




ESG Highlights

Environmental Highlights

 **50%**
long-term Scope 1 GHG-reduction goal set in 2022


 **0%**
routine flaring of associated natural gas

 **17.1B**
gallons of freshwater returned to the environment

 **17%**
reduction in Scope 1 GHG emissions intensity in 2022 from 2021 baseline

 **100%**
certified responsibly sourced gas


 **\$12.9M**
invested in our Freshwater Neutral conservation program

 **20%**
year-over-year reduction in methane intensity


 **Scope 1 & 2**
GHG emissions disclosed

 **7th**
year in a row achieving freshwater neutrality

Social Highlights

 **99%**
average women's salaries to average men's salaries in the same job title in 2022


 **32%**
of new hires in 2022 were ethnically or gender diverse


 **\$970M+**
paid in taxes, fees and payroll over the last five years

 **0.41**
Recordable Vehicle Incident Rate in 2022*

 **21%**
of employees are women


 **\$3.8B+**
paid in royalty interest payments over the last five years


 **5%**
reduction in employee + contractor Total Recordable Incident Rate in 2022

 **100%**
completion in DE&I training program for Director-level employees and above

* One of the lowest rates among AXPX peer companies.

Governance Highlights


 **44%[†]**
of board members are diverse (gender, nationality, ethnicity)

 **66%**
of board members have experience in health, safety, environmental and/or corporate responsibility

 **15%**
of total bonus compensation linked to ESG components

 **TCFD**
expanded disclosures in the Corporate Responsibility Report to align with the four core TCFD pillars

 **Climate**
update climate scenario analysis biannually

 **Accountability**
methane intensity target included in compensation program

[†]Two directors are female, one director is nationally diverse, one director is ethnically diverse. On June 1, 2023, SWN added a new director, which increased the diversity of the Board to 50%.