

The background of the entire page is a photograph of an oil drilling rig at night. The rig is illuminated by bright lights, and its tall derrick is visible against a dark, cloudy sky. In the foreground, there are some industrial structures and vehicles, including a white pickup truck and a dark car. The image is framed by a white circular graphic that also contains the company logo.

2024 Sustainability Performance Report

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CEO Letter



Craig M. Jarchow
President & Chief Executive Officer

I am pleased to share TGNR’s first publicly available Sustainability Report, covering our 2024 business performance and progress across environmental, social, and governance topics.

This report marks a significant step in our journey, demonstrating our focus on transparency as we grow our business with sustainability in mind. We are committed to being a responsible corporate citizen, prioritizing safety and wellbeing for employees, giving back to communities, and protecting the environment while contributing to global energy security.

2024 was a year of significant growth for TGNR across all facets of our business. Highlights include:

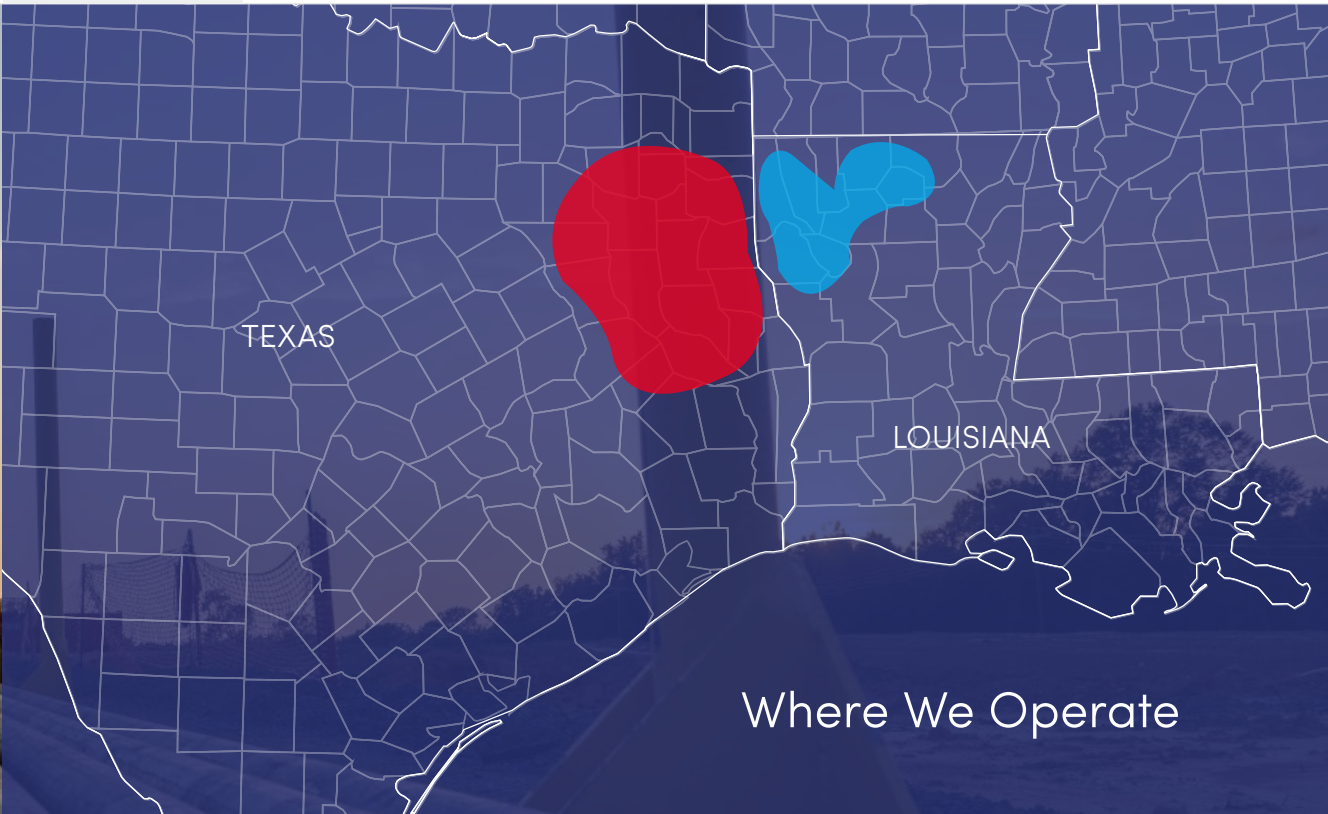
- We continued to grow our company by expanding our operations through a strategic acquisition of Rockcliff Energy II, an upstream natural gas company operating in the East Texas Haynesville shale.
- We continued to responsibly manage our emissions — maintaining a constant year-over-year methane intensity despite significant increases to our natural gas production volumes.
- We prioritized workforce health and safety by following rigorous safety protocols, providing safety trainings to employees, and leveraging advanced technology and real-time data to track progress.

- We offered professional development opportunities for team members, including one-on-one mentorship and feedback, annual performance reviews, and a talent exchange program in partnership with Tokyo Gas, one of TGNR’s owners. We also continued to prioritize an inclusive workforce, ensuring our approach to hiring and employee development provides equal opportunities regardless of gender, ethnicity, sexual orientation, or physical ability.
- We made charitable contributions and engaged in volunteer programs to support nonprofit organizations benefiting communities in Texas and Louisiana. For example, TGNR volunteers assisted the Houston Food Bank in preparing approximately 3,000 hot meals for students and packaging over 20,000 meals for families in need.
- We remained committed to ethical business operations and strong corporate governance. We collaborated with industry peers, upheld ethical standards and programs, strengthened our cybersecurity initiatives, and evolved our risk management approach.

In 2025 and beyond, we will continue to invest resources to protect the environment, support our workforce and communities, and continuously improve the integrity and oversight of our business while exceeding regulatory requirements. Natural gas plays a critical role in the transition to a low-carbon future, and I look forward to working alongside TGNR’s dedicated team members to drive this transition.

Sincerely,

Craig M. Jarchow
President & Chief Executive Officer



About Our Business

TG Natural Resources (TGNR) is a natural gas exploration and production company committed to safely and efficiently delivering reliable energy to customers. Operating primarily in East Texas and North Louisiana, TGNR plays a critical role in meeting the region’s energy needs while maintaining a steadfast focus on safety, environmental stewardship, and operational excellence.

With a net production volume exceeding 89,000 million barrels of oil equivalent (MBOE) and a portfolio of 5,100 gross operated wells, TGNR has established itself as a significant contributor to natural gas supply in the United States. Our operations are grounded in a deep respect for the land, communities, and ecosystems where we work. We are committed to operating responsibly and minimizing our

environmental footprint through thoughtful practices and continuous improvement. Beyond our own operations, we also recognize that our work plays a vital role in the clean energy transition. TGNR is proud to support communities and organizations as they reduce their emissions by moving away from coal and oil.

TGNR’s mission is to be a responsible natural gas company—one that prioritizes the long-term sustainability of our resources, our workforce, and the communities we serve. Along with our joint owners Tokyo Gas Company and Castleton Commodities International, TGNR works hard to achieve operational excellence that creates value for stakeholders and benefits the planet. As of December 2024, our team included 233 full-time employees who bring extensive

industry experience and a shared dedication to upholding the highest standards of integrity, safety, and innovation. We believe our people are our most valuable asset, and their expertise is key to our success.

The past year has been one of substantial growth for TGNR, as we’ve continued to expand our operations, strengthen our organizational capabilities, and deepen our commitment to responsible energy development. As we continue to grow, we remain focused on building a resilient, forward-looking company that delivers energy the right way—safely, responsibly, and sustainably.

Our Commitment to Sustainability

At TGNR, we recognize that strong sustainability performance is essential to our long-term success. We integrate sustainability into our business decisions and everyday processes, ensuring we are doing everything we can to protect our environment. TGNR is committed to proactive and consistent engagement with our stakeholders to ensure that our sustainability priorities align with the expectations of our investors, employees, communities, and partners. Our approach is grounded in transparency, accountability, and a belief that responsible business practices drive meaningful, lasting value.

TGNR's sustainability program is guided by our leadership team. Our ESG policy outlines the principles and framework that underpin our efforts, while key performance indicators (KPIs) and defined targets help us measure progress. A portion of our employee and executive compensation is tied to sustainability performance through our annual incentive plan, reinforcing our commitment at every level of the company.



About This Report

TGNR's 2024 Sustainability Report is our first public sustainability report, a milestone in our commitment to transparency and accountability. The report presents a comprehensive overview of our policies, programs, and performance across key environmental, social, and governance topics. It has been designed to provide stakeholders with meaningful insights into how we approach sustainability as we continue to grow.

The report covers the period from January 1 through December 31, 2024, unless otherwise noted, and reflects the most accurate information available at the time of publication. Both qualitative information and quantitative data are included to offer a full picture of our approach and performance. All information and metrics disclosed in the report were reviewed by TGNR's leadership team to ensure accuracy and transparency. Throughout this report, TGNR and its subsidiaries are referred to collectively as "we," "our," or "the company."

In alignment with the Sustainability Accounting Standards Board (SASB) framework for the Oil & Gas – Exploration & Production industry, this report includes relevant disclosures and metrics that reflect our industry-specific sustainability priorities. In addition to SASB-aligned content, the report addresses other topics of interest to a broad range of stakeholders.

2024
Highlights

1.331

TRIR for employees

33%

of management are female

47%

workforce increase compared to 2023

5.7

GHG intensity*

89,000+

million barrels of oil equivalent (MBOE) production volume

5,100

gross operated wells

*GHG intensity is calculated as Scope 1 GHG (MTCO₂e) / Production (MBOE)

Environment

TGNR strives to be a responsible environmental steward while providing energy sources that keep the world's economy running. We believe that natural gas plays a significant role in the transition to a clean energy economy and maintaining the world's energy security.



Overview

Our operations are located in the Haynesville Shale, a major source of natural gas in East Texas and Western Louisiana that is uniquely positioned near global export facilities.

This strategic focus allows TGNR to meet growing demand for energy and liquefied natural gas (LNG) around the world, providing long-term clean energy to industries and communities.

Protecting the environment is a key focus for TGNR, and we incorporate sustainability considerations into our business planning and daily operations, including our environmental management standards and procedures. Through continuous improvements to our natural gas production practices, we work to minimize environmental impacts across air, land, and water—reducing emissions, limiting land disruption, preventing spills and leaks, and effectively managing water use. We comply with all applicable environmental regulations and have undertaken efforts to improve our reporting capabilities.

Greenhouse Gas (GHG) Emissions

Continuous GHG Emissions Monitoring

TGNR operates in the exploration and production industry, where most GHG emissions are released through combustion, natural gas venting, equipment leaks, and pneumatic devices. We proactively monitor our GHG emissions and report these emissions annually to the United States Environmental Protection Agency (EPA) under the Clean Air Act’s Greenhouse Gas Reporting Program. As our business continues to grow, we are working to better catalog our emissions-emitting equipment across our operations and improve our GHG reporting capabilities.



In 2024, our direct GHG emissions were approximately 500,000 MTCO₂e. Following reductions in methane intensity in 2022 and 2023, we maintained a low intensity of 0.11 in 2024, despite continued operational growth.

Emission Reduction Initiatives

We take action to reduce our emissions while maintaining operational efficiency, and continue to evaluate our GHG emissions sources to identify opportunities for improvement. Some of our initiatives to address our emissions include:

- We converted much of our assets in Louisiana to a full well stream field using centralized facilities. This eliminated many well site tanks and associated emission sources while also reducing the number of miles driven by our employees and hauler trucks.

- We have replaced most of our gas-driven pneumatic pumps with solar-powered pumps. In addition, we have converted a significant amount of our Louisiana-operated and Texas-operated assets’ pneumatic controllers/processors to air actuation or instrument air. These actions have eliminated methane emissions associated with these devices, and we continue to address our footprint through further conversions.

- We have effectively eliminated venting and flaring through our emission-reducing completion practices. We have also implemented redundant infrastructure and operating practices that significantly reduce venting of produced gas during process disruptions or emergencies. For more information on natural gas flaring and our management of air emissions and air quality, see the Air Quality section.
- In 2024, we ran LNG as a substitute fuel for diesel for our fracking operations. We are currently considering shifting to cleaner burning engines and/or electrifying our fleet.
- We aim to lay water disposal lines in such a way that produced water is taken away through pipes. This helps to reduce emissions and costs associated with using trucks to haul away the water.

Leak Detection and Repair (LDAR) Program

We recognize our responsibility to maintain the integrity of our facilities and equipment to prevent environmental harm. Our LDAR

program exceeds regulatory requirements and industry standards and enables us to identify and quickly address methane leaks. We also work to identify and address produced water leaks.

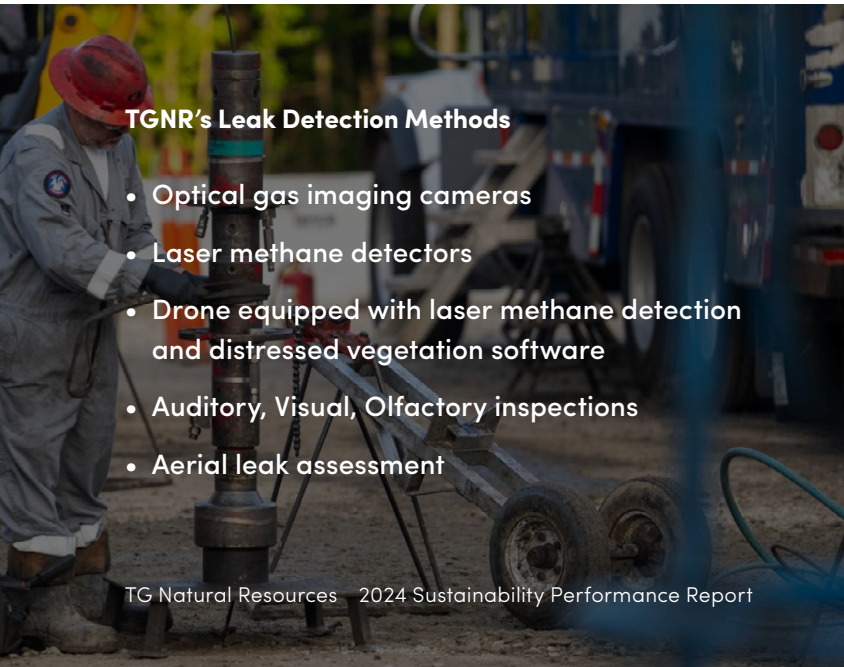
Our trained and certified Environment, Health and Safety (EH&S) staff regularly use leak detection equipment, such as handheld laser methane minis invented by Tokyo Gas. We frequently inspect our facilities as defined by regulatory requirements and also prioritize risk-based inspections based on facility size, equipment type, and production throughput. These inspections not only allow us to promptly repair leaks but also to collect data that we use to evaluate opportunities to prevent future leaks.

We conducted 457 leak detection surveys in 2024, which resulted in 165 identified leaks. All leaks were repaired as quickly as possible, typically on the same day the leaks were identified.

Air Quality

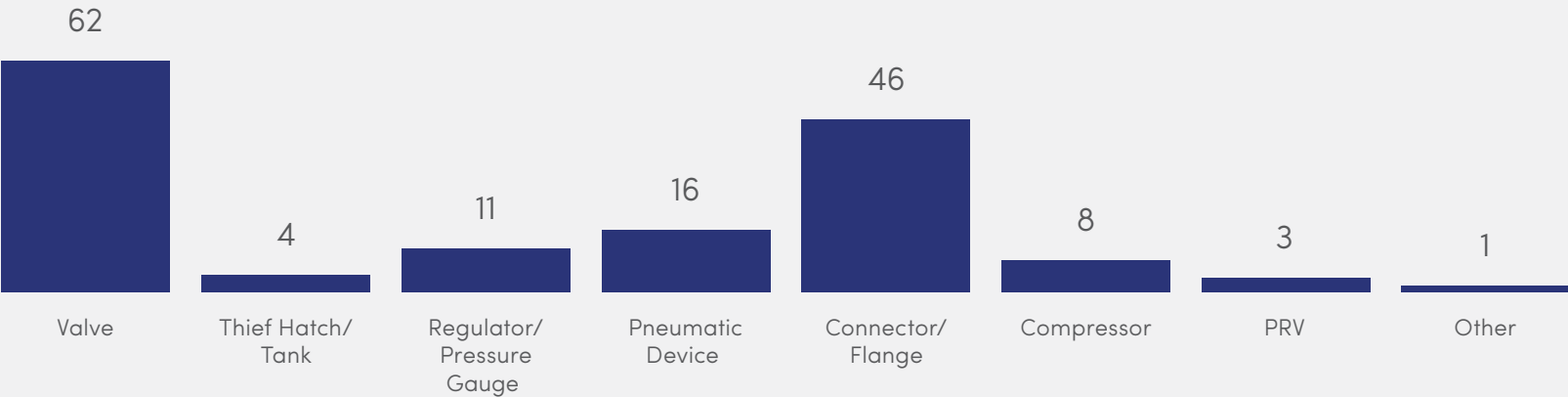
We prioritize protecting air quality and managing air emissions. We apply industry best practices and emission-reducing technologies to manage methane, volatile organic compounds (VOCs), and hazardous air pollutants. We limit natural gas flaring—a controlled process for eliminating methane and VOC emissions—to the minimum necessary to allow for safe operations during non-routine occurrences. In 2024, we implemented more voluntary inspections for air quality. Our air emission mitigation techniques include:

- Enclosed burner units to control tank vapors
- Vapor recovery units to recover additional gas
- Thief hatch maintenance and replacement program
- Remote monitoring of facilities via Supervisory Control and Data Acquisition (SCADA) and Integrated Operations Center
- Our LDAR program



- TG NR’s Leak Detection Methods
- Optical gas imaging cameras
 - Laser methane detectors
 - Drone equipped with laser methane detection and distressed vegetation software
 - Auditory, Visual, Olfactory inspections
 - Aerial leak assessment

2024 Leak Counts by Component Type



Spill Prevention & Management

Our approach to spill prevention and management focuses on reducing releases from our production sites and gathering pipeline system, following requirements and procedures that aim to prevent operational spills, and training our team on spill prevention.

We have installed necessary secondary containment equipment and maintain comprehensive Spill Prevention Countermeasures and Control (SPCC) plans, as well as an emergency response plan. The SPCC protocol ensures our compliance with environmental rules and regulations and describes the responsibilities, equipment, and procedures our team follows to prevent, control, and provide countermeasures to discharges. Our operations personnel and contractors are annually trained in spill prevention and emergency response.

Although we have implemented procedures to prevent spills, they can still occur due to operational failure, accidents, or unusual corrosion. When spills occur, we take swift action to clean up areas affected by spills and investigate and gather learnings from these incidents to improve our performance.

In 2024, we experienced two reportable spills of produced water, with a total volume of 32 barrels.

Hydraulic Fracturing Fluid Disclosure

We comply with state regulations by disclosing additives used in hydraulic fracturing fluids and the names and concentrations of chemicals subject to Occupational Safety and Health Administration (OSHA) hazard communication requirements that are not named trade secrets. TGNR provides a well-by-well disclosure of a completed well’s fracturing fluid to FracFocus, a national disclosure registry.

Land Conservation

Land and biodiversity conservation considerations are incorporated into our project development plans. Prior to developing a pad site, facility, or roadway, we evaluate the project for potential impacts to wetlands, streams, lakes, threatened or endangered species or habitats, cultural resources, proximity to public receptors, and floodplains. This process helps inform our project siting and design. We also employ industry best practices to control sedimentation and erosion.

We have designed most of our well pads to accommodate multiple wells, which reduces surface disturbance as well as road traffic from the movement of drilling rigs and the number of individual sites requiring maintenance. Technological advancements have also allowed us to increase lateral lengths, which further reduces the number of pads constructed.



Responsible Acquisition

In 2024, TGNR acquired Rockcliff Energy II, an upstream natural gas company with operations in the East Texas Haynesville shale. The acquisition enabled TGNR to increase natural gas production and expand our presence in the region, making us the top 4th producer in the basin. The Rockcliff investment underscores TGNR’s commitment to responsible acquisition—purchasing from reputable producers, rigorously evaluating assets, and improving equipment and processes. While acquiring and onboarding Rockcliff, TGNR surveyed the wells with drones, identified and addressed 13 leaks, and implemented operational efficiencies for field operators.

Social

TGNR demonstrates a strong commitment to its workforce, recognizing that our employees are integral to the company's success.

Overview

We foster a collaborative environment where hardworking individuals take pride in their contributions and see the tangible impact of their efforts. TGNR prioritizes its people, empowering them to drive positive outcomes and fostering a sense of ownership.

We strengthen local economies through job creation, skills development, and strategic procurement from regional suppliers. TGNR is dedicated to fostering meaningful relationships with communities, actively addressing their concerns while minimizing operational impacts.

Health & Safety

At TGNR, health and safety are paramount. We prioritize creating a safe and environmentally responsible work environment for our employees, contractors, and the communities we serve. By fostering a culture of safety and accountability, we empower every individual to contribute to a workplace where injuries and environmental incidents are minimized.

Commitment to Workforce Safety

Safety is not just a policy; it’s an integral part of our daily operations. TGNR employs proactive measures to identify and mitigate hazards, provides ongoing training, and utilizes a reporting system that encourages open communication. This environment encourages everyone to feel confident in exercising their right to stop work if safety is compromised. Our voluntary wellness program sponsored through company insurance also encourages holistic employee health.



Safety Practices



Employee Responsibility

We empower every employee to take ownership of their safety and the safety of others. This includes identifying potential hazards, communicating safety concerns, and ensuring that all tasks are performed safely.



Training & Engagement

Our employees are trained to address challenges they may encounter. We also hold regular field safety meetings to discuss issues and encourage open dialogue about safety concerns, fostering a culture of continuous improvement.



Driving Safety

We implemented the Smith System driver safety training program, which has significantly reduced preventable vehicle incidents. All employees are required to complete this training before driving company vehicles.



Real-Time Reporting

Our web-based EH&S data management system allows employees to report incidents and hazards in real-time, ensuring prompt action and improvements.



Operational Safety

We are committed to learning from operational incidents and sharing insights to support ongoing excellence.

Safety Performance Metrics

Metric	2024	2023
Total Recordable Incident Rate (TRIR)	1.331	0.612
Days Away, Restricted, or Transferred (DART) Rate	0.444	0
Fatalities	0	0

Our achievements underscore our dedication to creating a safe work environment. TGNR is committed to continually improving our safety processes and making our operations safer. Strengthening our safety performance metrics remains an ongoing and top priority.

Contractor Safety

TGNR holds all service providers and contractors to the same rigorous safety standards as our own employees. Our comprehensive vetting process ensures we collaborate only with partners who demonstrate exceptional safety performance and align with our commitment to EH&S excellence.

By partnering with responsible contractors who share our values, we maintain a unified safety culture across every project—from drilling to infrastructure development. This collaborative approach reinforces our safety record and ensures the well-being of all workers.

Emergency Preparedness

TGNR maintains thorough preparedness procedures for a wide range of emergencies, including natural disasters, accidental spills, and human-instigated threats, by continuously developing and refining comprehensive response plans with specific protocols for likely scenarios. To ensure readiness, we conduct regular in-house training sessions, drills, and exercises that align with our documented

Our Approach

Qualification Process:

Contractors undergo a stringent verification program, including review of their drug and alcohol policies and safety performance benchmarking against industry peers.

Performance Alignment:

Contractors with any identified health and safety program gaps must demonstrate corrective action before work commences.

Shared Standards:

Contractors must adhere to TGNR’s safety protocols, with clear expectations for hazard identification, reporting, and accountability.

procedures. These activities equip our employees to execute timely and coordinated responses, thereby maintaining operational resilience during emergencies.

Technical & Process Safety

We prioritize technical and process safety through advanced monitoring systems and rigorous safety protocols. Our lease operators utilize SCADA technology to receive real-time data from the field. This approach enables more efficient responses to equipment issues and process anomalies, reducing unnecessary site visits while maintaining operational integrity.



Culture

At TGNR, we believe our greatest strength lies in our people. We are dedicated to building an inclusive workplace where every employee feels valued, supported, and empowered to reach their full potential. Since 2022, our Culture Committee, representing diverse voices across the organization, has worked to foster a company culture that reflects our core values. By integrating these principles into everyday operations, we create an environment where individuals thrive, and collective success is driven by a shared sense of purpose.

Employee Engagement & Development

TGNR recognizes that the knowledge, expertise, and innovative spirit of our employees are essential to our continued growth and achievement. We cultivate a high-performing organization through strategic talent development, leadership building, and active employee engagement.

In 2024, we significantly enhanced our capabilities while successfully onboarding more than 70 new team members—a 47% workforce increase that included integrating employees from our Rockcliff acquisition.

We are committed to ensuring employees at all levels have the tools to succeed through initiatives such as:

- **Continuous Learning & Certification:** We support our employees’ career advancement through subsidized continuing education credits and industry-recognized certifications, keeping our team at the forefront of evolving skills and technologies.
- **Leadership Development:** We foster leadership growth through monthly cross-departmental strategy sessions for senior leaders, targeted one-on-one coaching for emerging talent, and clear internal mobility pathways that empower employees to take on leadership roles.

- **Performance Evaluation:** Annual performance reviews are paired with ongoing coaching to identify growth opportunities.

Our internship program enables us to cultivate the workforce of the future and promote economic opportunity in our communities. Each year, two interns per semester from University of St. Thomas in Houston, Texas, work on TGNR teams to gain industry knowledge about their chosen degree, working 8-10 hours per week and earning \$4,000 toward their tuition. These internships may also be extended through the holidays and summers, where interns earn \$25 per hour.

Inclusion

Our commitment to inclusion remains unwavering, as we prioritize hiring highly competent, motivated individuals who align with our values and enrich our culture with varied perspectives.

We cultivate an inclusive workforce through standardized practices across recruitment, development, and retention. Our structured hiring process begins with mandatory market checks and recruiter partnerships to build diverse candidate pools, ensuring equal opportunity regardless of gender, ethnicity, sexual orientation, or physical ability. By leveraging consistent evaluation criteria and skills-based assessments, we minimize unconscious bias while identifying top talent aligned with our values. This method also fosters an organically diverse workforce by focusing on the best candidates available, ensuring that promotions and career development opportunities are based on merit and potential.



Secondment Program in Partnership with Tokyo Gas

TGNR and Tokyo Gas’ secondment program offers an active talent exchange that enhances TGNR’s organizational capabilities through knowledge transfer and diverse perspectives. Tokyo Gas employees temporarily integrate into TGNR’s operations, gaining hands-on experience in the North American natural gas sector while serving as strategic liaisons between our organizations. The program strengthens organizational connections and encourages cross-company collaboration, aligning with best practices in talent development.

21%

of professionals
are female

33%

of management
are female

23%

of employees
are minorities

9%

of management
are minorities



Rights of Indigenous People

While our current operations do not intersect with Indigenous territories, we acknowledge the unique rights, traditional knowledge, and cultural values of Indigenous peoples across North America. Should future opportunities arise, we are committed to building meaningful partnerships grounded in early engagement, mutual economic benefit, and respect for Indigenous governance. We recognize that trust is built through consistent actions, and we will apply these principles should our operational footprint expand.

Community Relations

As a responsible energy partner, we prioritize meaningful engagement with the communities where we operate, ensuring our operations deliver both economic value and social development. Through these collaborative efforts, we aim to create lasting positive impacts that extend far beyond our core business activities. Our approach combines strategic investments in local initiatives with active employee volunteerism that strengthens community engagement.

Giving Back to Communities

TGNR makes charitable donations to various nonprofits benefiting both the Houston area and communities in East Texas and North Louisiana, including:

- Community 4-H Clubs
- CASA Angel Tree Program
- Ark-La-Tex Oilmen’s Golf Association
- Beckville Education Foundation
- Houston Food Bank
- St. Jude Children’s Research Hospital

Our employees also actively contribute through volunteer programs, creating meaningful engagement where we live and work.

Supporting Houston Food Bank

In 2024, TGNR team members volunteered with the Houston Food Bank, dedicating time to programs such as Kids Café, which addresses childhood hunger in the region. Over two shifts, our volunteers played a role in preparing approximately 3,000 hot meals for students and packaging over 20,000 meals for families in need. By participating in such initiatives, we reinforce our commitment to community well-being and social responsibility.



Governance

We recognize that strong governance drives sustainable value creation.

Overview

Our governance framework incorporates accountability and transparency across all operations, ensuring alignment with both regulatory requirements and stakeholder expectations.

We are investing in streamlined data collection and centralized reporting systems to enhance transparency, strengthen decision-making, and improve operational efficiency.

Corporate Governance

Our corporate governance framework ensures disciplined decision-making, risk management, and stakeholder engagement. Senior leadership is accountable for operational performance, capital allocation, and regular reporting to the Board on financial, operational, and sustainability topics including EH&S metrics, emissions, and compliance. The Board, composed of directors with deep industry expertise, provides strategic oversight of sustainability initiatives while balancing environmental stewardship, social responsibility, and financial performance. Through structured reporting to the Board and a culture of continuous improvement, we align our governance with the evolving demands of the energy transition.

Compliance & Industry Associations

TGNR operates in a rapidly evolving regulatory landscape where proactive compliance is fundamental to both operational success and advancing our sustainability commitments. We ensure alignment with federal, state, and local regulations.



To stay informed on regulatory updates we collaborate with peers through industry associations such as Texas Oil and Gas association. This partnership provides:

- **Early insights:** Independent research and briefings on emerging policies, often before formal implementation
- **Peer alignment:** Shared best practices and coordinated responses to industry-wide challenges
- **Specialized expertise:** Access to focused working groups addressing complex regulatory specialties

We also prioritize constructive relationships with governing bodies, including tax agencies, through proactive compliance and transparent dialogue. Our collaborative approach aims to streamline regulatory processes while advocating for balanced policies that advance both emissions reduction goals and energy reliability.

Cybersecurity

As cyber threats grow increasingly sophisticated, we apply a robust cybersecurity strategy to protect our critical infrastructure, sensitive data, and operational continuity. TGNR’s information technology team leverages a range of processes and tools, including process automation and advanced data analytics, to maintain a technological edge across both office and field operations.

Key components of our cybersecurity strategy include:

- **Cloud-first architecture:** Leveraging enterprise-grade security, automated backups, and built-in disaster recovery through our cloud application suite
- **Continuous workforce training:** Regular phishing simulations and adversarial testing to reinforce cyber awareness
- **Hybrid work enablement:** Secure remote access protocols that maintain productivity without compromising defense

Critical Incident Risk Management

We continuously evolve our approach to critical incident risk management, which includes preventive measures, real-time monitoring, and post-incident analysis to safeguard operations across our natural gas infrastructure. We conduct regular tabletop exercises simulating breaches and operational disruptions to train our employees and prepare them for a range of situations. All incidents trigger detailed investigations with root-cause analyses, and findings are tracked to drive corrective actions. This data informs both operational improvements and stakeholder communications, ensuring transparency while addressing risks.

Enterprise Risk Management

Our enterprise risk management (ERM) process is designed to manage and mitigate risks while also providing insights to our investors and key stakeholders. Central to this effort is the risk register, which systematically identifies, assesses, and monitors risks across financial, operational, and compliance components. Regular updates to investors demonstrate our proactive approach to risk, transparency, and alignment with industry best practices.

Looking ahead, we are advancing our ERM capabilities with the development of a comprehensive risk matrix, slated for completion in 2025. This enhancement will introduce a standardized, prioritized assessment of our top risks, further strengthening our ability to anticipate and manage emerging risks.

Business Ethics & Transparency

TGNR instills integrity in how we operate. We uphold ethical standards across all business activities, guided by our Code of Conduct and compliance programs.

Code of Conduct

All TGNR employees, officers, and directors agree to follow our Code of Conduct upon joining the company. This foundational document establishes clear expectations across all operations and departments. It addresses critical topics such as workplace conduct, conflicts of interest, anti-harassment policies, fair employment practices, and confidential reporting through our ethics hotline.

Our approach aligns with Tokyo Gas’ Code of Conduct, which includes core commitments such as equitable stakeholder engagement, global compliance with international human rights standards, and culturally responsive business practices. Together, these frameworks create a robust ethical infrastructure that guides decision-making at every level of the organization while maintaining accountability to all stakeholders.

We uphold ethical, environmental, and social standards across our supply chain, guided by federal and state regulations and policies. With the establishment of our dedicated supply chain group, advancing responsible sourcing is an emerging priority for 2025.

Appendix



Environmental Data

Metric¹	Units	2024	2023
Production			
Annual Natural Gas Production²	MBOE/d	243.98	243.95
	MMcfe/d	1,461.43	1,449.67
Emissions			
Direct GHG Intensity (Scope 1)	Metric tons CO₂e/gross annual production	5.7	6.61
Methane Intensity (Scope 1)	Metric tons CH₄/gross annual production	0.11	0.11
Direct GHG Emissions (Scope 1)	Metric tons CO₂e	503,645	608,622
Carbon Dioxide	Metric tons CO₂	208,840.5	330,951.2
Nitrogen Oxides	Metric tons N₂O	0.456	1.184
Methane	Metric tons CH₄	10,680	11,092.8
Indirect GHG Intensity (Scope 2)	Location-based metric tons CO₂e/production	0.041	0.05
Indirect GHG Intensity (Scope 2)	Market-based metric tons CO₂e/production	0.042	0.05
Releases			
Reportable Spill Events	Number of events	2	1
Reportable Spill Volume	Barrels	32	166
Condensate Spill Volume	Barrels	0	0
Produced Water Spill Volume	Barrels	2	166
Energy Usage			
Purchased Power	kWh/yr	19,389,702	10,715,229
Field Gas	MMcf/yr	3,831.142	3,190
Water Consumption			
Public Supply	Gallons	362,491,827³	13,346,150

¹TGNR annual production, emissions, and energy usage includes data from the 2023 acquisition of Rockcliff Energy LLC assets located in the East Texas basin.

²Reported annual natural gas production is the annual gross operated.

³2024 data includes water from ETX II locations that was not included in 2023 data.

Social Data

Metric		2024	2023
Workforce			
Employees ⁴	Full-time employees	233	158
Minority Employees	Percentage	23	18
Females on Executive Team	Percentage	20	15
Minority Management	Percentage	9	2
Female Employees	Percentage	21	22
Females on Executive Team	Percentage	25	11
Female Management	Percentage	33	6
Safety ⁵			
TRIR	Recordable injuries/200,000 exposure hrs	1.331	0.612
DART	Days away, restrictions and transfer/200,000 exposure hrs	0.444	0
Fatalities	Employee and contractor workforce	0	0

⁴Employee counts are as of December 31 of each year.
⁵Safety performance metrics are for TGNR employees, and does not include contractors or safety data from acquired assets prior to TGNR assuming ownership.

Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting Metric	Code	Category	SASB Unit	2024 Response
Greenhouse Gas Emissions	Gross global Scope 1 emissions; percentage methane; percentage covered under emissions-limiting regulations	EM-EP-110a.1	Quantitative	Metric tons CO ₂ e, Percentage	503,645 MTCO ₂ e 52.55% We do not differentiate the percentage covered under emissions-limiting regulations.
	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	Quantitative	Metric tons CO ₂ e	(1) 1,402.3 MTCO ₂ / 9.07 MTCH ₄ / .003 MTN ₂ O (2) 206,553.6 MTCO ₂ / 326.69 MTCH ₄ / .453 MTN ₂ O (3) 133.7 MTCO ₂ / 250.28 MTCH ₄ / N/A MTN ₂ O (4) 270.6 MTCO ₂ / 5,784.54 MTCH ₄ / N/A MTN ₂ O (5) 247.7 MTCO ₂ / 4,372.47 MTCH ₄ / N/A MTN ₂ O
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-EP-110a.3	Discussion & Analysis	N/A	See details related to Greenhouse Gas (GHG) Emissions on page 7.
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	EM-EP-120a.1	Quantitative	Metric tons	TGNR does not report this information.

Topic	Accounting Metric	Code	Category	SASB Unit	2024 Response
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, (3) percentage of each in regions with High or Extremely High Baseline Water Stress	EM-EP-140a.1	Quantitative	Thousand cubic meters, Percentage	Water consumption: 362,591,827 gallons 0% of water consumed in regions with High or Extremely High Baseline Water Stress
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	EM-EP-140a.2	Quantitative	Thousand cubic meters, Percentage, Metric tons	Volume of water produced: 10,463,576.7 barrels Flowback generated: 23,692,263.3 barrels (1) 0% discharged (2) 100% injected (3) 0% recycled No hydrocarbons are included in the discharged water.
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	EM-EP-140a.3	Quantitative	Percentage	100%
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	EM-EP-140a.4	Quantitative	Percentage	0%

Topic	Accounting Metric	Code	Category	SASB Unit	2024 Response
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-EP-160a.1	Discussion & Analysis	N/A	See details related to Land Conservation on page 9.
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8–10, and volume recovered	EM-EP-160a.2	Quantitative	Number, Barrels	We had 0 hydrocarbon spills in 2024. We do not operate in the Arctic, and we had 0 spills impacting shorelines with ESI rankings 8–10. See details related to Spill Prevention & Management on page 9.
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-EP-160a.3	Quantitative	Percentage	TGNR does not report this information.
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	Quantitative	Percentage	We do not operate near any areas of conflict.
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-EP-210a.2	Quantitative	Percentage	Our operations are not located on or near Native American lands.
	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	Discussion & Analysis	N/A	We do not operate near any areas of conflict. As a responsible employer, we seek to uphold and protect the human rights of all our employees and contractors. Our supply chain risk management provider, Veriforce, monitors our contractors’ compliance with OSHA regulation, modern slavery and human rights, and other relevant and applicable labor laws in the U.S. See details related to our Code of Conduct on page 17.

Topic	Accounting Metric	Code	Category	SASB Unit	2024 Response
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-EP-210b.1	Discussion & Analysis	N/A	TGNR does not report this information.
	Number and duration of non-technical delays	EM-EP-210b.2	Quantitative	Number, Days	0 days
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-EP-320a.1	Quantitative	Rate, Hours (h)	For all full-time employees: (1) 1.33 (per 200,000 work hours) (2) 0 (3) TGNR does not report this information. (4) 24 training hours for full-time field employees only (training hours for non-field employees not recorded). We do not separately record this information for contractors and short-service employees.
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	EM-EP-320a.2	Discussion & Analysis	N/A	TGNR utilizes a web-based EH&S data management system for employees to report incidents in real time and send push notifications to senior leadership. Employees are also able to enter work observations to proactively report deficiencies or improvement opportunities before they turn into hazards. See details related to Health & Safety on pages 11 and 12.

Topic	Accounting Metric	Code	Category	SASB Unit	2024 Response
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	Quantitative	Million barrels (MMbbls), Million standard cubic feet (MMscf)	TGNR does not report this information.
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	EM-EP-420a.2	Quantitative	Metric tons CO ₂ e (t)	TGNR does not report this information.
	Amount invested in renewable energy, revenue generated by renewable energy sales	EM-EP-420a.3	Quantitative	Reporting currency	0
	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	EM-EP-420a.4	Discussion & Analysis	N/A	TGNR does not report this information.
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	Quantitative	Percentage	As a company with existing operations only in the U.S., 0% of our reserves are 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	Discussion & Analysis	N/A	TGNR does not report this information.
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-EP-530a.1	Discussion & Analysis	N/A	TGNR does not report this information.

Topic	Accounting Metric	Code	Category	SASB Unit	2024 Response
Critical Incident Risk Management	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	EM-EP-540a.1	Quantitative	Rate	0
	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-EP-540a.2	Discussion & Analysis	N/A	TGNR describes routine inspections using optical gas imaging, proactive replacement of aging infrastructure, SCADA, and emergency response protocols. See details related to Critical Incident Risk Management on page 17.
Activity Metrics	Production of natural gas	EM-EP-000.A	Quantitative	Million standard cubic feet per day	1,461.43 MMscf/day
	Number of offshore sites	EM-EP-000.B	Quantitative	Number	We do not operate any wells offshore.
	Number of terrestrial sites	EM-EP-000.C	Quantitative	Number	At year-end 2024, we operated a portfolio of 5,100 gross wells.

