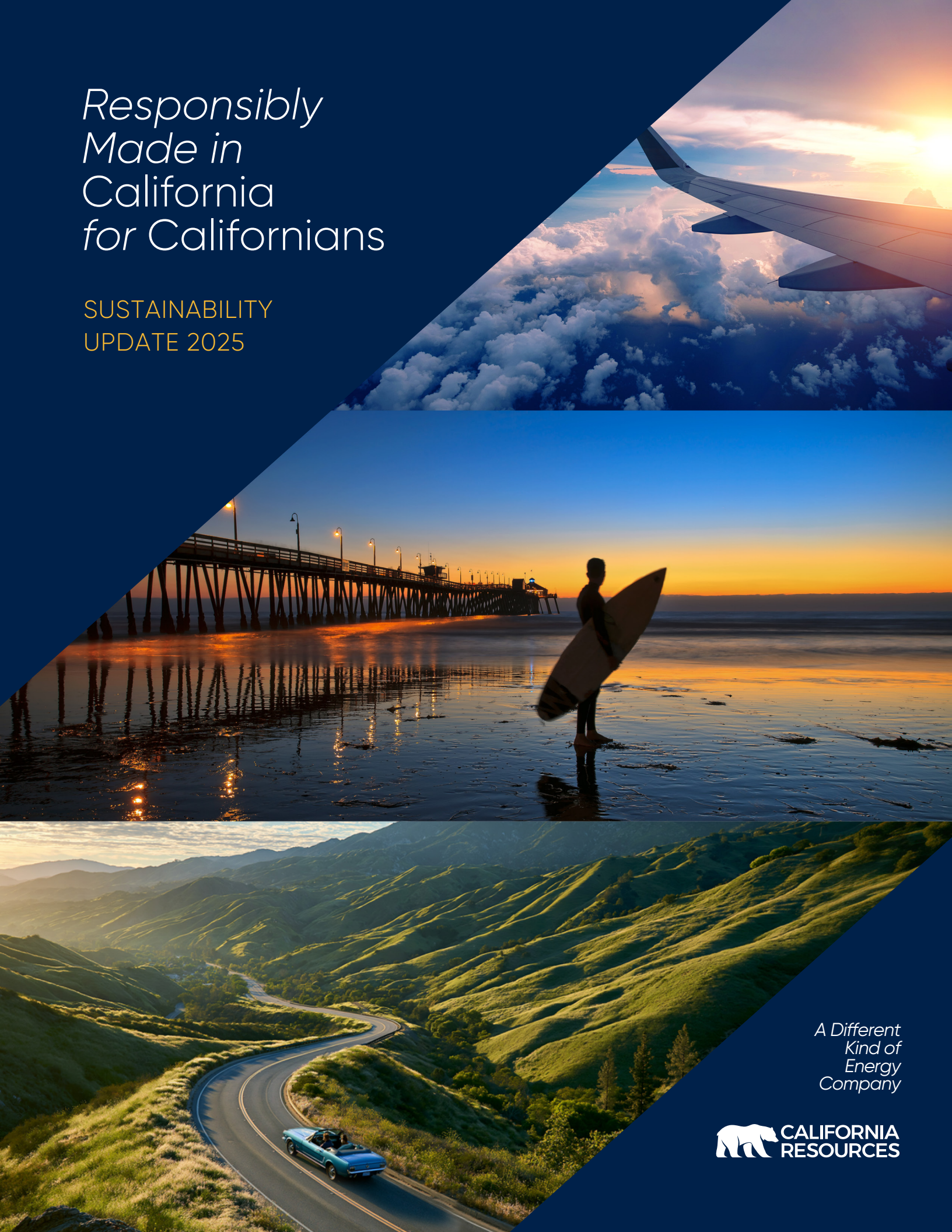


Responsibly Made in California for Californians

SUSTAINABILITY
UPDATE 2025



A Different
Kind of
Energy
Company



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Letter from the CEO

Francisco J. Leon

President and Chief Executive Officer

California's energy future demands more than ambition – it demands execution. CRC is built for this moment, delivering more responsibly produced energy and scalable carbon management solutions that support the state's growing energy needs and climate goals.

Being a California company is core to who we are. While others have walked away, we've leaned in – investing in the energy, carbon management, and infrastructure to power California's future.

Rebuilding California's Energy Security

California is one of the nation's largest energy markets, yet over the past few decades the state has increased dependence on imported oil. Today, foreign producers supply nearly two-thirds of the crude refined in-state, while local production has dropped to about 23% – despite California holding one of the country's largest oil and gas resource bases.

This shift has been driven, in part, by the perception that one must choose between local energy production and environmental responsibility. CRC believes that Californians don't have to choose. As the state's leading oil and gas producer, we aim to produce energy that meets or exceeds California's high sustainability standards while strengthening local energy security.



If California is serious about climate leadership, which I believe it is, the state must consider not only how much energy it uses, but where that energy comes from and how it's produced. We believe that a credible energy transition requires accountability, innovation, and policies that support both climate progress and reliable supply.

Delivering Measurable, Verified Emissions Reductions

At CRC, we believe that responsibly producing oil and natural gas in state – and reducing imports – strengthens California's sustainability leadership.

Since 2020, CRC has reduced Scope 1 and 2 greenhouse gas emissions by 25%, avoiding more than 1.61 million metric tons of CO₂e while maintaining well production carbon intensity below the CARB statewide average. Our methane performance across the San Joaquin, Los Angeles, and Ventura basins has also earned MiQ's highest "Grade A" certification, supported by nearly \$10 million invested in detection, prevention, and abatement.

These results advance our Responsible Net Zero (RNZ) strategy, aligned with the United Nations Sustainable Development Goals (SDGs), and demonstrate that California can improve energy security and climate performance simultaneously.

Pioneering Carbon Management for California

Reducing emissions is essential, but it isn't enough on its own. California must build the technology and infrastructure to achieve its decarbonization goals.

Carbon TerraVault (CTV), CRC's carbon capture and storage (CCS) platform, is the most advanced of its kind in California. CTV I is the state's first commercial CCS facility, capable of storing up to 1.6 million metric tons of CO₂ per year, supported by the first U.S. EPA permit to use existing reservoirs for CO₂ storage. Eight additional reservoirs are progressing through permitting.

¹ Based on pending and issued permits and [CARB 2000 - 2023 GHG Inventory \(2025 Edition\)](#)

The full CTV platform aims to permanently store up to 352 million metric tons of CO₂ – equivalent to the annual emissions from more than 82 million cars and approximately 24% of California's annual addressable industrial-sector emissions¹. That's the scale California needs.

Stewardship of California's Natural Resources

CRC is proud to be a net water provider, delivering approximately 4.6 billion gallons of treated, reclaimed water in 2025 to water districts – more than three times our operational consumption.





Throughout our operations, we recycled, reused, or reclaimed nearly 75% of our produced water and invested approximately \$280,000 in improved water management activities in 2025. In a water-stressed state, actions like these matter.

Protecting California's land and wildlife is also central to our stewardship approach. In 2025, our conservation work spanned habitat restoration, wildlife protection and partnerships with local organizations – from San Joaquin kit fox monitoring to Bolsa Chica Wetlands restoration and expanded native seed collection programs. We also maintained three certified Wildlife Habitat Council sites.

Investing in the Communities that Define California

We believe Californians should feel the benefits of CRC's presence in their communities. Last year, we invested more than \$2 million in workforce training, education, food security, and local economic development.

Key to our engagement is listening and responding to the needs of the communities where we live and work. With one in four California adults experiencing food insecurity in 2025, we expanded support for statewide and local food banks and continued our partnership with the Los Angeles Rams to build edible school gardens that improve food access.

These are just a few highlights that reflect a deeper principle: creating value for California means producing responsible energy in partnership with the communities we serve.



Governance that Turns Commitments into Action

Strong governance helps ensure our actions match our commitments. In 2025, we worked to raise the bar on how we report, govern, and hold ourselves accountable, including:

- Deepening our sustainability strategy and reporting aligned with the UN SDGs for greater international comparison and standard setting.
- Strengthening our human rights policy with enhanced language on Indigenous peoples, child labor, and forced labor.
- Continued tying employee and executive compensation to sustainability performance.

These efforts reflect a broader commitment to doing business the right way – and while recognition isn't what drives us, it does confirm that we're on the right track. We were proud to be named one of TIME Magazine's America's Best

Midsize Companies of 2025 and one of Extel's "Most Honored Companies" in 2025, including Best ESG Program.

Ready for the Work Ahead

California's energy transition is complex. It requires capital, conviction, and the willingness to do things that haven't been done before. I'm proud of what we've already accomplished and even more focused on what comes next.

Thank you to our employees, partners, and stakeholders who share our ambition to build a lower carbon, more resilient energy future for California. We're not waiting for someone else to solve our state's energy future. We're a California-built company – and a different kind of energy company.

Sincerely,

Francisco J. Leon

CHAPTER 1

Year in Review: Progress in 2025





About This Update

California Resources Corporation is pleased to present this 2025 Sustainability Update, highlighting our sustainability performance and progress during the reporting year.

This update provides an overview of the programs, initiatives, and practices that support our sustainability commitments and the communities where we live and work. Throughout this update, California Resources Corporation and its consolidated subsidiaries may collectively be referred to as “CRC,” the “Company,” “we,” “us,” or “our.”

This update covers the period from January 1, 2025 through December 31, 2025, and reflects CRC’s operations during the reporting year unless otherwise expressly noted. This update excludes sustainability metrics related to Berry, a company that merged with CRC on December 18, 2025, unless otherwise expressly noted.

To enhance transparency and comparability, this update is designed to align with many of the reporting guidelines of the Sustainability Accounting Standards Board (SASB) for the Oil &

Gas – Exploration & Production Industry and the Global Reporting Initiative (GRI Universal Standards 2021). Disclosures are indexed to both the SASB and GRI frameworks, and select performance data tables reference the International Petroleum Industry Environmental Conservation Association (IPIECA) to support consistency with sector-specific metrics and facilitate benchmarking.

To support the accuracy and credibility of our disclosures, the performance data in this report underwent subject matter expert review and approval with an internal certification, as well as a review by our Board Sustainability Committee. As required by our reporting pursuant to the California Air Resources Board (CARB) Mandatory Reporting Regulation, our Operational Scope 1 and 2 greenhouse gas (“GHG”) emissions have been independently verified. Third-party reasonable assurance of Scope 3 Category 10 (Processing of Sold Products) and Category 11 (Use of Sold Products) emissions, which encompass over 90% of our overall Scope 3 emissions, was provided by the Ashworth Leininger Group. Assurance statements can be found on CRC’s Sustainability webpage – [Sustainability By The Numbers - California Resources Corporation](#).

Our Sustainability Strategy: RNZ & the UN SDGs

CRC's approach to sustainability is grounded in the goal of meeting California's energy needs responsibly with locally produced energy. By producing all of our oil and natural gas in California, we operate under some of the most stringent environmental, labor, and regulatory standards in the world. Our oil and gas production helps reduce reliance on out-of-state imports,

which currently account for more than 75% of California's oil and gas consumption². Imported oil and gas is not always subject to the same level of regulatory oversight on environmental, labor, or human rights issues. This foundation supports our Responsible Net Zero (RNZ) strategy: a focused, impact-driven approach to decarbonization.

We expect these targets will place CRC on an accelerated trajectory that surpass many international benchmarks and align with California's ambitious climate goals to reduce GHG emissions by 85% below 1990 levels by 2045.

² [California Energy Commission: Annual Oil Supply Sources to California Refineries](#)



RNZ Strategy



Near-Term Ambition:

Lower the average carbon intensity of all CRC oil and gas production at least **20% by 2035** compared to a 2020 baseline of 10.6 g CO₂e/MJ



Long-Term Goal:

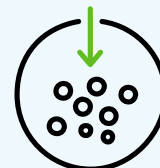
Achieve an **80% or more reduction** of absolute Scope 1 and 2 GHG emissions by 2045 compared to our 2020 baseline. And neutralize the remaining Scope 1 and 2 emissions to achieve

Net Zero by 2045



Responsible Production:

Align the business with the **UN Sustainable Development Goals**



Carbon Management:

Scale carbon management solutions to other businesses through our **CTV business**

Highlights across Key UN SDGs

As we work to help advance the energy transition in California and aid the decarbonization of local economies, the following are our UN SDG alignment highlights from 2025:



SDG 6: CLEAN WATER AND SANITATION



As a net water provider, CRC delivered approximately **4.6 billion gallons of treated, reclaimed water** to water districts. This is more than three times our freshwater consumption making CRC a net clean water provider to the state.

Recycled, reused, or reclaimed nearly **75% of produced water** through our operations.

Invested approximately **\$280,000 for water management**, installing additional meters and conducting freshwater system assessments to identify leaks and improvement opportunities.

Funded \$205,000 to acquire more than **1,000 acre-feet of water in Kern County**, maintaining wetlands to support critical wetland species.



Donated **\$25,000 to California State University, Long Beach** to support the Urban Coast Fund, advancing student and faculty research on urban coast ecology, including sea-level-rise-related groundwater contamination risks in coastal California and the impacts of viruses on diatoms that influence marine ecosystem health.



SDG 8: DECENT WORK AND ECONOMIC GROWTH

8 DECENT WORK AND ECONOMIC GROWTH



\$130+ million contributed in state and local taxes, fees, and related payments

supporting California public services and environmental programs.

A new study by California State University, [Bakersfield Center for Economic Education and Research](#)

highlighted that the energy industry contributes

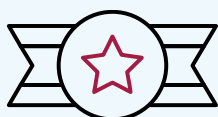
~\$4.6 billion annually, and ~8% of Kern County's total GDP,

where the majority of our operations are located.

Completed a company-wide

pay equity assessment, a foundational part of our human rights approach

aligned with California and U.S. equal pay laws.



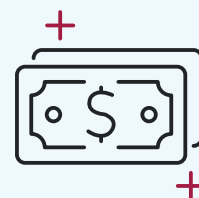
Recognized as one of the **"Most Honored Companies"**

in the investor-voted 2025 Extel All-America Executive Survey, an achievement earned by just 130 companies across America out of 1,425 nominations.

In collaboration with the Long Beach Center for Economic Inclusion in 2025, CRC helped

support economic development and workforce programs

focused on low-income residents, particularly in North Long Beach.



More than \$2 million in charitable donations

to support local communities and economic development.

SDG 13: CLIMATE ACTION



Reduced Scope 1 and 2 GHG emissions by 25%

since 2020, equating to 1.61 million metric tons of CO₂e.



Signed Memorandum of Understanding (MOUs) with Capital Power and Middle River Power to support CCS solutions for power generation and industrial decarbonization, wherein CRC will serve as the provider of CO₂ transportation and permanent sequestration for at least

4 million metric tons of CO₂ per year.

Achieved a 2025 well production carbon intensity of 12.58 g CO₂e/MJ, which is **>10% lower than the published CARB 2024 statewide average** of 14.08 g CO₂e/MJ.

Invested over \$1 million to eliminate or convert 351 pneumatic devices, **eliminating approximately 450 metric tons of methane emissions.**

Completed construction of California's first CCS project (CTV I) at Elk Hills, designed to permanently store up to **1.6 million metric tons of CO₂ annually,** with first injection commencing in May 2026.

Invested over \$1.5 million in methane detection technologies

including aerial surveys, drones, sensors, and long-path monitoring, contributing to methane emissions intensity of less than 0.05 MT CH₄/MBOE for 2025.



Received renewed **MiQ "Grade A"** certification at the Los Angeles Basin operations and expanded MiQ "Grade A" certifications at two new basins - Ventura and San Joaquin.

SDG 15: LIFE ON LAND



Maintained our certification for the three Wildlife Habitat Council (WHC) conservation sites recognizing **excellence in corporate conservation**, and received an honorable mention for invasive species removal.

Installed conservation signage at our Elk Hills conservation habitats and continued monitoring the progress of the San Joaquin kit fox.

Partnered with local growers to **collect and propagate native plant materials** for genomic research, conservation, habitat restoration, and long-term ecosystem resilience.



Built three edible community gardens in partnership with the Los Angeles Rams.

Removed hundreds of pounds of trash, debris, and microplastics from the Bolsa Chica Wetlands as part of our annual invasive species removal.



SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS



Administered strong alignment with the Task Force on Climate-related Financial Disclosures (TCFD) four pillars:

Governance, Strategy, Risk Management, and Metrics and Targets.

Updated our Human Rights policy, recognizing the importance of Indigenous peoples and strengthening our language on the prohibition of child and forced labor.



Conducted an ISO 45001 gap assessment to identify, assess, and manage gaps in our **standards for employee health and safety.**

Conducted a pay equity assessment **to promote a workplace rooted in fairness, transparency, and equal opportunity.**

Reinforced prohibition on **direct or indirect bribery in all forms.**



California's Energy Landscape & CRC's Impact

As the world's fourth-largest economy, California remains one of the nation's largest energy markets, with oil and natural gas being important components of its current energy system. California is the second-largest consumer of refined petroleum products in the U.S., accounting for approximately 9% of total petroleum consumption. This is predominantly driven by the transportation sector, representing 86% of statewide petroleum use. In 2025, California represented approximately 2% of total U.S. oil production (less than 100 million barrels of crude oil for the first time since 1918), while remaining heavily reliant on imported supply to meet demand. International suppliers provided over 60% of the crude oil refined in California in 2025, highlighting

the continued gap between in-state production and consumption.³

As California's leading in-state oil and natural gas producer, CRC plays a role in supporting local energy supply while operating under one of the nation's most rigorous environmental, labor, and regulatory frameworks.

CRC's economic impact supports California's affordability by generating significant public revenue and sustaining high-quality jobs in the communities where it operates. Through state and local taxes, fees, government revenue shares, supplier spending, and skilled employment, CRC helps strengthen public budgets while supporting family-sustaining careers across California's energy and industrial economy. These contributions help communities fund essential services, maintain local infrastructure, and preserve economic opportunity—key ingredients of a more affordable California.

³ [U.S Energy Information Administration - California Analysis](#)



CRC's 2025
Economic
Snapshot



CRC's operations

contribute to California's economy

through direct employment, workforce development, supplier engagement, tax contributions, and infrastructure investment.

Energy &
Economic
Contribution



Produced

**41% of
California oil**

production, and 82% of the state's natural gas (per CalGEM Data).

**\$322
million**

in capital expenditures.

CRC and the upstream onshore production sector supported over

50,000 jobs and

contributed ~\$6.7 billion to GDP and \$2 billion

in tax revenue to California in 2024.

Following the Berry merger, CRC's Kern County output increased by about 20,000 bbl/d for a combined production of about 127,000 bbl/d. This positions CRC to account for approximately

49% of California's 2026 year-to-date average

of 260,000 bbl/d.

Jobs &
Workforce



1,500+

direct employees, 98% local to California.

>30 student internships supported,

45 graduates from the MC3 pre-apprenticeship initiative.

80% employer-paid

health insurance premiums for full-time employees.

CRC's average employee wage is more than

50% higher

than California's statewide average annual wage of approximately \$97,200.

100% of eligible employees offered

6 weeks

of paid parental leave, with an additional 6-8 weeks of paid short-term disability leave for the birthing parent.

>37,000 total training hours,

with an average of 25 training hours. per employee

Local
Investment



\$1.2 billion

total supplier spend with 52% spent with local California suppliers.

More than \$2 million

community giving.

CHAPTER 2

Climate Action, Resilience, & Biodiversity Snapshot



6 CLEAN WATER
AND SANITATION



13 CLIMATE
ACTION



15 LIFE
ON LAND





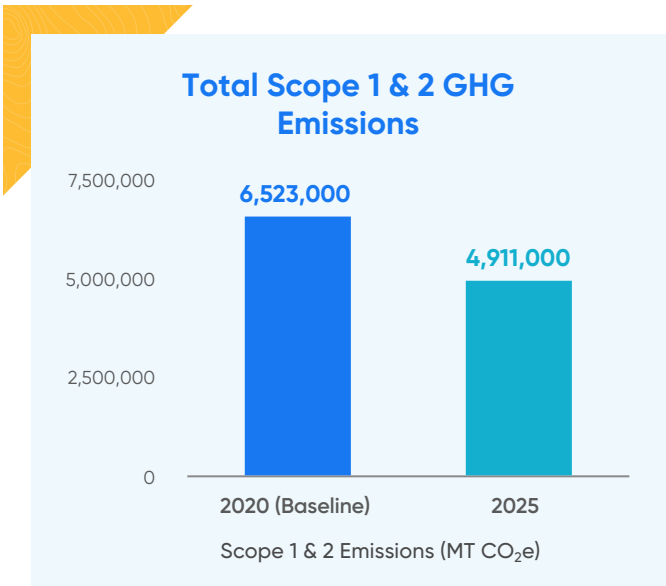
Emissions Management

We are committed to mitigating our GHG emissions and protecting air quality in the communities where we operate.

This involves commitments and targeted activities for decarbonization, methane intensity reduction, and close monitoring of our assets (e.g., idle wells) while exploring opportunities for future investments that contribute to our environmental goals.

As part of our emissions management approach, we calculate, report, and verify our Scope 1 and 2 emissions in accordance with California regulations. We have also independently verified our Scope 3, Category 11 emissions (use of sold products), and for the first time CRC independently verified its Scope 3, Category 10 emissions (processing of sold products) for the 2025 reporting year.

Operational Emissions Reduction



CRC has reduced Scope 1 and 2 GHG emissions by 25% from our 2020 baseline year, or 1.61 million metric tons of CO₂e. We have primarily achieved this feat by investing in equipment upgrades across our facilities aimed at reducing operational emissions. For instance, in 2025, we invested in pneumatic device elimination to reduce methane emissions. We also deployed two electric hybrid well service rigs (the “E-Rigs”) in partnership with GPS Energy Services, marking California’s first use of this technology. The E-Rig uses a hybrid electric drivetrain to help reduce fuel use and lower operational emissions while improving onsite operations and efficiency.

Idle Wells Management Program



In 2025, CRC continued to evaluate the repurposing of idle wells to support decarbonization objectives and meet California's regulatory requirements. CRC is subject to the Idle Wells regulations under California AB 1866, which mandates a minimum percentage of idle wells to be decommissioned each year, and our current programs surpassed these requirements. In 2025 we permanently plugged and sealed over 1,400 wells. In addition, we successfully repurposed our first idle-well site at our Elk Hills field for energy storage in partnership with a clean energy technology company. We are continuing to explore additional opportunities to repurpose idle wells at other locations.

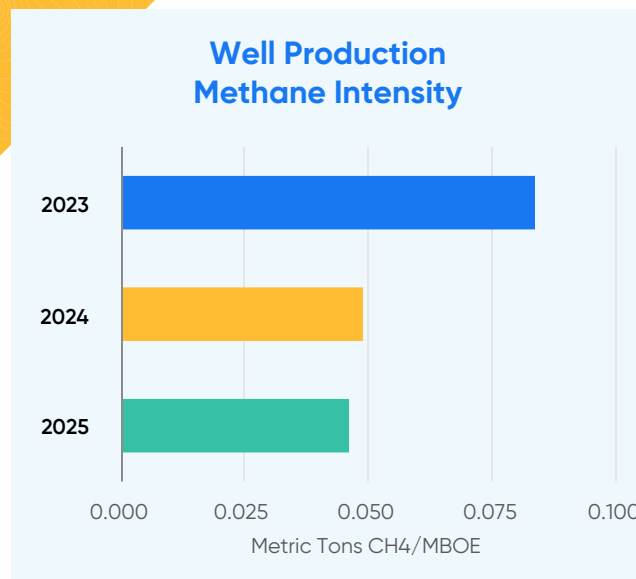
Methane Reduction & Leak Detection



To reduce methane and other emissions, we are replacing methane-venting pneumatic control devices with solar-powered compressed air or other non-venting systems. In 2025, we invested approximately \$1 million in pneumatic device elimination, and have been successful in converting or removing a total of 351 pneumatic devices—113 in the San Joaquin Basin and 238 in the Sacramento Basin – resulting in the elimination of approximately 450 MT of methane emissions. Of these devices, 121 were converted to solar-powered compressed air systems, while the remainder were addressed through a nitrogen deployment project in the Sacramento Basin that replaced natural gas actuation with nitrogen, eliminating methane emissions. In addition, we consolidated several sites which further reduced the overall number of pneumatic devices required.

To support methane reduction and early detection, we continued growing our Leak Detection and Repair (LDAR) program with an approximate investment of \$2.5 million on various methane detection technologies, including aerial (fixed-wing) flyovers across our asset base, and expanded use of handheld methane detection tools such as toxic vapor analyzers, laser-based sensors, drones, and stationary methane sensor systems. In parallel, CRC deployed LongPath methane monitoring technology at the North Shafter facility and advanced planning under our SB 1137 execution framework, including facility

inventories, mapping of sensitive receptors, and use of advanced detection tools such as Xplorbot systems to support emissions investigations. We are proud that our investments and efforts have helped reduce our methane emissions intensity to less than 0.05 MT CH₄/MBOE for 2025, based on our CARB reporting.



MiQ Certification

The Methane Intelligence (MiQ) standard certification assesses three categories: company practices, monitoring technology deployment, and methane intensity. CRC successfully renewed and expanded its MiQ certifications, including recertification of our L.A. Basin assets in Los Angeles and Orange Counties, which again received a "Grade A" certification with verified methane intensity below 0.05 MT CH₄/MBOE. In addition, CRC expanded certification coverage to additional production segments, achieving "Grade A" certifications for assets in our Ventura Basin in Ventura County and the San Joaquin Valley Basin in Kern, Fresno and Kings Counties.



This means the majority of our California production is now operating under independently verified methane-performance standards. Looking ahead, we plan to expand our MiQ certification across our full production segment and are evaluating the Equitable Origin (EO) certification to further validate our broader environmental and social performance. As an initial step, we initiated a preliminary EO gap assessment to align with the requirements of the EO certificate.

Carbon Management & Low Carbon Technology



Carbon Capture & Offsets



To support California's efforts to achieve carbon neutrality, we are investing in CCS technologies through CTV's growing portfolio of carbon management projects. In 2025, we completed construction of CTV I, California's first CCS project, located at CRC's Elk Hills oil field in Kern County. The CTV I reservoir is designed to permanently store up to 1.6 million metric tons of CO₂ annually. This equates to approximately 370,000 passenger vehicles. In 2026, CTV received the final permit to inject CO₂ into the CTV I reservoir, and successfully injected and sequestered CO₂ from the collocated capture project at CRC's cryogenic gas plant.

CRC continues to evaluate additional emission sources and opportunities to expand CTV projects as part of its broader carbon-management strategy.

We use an internal carbon price, aligned with California Air Resources Board (CARB) allowance rates, to guide investments and prioritize emissions-reduction opportunities. This pricing approach informed key actions in 2025, including our investments in carbon management through CTV and CTV's Class VI permit applications. In 2025, we complied with California's Cap-and-Invest Program and surrendered the required allowances to CARB.

Strategic Partnerships to Advance Decarbonization



In parallel with our internal efforts, we are expanding our network of strategic partners to help accelerate decarbonization across California. In 2025, we signed several MOUs to advance CCS solutions that can help support the state's climate goals.

- MOU with Capital Power: to explore decarbonized power solutions at Capital Power's La Paloma natural gas facility in Kern County, California. Under the MOU, the companies will evaluate CCS solutions for the 1.1-gigawatt combined-cycle power plant, with CTV potentially serving as the exclusive provider of CO₂ transportation and permanent sequestration for up to 3 million metric tons of CO₂ per year.



- MOU with Middle River Power (MRP): to develop CCS at two MRP power facilities in California: an 850 MW plant in Victorville and a 330 MW plant in Tracy. These facilities produce up to 2.1 million metric tons per annum (MMTPA) and 0.65 MMTPA of carbon dioxide (CO₂) emissions, respectively. Under the agreement, CTV would serve as the exclusive provider of CO₂ transportation and permanent sequestration for these facilities.

These partnerships are focused primarily on supporting external CO₂ emitters and represent a key pathway for scaling CTV projects beyond CRC's own operations.

CRC also has a longstanding partnership with Gazelle Transportation, a local crude oil logistics provider based in Kern County. In 2025, Gazelle served 13 CRC locations and safely transported nearly 3 million barrels of crude oil on CRC's behalf.

As part of its ongoing commitment to sustainability and emissions reduction, Gazelle has converted 36 trucks from diesel to compressed natural gas (CNG), including 11 truck conversions completed in 2025 alone. To fuel the CNG fleet, Gazelle currently consumes approximately 100,000 gallons of renewable natural gas (RNG) per month, with an average carbon intensity of approximately -200 gCO₂e/MJ. Gazelle's vision is to become California's "Transportation & Logistics Company of the Future," supported by ambitious environmental goals that include achieving carbon neutrality.

The environmental benefits of these efforts are significant. In 2025, Gazelle's fleet of 22 CNG trucks avoided nearly 27,000 metric tons of carbon emissions. This impact is equivalent to removing over 6,000 gasoline-powered passenger vehicles from the road for one year⁴. CRC is proud to partner with businesses that share our commitment to sustainability.

⁴Per the [U.S. Environmental Protection Agency Greenhouse Gas Equivalencies Calculator](#)

Water Security

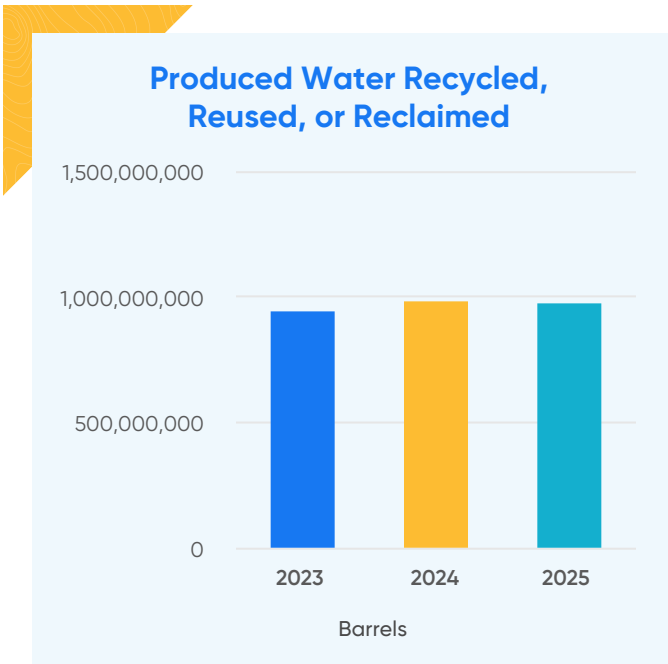


CRC recognizes the scarcity and value of water in California and remains dedicated to reducing freshwater use across our operations. Most of the water we manage is “produced water,” a natural byproduct of oil and natural gas production. In 2025, we reclaimed over 4.6 billion gallons of produced water for use by local water districts, helping to reduce reliance on statewide freshwater resources and helping limit groundwater depletion and energy use associated with reinjection. Recycled water is the primary source of water used in our operations.

In 2025, we continued to exceed our goal of reducing freshwater usage in oil and gas production by 30% from our 2022 baseline. We have also focused on strengthening our water data collection and implementing infrastructure and system improvements by identifying locations where additional freshwater improvements may be needed. Following the merger with Aera, we extended these efforts to legacy Aera assets, such as Belridge. In 2025, we invested approximately \$280,000 to install additional meters and conduct freshwater piping assessments. These contractor-led surveys identified leaks as well as locations requiring additional meters, which were promptly resolved. Looking ahead, we plan to extend similar leak-detection, metering, and recycled-water practices to recently acquired legacy Berry assets beginning in 2026.

CRC is also working to further reduce freshwater use by expanding the application of recycled water across our asset base. At a recently acquired Berry site, we identified an opportunity to replace freshwater with recycled water supplied from another CRC location, which we estimate will displace several thousand barrels of freshwater per day once implemented.

We are currently conducting a Water Risk Assessment (WRA) to better understand and manage potential water-related challenges that could impact our operations and surrounding communities and expect to report the findings next year. By assessing risks such as water scarcity, flooding, and water quality issues, CRC aims to ensure reliable water availability, maintain operational efficiency, and better position our operations to support future needs. The assessment also helps CRC identify opportunities to improve water use efficiency and reduce overall environmental impacts.





Waste Management



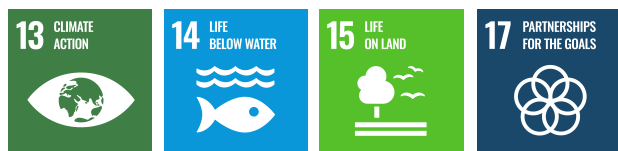
Across all aspects of our operations, we aim to minimize waste generation and increase circularity. We are enhancing our waste data collection to gain a more complete picture of our waste generation and encourage a culture of proper waste management in day-to-day operations. We use an internal tracker for off-site shipments for both hazardous and nonhazardous waste to verify facility compliance with federal and state reporting requirements. Given our operational model, our circularity and minimization efforts generally focus on used oil recycling, produced water utilization for waterflood and steam operations, and dewatering to reduce waste volumes shipped offsite.

Waste covered under the RCRA and California regulations is verified and tracked using manifests, waste profiles, and facility documentation.

Hazardous waste manifest information is publicly available via California's Department of Toxic Substances Control website. Each generating site also completes an annual electronic verification questionnaire. Non-hazardous waste is similarly tracked and audited through CRC's internal waste system, shipment records, and disposal facility documentation. Any non-recyclable, nonhazardous waste is disposed in approved disposal facilities.

We continue to invest in waste minimization projects such as the utilization of an onsite centrifuge at the Belridge facility to dewater soils and reduce offsite disposal, and cement recycling for future ground cover. We are also enhancing our waste data collection to gain a more complete picture of our waste generation and to foster a culture of responsible waste management in day-to-day operations.

Biodiversity & Land Stewardship



We are dedicated to responsible environmental stewardship and the protection of biodiversity across our operations. Our biodiversity management practices adhere to rigorous state and federal environmental regulations, including CEQA. Because we operate in areas where wildlife is naturally present, and day-to-day activities can sometimes occur in proximity to native species, we strive to take a deliberate and careful approach to managing these interactions. We support this through environmental awareness training, which has been recently expanded in 2025 to address a wider range of topics. CRC invests significantly in mitigation and conservation efforts as part of our commitment to achieving a net positive impact on habitats and biodiversity.

Wildlife Habitat Council (WHC) Certifications



CRC maintains certifications for three WHC conservation projects, reinforcing our long-term commitment to biodiversity and aligning with California's 30x30 conservation initiative. These certified sites include:

- THUMS Islands Habitats – Certified since 2005, supporting native coastal ecosystems and educational outreach
- Bolsa Chica Wetlands Ecosystem – Certified since 2016, focused on habitat restoration and invasive species management
- Elk Hills Conservation Area – Certified since 2001, preserving critical habitat for T&E species

WHC certification recognizes meaningful conservation efforts, employee engagement, and community partnerships that contribute to habitat preservation. All referenced conservation sites were recognized by WHC as meeting stringent standards for proactive environmental management and sustainable land stewardship. CRC also received an honorable mention at the 2025 WHC for invasive species removal at Bolsa Chica Wetlands Ecosystem.

Habitat Restorations & Conservation Efforts



Water Conservation & Habitat Restoration at Kern County

We have a partnership with The Nature Conservancy (TNC) through which we provide funding to assist the Conservancy's efforts to strategically protect water resources in California. With each funding cycle, the goal is to acquire a minimum of 1,000 acre-feet of water for conservation purposes.

For the 2024-2025 project year, we provided a funding of approximately \$205,000. TNC used the funds provided by CRC to acquire more than 1,000 acre-feet of conservation water in Kern County. TNC partnered with the California Waterfowl Association (CWA) to implement this work, and through CRC's funding, the acquired surface water was used to create shallow-water habitat for shorebirds at CWA's Badger-Almond property.

Badger-Almond began receiving water in July 2025, and six management wetland units were maintained at optimal shorebird water levels through mid-October, supporting other critical wetland species such as the sandhill crane. For the upcoming 2025-2026 year, we plan to provide funding of approximately \$213,000 to acquire an additional 1,000 acre-feet of water for conservation purposes.



Photo credit: Brian Clasby, California Waterfowl Association.



Habitat Environmental Conservation at Elk Hills & Coles Levee Preserve

Elk Hills provides critical habitat for species including the San Joaquin kit fox, blunt-nosed leopard lizard, giant kangaroo rat, Tipton kangaroo rat, San Joaquin antelope squirrel, Western burrowing owl, and native plant species. In 2025, we continued to monitor the artificial dens installed to support the endangered San Joaquin kit fox, assessing the effectiveness of these



conservation efforts in promoting population growth and habitat sharing. We had a total of 39 observations of the San Joaquin kit fox, with the species being most active in the month of October, which is typically the time of year the species forms mating bonds. Overall, these indicated that our efforts to support population growth are on track. We also installed signs to inform visitors of conservation areas and minimize potential disturbances.



Wildlife Relocation & Protection

To protect avian wildlife near our operations, CRC implements bird relocation measures under a Migratory Bird Treaty Act (MBTA) permit when nests are located in areas that pose safety or environmental risks. As part of our bird relocation program, we install elevated nesting platforms 10 to 12 feet high to provide safe alternative nesting sites for species such as ravens and barn owls.



These platforms help relocate birds away from transformer banks, operational infrastructure, and wildfire-prone areas while allowing them to remain within their natural habitat. In 2025, three raven nests containing nine chicks were successfully relocated. The program has also achieved increasing success in recent years with the safe relocation of barn owls and owlets, supporting both wildlife protection and operational safety.



Conservation Research

CRC also maintained support for legless lizard research through habitat-monitoring programs, including the placement of monitoring tiles in areas such as North Flank, Elk Hills, Cole's Levee, Lokern and Buena Vista Valley. These efforts remain ongoing and help inform conservation planning.



Sustainable Vegetation Management

In 2025, CRC expanded the use of grazing livestock, including sheep and goats, as a vegetation-management strategy. Instead of mechanically clearing fields, the ruminants graze upon the land and clear it, reducing land disturbance while promoting more sustainable land-management practices while also keeping wildfire risk mitigated. Approximately 2,000 acres of land in Belridge alone have been managed using this method.



Pollinator Habitat Support

CRC leases approximately 5 acres of land for beekeeping activities, providing space for apiary operations that support pollinator populations and beneficial land use practices across its operating areas.



Native Plants

CRC partners with local growers who specialize in the collection and propagation of native plant materials for genomic research and conservation. With access to CRC conservation and reclamation sites, including Elk Hills and Coles Levee, these

partners collect seeds from native plants and vegetation to support habitat restoration, enhance biodiversity, and promote long-term ecosystem resilience across private and state restoration projects.

Promoting Biodiversity in the Community



CRC supports biodiversity education, conservation, and awareness through a range of community-based partnerships, volunteer initiatives, and educational investments. In 2025, CRC supported environmental stewardship in the community through various volunteer-driven conservation efforts:

- We conducted our annual invasive species removal and habitat restoration at Bolsa Chica Wetlands where we removed invasive plants as well as hundreds of pounds of trash, debris, and microplastics from this critical wetland habitat.
- We organized tree planting initiatives at an elementary school and a community garden, helping to build understanding and support for local conservation. Our community garden planting initiative was conducted at the Taft Community Garden and was supported with a community day of service, where more than 200 volunteers contributed to 11 garden projects by building greenhouses, improving irrigation systems, and supporting planting and maintenance activities.
- CRC also advanced biodiversity and environmental understanding through education and research. We donated \$25,000 to California State University (CSU), Long Beach

to support the Urban Coast Fund, advancing student and faculty research on urban coast ecology, including sea-level-rise-related groundwater contamination risks in coastal California and the impacts of viruses on diatoms that influence marine ecosystem health.

- CRC, in partnership with the Los Angeles Rams, built three community gardens at schools in Inglewood, Long Beach, and Woodland Hills in 2025, with two additional projects planned for 2026.

These efforts help build understanding and support for local conservation across both internal teams and external stakeholders.

Spill Prevention Policy & Commitment



Preventing oil spills is a top priority for CRC, given the potential risks to the environment, public health, and nearby communities. In 2025, we achieved an oil spill prevention rate of 99.9999%. Our operations and mechanical integrity teams conduct regular inspections, and our assets are routinely assessed by both internal and third-party risk engineers and audited by multiple regulatory agencies.

In 2025, we successfully maintained our Spill Management Team (SMT) certification through the California Office of Spill Prevention and Response, following the team's initial achievement of full certification in 2023. We also expanded our in-house spill response capabilities by onboarding more than 10 additional SMT members in 2025. As the first certified oil and natural gas operator in California, our internal SMT enables faster, more proactive spill response, demonstrating our in-state environmental stewardship.

Human Capital, Skilled Workforce, & Operational Performance Snapshot



8 DECENT WORK AND
ECONOMIC GROWTH





Operational & Safety Excellence



CRC is committed to fostering a culture of health, safety, and operational excellence across all of our operations. Within our unified HSE management system we seek to continually improve policies that align with our core values of Character, Responsibility, and Commitment.

In 2025, CRC conducted an International Standards Organization (ISO) 45001 gap assessment led by our Operations and HSE leadership teams. The gap assessment identified a limited number of opportunities to improve, primarily procedural rather than related to implementation. Opportunities were noted to improve standardized goal-setting across operations to better support management audits

and site-level reviews. We plan to address these gaps in preparation for potential future certification efforts. CRC adheres to the Cal/ OSHA Injury and Illness Prevention Program, which incorporates similar principles, and maintains robust internal HSE policies, standards, procedures and guidelines.

Our revised 2024 Safety Manual is designed to ensure that all work systems, industrial hygiene programs, health assessments and assurances, and management systems are aligned with California OSHA requirements. In 2025, our Total Recordable Incident Rate (TRIR) Combined was 0.39, and our Total Lost Time Incident Rate (LTIR) Combined was 0.09, maintaining our numbers from 2024. Reflecting our commitment to safety and accountability, CRC employees engaged in approximately 30,500 hours of HSE training, an average of 20 hours per employee.

CRC recognizes the importance of continuously improving monitoring and control systems to detect potential releases and prevent impacts on surrounding communities. In 2025, we expanded the deployment of Watchdog units at CRC sites located through our Elk Hills and other San Joaquin Valley leases. Beginning with a small two-well pilot, CRC has now deployed 2,980 units.

These units enable virtual well site visits through integrated hardware and software technologies,

including liquid leak detection capabilities. This system allows an operator to oversee approximately 100 wells within a 24-hour period, capturing performance snapshots to identify leaks and minimize releases. In addition to leak detection, watchdog units support proactive maintenance by tracking key operational indicators. Factors such as delayed or absent movement can indicate equipment wear and potential failure. This functionality provides continuous oversight while helping to lower both operational and maintenance costs.

Our commitment to proactive risk management extends to our people through the Potential Serious Injury and Fatality (PSIF) Prevention Program. A PSIF event is any incident, near miss, unsafe condition, or unsafe act that had the realistic potential to result in a fatality or life-changing injury, regardless of the actual outcome. These results are reviewed by the Board at each meeting. The program's purpose is to proactively identify, evaluate, and control work activities that

carry this level of risk. While traditional safety metrics remain important, CRC also tracks a PSIF rate to bring increased focus and emphasis to exposures that could result in life-altering injuries or fatalities. CRC requires that all PSIF events, near misses, and significant control failures are reported and investigated regardless of whether an injury occurred, with investigations focused on learning and prevention across four areas:

- Failed barriers
- Human and organizational factors
- System weaknesses
- Opportunities to strengthen critical controls

In 2025 and heading into 2026, CRC added High Energy Controls Assessments (HECA) to the PSIF Program to identify high-consequence hazards. Integrated into CRC's mobile application, these assessments flag activities that present an elevated risk of serious injury or fatality before work begins.



Developing a Skilled Workforce

At CRC, training is offered year-round to upskill employees in essential job aspects of their roles. Over the past year, CRC has centralized the assignment and tracking of compliance and operational training within a single Learning Management System (LMS) accessible to all employees, with reporting capabilities available to managers. The system provides on-demand training content and captures participation in on-the-job and in-person training by recording and uploading it for tracking purposes. A cross-functional team including training coordinators from Operations, HSE, and People Operations administers compliance, HSE, and operational training through the LMS.

- SAGA Wisdom in Energy is an online platform designed for digital learning for energy professionals. Our teams have access to a variety of technical on-line classes from introduction to the oil and gas industry, to completions engineering, drilling, enhanced oil recovery, geoscience, leadership and essential skills, regulations and compliance, and clean energy. In 2025, CRC employees completed

more than 1,000 hours of SAGA training, reinforcing our commitment to ongoing learning and workforce readiness.

- The PM Alliance training was a series of two-day courses on project management, teaching CRC employees the basic project planning and control techniques to improve individual project planning. Participants learned how to adapt the general techniques of the course to their work including defining projects, compressing schedules, establishing baseline plans, and controlling their projects.
- Manager training was available through a third-party for continued leadership development, consulting, and coaching methods to lead teams.

Pay equity remains an essential element of our human rights policy, and is aligned with California and U.S. equal pay laws. As part of our regular planning process, CRC conducts an annual pay equity assessment evaluating compensation based on role, experience, and skill set. In 2025, the assessment determined that no employee salary adjustments were required. CRC remains committed to fostering a workplace rooted in fairness, transparency, and equal opportunity.

CRC employees participated in

1,536 hours of project management training in 2025.



CRC leaders participated in

35 hours of individual one on one leadership coaching.



Further, CRC recognizes that competitive compensation, pay equity, and comprehensive benefits are important elements of employee well-being and long-term workforce stability. In 2025, CRC continued to evaluate compensation through its annual pay equity assessment and broader workforce planning processes. We continue to review wages, benefits, and market competitiveness to support fair compensation and employee financial well-being.

To further strengthen organizational structure, CRC established the Culture Activation Support Team in 2024. The team is focused on building a culture of trust, empowering teams, encouraging resourcefulness and reinforcing disciplined execution. Four areas of impact were identified to support long-term alignment across the organization: networking/integration, recognition, career development, and communication. The teams then developed action plans within each focus area and secured leadership approval. For one initiative, they leveraged the centralized recognition platform to strengthen recognition efforts, and in coordination with the communications initiative team, to increase visibility through enhancements to the refreshed company intranet. The networking and integration team is currently organizing events to better connect teams with interdependent processes, as well as designing the networking components of a companywide conference planned for 2026 to promote knowledge transfer, idea sharing, and collaboration. Additionally, the career development effort is working to drive greater transparency by updating technical career ladders with support from operations leadership.

Creating Economic Pathways in Our Communities

In 2025, CRC continued our commitment in promoting economic opportunities in the communities where we operate. We provide pre-apprenticeship, job training, and internship programs aimed at expanding access to careers within the energy sector.

A cornerstone of this effort is the Multi-Craft Core Curriculum (MC3) Pre-Apprenticeship Initiative, a strategic partnership with the Kern, Inyo, and Mono Counties Building Trades Council, affiliated trade unions, community organizations, and the CRC/CTV Community Affairs group. With spring and fall cohorts, this union-approved workforce development program prepares participants for direct entry into registered apprenticeship programs across multiple trades including electrical, pipe fitting, ironwork and general labor. CRC invests \$150,000 annually into the MC3 program and actively participates through CRC/CTV team members who serve as guest speakers, providing hands-on interview preparation and resume training to ensure participants are workforce-ready upon completion. To date, 45 graduates have entered into apprenticeship pipelines or have been positioned for union entry, directly aligning with workforce needs supporting the energy industry and strengthening regional labor partnerships critical to large-scale infrastructure delivery.

In 2025, we continued our partnership with the Taft College Foundation, supporting workforce development efforts in one of the communities where we operate most closely. This collaboration aims to strengthen local workforce programs and community engagement, while a portion of our funding also supports the Transition to

Independent Living (TIL) program. Through this partnership, CRC is helping expand opportunities for skill-building, education, and long-term career readiness.

In collaboration with the Long Beach Center for Economic Inclusion in 2025, CRC helped support economic development and workforce programs focused on low-income residents, particularly in North Long Beach. This highly respected organization provides leadership training attended by community leaders across government, business, and nonprofit sectors. These efforts contributed to increasing access to job training, leadership development, and economic opportunities in underserved communities.

We partnered with the Long Beach Community Action Partnership to support workforce and community development efforts. The organization serves residents through essential services, youth development programs, local partnerships, and advocacy initiatives, including assistance for households facing rising utility costs.

The Conservation Corps of Long Beach (CCLB) works to advance workforce development for youth and young adults. CCLB provides opportunities for participants to build skills and achieve their full potential through work, community service, conservation projects, and education. Through this partnership, CRC supported pathways for young people to gain hands-on experience, develop job readiness skills, and access meaningful employment opportunities.



At CRC, employees are provided many volunteer opportunities to engage with the communities they live and work in. In 2025, examples of opportunities included:

- CRC's inaugural Taft Community Service Day, a celebration of connection and service. Over 250 community volunteers mobilized to make garden improvements (planting, infrastructure updates, cleanup), increasing the accessibility and usability of the community space.
- United Way of Ventura County's Stuff the Bus event, providing essential school supplies to local homeless youth.
- The annual "Oil Can Do It!" food drive, a fun competition to collect the most food and monetary donations in support of the Golden Empire Gleaners food bank in Kern County.

Recognition and Awards

CRC's strong safety performance continues to be externally recognized. For the past 11 years, the National Safety Council has recognized CRC with Excellence Achievement Awards for our exemplary safety performance across statewide operations. In 2025, we received 27 National Safety Council awards. These awards recognize organizations that demonstrate operational excellence, upholding CRC's strong safety legacy across our fields and operations.

In addition, CRC was also recognized as one of Time Magazine's "America's Best Midsize Companies of 2025" and as one of the "Most Honored Companies" in the investor-voted 2025 Extel All-America Executive Survey,

a distinction earned by just 130 American companies from 1,425 nominations across 44 sectors. Within the Oil & Gas Exploration & Production sector, CRC ranked in the top 10 for:

- Best Company Board
- Best CEO
- Best CFO
- Best ESG Program
- Best IR Professionals
- Best IR Program
- Best IR Team

At the 27th Annual S&P Global Energy Awards in NYC, CRC received the Excellence in Energy – Upstream Award in recognition of the sustainability team's strong progress across reporting, disclosures, and broader sustainability initiatives. This award recognized our perseverance in operational excellence, developing solutions to reduce carbon emissions and address climate change.

CRC and CTV broke ground on CTV I in 2025 – California's first U.S. EPA Class VI-approved carbon capture and storage project, permitted to store up to 1.5 million metric tons of CO₂ annually. We marked the site milestone with a ribbon-cutting ceremony attended by regulators, legislators, and community stakeholders, reflecting strong external engagement and public-sector collaboration. We are committed to building the infrastructure needed to support California's ambitious climate goals.

Governance, Risk, & Oversight

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



Board Oversight

CRC's Board of Directors provides oversight of the company's sustainability strategy, related risks and opportunities, and key performance objectives.

The Board's Sustainability Committee reviews health, safety, and environmental performance, climate-related risks and opportunities, regulatory developments, and progress toward sustainability goals. Through regular reporting from management, the Committee helps ensure sustainability considerations are incorporated into governance, risk management, and business decision-making, and provides recommendations to the full Board on matters within its oversight responsibilities.

Reporting & Internal Controls

In our ongoing commitment to improve internal controls around sustainability reporting, we have undertaken multiple projects to reinforce control frameworks, increase transparency, and support the reliability and consistency of sustainability disclosures.

In 2025, CRC launched a multi-year initiative to implement GHG management software through Sphera. This project will establish an automated system that connects metering and production data to streamline and enhance reporting for CARB and EPA requirements.

We also launched Project Thunderbolt, an initiative to support education and alignment across the organization following the integration of Aera and CRC. Company-wide education was provided to increase awareness of process gaps,

particularly related to data flows, invoice review procedures, and other operational controls, and to promote consistency in how key processes were executed. Through Project Thunderbolt, CRC evaluated existing workflows and established standardized processes and operational practices to be applied moving forward. These efforts helped establish clearer controls and more consistent practices across the organization.

Policies & Risk Management

In 2025, CRC made several updates to our human rights policy to strengthen our commitments. The revisions include a statement providing clarification regarding the rights of Indigenous peoples and our operations on lands on which Indigenous peoples and communities maintain ongoing right of use under applicable treaties. Further, the updates reinforce the prohibition of child and forced labor, demonstrating our commitment to respect and human rights across our operations.

Additionally, we published our Sustainability Reporting Policy in 2025, establishing the objectives, responsibilities, and minimum standards for sustainability disclosures, reporting, and communications at CRC. Along with guidance on messaging and direction for committees and teams involved in the process, the policy introduces reporting controls for assuring the accuracy, consistency, and completeness of the sustainability data.

Climate-related risks continue to be integrated into CRC's enterprise risk management (ERM) processes. The company's identified transition & physical risk exposure remains consistent with the prior year with no material changes to assumptions or risk conclusions in 2025.

Social & Community Investment Snapshot



4 QUALITY EDUCATION



11 SUSTAINABLE CITIES AND COMMUNITIES



14 LIFE BELOW WATER



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS





Nonprofit Contributions & Partnerships

In 2025, CRC provided more than \$2 million in contributions to local non-profits and organizations. We are dedicated to the local communities where we live and work, and partner with a variety of stakeholders to reflect our commitment to advance community interests.

Our community giving supports three focus areas; Public Health, Safety, and the Environment; STEM/ Job Training; and Underserved/Underrepresented Communities. CRC matches employee donations to eligible organizations on a dollar-for-dollar basis, doubling the effectiveness of its employees contributions.

CRC also partnered with the Bolsa Chica Conservancy, demonstrating our commitment to environmental stewardship and community

collaboration. Alongside the California Department of Fish and Wildlife, Amigos de Bolsa Chica, Bolsa Chica Land Trust, and Bolsa Chica Reserve Watch, we participated in a cleanup effort at the Bolsa Chica Ecological Reserve, removing hundreds of pounds of trash, debris, and microplastics from this critical wetland habitat. This work reflects our broader commitment to responsibly care for the areas surrounding our Huntington Beach operations, helping protect nearby natural resources. Our contribution also supports the preservation of this protected sanctuary while advancing education and programming for the surrounding community.

As part of our commitment to workforce development and community engagement, we supported the Kern County Career & STEM Expo, hosted by the Kern Economic Development Foundation. This event helps build career and STEM awareness among middle and high school students across Kern County, introducing them to the wide range of career opportunities available within their local community. Through this partnership, CRC is helping inspire the next

generation while investing in the future of our workforce. CRC was proud to highlight its support of underserved and underrepresented communities in the Sacramento Basin. We partnered with the Woodland Little League, an organization dedicated to providing a structured and positive environment for youth through baseball. Our contribution helped promote opportunities for young participants to build self-esteem, learn sportsmanship and discipline, and develop fundamental skills in a safe and supportive setting. Through this partnership, CRC continues to invest in programs that foster youth development, recreation, and strong community values.

In 2025, CRC continued to deepen relationships with our longstanding community partners. Through these efforts we implemented several initiatives with local Chambers of Commerce with the goal of supporting small and local businesses.

- CRC supported the Greater Bakersfield Chamber of Commerce through its participation in the Board Installation & Awards Luncheon. This initiative aligned with the Chamber's mission to create a thriving local economy and enhance the quality of life in Greater Bakersfield. Through this engagement, CRC contributed to efforts that promote economic vitality, foster networking and business development opportunities, and advocate for public policies that support quality jobs and inclusive growth. This involvement helped to reinforce the Chamber's work in providing resources and advocacy to support local businesses.
- We also partnered with the Kern County Hispanic Chamber of Commerce to support its Energy & Ag Academy, a program designed to provide more than 30 students from



underserved communities with exposure to the energy industry and its role in Kern County's economic development. Through this initiative, students participated in quarterly mentorship sessions with industry professionals, received stipends, and engaged as student ambassadors with the Chamber. CRC's support of this program reflects our commitment to expanding educational access and opportunity, while helping equip the next generation with the knowledge and connections needed to thrive in critical industries.

CRC and CTV announced the establishment of a CTV | Elk Hills Community Benefits Plan (CBP) in Kern County in 2024. The CBP creates a Community Advisory Council, or CAC, which is a group of Kern community leaders who will help identify community needs and recommend how community investment funds are used throughout Kern County. The Council focuses on projects and initiatives that provide local benefits in partnership with community. In May 2026, CRC committed over \$1 million to the CAC through its first carbon sequestration project, creating a dedicated funding source for the CAC to support communities across Kern County. CRC and CTV are committed to open and meaningful dialogue with stakeholders to push forward our goal of developing innovative solutions that help California achieve its ambitious climate goals.

Community Outreach

In 2025, CRC supported academic and community-based initiatives aligned with coastal resilience, environmental research, and local community well-being. CRC donated \$25,000 to California State University, Long Beach to establish and support the Urban Coast Fund, which advances student and faculty research related to urban coast ecology. During the 2024–25 academic year, the fund supported undergraduate and graduate student research, student travel, faculty-student projects, and lab supplies, including research on sea-level-rise-related groundwater contamination risks in coastal California and the impacts of viruses on diatom mortality, which helps expand understanding of marine ecosystem health.

In support of community education, CRC helped to fund field trips for students from Jose Hernandez School, expanding access to experiential learning opportunities.

CRC's community investment efforts also included significant support for community gardening initiatives. In 2025, we participated in a Community Day of Service at the Taft Community Garden, where more than 200 volunteers supported 11 local gardens. Activities included building greenhouses, installing irrigation systems, and providing watering and maintenance assistance.

In partnership with the Los Angeles Rams, CRC contributed to the development of community gardens featuring edible plants at local schools in Inglewood, Long Beach, and Woodland Hills. These garden build events support environmental education, food access, and community engagement in urban neighborhoods.

Closing Remarks



Closing Remarks

CRC's progress in 2025 reflects the strength of our values – Character, Responsibility, and Commitment – and our ongoing commitment to responsible energy production and environmental stewardship.

Through the year, we continued advancing our RNZ strategy while working to support California's evolving energy needs through responsible operations, innovation, and investment in our people and communities.

As California's energy landscape continues to evolve, CRC remains committed to continuously improving our sustainability performance and disclosures, strengthening stakeholder engagement, and integrating sustainability considerations into our business. We believe these efforts will help position CRC to responsibly meet the state's energy needs while supporting long-term environmental, social, and economic resilience.

We appreciate your interest in our sustainability journey and look forward to sharing our continued progress in the years ahead.

Assurances

This report includes estimates and measured data compiled by the company, as well as data provided by third-party sources. The quality of the company data in this report is a high priority at CRC. We have systems in place to review our data quality, including the methodology, basis and assumptions underlying our data collection and estimates, and we trust those are reasonable, representative and have been applied in good

faith. We also take the third-party statements we cite as accurate but have not independently verified them. This report has been reviewed by our sustainability team, executive management, and the Board Sustainability Committee. We have not had this report assured by any external party, although Scope 1 and 2 GHG emissions reports and purchase volumes of natural gas and electricity undergo third-party verification by independent, state approved experts.

Looking Ahead

As CRC continues to advance its Responsible Net Zero strategy, we plan to focus on strengthening program alignment, long-term resilience, and sustainability priorities. As part of this effort, CRC is undertaking a formal impact materiality assessment, human rights salience assessment, and water risk assessment to better understand evolving stakeholder expectations, regulatory developments, operational priorities, and potential risks and impacts across the business.

These assessments are intended to help inform the next phase of CRC's sustainability strategy, support more focused decision-making, and strengthen future disclosures and risk management efforts.

Additional Resources

- [CRC Excerpt of Business Ethics and Corporate Policies](#)
- [CRC Governance](#)
- [CRC Sustainability](#)
- [CRC in the Community](#)
- [CRC Human Rights Policy](#)
- [TCFD Report](#)

Performance Data Tables

The Performance Data table excludes sustainability metrics related to Berry. Key data points from Berry's operations are included on page 74 to provide visibility into the combined company's operational footprint and supports baseline setting for comparability in future disclosures.

Data Point	Unit	2025	2024	2023	Footnote	SASB (E&P), IPECA, GRI
Activity Metrics						
Gross Production	MBOE	57,000	61,000	37,000	(a)	EM-EP-000.A
Gross Production (without divested & non-operated assets)	MBOE	57,000	61,000	36,000	(a)	EM-EP-000.A
Gross Production (without divested & non-operated assets)	Gigajoules (GJ)	348,632,000	373,320,000	222,792,000	(a)	EM-EP-000.A
Electricity Sold to Grid	MWh	2,068,000	1,408,000	2,593,000	(a)	CCE-3
Electricity Sold to Grid	GJ	7,446,000	5,067,000	9,335,000	(a)	CCE-3
Total Energy Produced	GJ	356,078,000	378,387,000	232,128,000	(a)	
% of P1 Proven Reserves Unconventional	%	17%	NR	NR		
% of Production Associated with Hydraulic Fractured Completions	%	0%	NR	NR		
Greenhouse Gas Emissions (without divestitures & non-operated)						
Total Scope 1 Emissions	Metric Tons CO ₂ e	4,632,000	4,468,000	2,603,000	(a), (j), (k)	EM-EP-110a.1, CCE-4, 305-1
Total Scope 2 Emissions	Metric Tons CO ₂ e	280,000	301,000	152,000	(a), (j), (k)	CCE-4, 305-2
Total Scope 3 Emissions	Metric Tons CO ₂ e	25,346,000	27,521,000	14,749,000	(a), (c)	CCE-4
Total Scope 1 & 2 Emissions	Metric Tons CO ₂ e	4,911,000	4,769,000	2,755,000	(a), (j)	
Total Scope 1, 2, & 3 Emissions	Metric Tons CO ₂ e	30,257,000	32,290,000	17,504,000	(a), (j)	
Total Scope 1 & 2 Carbon Intensity	g/MJ	13.8	12.6	11.9	(a), (j)	
Total Scope 3 Carbon Intensity	g/MJ	71.2	72.7	63.8	(a), (c)	
Total Scope 1, 2, & 3 Carbon Intensity	g/MJ	85.0	85.3	75.7	(a), (c)	
Well Production and Delivery to Sale Emissions						
Well Production Emissions	Metric Tons CO ₂ e	3,094,000	3,236,000	724,000	(b)	EM-EP-110a.2, CCE-4, 305-1
Fuel Combustion	Metric Tons CO ₂ e	2,976,000	3,096,000	614,000	(b)	EM-EP-110a.2, CCE-4, 305-1
Flaring	Metric Tons CO ₂ e	59,000	77,000	40,000	(b)	EM-EP-110a.2, CCE-4, 305-1

Data Point	Unit	2025	2024	2023	Footnote	SASB (E&P), IPECA, GRI
Other	Metric Tons CO ₂ e	58,000	63,000	70,000	(b)	CCE-4, 305-2
Emissions for Electricity Produced and Used for Upstream/Gas Processing	Metric Tons CO ₂ e	1,012,000	834,000	708,000	(b)	
Well Production Emissions (Scope 1 & 2)	Metric Tons CO ₂ e	4,386,000	4,370,000	1,582,000	(b)	
Well Production Carbon Intensity	Metric Tons/BOE	0.077	0.072	0.044	(b)	
Well Production Carbon Intensity	g/MJ	12.58	11.71	7.14	(b)	
Oil Transportation Emissions	Metric Tons CO ₂ e	22,400	22,800	12,600	(b)	
Well Production to Delivery Carbon Intensity (oil only)	g/MJ	12.65	11.77	7.19	(b)	
Emissions Details						
Methane	Metric Tons CH ₄	2,595	3,000	3,065	(a)	EM-EP-110a.1, CCE-5, 305-1
Total Electricity Production Emissions	Metric Tons CO ₂ e	1,930,000	1,511,000	1,787,000	(a)	
Emissions for Electricity Produced and Sold	Metric Tons CO ₂ e	1,012,000	677,000	1,079,000	(a)	
Methane Intensity	Metric Tons CH ₄ /MBOE	0.046	0.049	0.084		EM-EP-110a.1, CCE-5, 305-1
Divestitures						
None to Report	Metric Tons CO ₂ e	0.00	0.00	0.00		
Energy Use without Divestitures						
Energy Use Total	GJ	80,619,000	81,800,000	39,977,000	(a), (b), (g)	CCE-6, 302-1
Renewable Energy Total	GJ	2,213,000	2,147,000	900,000	(a), (g)	302-1
Renewable Energy Percentage	Rate	2.75%	2.62%	2.25%	(a)	302-3
Energy Intensity	GJ/MBOE	1,415	1,341	1,098		
Other Air Emissions (Gas Processing and Power Plants)						
Nitrogen Oxides (NOX)	Metric Tons	70	52	NR	(d)	EM-EP-120a.1, ENV-5, 305-7
Sulfur Dioxide (SOX)	Metric Tons	8	7	NR	(d)	EM-EP-120a.1, ENV-5, 305-7
Volatile Organic Compounds (VOC)	Metric Tons	4	7	NR	(d)	EM-EP-120a.1, ENV-5, 305-7
Particulate Matter (PM)	Metric Tons	46	34	NR	(d)	
Other Air Emissions (Well Production)						

Data Point	Unit	2025	2024	2023	Footnote	SASB (E&P), IPECA, GRI
Nitrogen Oxides (NOX)	Metric Tons	400	475	202	(b), (d)	EM-EP-120a.1, ENV-5, 305-7
Sulfur Dioxide (SOX)	Metric Tons	37	42	13	(b), (d)	EM-EP-120a.1, ENV-5, 305-7
Volatile Organic Compounds (VOC)	Metric Tons	235	249	167	(b), (d)	EM-EP-120a.1, ENV-5, 305-7
Particulate Matter (PM)	Metric Tons	76	88	33	(b), (d)	
Environmental Impact						
Number of Hydrocarbon Spills	#	1	10	6	(e)	EM-EP-160a.2, ENV-6, 306-3 (2016)
Volume of Hydrocarbon Spills - Net Barrels Lost	Bbls	2	537	14	(e)	EM-EP-160a.2, ENV-6, 306-3 (2016)
Volume of Hydrocarbon Spills Recovered	Bbls	29	350	471		EM-EP-160a.2, ENV-6
Percent of Proven Reserves in Sites with Protected Conservation Status	%	1%	1%	1%		EM-EP-160a.3, ENV-4, 304-1
Number of Produced, Flowback, and Other Oilfield Water Waste Spills	#	16	14	11		EM-EP-160a.2, ENV-6, 306-3 (2016)
Volume of Produced, Flowback, and Other Oilfield Water Waste Spills - Net Barrels Lost	Bbls	271	358	466		EM-EP-160a.2, ENV-6, 306-3 (2016)
Volume of Produced, Flowback, and Other Oilfield Water Waste Spills - Recovered	Bbls	678	2,267	6,403		
Environmental Fines	\$ Million	1.1	1.2	0.4		
Remediation Expenses	\$ Million	7.8	3.5	1.9		ENV-8
Disturbed Land	Acres	30.1	6.7	8.4		ENV-8
Water						
Freshwater Withdrawal Total	Barrels	41,100,000	34,600,000	36,800,000	(f)	EM-EP-140a.1, ENV-1, 303-3
Freshwater Withdrawn without Agriculture	Barrels	32,600,000	29,800,000	29,900,000	(f)	
Freshwater Purchased	Barrels	27,400,000	25,000,000	29,900,000	(f)	
Freshwater Consumed Total	Barrels	41,100,000	34,600,000	36,800,000	(f)	EM-EP-140a.1, ENV-1, 303-5
Total Produced Water Generated	Barrels	1,326,200,000	1,341,100,000	NR	(f)	
Produced Water Recycled, Reused, or Reclaimed	Barrels	975,300,000	980,000,000	945,100,000	(f)	EM-EP-140a.2, 303-3
Produced Water Recycled to Agriculture	Barrels	108,900,000	112,100,000	113,200,000	(f)	
Produced Water Injected into Disposal Wells	Barrels	327,500,000	333,100,000	113,000,000	(f)	EM-EP-140a.2, 303-3

Data Point	Unit	2025	2024	2023	Footnote	SASB (E&P), IPECA, GRI
Freshwater Consumed for Oil and Gas Production	Barrels	12,800,000	14,600,000	4,000,000	(f)	EM-EP-140a.2, ENV-2, 303-4
Freshwater Intensity for Oil and Gas Production	Barrels/MBOE	225	239	111	(f)	
Water Conservation Metric	Reclaimed Water to Ag/ Purchased Freshwater	4.0	4.5	3.8	(f)	
Number of Hydraulically Fractured Wells - Total	#	0	0	0		EM-EP-140a.3
Hydraulically Fractured Wells with Public Disclosure of Fracturing Fluid Chemicals - Total	%	0%	0%	0%		
Hydraulic Fracturing Sites Where Ground or Surface Water Quality Deteriorated Compared to a Baseline	%	0%	0%	0%		EM-EP-140a.4
Waste						
Hazardous Waste	Metric Tons	14	84	100	(h)	ENV-7, 306-3
Hazardous Waste Intensity	Metric Tons/ MBOE	0.0002	0.0014	0.0027		ENV-7
Health & Safety						
Total Recordable Incident Rate (TRIR) Combined	Per 200,000 hours worked	0.39	0.39	0.31		EM-EP-320a.1, SHS-3, 403-9
TRIR Employees	Per 200,000 hours worked	0.19	0.27	0.28		EM-EP-320a.1, SHS-3, 403-9
TRIR Contractors	Per 200,000 hours worked	0.49	0.46	0.34		EM-EP-320a.1, SHS-3, 403-9
Total Lost Time Incident Rate (LTIR) Combined	Per 200,000 hours worked	0.09	0.09	0.08		EM-EP-320a.1, SHS-3, 403-9
LTIR Employees	Per 200,000 hours worked	0.13	0.11	0.07		EM-EP-320a.1, SHS-3, 403-9
LTIR Contractors	Per 200,000 hours worked	0.07	0.07	0.09		EM-EP-320a.1, SHS-3, 403-9
Combined Fatalities	#	0	0	0		EM-EP-320a.1, SHS-3, 403-9
Employee Fatalities	#	0	0	0		EM-EP-320a.1, SHS-3, 403-9
Contractor Fatalities	#	0	0	0		EM-EP-320a.1, SHS-3, 403-9
Employee Health and Safety Training Hours	Hours	30,503	13,976	10,399		EM-EP-320a.1, SHS-1, 404-1
Average HSE Training Hours	Hours/ Employee	20	9	10		403-5
Human Capital Management						
Total Employees	# of Employees	1,505	1,551	969		
Total Turnover	%	9%	14%	15%		401-1
Involuntary Turnover	%	6%	10%	9%		401-1

Data Point	Unit	2025	2024	2023	Footnote	SASB (E&P), IPECA, GRI
Voluntary Turnover	%	4%	4%	6%		401-1
Total Training Hours	Hours	37,776	24,896	32,669		
Average Training Hours	Hours/ Employee	25	16	34		EM-EP-320a.1, 404-1
Diversity						
Gender Diverse Board Members	%	22%	20%	33%	(i)	SOC-5, 405-1
Ethnically Diverse Board Members	%	33%	30%	44%	(i)	SOC-5, 405-1
Gender Diverse Executives	%	23%	21%	28%		SOC-5, 405-1
Ethnically Diverse Executives	%	26%	26%	28%		SOC-5, 405-1
Gender Diverse Managers	%	23%	22%	23%		SOC-5, 405-1
Ethnically Diverse Managers	%	32%	33%	27%		SOC-5, 405-1
Gender Diverse Employees	%	20%	20%	19%		SOC-5, 405-1
Ethnically Diverse Employees	%	41%	40%	39%		SOC-5, 405-1
Social Supply Chain						
Number of Suppliers Surveyed for Social & Environmental Impacts	#	715	517	553		414-2
Suppliers Identified as Having Significant Actual and Potential Negative Social Impacts With Which Relationships Were Terminated as a Result of Assessment and Why	%	0%	0%	0%		414-2
Significant Contracts With Relevant Human Rights Clauses	%	100%	100%	100%		414-1
Donations Total						
Charitable Donations Total	\$ Million	2.1	5.7	2.5		SOC-13
Political Donations Total	\$ Million	1.42	1.99	0.46		GOV-5, 415-1

Footnotes:

a. Total GHG emissions include operated direct emissions (see footnote "J" for exclusions) plus Scope 1 and Scope 2 GHG emissions from our operations of the Elk Hills and Long Beach power plants, as well as gas processing at Elk Hills gas plants. Emissions are calculated, reported and verified in accordance with California regulations and emissions estimation protocols.

b. Operated direct emissions include Scope 1 GHG emissions from oil and gas drilling, production and electricity use at fields operated by CRC and exclude those from our operations of the Long Beach power plant and the Elk Hills gas and power plants. Emissions are calculated, reported and verified in accordance with California regulations and emissions estimation protocols.

c. Scope 3 includes Categories 1-15.

d. Other emissions are calculated in accordance with California Air Districts emission reporting estimation protocols.

e. Reportable release definitions vary by location. Any volume of oil released into state waters must be reported in California. Net oil released means the volume of crude oil and condensate spilled in reportable releases outside of containment and not recovered in liquid form of 25% or greater oil cut. Produced water spills are those reported in California with less than 25% crude oil in released fluid.

f. See "Definitions and Forward-Looking Statements" section for water definitions applied by CRC.

g. Energy use calculated based on GRI 302-1 guidance. Renewable energy use is grid electricity purchased multiplied by renewable percentage of grid electricity sources.

h. Hazardous waste as defined by the Resource Conservation Recovery Act.

i. Board of Directors metrics per CRC's Proxy Statement filed in March 2026, and does not reflect subsequent changes to the Board.

j. Exclusions: Total GHG emissions do not include third-party portable combustible equipment or supplied emissions which are covered in our Scope 3 emissions.

k. The 2020 baseline emissions for Scope 1 is 6,045,000 mtCO₂e and the baseline for Scope 2 is 478,000 mtCO₂e. Additionally, Scope 1 and 2 emissions increased from 2024 to 2025 due to an increase in electrical generation.

SASB Index

Disclosure	Code	Data	Location
Greenhouse Gas			
Gross global Scope 1 GHG emissions, percentage methane, percentage covered under emissions-limiting regulations	EM-EP-110a.1	(1) Scope 1: 4,632,000 MTCO ₂ e (2) Percentage of Methane: 0.06% (3) Percentage Covered under Emissions-Limiting Regulations: 100%	Performance Data Table
Amount of gross global Scope 1 GHG emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	EM-EP-110a.2	(1) Scope 1 From Flaring: 59,000 MTCO ₂ e (2) Scope 1 From Combustion: 4,514,000 MTCO ₂ e (3) Scope 1 From Venting: 49,000 MTCO ₂ e (4) Scope 1 From Other Sources: 9,000 MTCO ₂ e	Performance Data Table
Discussion of long-term and short-term strategy or plan to manage Scope 1 GHG emissions, emissions reduction targets, and an analysis of performance against those targets	EM-EP-110a.3	We have outlined the following targets in our RNZ strategy to serve as our guideposts toward a low-carbon future: - Long-term goal: Reduce at least 80% of our Scope 1 and 2 GHG emissions by 2045 based on 2020 levels. - Near-term ambition: Reduce carbon intensity reduction of energy production below imported carbon intensity by 2032, and methane emissions by 30% based on 2020 levels by 2030.	Our Sustainability Strategy
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 (PM ₁₀)	EM-EP-120a.1	(1) NO _x Upstream: 400 MT NO _x Midstream: 70 MT (2) SO _x Upstream: 37 MT SO _x Midstream: 8 MT (3) VOCs Upstream: 235 MT VOCs Midstream: 4 MT (4) PM ₁₀ Upstream: 76 MT PM ₁₀ Midstream: 46 MT	Performance Data Table

Disclosure	Code	Data	Location
Water Management			
(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-EP-140a.1	Fresh Water Withdrawn: 41,100,000 bbls Fresh Water Consumed: 41,100,000 bbls	Performance Data Table
Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	EM-EP-140a.2	Produced & Flowback Water: 1,326,200,000 bbls Percent Discharge: ~1% Percent Injected: 25% Percent Recycled: 74% Hydrocarbon content in discharged water: N/A	Performance Data Table
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	EM-EP-140a.3	0 hydraulically fractured wells	Performance Data Table
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	EM-EP-140a.4	0 hydraulically fractured wells	Performance Data Table
Biodiversity			
Description of environmental management policies and practices for active operations	EM-EP-160a.1	Our biodiversity objectives are guided by our Environmental Stewardship Policy, which establishes biodiversity as a core pillar of our environmental management approach. As part of this commitment, we regularly conduct biological assessments across our operating areas to support and research native flora and fauna, minimize habitat disruption, conserve and restore ecosystems, and reduce surface area needed for oil and gas production.	Biodiversity & Land Stewardship
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	# of Spills: 1 Volume of Spills: 2 bbls Volume in Arctic: N/A Volume impacting shorelines with ESI rankings 8-10: N/A Volume Recovered: 29 bbls	Performance Data Table
Percentage of (1) proved and (2) probable reserves OR land owned in or near sites with protected conservation status or endangered species habitat	EM-EP-160a.3	Percent of Proven Reserves in sites with protected conservation status: 1% Percent of Proven Reserves near sites with protected conservation status (5 km): 44%	Performance Data Table

Disclosure	Code	Data	Location
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	0	N/A
Percentage of (1) proved and (2) probable reserves in or near Indigenous land	EM-EP-210a.2	0	N/A
Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	EM-EP-210a.1	We refer to the United Nations Guiding Principles on Business and Human Rights (UNGPs) as a standard for seeking to prevent and address the risk of adverse impacts on human rights involving business activities. As a company based in California, CRC is regulated by the California Transparency in Supply Chains Act (SB 657), which addresses human trafficking and forced labor by requiring manufacturers that do business in California to disclose their initiatives and measures to eradicate these within their supply chains. On the federal level, among other laws, we abide by the Foreign Corrupt Practices Act, which prohibits U.S. companies and individuals from bribing foreign officials to obtain or maintain business.	Human Rights Policy
Community			
Discussion of processes to manage risks and opportunities associated with community rights and interests	EM-EP-210b.1	We actively seek input from communities and stakeholders during project development to help ensure that land use and environmental decisions align with local priorities. We collaborate with local communities and regulatory agencies including the California Department of Conservation, the State Water Resources Control Board, and regional air and water quality boards, as well as environmental groups to develop site-specific remediation plans. Each site is monitored to help ensure that ecosystems are successfully restored and that any emerging issues are promptly addressed (UN SDG 14 and 15). CRC maintains public-facing signage with contact information near all facilities and monitors website inquiries through a centralized tracking system. We communicate efforts and updates through stakeholder briefings, press releases, and our annual report. We established a Carbon TerraVault (CTV) Kern County Community Benefits Plan (CBP) in 2025, which included the formation of a Community Advisory Council (CAC) in each county where CTV projects are active, ensuring local voices help shape project development and benefits.	Social & Community Investment
Number and duration of non-technical delays	EM-EP-210b.2	N/A	N/A

Disclosure	Code	Data	Location
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		(1) TRIR: 0.39 (combined) (2) LTIR: 0.09 (combined) (3) NMFR: N/A (4) Average HSE Training: 20 hours	Operational & Safety Excellence
Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle		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. Our revised 2024 Safety Manual includes all work systems, industrial hygiene programs, health assessments and assurances, and management systems aligned with California OSHA requirements. We also updated our Oil Spill Emergency Response plans to help ensure qualified individuals are ready to implement them effectively.	Operational & Safety Excellence

Disclosure	Code	Data	Location
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	Greenhouse gas taxes under California's existing Cap-and-Invest program are considered in estimates of proved reserves volumes. The average Auction Clearing Price for California Carbon Allowances in 2025 was \$28.06/MT. Under the current program, which is authorized to 2030, an increase in the average GHG tax cost to \$55/MT would not result in a decrease in proved reserves volumes. The California Cap-and-Invest program was recently extended for 2030 through 2045. The new program also includes a credit mechanism and a manufacturing carbonization incentive for CCS projects. CRC is evaluating new inclusions and the corresponding price projections.	N/A
Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	EM-EP-420a.2	In 2025, approximately 92% of our Scope 1 GHG emissions from oil and natural gas production and processing associated with the full life of our year end 2025 proved reserves. Total 2025 proven reserves amounts to approximately 28 MM MT of carbon dioxide emissions.	N/A
Amount invested in renewable energy; revenue generated by renewable energy sales	EM-EP-420a.3	CRC supports the growth of renewable energy generation in California by providing renewable developers surface waivers and acreages to utilize for solar projects. We plan to increase renewable energy generation by over 30 megawatts (MW) by 2026 by installing several BTM solar projects at our Mount Poso and Kern Front fields. Construction of these projects has been ongoing through 2025, with an expected COD of Q3 2026. In 2025, CRC acquired an additional 5 MW solar plant at Belridge through the merger with Berry.	Emissions Management
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	Greenhouse gas taxes under California's existing cap-and-invest program are considered in estimates of proved reserves volumes. The average Auction Clearing Price for California Carbon Allowances in 2025 was \$28.06/MT. The California Cap-and-Invest program was recently extended for 2030 through 2045. The new program also includes a credit mechanism and a manufacturing carbonization incentive for CCS projects. CRC is evaluating new inclusions and the corresponding price projections.	N/A

Disclosure	Code	Data	Location
Business Ethics			
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	N/A	N/A
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-EP-510a.2	Guided by our Business Ethics and Corporate Policy, we require suppliers to adhere to our anti-corruption and bribery guidelines, provide Business Ethics-related training to all our employees, and seek to ensure that all financial disclosures are accurate and truthful. This includes regular audits with our suppliers and our financial disclosures as well as reporting mechanisms for ethical concerns in the organization.	Business Ethics & Corporate Policies Excerpt
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	CRC's operations are governed by comprehensive laws, regulations and company policies that recognize and value our workforce, require fair labor standards and protect against forced or compulsory labor, child labor, discrimination and harassment. Our legal, government affairs, communications, and regulatory teams are primarily responsible for analyzing new and proposed policies and regulations that could affect our operations. For issues that may have a significant impact on CRC, we actively engage with external stakeholders by participating in trade groups, regulatory workgroups and committees, public hearings, and consultation processes. When appropriate, we meet directly with regulators and elected officials to share our company's position, provide technical insights, and support constructive dialogue.	Governance, Risk, & Oversight
Critical Incident			
Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	EM-EP-540a.1	N/A	Operational & Safety Excellence

Disclosure	Code	Data	Location
Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-EP-540a.2	Our HSE risk management system is designed to identify and mitigate catastrophic and tail-end risks through the following measures: • Pre-Startup Safety Review (PSSR) & Management of Change (MOC): CRC's MOC and PSSR programs assess changes in field operations before deployment to manage potential risks related to personnel safety, environmental impact, legal obligations, and regulatory compliance. • Hot Work Permitting: Weekly reviews of administrative procedures reduce risks associated with onsite. Additional controls include PPE distribution and the implementation of engineering best practices in accordance with NFPA and California Fire Code regulations. • Mechanical Integrity Programs: Our Mechanical Integrity Standard is designed to ensure the quality and reliability of stationary equipment throughout its lifecycle. • Emergency Planning and Response: Certified in 2023 as a California Certified Incident Management Team, our emergency response team operates 24/7. Our Oil Spill Contingency Plans comply with multiple federal and state regulations, including U.S. EPA, U.S. DOT (PHMSA), and California OSPR. • Incident Investigation: We conduct investigations across three levels – SIF, pSIF, and field –with multi-disciplinary teams trained and certified under the Taproot system. • Employee Training: All employees undergo role-specific safety training, whether office-based or field-based. Audits and Other Management Systems: Our internal CORE (Compliance Oriented Routine Evaluations) program includes field inspection, external regulatory reviews, and periodic peer assessments by subject matter experts. Our commitment to proactive risk management extends to our people through the Potential Serious Injury and Fatality (PSIF) Prevention Program. A PSIF event is any incident, near miss, unsafe condition, or unsafe act that had the realistic potential to result in a fatality or life-changing injury, regardless of the actual outcome. The program's purpose is to proactively identify, evaluate, and control work activities that carry this level of risk. While traditional safety metrics remain important, CRC also tracks a PSIF rate to bring increased focus and emphasis to exposures that could result in life-altering injuries or fatalities. CRC requires that all PSIF events, near misses, and significant control failures are reported and investigated regardless of whether an injury occurred, with investigations focused on learning and prevention across four areas:	Operational & Safety Excellence

Disclosure	Code	Data	Location
		• Failed barriers • Human and organizational factors • System weaknesses • Opportunities to strengthen critical controls In 2025 and heading into 2026, CRC added High Energy Controls Assessments (HECA) to the PSIF Program to identify high-consequence hazards. Integrated into CRC's mobile application, these assessments flag activities that present an elevated risk of serious injury or fatality before work begins.	

GRI Index

GRI Standard	Disclosure	Individual Code	2025 Data	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	2-1		About This Update
	2-2 Entities included in the organization's sustainability reporting	2-2		About This Update
	2-3 Reporting period, frequency and contact point	2-3		About This Update
	2-4 Restatements of information	2-4		N/A
	2-5 External assurance	2-5		Assurances
	2-6 Activities, value chain and other business relationships	2-6		About This Update
	2-7 Employees	2-7	1505	Performance Data Table
	2-8 Workers who are not employees	2-8		Governance, Risk, & Oversight Update
	2-9 Governance structure and composition	2-9		Governance, Risk, & Oversight Update
	2-10 Nomination and selection of the highest governance body	2-10		Governance, Risk, & Oversight Update
	2-11 Chair of the highest governance body	2-11		Governance, Risk, & Oversight Update
	2-12 Role of the highest governance body in overseeing the management of impacts	2-12		Governance, Risk, & Oversight Update
	2-13 Delegation of responsibility for managing impacts	2-13		Governance, Risk, & Oversight Update
	2-14 Role of the highest governance body in sustainability reporting	2-14		Governance, Risk, & Oversight Update

GRI Standard	Disclosure	Individual Code	2025 Data	Location
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	2-15		Governance, Risk, & Oversight Update
	2-16 Communication of critical concerns	2-16		Business Ethics & Corporate Policies Excerpt
	2-17 Collective knowledge of the highest governance body	2-17		2026 Proxy Statement
	2-18 Evaluation of the performance of the highest governance body	2-18		2026 Proxy Statement
	2-19 Remuneration policies	2-19		10K
	2-20 Process to determine remuneration	2-20		10K
	2-21 Annual total compensation ratio	2-21	58:1	2026 Proxy Statement
	2-22 Statement on sustainable development strategy	2-22		Our Sustainability Strategy & RNZ
	2-23 Policy commitments	2-23		Business Ethics & Corporate Policies Excerpt
	2-24 Embedding policy commitments	2-24		Business Ethics & Corporate Policies Excerpt
	2-25 Processes to remediate negative impacts	2-25		Business Ethics & Corporate Policies Excerpt
	2-26 Mechanisms for seeking advice and raising concerns	2-26		Business Ethics & Corporate Policies Excerpt
	2-27 Compliance with laws and regulations	2-27		Business Ethics & Corporate Policies Excerpt
	2-28 Membership associations	2-28		Business Ethics & Corporate Policies Excerpt
	2-29 Approach to stakeholder engagement	2-29		Business Ethics & Corporate Policies Excerpt
	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

GRI Standard	Disclosure	Individual Code	2025 Data	Location
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

GRI Standard	Disclosure	Individual Code	2025 Data	Location
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1	None	N/A
	207-1 Approach to tax	207-1		N/A
GRI 207: Tax 2019	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

GRI Standard	Disclosure	Individual Code	2025 Data	Location
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 mtCO ₂ e	Performance Data Table
	305-2 Energy indirect (Scope 2) GHG emissions	305-2	Scope 2 Emissions: 280,000 mtCO ₂ e	Performance Data Table
	305-3 Other indirect (Scope 3) GHG emissions	305-3	Scope 3 Emissions: 25,346,000 mtCO ₂ e	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

GRI Standard	Disclosure	Individual Code	2025 Data	Location
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

GRI Standard	Disclosure	Individual Code	2025 Data	Location
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

GRI Standard	Disclosure	Individual Code	2025 Data	Location
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

GRI Standard	Disclosure	Individual Code	2025 Data	Location
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

GRI Standard	Disclosure	Individual Code	2025 Data	Location
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

IPIECA Index

MODULES	ISSUES	INDICATORS	API	Data	Location
Governance	Governance & Management Systems	GOV-1: Governance approach	GOV-1		Governance, Risk & Oversight
Governance	Governance & Management Systems	GOV-2: Management systems	GOV-2		Governance, Risk & Oversight
Governance	Business Ethics & Transparency	GOV-3: Preventing corruption	GOV-3		Governance, Risk & Oversight
Governance	Business Ethics & Transparency	GOV-4: Transparency of payments to host governments	GOV-4		Performance Data Tables
Governance	Business Ethics & Transparency	GOV-5: Public advocacy and lobbying	GOV-5		Business Ethics & Corporate Policies
Environmental	Climate Strategy & Risk	CCE-1: Climate governance and strategy	CCE-1		Climate Action, Resilience, & Biodiversity Snapshot
Environmental	Climate Strategy & Risk	CCE-2: Climate risk and opportunities	CCE-2		Climate Action, Resilience, & Biodiversity Snapshot
Environmental	Technology	CCE-3: Lower-carbon technology	CCE-3		Carbon Management & Low Carbon Technology
Environmental	Emissions	CCE-4: Greenhouse gas (GHG) emissions	CCE-4		Performance Data Tables
Environmental	Emissions	CCE-5: Methane emissions	CCE-5		Performance Data Tables
Environmental	Energy Use	CCE-6: Energy use	CCE-6		Performance Data Tables
Environmental	Flaring	CCE-7: Flared gas	CCE-7		Performance Data Tables
Environmental	Water	ENV-1: Freshwater	ENV-1		Performance Data Tables
Environmental	Water	ENV-2: Discharges to water	ENV-2		Performance Data Tables
Environmental	Biodiversity	ENV-3: Biodiversity policy and strategy	ENV-3		Biodiversity & Land Stewardship
Environmental	Biodiversity	ENV-4: Protected and priority areas for biodiversity conservation	ENV-4		Habitat Restoration Efforts in 2025
Environmental	Air Emissions	ENV-5 Emissions to air	ENV-5		Performance Data Tables
Environmental	Spills	ENV-6: Spills to the environment	ENV-6		Performance Data Tables
Environmental	Materials Management	ENV-7: Materials management	ENV-7		Waste Management
Environmental	Decommissioning	ENV-8: Decommissioning	ENV-8		N/A
Social	Workforce Protection	SHS-1: Safety, Health, and security engagement	SHS-1		Operational & Safety Excellence
Social	Workforce Protection	SHS-2: Workforce Health	SHS-2		Operational & Safety Excellence

MODULES	ISSUES	INDICATORS	API	Data	Location
Social	Workforce Protection	SHS-3: Occupational injury and illness incidents	SHS-3		Operational & Safety Excellence
Social	Workforce Protection	SHS-4: Transport Safety	SHS-4		Operational & Safety Excellence
Social	Product Health, Safety, and Environmental Risk	SHS-5: Product Stewardship	SHS-5		Operational & Safety Excellence
Social	Process Safety	SHS-6: Process Safety	SHS-6		Operational & Safety Excellence
Social	Security	SHS-7: Security risk management	SHS-7		Operational & Safety Excellence
Social	Human Rights Management	SOC-1: Human rights due diligence	SOC-1		Policies & Risk Management
Social	Human Rights Management	SOC-2: Suppliers and human rights	SOC-2		Policies & Risk Management
Social	Human Rights Management	SOC-3: Security and human rights	SOC-3		Policies & Risk Management
Social	Labor Practices	SOC-4: Site-based labor practices and worker accommodation	SOC-4		Operational & Safety Excellence
Social	Labor Practices	SOC-5: Workforce diversity and inclusion	SOC-5		Developing a Skilled Workforce
Social	Labor Practices	SOC-6: Workforce engagement	SOC-6		Developing a Skilled Workforce
Social	Labor Practices	SOC-7: Workforce training and development	SOC-7		Developing a Skilled Workforce
Social	Labor Practices	SOC-8: Workforce non-retaliation and grievance mechanisms	SOC-8		Developing a Skilled Workforce
Social	Community Engagement	SOC-9: Local community impacts and engagement	SOC-9		Community Outreach
Social	Community Engagement	SOC-10: Indigenous peoples	SOC-10		Community Outreach
Social	Community Engagement	SOC-11: Land acquisition and involuntary resettlement	SOC-11		Community Outreach
Social	Community Engagement	SOC-12: Community grievance mechanisms	SOC-12		Community Outreach
Social	Community Engagement	SOC-13: Social investment	SOC-13		Social & Community Investment Snapshot
Social	Local Content	SOC-14: Local procurement and supplier development	SOC-14		California's Energy Landscape & CRC's Impact
Social	Local Content	SOC-15: Local hiring practices	SOC-15		California's Energy Landscape & CRC's Impact

Berry Sustainability Performance Data

Economic Impact	Unit	2025	2024	2023
Operational				
Number of States in Which We Operate	#	2	2	2
Total Daily Production (Net)	MBoe/d	24.3	25.4	25.4
Production of: Oil	MBoe/d	22.4	23.5	23.5
Production of: Natural Gas	MMcf/d	8.6	8.7	8.8
Production of: NGL	MBbls/d	0.5	0.4	0.4
Total Production (Net)	MBoe	8,868	9,291	9,258
Total Production (Oil)	MBbls	8,162	8,616	8,568
Total Production (Natural Gas)	MMcf	3,142	3,179	3,211
Total Production (Natural Gas Liquids)	MBbls	183	145	155
Number of offshore sites	#	0	0	0
Number of terrestrial sites (wells)	#	3,674	3,838	3,981
Total Proved Reserves				
Total Proved Reserves (Oil)	MMBbls	87	103	98
Total Proved Reserves (Natural Gas)	Bcf	31	18	26
Total Proved Reserves (NGLs)	MMBbls	1	1	1
% of Total Proved Reserves				
In or Near Areas of Conflict	%	0%	0%	0%
In Countries That Have the 20 Lowest Rankings in Transparency International's Corruption Perception Index	%	0%	0%	0%
In or Near Indigenous Lands	%	33%	9%	1%
Environmental	Unit	2025	2024	2023
Air Quality				
Nitrogen Oxide (NO _x ² excluding N ₂ O)	Metric Tons (MT)	674.2	697.1	184.2

Environmental	Unit	2025	2024	2023
Carbon Monoxide (CO)	MT	17,412.5	18,077.4	3,333.8
Sulfur Oxide (SO _x)	MT	5.9	7.1	4.3
Volatile Organic Compounds (VOC)	MT	3,824.3	4,096.2	1,221.5
Particulate Matter (PM Total)	MT	132.0	129.1	71.5
GHG Emissions				
Scope 1 Emissions – Total Company	Thousand MT CO ₂ e	963.1	1,060.6	1,231.7
Carbon Dioxide	Thousand MT CO ₂ e	927.3	970.0	1,080.5
Methane	Thousand MT CO ₂ e	31.6	90.1	150.5
Nitrous Oxide	Thousand MT CO ₂ e	0.5	0.0	0.0
Scope 1 Emissions – Percentage Methane	%	3%	9%	12%
Scope 1 Emissions – Methane	Thousand MT CH ₄	1.3	3.2	6.0
% Covered under Emissions Limiting Regulation	%	100%	100%	100%
Scope 1 Emissions Attributable to:				
Flared Hydrocarbons	Thousand MT CO ₂ e	10.7	9.6	12.6
Other Combustion	Thousand MT CO ₂ e	928.5	962.5	1,070.5
Process Emissions	Thousand MT CO ₂ e	0.1	1.3	1.4
Other Vented Emissions	Thousand MT CO ₂ e	13.4	77.9	138.5
Fugitive Emissions	Thousand MT CO ₂ e	10.4	9.4	8.6
Scope 2 Emissions – Total Company	Thousand MT CO ₂ e	20.80	22.13	46.95
Scope 1 and Scope 2 GHG Emissions – Total Company	Thousand MT CO ₂ e	983.9	1,082.6	1,278.5
Scope 1 and Scope 2 GHG Emissions Intensity (without cogeneration power)	gCO ₂ e/MJ	13.3	12.1	13.3
Scope 1 Methane Emission Intensity (with cogeneration)	gCO ₂ e/MJ	0.5	13.9	14.8
Scope 1 Methane Emissions Intensity	MT CH ₄ /MBoe	0.1	0.3	0.5
Spills				
Total Number of Reportable Spills (Oil)	#	2	3	6

Environmental	Unit	2025	2024	2023
Total Volume of Reportable Spills (Oil)	Bbls	28	132	1,012
Total Volume of Recovered Reportable Spills (Oil)	Bbls	27	132	1,012
Total Produced Liquids Volumes (Oil)	Bbls	8,868	8,616	8,568
Spill Intensity Rate	Bbls spill per MBbls gross liquid production	0.003	0.015	0.118
Water Management				
Operating Regions in High or Extremely High Overall Water Risk	%	86%	100%	100%
Water Consumption by Type (Total)	MBbls	58,476	86,118	61,781
Fresh Water	MBbls	5,554	4,526	5,430
Recycled Produced Water	MBbls	52,922	81,592	56,350
Disposition of Produced Water (Total)	MBbls	166,857	173,337	132,825
Injected	MBbls	99,904	77,891	71,477
Recycled/Reused	MBbls	52,922	81,592	56,350
Discharged	MBbls	14,032	13,854	4,997
Sold	MBbls	0	0	0
Total fresh water withdrawn	Thousand cubic meters (m ³)	883	720	863
% Freshwater Withdrawn in Regions with High or Extremely High Baseline Water Stress	%	68%	100%	100%
Total Freshwater Consumed	Thousand cubic meters (m ³)	883	720	863
% Freshwater Consumed in Regions with High or Extremely High Baseline Water Stress	%	68%	100%	100%
Volume of produced water and flowback generated	Thousand cubic meters (m ³)	26,630	27,511	20,715
Percentage of produced water and flowback discharged	%	8%	8%	4%
Percentage of produced water and flowback injected	%	60%	45%	55%
Percentage of produced water and flowback recycled	%	32%	47%	39%
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	%	100%	100%	100%
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	%	0%	0%	0%

Environmental	Unit	2025	2024	2023
Asset Retirement				
Berry Corporation Wells Retired During the Year	#	192	158	145
San Joaquin Basin	#	175	143	110
Uinta Basin	#	17	15	35
Third-party Wells Retired During the Year (CJWS)	#	1,136	1,136	2,035
Total Berry Corporation and CJWS Wells Retired During the Year	#	1,328	1,294	2,180
Biodiversity Impacts				
Number of hydrocarbon spills >1bbl	#	35	92	59
Aggregate volume of hydrocarbon spills >1bbl	Bbls	132	960	1,140
Volume of hydrocarbon spills in Arctic	Bbls	0	0	0
Volume of hydrocarbon spills impacting shorelines with ESI rankings 8-10	Bbls	0	0	0
Volume of spilled hydrocarbons recovered	Bbls	132	960	1,140
Percentage of proved reserves in or near endangered species habitat	%	100%	100%	100%
Social	Unit	2025	2024	2023
Workforce and Employee Diversity				
Total Employees at Year End December 31	#	347	360	356
Executive Committee	#	6	6	5
Male (Count by Gender)	#	4	4	3
Female (Count by Gender)	#	2	2	2
Direct Reports & Senior Management	#	13	11	10
Male (Count by Gender)	#	8	7	7
Female (Count by Gender)	#	5	4	3
All Other Employees	#	342	349	346
Male (Count by Gender)	#	284	292	281
Female (Count by Gender)	#	59	57	65

Social	Unit	2025	2024	2023
Total Male Employees (Count by Gender)	#	329	299	288
Total Male Employees (% by Gender)	%	83%	83%	81%
Total Female Employees (Count by Gender)	#	66	61	68
Total Female Employees (% by Gender)	%	17%	17%	19%
Minorities in the Workforce (self-reported)	%	38%	40%	38%
Employees under Collective Bargaining Agreements	%	0%	0%	0%
Executive Compensation				
Executive Compensation Tied to ESG/HSE - Short-term	%	15%	10%	10%
Executive Compensation Tied to ESG/HSE - Long-term	%	10%	0%	0%
Safety - Employees				
Fatalities from Work-related Injury Serious Incidents	#	0	0	0
Total Workforce Injuries (OSHA Recordable)	#	1	3	1
Days Away Restricted Time (DART) Incidents	#	1	2	0
Lost-time Accidents (LTA)	#	1	1	0
Restricted Duty or Transferred	#	0	1	0
Total Recordable Incident Rate (TRIR) - Employees	Per 200,000 Work Hours	0.22	0.64	0.22
Near Miss Frequency Rate	Per 200,000 Work Hours	2.69	1.29	1.57
Preventable Motor Vehicle Accident Rate	Per Million Miles	0.28	0.00	0.32
Miles Driven	Miles	3,555,000	3,575,000	3,182,000
Total Safety Training & Development Provided	#	4,769	3,732	2,401
Employees Receiving this Training	#	410	365	407
Average hours of health, safety and emergency response training for: full time employees	Hours	12	10	6
Safety - Contractors				
Contractor Base	#	668	531	582
Fatalities on Berry Sites/from Berry Work-related Injury	#	0	0	0

Social	Unit	2025	2024	2023
Lost Time Case Rate (LTCR)	Per 200,000 Work Hours	0.30	0.02	0.00
Total Recordable Incident Rate (TRIR) - Contractors	Per 200,000 Work Hours	0.60	1.45	0.33
Near Miss Frequency for Employees plus Contractors	Per 200,000 Work Hours	16.97	16.22	12.38
Process Safety				
Pipeline Safety Audits	#	1	1	2
Cited Process Safety Events - Tier 1 and Tier 2	#	0	0	0
Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Rate	0	0	0
Security, Human Rights & Rights of Indigenous Peoples				
Percentage of proved reserves in or near areas of conflict	%	0%	0%	0%
Percentage of proved reserves in or near Indigenous land	%	33%	9%	10%
Community Relations				
Number and duration of non-technical days	Number, Days	0	0	0
Contributions				
Charitable & Community Giving	\$M	0.31	0.15	0.16
Industry Membership Association Dues	\$M	1.25	0.73	1.04
Political Contributions	\$M	0.09	0.03	0.06
Governance	Unit	2025	2024	2023
Board Composition and Diversity				
Independent Board Chair	YES/NO	YES	YES	YES
Board Members - Total	#	6	7	5
Board Members - Independent	#	6	6	4
Board Members - Minority	#	2	2	1
Board Members - Female	#	2	2	2
Risk Management				
Comprehensive Annual Audit Plan Approved by the Board of Directors	YES/NO	YES	YES	YES

Governance	Unit	2025	2024	2023
Comprehensive Annual Risk Management Assessment	YES/NO	YES	YES	YES
Corporate Policy Statements				
Anti-Bribery and Corruption	YES/NO	YES	YES	YES
Business Partners	YES/NO	YES	YES	YES
Climate	YES/NO	NO	NO	NO
Code of Business Conduct & Ethics	YES/NO	YES	YES	YES
Employee Relations	YES/NO	YES	YES	YES
Environmental, Health & Safety	YES/NO	YES	YES	YES
Human Rights	YES/NO	YES	YES	YES
Modern Slavery	YES/NO	NO	NO	NO
Securities Dealing	YES/NO	YES	YES	YES
Socio-Economic (Corporate Responsibility)	YES/NO	YES	YES	YES
Tax	YES/NO	NO	NO	NO
Whistleblowing	YES/NO	YES	YES	YES
Compliance Hotline Calls	YES/NO	6	4	4

Unit Definitions in Appendix Data Tables

"Bbls" - Barrels

"MBbls" - Thousand barrels

"MBbls/d" - Thousand barrels per day

"MMcf" - Million cubic feet of natural gas

"Bcf" - Billion cubic feet of natural gas

"MBoe" - Thousand barrels of oil equivalent

"MT" - Metric tons

"\$M" - Thousand dollars (USD)

"\$MM" Million dollars (USD)

Definitions & Disclaimers

Disclosures

For more information on our Sustainability Goals, Responsible Net Zero, and our Explanatory Notes, please see crc.com/sustainability.

CRC's AB 1305 Disclosure

Disclosure provided pursuant to the California Voluntary Carbon Market Disclosures Act ("VCMDA"). CRC has set targets, and reports on its progress, to reduce at least 80% of its absolute Scope 1 and 2 GHG emissions by 2045 based on 2020 levels. The information presented in this report and within the SASB Index and GRI Index contained herein represent information related to the disclosures required under the VCMDA. CRC's AB 1305 disclosure can be found here: [VCMDA Section 44475.2 Disclosure](#)

Definitions & Disclaimers

Definitions

- **Fresh Water:** Water typically purchased from municipal sources, water districts and water companies that requires little or no treatment for use. Fresh water may be potable or non-potable.
- **Potable Water:** Water that is suitable for drinking and residential use.
- **Non-Potable Fresh Water:** Fresh water that is not suitable for drinking or residential use without treatment but that may be used for agriculture or other uses.

- **Produced Water:** Water that originates in oil and gas formations and is brought to the surface during the production of oil and gas.
- **Reclaimed Produced Water:** Produced water that has been treated by separation of oil, gas and solids for delivery to agricultural water districts for use in irrigation or recharge.
- **Recycled Water:** Water that is treated to remove solids and impurities and reused.

Disclaimers

The information included herein and website pages related to it contain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Such forward-looking statements are subject to risks and uncertainties that could cause actual results to differ materially from those expressed in, or implied by, such statements. Words such as "anticipate," "believe," "continue," "could," "estimate," "expect," "goal," "intend," "likely," "may," "might," "plan," "strategy," "potential," "ability," "project," "seek," "should," "target," "will" or "would" and similar words that reflect the prospective nature of events or outcomes typically identify forward-looking statements. We caution you not to place undue reliance on forward-looking statements contained in this document, which speak only as of the date on which such statement is made, and we undertake no obligation to correct or update any forward-looking statement, except as required by applicable law. We have included certain voluntary disclosures regarding our sustainability goals, carbon management and emissions reduction efforts, sustainability metrics, RNZ strategy and related matters because we believe these matters are of interest to our stakeholders; however, we do not believe these disclosures are "material" as that concept is defined by or construed in accordance with the

securities laws or any other laws of the U.S. or any other jurisdiction.

We caution investors that our forward-looking statements involve numerous risks and uncertainties inherent in our business, most of which are difficult to predict and beyond our control. Important factors that could cause actual results to differ materially from those expressed or implied in any forward-looking statement include, without limitation, the risks identified under “Risk Factors” and “Forward-Looking Statements” in our Annual Report on Form 10-K for the year ended December 31, 2025, as well as: the condition of, and access to, markets for verified, high-quality carbon offsets; the absence of a generally accepted, uniform accounting treatment for CCS and similar carbon capture programs; increasing attention to, and scrutiny of, ESG and sustainability matters; the possibility that certain of our public ESG statements will be scrutinized by regulators or other stakeholders for potential “greenwashing”; divergent public and governmental perspectives on employment practices and social initiatives by both those calling for the continued advancement of such policies, as well as those who believe they should be curbed; the continuing evolution of complex regulatory and legal frameworks relating to sustainability matters; and potential conflicts arising from anti-ESG initiatives advanced by certain U.S. state governments, Congress, or other authorities. These and other plans, objectives, expectations, and risks are discussed in our filings with the SEC.

Throughout this report, we may make references to various sustainability reporting frameworks, including internationally recognized frameworks like the SDGs. References to such frameworks or to specific SDGs does not mean that our operations are completely aligned in all respects with any given sustainable development goal or the SDGs more broadly. Furthermore, there is inherent

subjectivity in these determinations and the relative weighting of any given sustainable development goal vis-à-vis others, and our references to alignment or words with similar meaning throughout this report with various frameworks should not be interpreted as complete alignment in all respects or at all times. This document may also contain information from third-party sources. This data may involve a number of assumptions and limitations, and we have not independently verified them and do not warrant the accuracy or completeness of such third-party information. This data should not be interpreted as any form of guaranty or assurance of future results or trends. There are inherent uncertainties in providing such information, due to the complexity and novelty of many methodologies established for collecting, measuring, and analyzing sustainability data. While we anticipate continuing to monitor and report on certain sustainability information, we cannot guarantee that such data will be consistent year-to-year, as methodologies and expectations continue to change. Although we endeavor to note throughout this report where such estimates are made, we cannot guarantee that estimates are identified as such in every instance. Our approach to setting, measuring, and reporting on various emissions metrics, including our emissions-related goals, may change or subject us to scrutiny in the future. Under current or future approaches to setting, measuring or reporting on various emissions metrics, we may not be able to meet our goals and targets, which could have a significant negative impact on our business or reputation, or subject us to stakeholder or regulatory scrutiny.

Moreover, we hereby expressly disclaim any obligation or duty not otherwise required by legal, contractual, and other regulatory requirements to update, correct, provide additional details regarding, supplement, or continue providing such

data, in any form, in the future. The information contained in this document may be modified, updated, changed, deleted, or supplemented from time to time without notice and we reserve the right to make any such modifications in our sole discretion.

There can be no assurance that CRC's sustainability-related strategies, initiatives and goals as described herein will continue. CRC is permitted to determine in its discretion that it is not feasible or practical to implement, continue or complete certain of its sustainability-related policies, programs, initiatives and goals based on cost, timing, and political and economic developments or other considerations.

Unless otherwise provided, the information contained in this document is expressly not incorporated by reference into any filing of CRC made with the SEC, or any other filing, report, application, or statement made by CRC to any federal, state or local governmental authority.

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