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

Recognition

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

We are proud of Range's average employee tenure, which is ~10 years.

Diversity & Inclusion

We value diversity in our workforce and recognize that diverse backgrounds and experiences provide invaluable contributions to our business. We promote an inclusive culture, where individuals are enabled to succeed regardless of gender, race, ethnicity, sexual orientation, gender identity or expression, religion, nationality, age, pregnancy, disability, marital status, military or veteran status, citizenship, genetic information, or any other characteristic protected by applicable law. Our commitment extends to providing our employees with access to career-advancing training, mentorship, and development, ensuring that every member of the Range family has the opportunity to grow professionally. Various platforms and practices extending across our full operations are designed to encourage employees to support and collaborate with each other, foster an inclusive workplace, and strengthen teamwork.

Employee Resource Groups

We take an all-hands approach to diversity and inclusion, led by our Senior Management Team, which helped develop our ERGs. Range's two ERGs are supported by an executive sponsor involved in strategy, planning, and employee-led initiatives. Open to all employees, these groups help strengthen dialogue and promote education, understanding, and connection across our workforce.

Multi-Ethnic ERG Reinforces Commitment to Inclusiveness

A group of employees created our Multi-Ethnic Employee Resource Group (MERG) in 2021 with the goals of providing a support network for employees of diverse ethnic backgrounds, increasing awareness and understanding of cultural differences, and further enhancing our culture of inclusion within Range. Since 2023, a steering committee has helped guide the creation of safe spaces for employees to share experiences, learn from each other, and make meaningful connections.

Range Energy Network of Women Advances Professional Development

Range Energy Network of Women (RENEW), boasts 122 members across the Company. Since its inception in May 2020, RENEW has provided a forum for all Range professionals focused on the networking and professional development of female colleagues. A culture of teamwork, inclusion, and shared values has always been a priority for Range. RENEW held various events for its members in 2025, including volunteer opportunities. Members volunteered their time with the Leadership Academy at Mitchell Boulevard (LAMB) in Fort Worth, Texas, and Dress for Success in Pittsburgh, Pennsylvania. Members also engaged in several wellness-focused conversations designed to support overall employee health and wellbeing. The group meets regularly in person and virtually to stay connected and foster relationships.

"RENEW support didn't just help me get through the year; it helped me grow. Having a network of women around me this year has made a real difference—through shared experiences, honest advice, and steady encouragement, I've felt more confident making decisions, navigating challenges, and stepping into new opportunities."

Carolyn Schuchert, SCADA Analyst III

Veteran Engagement

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

Diversity Levels

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

As of December 31, 2025, we continue to track diversity metrics across gender, ethnicity, race, and age to better understand representation within our offices, field operations, and management roles. We are proud of the diversity in our workforce, which encompasses a range of backgrounds, experiences, and perspectives, creating a dynamic and inclusive workplace.

- We aim to provide fair consideration and access to opportunities for women in our field operations throughout their careers at Range.
- We continue to monitor employee roles, including management positions, to attract diverse teams of employees.
- Ethnic/racial and age diversity across all levels of our business is another area tracked by our teams. We support an inclusive culture that welcomes employees of all backgrounds and experiences to provide a work environment that enables everyone to succeed both personally and professionally.

Gender Breakdown of Employees by Field or Office

	Office	Field
Male	52%	97%
Female	48%	3%

Figure 10.1

Gender Breakdown of Employees by Role

	Mgmt[8]	Technical[9]	All Other
Male	81%	61%	65%
Female	19%	39%	35%

Figure 10.2

Ethnic/Racial Background Breakdown of Employees by Role

	Mgmt[8]	Technical[9]	All Other
White	92%	86%	90%
Minority	8%	14%	10%

Figure 10.3

Age Breakdown of Employees by Role

	Officers[10]	Managers[11]	All Other
Age Under 30	0%	1%	9%
Age 30 – 50	62%	69%	66%
Age Over 50	38%	30%	24%

Figure 10.4

[8] Management defined as Supervisor, Manager, Director, Officer, Senior Officer job categories and aligns with the SASB definition for Managers.
[9] 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.
[10] Officers defined as Sr Executive and Officer/VP job categories.
[11] Managers is defined as Supervisor, Manager, and Director job categories.

Talent Development

Investing in the professional development of our employees is integral to our organization's success, enhancing not only the individual skills of our employees but also our collective operational excellence. We prioritize a comprehensive array of training and professional development initiatives, which span all levels of the company and are aimed at cultivating a competitive, skilled, and safety-conscious workforce.

Central to our commitment to employee professional growth is the Employee Development Process (EDP), a structured framework designed to facilitate ongoing dialogue between employees and their managers. Employees are required to participate in at least one of the two annual development opportunities offered throughout the year. The process consists of a two-way dialogue between the employee and their manager using the Current-Ideal-Gaps-Action-Review model to identify personalized growth and development opportunities. This model provides a process to acknowledge and celebrate past accomplishments, identify areas where the employee excels, consider new development opportunities, and formulate a plan to pursue new skills or opportunities that will advance employee performance and/or career progression.

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

1

STAGE 1

The Range Way (TRW)

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

2

STAGE 2

Future Focused Development (FFD)

As employees progress into more senior roles they move into the FFD stage of the RIG program, allowing their managers to suggest training and development options like strategic thinking, decision-making, and innovation.

3

STAGE 3

Leadership Readiness Assessment (LRA)

In this stage, managers nominate employees who have demonstrated the necessary skills and behaviors to be considered for an upcoming leadership role.

4

STAGE 4

Fundamentals of Leadership (FuLe)

The FuLe program is the stage where those who have taken on a leadership role with direct reports will have access to leadership resources and training courses such as our Manager's Manual and other continuing education resources.

5

STAGE 5

Maximum Management Program (MMP)

This is a 13-month immersive leadership program for experienced managers, consisting of monthly group meetings and one-on-one coaching with a professional executive coach to deepen leadership skills.

6

STAGE 6

Leadership Excellence and Development (LEAD) Program

Nominated by the Senior Management Team, a small group of seasoned leaders participate in a 12-month executive coaching program to develop and prepare them to take on high-level roles at Range.

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

"The Leadership Communication class was a great opportunity to evaluate the strengths and weaknesses of my messaging and presentation skills and develop a framework to more effectively communicate both internally and externally. The intensive coaching session was extremely helpful in better understanding my own tendencies and provided specific ways to improve my verbal and non-verbal communication."

Matt Schmid, Investor Relations Manager

Internal and External Live Facilitated Trainings

Range facilitated a variety of online and in-person courses on topics like professional development, leadership and leadership communications, industry-specific technical skills, legal and compliance, and soft skills training, including managing conflict and communicating in teams.

"The negotiation seminars provided real world strategies that I can use in my everyday work as a Landman. The presenter did a great job linking the seminar content to the land side of our industry, which made the topics especially useful. The class challenged us to think beyond our assumptions and rethink our negotiation skills."

Lukas Kosslow, Staff Landman

Technical Training and Development

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

Development Bites

In 2025, we offered Development Bites, a series of 30-minute virtual training sessions on various topics. One session, Organizational Barriers to Focus and Productivity, explored how a clearer understanding of roles, goals, and priorities can improve productivity, while introducing tools and techniques to overcome communication and prioritization challenges. Tools provided included the workprocess-review method, a prioritization matrix, and Outlook and Teams tools that can assist with productivity.

Tailored Training Options

Our internal Talent Development team enables Range to provide customized training for teams and departments within the Company. Technical training, professional certifications, and continuing education programs are all sponsored by Range, and serve to benefit our employees' growth, career path, and personal satisfaction.

Annual and Required Training

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

Diversity Training

Diversity and inclusion training and mentoring efforts are integral to our employee engagement and inclusion strategy. All employees are required to complete diversity and inclusion training as a part of our annual training requirement. Our training courses are customized for the target audience, ensuring that the messaging applies to the entire employee population, while also being tailored for those in management and supervisory positions.

Social Styles

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

Upskilling and Reskilling

Range employees averaged 15.51 hours of Company-provided training in 2025, including 2,088 hours of management and leadership training.

Workforce Non-Retaliation And Anonymous Reporting

To provide an avenue for employees, external stakeholders, and members of the public to anonymously report issues, Range utilizes the services of a third-party reporting system, EthicsPoint, which receives submissions through a web-based portal and via phone. Any reports involving financial fraud or conduct by senior management are provided directly to the members of the Audit Committee of the Board. In addition to the reporting of financial issues, Range has chosen to use this system to further enhance our reporting of human resources issues, such as harassment or violations of other policies such as Equal Employment Opportunity (EEO). Employees are reminded annually about this reporting avenue through Range's Employee Handbook and Code of Business Conduct and Ethics.

File a Report

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

Community Impact

Section Highlights

- Over $5.7 billion paid to date in impact fees, royalty and lease payments, and charitable contributions through 2025
- $1,313,027 in charitable contributions
- 3,648 hours volunteered by employees
- Awarded grants to 539 local grassroot nonprofit organizations

Range proudly maintains longstanding relationships and is consistently engaged in communities across Pennsylvania and Texas. Understanding the importance of maintaining these relationships, we invest in community impact initiatives that enable us to deploy resources in a meaningful way that helps our communities thrive.

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

Invest

We aim to empower community partners who are aligned with our core values and advance causes that are meaningful to our employees. Range thoughtfully considers how best to support these partners, whether it be financially, through volunteer hours, or a combination of both.

Inform

We actively engage with the communities in our operating area and serve as a trusted resource.

Educate

We are proud of the work we do and are eager to share it with our community partners in creative ways that spark interest among local students. We do this through our partnerships with local school districts on STEM programming and career education initiatives.

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

CORPORATE PARTNERSHIP PLATFORM

In 2025, we supported 539 unique nonprofit organizations, an increase of approximately 20 percent compared to 2024. We are proactive in building relationships with nonprofit partners that best reflect the interests of our employees and the needs of the community. Reflecting our deep-rooted commitment to the communities in which we live and work, we collect grant requests through established community connections. We focus our giving on grassroots, non-profit organizations that benefit people within our operating footprint. Our network has continued to grow year-over-year, allowing us to expand our impact.

The Corporate Partnership Program also includes an employee charitable matching initiative and a volunteer incentive program. These initiatives are designed to not only bolster our community investment, but also to facilitate our employees' involvement in our community giving programs. Our employees completed a record-breaking 3,648 volunteer hours to benefit Range Resources' nonprofit partners in 2025.

We frame our community investments as "Immediate, Impactful and Service Driven." Our goal is to see our investments manifest results as quickly as possible, in a meaningful way, with the support of our dedicated employee base.

Community Relations and Involvement Programs

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

Internally, Range conducts weekly planning meetings across disciplines to review the current operations schedule, looking years into the future. This allows for regular and early identification of local community stakeholders, enabling Range's Surface Land and Public Affairs teams to initiate a timely communication process.

Externally, throughout the year, we organize and facilitate a series of community meetings intended to maintain ongoing, two-way engagement with residents. The intent of these meetings is to provide essential information and timely updates regarding our operations, allowing us to regularly interact with and gather feedback from community members. Some examples of our two-way community engagement efforts include:

- Coffee break discussions at neighborhood hubs within our operating footprint
- Open house meetings at our offices
- Field tours with community stakeholders
- Meetings with non-profits
- Presentations to community organizations, educational institutions, and local chambers, among other outreach efforts

To ensure accessibility, Range employees operate a 24/7 Response Center that stakeholders can utilize to contact us at any time with concerns via email or telephone.

Community Safety

Our Land, Security, and Safety Teams work diligently to consider the community particularly during our most active operations.

Traffic Coordination

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

After the development of traffic coordination plans, Range communicates traffic guidelines to contractors and employees. To ensure that traffic coordination plans are followed, we leverage GPS technology, roving traffic monitors, restricted speed limits, signage on local roadways, scrolling LED signs with bus schedules, and other related tools.

Light, Sound, and Dust

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

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

Landowner Communications

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

Community Investment

Range's philanthropic efforts and volunteerism are centered around organizations that benefit people and enhance the quality of life in the areas where we operate. This year, our largest contributions supported first responders, community enrichment and services, basic needs, and educational outreach. We are strategically focused on these core areas as they address immediate needs in our communities and allow us to maximize our own expertise and resources.

Additionally, we have three core initiatives: our Employee Volunteer Program, Employee Grant Matching Program, and our Good Neighbors Fund, which empower our employees to make a meaningful difference and foster long-term positive social change in our communities.

More than $14.8 million donated over 17-year span

Over a 17-year span, Range has proudly donated more than $14.8 million and our employees have volunteered over 23,000 hours to support causes in our local communities. We regularly review the effectiveness of our programs through qualitative and quantitative measures, such as evaluating program effectiveness based on community and employee participation and conducting surveys among participants to learn how certain programs can improve.

3,648 volunteer hours in 2025

In 2025, Range contributed over $1.3 million, and our employees volunteered 3,648 hours to support the missions and activities of over 539 non-profit and civic organizations across our core operating footprint. Additionally, we actively participate in our local communities by serving on local boards and advisory committees, including the Washington Health System Foundation, Southwest Corner Workforce Advisory Board, Washington County Chamber of Commerce Board, Dress for Success, Variety – the Children's Charity, Washington County Conservation District, Washington County Farm Preservation, and United Way of Washington County, among others.

Incentivizing Participation in the Employee Volunteer Program

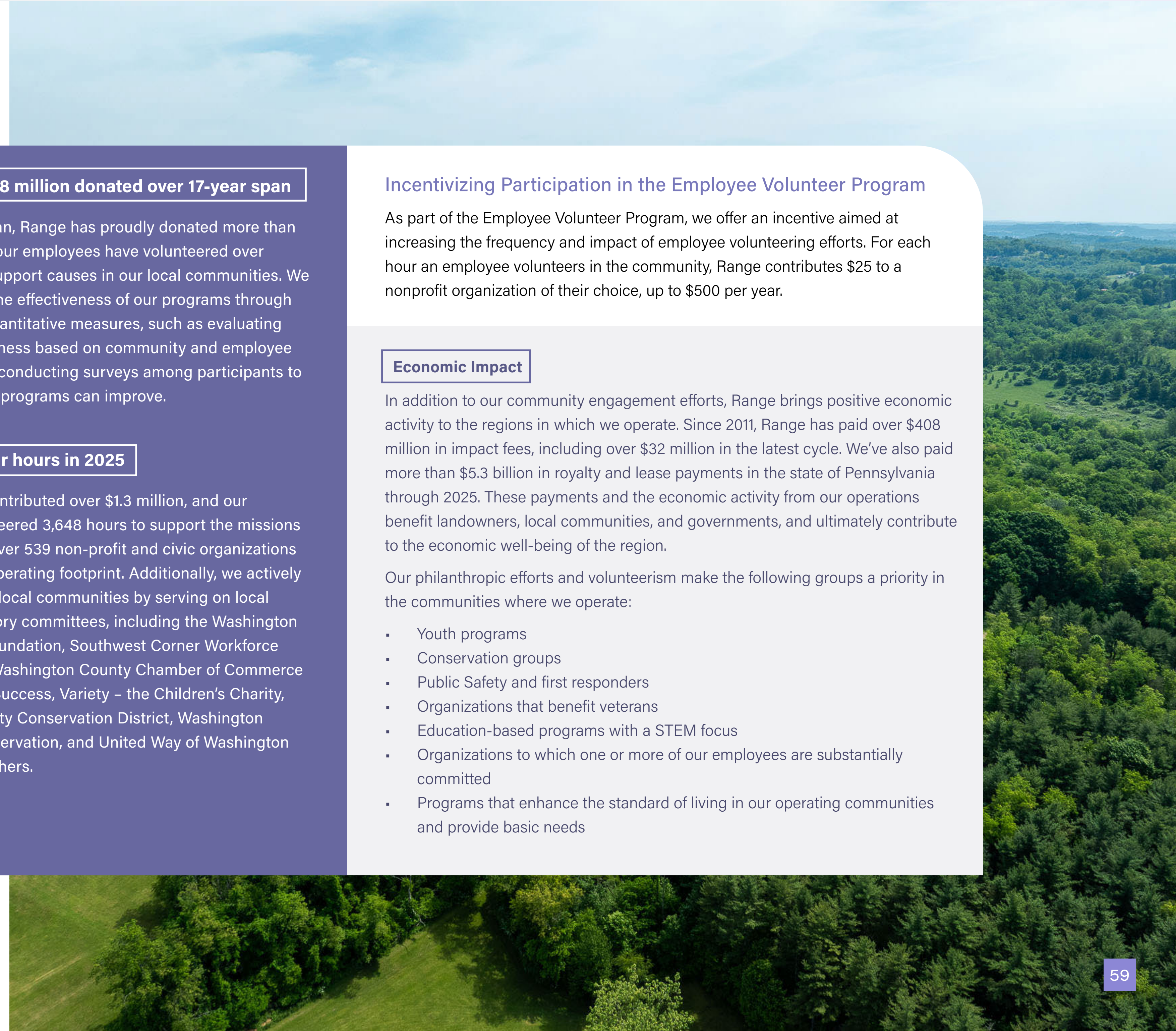
As part of the Employee Volunteer Program, we offer an incentive aimed at increasing the frequency and impact of employee volunteering efforts. For each hour an employee volunteers in the community, Range contributes $25 to a nonprofit organization of their choice, up to $500 per year.

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 $408 million in impact fees, including over $32 million in the latest cycle. We've also paid more than $5.3 billion in royalty and lease payments in the state of Pennsylvania through 2025. These payments and the economic activity from our operations benefit landowners, local communities, and governments, and ultimately contribute to the economic well-being of the region.

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

- Youth programs
- Conservation groups
- Public Safety and first responders
- Organizations that benefit veterans
- Education-based programs with a STEM focus
- Organizations to which one or more of our employees are substantially committed
- Programs that enhance the standard of living in our operating communities and provide basic needs



Educational Outreach

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

For the fourth consecutive year, Range and the Intermediate Unit 1 hosted a STEM Challenge for 200 students in grades 5-12 from Washington, Greene, and Fayette Counties. Students were challenged to design and build a scale model of a wellhead cage capable of withstanding a scaled impact load. The designs were tested and each team was evaluated on how well each cage performed, the creative design process, engineering principles utilized, and a presentation describing the intent of the design that was submitted ahead of time. Cash prizes and classroom grants were awarded to the top teams.

"This program continues to have a meaningful impact—not only on the students who participate, but on the schools as well. Thanks to Range's generosity, winning schools receive funding that helps them continue and expand STEM programming, creating lasting opportunities for future learners."

Sarah D'Urzo, Coordinator of Innovation and Design, IU1

"The evolution of the Range Resources STEM Challenge has been quite rewarding. I continue to be impressed by the designs and ideas that the students bring each year," It's exciting to see how the students were able to improve and push the limits of their designs. Their energy and enthusiasm even help to inspire our engineering teams here at Range."

Rich Natili, Facilities Engineering and Construction Manager, Range Resources

Range awarded $2,000 scholarships to 28 graduating high school seniors across 13 school districts, including students from the Western Area Career and Technology Center, investing a total of $56,000 in local students' futures. Over the past four years, Range and Intermediate Unit 1 have awarded $200,000 in scholarships to local students. Two winners are annually chosen from each school, one pursuing a trade/technical degree and one pursuing a college/university degree. While the winners are judged based on grade point averages and scholastic achievements, judges heavily weigh volunteerism, leadership, and work experience.

"Winning the Range Resources Scholarship helps me with my financial needs and burden during and after college, so I can work in an internship of my choice regardless of the pay,"

Olivia Kemp, Fort Cherry High School

Power of Her

In October 2025, Range welcomed high school students and educators from 14 school districts, as well as professional women in STEM, to participate in our 8th annual Power of Her event in partnership with Dress for Success Pittsburgh. Those in attendance took a deep dive into topics such as identity, purpose, healthy relationships, budgeting, volunteering, and what it means to be a woman in STEM.

Additional Programs:

- **Builders Guild of Western PA:** $5,000 for Build On Job Fair for middle and high school students
- **PA Foundation for Free Enterprise:** $5,000 for PA Free Enterprise Week summer camp
- **Girl Scouts of Western PA:** $2,500 for Pinewood Derby at LeMoyne Community Center
- **Youth Agriculture Programs in Washington and Beaver Counties:** $67,276 for scholarships and youth livestock auction

Community Enrichment

Holiday Events to Benefit Kids

Variety – the Children's Charity

Range hosts several special events during the holiday season to benefit local children and families. Range welcomed Variety – the Children's Charity to the Southpointe office for the 9th Annual Christmas Bike Presentation. The nonprofit provides adaptive bikes, adaptive strollers, and speaking devices for non-verbal or speech-impaired children who qualify for the program. The children and families were able to test the new bikes with a victory lap around the lobby, lined with Range employees cheering on the new drivers. Range also presented the non-profit with a $5,000 donation during the event.

"Range's partnership with Variety Pittsburgh is a natural connection. Variety brings joy to children and families through life-changing equipment, and we are grateful that we can support their mission."

Erin McDowell, SVP General Counsel and Variety Board Member

Student Holiday Market

The second annual Student Holiday Market featured 35 unique student booths displaying hand-made crafts and goods from student organizations within Range's operating area. This event is in partnership with the IU1 and this year's goods featured items such as jewelry, 3-D printed items, crochet goods, wooden handmade items, baked goods, ceramics, crafts, and more – all made by students in the spirit of entrepreneurship. The event gave students a platform to showcase their talents to Range employees as well as friends and family, which brought in a total of $5,351 for the students ahead of the holidays to benefit academic clubs, charities, or their personal savings.

Leadership Academy at Mitchell Boulevard (LAMB)

In addition to a $5,000 grant, Range's Fort Worth office gifted all students at LAMB goodie bags with school-branded hoodies for the winter. Employee volunteers personally delivered these holiday gifts to the students ahead of winter break.

Range also delivered Thanksgiving meals to LAMB students and families in need.

Focusing on Veterans

Through the Good Neighbors Fund, Range provided a $55,000 grant to the Veterans United Fund at the United Way of Washington County in 2025. The fund has rolled into the United Way of Washington County's Community Impact Fund, which provides funding to programs addressing education and financial stability and/or health. Range's funds were awarded to Veterans programs within City Mission, Life Changing Service Dogs for Veterans, Southwest PA VetPets, Summit Legal Aid's Removing Employment Barriers, Catholic Charities, Washington Outreach's Basic Needs Assistance Programming, and Dress for Success Pittsburgh's Mobile Services Program.

Washington County Community Foundation Grants

Range has partnered with the Washington County Community Foundation since 2010, providing grants to nonprofit organizations throughout the County. In 2018, we established the Good Neighbors Fund to benefit local first responders and added two new funds in 2025 to benefit schools and municipalities.

Good Neighbors Fund – First Responders Grant

In collaboration with our vendors and the Washington County Community Foundation, we established the Good Neighbors Fund, which supports first responder organizations, including fire and police departments, in our core operating area. In 2025, Range set a record of $250,500 in donations made to these organizations through the Good Neighbors Fund. These funds will be utilized to purchase rescue tools, personal protective equipment, equipment upgrades, and other critical facility upgrades.

Over the past eight years, the Range Resources Good Neighbors Fund has donated more than $1.2 million directly to first responder organizations.

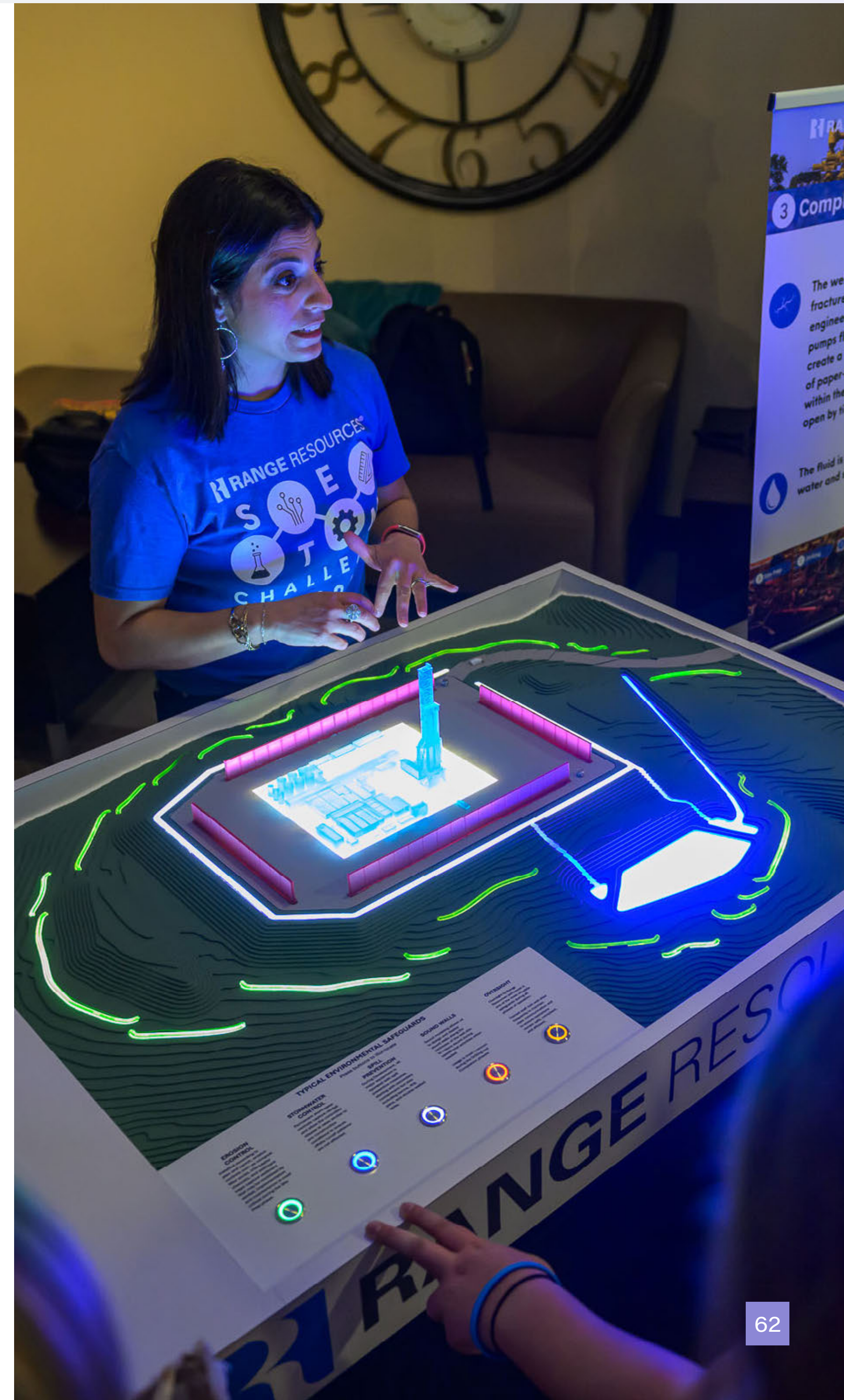
"These grants are truly saving lives," said South Strabane Chief of Fire & Emergency Services and Assistant Township Manager, Jordan Cramer. "They've enabled us to purchase equipment that have already made the difference in real emergency situations in our community."

School District Enrichment Grant

In 2025, Range announced the establishment of a new fund in partnership with the Washington County Community Foundation, The School District Enrichment Fund. The $50,000 fund benefited 11 school districts, Western Area Career and Tech Center, and Intermediate Unit 1. The grants went toward a variety of projects to benefit educational programming at each school. Projects ranged from a student-run IT help desk at Deer Lakes, a VEX robotics starter kit at Bentworth, 3D printers at South Side, and Chromebooks at Western Area Career and Tech Center.

Municipal Enrichment Grant

The Municipal Enrichment Fund was established with $50,000 for essential supplies to benefit our local Township staff. The fund was split between 19 municipalities covering items including IT equipment, fire resistant filing cabinets, facility upgrades, and more.



Programs That Enhance Standard of Living and Provide Basic Needs

2000 Turkeys

Range volunteers and nearly 200 students took to the streets in both downtown Washington and Canonsburg in November to collect donations to support the annual 2000 Turkeys Food Drive. Range raised $50,675, which included a $20,000 donation match from the company to help food insecure people in Washington County during the holiday season.

> *"Each year, we hope the need for this event will lessen. Instead, thousands in our community continue to be at risk of going hungry. In fact, our local food banks are reporting at least 1,000 more food insecure families this year which includes children and seniors", said Range's Laural Ziemba, Director of Public Affairs and 2000 Turkeys Board member. "This is why the Range Resources 2000 Turkeys event is so important. Since 2015, Range has raised nearly $500,000 through the help of our generous vendors and community members."*

Washington Health System Foundation Children's Therapy Center and The Academy for Adolescent Health Teen Outreach Program

Range invested $25,000 in the Washington Health System Foundation to benefit two programs, the Children's Therapy Center and Teen Outreach Program, providing essential health services at critical developmental junctions.

Our $12,500 contribution to the Children's Therapy Center impacted the largest and most comprehensive pediatric therapy program in Washington County. Serving children from birth to age 18, the compassionate therapists partner with parents and caregivers to understand each child's unique needs, providing tailored treatment for conditions like motor or speech delays, sensory processing disorders, cerebral palsy, autism, and more. The facility features specialized equipment, therapeutic play spaces, and environments designed to make rehabilitation both engaging and effective.

Our $12,500 investment in the Teen Outreach Program supported the efforts of a dynamic, multi-faceted program to positively impact the lives of adolescents. Teen Outreach envisions a community where young people are respected and can thrive in both mental and physical wellness. To achieve this, it advocates for youth, parents, and community members; offers innovative education that empowers teens to reduce risk; respects the unique cultural and developmental needs of each individual; and implements evidence-based programs that are evaluated for positive behavioral outcomes.

05

Appendix

Additional Factors

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

Human Rights Management

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

Indigenous Peoples and Land Acquisition and Involuntary Resettlement

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

Product Stewardship

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

Security Risk Management

Given our areas of operations and scope of work, we do not believe that we are materially affected by security threats dealing with social or political unrest, terrorism or armed conflict, sabotage, theft, hijackings, or other Company or individual attacks. As discussed in the Health and Safety section of this report, we promote and maintain a strong safety culture throughout our operations and daily activities.

Transparency of Payments to Host Governments

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

OGMP 2.0 Alignment

OGMP 2.0 REQUIREMENT	OGMP 2.0 DESCRIPTION*	RANGE COMPARISON
Methane Reduction Target	Define and disclose methane reduction target	Maintain low, peer leading methane intensity.
Level 1 Reporting	**Venture/Asset Reporting** Single, consolidated emissions number Only applicable where company has very limited information	Detailed emissions reporting by source type using direct measurement, engineering calculations, and default emissions factors.
Level 2 Reporting	**Emissions Category** Emissions reported based on IOGP and Marcogaz categories Based on generic emissions factors	Detailed emissions reporting by source type using direct measurement, engineering calculations, and default emissions factors.
Level 3 Reporting	**Generic Emission Source Level** Emissions reported by detailed source type Based on generic emissions factors	Detailed emissions reporting by source type using direct measurement, engineering calculations, and default emissions factors.
Level 4 Reporting	**Specific Emission Source Level** Emissions reported by detailed source type using specific emissions and activity factors Based on direct measurement or other methodologies	Detailed emissions reporting by source type using direct measurement, engineering calculations, and default emissions factors. Continually expanding our direct measurement efforts beyond leaks to other emissions sources.
Level 5 Reporting	**Level 4 + Site Level Measurement Reconciliation** Integrating bottom-up source-level reporting with independent site-level measurements Site-level measurements: direct measurement technologies at a site or facility level on a representative sample of facilities	Robust 8x per year Leak Detection and Repair (LDAR Program), direct measurement of leaks and other emissions sources, aerial surveys of 100% of our assets and reconciliation of findings.
Report Annually	Report methane emissions from operated and non-operated assets	Report for operated assets.

*Source: https://www.ogmpartnership.org/sites/default/files/resources/2025-04/OGMP%202.0%20Starters%20Guide.pdf

Performance Indicators

EMISSIONS[5]			
YEAR	2025	2024	2023
Total Direct GHG Emissions (metric tons CO_2e)	216,627	195,199	202,525
GHG Emissions Intensity (metric tons CO_2e/Mmcfe)	0.27	0.25	0.26
Greenhouse Gas Emissions by Gas Type			
CO_2 Emissions (metric tons)	181,083	171,103	161,664
CH_4 Emissions (metric tons CO_2e)	35,356	23,917	40,669
N_2O Emissions (metric tons CO_2e)	189	179	193
CH_4 Emissions (metric tons)	1,263	854	1,627
CH_4 Emissions intensity (as % from total gas production from wells) (Figure 6.1)	0.010%	0.007%	0.013%
Greenhouse Gas Emissions by Source (CO_2e)			
Energy/Combustion Emissions	177,181	156,794	149,856
Other Vented Emissions	15,180	11,674	23,641
Fugitive Emissions	4,969	4,403	4,931
Emissions from Flared Hydrocarbons	16,218	18,753	15,447
Process Emissions	3,078	3,576	8,650
Indirect Emissions (Scope 2) (metric tons CO_2e)	3,290	2,854	2,211

EMISSIONS[5]			
YEAR	2025	2024	2023
Sources of Flared Hydrocarbons			
Volume of Hydrocarbon Flared (Mmcfe)	135.4	247.9	201.8
GHG Emissions due to Flaring (MT CO_2e)	16,218	18,753	15,455
Contribution to Overall GHG Emissions	7%	10%	8%
Other Air Pollutants			
NOx Emissions (metric tons)	1,764	1,578	1,643
VOC Emissions (metric tons)	344	341	441
PM10 Emissions (metric tons)	25.6	22.0	21.8
SOx Emissions (metric tons)	2.7	2.6	2.3

HISTORICAL PRODUCTION EMISSIONS AND PRODUCTION INTENSITY			
YEAR	2025	2024	2023
Net Production (Mmcfe)	816,040	796,201	780,560
Production-only Emissions (MT CO_2e) (exluding boosting and gathering)	216,349	195,013	199,958
Production GHG Intensity (MT CO_2e/Mmcfe)	0.27	0.24	0.26
Total GHG Emissions (including boosting and gathering)*	216,627	195,199	202,525

[5] Emissions calculated in accordance with U.S. EPA's GHG reporting regulations in effect for the 2025 reporting year.

SPILLS			
YEAR	2025	2024	2023
Number of Hydrocarbon Releases >= 1 bbl	0	0	0
Volume of Hydrocarbon Releases >= 1 bbl (in bbl)	0	0	0
Number of Non-Hydrocarbon Releases >= 1 bbl	2	2	3
Volume of Non-Hydrocarbon Releases >= 1 bbl (in bbl)	6.8	4.4	14
Number of Total Spills Resulting in Release >= 1 bbl	2	2	3
Volume of Total Spills Resulting in Release >= 1 bbl (in bbl)	6.8	4.4	14

WATER			
All figures expressed in cubic meters (m3)			
YEAR	2025	2024	2023
Fresh Water Withdrawn			
Pennsylvania	2,458,639	1,704,496	1,817,129
Total Fresh Water Withdrawn	2,458,639	1,704,496	1,817,129
Total Fresh Water Used	2,480,388	1,752,316	1,631,292
Fresh Water Withdrawn by Source			
Pennsylvania - Surface Water	1,612,280	1,245,516	842,362
Pennsylvania - Municipal Water	846,359	458,980	974,767
Reuse Water (including from other operators)			
Pennsylvania	2,348,738	2,119,057	2,215,982
Pennsylvania - Containment/Rainwater	10,156	87,594	15,240
Total Water Used			
Total Water Used Fresh Water, Reuse, Containment	4,839,281	3,958,967	3,862,514
Pennsylvania Water Recycling Program			
PA Flowback and Produced Water Generated	1,842,489	1,700,988	1,778,712
Range-Generated PA Flowback Water Reused	1,831,906	1,695,434	1,774,301
Percentage of Range-Generated PA Flowback Reused	99.43%	99.67%	99.75%
Total Recycled Water (other operators and containment)	2,358,893	2,206,651	2,231,222
Total Recycled Water as Percentage of Total Water Used	49%	56%	58%

WASTE			
YEAR	**2025**	**2024**	**2023**
Hazardous Waste (tons)	0	0	0
Non-Hazardous Waste			
Reuse Water (m^3)	2,348,738	2,119,057	2,215,982
Recycled	0	0	0
Recovered	0	0	0
Composting	0	0	0
Incineration	0	0	0
Landfill (tons)	134,392	108,862	97,077
On-site Storage	0	0	0

HEALTH AND SAFETY			
YEAR	**2025**	**2024**	**2023**
Range Employees Total Recordable Injury Rate	0.49	0.33	0
Range Employees Days Away, Restricted, or Transferred	0.16	0.17	0
Employee Fatalities	0	0	0
Number of Contractor Reportable Incidents	9	8	6
Contractor Fatalities	0	0	0
Recordable Preventable Vehicle Incident Rate	4.92	2.81	1.58
Contractor Total Recordable Injury Rate	0.71	0.67	0.52
Contractor Days Away, Restricted, or Transferred	0.08	0.17	0.43

ECONOMIC[7]			
YEAR	**2025**	**2024**	**2023**
Total Revenues and Other Income	$3.1 B	$2.4 B	$3.4 B
Production			
Natural Gas (Mmcf)	560,892	545,416	538,085
Natural Gas Liquids (MBbls)	40,552	39,623	37,940
Crude Oil and Condensate (MBbls)	1,976	2,181	2,475
Total (Mcfe)[8]	816,058	796,235	780,575

[7] For further information on Average Sales Price and Proved Reserves, please refer to our most recent Form 10-K filed with the SEC on February 24, 2026.
[8] 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.

Alternative Calculations

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

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

I. combustion of low-pressure gas volumes from crude oil/condensate and produced water storage vessels or other low-pressure separators for the purpose of controlling emissions, or

II. flaring from drilling and/or well completion, which are either:

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

IV. disclosed in our EPA emissions inventory reports under emissions from other sources (e.g., flaring associated with the operation of VDUs is captured under combustion emissions, and flaring associated with the operation of glycol dehydrators is captured under process emissions). For further discussion of our venting and flaring practices, see Flaring.

EMISSIONS				
YEAR	2025: AS DISPLAYED IN REPORT	2025: ALTERNATE CALCULATION	2024: AS DISPLAYED IN REPORT	2024: ALTERNATE CALCULATION
Total Direct GHG Emissions (metric tons CO_2e)	216,627	216,627	195,199	195,199
GHG Emissions Intensity (metric tons CO_2e/Mmcfe)	0.27	0.27	0.25	0.25
Greenhouse Gas Emissions by Source (CO_2e)				
Energy/Combustion Emissions	177,181	189.581	156,794	164,844
Other Vented Emissions	15,180	15,180	11,674	11,674
Fugitive Emissions	4,969	4,969	4,403	4,403
Emissions from Flared Hydrocarbons	16,218	0	18,753	0
Process Emissions	3,078	6,897	3,576	14,278

AXPC ESG Metrics

The table below presents our performance in alignment with the AXPC ESG Metrics Framework, which provides standardized definitions and methodologies for key ESG indicators relevant to upstream oil and gas operations, including emissions, flaring, water use, spills, and safety.

METRIC	2025	2024	2023
GREENHOUSE GAS EMISSIONS			
Scope 1 GHG Emissions (Metric tons CO_2e)	216,627	195,199	202,525
Scope 1 GHG Intensity Scope 1 GHG Emissions (Metric tons CO_2e)/Gross Annual Production as Reported Under Subpart W (MBoe)	1.58	1.46	1.53
Percent of Scope 1 GHG Emissions Attributed to Boosting and Gathering Segment	0.128%	0.095%	1%
Scope 2 GHG Emissions (Metric tons CO_2e)	3,290	2,854	2,211
Scopes 1 & 2 Combined GHG Intensity (Scope 1 GHG Emissions (Metric tons CO_2e) + Scope 2 GHG Emissions (Metric tons CO_2e))/Gross Annual Production as Reported Under Subpart W (MBoe)	1.60	1.48	1.55
Scope 1 Methane Emissions (Metric tons CH_4)	1,263	854	1,627
Scope 1 Methane Intensity Scope 1 Methane Emissions (Metric tons CH_4)/Gross Annual Production - As Reported Under Subpart W (MBoe)	0.01	0.006	0.01
Percent of Scope 1 Methane Emissions Attributed to Boosting and Gathering Segment	0.8%	0.8%	3%

METRIC	2025	2024	2023
FLARING			
Gross Annual Volume of Flared Gas (Mcf)	0	0	109
Percentage of gas flared per Mcf of gas produced Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Gas Production (Mcf)	0.00%	0.00%	0.00%
Volume of gas flared per barrel of oil equivalent produced Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Production (Boe)	0.000	0.000	0.000
SPILLS			
Spill Intensity Produced Liquids Spilled (Bbl)/Total Produced Liquids (MBbl)	0.000	0.000	0.001
WATER USE			
Fresh Water Intensity Fresh Water Used (Bbl)/Gross Annual Production (Boe)	0.114	0.083	0.078
Produced Water Recycle Rate Recycled Water (Bbl)/Total Water Used (Bbl)	48.5%	55.7%	57.8%
Does your company use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Monetizer, or other comparable tool or methodology to determine the water stressed areas in your portfolio?	Yes	Yes	Yes
SAFETY			
Employee TRIR # of Employee OSHA Recordable Cases x 200,000/Annual Employee Workhours	0.49	0.33	0.00
Contractor TRIR # of Contractor OSHA Recordable Cases x 200,000/Annual Contractor Workhours	0.71	0.67	0.52
Combined TRIR # of Combined OSHA Recordable Cases x 200,000/Annual Combined Workhours	0.64	0.56	0.34

METRIC	2025	2024	2023
SUPPORTING DATA			
Gross Annual Oil Production (Bbl)	2,559,489	2,775,260	3,145,415
Gross Annual Gas Production (Mcf)	806,107,428	787,078,264	774,436,271
Gross Annual Production (Boe)	136,910,727	133,954,971	132,218,126
Gross Annual Production (MBoe)	136,911	133,955	132,218
Gross Annual Production - As Reported Under Subpart W (MBoe)	137,040	133,955	132,218
Total Produced Liquids (MBbl)	14,149	13,474	13,822
Produced Liquids Spilled (Bbl)	2	2	13
Fresh Water Used (Bbl)	15,665,054	11,021,739	10,260,518
Recycled Water (Bbl)	14,773,123	13,879,423	13,620,861
Total Water Used (Bbl)	30,438,178	24,901,161	23,977,236
Employee OSHA Recordable Cases	3	2	0
Contractor OSHA Recordable Cases	9	8	6
Combined OSHA Recordable Cases	12	10	6
Annual Employee Workhours	1,215,025	1,204,175	1,185,800
Annual Contractor Workhours	2,520,678	2,387,731	2,310,151
Methodology	Actuals	Actuals	Actuals
Annual Combined Workhours	3,735,703	3,591,906	3,495,951

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 2025-2026 Corporate Sustainability Report, with the report section and relevant page numbers listed under Range's relevant disclosures.

Global Reporting Initiative (GRI) Index

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

ISSUE	METRIC	INDICATOR	RELEVANT RANGE RESOURCES DISCLOSURES
GENERAL TOPICS			
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	2025 Annual Report (a)
	Reporting period, frequency, and contact point	2-3	2025 calendar year 2025 Annual Report (a) Laith Sando, Senior Vice President 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 in the United States 2025 Annual Report (a)
	Employees	2-7	2025 Annual Report (a)
	Governance structure and composition	2-9	2025 Annual Report (a), 2026 Proxy Statement (b), Company Website — Corporate Governance (c), and Corporate Governance, pp. 12-13
	Nomination and selection of the highest governance body	2-10	Company Website — Corporate Governance (c)

ISSUE	METRIC	INDICATOR	RELEVANT RANGE RESOURCES DISCLOSURES
General Disclosures	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	2025 Annual Report (a), 2026 Proxy Statement (b), Company Website — Corporate Governance (c), and Corporate Governance, pp. 12-15
	Delegation of responsibility for managing impacts	2-13	Company Website — Corporate Governance (c) and Corporate Governance, pp. 13-15
	Role of the highest governance body in sustainability reporting	2-14	Corporate Governance, pp. 12-15
	Conflicts of interest	2-15	Company Website — Code of Business Conduct and Ethics (d) and Corporate Sustainability Report 2025-2026, p. 16
	Communication of critical concerns	2-16	2025 Annual Report (a), 2026 Proxy Statement (b), and Business Ethics and Compliance, p. 16
	Collective knowledge of the highest governance body	2-17	2026 Proxy Statement (b), Company Website — Corporate Governance (c), and Business Ethics and Compliance, pp. 12-13
	Evaluation of the performance of the highest governance body	2-18	2026 Proxy Statement (b) and Company Website — Corporate Governance (c)
	Remuneration policies	2-19	2025 Annual Report (a) and 2026 Proxy Statement (b)
	Process to determine remuneration	2-20	2025 Annual Report (a) and 2026 Proxy Statement (b)
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	Statement on sustainable development strategy	2-22	Letter from our Board of Directors, p. 4
	Policy commitments	2-23	2025 Annual Report (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	Company Website — Political Engagement (e) and Political Engagement, p. 16
	Approach to stakeholder engagement	2-29	Corporate Sustainability Report 2025-2026, multiple sections and 2026 Proxy Statement (b)
	Collective bargaining agreements	2-30	2025 Annual Report (a)
	Process to determine material topics	3-1	Our Approach to Sustainability and Reporting, pp. 7-10

ISSUE	METRIC	INDICATOR	RELEVANT RANGE RESOURCES DISCLOSURES
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Economic Performance	Direct economic value generated and distributed	201-111.14.2	Economic Impact, p. 59
	Financial implications and other risks and opportunities due to climate change	201-211.2.2	Our Strategic Response to Climate Change, pp. 26-31
Indirect Economic Impacts	Significant indirect economic impacts	203-211.14.5	Economic Impact, p. 59
Anti-Corruption	Communication and training about anti- corruption policies and procedures	205-211.20.3	Company Website — Code of Business Ethics and Compliance and Political Engagement, p. 16
ENVIRONMENTAL TOPICS			
Materials	Recycled input materials used	301-2	Waste Management, p. 37
Water	Interactions with water as a shared resource	303-111.	Water Management, p. 38
	Management of water discharge-related impacts	303-211.6.3	Water Management, p. 38
	Water withdrawal	303-311.6.4	Water Management, p. 38
	Water discharge	303-411.6.5	Water Management, p. 38
	Water consumption	303-511.6.6	Water Management, p. 38
Biodiversity and Ecosystems	Policies to halt and reverse biodiversity loss	101-1	Environmental Stewardship, pp. 36-37
	Management of biodiversity impacts	101-2	Environmental Stewardship, pp. 36-37
	Identification of biodiversity impacts	101-4	Environmental Stewardship, pp. 36-37
	Locations with biodiversity impacts	101-5	Range has not identified material impacts to biodiversity through our current practices described in pp. 36-37.
	Direct drivers of biodiversity loss	101-6	Range has not identified material impacts to biodiversity through our current practices described in pp. 36-37.
	Changes to the state of biodiversity	101-7	Range has not identified material impacts to biodiversity through our current practices described in pp. 36-37.
	Ecosystem services	101-8	Range has not identified material impacts to biodiversity through our current practices described in pp. 36-37.

ISSUE	METRIC	INDICATOR	RELEVANT RANGE RESOURCES DISCLOSURES
Emissions	Direct (Scope 1) GHG emissions	305-111.1.5	Performance Indicators, p. 67 Alternative Calculations, p. 70
	Energy indirect (Scope 2) GHG emissions	305-211.1.6	Performance Indicators, p. 67
	GHG emissions intensity	305-411.1.8	Emissions Management, pp. 19-20 Performance Indicators, p. 67 Alternative Calculations, p. 70
	Reduction of GHG emissions	305-511.2.3	Emissions Management, pp. 22-25
	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	305-711.3.2	Performance Indicators, p. 67
Effluents and Waste	Waste by type (hazardous and non-hazardous) and disposal method	306-211.5.3	Performance Indicators, p. 69
	Waste generated	306-311.5.4	Performance Indicators, p. 69
	Waste diverted from disposal	306-411.5.5	Performance Indicators, p. 69
	Waste directed to disposal	306-511.5.6	Performance Indicators, p. 69
HEALTH & SAFETY			
Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-211.10.3	Human Capital Management, pp. 51-52
	Parental leave	401-311.10.4	Human Capital Management, p. 52
Occupational Health and Safety	Occupational health and safety management system	403-111.9.2	Safety Leadership, p. 44
	Hazard identification, risk assessment, and incident investigation	403-211.9.3	Safety Leadership, pp. 40-47
	Occupational health services	403-311.9.4	Safety Leadership, pp. 40-47
	Worker participation, consultation, and communication on occupational health and safety	403-411.9.5	Safety Leadership, pp. 40-47
	Worker training on occupational health and safety	403-511.9.6	Safety Leadership, pp. 40-47
	Promotion of worker health	403-611.9.7	Safety Leadership, pp. 40-47 Human Capital Management, p. 52
	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-711.9.8	Safety Leadership, pp. 40-47

ISSUE	METRIC	INDICATOR	RELEVANT RANGE RESOURCES DISCLOSURES
Local and Social Impacts	Workers covered by an occupational health and safety management system	403-811.9.9	Safety Leadership, pp. 40-47
	Work-related injuries	403-911.9.10	Safety Leadership, pp. 40-47 Performance Indicators, p. 69
Training and Education	Average hours of training per year per employee	404-111.10.6	Talent Development, pp. 55-56
	Programs for upgrading employee skills and transition assistance programs	404-211.10.7	Talent Development, pp. 55-56
LOCAL AND SOCIAL IMPACTS			
Diversity and Equal Opportunity	Diversity of governance bodies and employees	405-111.11.5	Corporate Governance, pp. 12-13 Human Capital Management, p. 54
Local Communities	Operations with local community engagement, impact assessments, and development programs	413-111.15.2	Community Impact, pp. 57-63
Public Policy	Political contributions	415-111.22.2	Political Engagement, p. 16

(a) 2025 Annual Report
(b) 2026 Proxy Statement
(c) Company Website - Corporate Governance
(d) Company Website - Code of Business Conduct and Ethics
(e) Company Website - Political Engagement

Task Force on Climate-Related Financial Disclosures (TCFD) Index

TCFD		
ISSUE	METRIC	RELEVANT RANGE DISCLOSURE
Governance	Describe the board's oversight of climate-related risks and opportunities.	Sustainability Oversight, p. 14
	Describe management's role in assessing and managing climate-related risks and opportunities.	Sustainability Oversight, p. 14
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Change Strategy, pp. 26-27
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate Change Strategy, pp. 26-31
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate Change Strategy, pp. 26-31 Further Detail on IEA's, WEO Scenarios Used by Range, p. 80
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	Corporate Governance, pp. 13-15 Climate Change Strategy, p. 26
	Describe the organization's processes for managing climate-related risks.	Corporate Governance, pp. 13-15 Climate Change Strategy, pp. 26-31
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Corporate Governance, pp. 13-15 Climate Change Strategy, p. 26-31
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 Strategy, p. 28-31 Performance Indicators, pp. 67-69 Alternative Calculations, p. 70
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	Emissions Management, pp. 19-25 Performance Indicators, pp. 67-69 Alternative Calculations, p. 70
	Describe the targets used by the organization to manage climate- related risks and opportunities and performance against targets.	Emissions Management, pp. 19-25 Climate Change Strategy, pp. 26-28

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 production increases eleven percent from 2024 to 2035 and declines three percent from 2035 to 2050 (Figure 7.2). In terms of sector shifts in natural gas consumption, growth will come notably from Asia in the industrial sector. The world moves firmly into the Age of Electricity in the STEPS scenario, with electricity use rising four-times faster than overall energy demand to 2035. In advanced economies, EVs and data centers push up electricity demand. In emerging market and developing economies, rising incomes boost demand for appliances and air conditioners. The STEPS scenario would be associated with a projected rise of around 2.5 °C in global average temperatures by 2100.

The Current Policies Scenario (CPS)

This scenario reflects what would happen if governments maintain their existing policies without implementing additional measures that have been announced but not yet enacted. The CPS provides a conservative baseline that considers only policies already in place and implemented. Under CPS, natural gas production increases approximately eighteen percent from 2024 to 2035 and further increases eleven percent from 2035 to 2050 (Figure 7.2). This growth trajectory reflects continued demand expansion, particularly from emerging markets where access to reliable energy remains a development priority, as well as natural gas serving as a transition fuel in regions moving away from coal. The scenario accounts for ongoing industrialization in Asia and other developing regions, sustained demand for power generation, and the role of natural gas in providing grid reliability as energy systems evolve. The CPS scenario would be associated with a projected rise of 2.9°C in global average temperatures by 2100, indicating a pathway where current policy frameworks prove insufficient to meet climate targets without substantial additional intervention.

The Net Zero Emissions by 2050 Scenario (NZE)

Unlike the STEPS and CPS, in the Net Zero Emissions by 2050 (NZE) Scenario the IEA works back from specific goals – the main one in this case being to cap global warming to 1.5 °C – and shows how they can be achieved assuming IEA's preferred technologies. The NZE makes aggressive assumptions regarding future gains in energy efficiency and energy consumer behavioral changes, which stand in stark contrast with actual trends in recent years and decades. These assumptions allow the growth in renewables to offset more than the future growth in energy demand and force a decline in fossil fuel demand. Potential faster demand growth from AI and Data Center demand, along with extended permitting timelines and bottlenecks for Power Grid Infrastructure also challenge the NZE model assumptions. Further, the NZE also potentially underestimates future technology gains in Carbon Capture Technology and wider adoption of this technology to leverage low-cost, reliable, base-load natural gas. Under NZE, natural gas production falls thirty-eight percent below 2024 by 2035 and declines sixty-seven percent from 2035 to 2050 (Figure 7.2). 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.

Sustainability Accounting Standards Board (SASB) Index

METRIC	INDICATOR	RELEVANT RANGE RESOURCES DISCLOSURE
GREENHOUSE GAS EMISSIONS		
Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	EM-EP-110a.1	Emissions Management, pp. 19-25 Performance Indicators, pp. 67-69 Alternative Calculations, pp. 70
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	Emissions Management, pp. 21-25 Performance Indicators, pp. 67-69 Alternative Calculations, pp. 70
Discussion of long- 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 Strategy, pp. 26-31
AIR QUALITY		
Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	EM-EP-120a.1	Non-GHG Emissions, p. 25 Performance Indicators, p. 67
WATER MANAGEMENT		
(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-EP-140a.1	Water Management, p. 38 Performance Indicators, p. 68
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, p. 38 Performance Indicators, p. 68
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. 35
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline1	EM-EP-140a.4	Well Construction and Hydraulic Fracturing Best Practices, p. 35
BIODIVERSITY IMPACTS		
Description of environmental management policies and practices for active sites	EM-EP-160a.1	Environmental Stewardship, pp. 32-38
(1) Number and (2) aggregate volume of hydrocarbon spills, (3) volume in Arctic, (4) volume impacting shorelines with ESI rankings 8-10, and (5) volume recovered	EM-EP-160a.2	Spill Prevention, pp. 33-34 Performance Indicators, p. 68

METRIC	INDICATOR	RELEVANT RANGE RESOURCES DISCLOSURE
SECURITY, HUMAN RIGHTS & RIGHTS OF INDIGENOUS PEOPLES		
Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-EP-210a.1	Range does not currently operate in or near areas of conflict.
Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-EP-210a.2	Additional Factors, p. 65
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. 65
COMMUNITY RELATIONS		
Discussion of process to manage risks and opportunities associated with community rights and interests	EM-EP-210b.1	Community Impact, pp. 57-63
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) direct employees and (b) contract employees	EM-EP-320a.1	Safety Leadership, pp. 43-46 Performance Indicators, p. 69
Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	EM-EP-320a.2	Safety Leadership, pp. 40-47
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	Modeling Future Climate Scenarios, pp. 26-31
Discussion of how price and demand for hydrocarbons or climate regulation influence the capital expenditure strategy for exploration, acquisition and development of assets	EM-EP-420a.4	Modeling Future Climate Scenarios, pp. 26-31
BUSINESS ETHICS & TRANSPARENCY		
Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-EP-510a.1	Range does not currently operate in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-EP-510a.2	Business Ethics and Compliance, Political Engagement, p. 16

METRIC	INDICATOR	RELEVANT RANGE RESOURCES DISCLOSURE
MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT		
Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	EM-EP-530a.1	Political Engagement, p. 16 Climate Change Strategy, p. 26
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. 41-42 Spill Prevention, pp. 33-34
ACTIVITY METRIC		
Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	EM-EP-000.A	Performance Indicators, pp. 67-69
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	1,639 total wells as of 12/31/2025

International Petroleum Industry Environmental Conservation Association (IPIECA) Index

ISSUES	INDICATOR	RELEVANT RANGE RESOURCES DISCLOSURES
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	GOV-2: Management Systems	Our Approach to Sustainability and Reporting, pp. 7-10
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	GOV-4: Transparency of Payments to Host Governments	Additional Factors, p. 65
	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 Strategy, pp. 26-31
	CCE-2: Climate Risk and Opportunities	Climate Change Risk Management, pp. 26-27
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	CCE-5: Methane Emissions	Emissions Management, pp. 19-21
Energy Use	CCE-6: Energy Use	Performance Indicators, p. 67
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ENVIRONMENT		
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	ENV-4: Protected and Priority Areas for Biodiversity Conservation	Biodiversity and Ecosystems, pp. 36-38
Air Emissions	ENV-5: Emissions to Air	Non-GHG Emissions, p. 25
Spills	ENV-6: Spills to the Environment	Spill Prevention, pp. 33-34
Materials Management	ENV-7: Materials Management	Waste Management, p. 37

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	SHS-2: Workforce Health	Safety Leadership, pp. 40-44
	SHS-3: Occupational Injury and Illness Incidents	Safety Leadership, pp. 43-46 Performance Indicators, p. 69
	SHS-4: Transport Safety	Safety Leadership, p. 46
Product Health, Safety, and Environmental Risk	SHS-5: Product Stewardship	Additional Factors, p. 65
Security	SHS-7: Security Risk Management	Additional Factors, p. 65
SOCIAL		
Human Rights Management	SOC-1: Human Rights Due Diligence	Additional Factors, p. 65
	SOC-2: Suppliers and Human Rights	Additional Factors, p. 65
	SOC-3: Security Risk Management	Additional Factors, p. 65
Labor Practices	SOC-4: Site-Based Labor Practices and Worker Accommodation	Additional Factors, p. 65
	SOC-5: Workforce Diversity and Inclusion	Diversity & Inclusion, p. 54
	SOC-6: Workforce Engagement	Employee Engagement, p. 52
	SOC-7: Workforce Training and Development	Talent Development, pp. 55-56
	SOC-8: Workforce Non-retaliation and Grievance Mechanisms	Workforce Non-retaliation and Anonymous Reporting, p. 56
Community Engagement	SOC-9: Local community Impacts and Engagement	Community Impact, pp. 57-63
	SOC-10: Indigenous Peoples	Additional Factors, p. 65
	SOC-11: Land Acquisition and Involuntary Resettlement	Additional Factors, p. 65
	SOC-12: Community Grievance Mechanisms	Stakeholder Engagement, p. 9 Community Impact, pp. 57-63
	SOC-13: Social Investment	Community Impact, pp. 57-63
Local Content	SOC-14: Local Procurement and Supplier Development	Community Impact, pp. 57-63
	SOC-15: Local Hiring Practices	Community Impact, pp. 57-63

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