

2025 SUSTAINABILITY

Progress Report



Letter From the *CEO*

DEAR STAKEHOLDERS,

At APA Corporation, our commitment to responsible oil and gas development is foundational to how we operate.

In 2024, we achieved numerous strategic milestones, including completing our merger with Callon Petroleum Company, reaching a final investment decision for our offshore development in Suriname, and celebrating our 70th anniversary. It was a time to reflect not only on how far we have come since our founding in 1954, but on the values that continue to drive us forward, particularly in the area of sustainability.

Our sustainability progress is tangible. We have taken meaningful steps to reduce greenhouse gas emissions, minimize freshwater usage, and protect native ecosystems. We have also deepened relationships with our community partners and recognize that long-term success must include creating shared value and building trust.

Equally important is our unwavering focus on safety. In 2024, we achieved the lowest Total Recordable Incident Rate (TRIR) in our company's history, at 0.16, demonstrating our deep-rooted safety culture. In addition, 100% of our employees participated in our annual safety culture survey, underscoring our collective commitment to continuous improvement and personal accountability.

As part of our ongoing commitment to transparency and accountability, we have evolved our sustainability reporting into two complementary documents. First, **Our Approach to Sustainability** focuses on Air, Water and Communities+People, and outlines the core principles and programs guiding our work across environmental stewardship, social impact and governance, and is meant to be an overarching guide that describes our approach year after year. The second document, is this annual **Sustainability Progress Report**, which highlights key achievements and performance updates specific to the year.

We remain dedicated to setting a high bar for responsible operations across our industry, and we look forward to sharing our 2024 achievements in the pages ahead.

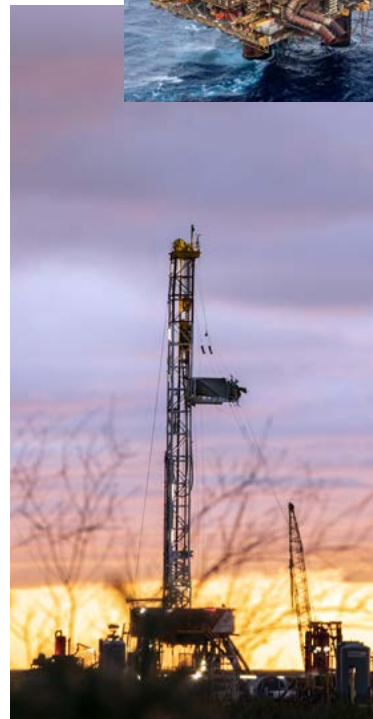
Thank you for your continued trust and support.



John J. Christmann IV
Chief Executive Officer



John J. Christmann IV, Chief Executive Officer





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Our **2025 Sustainability Progress Report** provides yearly highlights, key performance data, progress on 2024 goals, plus new goals for 2025.

This report should be read in conjunction with **Our Approach to Sustainability**, which details our ongoing sustainability programs and initiatives, including our sustainability philosophy and management in the areas of environmental stewardship, communities and people, and governance.

We are committed to reducing emissions while responsibly producing reliable, secure, affordable energy to help meet growing global demand. We do this by responsibly leveraging available technology, implementing operational improvements, and designing or redesigning facilities to minimize emissions and maximize efficiency.

OUR 2024 HIGHLIGHTS

-  In Egypt, teams delivered projects to **reduce diesel consumption for power generation by 27%**, exceeding our 10% target. To achieve this goal, the asset team expanded transmission lines from natural gas turbines, facilitating the switch from diesel power generation at many field locations.
-  We exceeded our goal to **eliminate at least 1 million tonnes of annualized carbon dioxide equivalent (CO₂e) emissions** between 2021 and 2024, executing over 50 global projects that eliminated 1.24 million tonnes of annualized CO₂e emissions. Flaring eliminated at Egypt remote production facilities accounted for approximately 80% of total CO₂e eliminated.¹
-  Continued to **reduce the number of natural gas driven pneumatics** in our U.S. onshore areas, focusing on retrofitting pneumatics at newly acquired facilities.

11%

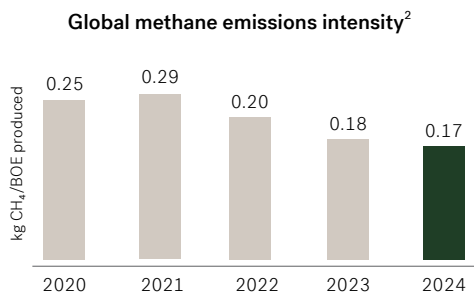
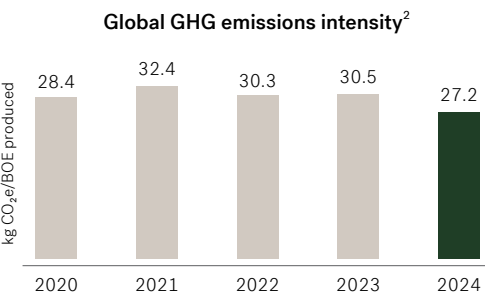
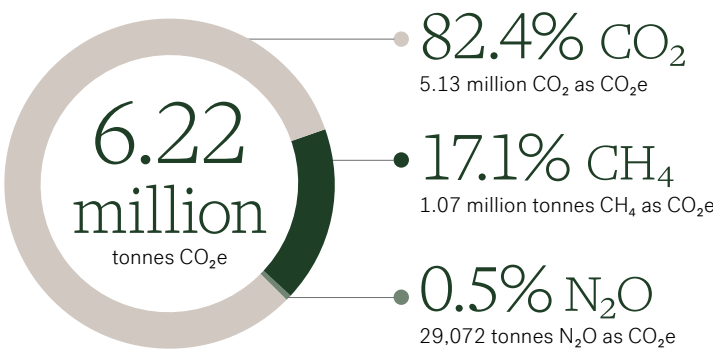
reduction in global GHG emissions intensity since 2023.

NEW GOAL FOR 2025

Achieve a flaring intensity of 1% or less for our U.S. onshore assets.

Achieved Oil and Gas Methane Partnership (OGMP) 2.0 Gold Standard Pathway in our inaugural year as a member of the program.

2024 GHG EMISSIONS (SCOPE 1)



FLARING

As a result of the Callon Petroleum Company (CPC) acquisition in April 2024, APA Corporation's U.S. onshore flaring emissions increased. However, APA has taken several steps to reduce flaring at many of the acquired facilities. Examples of projects that have been implemented include:

- Upgrading gas treatment equipment to allow for better efficiency in delivering on-spec quality gas to our midstream provider, helping to avoid shutdowns that may lead to gas being routed to flare.
- Upgrading the SCADA network, which governs remote monitoring, thereby allowing for more efficient surveillance of off-spec gas conditions that may lead to flaring.
- Working with our midstream provider to enhance our H₂S measurement equipment to provide more reliable monitoring and gas content.

ELECTRIFICATION

Electrification of field equipment can provide multiple benefits when the power grid is available, stable and economically viable. With the acquisition of CPC, our number of electrified facilities grew in the Permian Basin. Although increasing electrification of our equipment has increased our Scope 2 emissions, which reflect emissions from purchased electricity, using more electric power reduces our overall emissions compared to running equipment on traditional liquid fuels in the field.

KEY PERFORMANCE DATA

	Units	2024	2023	2022	2021	2020
Global Greenhouse Gas Emissions						
Operated emissions ^{2,3} (Scope 1)	Thousand tCO ₂ e	6,225	5,962	5,679	6,255	6,290
Carbon dioxide	Thousand tCO ₂ e	5,131	5,050	4,703	4,831	4,830
Methane	Thousand tCO ₂ e	1,065	879	945	1,389	1,410
Nitrous oxide	Thousand tCO ₂ e	29	33	31	35	50
Operated direct emissions (Scope 1) by source						
Flaring	Thousand tCO ₂ e	1,349	1,573	1,409	1,477	1,480
Venting	Thousand tCO ₂ e	707	575	576	690	420
Fuel combustion	Thousand tCO ₂ e	3,964	3,635	3,495	3,548	3,550
Fugitives	Thousand tCO ₂ e	204	179	199	541	830
Operated indirect emissions (Scope 2)	Thousand tCO ₂ e	445	223	216	344	490
Global Emissions Intensities^{3,4}						
Global GHG emissions intensity	kg CO ₂ e/boe produced	27.2	30.5	30.3	32.4	28.4
Global methane emissions intensity	kg CH ₄ /boe produced	0.17	0.18	0.20	0.29	0.25
Global Energy Use						
Energy use	Thousand MWh	5,400	4,350	4,190	4,600	4,880
Combustion energy	Thousand MWh	4,170	3,820	3,670	3,720	3,730
Electricity	Thousand MWh	1,230	530	520	880	1,150
ISO 14001:2015 (Environmental Management System)						
Operations certified (by revenue)	%	47	59	55		
Operations certified (by production)	%	38	46	47		
ISO 50001:2018 (Energy Management System)						
Operations certified (by revenue)	%	12	18	17		
Operations certified (by production)	%	8	11	10		

2024 KEY EMISSIONS DATA BY COUNTRY

	Units	U.S.	U.K.	Egypt
Operated emissions ^{2,3} (Scope 1)	Thousand tCO ₂ e	1,482	831	3,912
Carbon dioxide	Thousand tCO ₂ e	1,237	776	3,118
Methane	Thousand tCO ₂ e	244	40	781
Nitrous oxide	Thousand tCO ₂ e	1.1	15.3	12.6
Operated direct emissions (Scope 1) by source				
Flaring	Thousand tCO ₂ e	350	124	874
Venting	Thousand tCO ₂ e	132	17	558
Fuel combustion	Thousand tCO ₂ e	937	685	2,343
Fugitives	Thousand tCO ₂ e	63	5	137
Operated indirect emissions (Scope 2)	Thousand tCO ₂ e	433	1	12

¹ GHD, a privately owned global professional services company, verified all measurement frameworks and reported attainment levels associated with the goal of eliminating at least 1 million tonnes of annualized carbon dioxide equivalent (CO₂e) by the end of 2024.

² Emissions in 2024 are calculated using IPCC AR5 Global Warming Potentials (GWPs). Prior to 2024, reported emissions were calculated using AR4.

³ Operated emissions include Scope 1 emissions calculated under applicable regulatory requirements and boundaries in the U.S. and U.K. For operations within the U.S., Scope 1 emissions include emissions reported to the U.S. Environmental Protection Agency under Subpart C and Subpart W.

⁴ Global intensities were calculated using Scope 1 emissions from production and gathering and boosting operations in APA's U.S. and U.K. operating areas and Egypt joint venture operations and associated gross production.

Water is a vital resource that supports everything around us — healthy ecosystems, vibrant communities and our own oil and gas operations. We seek to responsibly balance our operational water usage with the environmental and social needs around us. We are focused on safe and cost-efficient approaches to using nonfreshwater, particularly recycling and reusing produced water.

OUR 2024 HIGHLIGHTS

Apache was recognized at the **International SOS Foundation 2024 Duty of Care Awards** for its responsible water management program in the U.S. The award considered the company's efforts to minimize freshwater consumption through reuse of produced water and seeking to reduce the overall amount of water required for operations.



Left to right: Chris Monk, Apache Egypt, and Engineer Ahmed Ali, chief operations officer at Misr el Kheir Foundation

PARTNERSHIP SHOWCASE

In 2024, **Apache Egypt** and **Misr El Kheir Foundation** signed a deal to upgrade and overhaul parts of the water supply system in Beni Suef, south of Cairo, to create an uninterrupted flow of clean water to approximately 350,000 residents. Since 2017, Apache Egypt has funded clean water accessibility projects in Beni Suef, and this new agreement will help drive further improvements for Egyptian citizens. Project completion is expected in the third quarter 2025.

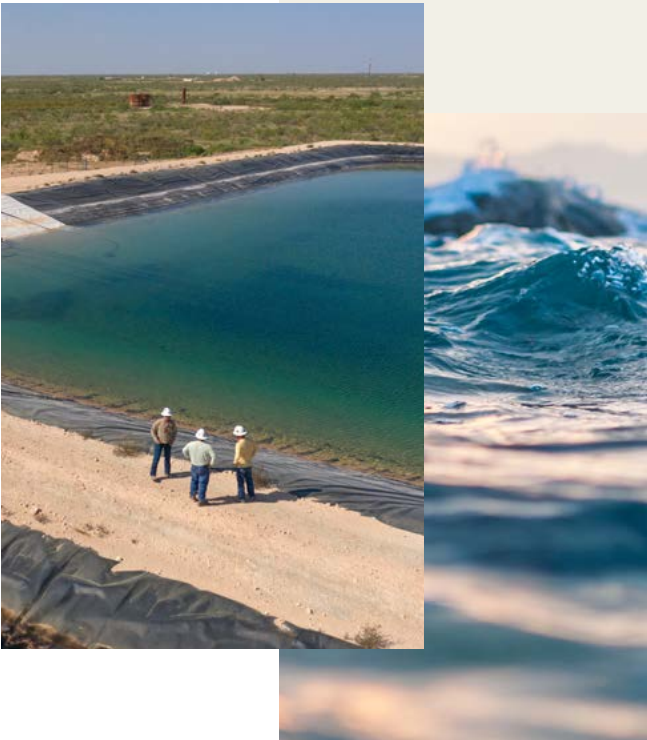
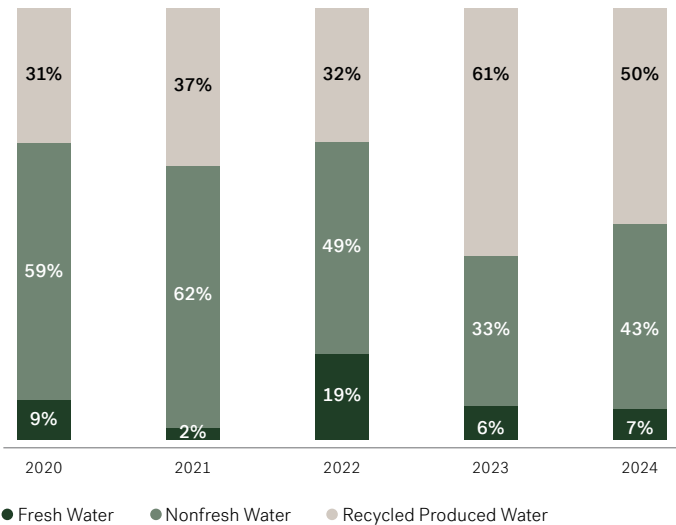
97%

of our global water use was produced water and brackish, nonfreshwater. Our primary water uses are hydraulic fracturing and secondary recovery through waterflood operations.

50%

of the water used for U.S. onshore hydraulic fracturing operations was recycled produced water, including water used in the acreage acquired from Callon Petroleum Company in April 2024.

HYDRAULIC FRACTURING WATER USE, U.S. OPERATIONS



KEY PERFORMANCE DATA

	Units	2024	2023	2022	2021	2020
Global Water Use by Source						
Total water consumption	Thousand bbls	67,029	36,518	33,825	29,055	11,100
Freshwater consumption	Thousand bbls	12,113	7,161	11,345	5,572	1,525
Groundwater (drilling)	Thousand bbls	2,325	3,069	3,498	2,499	—
Groundwater (completions)	Thousand bbls	8,633	3,302	6,363	560	1,525
Groundwater (enhanced oil recovery)	Thousand bbls	—	31	—	—	—
Surface water	Thousand bbls	995	590	1,319	1,043	—
Municipal water	Thousand bbls	160	170	165	1,469	—
Nonfreshwater consumption	Thousand bbls	54,916	29,357	22,480	23,483	9,575
Groundwater (drilling)	Thousand bbls	2,043	977	3,881	1,916	—
Groundwater (completions)	Thousand bbls	52,873	19,072	16,657	20,655	9,575
Groundwater (enhanced oil recovery)	Thousand bbls	—	9,308	—	—	—
Surface water	Thousand bbls	—	—	1,941	913	—
Total water used in production	Thousand bbls	442,978	402,284	396,811	567,630	593,720
Total recycled/reused ¹	Thousand bbls	375,949	365,767	362,986	538,575	582,620
Secondary recovery reused	Thousand bbls	314,521	330,838	352,171	526,350	577,542
Hydraulic fracturing recycled/reused	Thousand bbls	61,428	34,928	10,816	12,226	5,078
Produced water received from third parties (produced water in)	Thousand bbls	—	14,872	1,699	—	—
Produced water sent to third parties (produced water out)	Thousand bbls	662	3,287	3,074	—	—
Produced water sent for injection disposal	Thousand bbls	132,988	200,292	207,717	180,279	238,208
Global Water Metrics						
Freshwater consumption	%	18	20	34	19	14
Nonfreshwater consumption	%	82	80	66	81	86
Produced water recycled/reused	%	49	59	59	57	82
Produced + nonfreshwater as a percentage of total water usage	%	97.3	98.2	97.1	99.0	99.7
Fresh water as a percentage of total water usage	%	2.7	1.8	2.9	1.0	0.3
Freshwater consumption intensity	bbls/boe	0.07	0.05	0.08	0.04	0.01
U.S. Hydraulic Fracturing Water Use¹						
Nonfreshwater	%	43	33	49	62	59
Recycled produced water	%	50	61	32	37	31
Freshwater use	%	7	6	19	2	9
Hydrocarbon Spills²						
Hydrocarbon spills, count	No. >1 barrel in size	90	76	115	202	194
Hydrocarbon spills, volume	bbls	931	339	1,315	2,288	3,159

2024 KEY WATER DATA BY COUNTRY

	Units	U.S.	U.K.	Egypt
Total water consumption	Thousand bbls	64,760	160	2,110
Freshwater consumption	Thousand bbls	9,840	160	2,110
Total water used in production	Thousand bbls	232,970	32,080	177,930
Total recycled/reused ¹	Thousand bbls	168,210	31,920	175,820

¹ APA Corporation (APA) operates a number of secondary recovery fields utilizing waterflood processes that reuse produced water. For APA's hydraulic fracturing operations, produced water reuse is defined as water that is reused directly without treatment; produced water recycled is defined as water that is treated before reuse, and is therefore recycled.

² Hydrocarbon spill counts were updated (2020-2023) as a result of data system maintenance and improved granularity of historic values.

Biodiversity and Environmental Stewardship



Protecting species and their habitats in the areas where we operate is an important priority for APA Corporation. We have processes in place to assess and avoid sensitive habitats, as well as areas of cultural or historical significance.

For our operations in marine environments, we use location-specific wildlife management programs to identify, assess and mitigate potential impacts from drill ships or other offshore activities. During end-of-life decommissioning of offshore platforms, we have transformed select structures into artificial reefs where appropriate and permitted by law.

✓ ON TRACK WITH OUR CURRENT SITE RECLAMATION GOAL

- In 2023, we set a goal to accelerate the surface reclamation of at least 150 well-pad sites by the end of 2025. We are on track to meet this goal.
- To meet this goal, we are undertaking site reclamation more quickly than required, as part of our efforts to return sites to natural conditions and habitats as quickly as possible after operations are complete.



Photo by Permian Basin Petroleum Association

OUR 2024 HIGHLIGHTS

- We completed our first year of a multiyear study with the Borderlands Research Institute (BRI) at Sul Ross State University, which is investigating methods to improve habitat restoration efforts in West Texas and identifying best practices associated with well-pad site reclamation work. Initial findings will be further investigated for repeatability and trending in the second year.
- In 2024, we entered into a Candidate Conservation Agreement with Assurances (CCAA) to protect the Dunes Sagebrush Lizard (DSL). This voluntary conservation plan focuses on all components of the mitigation hierarchy, including avoidance, minimization and mitigation, as appropriate for all industry sectors conducting activities in DSL habitat. The DSL is a small, light-brown to grayish lizard that is currently listed as an endangered species by the U.S. Fish and Wildlife Service (FWS). It has been found in Andrews, Crane, Gaines, Ward and Winkler counties in Texas.

290,000

acres are wholly managed through APA subsidiaries, with a goal of balancing resource benefits with natural habitat conservation and protection.

350+

Permian Basin well pad sites were restored to natural conditions in 2024.



Photo by BRI, Restoration Progress Report

Our commitment to people begins with our employees — the foundation that drives our organization’s success.

By building a qualified workplace, supporting employee development and well-being, and providing a comprehensive Total Rewards package, we are investing in our employees to help them achieve their full potential and that of our company.








PLANNING, IMPLEMENTING AND APPRECIATING APA’S FUTURE OF WORK

After three years of planning and finalizing the **Future of Work project**, we successfully relocated Houston employees to our new headquarters in the energy corridor of Houston, Texas. The building’s new design improves employee connection, collaboration and work experience through new technology, ways of working and office space enhancements. In addition, we simultaneously designed and managed a Future of Work project for our employees in Cairo to relocate to a modernized building in 2025.

EMPLOYEE RESOURCES

- Our goal is to offer market-competitive, globally aligned benefits that recognize our employees’ contributions and support the well-being of their families.
- Our robust compensation package includes a competitive base salary, industry-leading benefits and performance-driven short- and long-term incentives.
- Our benefit offerings support global mental health and wellness, by including access to mental health platforms.
- We provide comprehensive and inclusive family-building tools. For example, in the U.S., our employees have access to fertility treatment support services, adoption and surrogacy reimbursement, and new in 2024, backup care for children and elderly family members.

EMPLOYEE ENGAGEMENT TOOLS

	ERG events
	Corporate events
	Volunteer events
	Family events
	Employee surveys
	Live broadcasts
	Quarterly town halls

EMPLOYEE ENGAGEMENT

- Throughout the year, we host events for employees to gather locally with colleagues and family members to build camaraderie. These include **museum nights**, **sporting events** and local celebrations, such as the Annual **Ramadan Iftar Event** in Egypt.
- Employees also donate their time to building better communities through **tree planting**, **mentoring programs**, fundraising and matching **donations to nonprofits**, and participation in **local charity events**.
- **Employee Resource Groups (ERGs)** are open to all employees and help to build connections, support our community outreach programs and encourage career development. ERGs at the company include the Black Professionals Network, Pride Network, Unidos, Women’s Network, Young Professionals Network, Pan-Asian Network and Rally Point Veterans Network.

EMPLOYEE RECRUITMENT

We focus on both experienced hiring and campus recruitment and are committed to finding and retaining the best candidate for every job. We continuously evaluate our campus recruiting program to ensure it meets the needs of the business.

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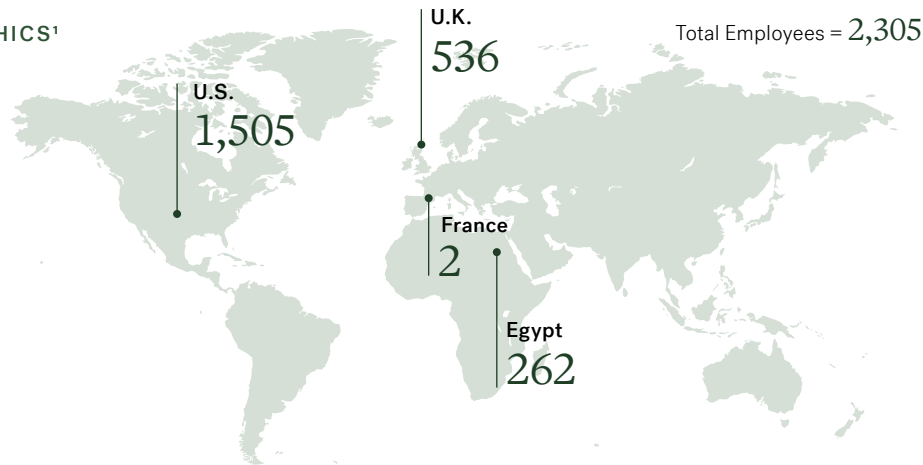
interns participated in our internship program in the summer of 2024.



Our People

WORKFORCE DEMOGRAPHICS¹

Total Employees by Country



KEY PERFORMANCE DATA

	Units	2024	2023	2022	2021	2020
Our People						
Global full-time employees	#	2,305	2,271	2,273	2,253	2,272
U.S.	#	1,505	1,403	1,378	1,381	1,430
U.K.	#	536	607	651	638	598
Egypt	#	262	259	241	230	237
Suriname	#	0	0	0	2	7
France	#	2	2	3	2	0
Embedded contractors²						
U.S.	#	414	264	310		
U.K.	#	53	48	98		
Egypt	#	76	63	61		
Suriname	#	3	2	2		
France	#	0	0	0		
Global Gender Mix						
Total female employees	%	23.0	23.0	24.0	22.9	22.1
U.S.	%	29.3	29.3	29.1	28.6	27.0
U.K.	%	8.6	12.7	14.3	12.4	12.0
Egypt	%	16.8	16.6	16.6	17.4	17.0
Suriname	%	0.0	0.0	0.0	0.0	14.0
France	%	0.0	0.0	33.3	50.0	0.0
Total male employees	%	77.0	77.0	76.0	77.1	77.9
Female employees in leadership positions ³	%	20.0	20.0	20.0	17.6	17.6
Global Age Breakdown (Total Employees)						
29 and under	%	7.4	7.4	7.7	7.9	9.9
30–50	%	61.9	61.9	61.5	62.1	60.5
Over 50	%	30.7	30.7	30.9	30.0	29.6
U.S. Ethnicity Mix (Total U.S. Employees)						
American Indian or Alaskan Native	%	0.4	0.5	0.5	0.6	0.8
Asian	%	7.9	7.6	7.1	7.1	6.8
Black or African American	%	6.0	6.2	5.9	6.5	6.0
Hispanic/Latino	%	25.5	21.7	21.0	19.1	18.6
Native Hawaiian or other Pacific Islander	%	0.0	0.1	0.1	0.1	0.1
Two or more races	%	1.3	1.2	0.8	0.8	0.8
White	%	58.9	62.8	64.7	65.8	66.9
U.S. Ethnicity Mix (Leadership³)						
American Indian or Alaskan Native	%	0.5	0.8	0.6	0.9	0.7
Asian	%	6.8	6.8	7.0	6.1	6.3
Black or African American	%	4.2	3.9	3.8	4.3	3.0
Hispanic/Latino	%	14.5	11.6	9.1	8.1	11.0
Native Hawaiian or other Pacific Islander	%	0.0	0.3	0.3	0.3	0.2
Two or more races	%	0.8	0.5	0.6	0.6	0.5
White	%	73.2	76.1	78.7	79.8	78.3

¹ Our workforce demographics are reported by employees' work location as of Dec. 31, 2024. They are based on employee self-identification and subject to change based on employee assignment. All APA employees are employed by our subsidiary Apache Corporation. This data is comparable to Equal Employment Opportunity, or EEO-1, reported data. Our most recently published EEO-1 reports can be found on our [website](#).

² Embedded contractors are members of contractor organizations that were selected by Apache and who are subject to Apache's competency requirements. These personnel are supervised by Apache employees, and most work primarily on Apache sites.

³ Leadership role defined as supervisor level and above or equivalent.

We are committed to the health and safety of our employees, contractors and people in the communities where we operate. Safety underpins our core values and is at the forefront of decision-making at every level of the organization. We apply our core values, standards and operating practices throughout our workforce to maintain a strong safety culture. We strive to be incident-free every day across our global operations.

OUR 2024 HIGHLIGHTS

- Emphasized International Association of Oil & Gas Producers (IOGP) Life-Saving Rules (LSR) inspections across our operations, with more than 10,200 LSR inspections completed in 2024, including strong involvement from our people leaders, who submitted or participated in 72% of inspections.
- Achieved or exceeded all safety targets in 2024, including our lowest Total Recordable Incident Rate (TRIR) in company history, at 0.16.
- Recognized a 10% increase in our safety observation rate by empowering employees and contractors to proactively observe and identify at-risk conditions and actions as well as recognize positive behaviors.
- Conducted an annual safety culture survey, which 100% of employees completed. Results showed that 99% of staff think environment, health and safety are a top priority and 98% of our organization feels empowered to take action when necessary.

NEW GOAL FOR 2025

Maintain our strong safety performance by achieving a SIR at or below 0.01 in 2025.



SAFETY PERFORMANCE STATS

Severe Incident Rate

0.009 ↓

Achieved **10% Below** the target of 0.010

Total Recordable Incident Rate

0.16 ↓

Achieved **33% Below** the target of 0.24

Live Saving Rules Inspections

>10,200 ↑

Exceeded target of 10,000

People-Leader Inspection Participation

72% ↑

Exceeded target of 70%

APA FOLLOWS LEADING INDUSTRY IOGP LIFE-SAVING RULES



Line of fire



Safe mechanical lifting



Driving



Working at height



Work authorization



Confined space



Hot work

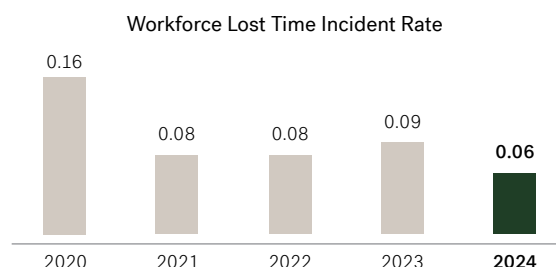
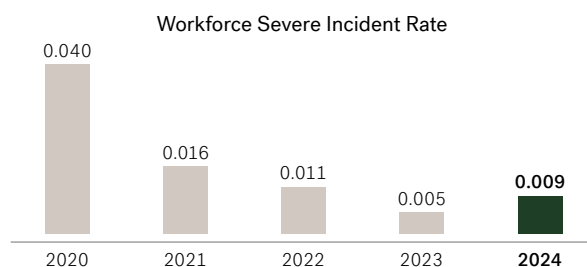
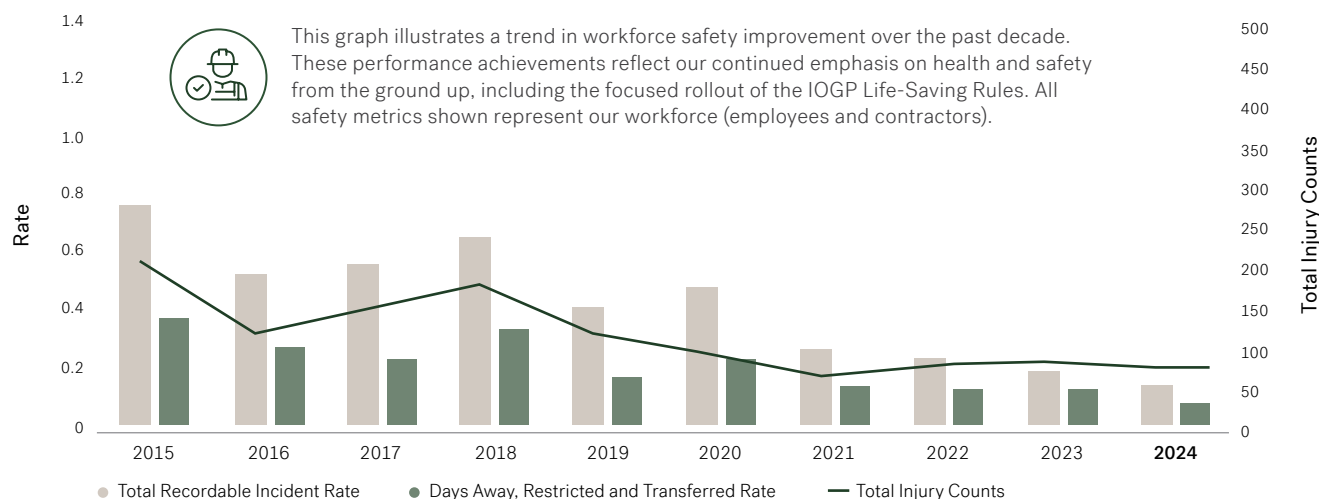


Bypassing safety controls



Energy isolation

Health and Safety



Severe Incident Rate (SIR) is defined as the rate of incidents resulting in fatal injury, permanent or significant loss or impairment of a body part or organ function, or that otherwise permanently changes or disables individuals in their normal life activity, per 200,000 hours worked.

The Lost Time Incident Rate (LTIR) is calculated by multiplying the total number of lost-time injuries by 200,000 hours, then dividing by the total hours worked. LTIR cases considered in this rate are those work-related injuries and illnesses that lead to an individual's missing work.

KEY PERFORMANCE DATA

	Units	2024	2023	2022	2021	2020
Health and Safety						
Hours worked — workforce	Million hours	89.0	75.3	76.1	50.2	36.1
Employee hours worked	Million hours	11.6	12.2	11.8	11.5	12.1
Contractor hours worked	Million hours	77.4	63.2	64.3	38.6	24.0
Lost Time Incident Rate (LTIR)						
Employees	Per 200,000 hours worked	0.05	0.08	0.05	0.07	0.05
Contractors	Per 200,000 hours worked	0.06	0.09	0.08	0.08	0.20
Workforce	Per 200,000 hours worked	0.06	0.09	0.08	0.08	0.16
Total Recordable Incident Rate (TRIR)						
Employees	Per 200,000 hours worked	0.12	0.05	0.17	0.21	0.27
Contractors	Per 200,000 hours worked	0.17	0.26	0.24	0.27	0.58
Workforce	Per 200,000 hours worked	0.16	0.22	0.23	0.26	0.48
Days Away, Restricted or Transferred (DART) Rate						
Employees	Per 200,000 hours worked	0.05	0.05	0.08	0.14	0.13
Contractors	Per 200,000 hours worked	0.10	0.15	0.12	0.13	0.28
Workforce	Per 200,000 hours worked	0.09	0.14	0.12	0.13	0.23
Severe Incident Rate (SIR)						
Employees	Per 200,000 hours worked	0.000	0.000	0.000	0.017	0.000
Contractors	Per 200,000 hours worked	0.010	0.006	0.012	0.016	0.067
Workforce	Per 200,000 hours worked	0.009	0.005	0.011	0.016	0.040
Vehicle Incident Rate (VIR)						
	Per million miles driven	0.59	1.02	0.27	0.53	0.83
Fatalities						
Employees	#	0	0	0	0	0
Contractors	#	0	1	0	0	3
Workforce	#	0	1	0	0	3
ISO 45001:2018 (Occupational Health and Safety Management Systems)						
Operations certified (by revenue)	%	36	41	38		
Operations certified (by production)	%	30	35	37		

We strive to be a good neighbor in the areas where we operate. We work to achieve this by understanding and addressing community interests and concerns, minimizing operational impacts on local communities, supporting local economies through our investment decisions and employment opportunities, and supporting local partners doing critical work in the community. Our commitment to work with local stakeholders is integrated into how we conduct our business.

OUR COMMUNITY SOCIAL INVESTMENT PILLARS



Community well-being – Addressing acute social needs within our geographically and culturally diverse operational footprint.



Environmental stewardship – Maintaining our long-standing legacy and commitment to balancing environmental stewardship and conservation with responsible energy development.



Access to energy – Creating opportunities for underserved communities that lack access to reliable, affordable energy.

2024 COMMUNITY WELL-BEING HIGHLIGHTS

U.S.

- **3,000+** Houstonians rode in the Tour de Houston, raising over \$60,000 to plant trees through the RePlant Houston initiative.
- **60+** high school students were supported with full-college scholarships, mentoring and training via the Posse Foundation.
- **8+** scientific papers were published by MD Anderson's Image Guided Cancer Therapy Research Program, made possible through Apache funding.

EGYPT

- **10,000+** residents of Western Desert communities with limited access to health care received medical examinations through the Ibrahim Badran Foundation.
- **6,100+** young Egyptians attended 201 Springboard Schools across three governorates; 115+ of these schools were supported with maintenance improvements and infrastructure upgrades.
- **250+** young women received technical training and entrepreneurship skills through the Youth Leaders Foundation "She Leads" program.

U.K.

- **2,800+** students took part in workshops at "The Lab" at the Aberdeen Science Center.
- **500+** children were provided winter coats in collaboration with Cash for Kids Aberdeen.
- **£1MM+** in giving to cancer organization Maggie's Aberdeen from offshore workforce over the past 15 years.

SURINAME

- **1,700+** patients received eye health screenings and glasses in collaboration with Lions Club International.
- **60+** students with disabilities at Mytyl School participated in field trips underwritten by Apache.
- **15** mothers and their children at STICRIS Women's Shelter were provided garden plots and trained in produce gardening, leading to healthier diets.

ACCESS TO ENERGY

We have continued a long-standing partnership with **Switch Energy Alliance (SEA)**, which provides collaborative energy education to more than **15 million** students and environmental organizations around the world. We also supported SEA's production of "Switch On," the sequel to "Switch," a film that explores energy needs across the developing world.

We also continued our multi-year partnership with the **Clean Cooking Alliance**, a U.N. Foundation nonprofit organization focused on building a dynamic, inclusive and financially sustainable clean cooking industry, with the goal of achieving global access to clean cooking by 2030.



Photo by UNDP Sustainable Energy Hub

LOCAL ECONOMIC SUPPORT

APA Corporation focuses on developing business relations with local suppliers and contractors. Sourcing and contracting locally supports local jobs and economic development and engenders goodwill within the communities where we live and work.

44%

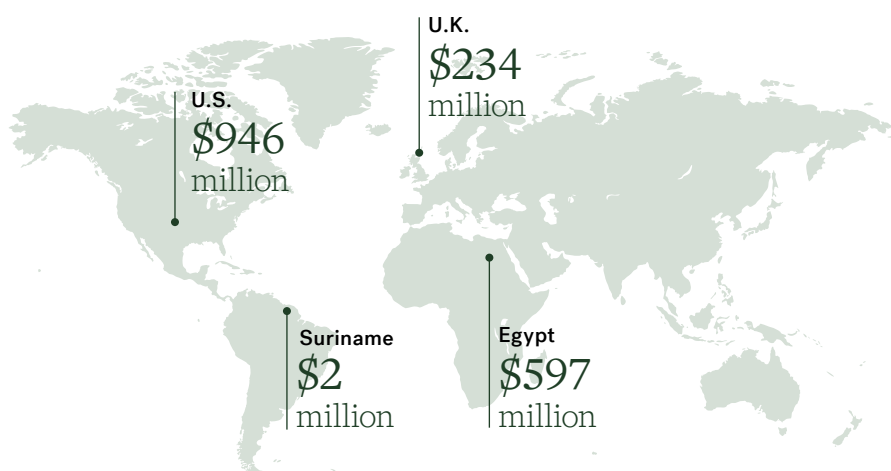
of our operating area's budgets have been spent with local suppliers and contractors in 2024.

2024 ENVIRONMENTAL STEWARDSHIP HIGHLIGHTS

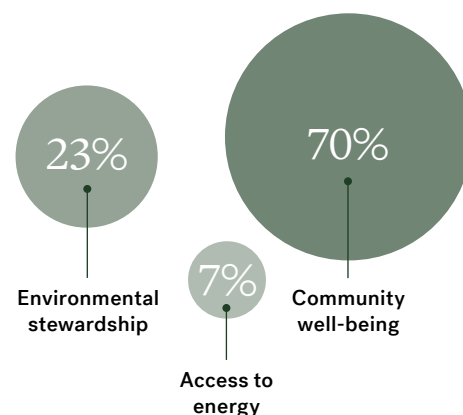
- **134,000+** trees have been planted by 50+ organizations across Louisiana, New Mexico and Texas through the [Apache Corporation Tree Grant Program](#).
- **35,000+** trees have been planted by 10+ nonprofit organizations across Scotland through the Apache Tree Grant Programme since 2023.
- **31,000+** students in Harris County received Texas Wildlife Association's "Discovery Trunks" in their classrooms to learn about Texas flora and fauna.



2024 TOTAL LOCAL VENDOR SPEND BY COUNTRY



2024 U.S. SOCIAL INVESTMENT



KEY PERFORMANCE DATA

	Units	2024	2023	2022	2021	2020
Economic Contributions						
Total local vendor spend	\$ Million	1,779	1,780	1,186	860	962
Total global vendor spend	\$ Million	4,019	4,104	2,918	1,937	2,324
Local spend percentage	%	44	43	41	44	41
Tier 1 U.S. vendor spend with diverse suppliers	%	10.1	6.9	4.8	3.8	—
U.S. Social Investment						
Community well-being	%	70	60	71	80	77
Environmental stewardship	%	23	25	20	16	21
Access to energy	%	7	15	9	4	2

At APA, we believe that maintaining robust and leading corporate governance practices is vital to the success of our business.

Effective governance can help APA deliver value, protect our reputation, and enable us to better understand and respond to the varied needs of our stakeholders. More than a set of written principles and protocols, corporate governance is embedded in our culture of transparency and integrity, which is demonstrated daily in our actions and engagements.

BOARD OF DIRECTORS

Our board of directors plays a vital role in the design, implementation and monitoring of our corporate governance practices. All of our nonemployee directors, including the board chair, are independent, in accordance with standards established by Nasdaq and the U.S. Securities and Exchange Commission. Our directors bring a variety of skills and perspectives to the board, including through financial, executive, analytical, cybersecurity, environmental, governance and international experience. These fresh perspectives continue to help the board fulfill its commitment to its oversight role and prudently manage our risks and strategies.

(For more information about our directors' qualifications, please see p. 12 in the [2025 Proxy Statement](#).)



APA's Board of Directors (top row): Lamar McKay (nonexecutive Chair of the Board), Annell R. Bay, Matthew R. Bob, John J. Christmann IV, Juliet S. Ellis, Kenneth M. Fisher (bottom row): Charles W. Hooper, Chansoo Jung, Peter A. Ragauss, David L. Stover, Anya Weaving

STAKEHOLDER ENGAGEMENT

We regularly engage with a wide range of stakeholders to gain their insights and input on issues, trends, best practices and specific stakeholder interests and concerns. Both the board of directors and senior management recognize that the long-term interests of shareholders are advanced by responsibly considering the concerns of other stakeholders and interested parties, including employees, customers, suppliers, government officials and the public at large.

SHAREHOLDER ENGAGEMENT

We place significant importance on engagement with our investors. We regularly engage with shareholders and appreciate feedback on topics such as corporate governance, business strategy, executive compensation and sustainability issues. Our shareholder engagement starts at the top. Our independent board chair, chair of the Management Development and Compensation Committee, and select other board members, together with senior management, engage with shareholders during regular spring and fall engagement campaigns. Board members can also be contacted at any time during the year through our corporate secretary, who relays communications to them as appropriate.

100%

of employees completed the annual Code of Conduct training in 2024.

100%

of employees completed the annual cybersecurity awareness training in 2024.

100%

of employees completed anti-bribery and anti-corruption training in 2024.



Center for Political Accountability

Trendsetter in Political Disclosure and Accountability

CPA-Zicklin Index of Corporate Political Disclosure and Accountability (2017-2024)





OUR APA CODE OF CONDUCT

Our Code, reimagined in 2024, reflects our vision, values, standards and expectations. It is organized by our five core values of safety, integrity, people, stewardship and ingenuity, and incorporates new learning aids, new topics and greater interactivity, to guide behaviors and decision-making across our organization.

(Visit our [website](#) for more information on the Code.)

COMPLIANCE AND ETHICS

APA Corporation’s compliance and ethics program advances our purpose, vision and values, and supports our people and culture. We seek to ensure that the company has a well-defined and understandable compliance program designed to prevent and detect misconduct. Our program, including our [Code of Conduct](#), which is available in English, Arabic, Dutch and Spanish, is communicated utilizing various channels reaching our employees and stakeholders across the globe, and we tailor our communications and training to include real-world and relevant on-the-job scenarios.

(Additional resources guiding our governance practices are listed under [Governance Documents](#) on our website.)

OUR VALUES



Safety
We never compromise on safety.



Integrity
We conduct our business with respect, honesty and dignity.



People
We recognize people are the foundation that drives our success.



Stewardship
We have an unwavering commitment to responsible operations.



Ingenuity
We set aggressive goals, question the status quo and seek top performance through continuous improvement.

CONTACT OUR ETHICS LINE

Visit: apacorp.com/ethicsline

Call:

Egypt	015-01718343
Suriname	844-787-0247
Trinidad & Tobago.....	844-568-4485
United Kingdom & Northern Ireland	0800-031-8529
United States	844-787-0247
Uruguay.....	000405-4250

If calling from outside the U.S., you may use the telephone numbers listed on the [website](#).

Accounting-related concerns:

Concerns related to accounting issues should be submitted to the company’s Audit Committee pursuant to our [Raising Accounting Issues Procedure](#) or by writing our Audit Committee at the address below.

Write our Audit Committee

APA Board of Directors
Attention: Audit Committee

APA Corporation
2000 W Sam Houston Pkwy S, Ste 200
Houston, TX 77042

Employees can report concerns and ask questions to:

- People Leaders
- Human Resources
- Corporate Compliance
- Legal Department

Cautionary Statement Regarding Forward-Looking Statements and Risk

This report includes “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. All statements other than statements of historical facts, including statements regarding our sustainability and business strategies, plans, initiatives, policies, programs, goals, targets, commitments and objectives and the anticipated achievement, implementation, timing or benefits, if any, of any goals, targets, commitments or objectives or of any new projects and technologies, are forward-looking statements. These statements are generally accompanied by the use of forward-looking terminology such as “may,” “will,” “could,” “expect,” “intend,” “project,” “estimate,” “anticipate,” “plan,” “believe,” “continue,” “seek,” “guidance,” “goal,” “might,” “outlook,” “possibly,” “potential,” “prospect,” “should,” “would,” or similar terminology, but the absence of these words does not mean that a statement is not forward looking. All forward-looking statements are based on management’s current assumptions and expectations, and although we believe that the expectations reflected in such forward-looking statements are reasonable, we can give no assurance that such expectations will prove to have been correct. Our actual future results, including the achievement of goals, targets or commitments, could differ materially from our expectations due to changes in circumstances, assumptions not being realized, or other risks, uncertainties or factors. Important factors that could cause actual results to differ materially from our expectations are included in the risk factors, forward-looking statements disclaimer, and other challenges and uncertainties described in the company’s annual and quarterly reports filed with the Securities and Exchange Commission (SEC), as well as, with respect to our sustainability strategy, management and performance, the assumptions, risks, uncertainties and factors identified in this report and in our other public reporting, including factors such as (i) the availability of funding for the goals, initiatives and programs described in this report; (ii) our ability to achieve sustainability goals and objectives; (iii) changes in our strategies and priorities; (iv) changes in the priorities of our customers and suppliers; (v) the timing and amounts of our future investments; (vi) the accuracy of our estimates and assumptions and the scenarios on which we base such estimates and assumptions; (vii) the future effect of legislation, regulation, executive orders, rulemaking and changes in policy or the interpretation or application of the foregoing; (viii) the impact of acquisitions and divestitures; (ix) the competitive environment; (x) our ability to attract and retain personnel with the technical skills necessary to implement our initiatives; (xi) the timing and efficacy of our technologically developed solutions; (xii) the willingness of our partners to comply with our programs and initiatives; and (xiii) the impact of global economic, business, political, diplomatic, inflationary, tax, trade, market and climate conditions on the goals, initiatives and programs described in this report. We urge you to consider all the risks, uncertainties and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this report. We also advise you that the disclosure of forward-looking statements and other information included in this report does not indicate that the materiality of such information rises to the standard of “materiality” for purposes of federal securities law disclosure requirements and SEC filings. The forward-looking statements in this report are made as of the effective date identified herein, unless otherwise indicated, and, except as required by law, we undertake no obligation to update or revise these forward-looking statements, whether based on changes in internal estimates or expectations, new information, future developments or otherwise.

About Our GHG Emissions Estimates

The estimated GHG emissions of the company described in this report are derived from a combination of measured and estimated data using the best reasonably available information as of December 31, 2024. We use industry standards and practices for estimating GHG emissions, including guidance from the U.S. Environmental Protection Agency, U.K. Emissions Trading Scheme, American Petroleum Institute, SASB and Ipieca. We continue to seek improvements in data quality, including with respect to equipment inventories and estimation or measurement of GHG emissions. Our emissions estimates are not certain because of variations in processes and operations, the availability of sufficient representative data, the quality of available data, and the methodologies used for measurement and estimation. We intend to continue to update our emissions estimates, in accordance with applicable standards, in the event of significant changes as additional data become available, or estimation methodologies are refined, and to reflect significant changes to our assets, operations or emissions boundaries. We have endeavored to estimate direct GHG emissions from our operations (Scope 1) and indirect emissions associated with the generation by others of electricity that we purchase for use in our operations (Scope 2).



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