

GRI G4 Standards (2016 – 2021)

Category	Indicator	Issue	Disclosure Level	Disclosure Location
GRI 102: General Disclosures	102-1	Name of the organization	Full	Reporting Guidance
	102-2	Activities, brands, products and services	Full	Reporting Guidance
	102-3	Location of headquarters	Full	Reporting Guidance
	102-4	Location of operations	Full	Reporting Guidance
	102-5	Ownership and legal form	Full	Reporting Guidance
	102-6	Markets served	Full	Reporting Guidance ; Stakeholder Engagement
	102-7	Scale of the organization	Full	Reporting Guidance ; Performance Metrics
	102-8	Information on employees and other workers	Full	Our People ; Contractor Safety ; Performance Metrics
	102-9	Supply chain	Full	Supply Chain Management
	102-10	Significant changes to the organization and its supply chain	Full	On March 9, 2022, Chesapeake completed the acquisition of Chief E&D Holdings. This is in addition to the acquisition of Vine Energy Inc. on November 1, 2021. These organizations were integrated into Chesapeake, including our supply chain management system as described on our Supply Chain section.
	102-11	Precautionary principle or approach	None	
	102-12	External initiatives	Full	Responsibly Sourced Gas ; COVID-19 Response ; TCFD Content Index ; S.A.F.E. Culture ; Emergency Preparedness ; Human Rights
	102-13	Membership of associations	Full	Political Participation ; Air Quality
	102-14	Statement from senior decision-maker	Full	CEO Letter
	102-15	Key impacts, risks and opportunities	Full	Reporting Guidance ; Managing Risk ; Climate Strategy & Risk Management
	102-16	Values, principles, standards and norms of behavior	Full	Our Culture ; Operating with Integrity
	102-17	Mechanisms for advice and concerns about ethics	Full	Operating with Integrity ; Accountability & Compensation ; Human Rights
	102-18	Governance structure	Full	Accountability & Compensation ; Climate Governance
	102-19	Delegating authority	Full	Accountability & Compensation ; Climate Governance

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GRI 102: General Disclosures (cont.)	102-20	Executive-level responsibility for economic, environmental and social topics	Full	Accountability & Compensation ; Climate Governance
	102-21	Consulting stakeholders on economic, environmental and social topics	Full	Stakeholder Engagement ; Accountability & Compensation ; Climate Governance
	102-22	Composition of the highest governance body and its committees	Full	Accountability & Compensation
	102-23	Chair of the highest governance body	Full	Accountability & Compensation
	102-24	Nominating and selecting the highest governance body	Full	Accountability & Compensation
	102-25	Conflicts of interest	Full	Operating with Integrity
	102-26	Role of highest governance body in setting purpose, values and strategy	Full	Our Culture ; Operating with Integrity ; Accountability & Compensation
	102-27	Collective knowledge of highest governance body	Full	Accountability & Compensation ; Climate Governance
	102-28	Evaluating the highest governance body's performance	Full	Proxy Statement
	102-29	Identifying and managing economic, environmental and social impacts	Partial	Managing Risk ; Incident Prevention ; Environmental Management
	102-30	Effectiveness of risk management processes	Full	Accountability & Compensation ; Managing Risk ; Climate Governance
	102-31	Review of economic, environmental, and social topics	Full	Our Board of Directors meets at least four times a year and Board committees meet even more regularly. Each committee reviews direct or indirect ESG issues during its meetings.
	102-32	Highest governance body's role in sustainability reporting	Full	Our Board of Directors reviews our sustainability reporting. The Board's ESG Committee plays the largest role in engaging with reporting practices.
	102-33	Communicating critical concerns	Full	Operating with Integrity ; Managing Risk
	102-34	Nature and total number of critical concerns	None	
	102-35	Remuneration policies	Full	Proxy Statement
	102-36	Process for determining remuneration	Full	Proxy Statement
102-37	Stakeholders' involvement in remuneration	None		

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GRI 102: General Disclosures (cont.)	102-38	Annual total compensation ratio	None	
	102-39	Percentage increase in annual total compensation ratio	None	
	102-40	List of stakeholder groups	Full	Stakeholder Engagement
	102-41	Collective bargaining agreements	Full	We had no employees engaged in collective bargaining agreements in 2021.
	102-42	Identifying and selecting stakeholders	Full	We engage with all stakeholders impacted directly by our business as noted in the Stakeholder Engagement section.
	102-43	Approach to stakeholder engagement	Full	Stakeholder Engagement
	102-44	Key topics and concerns raised	Full	Reporting Guidance ; Stakeholder Engagement
	102-45	Entities included in the consolidated financial statements	Full	The filing entity is Chesapeake Energy Corporation and our Form 10-K includes an exhibit (Exhibit 21) of significant subsidiaries.
	102-46	Defining report content and topic boundaries	Full	Reporting Guidance
	102-47	List of material topics	Full	Reporting Guidance
	102-48	Restatements of information	Full	We had no restatements of information from 2020 to 2021 sustainability reporting.
	102-49	Changes in reporting	Full	We had no significant changes in 2021 from previous reporting periods related to material topics.
	102-50	Reporting period	Full	Reporting Guidance
	102-51	Date of most recent report	Full	Reporting Guidance ; CEO Letter
	102-52	Reporting cycle	Full	Reporting Guidance
	102-53	Contact point for questions regarding the report	Full	IR@chk.com
102-54	Claims of reporting in accordance with the GRI Standards	Full	Reporting Guidance	
102-55	GRI content index	Full	Content Indices	
102-56	External assurance	Partial	Certain significant data points were verified by a third party, as noted in Reporting Guidance and Climate Metrics .	

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GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	Partial	Reporting Guidance
	103-2	The management approach and its components	Partial	We discuss management approaches throughout our report with specific emphasis on the CEO Letter ; Reporting Guidance ; Managing Risk ; Cybersecurity ; Climate Strategy & Risk Management sections.
	103-3	Evaluation of the management approach	Partial	Managing Risk ; Cybersecurity ; Climate Strategy & Risk Management ; S.A.F.E. Culture
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	Partial	Performance Metrics ; Community Investment
	201-2	Financial implications and other risks and opportunities due to climate change	Full	Climate Strategy & Risk Management
	201-3	Defined benefit plan obligations and other retirement plans	Partial	Our People
	201-4	Financial assistance received from government	N/A	Not applicable
GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	None	
	202-2	Proportion of senior management hired from the local community	None	
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	Partial	Community Investment
	203-2	Significant indirect economic impacts	Partial	Community Investment ; Owner Relations
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	Full	Supply Chain Management
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption	Partial	Human Rights
	205-2	Communication and training about anti-corruption policies and procedures	Partial	Operating with Integrity
	205-3	Confirmed incidents of corruption and actions taken	None	
GRI 206: Anti-Competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Full	Any material litigation or threatened litigation is noted in our annual 10-K .
GRI 301: Materials	301-1	Materials used by weight or volume	Partial	Water ; Performance Metrics
	301-2	Recycled input materials used	Partial	Water ; Performance Metrics
	301-3	Reclaimed products and their packaging materials	N/A	Not applicable

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GRI 302: Energy	302-1	Energy consumption within the organization	None	
	302-2	Energy consumption outside of the organization	None	
	302-3	Energy intensity	None	
	302-4	Reduction of energy consumption	None	
	302-5	Reductions in energy requirements of products and services	None	
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	Partial	Water
	303-2	Management of water discharge-related impacts	Full	We did not discharge any treated water to surface water or for land application in 2021.
	303-3	Water withdrawal	Partial	Water ; Performance Metrics
	303-4	Water discharge	Full	We did not discharge any treated water to surface water or for land application in 2021.
	303-5	Water consumption	Partial	Water ; Performance Metrics
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Partial	Biodiversity & Land Stewardship
	304-2	Significant impacts of activities, products and services on biodiversity	None	
	304-3	Habitats protected or restored	Partial	Biodiversity & Land Stewardship
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	None	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	Full	Climate Metrics ; Performance Metrics
	305-2	Energy indirect (Scope 2) GHG emissions	Full	Climate Metrics ; Performance Metrics
	305-3	Other indirect (Scope 3) GHG emissions	Full	Climate Metrics ; Performance Metrics
	305-4	GHG emissions intensity	Full	Climate Metrics ; Performance Metrics
	305-5	Reduction of GHG emissions	Full	Performance Metrics
	305-6	Emissions of ozone-depleting substances (ODS)	None	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	None	

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GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	Partial	Waste
	306-2	Management of significant waste-related impacts	Partial	Waste
	306-3	Waste generated	Partial	Waste
	306-4	Waste diverted from disposal	Partial	Waste ; Water
	306-5	Waste directed to disposal	None	
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Full	Supply Chain Management
	308-2	Negative environmental impacts in the supply chain and actions taken	None	
GRI 401: Employment	401-1	New employee hires and employee turnover	Partial	Performance Metrics
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full	Our People
	401-3	Parental leave	Partial	Our People ; DEI
GRI 402: Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	Full	We report any material changes to our strategy and operations in our 10-K and 10-Q disclosures.
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	Full	S.A.F.E. Culture
	403-2	Hazard identification, risk assessment and incident investigation	Full	S.A.F.E. Culture ; Occupational Health & Safety ; Contractor Safety ; Incident Prevention
	403-3	Occupational health services	Full	S.A.F.E. Culture ; Occupational Health & Safety ; Contractor Safety ; Incident Prevention
	403-4	Worker participation, consultation and communication on occupational health and safety	Partial	S.A.F.E. Culture
	403-5	Worker training on occupational health and safety	Full	S.A.F.E. Culture ; Occupational Health & Safety ; Contractor Safety ; Emergency Preparedness
	403-6	Promotion of worker health	Full	COVID-19 Response ; Health & Well-Being ; Occupational Health & Safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Full	Occupational Health & Safety ; Incident Prevention

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GRI 403: Occupational Health and Safety (cont.)	403-8	Workers covered by an occupational health and safety management system	Partial	Our HSER management system, which includes occupational health and safety standards, complies with OSHA requirements and covers all of our employees. All contractors are expected to abide by the minimum safety requirements and expectations set forth in our Contractor Handbook and Supplier Code of Conduct.
	403-9	Work-related injuries	Partial	S.A.F.E. Culture ; Occupational Health & Safety ; Contractor Safety ; Performance Metrics
	403-10	Work-related ill health	None	
GRI 404: Training and Education	404-1	Average hours of training per year per employee	Partial	Performance Metrics
	404-2	Programs for upgrading employee skills and transition assistance programs	Full	Our People
	404-3	Percentage of employees receiving regular performance and career development reviews	Full	Our People
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Partial	Accountability & Compensation ; DEI
	405-2	Ratio of basic salary and remuneration of women to men	None	
GRI 406: Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken	None	
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Full	We are not aware of instances where freedom of association and/or collective bargaining was at risk. We further mention this in our Human Rights section.
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Full	Because we only operate in the U.S. and more than 99% of our suppliers are U.S. based, we do not have operations and suppliers at significant risk for child labor incidents. This is also addressed in our human rights policy within the Human Rights section.

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GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		Because we only operate in the U.S. and more than 99% of our suppliers are U.S. based, we do not have operations and suppliers at significant risk for forced or compulsory labor incidents. This is also addressed in our human rights policy within the Human Rights section.
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies or procedures	Full	Human Rights
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of Indigenous peoples	Full	We had no incidents of violations involving rights of Indigenous peoples.
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Full	Community Investment ; Owner Relations ; Charitable
	413-2	Operations with significant actual and potential negative impacts on local communities	None	
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Partial	As part of our screening process all suppliers must commit to and abide by the social criteria outlined in our Supplier Code of Conduct.
	414-2	Negative social impacts in the supply chain and actions taken	None	
GRI 415: Public Policy	415-1	Political contributions	Full	Political Participation
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	None	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	N/A	Not applicable
GRI 417: Marketing and Labeling	417-1	Requirements for product and service information and labeling	N/A	Not applicable
	417-2	Incidents of non-compliance concerning product and service information and labeling	N/A	Not applicable
	417-3	Incidents of non-compliance concerning marketing communications	N/A	Not applicable
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Full	We had no instances of substantiated complaints concerning breaches of customer privacy and losses of customer data in 2021.