

GRI Index

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	2-30 Collective bargaining agreements	2-30		Business Ethics & Corporate Policies Excerpt
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3-1		Our Sustainability Strategy & RNZ
	3-2 List of material topics	3-2		Our Sustainability Strategy & RNZ
	3-3 Management of material topics	3-3		Our Sustainability Strategy & RNZ
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	201-1		California's Energy Landscape & CRC's Impact
	201-2 Financial implications and other risks and opportunities due to climate change	201-2		Climate Action, Resilience, & Biodiversity Snapshot

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GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	201-3	Our benefits include access to health advocacy, group legal services, discounted insurance coverage, and a retail discount program. Additional offerings include: • Healthcare coverage (medical, dental, and vision) • Life, accident and long-term care insurance • Sick pay, short- and long-term disability benefits • Employee assistance program to support employees' mental health • Paid holidays and up to six weeks of paid vacation annually • Up to six weeks of paid parental leave • Company matching and profit-sharing contributions to a 401(k) savings plan • Flexible spending accounts, health savings accounts, and an employee stock purchase plan • Up to \$50,000 in tuition reimbursement • Up to \$100 per month wellness subsidy • Company matching gift program to help employees support charities of their choice • Flexible work schedules	Human Capital, Skilled Workforce, & Operational Performance
	201-4 Financial assistance received from government	201-4	None	N/A
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	202-1	Not reported.	N/A
	202-2 Proportion of senior management hired from the local community	202-2	Not reported.	N/A
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	203-1		Letter from the CEO
	203-2 Significant indirect economic impacts	203-2		Letter from the CEO
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	204-1		California's Energy Landscape & CRC's Impact
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	205-1		Governance, Risk, & Oversight Update
	205-2 Communication and training about anti-corruption policies and procedures	205-2		Governance, Risk, & Oversight Update
	205-3 Confirmed incidents of corruption and actions taken	205-3	None	N/A

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GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1	None	N/A
GRI 207: Tax 2019	207-1 Approach to tax	207-1		N/A
	207-2 Tax governance, control, and risk management	207-2		N/A
	207-3 Stakeholder engagement and management of concerns related to tax	207-3		N/A
	207-4 Country-by-country reporting	207-4		About this Update
GRI 301: Materials 2016	301-1 Materials used by weight or volume	301-1		Performance Data Table
	301-2 Recycled input materials used	301-2	N/A	N/A
	301-3 Reclaimed products and their packaging materials	301-3		Waste Management
GRI 302: Energy 2016	302-1 Energy consumption within the organization	302-1	Energy Use Total: 80,619,000.00 GJ	Performance Data Table
	302-2 Energy consumption outside of the organization	302-2	N/A	N/A
	302-3 Energy intensity	302-3	Energy Intensity: 1,415.21 GJ/MBOE	Performance Data Table
	302-4 Reduction of energy consumption	302-4		Performance Data Table
	302-5 Reductions in energy requirements of products and services	302-5		Carbon Management & Low Carbon Technology
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	303-1		Water Security
	303-2 Management of water discharge-related impacts	303-2		Water Security
	303-3 Water withdrawal	303-3	Fresh Water Withdrawal Total: 41,100,000 bbls	Performance Data Table
	303-4 Water discharge	303-4	Produced Water to Disposal: 327,500,000 bbls	Performance Data Table
	303-5 Water consumption	303-5	Fresh Water Consumed Total: 41,100,000 bbls	Performance Data Table

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GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1	Percent of proved & probable reserves in or near sites with protected conservation status: In: 1% Near (5 km): 44%	Performance Data Table
	304-2 Significant impacts of activities, products and services on biodiversity	304-2		Biodiversity & Land Stewardship
	304-3 Habitats protected or restored	304-3		Biodiversity & Land Stewardship
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4	N/A	N/A
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	305-1	Scope 1 Emissions: 4,632,000 mtCO2e	Performance Data Table
	305-2 Energy indirect (Scope 2) GHG emissions	305-2	Scope 2 Emissions: 280,000 mtCO2e	Performance Data Table
	305-3 Other indirect (Scope 3) GHG emissions	305-3	Scope 3 Emissions: 25,346,000 mtCO2e	Performance Data Table
	305-4 GHG emissions intensity	305-4	Total Scope 1 & 2 Carbon Intensity: 13.79 Total Scope 3 Carbon Intensity: 71.18 Total Scope 1, 2, & 3 Carbon Intensity: 84.97	Performance Data Table
	305-5 Reduction of GHG emissions	305-5	1,612,000	Operational Emissions Reduction
	305-6 Emissions of ozone-depleting substances (ODS)	305-6	None	N/A
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7	(1) NOx Upstream: 399.68 MT NOx Midstream: 70.47 MT (2) SOx Upstream: 36.71 MT SOx Midstream: 7.63 MT (3) VOCs Upstream: 235.48 MT VOCs Midstream: 4.10 MT (4) PM10 Upstream: 75.55 MT PM10 Midstream: 45.76	Performance Data Table

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GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	306-1	CRC properties use an internal tracker for both hazardous and non-hazardous waste from off-site shipments to verify facility compliance with federal and state reporting requirements. Given our operational model, our circularity and minimization efforts generally focus on the reuse and recycling of used oil, repurposing produced water for waterflood operations, and dewatering of soils to reduce volumes of non-hazardous waste sent offsite.	Waste Management
	306-2 Management of significant waste-related impacts	306-2	We are enhancing our waste data collection to gain a more complete picture of our waste generation and encourage a culture of proper waste management in day-to-day operations. Field-based employees are required to complete Universal Waste Management and Hazardous Waste Awareness training based on the Resource Conservation and Recovery Act (RCRA). It is our policy that all hazardous waste is recycled, reused, or sent to approved compliance facilities for disposal. Both RCRA and non-RCRA waste is verified and tracked using manifests, waste profiles, and facility documentation. This information is publicly available via California's Department of Toxic Substances Control website. Each generating site also completes an annual electronic verification questionnaire (eVQ). Non-hazardous waste, which is not subject to the same state and federal regulatory requirements as hazardous waste, is tracked and audited through CRC's internal waste system, manifest records, and disposal facility documentation. Any non-recyclable or non-reusable non-hazardous waste is disposed of in approved landfills	Waste Management
	306-3 Waste generated	306-3	RCRA Hazardous Waste: 14	Performance Data Table
	306-4 Waste diverted from disposal	306-4	N/A	N/A
	306-5 Waste directed to disposal	306-5	N/A	N/A
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	308-1	N/A	N/A
	308-2 Negative environmental impacts in the supply chain and actions taken	308-2	N/A	Supply Chain Transparency

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GRI 401: Employment 2016	401-1 New employee hires and employee turnover	401-1	Total Turnover: 9%	Performance Data Table
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	Our benefits include access to health advocacy, group legal services, discounted insurance coverage, and a retail discount program. Additional offerings include: • Healthcare coverage (medical, dental, and vision) • Life, accident and long-term care insurance • Sick pay, short- and long-term disability benefits • Employee assistance program to support employees' mental health • Paid holidays and up to six weeks of paid vacation annually • Up to six weeks of paid parental leave • Company matching and profit-sharing contributions to a 401(k) savings plan • Flexible spending accounts, health savings accounts, and an employee stock purchase plan • Up to \$50,000 in tuition reimbursement • Up to \$100 per month wellness subsidy • Company matching gift program to help employees support charities of their choice • Flexible work schedules	Human Capital, Skilled Workforce, & Operational Performance
	401-3 Parental leave	401-3	Up to 6 weeks of paid parental leave	Human Capital, Skilled Workforce, & Operational Performance
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	402-1		N/A

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GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	403-1	Our HSE management system is aligned with ISO 14001 & ISO 45001, incorporating international standards for risk assessment, hazard prevention, continuous improvement through monitoring, and performance tracking, and it is structured around eight core elements: • Leadership, Commitment, and Responsibility: Outlines management's commitment to HSE. • Compliance: Addresses periodic assessments of systems performance, effectiveness, and suitability. • Communications: Highlights the company's intentions, principles of action, and HSE goals. • Hazard Assessment: Refers to identifying and evaluating HSE risks and workplace hazards. • Accident/Exposure Investigation: Pertains to the investigation of workplace accidents and potential hazardous substance exposures. • Hazard Control: Outlines the planning of work activities, including planning for change and emergency response, and developing risk reduction measures. • Training and Instructions: Pertains to organizing and training people, resources, and documentation for sound HSE performance. • Recordkeeping: Addresses the requirements of documentation for sound HSE performance.	Operational & Safety Excellence
	403-2 Hazard identification, risk assessment, and incident investigation	403-2	• Hazard Assessment: Refers to identifying and evaluating HSE risks and workplace hazards. • Accident/Exposure Investigation: Pertains to the investigation of workplace accidents and potential hazardous substance exposures.	Operational & Safety Excellence
	403-3 Occupational health services	403-3	Following the 2024 merger with Aera, we began integrating all HSE policies, procedures, and KPIs into a unified system, resulting in the revised 2024 Safety Manual. This includes all work systems, industrial hygiene programs, health assessments and assurances, and management systems aligned with California OSHA requirements.	Operational & Safety Excellence

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GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	403-4		Operational & Safety Excellence
	403-5 Worker training on occupational health and safety	403-5	Average HSE Training Hours: 20 Hours / Employee	Performance Data Table
	403-6 Promotion of worker health	403-6		Operational & Safety Excellence
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7		Operational & Safety Excellence
	403-8 Workers covered by an occupational health and safety management system	403-8		Operational & Safety Excellence
	403-9 Work-related injuries	403-9	TRIR: 0.39 LTIR: 0.09 NMFR: N/A Fatalities: 0	Performance Data Table
	403-10 Work-related ill health	403-10		Operational & Safety Excellence
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	404-1	Average Training Hours: 25 Hours / Employee	Performance Data Table
	404-2 Programs for upgrading employee skills and transition assistance programs	404-2		Developing a Skilled Workforce
	404-3 Percentage of employees receiving regular performance and career development reviews	404-3		Developing a Skilled Workforce
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	405-1		Performance Data Tables
	405-2 Ratio of basic salary and remuneration of women to men	405-2		Governance Website Developing a Skilled Workforce
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	406-1	N/A	N/A
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1	None	N/A
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	408-1	None	N/A
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	None	N/A
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	410-1	None	N/A

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GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous peoples	411-1	None	N/A
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	413-1		Social & Community Investment Updates
	413-2 Operations with significant actual and potential negative impacts on local communities	413-2		Social & Community Investment Updates
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	414-1		Performance Data Table
	414-2 Negative social impacts in the supply chain and actions taken	414-2		N/A
GRI 415: Public Policy 2016	415-1 Political contributions	415-1	Political Donations Total: \$1.4M	Performance Data Table
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	416-1		N/A
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	416-2		N/A
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	417-1		N/A
	417-2 Incidents of non-compliance concerning product and service information and labeling	417-2		N/A
	417-3 Incidents of non-compliance concerning marketing communications	417-3		N/A
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1		N/A