

GRI Index

GRI STANDARD	DISCLOSURE	INDIVIDUAL CODE	2024 DATA	2024 REFERENCE
GRI 2: General Disclosures 2021	2-1 Organizational details	2-1		CRC at a Glance
	2-2 Entities included in the organization's sustainability reporting	2-2		CRC at a Glance
	2-3 Reporting period, frequency and contact point	2-3		About this Report
	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		Supply Chain Management
	2-7 Employees	2-7	1,551	Performance Data Table
	2-8 Workers who are not employees	2-8		Supply Chain Management
	2-9 Governance structure and composition	2-9		Sustainability Governance & Oversight
	2-10 Nomination and selection of the highest governance body	2-10		Sustainability Governance & Oversight
	2-11 Chair of the highest governance body	2-11		Governance & Oversight
	2-12 Role of the highest governance body in overseeing the management of impacts	2-12		Governance & Oversight
	2-13 Delegation of responsibility for managing impacts	2-13		Governance & Oversight
	2-14 Role of the highest governance body in sustainability reporting	2-14		Governance & Oversight
	2-15 Conflicts of interest	2-15		Governance & Oversight
	2-16 Communication of critical concerns	2-16		Whistleblower Policy
	2-17 Collective knowledge of the highest governance body	2-17		Board Composition
	2-18 Evaluation of the performance of the highest governance body	2-18		Sustainability Governance & Oversight
	2-19 Remuneration policies	2-19		Compensation & Incentives
	2-20 Process to determine remuneration	2-20		Compensation & Incentives

	2-21 Annual total compensation ratio	2-21	48:1	10K
	2-22 Statement on sustainable development strategy	2-22		Climate Action & Resilience
	2-23 Policy commitments	2-23		Bribery & Corruption to Political Involvement Policy
	2-24 Embedding policy commitments	2-24		Promotion of an Effective Risk Culture
	2-25 Processes to remediate negative impacts	2-25		Promotion of an Effective Risk Culture
	2-26 Mechanisms for seeking advice and raising concerns	2-26		Whistleblower Policy
	2-27 Compliance with laws and regulations	2-27		Regulatory Exposure & Compliance Strategy
	2-28 Membership associations	2-28		Industry & Policy Engagement
	2-29 Approach to stakeholder engagement	2-29		Stakeholder Engagement
	2-30 Collective bargaining agreements	2-30		Freedom of Association & Labor Rights
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3-1		How RNZ Aligns with Key UN Sustainable Development Goals
	3-2 List of material topics	3-2		How RNZ Aligns with Key UN Sustainable Development Goals
	3-3 Management of material topics	3-3		How RNZ Aligns with Key UN Sustainable Development Goals
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	201-1		N/A
	201-2 Financial implications and other risks and opportunities due to climate change	201-2		Climate Strategy & Enterprise-Wide Climate Risk Management

	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: <ul style="list-style-type: none"> • 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 	Talent Development & Engagement
	201-4 Financial assistance received from government	201-4	None	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	70%	Supply Chain Resilience & Risk Management
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	205-1		Promotion of an Effective Risk Culture
	205-2 Communication and training about anti-corruption policies and procedures	205-2		Promotion of an Effective Risk Culture
	205-3 Confirmed incidents of corruption and actions taken	205-3	None	N/A
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1	None	N/A
GRI 207: Tax 2019	207-1 Approach to tax	207-1		N/A
	207-2 Tax governance, control, and risk management	207-2		N/A
	207-3 Stakeholder engagement and management of concerns related to tax	207-3		N/A
	207-4 Country-by-country reporting	207-4	N/A	CRC at a Glance
GRI 301: Materials 2016	301-1 Materials used by weight or volume	301-1	93.05	Performance Data Tables
	301-2 Recycled input materials used	301-2		Waste Management
	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	81,800,000 GJ	Performance Data Table
	302-2 Energy consumption outside of the organization	302-2	N/A	N/A
	302-3 Energy intensity	302-3	1,341 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	In 2023, we set a target to increase renewable energy generation by at least 10 megawatts from 2013 levels (0.1 MW) by 2030. With our investments in solar technology projects, we are likely to surpass this goal well ahead of our target year as we project renewable energy generation of over 30 megawatts by 2026. We have also taken concrete steps to reduce our Scope 1 GHG emissions in operations at our THUMS island sites, where we use a completely electric shipping fleet.	Carbon Management & Low Carbon Technology
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	303-1	Most of the water we manage is "produced water," a natural byproduct of oil and natural gas production. We treat over 4 billion gallons of produced water annually, supporting Central Valley farmers and helping to reduce groundwater depletion and the energy use related to re-injection. In 2024, approximately 75% of our produced water was recycled either through enhanced recovery or reclamation by agricultural districts for use in irrigation or groundwater recharge.	Water Security
	303-2 Management of water discharge-related impacts	303-2	In 2024, we maintained our water initiatives at Kern Front Field, reclaiming or recycling nearly 100% of produced water from steam flood operations, which increased oil recovery while reducing waste. We also installed a surveillance camera at our Cawelo discharge location to monitor water quality and track any changes in water flowing into Cawelo Water District. Additionally, we implemented a project to reroute recycled water from our Elk Hills power plant for vacuum truck cleanouts, reducing the need for fresh water.	Water Security
	303-3 Water withdrawal	303-3	Fresh Water Withdrawal Total: 34,583,149 bbls	Performance Data Table
	303-4 Water discharge	303-4	Produced Water Injected into Disposal Wells: 443,500,000 bbls	Performance Data Table
	303-5 Water consumption	303-5	Fresh Water Consumed Total: 34,583,149 bbls	Performance Data Table
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 Proven Reserves in sites with protected conservation status: 1% Percent of Probable Reserves in sites with protected conservation status: 3%	Performance Data Table
	304-2 Significant impacts of activities, products, and services on biodiversity	304-2	To minimize our biodiversity footprint, all operations and construction activities undergo rigorous planning and adjustments to avoid new disturbances whenever possible. CRC implements a comprehensive biological program for all employees and service providers involved in the project.	Biodiversity & Land Stewardship
	304-3 Habitats protected or restored	304-3	Elk Hills Habitat Environmental Conservation, San Joaquin Valley Conservation & Restoration, Coles Levee Ecological Preserve, and Coastal Biological Monitoring and Environmental Conservation	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	4.5 MM MT	Performance Data Table
	305-2 Energy indirect (Scope 2) GHG emissions	305-2	0.3 MM MT	Performance Data Table

GRI 306: Waste 2020	305-3 Other indirect (Scope 3) GHG emissions	305-3	275 MM MT	Performance Data Table
	305-4 GHG emissions intensity	305-4	Total Scope 1 & 2 CI, 12.6 g/MJ; Total Scope 3 72.7 g/MJ; Total Scope 1, 2, and 3 85.3 g/MJ; Methane Intensity 0.049 MT CH ₄ /MBOE	Performance Data Table
	305-5 Reduction of GHG emissions	305-5		Emissions Management
	305-6 Emissions of ozone-depleting substances (ODS)	305-6	None	Performance Data Table
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	305-7	NO _x : 526.5 MT SO _x : 48.1 MT VOCs: 255.2 MT Particulate Matter: 33.9 MT	Performance Data Table
	306-1 Waste generation and significant waste-related impacts	306-1	CRC and legacy Aera 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). All hazardous waste is either 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 responsibly disposed of in approved landfills.	Waste Management
GRI 308: Supplier Environmental Assessment 2016	306-3 Waste generated	306-3	RCRA Hazardous Waste: 93.05 metric tons	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
	308-1 New suppliers that were screened using environmental criteria	308-1	N/A	Environmental & Social Impacts of the Supply Chain
	308-2 Negative environmental impacts in the supply chain and actions taken	308-2		Environmental & Social Impacts of the Supply Chain
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	401-1	Total new employee hires: 68 Total Turnover: 14%	Performance Data Table

<p>GRI 402: Labor/ Management Relations 2016</p> <p>GRI 403: Occupational Health and Safety 2018</p>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	<p>Our available benefits include access to health advocacy, group legal services, discounted insurance coverage, and a retail discount program.</p> <p>Additional offerings include:</p> <ul style="list-style-type: none"> • Healthcare coverage (medical, dental, and vision) • Life and accident 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 	Talent Development & Engagement
	401-3 Parental leave	401-3	Up to six weeks of paid parental leave	Talent Development & Engagement
	402-1 Minimum notice periods regarding operational changes	402-1		N/A
	403-1 Occupational health and safety management system	403-1	<p>Our HSE management system is aligned with ISO 14001 & ISO 4500, incorporating international standards for risk assessment, hazard prevention, continuous improvement through monitoring, and performance tracking, and it is structured around eight core elements:</p> <ul style="list-style-type: none"> • 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. Commitment to Workplace Safety & Operational Excellence 	Commitment to Workplace Safety & Operational Excellence
	403-2 Hazard identification, risk assessment, and incident investigation	403-2	<ul style="list-style-type: none"> • 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. 	Commitment to Workplace Safety & Operational 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.	Commitment to Workplace Safety & Operational Excellence

GRI 404: Training and Education 2016	403-4 Worker participation, consultation, and communication on occupational health and safety	403-4	We promote well-being through our HSE Policy Statement which is distributed to all CRC employees and service providers as part of the 2024 Safety Manual.	Commitment to Workplace Safety & Operational Excellence
	403-5 Worker training on occupational health and safety	403-5	In 2024, CRC employees engaged in approximately 14,000 hours of HSE training, an average of 9.3 hours per employee.	Commitment to Workplace Safety & Operational Excellence
	403-6 Promotion of worker health	403-6	Our benefits include access to health advocacy and discounted insurance coverage, including the following: <ul style="list-style-type: none"> • Healthcare coverage (medical, dental, and vision) • Life and accident insurance • Sick pay, short- and long-term disability benefits • Employee assistance program to support employees' mental health • Flexible health savings accounts • Up to \$100 per month wellness subsidy 	Talent Development & Engagement
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7		Supply Chain Resilience & Risk Management
	403-8 Workers covered by an occupational health and safety management system	403-8	100%	Commitment to Workplace Safety & Operational Excellence
	403-9 Work-related injuries	403-9	TRIR: 0.39 (combined) LTIR: 0.086 (combined) NMFR: N/A Fatalities: 0	Performance Data Table
	403-10 Work-related ill health	403-10		Commitment to Workplace Safety & Operational Excellence
	404-1 Average hours of training per year per employee	404-1	In 2024, each employee completed an average of 16 hours of training.	Talent Development & Engagement
	404-2 Programs for upgrading employee skills and transition assistance programs	404-2	Since the merger, CRC and Aera employees have had equal access to training, performance management, and career development opportunities. All employees participate in the same process for regular one-on-one performance reviews, which provide space for career development discussions. We also held information sharing sessions on CRC's policies and benefits for incoming Aera employees, including union-represented employees.	Talent Development & Engagement
	404-3 Percentage of employees receiving regular performance and career development reviews	404-3	100%	Talent Development & Engagement
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 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	Throughout 2024, we met regularly with individual community organizations and stakeholders to better understand their needs and tailor our support accordingly, such as our continued participation in CalHub – a Department of Energy’s Regional Direct Air Capture (DAC) Hub in Kern County bringing together community, stakeholders, educators, and key industry leaders to support a clean energy transition, the Blue Zones project in Bakersfield where we launched Community Engagement Liaisons to work directly with the various communities within Bakersfield to create a safer and more accessible environment, and our partnership with Improve Your Tomorrow (IYT), a nonprofit dedicated to supporting the youth of San Joaquin County. As part of our integration following the Aera merger, we are continuing support for many of Aera’s legacy community partners.	Uplifting Local Communities
	413-2 Operations with significant actual and potential negative impacts on local communities	413-2		Community Engagement & Social Investment Environmental Impacts of Supply Chain
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		Environmental Impacts of Supply Chain
GRI 415: Public Policy 2016	415-1 Political contributions	415-1	2024 Political Contributions: \$2.0 Million	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		Environmental Impacts of Supply Chain
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	416-2		Environmental Impacts of Supply Chain
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	417-1	None	Management of the Legal & Regulatory Environment
	417-2 Incidents of non-compliance concerning product and service information and labeling	417-2	None	N/A
	417-3 Incidents of non-compliance concerning marketing communications	417-3	None	Management of the Legal & Regulatory Environment
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	None	N/A