

2024 SUSTAINABILITY REPORT





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LETTER FROM OUR CEO & PRESIDENT



As the world demands more energy, it must be met by responsible operators delivering low emission, abundant and reliable energy sources. At Aethon, we invest in and operate sustainable energy solutions that create exceptional value and make the world better through the responsible development of our natural gas assets. We believe that Aethon is ideally positioned to help meet the growing call for natural gas and Liquefied Natural Gas (LNG), while simultaneously complementing the energy transition, enabling social uplift in our communities and delivering positive outcomes for all our stakeholders.



Aethon's decision-making is guided by our core values of integrity, safety, innovation, teamwork, humility and respect. These principles are deeply ingrained in our approach to environmental, social and governance performance as well as our commitment to operate as a steward of the environment. Aethon's development of low-carbon energy resources is driven by a long-term sustainability strategy that is built on objective goals, measurable outcomes and embracing new technologies to improve our performance.

Our top priority is safety and making sure our team members return home to their families and loved ones every day. We are proud that our team achieved the milestone of two years without a recordable injury in September 2024,

ultimately reaching 792 days free of recordable injuries. The collective dedication of our team is evident through our continuous efforts to strengthen our safety culture, reduce our environmental footprint, benefit our communities, and generate attractive returns for our investors.

Aethon takes an enterprise-wide view in executing our 10-year Emissions Reduction Plan as we increasingly decouple the scale of our production from our environmental impact. In 2024, we reduced our greenhouse gas emissions intensity to 0.107%¹ and our methane intensity to 0.025%.² We are proud of these results, which encompass our entire upstream and midstream operational value chain and were achieved without offsets. We also accomplished a peer-leading Production Segment Scope 1 methane intensity of 0.0028%³ last year.

We remain on track to achieve our target operational GHG emissions intensity of 0.025% by 2031. We are also working to realize our ambition of producing net zero natural gas from wellhead to electron as our carbon capture and sequestration projects continue to progress over the coming years.

Aethon continues to demonstrate our ability to deliver both peer-leading margins and an industry-leading emissions profile. Combined with the positive role in our communities made by Aethon in Action, our social impact program for charitable giving and volunteering, we are minimizing our

environmental impact while delivering positive community and social benefits.

Low emission natural gas is propelling the global energy transition at a massive scale, but it is critical that our industry remain committed to ever-increasing levels of transparency and accountability. Aethon's vertically integrated strategy, continuous innovation and dedication to responsible business practices allow us to meet the demanding challenges ahead.

Achieving near net zero methane and carbon dioxide emissions as quickly as possible should be embraced by all, and is a goal that can be accomplished through our legacy of ingenuity and innovation as we meet the world's increasing demand for cleaner energy.

Thank you for your interest in our 2024 performance.

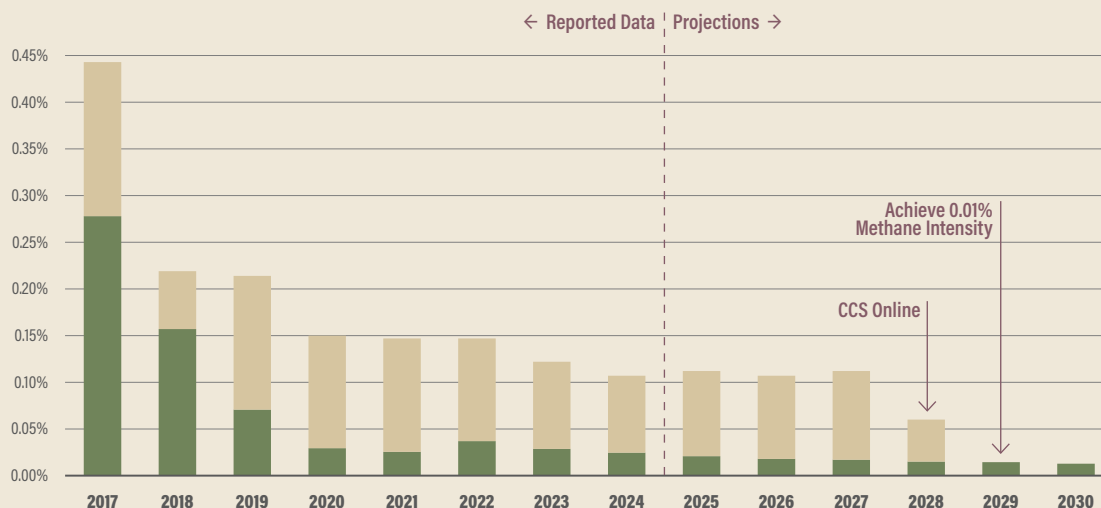
Sincerely,

Albert Huddleston
CEO & Partner

Gordon Huddleston
President & Partner

AETHON ENERGY SCOPE 1 & 2 EMISSIONS REDUCTION TIMELINE

- GHG Emissions Intensity
- Methane Intensity



¹ Emissions intensity defined as Mt CO₂e / Gross Mcf (includes emissions from upstream and midstream business segments)

² Methane intensity defined as Mt CH₄e / Gross Mcf (includes emissions from upstream and midstream segments)

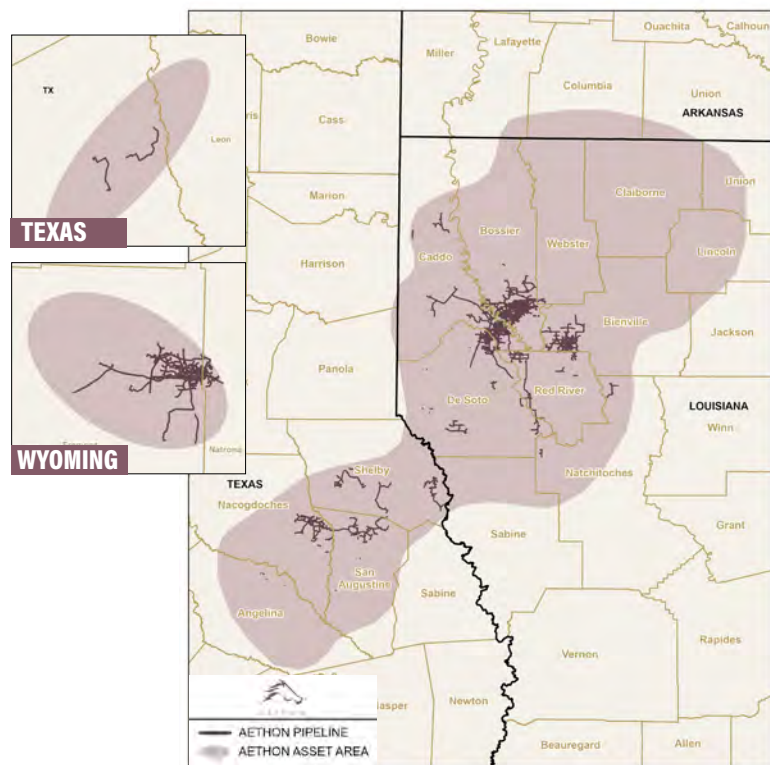
³ Company-wide Production Segment Scope 1 methane emissions intensity from combustion sources

ABOUT AETHON

Aethon Energy is a private investment firm focused on direct investments in vertically integrated onshore energy assets in the United States. In 2024, we were ranked the most prolific private natural gas producer in the U.S. lower 48 for the second straight year.⁴

Headquartered in Dallas, Texas, we employed approximately 325 team members throughout our operations in 2024. Aethon's assets are concentrated in North Louisiana and East Texas, with a focus on developing dry natural gas resources in the Haynesville Shale. We also own and operate Moneta Divide oil and gas assets in Wyoming's Wind River Basin.

Aethon is a leading E&P operator with a proven track record, coupled with significant midstream gathering assets to support our upstream development. The scale of our vertically integrated approach provides one of the lowest overall cost structures and emissions profiles in the industry.



⁴ Enverus Upstream Pulse, Top 100 Private Lower 48 Producers of 2024, 20 June 2025. <https://www.enverus.com/wp-content/uploads/2025/06/Top100privateproducers20250618V2.pdf>

⁵ Company-wide Production Segment Scope 1 methane emissions intensity from combustion sources

2024 OVERVIEW

E&P ASSETS

~2.6	BCF/D GROSS OPERATED PRODUCTION
7	HORIZONTAL RIGS
~400K	NET ACRES (INCL. JV ACREAGE)
20+	YEARS OF FUTURE DRILLING LOCATIONS
28+	TCFE 3P RESERVES

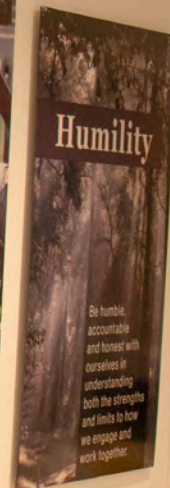
MIDSTREAM ASSETS

~1,700	MILES OF COMPANY-OWNED GATHERING PIPELINE (1,400 HAYNESVILLE / 300 MONETA DIVIDE)
10	AMINE TREATING FACILITIES
~2.9 BCF/D	THROUGHPUT CAPACITY
~2.0 BCF/D	2024 THROUGHPUT

EMISSIONS PROFILE

0.107%*	TOTAL GHG INTENSITY
0.053%	UPSTREAM
0.067%	MIDSTREAM
0.025%	TOTAL METHANE INTENSITY
0.0028%	UPSTREAM - PRODUCTION SEGMENT SCOPE 1 ⁵
0.016%	UPSTREAM
0.011%	MIDSTREAM

* Third-party limited assurance of metric by ERM CVS in process, amended report to follow



MISSION & VALUES

Aethon's mission and values reflect our workplace culture, approach to Principled Private Equity and goal of making net zero hydrocarbons a reality.

Mission

To create exceptional value through sustainable energy solutions that make the world better.

Values

Our values drive how we succeed and grow in service of our investors and key stakeholders. Our team members are committed to:



Always acting with **INTEGRITY**, demonstrating sound moral character and a commitment to ethical principles.



SAFETY as a guiding principle in everything we do, embedded in how we think, engage and operate together.



A dynamic and pragmatic approach to **INNOVATION**, exploring new ideas and ways of creating value with an entrepreneurial mindset.



Fostering **TEAMWORK** to promote inclusiveness and a cooperative approach to growing together.



HUMILITY and accountability to be honest with ourselves in understanding the strengths and limits to how we engage and work together.



Treating everyone with dignity and **RESPECT**, recognizing different perspectives and the power of diverse thought.



APPROACH TO SUSTAINABILITY

Aethon is committed to protecting the environment and our people, operating responsibly, improving our communities and practicing sound governance. These principles drive our approach to environmental, social and governance (ESG) matters.

Aethon strives to create a transparent and credible reporting process that reflects the valuable, trusted relationships we have with our stakeholders. Our strategy encompasses comprehensive analysis of Aethon's goals and our stakeholders' priorities, as well as corporate and social responsibility, financial and related considerations.

Aethon's Health, Safety and Environmental (HSE) team shapes and implements our sustainability model, empowering our

people to operate the business strategically and responsibly as environmental stewards in our communities. This focus on reducing risk and embracing opportunities ultimately helps inform how we invest in and operate sustainable energy solutions that make the world better.

Our Reporting Scope

Aethon's annual Sustainability Report provides an objective view of the strategy and philosophy that drive our pursuit of sustainable development, including clear and consistent measurement of our ESG initiatives and their performance.

Our approach follows the Ten Principles of the United Nations Global Compact (UNGC) and United Nations Sustainable

Development Goals (UN SDGs), along with Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards. Please see the Appendix for a UNGC Principles, SDGs and Standards chart.

We use the Ten Principles of the UNGC,⁶ UN SDGs⁷ and GRI Standards⁸ as both a methodology and lens to better organize and report our policies, programs and progress.

The information included in this report covers Aethon's activities and results for 2024, unless otherwise stated.

⁶ The UN Global Compact, The Ten Principles. <https://www.unglobalcompact.org/what-is-gc/mission/principles>

⁷ The United Nations Department of Economic and Social Affairs, Sustainable Development, The 17 Goals. <https://sdgs.un.org/goals>

⁸ The Global Reporting Initiative, The GRI Standards. <https://www.globalreporting.org/standards/>

Business Ethics & Governance

Aethon is committed to the highest ethical standards, and we hold every member of the organization responsible for maintaining them.

BUSINESS ETHICS

Our core values of integrity, safety, innovation, teamwork, humility and respect reinforce our commitment to the highest ethical standards throughout every aspect of our business.

Compliance

We are committed to maintaining compliance with applicable laws, regulations and our established policies. Under supervision of Aethon's Chief Administrative Officer, who also serves as Chief Compliance Officer, and General Counsel, regular compliance monitoring, audits and measures are conducted to deter non-compliance and/or reduce the exposure of employees to unethical opportunities.

All employees are trained on our policies, protocols and guidelines, as codified in Aethon's Team Member Handbook, Compliance Manual and Code of Ethics. Employees complete annual compliance training, which is also part of our onboarding process for new hires.

Aethon utilizes industry-leading technology solutions to support our compliance initiatives, centralizing data and tracking activities relevant to compliance requirements and reporting.

Business Ethics

Aethon's values and belief in Principled Private Equity drive our business objectives, performance and culture. We believe our approach and standards positively affect the reputation, productivity and bottom line of the business.

Workplace Integrity

Although we take measures to deter non-compliance with applicable laws, regulations and our established policies, we recognize that there may be occasions where a violation might occur or be suspected of occurring. Even if unsure of an occurrence, we strongly encourage employees to bring all potential matters to the attention of our Legal Department, Chief Compliance Officer or President for prompt review, investigation and, if applicable, resolution. Reports can also be made through our anonymous reporting hotline and website — which are open 24 hours a day, 365 days a year and available in all local languages.

Aethon has a non-retaliation policy that applies to anyone who reports matters in good faith: Aethon will not discharge, demote, suspend, threaten, harass or in any manner discriminate against any employee for submitting a concern or making a report.

All reports are logged into a database and the Legal and Compliance Departments, led by our General Counsel and Chief Compliance Officer, investigate all reports until they are resolved. If it is discovered that a violation has occurred, executive management is notified and corrective action is taken as deemed necessary. Aethon received no substantiated reports in 2024.

Testing is also performed as part of financial audits to ensure Aethon's processes and procedures function as intended. As defined by GRI Standards Disclosure 205-3⁹ and 206-1,¹⁰ Aethon did not experience any reportable incidents in 2024.

Aethon's policies, protocols and guidelines define our ethical framework and ensure our people are accountable, deal fairly with business partners and stakeholders, and treat all individuals with respect. This information is included in our Team Member Handbook, as well as our Compliance Manual and Code of Ethics.

KEY AREAS COVERED INCLUDE:

1. Confidentiality
2. Anti-Money Laundering
3. Inducement & Gifts
4. Legal Compliance
5. Fair Operating Practices
6. Respect for Property Rights
7. Fair Competition
8. Anti-Corruption under the Foreign Corrupt Practices Act

ANONYMOUS REPORTING HOTLINE & WEBSITE

Aethon provides a hotline and website for employees to anonymously report incidents that include but are not limited to:

- Ethical violations
- Improper conduct
- Unsafe working conditions
- Discrimination
- Threats
- Bribery and kickbacks
- Wrongful discharge
- Fraud

⁹ GRI 205: Anti-Corruption 2016: <https://www.globalreporting.org/how-to-use-the-gri-standards/gri-standards-english-language/>

¹⁰ GRI 206: Anti-Competitive Behavior 2016: <https://www.globalreporting.org/how-to-use-the-gri-standards/gri-standards-english-language/>

Promoting Social Responsibility in the Supply Chain

Aethon promotes procurement activities with our suppliers and the broader industry supply chain that encompass and prioritize:

- Protection of the environment
- Respect for human rights
- Prohibition of discrimination
- Protection for labor, including the prohibition of forced and child labor, expectations of maximum working hours and minimum living wages, and the right to freedom of association and collective bargaining
- Guarantees of health and safety, including the prohibition of corporal punishment or other severe disciplinary practices, and the right to acceptable living conditions
- Assurance of safety and quality of products and services
- Maintenance and promotion of information security
- Fair trade and corporate ethics

Aethon sets specific expectations of compliance with these practices, both internally and with our partners. We are recognized as a Trusted Partner by Veriforce, one of the world's largest supply chain risk management networks, for our contributions to the development of new tools and solutions that help bring workers home safely.¹¹

Political & Charitable Contributions

Aethon operates in a heavily regulated industry and can be significantly affected by the political and legislative process. We strongly believe that a business environment that protects

and supports our ability to responsibly operate and provide important resources enhances our long-term value.

Corporate contributions that further this interest, if any, are made only if consistent with Aethon's Political and Charitable Contributions policy. This policy states that the Company and its employees may not make payments or provide any other item of value, directly or indirectly, to any government employee, political official or charitable organization for the purpose of obtaining business or influencing any decision on behalf of Aethon or its activities.

Team Members are allowed to support political candidates and/or causes of their choice with their own time and money, but will not be reimbursed or compensated by the Company in any way. Contributions above a certain monetary threshold must also receive approval in advance from our Chief Compliance Officer or President.

ENTERPRISE RISK MANAGEMENT

Aethon faces a range of risks as an energy producer and private investment firm. Disciplined risk management is fundamental to our operating principles, and our approach to enterprise risk management is guided by a quantitative method of continuously evaluating potential risks to our business.

Organization-wide and project-level risk identification allows us to develop and implement measures to avoid, mitigate or remedy risks by addressing potential likelihood, impact, velocity, existing preparedness levels and a variety of other elements. Formal risk registers are used to identify and define key risks, contributing factors, leading indicators, mitigation plans, gaps/improvements needed and action plans, as necessary.



¹¹ Award received at the 2024 Veriforce Select Client Spring Conference

Corporate and macroeconomic risk factors addressed through Aethon's risk processes include but are not limited to:

- Commodity price fluctuations
- Climate and ESG initiatives
- Business plan performance
- Operations and facilities
- Business conditions
- External market factors
- Government and regulatory conditions
- Information, technology and business continuity
- Cybersecurity and data privacy

Aethon continually advances our risk identification, mitigation, prioritization and management practices, including how we address risks related to climate change. We seek to mitigate potential climate-related risks, which could include current and emerging regulations and legislation, technologies, legal issues, market conditions, physical and environmental factors and reputational risks, as part of our business planning and risk management strategies.

Risk Committee

The Executive Leadership Team is responsible for day-to-day management of the risks we face, and our Risk Committee is responsible for risk management oversight.

The Risk Committee meet regularly to identify, track and mitigate risk factors that could influence Aethon's business and is composed of the following members of our senior leadership team:

- Chief Executive Officer
- President
- Chief Financial Officer
- Co-Chief Operating Officers
- Chief Health, Safety & Environmental Officer
- Chief Information Officer
- General Counsel
- Senior Vice President of Finance
- Other members of the Executive or Senior Leadership teams as required

Risk Committee discussions also address risks and potential effects as they relate to Aethon's:

- Drilling and development programs
- Midstream functions
- Marketing platforms
- Capital structure
- Balance sheet
- Hedge strategy
- Other enterprise-level operations

Data Privacy

Maintaining the confidentiality, integrity and availability of our organizational data is paramount to Aethon's security and success. We are committed to protecting confidential information regarding our business as well as confidential information related to our investors, customers, vendors and other stakeholders.

Aethon employs several measures to ensure the security of confidential and proprietary information, including regular training for our team members on best practices and standards defined in our Confidentiality and Data Protection policies. If a team member becomes aware of confidential data being stored or used improperly, they are required to immediately report the incident to the Chief Compliance Officer and the Human Resources team.



Aethon's governance framework establishes clear accountability and defines the relationship between our economic and social goals. This ensures efficient and effective use of resources, in alignment with the interests of our stakeholders.

HEALTH, SAFETY & ENVIRONMENTAL TEAM

Aethon's Health, Safety & Environmental (HSE) team shapes and drives our sustainability initiatives across the organization and with our external partners and operating communities.

BUSINESS CONTINUITY

Business continuity is critical to our risk management strategy. We regularly evaluate the risks to our people, places, systems, production and partners to improve our resilience and preparedness. Advanced planning and preparations are continually made to ensure Aethon has the capabilities to operate critical business functions during and following emergency or crisis events.



Climate Change & Energy Transition

Aethon recognizes there are both business opportunities and risks associated with the energy transition and climate change. We believe reducing our greenhouse gas (GHG) emissions represents the most significant opportunity to improve our environmental impact, while also enabling our mission to provide sustainable energy solutions that make the world better.

Utilizing the Taskforce on Climate-Related Financial Disclosures (TCFD) framework,¹² this section outlines our approach to managing and addressing climate change-related risks and opportunities.

GOVERNANCE

Aethon's Executive Leadership Team sets our sustainability and business strategies, including approving our emissions reduction initiatives and goals, which are operationalized through our HSE Management Program. It also oversees Aethon's ESG programs and activities, which includes oversight of climate-related risks and opportunities and climate resiliency planning.

Together, the Executive Leadership Team and Investment Committee approve our capital investment budget, including investments in emissions-reducing technologies, based on the recommendations of senior leadership and other key stakeholders within the organization.

STRATEGY

We continue to grow our investment in reducing our GHG emissions and other ways to mitigate potential climate change-related risks and capture opportunities for Aethon's business. Reducing our GHG intensity to 0.025% (Mt CO₂e/Gross Mcf) or less by 2031 is paramount to our strategy, and we have created a roadmap to evaluate and implement new technologies and practices to lower our emissions as we work to achieve this goal.

EMISSIONS MANAGEMENT

Our comprehensive approach to managing and monitoring emissions and prioritization of solutions that deliver the most significant emissions reductions have helped decouple our production volume from its environmental impact.

Pneumatic Retrofit Program

To reduce methane emissions, we set a goal of eliminating the use of gas pneumatic components at all of our midstream plants. In 2024, the last midstream plants completed this transition, ahead of our original timeline. This transition eliminates related methane emissions and offers additional safety and financial benefits. In addition, Aethon now has a total of nine facilities on supplied nitrogen from Kathairos Solutions, further reducing the use of gas pneumatics.

10-year Emissions Reduction Program Roadmap

Implemented in 2021 and periodically refined, our 10-year Emissions Reduction Program continues to optimize operational efficiencies and implement new technologies through significant investments across eight initiatives:

1. Leak Detection & Repair
2. Zero Emission Wellsite Design
3. Pneumatic Retrofit Program
4. Emissions Inventories
5. Controlling Water Tank Emissions
6. Drilling & Completions Energy Sourcing
7. Carbon Capture & Acid Gas Removal (AGR) Venting Elimination
8. Liquids Unloading



¹² Task Force on Climate-Related Financial Disclosures. <https://www.fsb-tcf.org/>

Our 10-year GHG Emissions Reduction Program

Aethon aims to lower our GHG intensity

85%

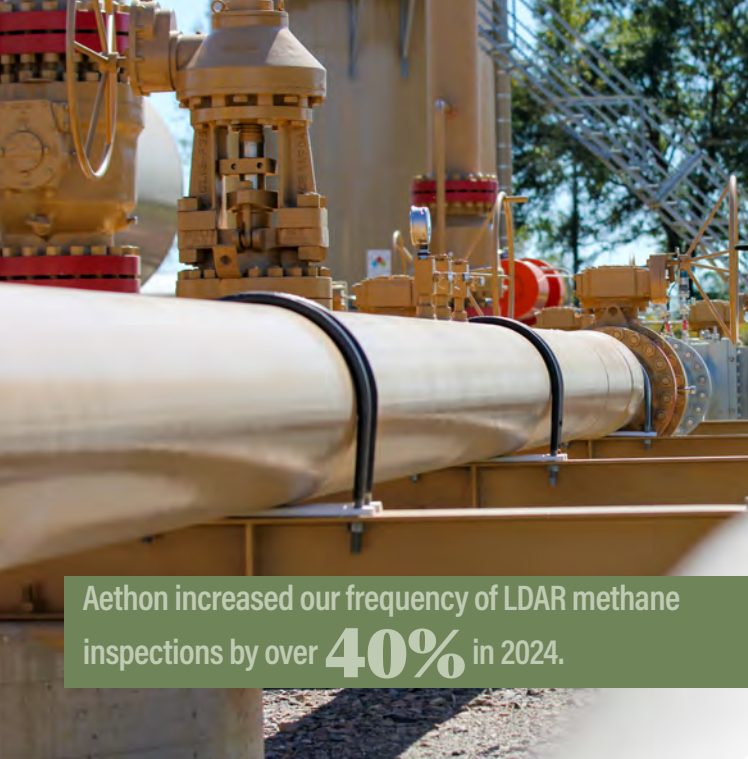
by 2031 to 0.025% (Mt CO₂e/Gross Mcf), which will avoid over 3.8 million metric tons of CO₂e over 10 years.

In 2024, we achieved an industry-leading full operational value chain methane intensity of

0.025%

(Mt CH₄e/Gross Mcf), a performance level that meets standards set by the EPA's Methane Emissions Reduction Program.*

* United States Environmental Protection Agency, Methane Emissions Reduction Program; <https://www.epa.gov/inflation-reduction-act/methane-emissions-reduction-program>



Aethon increased our frequency of LDAR methane inspections by over **40%** in 2024.

Drilling & Completions Energy Sourcing

Aethon is focused on utilizing the newest generation of drilling and fracturing equipment, which helps reduce emissions through electrification and improved efficiency:

- Natural gas and electrification:** The successful implementation of our first all-electric Halliburton Zeus fleet in 2022 continues to deliver Aethon's best GHG emissions performance for completions activities. We continue to expand our use of this technology, which delivers significant improvements to our emissions compared to conventional diesel fleets and is driven by power-on-demand systems from VoltaGrid.
- Mobile compressed natural gas (CNG):** In 2024, Aethon began utilizing mobile trailers from Certaurus to power rig operations in many locations where we do not have an existing source of field gas. This provides a low carbon, low cost and safer alternative to using diesel or other fuels.

- Smaller footprint:** Our new-generation frac fleets have smaller operational footprints and/or improved modularity, which reduces surface impact without sacrificing operational efficiency.
- Quieter:** Our modern frac fleets have reduced overall sound output versus conventional fleets and, in combination with other mitigation tactics, enable us to decrease the volume of our operations in areas with higher population density.
- More efficient:** Our drilling and completion equipment continues to deliver year-over-year improvement in drilling and pumping hours per day, driven by enhanced scheduling, reduced idle time and optimized development planning.

Carbon Capture & Acid Gas Removal Venting Elimination

Aethon's carbon capture and sequestration (CCS) team was established in 2018 to pursue the most significant opportunity identified in our 10-year GHG Emission Reduction Plan. We continue to invest in understanding the underlying science, infrastructure and regulatory environment for CO₂ and waste gas disposal, and we spent several years pursuing and successfully securing Class II Acid Gas Injection permits for our Martinsville and Bland Lake plants via Aethon's Kudu Midstream subsidiary.

In 2024, we advanced applications for two Class V permits to the public notice phase in Louisiana, which were awaiting public hearing scheduling as of the end of the year. Securing these Class V permits will allow us to conduct more detailed reservoir mapping and subsurface due diligence of formations and locations we believe are optimal for capturing and sequestering emissions from Aethon's operations as well as from third-party CO₂ sources. We held productive meetings throughout the year

with key Louisiana stakeholders in Sabine and Vernon Parishes, including with state legislators representing local communities. We also continued advancing our leasing program with private landowners and negotiations with commercial partners, acquiring approximately 90% of the required pore space for our proposed project in Louisiana in 2024.

In Texas, we submitted a Class II application for our project, which was approved in early 2025.

In 2025, our CCS initiative will primarily focus on applying and securing approval for Class VI injection wells at our identified project locations in Louisiana and Texas, which would enable us to begin sequestering CO₂ at scale upon project FID and completion.

Leak Detection & Repair (LDAR)

Aethon's LDAR program identifies leaks across our operations to improve repair response times and enhance preventative maintenance. As part of a risk-based approach, compressor and plant facility inspections undergo quarterly reviews to better monitor more vulnerable or higher risk components.

Aethon closely tracks and monitors leak-repair timeframes, compiling accurate data to track and report our progress and understand which component types are most frequently associated with leaks.

Using this information, operations can develop and perform more proactive preventative maintenance programs that lead to significant improvement in managing fugitive equipment leaks. In 2024, company-wide equipment leaks totaled 5,859 Metric Tons CO₂e, largely due to an over 40% increase in inspection frequency.

	2020	2021	2022	2023	2024
LDAR Inspections (#)	2,286	2,921	2,292	1,823	2,585
Equipment Leaks (MT CO ₂ e)	14,251	11,761	6,588	4,659	5,859*

* Third-party limited assurance of metric by ERM CVS in process, amended report to follow

Gas Well Liquids Unloading

Aethon has significantly reduced gas well liquids unloading events, particularly within our Texas operations, through a wellbore tubing design change and modified work practice. Aethon follows Best Management Practices when performing liquids unloading events to minimize associated venting to the extent practicable.¹³

Controlling Water Tank Emissions

Beginning in 2024, Aethon modified our standard wellsite design by installing emission controls on new well pads to reduce methane emissions from water tank sources. This approach streamlines compliance with the New Methane Rules (NSPS 0000b) at facilities with applicable storage vessel assets.

2024 EMISSIONS

Aethon tracks our Scope 1 and Scope 2 GHG emissions across our entire upstream and midstream operations. These are reported on an absolute basis as well as by the intensity relative to production.

From 2023 to 2024, Aethon reduced our full operational value chain

GHG emissions intensity by 12% to 0.107%. We also achieved an industry-leading methane intensity of 0.025% (Mt CH₄e/Gross Mcf), a performance level that meets standards set by the EPA's Methane Emissions Reduction Program¹⁴ as well as the "near-zero methane" target for 2030 adopted by the Oil & Gas Decarbonization Charter at the COP28 UN Climate Change Conference.¹⁵ Aethon's company-wide Production Segment Scope 1 methane emissions intensity was 0.0028%.¹⁶

Our Scope 1 and Scope 2 emissions reportable under the EPA GHG reporting requirement (40 CFR Part 98) are assured annually to a limited level by third-party assurance and certification provider ERM CVS.

10-year Emissions Reduction Plan Progress

We have set a goal to reduce our GHG emissions intensity 80% by 2031 compared to our 2020 baseline. In 2024, Aethon's emissions intensity of 0.107% was 29% lower than our 2020 baseline.

2024 GHG Emissions
Metric Tons CO₂e

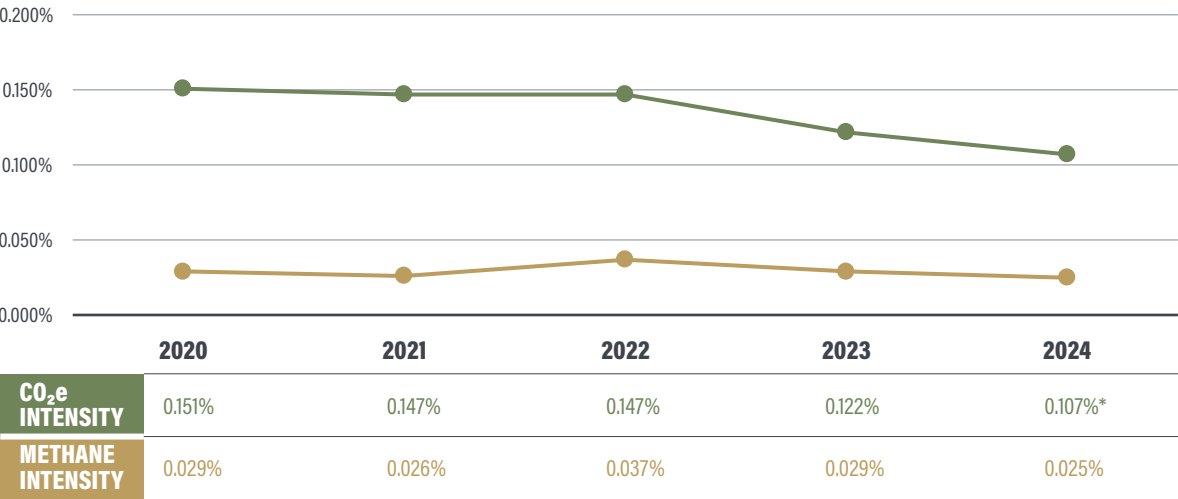
Scope 1
990,059*

Scope 2
7,907*

We reduced our
emissions by
31,481

* Third-party limited assurance of metric by ERM CVS in process, amended report to follow

AETHON SCOPE 1 GHG EMISSIONS INTENSITY



¹³ United States Environmental Protection Agency, Liquids Unloading. <https://www.epa.gov/natural-gas-star-program/liquids-unloading>
¹⁴ United States Environmental Protection Agency, Methane Emissions Reduction Program. <https://www.epa.gov/inflation-reduction-act/methane-emissions-reduction-program>
¹⁵ Oil & Gas Decarbonization Charter. <https://prod-cd-cdn.azureedge.net/-/media/Project/COP28/COP28-OG-Decarbonization-Charter.pdf?rev=f776056724e4caebf7aaa803e53e18e>
¹⁶ Company-wide Production Segment Scope 1 methane emissions intensity from combustion sources



Environment

Environmental stewardship is a cornerstone of Aethon's business, and we reduce our impact by implementing best practices and adhering to leading standards for responsible energy development.

We believe that improving our operational efficiency and resource management can drive economic growth, while reducing our environmental impact.

BIODIVERSITY

We are committed to protecting biodiversity and minimizing adverse environmental impacts from our operations. Aethon performs environmental assessments and reviews on all proposed development areas to identify, avoid and mitigate potential impacts to wetlands, streams, cultural resources, endangered species and floodplains. We also implement directional drilling technology from multi-well pads and minimize surface disturbance to the extent feasible.

AIR EMISSIONS

To minimize venting into the air and atmosphere, Aethon focuses on emission reductions by sourcing best available control technology (BACT), testing engine emission sources to validate compliance with applicable limits and regulations, and controlling tank emissions above regulatory thresholds.

ENVIRONMENTAL MANAGEMENT

Our Executive Leadership Team sets our HSE strategy, approves goals, provides resources to meet performance targets and has oversight of our sustainability policies and programs, including

our environmental management approach. Our Chief Health, Safety & Environmental Officer has managerial responsibility for implementing this program.

Our operations are subject to stringent environmental laws and regulations, which we strictly follow. We regularly review our operations to identify and minimize our potential environmental impact. Through our HSE management program, we set objectives, measure results and improve practices. Employees receive training on environmental compliance and our operating procedures, including monthly safety meetings with environmental focuses.

WATER USE & EFFLUENTS

Aethon is committed to the efficient and responsible use of water while minimizing and properly handling effluents.

Water sourcing for well completions is achieved in multiple ways across our operations, including reuse of Aethon's own produced water and obtaining surface-use permits from nearby sources to drill designated water source wells. We are an industry leader in

the advancement of produced water treatment, which enables the option to surface discharge at our Wyoming assets, if needed. Other produced water generated during our operations is disposed in Underground Injection Control Class II water disposal wells. Protection of groundwater is accomplished by ensuring wellbore integrity and sufficient depths from groundwater when implementing the use of poly-lined ponds or pits. Aethon also continues to build water lines along existing rights of way to reduce truck traffic around our Louisiana and Texas operations.

Aethon focuses on responsible development and limiting our impact by implementing practices that:

- Decrease emissions and prevent pollution
- Promote sustainable resource use
- Protect water and wetland impacts across diverse ecosystems and regulatory jurisdictions
- Minimize habitat disturbance, protect biodiversity and restore the natural environment
- Prevent and respond to spills

WASTE MANAGEMENT & CHEMICAL USE

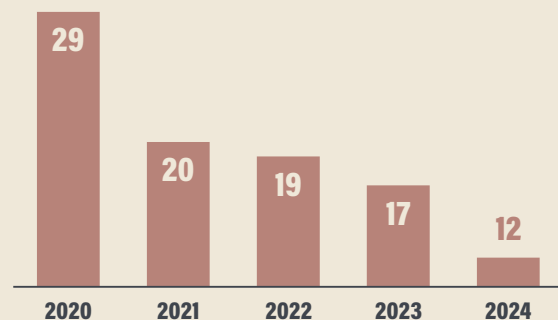
To reduce the waste footprint from our operations, Aethon recycles used engine oil, scrap metal and batteries. All generated commercial trash and Exploration and Production (E&P) waste streams are disposed of at appropriate facilities, and all required regulatory documentation is retained.

Aethon also ensures that the hydraulic fracturing fluid products used in our operations are safe, effective and environmentally responsible. Full disclosure of our practices is maintained in FracFocus, a national hydraulic fracturing chemical disclosure registry. Aethon requires our vendors, including chemical manufacturers and suppliers, to follow the same rules and regulations on product use, subject to the Hazard Communication Standard through the Occupational Safety and Health Administration (OSHA) under the United States Department of Labor.

SPILLS

Aethon's spill management strategy and focus on safe, efficient operations prioritizes protection of people, the environment and our assets while complying with all applicable regulations. We continue to demonstrate significant progress in preventing and reducing spills, with a 29% decrease in our total number of reportable spills from 2023 to 2024. As Aethon has grown in scale, investment in increasingly effective asset integrity management has driven an almost 60% decrease in reportable spills over the past five years.

SPILL FREQUENCY



ASSET INTEGRITY PROGRAM

Aethon monitors our operations and conducts sophisticated trend analysis modeling to predict potential incidents. This has greatly improved our Asset Integrity Program, reducing gas releases and emissions from our assets into the environment. Initiatives as part of this program have reduced spills and driven substantial efficiency and production gains. Key activities in 2024 included:

Pipeline upgrades for pigging: Installed 23 new pig barrels to enable maintenance pigging across Louisiana and Texas. Aethon personnel were also trained on performing serial dilution bacterial enumeration on pig fluids for evaluating internal corrosion threats to our pipelines. Data from samples are uploaded into Aethon's OneBridge Internal Corrosion Module to inform our chemical inhibition program and support ongoing risk assessment.

Non-Destructive Testing: 385 wellsite inspections utilizing ultrasonic testing were conducted in 2024. A direct radiography test methodology was also initiated for observing wells in Robertson County, Texas, then expanded throughout our well pads. All three of our Process Safety Management facilities were inspected in 2024, which included 236 pressurized vessels/equipment inspected to API510 standard, 31 vessels/equipment internally inspected to API510 standard, 603 piping circuits inspected to API570 standard, and six heat exchanger bundles inspected utilizing an Eddy current. Additional facilities and assets were inspected on a risk-based or as needed basis.

In-line Inspection (ILI): As part of our ILI program, Aethon proactively repaired segments on 14 pipelines (0.82 miles) that were at potential risk of leak or rupture. This initiative included 24 ILI jobs, covering over 145 miles of pipeline in Louisiana and Texas, and was aided by our utilization of OneBridge analytics software to proactively find and eliminate threats to pipeline integrity.

Cathodic Protection (CP) Test Stations: Aethon continues to perform annual cathodic protection surveys and plans to integrate OneBridge's External Corrosion Module in 2025 to enhance the assessment of our CP readings and associated risk.





Safety

The health, safety and well-being of our employees, contractors, stakeholders and communities are vital to Aethon's success. We are committed to eliminating HSE incidents and non-conformance issues, and mitigating issues where identified.

Our Chief HSE Officer maintains oversight and leads our team in identifying, assessing, monitoring and managing risks regarding our safety and operations, along with reporting to the Executive Risk Committee.

Aethon's HSE Policy sets the foundation of our extensive HSE Management Program, which covers all Aethon employees and contractors, and establishes our HSE objectives, measurement and practices improvement. The HSE Management Program also defines management and employee roles and responsibilities, emergency response plans, hazard prevention, training and stakeholder engagement. Management conducts periodic and annual reviews of the program and considers employee input and feedback to continually revise the program.

Aethon continues to enhance our HSE program and reporting utilizing KPA, our all-encompassing software solution, to improve processes, identify inefficiencies and integrate safety tools with other enterprise applications.



Take2Ask3

What can go
WRONG?

What **PRECAUTIONS**
should I take?

Can I do this job
SAFELY?

Be Safe!
Because nothing you do today will be as important
as going home to your loved ones

The system has also enabled data-driven analysis of performance trends, asset integrity, incident management, equipment tracking and other functionalities to inform corrective and preventative measures.

KPA also enables us to provide customized training for our field-based workforce, optimizing Aethon's operational efficiency and reinforcing our commitment to safety and sustainability. The platform allows us to swiftly adapt to the evolving needs of our team and develop training modules for implementation of uniform practices that exceed state minimum requirements across all our operating areas.

HAZARD IDENTIFICATION & ASSESSMENT

Proactively identifying and assessing hazards is a critical, ongoing element of Aethon's HSE Management Program. It is the responsibility of everyone at Aethon to identify, report and eliminate or mitigate possible hazards. All HSE incidents and hazard identifications are tracked and distributed throughout our operations, complemented by periodic analysis to communicate lessons learned across our team.

The following identification and assessment techniques are utilized to ensure workplace hazards are recognized and corrected:

- Periodic internal health, safety and environmental inspections
- Risk assessments on identified hazards where elimination of the hazard is not feasible
- Reporting of hazard identification and behavior-based safety observations during daily operations, which are provided to the supervisor and HSE team for corrective action tracking and records retention purposes
- Management of Change (MOC) process to control changes to facilities, equipment, materials or processes through systematic reviews, authorization and procedures
- Conducting Pre-Startup Safety Reviews (PSSR) prior to the startup of new facilities or when design changes occur at existing facilities
- Incident reporting and investigation



Aethon achieved the milestone of being
two years recordable injury-free
in September 2024.

We ultimately achieved
792 days recordable injury-free
as a result of our work to continuously strengthen
our safety culture.

We employ comprehensive health and safety programs across our operations, proactively evolving our practices to better track trends, leading indicators and other data to reduce safety incidents. This includes a systematic, data-driven methodology for investigating, analyzing and reducing risks through:

1. Training and regular education as our operations evolve and grow
2. Identifying and assessing hazards through monitoring of actual and potential environmental and workplace risks
3. Prevention and controls to reduce identified safety risks and hazards
4. Planning and evaluation to review and mitigate ongoing and existing risks or hazards

When an existing or potential hazard is identified, Aethon utilizes prevention and control techniques and communications connectivity throughout our operations:

Engineering: Controlling hazards through engineering controls, administrative controls and personal protective equipment

OSHA mandated programs: Standards to comply with local and state rules and federal 40 CFR 1910 regulations

Preventative maintenance: Following the manufacturer’s recommendations, performing scheduled maintenance and reporting and acting on employees’ concerns and repair requests

	2020	2021	2022	2023	2024
Employee Total Recordable Incident Rate (TRIR)	0.40	0.38	0.35	0.00	0.29*
Contractor TRIR	0.21	0.41	0.65	0.95	0.65*
Preventable Motor Vehicle Incidents (MVI) - incident rate per 1,000,000 miles driven	1.43	0.46	0.00	0.66	0.99

* Third-party limited assurance of metric by ERM CVS in process, amended report to follow

CONTRACTOR SAFETY

Ensuring the health and safety of our people, including our contractors, is a core value of Aethon. All contractors are required to complete a safety onboarding training and briefing prior to beginning work. We utilize supply chain risk management solutions

from Veriforce to onboard contractors, which includes a mandatory electronic Field Safety Briefing. Aethon regularly evaluates and improves our policies and procedures, and adherence to them, to maintain a safe operating environment for our contractors.

2024 Health, Safety & Environmental Performance Metrics

	2024 Target Objectives	2024 Results
Business Ethics & Governance	Notice of Compliance Violations ≤ 1	0 Notices of Compliance Violations
	HSE Training Completion ≥ 99%	100% On-time Completions
Safety & Sustainability	Achieve Reportable Environmental Incident Rate (REIR) ≤ 8.50	3.47 REIR
	Achieve Employee Total Preventable Injury Rate (PIR) ≤ 0.62	0.00 Employee PIR
Procedure Compliance	Record ≤ 1 Preventable Line Strikes	3 Preventable Line Strikes
	Safety Summits ≥ 5	6 Safety Summits
Operational Risk	Achieve Preventable Vehicle Accident Rate (PVAR) ≤ 0.67	0.99 PVAR
	Record ≤ 1 High Severity Fires (incidents with > \$200,000 in repair costs)	0 High Severity Fires





TRAINING

Aethon's operations employees receive HSE training upon hire and annually thereafter. New employee orientation consists of an HSE Management program overview, general practices, major hazards and protections and emergencies procedures. Re-orientation may also take place when an employee changes job duties, especially if the change involves significant new hazards. The training includes the following topics, in addition to any other job-specific topics: Hazard Communication, Personal Protective Equipment, Lockout Tagout, Hot Work, Confined Space Entry, Working at Heights, Respiratory Protection and Bloodborne Pathogens Exposure. We also offer emergency response, first aid, CPR, Smith System Driving and forklift operator trainings.

In 2024, we held six Safety Summits with our service providers to review and discuss expectations, incidents, areas of concern and best practices. These sessions included Aethon departmental leadership, field leadership and engineers as well as key leaders from our drilling and completions and field operations contractors.

EMERGENCY RESPONSE PROGRAM

Aethon's emergency response protocols help ensure we are prepared to respond to and recover from an emergency. Natural disasters, severe weather, accidental spills and human-instigated threats are among the potential hazards we encounter as part of our work. Our Emergency Response Plan (ERP) complies with guidelines set forth by OSHA and is distributed to all Aethon employees. We have a 24-hour emergency number and a 24-hour operations center for emergencies. Aethon's Emergency Notification Chart outlines the

appropriate notification procedure, depending on the magnitude and scope of the incident.

The ERP is overseen by the HSE team, and is reviewed and revised annually. All operations employees receive training on the ERP, Notification Chart, SPCC and the appropriate level of HAZWOPER training on an annual basis. We also conduct annual drills to gauge the ERP's effectiveness and maximize emergency preparedness. As part of our regular operations and routine maintenance, fields facilities and assets are inspected for potential safety hazards. Aethon implemented AlertMedia, the global leader in emergency communication technology, to enhance our incident response capabilities in 2024. The system enables near-instant communication and integrates with our existing HSE platform and emergency response protocols.

Stop Work Authority

All of Aethon's employees and contractors have the responsibility and authority to stop and/or pause work if they believe hazardous conditions or unsafe practices are present. Furthermore, all individuals working on Aethon sites are required to report identified hazards as well as positively and proactively seek ways to better protect those on-site.

COMPLIANCE & STAKEHOLDER OUTREACH

To ensure HSE-related regulatory compliance throughout our operations, Aethon actively conducts, tracks and manages engagement with key stakeholders to better understand concerns and priorities regarding our operations and how our activities are effectively communicated.

Pipeline Safety: Public Awareness

In partnership with industry-leading compliance and training service providers, Aethon provides educational programs to local emergency responders, public officials and excavators. We aid development and procurement of educational materials, attend stakeholder meetings, participate in emergency response exercises, promote awareness of state damage prevention laws, and help coordinate effective first response plans with local authorities.

Aethon delivered or participated in 15 public awareness programs about our pipeline infrastructure in 2024, including:

- Attended First Responder Pipeline Trainings across North Louisiana and East Texas operating areas
- Conducted outreach with local fire departments, emergency first responders and excavators
- Attended Pipeline Public Awareness meetings
- Active involvement with the Pipeline Association of Louisiana (PAL)
- Coordinated response exercise and excavator safety programs (COREEX) across East Texas
- Coordinated response exercise (CORE) across North Louisiana
- Conducted excavator damage prevention and pipeline safety programs across North Louisiana

These efforts continue to reduce the likelihood of safety incidents and play a valuable role in raising awareness of pipeline locations, contents and emergency response protocols.

First Responder Partnerships

Aethon also engages with local first responders to improve knowledge and awareness of both our upstream and midstream assets. These programs provide first responders with local contacts, emergency scenarios and response plans, as well as product-, equipment- and location-specific information in case of an emergency. Some programs take place off-site, while others incorporate site tours of Aethon's larger facilities to provide a better understanding of our operations. Examples of our first responder partnerships include:

North Louisiana

- Bienville Parish Fire Department
- Caddo Parish Fire Department, also helped purchase electric chainsaws for the department through Aethon in Action's Community Investment Program
- South Bossier Parish Fire Department

East Texas

- Shelby and San Augustine Counties local municipal Fire and Volunteer Fire Departments; San Augustine Emergency Medical Services, Police and Sheriff Departments
- Nacogdoches and Angelina Counties local municipal Fire and Volunteer Fire Departments, Emergency Medical Services; Nacogdoches Sheriff and Police Departments
- Robertson County local Volunteer Fire Departments, Emergency Medical Services and Sheriff Department; Franklin County leadership





Innovation

We continue to make significant investments in reducing our emissions and improving our operational efficiency by leveraging new and innovative solutions.

EMISSIONS REDUCTION TECHNOLOGIES

Our efforts are rooted in a diligent process to identify and evaluate cutting-edge technologies, drive internal research and development, and deploy resources with partners and service providers that demonstrate ongoing improvement to detect, monitor and reduce our emissions intensity.

Technology	Details
Aircraft Mounted Optical Gas Imaging (OGI)	Aethon continued to utilize light aircraft-mounted, integrated methane gas imaging to conduct aerial pipeline patrols across East Texas and North Louisiana. This enhances our ability to assess the viability of pipeline assets and infrastructure by providing georeferenced methane emissions data combined with real-time optical imagery for accurate methane source attribution.
Lower Explosive Limit (LEL) Monitors	At our natural gas treating facilities across Texas and Louisiana, Aethon uses LEL methane gas detection sensors to identify and alert our teams of low methane levels.
Continuous Emission Monitoring Solution	Aethon initiated a pilot program to continuously monitor and measure methane emissions using Qube's Axon device technology. This real-time methane monitoring tool provides customizable alerts, centralized data management and valuable insight into companywide performance. In 2025, we plan to install Qube on all new wellpads.
Aircraft Mounted LiDAR	Bridger Photonics' Gas Mapping LiDAR (GML) technology was deployed on Haynesville assets in the second quarter of 2024 to establish a baseline methane inventory for all midstream facilities and over 50% of Aethon's natural gas production, measured at 3 kg/hr sensitivity for 90% probability of detection (PoD). Bridger's GML technology provides an efficient approach as we continue to integrate and expand top-down methodologies for methane detection and measurement.
Aircraft Mounted Spectrometer	Insight M's LeakSurveyor was deployed in the fourth quarter of 2024 to establish a comprehensive methane baseline on all Aethon assets in Louisiana and Texas including over 4,000 individual point assets and over 1,100 miles of pipeline, measured at 10 kg/hr sensitivity for 90% PoD.
Liquid Nitrogen Solutions for Gas Pneumatics	By the end of 2024, nine facilities that previously had pneumatic gas components were converted to Kathairos Solutions' liquid nitrogen solution. This included three compressor facilities, three dehydration facilities, two UltraFab treatment units and one midstream interconnect facility.



Partnering with Leading Service & Equipment Providers

Aethon is committed to leading-edge advancements through research, development and design, as well as collaborative partnerships with goal-aligned vendors. We are proud to foster, drive and participate in collective initiatives in our industry that elevate our performance. Aethon continuously evaluates and deploys leading-edge equipment, processes, designs and technologies across our operations.

People

Our team members are an integral part of our success at Aethon. We are dedicated to attracting and retaining a talented and diverse workforce and supporting each individual's development.

HUMAN CAPITAL

We reinforce a healthy workplace environment built upon integrity and respect, and we seek to cultivate an atmosphere of diversity, equity and inclusion. We believe that supporting our employees and promoting corporate social responsibility are critical to achieving Aethon's goals and objectives.

DIVERSE & INCLUSIVE TEAMS

We are committed to attracting a diverse workforce – which facilitates richer discussion, more innovation, better productivity and increased long-term value creation. Aethon continues to invest in strengthening our approach that empowers, recognizes and supports our talented team. Furthermore, all leaders are accountable for incorporating these considerations into their day-to-day actions and behaviors.

Aethon also requires mandatory harassment prevention training for all employees.

RECRUITMENT

We use a variety of recruitment tools and platforms, as well as internal and external recruiters, to find the best talent and foster a diverse workforce. Aethon values diversity at every level of our organization to enhance our ability to make better decisions, understand our stakeholders more deeply and drive sustainable growth. Our values-based approach to recruiting aims to identify, attract and retain top talent from across our industry – sourcing talent from community events to industry groups, like the Women's Energy Network – and beyond.

COMPENSATION & BENEFITS

Aethon is committed to offering employees a total rewards package that drives performance and results through competitive compensation and comprehensive benefits. Our commitment to industry-leading benefits includes flexible/remote working capabilities to support work-life balance, unlimited access to exercise facilities within our headquarters and counseling and guidance resources. All employees are also eligible to receive an annual performance bonus as part of their compensation.

In addition to periodically participating in compensation market studies to ensure alignment with the market, we constantly monitor workforce trends to ensure our compensation and benefits remain aligned with or exceed local, regional and national benchmarks.

EMPLOYEE DEVELOPMENT

Aethon encourages and cultivates the professional development of our team members to help advance their careers and support company objectives. We strive to provide opportunities for employees across every level of our organization and at every career stage to elevate their skills and capabilities through training, networking and industry-related events. Through both formal and informal training, employees receive operational and safety training pertinent to their role, plus access to professional skills development.

Senior leaders are provided third-party executive coaching to support their skills development, while managers are provided with tools and curriculum for personal and professional development through the Gallup Access platform and other resources, including strengths-based training and management solutions.

All employees receive an annual performance review, which allows them to engage in productive discussion with their supervisor regarding individual performance, development opportunities and career goals. Evaluation of our supervisors combines a review of individual performance with an assessment of their broader team to reinforce a clear understanding of how our entire organization succeeds together.

Our range of employee benefits in 2024 included:



Health, dental and vision insurance



A health advocate service to assist navigating insurance benefits



Company paid life insurance



Company paid short- and long-term disability insurance



401(k) retirement savings plan, matching 100% of contributions up to 7% of annual base salary



Paid time off for full-time employees



11 paid annual holidays



Parental leave



Other leaves such as Bereavement, Jury Duty, Reserve Training and Military Service



An Employee Assistance Program (EAP)



Virtual telemedicine service



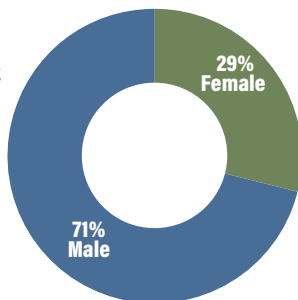
Multi-cancer early detection testing



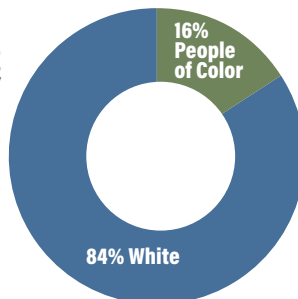
Pharmacy concierge



WORKFORCE GENDER DIVERSITY



WORKFORCE ETHNIC DIVERSITY



EMPLOYEE ENGAGEMENT

Aethon recognizes the importance of all employees feeling heard and valued. To strengthen relationships between management and employees, we employ important initiatives to foster employee engagement and facilitate open communication at all levels of the organization. These include holding quarterly town hall events to discuss corporate strategy and performance as well as informal luncheons and gatherings with leadership from across the organization and functional groups where employees can share thoughts and ideas in a comfortable setting.

Aethon has an open-door policy encouraging all employees to discuss all work-related problems with their direct supervisor. If the situation cannot be resolved at that level, or the situation involves the supervisor, they are free to speak to the next supervisor in the organizational structure or anyone in Human Resources.

Employees can bring any issue or concern to the Human Resources team at any time, and our policy makes clear that they cannot be subject to retaliation for utilizing the open-door policy.

In 2024, Aethon partnered with Gallup to conduct our third annual employee engagement survey. This data-driven anonymous survey provides vital feedback to Human Resources and the Executive Leadership Teams to continuously improve our workforce development and culture strategies. We were again pleased to see an improvement in engagement compared to the 2023 survey, as well as our team's strong commitment to doing quality work, and look forward to continuing to measure our progress.

Underscoring the success of our engagement efforts, Aethon retained 90.1% of its talent throughout 2024, maintaining a steady headcount compared to 2023 despite a challenging commodity price environment.



Communities

Aethon prioritizes creating a positive societal impact in the communities where we live and operate. We strive to advance our communities through employee engagement, job creation, economic growth and community outreach.

COMMUNITIES

Our Stakeholder Engagement framework details our commitment to corporate initiatives and support of employee-driven charitable giving and volunteerism.

This is operationalized through Aethon in Action, our platform for grants, charitable giving and volunteer service.

Internal Strategy	Employee Donation Match and Volunteerism Program	Purpose: Increase employee philanthropy, morale and retention by engaging in causes and interests important to staff	Eligibility Requirements for Volunteer Grant and Monetary Match: <ul style="list-style-type: none"> • 501(c)(3) registered nonprofit • Not political • Not religious • Cannot be anti-oil & gas
	Employee Engagement Activities	Purpose: Build a sense of community, satisfaction and increased wellness for field and office staff	Focus Areas: <ul style="list-style-type: none"> • Employee wellness, education and health • Team-building and collaboration • Outreach to underserved populations; including disabled, economically disadvantaged, veterans • Provide resources to vulnerable populations; including elderly, homeless and children
External Strategy	Community Investment Grants	Purpose: Enhance and enrich the communities where we live and operate field assets	Eligibility Requirements for Grant Consideration: <ul style="list-style-type: none"> • Organization must be located in or serving an operating area community • 501(c)(3) registered nonprofit, established nonprofit community organization, and local, state or federal institution Requested project or event must focus on: <ul style="list-style-type: none"> • Environmental stewardship; • Community health and education; or • Community development
	Corporate Partnership	Purpose: Offset operational ESG impacts through a corporate level commitment	Focus Areas: <ul style="list-style-type: none"> • Climate change/ disaster relief efforts • Water use, sourcing and availability • Tree reforestation efforts to offset ecological, surface disturbances
	Focused Stakeholder Communications	Purpose: Increase stakeholder understanding of field-level activities through communication and outreach	Focus Areas: <ul style="list-style-type: none"> • New development areas or increased activity in a geographic area • Multi-well pad, extended development activity • Sensitive habitats or cultural considerations • Expressed landowner concern
	Landowner Accountability Program	Purpose: Ensure Royalty and landowner concerns and grievances are addressed in a timely fashion and tracked to closure	Focus Areas: Royalty inquiries Address changes Ownership changes Property damage Environmental concerns Speed/traffic Noise/dust Road/gate/cattle guard



Aethon in Action prioritizes:

- Social Investment
- Community Involvement
- Education & Culture
- Economic Development
- Wealth & Income Creation
- Health & Wellness
- Employment Creation
- Skills Development

CORPORATE COMMUNITY INVESTMENT

As a sustainable energy provider, Aethon's long-term success is directly tied to the progress, health and prosperity of the communities in which we operate. We believe that our engagement can make the most significant impact through strategic social and charitable investments to organizations dedicated to serving our communities. Aethon works closely with landowners and community groups throughout our operations to identify the causes and organizations where we can make a long-term, positive difference.

Part of our commitment to responsible natural gas development means enabling economic benefits in the local communities where our product is sourced. Aethon promotes local wealth and income creation by developing strategic commercial relationships with local businesses and suppliers, as well as providing education and training to develop local workforces.

In 2024, Aethon hosted our third annual non-profit fair at our corporate offices, inviting eight charitable organizations to meet with our team about the causes they represent. The majority of our Dallas-based team members continue to participate in the event,

which is designed to foster new relationships and opportunities for Aethon to support our communities.

EMPLOYEE INVOLVEMENT

Aethon seeks to support the most important causes to our employees. We offer a \$5,000 annual match for monetary contributions and volunteerism per employee, as well as a commitment to double-match any contributions made during our Double-Matching Month of September.

We continued to demonstrate strong levels of service and giving through Aethon in Action, our social impact program that empowers team members to donate time and/or money to the issues that matter to them. In 2024, 40% of employees contributed through monetary donations or volunteering. Team members continued to increase their number of hours volunteered and contributed almost 1,100 hours throughout the year, a 25% increase from 2023.

Through our matching initiative, Aethon donated approximately \$300,000 in our communities in 2023, with over \$95,000 in donations made directly by employees and over \$200,000 matched by the company.

LOUISIANA

Bienville Parish Fire District	\$12,625
Caddo Parish Fire District	\$6,801
Houghton High School	\$200
South Bossier Parish Fire Department	\$15,452
Vernon Parish School Board	\$10,000

TEXAS

Boys & Girls Club - Nacogdoches	\$10,000
Boys & Girls Club - San Augustine	\$8,000
Cushing High School	\$300
East Texas Food Bank	\$10,000
East Texas Peace Officers Association	\$2,500
Etoile Volunteer Fire Department	\$25,000
Nacogdoches Boys Youth Baseball Association	\$350
Natural Gas Society of East Texas	\$1,500
Robertson County Fair Association	\$2,500
Sabine County & Agricultural Improvement Youth Foundation	\$5,000
San Augustine County Junior Livestock Committee	\$1,000
San Augustine Elementary Parent Teacher Association	\$2,000
San Augustine Youth Football Program	\$1,000
Shelby County 4H/FFA	\$1,000

WYOMING

Boys & Girls Club - Riverton	\$8,000
Fremont County Junior Livestock Sale	\$5,050
Riverton Chamber of Commerce	\$3,000
Riverton Medical District	\$25,000
Riverton Volunteer Fire Department	\$5,000

NATIONAL

Folds of Honor	\$15,000
Ush One See	\$1,000

Appendix

UNGC PRINCIPLES, SDGS & STANDARDS

	UNGC Principles	SDGs	GRI Standards	GRI 11: Oil & Gas Sector Standards 2021	SASB Standards
About Aethon		17	2-1 ⁵	11.19.1	
Approach to Sustainability			2-2 ⁶ 2-3 ⁶ 2-22 ⁶ 2-23 ⁶ 2-24 ⁶ 3-1 ⁷ 3-2 ⁷		
Business Ethics & Enterprise Risk Management	1, 2, 4, 5, 6, 10	10, 11, 12	2-9 ⁶ 2-10 ⁶ 2-11 ⁶ 2-12 ⁶ 2-13 ⁶ 2-26 ⁶	11.19.2 11.20.4	Business Ethics & Transparency
Climate Change & Energy Transition	7, 8, 9	7, 13	305-1 ⁸ 305-2 ⁸	11.1.5 11.1.6 11.2.2 11.2.3	Greenhouse Gas Emissions
Environment	7, 8, 9	6, 12, 15	306-3 ⁹	11.5.4 11.8.2	Air Quality Water Management Biodiversity Impacts
Safety		3	403-1 ¹⁰ 403-2 ¹⁰ 403-3 ¹⁰ 403-4 ¹⁰ 403-5 ¹⁰ 403-6 ¹⁰ 403-9 ¹⁰	11.9.2 11.9.3 11.9.4 11.9.5 11.9.6 11.9.7 11.9.10	Workforce Health & Safety
Innovation	7, 9	7, 9, 13, 17		11.2.2 11.2.3	Greenhouse Gas Emissions Air Quality
People	6	4, 5, 8, 10	2-30 ⁶ 401-2 ¹¹ 404-2 ¹² 404-3 ¹² 405-1 ¹³	11.7.3 11.10.3 11.10.7 11.11.5	
Communities		1, 2, 4, 8, 10, 11	413-114	11.15.2	Community Relations
Appendix			2-56		

Footnotes

1. The UN Global Compact, The Ten Principles

2. The United Nations Department of Economic and Social Affairs Sustainable Development, The 17 Goals

3. The Global Reporting Initiative, The GRI Standards

4. GRI Standards, GRI 11: Oil & Gas Sector 2021

5. SASB Standard, Oil & Gas - Exploration & Production Standard

6. GRI Standards, GRI 2: General Disclosures 2021

7. GRI Standards, GRI 3: Material Topics 2021

8. GRI Standards, GRI 305: Emissions 2016

9. GRI Standards, GRI 306: Effluents and Waste 2016

10. GRI Standards, GRI 403: Occupational Health and Safety 2016

11. GRI Standards, GRI 401: Employment 2016

12. GRI Standards, GRI 404: Training and Education 2016

13. GRI Standards, GRI 405: Diversity and Equal Opportunity 2016

14. GRI Standards, GRI 413: Local Communities 2016

AETHON 



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